

CHIP
N
CHUNKS

September 2001



No matter where you are ... don't miss this issue of Chips 'n Chunks!

Pulp, Paper & Woodworkers of Canada,
Local 10
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 8:00 A.M. - 4:30 P.M.

EXECUTIVE - 2001 - PULP, PAPER & WOODWORKERS OF CANADA, LOCAL 10

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Chips & Chunks will be published six times yearly by the Pulp, Paper and Woodworkers of Canada, Local 10. It is an open forum in which members of Local 10 are encouraged to express their views and opinions.

Articles and opinions appearing in Chips & Chunks do not necessarily reflect the opinions of the P.P.W.C., Local 10 Executive, the Editor, or other Officers of Local 10.

Editors: Terry Brunt 376-2166
 Bob Stephens 372-3724



CO-EDITOR'S COMMENT

Welcome to the September 2001 issue of *Chips & Chunks*, and I hope you and your families had an adventurous and memorable Summer. My name is Bob Stephens and I've been with Weyerhaeuser for around 20 years, working in various departments throughout the Mill. I've asked Terry Brunt, the Editor for *Chips & Chunks*, for the opportunity to help with this publication. I felt that while the Union always needs the input and support of its members, we are probably in one of the worst situations we have been in since 1985, and if there was ever a time to help and support your Union, it is now. If you have some time, your help would also be greatly appreciated. Come to some meetings and see what the issues are. Stand up and say what is on your mind, or if you are unsure of your public speaking abilities (you shouldn't be ... content is important, a smooth delivery is not!), then you should send a letter to *Chips & Chunks*. Every person's opinion is truly important as it gives the Union strength through the diversity of our membership. Make your opinions heard, silence is NOT golden! That being said ... here is my first contribution to our newsletter.

Change

In case you haven't noticed, the face (or should I say "faces") of Weyerhaeuser is changing ... again. In the years I've been employed with Weyerhaeuser, I've seen new strategies of doing business come and go: there was the "Kaizan" philosophy; "Quality Worklife"; "Quality in Action"; the "Family Plan"; "Empowered Workers" and so on. I've probably missed some, but it doesn't matter. The fact remains that every few years Weyerhaeuser scraps its previous operating initiatives in favour of a new trend developed by some fool sitting in an office in a right wing "think tank." The newest philosophy being promoted by Weyerhaeuser is born from the idea that we have been treated too good for too long, and now it is time for payback. The actual words that I have heard uttered from the mouths of leaders is that a worker who has all of the previous perks and benefits taken away from him will still have a real working output of at least 80%. Who is this guy and why are they listening to him? Because what he says is a way of justifying unprecedented short-term profit taking. It is a Robin Hood situation with a major twist. Rob from the poor and give it to the rich. De-empower the workers to the point that they hate their jobs. Who cares? With the real unemployment rate so high and all of the other companies following the same strategy of reducing jobs, where are all of the disgruntled workers going to go? They are going to go back to work, put in their 80%, and go home. Thanks for providing us with such a positive working atmosphere, Weyerhaeuser. You have a strange way of trying to solicit cooperation from the workers.

Every action that you have taken has made the Union stronger and thankful for the constant effort that the Union Executive and Standing Committee members have put into trying to make out jobs bearable in the face of such aggression from the Company. In your desire to become lean and mean, at least you got the mean part down pat!

Now for some of the changes that have been made to make us a "competitor in the global marketplace". On a recent job posting, one of the required qualities for the applicant was "a positive attitude towards change," assuming, I guess, that all change is a good thing. What a pile of crap. All change is not a good thing and depends mostly on your perspective. If Tacoma announced a 50% pay cut for all staff and management, I doubt I would see any whitehats in the Mill, let alone positive ones. Changes that are good for increasing profit margins are not always good for the people who have to implement those changes and then live with them. Some recent examples of such changes are:

1. Going to a "just in time" inventory system in Stores that results in having parts anywhere but here, just in time!
2. A strategy of breakdown repair rather than preventative maintenance that has resulted in a triage approach to maintaining equipment just to keep the Mill running (which is fine, I guess, if you can find the parts).
3. Telling people to work together and when they do, downsizing one of them and forcing the other guy to do two jobs half-assed.
4. Eliminating 50 experienced operators (albeit humanely), then having high priced supervisors, with all of their years of education, run around out in the field being "facilitators" and "coordinators" which are actually French terms meaning "training relief" and "utility man") stripping them of their ability to lead anything but the "share your feelings" portion of the morning meeting.
5. Telling people that they are an integral and necessary part of the machine, but come the stat holiday, the part costs too much so just stay home.
6. Taking coffee away from people who work nightshifts.

I know that change is a necessary part of life, and that I can accept. But from our perspective down here, the appearance is that everything that is wrong with this Mill right now is being blamed on the workforce's reluctance to accept change when this is not the case. Other factors such as bad Asian economies (our target market), low pulp prices, increased competition for the shareholder's dollar and a myriad of other circumstances have all contributed to our problems, so why all the focus on us? Because some guy said we had it too good for too long. We are told that we have to do things differently at

Weyerhaeuser and we all have to put a little extra effort into our jobs, and yet at the same time we are also told that we are going to be getting a lot less than what we are used to and the resulting 80% of our normal productivity is acceptable. The message is not clear. It's the same as telling the workforce that we should support each other on our jobs, help each other out in the field and work as a team, but we shouldn't be a Union. Everyone wants to see our Mill be a success but we don't want to see it at the expense of our Union Brothers and Sisters or their jobs, or anybody's jobs for that matter. If this Company was truly interested in making this a world class operation, they would give their employees and their families a little respect for the effort that everyone has put into trying to keep this place profitable in bad times. Our household economies are being eroded on a daily basis by price increases for goods and services, and shrinking incomes at work, and we all have to adjust. But my personal roadmap for success doesn't include throwing one of my kids out on the street and doubling the output of the remaining two. It's not their fault, so why should they have to pay the price?

