

CAW TCA
CANADA

LOCAL 2301

**Kitimat Smelter & Kemano
Power Operations Workers**

www.caw2301.ca



AUGUST / SEPTEMBER 2010

2010 LABOUR DAY PICNIC

The Labour Day Picnic was once again a huge success! We had a great turn out again this year! Thank you to everybody who volunteered their time and efforts to make the day a huge hit.





The
HOTLINE

August / September 2010



CAW Local 2301
235 Enterprise Avenue
Kitimat BC V8C 2C8

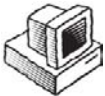


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Union Safety Rep:	Mike Schmidt



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Canadian Auto Workers Union Local #2301(CAW 2301)

MAILBAG



Thanks From The Past

It was so nice to read in *the Hotline* that Brother Klaus Mueller is doing well in his retirement.

Brother Muller was very instrumental in supporting and assisting CASAW Local 4 at the Giant Yellowknife Gold Mine.

Back in 1975 when the Local first got certified, Brother Mueller was the one who kept myself going and learning, with all of his never ending support. There were many hours of phone calls in those early days! He not only assisted in establishing the Local in 1975 but continued with his support and encouragement over the many years therefore. All of the past members of Local #4 will be forever grateful to Klaus.

I have now left Yellowknife, but the memories of my Union days with the Local and all of the support from Local 1 will always be with me. Thank you Klaus and Members of Local 1.

In solidarity,
Dale Johnston
Past President, CASAW Local 4



Thank You From Kitimat City High

Thank you CAW Local 2301 for your contribution towards our 2010 graduation ceremony. It helped make the evening a memorable one for our eighteen graduates.

Sincerely,
Staff at Kitimat City High



Thank You For Memorial Day Contribution

Thank you CAW 2301 for your contribution to our Miners' Memorial Day celebration.

Sincerely,
Cumberland Museum & Archives Staff

MAILBAG



The Eric John Memorial Bursary

The Eric John Memorial Bursary is in memory of Brother Eric John (1923-2009).

Eric dedicated his working life to making the world a better place in any way he could. He held many elected positions in the UAW and CAW, from 1954. The most recent position he held was as Vice-chair of the CAW National Retired Workers Advisory Executive.

He was active in Co-op housing developments and constant government lobbying for pensions.

Eric was employed by the Ford Motor Company for 32 years of dedicated service starting as a Tool and Die Maker.

The CAW Skilled Trades Council is offering the Eric John Memorial Bursary in the amount of \$1,000 to be awarded to sons and daughters of CAW Skilled Trades Members in good standing, entering their first year of post secondary education (university, community college, technological institute, teachers college, nursing school, etc.).

Submissions should include:

- ✓ An official application form (can be picked up at the Union Hall)
- ✓ Letter of recommendation from a teacher, principal or community activist
- ✓ Transcript / record of marks

Documents indicating acceptance at one of the institutions described above and proof of registration must be submitted before the bursary can be awarded.

Submit your completed application before September 30, 2010 to:

CAW Skilled Trades Council
C/O – Dave Cassidy, President
1855 Turner Road, Windsor, ON
N8W 3K2



Scholarship Award Greatly Appreciated

I would like to thank the CAW Local 2301 for awarding me with a Scholarship of \$2,500.00. It will help me towards my schooling at Simon Fraser University this year.

With my father being a union member this essay came to me with ease as I hear about these issues in discussion with him.

*Many thanks,
Tanner Bruhn*



Living The Dream

Most of us have some dreams of what to do in retirement. At our retiree social on August 19th, it was reported that Brother Reg Chamberlain has the unique distinction of accomplishing his personal dream.

Brother Reg is in the process of cycling across this great country of ours. His good wife Barb is with him driving the RV. Considering Reg is in his retirement years, this is an amazing feat! Reg's dream shows us what can be accomplished if you really want to live your dream.