"Weyerhaeuser ... the future is growing ...
at least for those who are left!"

Bob Stephens



NOTICE FOR LOCAL 10 MEMBERS

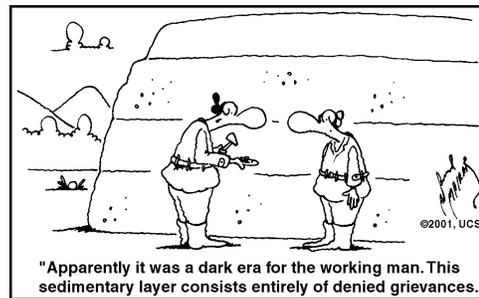
A financial education course for Local 10 members has been planned for November this year. The course title, "*Building Solid Investment Solutions for Your Future*" will take 10 hours to complete. It will be split into two – 5 hour days. Dates of November 9th and 17th have been selected to accommodate Maintenance and Crews on days off.

Information will be up around the Mill around the second week of October, with times, dates, place and how to register. Member's partners are encouraged to attend.

If it is felt after the course is completed, that it should be put on again, then a schedule would be worked out to cover the Crews that could not attend the first course.

Fraternally,
Stacey Whiting
President

LOCAL 10 GRIEVANCE FORMS HAVE BEEN REVAMPED—BE ON THE LOOKOUT FOR NEW FORMS COMING SOON!



1st VICE PRESIDENT'S REPORT

The Company has taken a position not to meet with Local 10's Standing Committee. This is a clear violation of our Collective Agreement, specifically, Article 28, Section 1, page 44, our grievance procedure. All members of Local 10 have a right to a fair resolution process. That process is our grievance procedure, outlined in the Collective Agreement. The grievance process is also supported by the Labour Code. The Local 10 membership has elected individuals to uphold and protect these rights. Local 10's Standing Committee is committed to protecting all aspects of the Collective Agreement. Kamloops Pulp Management is corporately driven to achieve an "A" Mill status. One item on the "A" Mill status agenda is to have a good Union/Management working relationship. Well, that's all fine to say on paper, but realistically, hard to achieve when:

1. Management continually attacks the seniority rights of Local 10 members.
2. Management messes with contractual lines of progression.
3. Management takes away the grievance procedure, which is contractually binding.
4. Management lays off Local 10 members at Christmas and Labour Day, supported with reasons of pure greed.
5. Management refuses to reinstate Standing Committee until their conditions are met.
6. Local 10's Standing Committee is the membership's bargaining agent.

At this time, activities in the Standing Committee process have stopped. Local 10 has started the procedure to file a complaint to the Labour Relations Board. Local 10 wants to resume Standing Committee, but not with conditions attached.

In closing, I would like to welcome Ron Hluschyk to Local 10's Standing Committee and Executive. Ron is Local 10's Chief Shop Steward and can be contacted in the Stores area. I encourage all members that have concerns and grievances to include Ron in the process of solving them.

In Solidarity,
Rene Pellerin, 1st Vice President

SAFETY REPORT

The Company will be hiring a new Health and Safety Leader shortly. Brian Dennis and Geraldine Milligan will be covering the Hygienist position in Teresa Czerwinski's absence.

The JSC members met with the Company on September 10, 2001 regarding fatalities that have occurred at Weyerhaeuser facilities this year. There have been 17 fatalities to date (5 in one plane crash) for both regular Weyerhaeuser employees and contractors. In 80% of the fatalities, at least one safety rule was not followed. The Company will be looking for 100% compliance of safety rules. They are conducting a blitz to reinforce "Safe from the Start" and 100% compliance to safety rules.

A brief summary of the active Sub-committees of JSC:

1. Confines Space/Lockout: the Committee is reviewing the policy; this is done annually. Minor word changes around titles, i.e. Shift Supervisor becomes Shift Coordinator.
2. Emergency Preparedness: the Committee is in the process of putting together a plan for a Mill-wide evacuation in 2002. Work is in progress to tie in all area gas evacuation alarms to the Mill evacuation alarm. The City of Kamloops is having an open house on the emergency plan this Fall; Weyerhaeuser will have an information booth there.
3. Scaffolding: still no meeting held. If no meeting is scheduled by the end of September, we will notify the WCB.
4. Area Safety Functions Reps (ASFR): this is a new Sub-Committee; it is meant to be a communication link between the JSC and the general Mill population. Safety topics are handled by this group. We are still looking for some Safety Stewards to join.

5. Ergonomics: finalized the Ergonomics Compliance Plan for WCB and the Weyerhaeuser ergonomic standard. Completed statistics from Mill-wide discomfort survey. Purchased computer based training package from Erorisk. Some ergonomic training has occurred; more training slated for the week of September 24, 2001. Target group to be trained is supervisors, first aid attendants, safety reps, engineers, and Local 10 Executive members. Some job assessments have been completed and more are ongoing.
6. Health: the Canada Games Pool is expanding their facility; the Company is looking into a fitness subsidy there.

Two Process Technicians, Brady Conroy and Wayne Pehowich, are conducting an asbestos survey at the Mill. This is to comply with the WCB orders from July 12, 2001 requiring the Company to keep an inventory of all asbestos containing material present at the workplace. If you know of any suspected locations of asbestos on site, please let them know so they can test it.

The WCB was in on Friday, August 17, 2001 to investigate complaints from workers of being exposed to cigarette smoke in the Machine Room. An inspection of the premises revealed many discarded cigarette butts on the floor and in garbage cans. The WCB Officers were concerned that management was turning a blind eye to smoking in that production was put ahead of the no smoking policy. Two preventative orders were written. For those of you keeping track, that brings the total of WCB orders written to date to 19.

Joint Safety Committee
 Jeff Pentney, Lynne Monteith, Dan Moffat &
 Dan Morneault



SUNSHINE & CHEER REPORT

Some changes to the guidelines have been finalized and approved at a monthly General Meeting. The important change to take note of is in paragraph two, which states, *“The entitled person must be in the hospital for seven (7) days inclusive, or fourteen (14) days, inclusive, at home. Retired members and spouses will receive a fruit basket if the circumstances are approximately the same as current members.”*

Please let us know of anyone who falls into any of the various categories. It is particularly difficult for us to know when a retired member has become ill or injured, or his or her spouse, so please call us if you are aware of anyone fitting the criteria of our guideline.

Remember, we can only do our job with the proper information from our members.

Committee Members are:

- Production: Keith Trainor 828-1795 or Local 7208
- Steam Plant: Barry Salonen 828-0195 or Local 7401
- Maintenance: Al Senger 374-4808 or Local 7482

Thank you.

Sunshine Cheer Committee

P.P.W.C., Local 10
Sunshine and Cheer Guidelines and Benefits

There shall be a committee of three (3) members, who will represent various areas of the Mill for purposes of Sunshine and Cheer Benefit entitlements to members and family (where applicable).

As a general rule the Mill will be divided into three areas:

1. Maintenance, Service Crew, Technical, Stores and Security
2. Bleach Plant, Brown Stock, Chemical Plant, Machine Room and Chip Yard
3. Steam Plant

P.P.W.C., Local 10 members will be entitled to the following benefits from the Sunshine and Cheer Committee:

Upon the death of a member or a retired member, the purchase of a flower/funeral arrangement will be made, at the appropriate value of one hundred dollars (\$100.00). Upon the death of a member or retired members' immediate family (spouse, children, mother or father), the member or retired member will be entitled to flowers, or donation to a charity of his/her choice, of appropriate value of eighty dollars (\$80.00).

Upon sickness or injury to a member or a retired member, or his/her spouse, the member or retired member, or spouse will

be entitled to a fruit basket, or flowers, of an appropriate value of eighty dollars (\$80.00). The entitled person must be in the hospital for seven (7) days inclusive, or fourteen (14) days, inclusive, at home. Retired members and spouses will receive a fruit basket if the circumstances are approximately the same as current members.

When a member or retired member is in the hospital, he/she will be entitled to a T.V. OR a telephone. The member or retired member will be reimbursed for the cost of the T.V. OR telephone, upon submitting the receipt to the P.P.W.C., Local 10 Secretary Treasurer.

It shall be the duty of the Sunshine and Cheer Committee members to visit the member, or contact the member, when he/she has been in the hospital, or at home, for an extended illness.

It is the policy of the P.P.W.C., Local 10 to send a \$50.00 (fifty dollar) gift certificate for members who have been on LTD or WI for a period of 30 days or more prior to Christmas. It is the responsibility of the Sunshine and Cheer Committee to ascertain which members are eligible, and to ensure certificates are sent.



LETTER TO “LEAD TEAM”

August 31, 2001

Dear “Lead Team”,

About one month ago, my wife was asked to work on the 3rd of September, the Labour Day Stat. She knew that I was scheduled to work that day and turned it down. Ten days ago I was told by the shift supervisor that I wasn't going to be needed on the Stat. Now if I would have known this information 30 days ago, my wife would have been able to work on Labour Day! We have two small children that we both work to support. Now, I am told that I will only be getting paid for 8 hours Stat pay for the 12 hours that I was regularly scheduled to work. Let's go over this one more time.

12 hours regularly scheduled day
- 8 hours Stat pay
4 hours lost pay (not to mention 4 hours shortened work week lost!)

OK, if you are still with me after that basic subtraction, a couple of years ago we were all asked to go to a few meetings for a thing called “chartering.” Like an idiot, I went, figuring that this was the “new” way of getting things done around here. We were all asked by the Company people and the facilitator to come up with ideas to help make the place run smoother and more efficient. We were told that when we “work as a team” it will be more “productive” and “funner.” I'm not kidding, “funner” was the word that was used!

Well, let me tell you, being asked to stay home on my regularly scheduled 12 hour day, ten days before that day, and then being told that I would only be paid for

8 hours on that day isn't "funner" to me. I don't feel like I'm part of "the team," and therefore don't wanna be any part of any team function!