At the social it was reported that he had reached Kenora, Ontario, and an update on the weekend of August 21/22 informed us that he was sitting down to a celebratory beer with his good wife Barb in Halifax, Nova Scotia! The only glitch was in Saskatchewan, where heavy rain and hail forced him into the RV for a few hundred kilometers.

Reg's son Derek and all of the family should be very proud of his endurance and persistence in realizing his dream! All of us at CAW Local 2301 can be proud of Reg as a retiree member.

*In solidarity,
Bill Garvin*



MAILBAG

CAW 222 Ratifies New Agreement

CAW members at St. Marys Cement in Bowmanville, Ontario have ratified a new three-year agreement by 58 per cent, ending a bitter five month strike.

"This is a significant achievement for this group of workers to fight off the massive concessions demanded by this employer," said Local 222 President Chris Buckley. "St. Marys Cement, now a Brazilian-owned company, was looking to eliminate the pension plan, slash wages, drastically reduce benefits and extend the current contract to five years, which would have set these workers back decades."

The new agreement includes a signing bonus in the first year, a lump sum payment in the second and a wage increase in the third, as well as improvements to training provisions. The CAW bargaining committee was also able to resist the outsourcing of major operations in the plant for the life of the agreement.

The agreement maintains the current defined benefit pension plan until September 2012 at which time it will change to a defined contribution plan.

"The situation we experienced at St. Marys Cement over the last number of months is just one example of how large foreign-owned corporations, in this case Votorantim Cimentos, have been allowed to buy up Canadian resource companies and wreak havoc on the workforce with few, if any, obligations to the country," said CAW President Ken Lewenza. "Congratulations to these workers for having the courage to stand up for their hard earned past gains, including their pension, where our government has failed to do so."

The strike generated a tremendous outpouring of support from CAW members, both active and retired, in local unions across the country, Buckley said.

"I want to extend my thanks, on behalf of St. Marys Cement workers, to all of the CAW members who offered their support during this difficult time."

www.caw.ca

Rest in Peace

It is with deep sadness that we report the passing of several of our members and spouses of members in the recent months.

We wish to express condolences on behalf of the membership, the Retiree Chapter, and myself, Bill Garvin, to everyone who has experienced loss these past few months.

Yvonne Besignano

Wife of our late Brother John, who was a long time employee. She will be missed by those of us who knew her. Her zest for life was amazing. Our condolences go out to the family circle.

Richard Bilash

Brother Richard, worked for many years at the wharf and will be missed by many fellow employees and friends. Our condolences go out to his sons Greg, Mark and Dave and the family circle.

Bruce Gasse

Brother Bruce moved from Kitimat to enjoy a new life in Port Colburne, Ontario. He will be missed by all who knew him. Our condolences go out to the family circle.

Betty Holmberg

Wife of Brother Lorne who worked in the pipe shop until he retired. Betty was a dear personal friend who was a joy to be around. She was a long time member of First United Church. She will be dearly missed by all of us who knew her. Our condolences go out to Lorne and the family circle.

Delmar Lufkin

Brother Delmar worked as a welder. He loved a good game of cards during lunch hour and long chats with his co-workers. Our condolences go to his son Dave and all of the family circle.

Mariano Pimental

Brother Mariano worked in Casting Services. He was one of the "three musketeers" as I affectionately called them (Joe, Mariano and Manuel) who regularly attended our socials since their inception way back at the beginning of our Retiree Chapter. He will be missed by all of the retirees and those fortunate enough to have known and worked with him. Our condolences to the family circle.

Byron Ramdatt

Brother Byron enjoyed his retirement until illness caught up with him. Those of us who knew him will miss him. He loved his union. Our condolences go out to the family circle.

Mrs. Frank Tooth

Wife of Brother Frank Tooth, they lived in Summerland for a number of years until her passing. She will be missed by all who knew her. Our condolences go out to Frank and the family circle.

PRESIDENT



President's Report

by gary warren

Why We Need Retiree Benefits For Life

Retirees' benefits are for every member of our union, from the current retirees and the members who are ready to retire (wage increases and overtime will cease forever for these members), all the way down to the younger members just starting out.