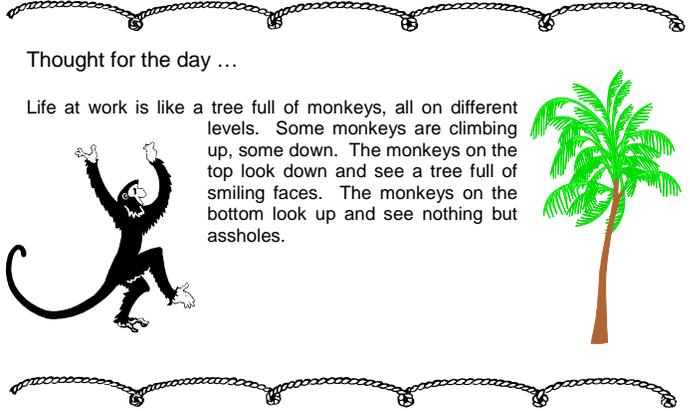
Is a small amount of money saved really worth a disgruntled employee for the next 25 years? Is it worth saving a little money so one guy on the Lead Team can go to Tacoma and say, "look how much money I saved for you Mr. Rogel." I realize that the industry is a little tight right now, and I was all for trying to do what I can to help out. But robbing your workers to pay for Mr. Rogel's bonus is not the way to do it! Maybe the only way that the Lead Team will understand what they are doing to me is if I come in one day and sign in for 12 hours like usual. And then, after 8 hour of work, I will just shower up and go home! If numbers are the bottom line, then maybe that is the only way to get through to you people!

I am an employee of this Mill, a living, breathing human being. Please have the respect to treat me like one!

Signed,
Employee # 3205

P.S. It would be nice to get at least 30 days notice for an event like this. It would also be nice to have a person from the Lead Team come and tell us, instead of sending a Supervisor to do your "dirty work" for you!

P.S.S. Maybe the only way to get respect is to buy some company stock, then as a shareholder I will be treated as a human being!

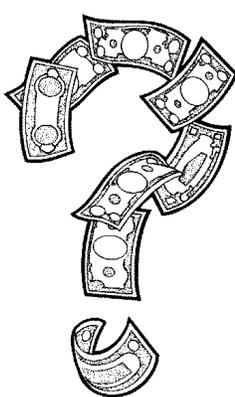


Life at work is like a tree full of monkeys, all on different levels. Some monkeys are climbing up, some down. The monkeys on the top look down and see a tree full of smiling faces. The monkeys on the bottom look up and see nothing but assholes.



STEVEN R. ROGEL, WEYERHAEUSER CHAIRMAN, CEO, PRESIDENT: WAGE COMPARISON
From PayWatch Database

2000 Compensation



| | |
|---|----------------------|
| Salary | \$ 1,000,000 |
| Bonus | \$ 1,900,000 |
| Long-Term Incentive Payoffs | - |
| Restricted Stock Awards | - |
| Other Compensation | \$ 234,721 |
| 2000 Compensation | \$ 3,134,721 |
| Value of Stock Option Grants* | \$ 8,804,498 |
| Total 2000 Compensation Plus Stock Option Grants | \$ 11,939,219 |
| | |
| Compensation from Prior Stock Option Grants** | |
| Value of Options Exercised in 2000 | - |
| Value of Exercisable Options | \$ 11,953 |
| Value of Unexercisable Options | \$ 11,953 |

* IIRC Corporate Governance Service data. Stock option potential realizable value estimate based on a 7 year, 10 percent appreciation model.
** Not counted in 2000 compensation totals.

CEO-to-Worker Comparisons

| | Annual | Weekly | Daily | Hourly | Per Minute |
|----------------------|---------------|---------------|--------------|---------------|-------------------|
| Steven R. Rogel | \$ 11,939,219 | \$ 229,600 | \$ 45, 920 | \$ 5, 740 | \$ 95 |
| Minimum Wage Worker | \$ 10,712 | \$ 206 | \$ 41 | \$ 5.15 | \$ 0.09 |
| Average Worker | \$ 25,501 | \$ 490 | \$ 98 | \$ 12.26 | \$ 0.20 |
| President of the USA | \$ 400,000 | \$ 7,692 | \$ 1538 | \$ 192 | \$ 3.21 |

How Many Workers Equal Steven R. Rogel's Compensation?

| | |
|----------------------|---------------|
| Minimum Wage Worker | 1114 workers |
| Average Worker | 468 workers |
| President of the USA | 59 presidents |



LETTER TO MEMBERS OF HEAT & FROST INSULATORS & ASBESTOS WORKERS FROM THEIR GENERAL PRESIDENT

Dated September 1, 2001

To: All Good-Standing Members and Their Spouses
Dear Sister and Brother:

This Labour Day brings to mind all of the significant benefits to society that organized labour in both the United States and Canada has supported, promoted, established and defended in the workplace and at all levels of government at the federal, state and provincial levels.

In recognition of this important holiday observance and on behalf of our General Executive Board, I am taking the time to write to each and every member of the Asbestos Workers International Union. This correspondence also is being addressed to every spouse as an important member of our union family.

Simply stated, we want to ask for your help. We are not asking for money. Rather, we are asking for your time to help bring about an even stronger labour movement. In fact, your time can have a significant impact on helping you and your families maintain the lifestyle that a union paycheque means. Not only does a union paycheque provide for the basic necessities of life, it is the key to a fuller, more enjoyable lifestyle.

Certainly we do not have to remind you that the right of working men and women to bargain collectively, is the cornerstone of a life of dignity, with opportunity for home ownership, college education for our children, retirement security, and the financial ability to enjoy many recreational, and other activities of leisure.

Yet, we are concerned that far too many union members take these benefits for granted. In fact, as your General Officers, we routinely visit many of our local unions and observe the turnout at monthly membership meetings. Often we are appalled at the small number of people who take the time to support their local union officers, programs and policies. This small turnout often is no more than 10 percent of membership and often these are the same people – many of whom have an axe to grind and offer little more than argument and strife.

The remaining 90% of the members who have come to be known at the “silent majority” – no doubt work hard every day, pay their dues, and otherwise are contributing members of the workforce. Yet, one of their most important obligations is being overlooked: the right of individuals to assemble together at union meeting, and have a plan of action for their equal benefit and well being. The silent majority must not remain silent or complacent. We must regain control of our local unions, and support the hard-working officers we have elected to represent us.