It's always important to secure benefits while you still have a lot of fight in you. Remember, the company needs you as much as you need the company, so don't be scared – be strong.

When I talk with the current retirees I'm told two things; one – ageing and quality of life doesn't stop at age 70 and two – we still have teeth (dental), eyes (glasses), ears (hearing aids) and yes the list goes on.

So, why do we need retiree benefits for life?

Answer: After retirement is when you need them the most.

- Life doesn't stop at age 70.
- Retirees go on a fixed income.
- Widows go on reduced income and benefits (you should look after your mothers and grandmothers).
- Without retiree benefits for life, your family savings get depleted usually prior to death because of major health problems and medical expenses.

- Retirees can't negotiate with the company (that's the Union's job).

The retirees fought for us by achieving the CLA they left behind and the benefits we enjoy today. Let's return the favour.

My grandfather hopped a ship from the Ukraine all by himself in the early 1900's and came to Canada at the very young age of 12 or 14 years old. He died in the early 1970's from lung cancer. Yes he smoked, but when coupled with underground mining dust (metal and rock dust) it causes silicosis. My grandfather was a member of the United Steel Workers of America (USWA) Local 6500, and back then already had negotiated benefits for life for all retirees.

When my grandmother passed away later, I was given a bible in a beautiful wooden case in memory from the USWA, which I still have. My grandmother had always said I would leave my home in Northern Ontario and never return; I did return for her funeral. Later, a proposal to add grandparents to bereavement leave in our CLA was put on the table at the 1990 negotiations and achieved. I had no grandparents left but I want you to understand the job of the President

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**Both USWA 6500 & CAW
Mine Mill 598 have full
retiree benefits for life**

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and all the Union Activists is to represent the membership, not ourselves.

My father was with Mine Mill Local 598, which today is referred to as CAW Mine Mill Local 598 (the family's getting bigger). I guess my roots go way back even before the Kitimat Smelter was built. My father retired at age 55, is currently 86 and still enjoys full retiree benefits for life.

I've let the Company know at all levels that if they really want to take care of their current retirees and employees a good place to start is with full retiree benefits for life and the same pension multiplier for all non-trades that is equal with trades pension multiplier Group 4. The intent of negotiations is to bring the bottom up not the top down.

I am the first live-filed gangleader Skilled Trades worker to become President of our union since Alcan built the smelter and as such I have had to deal with the issue of a 7% wage cut and a forfeiture of one pension multiplier group in order to represent the membership. For a long time union activist to be put in the position and take a cut on my life time pension because of language in the 2007 negotiations was unacceptable. I thought the Union proposals were to stand the test of time. The previous President went back to his live filed Anode Operator position. Good reason for the Union to learn from its mistakes. Good reason to negotiate a Trades pension for the non-trades workers because no one should get screwed in the end.

I had a young member come to the office the other day to chat. He explained his concerns and fears to me as well as gave me advice on the direction he thought the union should be going. I really appreciated this because young workers should take charge of their future and take the opportunity to share ideas with us old folks and vice versa.

After our discussion I asked him if he would like to play a game with me called Negotiations 101. He looked at me kind of puzzled and said sure why not. You might want to start playing this in the cool rooms and lunch rooms. First each one of us wrote down our three most important proposals for negotiations. Mine are:

1. Retiree Benefits for Life.
2. Equal pension multiplier for non-trades and trades.
3. Job security (length of contract and Contracting Out).

I'll leave his proposals blank, (this way you can fill in your own in the work place).

1. _____
2. _____
3. _____

I then asked him to scratch one of his proposals then I would scratch one of mine. He looked at me funny and said, "Hey I only put three down I have a lot more." I said I know but the way negotiations works is you never achieve all your proposals. He then scratched one of his proposals and I started laughing. He asked what was so funny and I said I never saw such a weak negotiator. We both laughed and then he asked me to scratch one of mine so I did, and I explained why I scratched one of mine. We both respected each other.