That is why I have decided to write both to union members themselves, AND to their spouses. Just as all of us mark our calendars for such important events as anniversaries, birthdays, soccer practice, golf, little league, PTA meeting, and a host of other occasions, we should also mark in big, bold lettered, circled off, and checked in red - every local union meeting date. And we should make every effort to plan our time and other events around that special date.

This is where each spouse can make an important contribution, not only to family financial stability, but also to the well being of our national economics in both the United States and Canada.

Mark your calendar and remind your husband, wife, and/or "significant other", etc. that a union meeting has been scheduled. And union members themselves should also make sure that the calendar is marked. It's easy to find out what day a meeting is scheduled. Just call your local union office and ask, or look in the directory section of "The Asbestos Workers Journal". Be sure to mark it down on the family calendar and place it in a conspicuous place.

The trade union movement has an important agenda that affects the pocketbook of every union member and his or her family. This agenda requires an organized approach and must begin at the local union level with everyone's participation.

Many important programs have come about as the result of union men and women working together both locally and at the federal level. Such important milestones of progress have included Davis Bacon Prevailing Wage Protection in the United States, the Fair Wages and Hours Labour Act in Canada. Other issues include Social Security, health and safety on the job, minimum wage standards, pension laws, and a host of other important legislative protections.

It is time that the "silent majority" once again be heard, and be a force for progress. Each of us can turn silence into words of encouragement, deeds of action worthy of the tradition of our predecessors in the organized labour movement. Get to the meetings, volunteer to help out, and support the officers you elected to make the changes to bring this movement back.

Change is not easy and the status quo **MUST GO!** We must get out, organize the non-union contactors, and bring into our organization every qualified insulator. Recapture our market share, which enables our good union contractors to compete on a level playing field and stay in the business – UNION. We must do all within our power to support our local union officer and help them do what is necessary to protect and preserve our working families style of living. Yes, we need to let the naysays know the silent majority is not going to let the few obstructionists in our organization destroy what those who came before us have given our families. This begins with your active participation at your local union meetings and a willingness to volunteer, to go out into the workforce with a renewed commitment to organize our industry for the common good of our fellow members and your families.

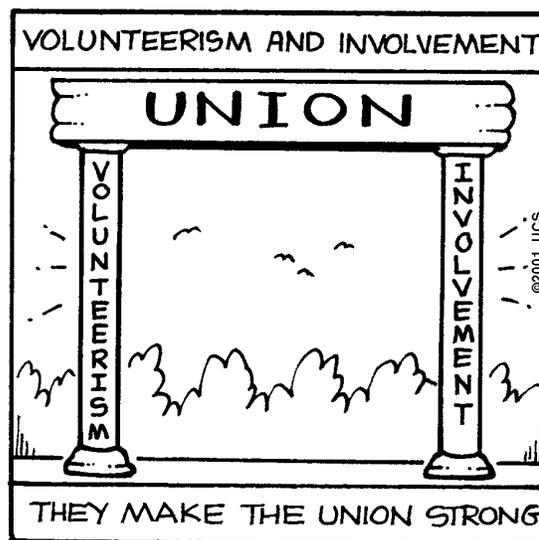
In the spirit of solidarity and togetherness mark the date of your next union meeting on your calendar, and most importantly be there every month.

This Labour Day message from your General Executive Board is my first as your new General President, and we

ask you to join with us in being part of the solution in the rejuvenation of our organization.

Enjoy this Labour Day weekend. You and your families have earned it!

Sincerely and fraternally,
James A. Grogan, General President



PPWC, LOCAL 10 MEETING ATTENDANCE – JANUARY TO SEPTEMBER 2001

In preparing the Asbestos Union President's letter for publication in *Chips 'n Chunks* I thought it would be interesting for Local 10 members to compare their attendance with the estimates presented in that particular letter. In checking the database I found the following numbers:

- 330 members have not attended any meetings;
- 34 members have attended one or two meetings;
- 28 members have attended 3 or 4 meetings;
- 32 members have attended 5 or 6 meetings;
- 9 members have attended 7 or 8 meetings;
- 2 members have attended all 9 meetings this year.

Percentage wise, that means that out of the 435 regular Local 10 Pulp members (no 2001 retirees or Summer students included), 76% of the membership has not attended any meetings this year. Less than 10% are currently eligible for a rebate of \$ 120.00, and while a total of 20% may attain attendance to be eligible for their rebate, approximately 41% of those remaining **MUST** attend ALL THREE remaining General Membership Meetings to obtain a rebate for 2001. For the 83 Sub-Unit Brothers and Sisters at Dearborn and Smith Chev Olds: 60% have attended one or more meetings; 5% are currently eligible for a rebate, and a total of 58% may be entitled to a rebate by year-end.

I have already received a number of calls from members enquiring about meeting attendance and rebate eligibility. As usual, I will be preparing a current attendance list for the Guards to have available for members to check at the next few General Membership Meetings – or feel free to call the Office.

A reminder for next year, P.P.W.C., Local 10 Bylaws state that the guidelines for reimbursement of \$120.00 are:

1. A shift worker will be required to attend a minimum of four (4) General Membership Meetings in a year.
2. A day worker will be required to attend a minimum of six (6) General Membership Meetings in a year.
3. Any worker who swings between shift work and day work will be classified as a shift worker.
4. "E" Crew workers will be required to attend 50% of their available General Membership Meetings as outlined on the 12 hour shift schedule.
5. Steady afternoon shift workers will be required to attend 50% of the Special Membership Meetings called throughout the year.
6. Members out of town on union business (National or Local) shall be considered as present at General Membership Meetings.
7. Any member who qualifies for a reimbursement, but has paid less than \$ 120.00 in dues will be reimbursed the amount of the dues collected.