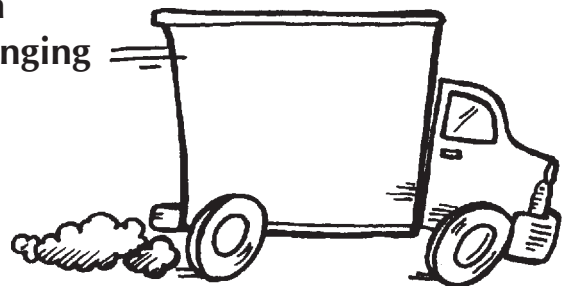
I asked him to scratch another one and he did. I then asked him if he was willing to go on strike for the last proposal and he said no. I told him that was okay. I asked him if he was willing to go on strike for the two remaining proposals I had and he said yes. Remember this is just Negotiations 101, the game.

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Change of Address? Moving? Change in Marital status? ... New phone number? ... Changing your beneficiary? ... Name Change?

Please call the Union Hall 250-632-4611 and let us know so we can make the appropriate changes to your membership card and update our records.

We are available from 8:00 a.m. to 4:30 p.m.



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I then proceeded to tell him of the long strike my brother and U.S.W.A. Local 6500 just settled in Sudbury, Ontario earlier this year which fell only four days short of being on strike for a full year. We talked about the struggle and fight workers in Canada have to maintain what benefits they must keep and the concessions Unions should not give into. I then told him of the quick negotiations CAW Local Mine Mill 598 had and achieved without a strike. Remember both Unions have full retiree benefits for life fully paid by Vale Inco and Xtrata. These mining companies are multi-national companies like Rio Tinto.

Before I retire CAW Local 2301 should host a CAW Local 2301 All Presidents' Idol game. This could be held at membership meetings and start a year in advance of my retirement (date to be determined of course). These names would also be great for 2012 Negotiations considerations. Here's my top ten list: Perry Minaker (Kemano), Cam Wiebe (Steam Plant), Martin McIlwrath (Sanitation), Mike Szmata (Wharf), Sean O'Driscoll (Business Agent), Lucas Oke (Lines 3-5), Ed Abreu (Wharf), Tina Slanina (Stores), Debbie Soltau (Kemano) and Bento Pedro (Garage). Future young President Raegen McAllister (Lines 1 & 2) keep an eye on this member and train him right.

Things the members should think about.

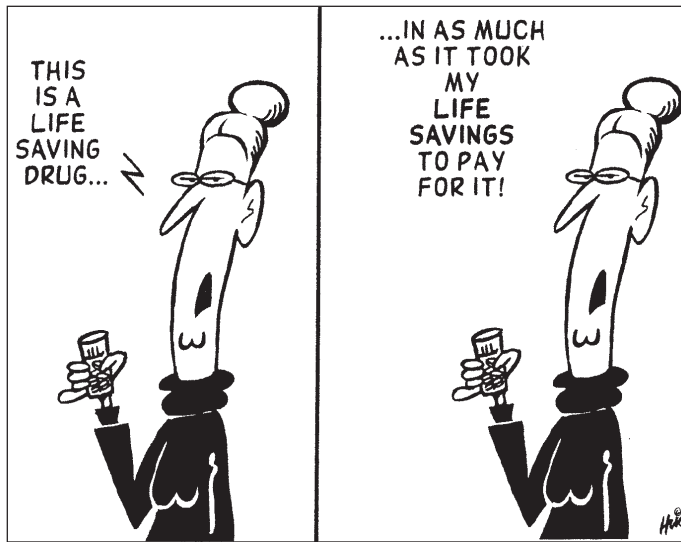
Since the 2007 Negotiations the number of employees who were eligible to retire by July 2012 were: Trades – 155, Reduction & Related Jobs – 113, Essential Services – 49, Casting – 35 and Accommodated Workers/LTD/etc. – 35. These numbers add up to 387.

Why are our members staying so long beyond their retirement dates? Retire when you can because odds are you're working for less than minimum wage if you stay longer. Retiring when you are eligible also helps younger workers into the work place by opening spaces for temps to be hired full time.

I want to retire but I don't want to leave the non-trades worker members hanging. I have a strategy that I believe will put the Union in a strong position for 2012 negotiations.

Reduce overtime from 30% to 3%. Again, this would have the potential of creating another couple hundred jobs for people in the communities of Kitimat, Kitamaat Village, and Terrace, as well as protect schools, hospitals, other CAW workers and local businesses. Members should stop selling back 30% of vacations and 1000 floaters on a yearly basis, and booking CSO's then working overtime on top of the CSO's while they really should be off. CAW members' actions have reduced the membership by 300 full-time jobs; this is the Unions action cutting jobs.

Line 7&8 shut down is in progress. Every worker involved did a fantastic job. Safety was number one and first class. Mike Schmidt, Jim Peers and Geoff Watt oversaw the safety. Shane Woods (Lines 7&8), Doug Bork (Lines 3-5), and Jim Robertson (stores) have done a great job representing the members in the Lines 7&8 shut down process. The members who work in Lines 7&8 have demonstrated how safely they can work, please continue. Let's work safe and get 1C to 5B up and running to full capacity safely.



The Company needs to build the new smelter as soon as possible to give everyone a healthier place to work and reduce the potential for lung and bladder cancer. The Company has the technology and money to achieve this. I gave a list to Rio Tinto's head safety person when she was here recently and said here is a black and white list proof of some of the industrial disease cases the Union has had to fight against Alcan and that the old technology is still creating the same health hazards which affect both Union and Staff members alike. I hope the Board of Directors and RioTinto's CEO expedite KMP for all the right reasons.

Rio Tinto head Health and Safety person asked Mike Schmidt and I to join the last Safety Tour. We said no. I explained that we were attending a funeral that day for a retired member who had worked in Lines 1&2 and died of lung cancer.

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Byron Ramdatt and I both started in Lines 1&2. I got my Heavy Duty Mechanic Apprenticeship after my second attempt and school refresher in May 1980. Just prior to Byron's death this year he walked into my office to tell me he had lung cancer from working in the potrooms. I couldn't hold it back and started to cry. Byron hugged me and said it was okay. It's amazing what Byron's famous simple smile could do to anyone. Byron leaves behind his beautiful wife, three beautiful daughters, son-in-laws, aunts, uncles and family in Canada, United States and Jamaica. When I ask you to put your respirator on remember Byron Ramdatt.

I bless myself for not giving up on getting out of the Lines. I know that CAW Local 2301 will continue to have to file WCB claims for members for years to come because work place industrial diseases take years to show up, something which is referred to as lag times. Cancer today could be from what a worker was exposed to thirty years ago.

Yet another good reason to expedite KMP. Don't forget cancer doesn't single out Union workers it gets staff as well.

Thanks to Brother Sean O'Driscoll our Business Agent for all the hard work he does in filing and fighting WCB claims for our members and in some cases, their widows.

If staff would like to form a Union go to the CAW National web site and go to Organizing. CAW Western National organizer is Murray Gore in Vancouver. The CAW does and has Unionized office, security and non-front line staff workers. Basically, any staff member who can't hand out discipline. Check out the web site, <http://www.caw.ca/en/services-departments-Organizing.htm> (very confidential).

Prior to Brother Ross Slezak's death he told me he was glad I was running for President. This was a real honour to me coming from Ross. Ross was a solid Union rep and made a great full-time Safety Rep. He formed the CASAW National Union. Now there was a solid Union rep. The amazing thing is Ross didn't have the education and schooling that workers have today. If there was ever a hard working Union activist it was Ross. I still stop by Radley Park on occasion to sit on Ross' Memorial Bench. He fought to the very end.

I believe I am here for a reason; to carry on for workers and families struggles such as my grandparents, Brothers Ross Slezak and Byron Ramdatt and the many other fallen workers around the world. Remember to mourn for the dead and fight for the living. Retiree benefits and equal pensions for workers are definitely worth standing together for. Respect each other and don't ever be scared to challenge the status quo. Challenging each other brings out the truth and we can all make life better. Now that's worth hanging around a little longer for!