While the \$ 120.00 rebate is a financial incentive to attend your Union Meetings, the real gain will be keeping in touch with what is going on within the Local. If you haven't done so this year, get out and attend the monthly meetings in 2002. Notices are posted at the Mill to give you a week's notice – or mark your calendar at home for 7:30 p.m., the first Thursday of each month.

Debbie Carriere
Secretary/Bookkeeper



"...and stop smirking when I spread nasty rumors about the union. I have feelings too, you know."

SAFETY AT KAMLOOPS PULP

During the Spring shutdown, the Company asked everyone to submit their "Safety Pledges" to win a prize. We have one of the winning entries to share with you:

My Safety Pledges:

- *I will endeavor to work safely and not injure myself or fellow workers.*
- *I will wear all protective gear, especially my 5 point PPE, as needed and legislated.*
- *I understand that safety awareness and facility inspections tours are not routinely completed at our plant site and as a result will be very aware of my surroundings and be extra careful in mill areas.*
- *Knowing that a systematic safety training system does not exist at Kamloops Pulp, I will try to be self informed of safety procedures as best I can.*
- *I will use the Safety Work Order system cautiously, so as not to overburden our supervisors, and keep a careful eye on work requests, should they disappear from the system.*
- *I can expect that safety concerns that can be quickly attended to – will be; but also understand that, in this time of constraint, safety concerns requiring resources may be subject to budgeting and manpower limitations.*
- *I accept the fact that no electricians are willing to represent our shop as a Safety Steward and will deal with safety issues on my own as best possible.*
- *I will wear my seat belt and obey the speed limit when driving on the mill site because that is very important to the management team.*
- *Should an injury occur I will be patient and understand that the First Aiders could take a long time to arrive because they have other jobs and may require wash-up, preparation, and travel time.*
- *When I go to the First Aid Station, I will be sympathetic to the First Aiders who are doing their best with the facility they have.*
- *I will only ride a two-wheel bicycle to and from work, on mountain trails, and on touring trips, but never on the mill site because that would be too dangerous.*
- *I will endeavor to enter all contests involving safety because it shows my interest in safety (and I like to win prizes).*
- *With Weyerhaeuser at a critical point in expanding to the largest forest company in the world, I will gladly accept more correspondence on the important Willamette purchase than on safety issues until the takeover is complete.*
- *Every day I will gladly join my fellow workers in wishing for better safety statistics and a safer work place.*



PENSION REPORT

Your personal information will vary, but check to make sure all the important information is correct on your annual pension information form:

- | | |
|------------------|-------------------------------------|
| 1. Name | 5. S.I.N. |
| 2. Date of Birth | 6. Spouse or Designated Beneficiary |
| 3. Start Date | 7. Paid Hours for the Plan Year |
| 4. Man # | 8. Credited Years of Service |

If you have any questions, call Dave McDonnell at 314-8293.

If anyone knows how to get in touch with any of these people, please get in touch with Dave McDonnell anytime at 314-

| PERSONAL INFORMATION | INFORMATION AS SUPPLIED BY YOUR EMPLOYER(S) FOR YEAR ENDING DECEMBER 31, 2000 | | | |
|---|--|-------------------------|---------------------|----------------|
| Name: | 1. Hours Paid in Plan Year 7. | | | |
| Sex: | Service Earned in Plan Year | | | |
| Birth Date: | 2. Total Pensionable Earnings from December 31, 1996 to the beginning of the Plan Year Pensionable earnings in Plan Year | | | |
| Plan Entry Date: | 3. Total Pensionable Earnings at the end of the Plan year _____ | | | |
| Employee #: | 4. Total Employee Contributions, with Interest, at the beginning of the Plan Year Employee contributions in Plan Year | | | |
| S.I.N.: | 5. Interest Earned on Employee contributions in Plan Year _____ Total Employee contributions, with Interest, at December 31, 2000 | | | |
| Spouse: | Monthly Pension Earned in Plan Year | | | |
| Designated Beneficiary/Survivor: | 6. | | | |
| <p>As of December 31, 2000, you are fully vested in the pension you have earned in the Plan.</p> <p>The amount of your pension earned after December 31, 1996 is based on the hours paid and pensionable earnings which were reported to the Administrator by your employer(s).</p> <p>The amount of your pension earned before January 1, 1997 and after your Plan Entry Date is based on the hours worked as well as certain non work hours which were reported to the Administrator by your employer(s).</p> | | | | |
| ABOUT YOUR PENSION BENEFIT | | | | |
| <p>Your Normal Retirement Date:</p> <p>The earliest date you are eligible to receive an unreduced pension, with the Trustee's consent:</p> <p>The earliest date you are eligible to receive a reduced pension:</p> <p>Your monthly pension earned to December 31, 2000 based on the normal form of pension is:</p> <table border="0" style="width: 100%;"> <tr> <td style="text-align: center;"><u>Credited Service</u></td> <td style="text-align: center;"><u>Benefit Rate</u></td> <td style="text-align: center;"><u>Pension</u></td> </tr> </table> <p>Pension earned until December 31, 1996</p> <p>For Past Service: For Service after July 1, 1975 to December 31, 1996:</p> <p>Pension earned for service after December 31, 1996 _____</p> <p>Total Credited Service and Total Monthly Pension _____ 8.</p> <p>Your pension under the Plan is not reduced by any pension payable under the Canada Pension Plan, the Quebec Pension Plan or Old Age Security Benefits. Your pension does not include the Supplemental Benefit or Plan Minimum which you may be entitled to under the terms of the Plan.</p> <p>* Note: Effective January 1, 2001, the benefit rate for each year of credited service prior to January 1, 1997 was increased to \$ 44.13 for all active participants, disabled participants and eligible terminated vested participants.</p> | | <u>Credited Service</u> | <u>Benefit Rate</u> | <u>Pension</u> |
| <u>Credited Service</u> | <u>Benefit Rate</u> | <u>Pension</u> | | |

8293:

| | |
|--------------------|----------------------|
| Cikaliuk, M. | Kuziak, K. |
| Connors, David | Levangie, Ronald, V. |
| Dallman, John, J. | Lyons, Wayne |
| Farnsworth, Ronald | Mitchell, Glendon E. |
| Hahn, M.W. | Perley, David A. |
| Hansen, I. | Rein, D.A. |
| Hartt, K. | Rossi, Gabe |
| Heinrichs, W. | Saunders, Mervin P. |
| Heyland, J. Dalton | Weig, Werner |
| Hill, John A. | Wellwood, John W. |
| Jontz, Douglas | Wright, Michael |
| Keim, Ronald H. | Wyndham, C.D. |

The following people should ensure they have completed Pre-Retirement Special Annuity Option forms:

| | |
|------------------|--------------------|
| Anglehart, Norm | Konkin, Jack |
| Barry, Keith | MacGillivray, Bill |
| Boudreau, Ron | McCabe, Mike |
| Canfield, Brian | McGillawee, A. |
| Cooper, Gary | McShane, Richard |
| Daniels, Arnold | Melnechuk, Greg |
| Edmondson, Ross | Molloy, Charles |
| Enzlin, A.J. | Nickel, Ernie |
| Ferguson, Harry | O'Neil, Paul |
| Foley, Norm | Patterson, Brian |
| Fraser, George | Pauwels, Ron |
| Froom, David | Perchall, Russ |
| Gleddie, Douglas | Peters, Dan |
| Gordey, Gordon | Pflanz, J.L. |
| Hansen, Melvin | Smith, A.M. |
| Head, Albert | Watkins, Wayne |
| James, Alan | Wilson, Gary |
| Johal, P.S. | Worth, Garry |
| Kato, Barry | York, David |



CONFIDENTIALITY

Recently, I have had some queries regarding personal medical information and who has access to it. I will explain how confidentiality works by breaking it down into:

1. Weekly Indemnity, and
2. Workers' Compensation.

Weekly Indemnity

When you sustain an injury or illness off the worksite you should apply for WI benefits through our insurance carrier, Maritime Life. You must complete the employee's portion and have your physician complete theirs. These are then forwarded to Maritime Life. You can choose to send the information directly to Maritime Life yourself, or have the Mill forward it for you. There is a box that must be checked and you must sign as to whether you want to allow the employer to keep a copy. If you have checked no then the only party that has this information is the insurance carrier. Maritime Life (and all insurance carriers) are bound by legislation to keep medical information confidential. They are not permitted to discuss your medical information with almost anyone – this includes the employer and/or the Union. The only exception to this is where the Plan Trustees and/or consultants require specific information when addressing appeals. The authorization you sign in Section 5 of the WI Claim Form allows for this. However, the Trustees and consultants cannot discuss any such information with any outside party. In summary, if you have not provided express written permission for an individual or agent to obtain a copy of your personal medical information, they are not entitled to have it, nor can they discuss it.

Workers' Compensation

Section 95 of the Workers' Compensation Act titled *Secrecy* sets the standard. Employers are not entitled to full disclosure of a claim file (which includes medical) unless an appeal has been launched regarding a Board decision. Even then the information contained in the claim file may only be used for the sole purpose of the appeal. However, as an interested party the employer may receive partial disclosure of information on file, which may include medical. The Board Adjudicator or agent will disclose only that information that they feel is relevant. This could and will vary from claim to claim. I would strongly urge any claimant who has knowledge that information has been disclosed to the employer, to contact the Adjudicator and request an explanation of the relevance of such disclosure.

If anyone has questions or comments, I can be reached at 7835 at work, or pager # 314-8928.

In Solidarity,
Charlie Fraser



REPAIRING THE DAMAGE

by Christine Gorman, from Time Magazine, Feb 5/01

READY TO TURN YOUR LIFE AROUND? IT'S SIMPLE. EAT RIGHT, QUIT SMOKING, GET FIT. WATCH YOUR WEIGHT. DRINK LESS. AND TAKE IT EASY. THINK IT'S TOO LATE TO REVERSE A LIFETIME OF BAD HABITS? THE LATEST RESEARCH WILL SURPRISE YOU ...

Behind most of the bad things we do to our bodies as adults – eat too much, drink too much, fret too much, veg out too much – are two contradictory ideas we carry with us from childhood. On the one hand, we assume that we are indestructible. And on the other hand, we think that any damage we inflict on our delicate biological systems can be undone later, when we finally decide to clean up our act.

If the evidence for how wrong the first idea is isn't apparent when you stand naked in front of the mirror, just wait. Or, if you can't wait, compare the ideal human forms represented in, say, Greek statuary with the bodies of the folks queuing up at Disney World or Taco Bell or Ben and Jerry's.

But what about that second idea? What if you eat right, get into shape, drop all your bad habits and start treating your body like the temple the ancients said it is? Is it too late? If you start today, can you repair the damage?

To a surprising degree, the answer is yes. Over the past five years, scientists have accumulated a wealth of data about what happens when aging boomers and slackers decide to turn their lives around. The heartening conclusion: the body has an amazing ability to heal itself, provided the underlying damage is not too great.

The effects of some bad habits – smoking, in particular – can haunt you for decades. But the damage from other habits – especially those that affect the circulatory system – can be largely offset. “At any time you decide to improve your behaviour and make lifestyle changes, they make a difference from that point on,” says Dr. Jeffrey Koplan, director of the Centers for Disease Control (CDC). “Maybe not right away. It's like slamming on the brakes. You do need a certain skid distance.”

But the skid distance can be remarkably short. Consider these recent dispatches from the front lines of medical research:

- Just two weeks ago, a study in the *Journal of the American Medical Association* concluded that women who consume as little as 225 gr of fish a week cut their risk of suffering a stroke almost in

half.

- Laboratory measurements show that eating more fruits, vegetables and fiber changes the blood's sensitivity to insulin within two weeks, helping decrease the risk of diabetes almost immediately.
- Scientists have found that hitherto sedentary 40 year-old women who start walking briskly for half an hour a day, four days a week, enjoy almost the same low risk of heart attack as women who have exercised conscientiously their entire lives.
- The day you quit smoking, the carbon monoxide levels in your body drop dramatically. Within a week, your blood becomes less sticky and your risk of dying suddenly from a heart attack starts to decline. Four to five years later, the chance you will have a heart attack falls to nearly that of someone who has never smoked.

Adopting healthy habits won't cure all that ails you, of course. But doctors believe that as much as 70% of all chronic diseases in the US – from diabetes and high blood pressure to heart disease and even some cancers – can be warded off with some timely, sensible changes in lifestyle.

Still, we have our work cut out for us. Nearly 50 million Americans continue to smoke. More than 60% of these are obese or over-weight – 20 years ago, it was 47%. One in four Americans gets no regular exercise at all. Perhaps 25% of the populace consumes the recommended minimum of five servings a day of fruits and vegetables. The incidence of adult-onset (or Type 2) diabetes, having jumped 33% from 1990 to 1998, climbed an additional 6% in 1999, according to a report released last week by the CDC. Health experts worry that if present trends continue, the incidence of cancer could increase and the death rate from heart disease – which had been leveling off – could reverse itself.

Wouldn't it be great if there were a vitamin or a drug or a fad diet that would protect you? Unfortunately, undoing the damage from a lifetime of bad habits means learning – and sticking with – a whole new set of behaviours. After all, anybody can lose 5 kg or 10 kg, and many of us have – over and over again. It's only by maintaining that weight loss, however, that you derive real, lasting benefits.

That's the bad news. The good news is that even small changes can lead to big improvements. For example, doctors for years thought that lowering cholesterol levels reduces the risk of heart attack by shrinking artery-choking plaques. As it turns out, lowering cholesterol levels doesn't change the size of plaques very much. But it makes them less reactive, thereby lowering the chances that they will rupture. Similarly, even a modest reduction in blood pressure decreased the likelihood that a plaque will burst, reducing the risk of both heart attack

and stroke. The payoff can be huge. “It isn’t just a matter of living an extra day,” explains Dr. James Cleeman, coordinator of the National Cholesterol Education Program at the National Institutes of Health. “Avoiding strokes and heart attacks adds quality to your life.”

Not sure where to start? Surprisingly, it doesn’t really matter, since one positive change leads to another. Becoming more active physically, for example, inspires many people to eat a healthier diet. Make enough changes, and eventually you’ll discover you’ve adopted a new way of life. It won’t make you invincible or doctors unnecessary, and you can’t wait forever. But you’ll never know just how much damage you can undo if you don’t try.

GOOD NEWS:

The great thing about opening a clogged artery with angioplasty – and keeping it open with a tiny stent – is that the treatment works 90% of the time. In the short term, at least. After six months the artery closes back up again in one patient out of four. Now scientists have come up with a hot new idea: blast the treated vessel, stent and all, with radiation. Two preliminary studies suggest that the odds a zapped vessel will reclog are reduced as much as 90%.

INCOME GAP WIDENED BY FREE TRADE

As published in The CCPA Monitor, Jul/Aug ‘01

A new 15-country study by an international agency call *Social Watch* (www.socialwatch.org) documents widening income gaps in every country since the advent of free trade. CCPA research associate Armine Yalnizyan, author of the study, said the trend is universal. “The trend is that we’re creating fundamentally polarized societies,” she told a news conference. In every country her study found increases in part-time and minimum wage work, homelessness and child poverty, along with reductions in public services, social programs, welfare, health care, and minimum wage levels. This trend is not confined to developing countries. In Canada, Yalnizyan pointed out, “Homelessness has become a national scandal in every major city.”



LAST WORD FROM THE EDITOR

Thank you to all of those who contributed to the issue of our newsletter. Also, to our Office Secretary, Debbie Carriere, for putting it all together ... and, a big welcome to Bob Stephens, who helped with this issue and also wrote his first article for *Chips & Chunks*. Remember ... only with input from the membership will this newsletter be viable and worthwhile. In this issue is a letter that was written by the President of Heat and Frost Insulators and Asbestos Workers Union, where he talks about ways to better support your Union; along with that are some stats on the attendance at our monthly General Membership Meetings. I found it both interesting and a little shocking. In these very trying times when we face some very difficult issues at our workplace, it is important that we all support our Executive, Standing Committee and each other as members of Local 10.

In Solidarity,
Terry Brunt