Remembering Shannen Koostachin

Shannen Koostachin was just 16 years old when she passed away, but she had already established herself among First Nations, social justice and trade union activists as a powerful young fighter for truth and justice.

Koostachin led a successful campaign that pushed the federal government to build a new school for the children of the Attawapiskat community in Northern Ontario.

The school had been contaminated by a diesel spill in 1979 and was never properly cleaned. Despite the toxic risks and resulting illnesses, the school was in use for the next 21 years. It was only closed when parents refused to enroll their children and teachers refused to work in the building.

Portable classrooms with insufficient insulation and ventilation problems were brought in as a stop-gap measure. For the next decade both Liberal and Conservative federal governments failed to provide the funding necessary to rebuild the school.

Koostachin was just 13 and a Grade 8 student when she spearheaded the campaign for a new school. Launched in 2008, her campaign spread across Canada and eventually to the United Nations.

Thousands of Aboriginal and non-Aboriginal youth united to make the campaign the largest youth-driven, child's rights movement in Canadian history. Koostachin was nominated for the International Children's Peace Prize.

Thirty-three years after the original diesel spill contaminated the building and the land on which it stood, a new elementary school is finally set to open in Attawapiskat in 2012. It would never have been built without the leadership of Shannen Koostachin.

Shannen Koostachin departed to the spirit world May 31 when she was killed in a car accident outside New Liskeard where she was attending high school.

OFL/CALM

BUSINESS AGENT

Business Agent's Report

by sean o'driscoll

Our Tax Dollars At Work?

In the months since I took this position I have spent what I feel is an inordinate amount of time dealing with issues at the District of Kitimat, the workers of which are represented by CAW Local 2300.

It has been an extremely disappointing and frustrating enterprise in trying to resolve issues with DOK management. We held a labour management meeting a few months ago and it became patently clear that DOK management has little or no interest in working with the Union to resolve issues. For starters, DOK management did not want to even entertain the idea of having

joint minutes for a meeting which is intended to be a venue for the parties to engage in joint problem-solving. For its part, DOK management sees labour-management meetings as a venue for

the parties to agree to disagree and nothing more.

The Union has attempted, with no success, to try to resolve grievances before going to arbitration. For example, we have one case of a manager performing bargaining unit work **for a whole week** slated for arbitration next spring. The Union wanted to resolve this case

by having the manager bring a worker along to impart training, a reasonable resolve which the DOK rejected. Now get this. A DOK supervisor continues to refuse to sign grievance forms for a particular shop steward because the same shop steward refused to sign a performance evaluation he disagreed with a number of years ago. Our tax dollars pay for this kind of petty childishness.

The biggest problem the Union is facing when dealing with DOK management is its outright refusal to resolve issues when it feels it has "management rights" to do what it is doing and its refusal to consult with the Union when making changes in the workplace due to its belief that "it doesn't have to". This adversarial attitude is in stark contrast to the relationship we have, despite our differences, with Rio Tinto Alcan. A case in point would be RTA's decision to change the shifts at the beginning of the summer in reduction maintenance. By the book, area management could very well have been within its rights to make the changes it was considering, but to its credit after consulting with the crew and Union representatives a workable solution was found. That is an example of

The DOK does not, and will not, engage in good labour relations.

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good labour relations. The DOK does not, and will not, engage in good labour relations.

Section 2(d) of the code states that one of the duties of the parties under the Code is to act in a manner that "encourages cooperative participation between employers and trade unions in resolving workplace issues..." This speaks to actively trying to resolve issues outside of as well as within the grievance procedure. This is what good labour relations is all about, a notion which is apparently repugnant to the DOK.

But the grievance procedure is only one avenue open to the Union to deal with workplace issues as one of the issues is clearly DOK management itself. We can also get political.

As I referred to in a recent e-mail to our plant distribution list Mayor and Council do not appear to want to take our Union seriously. When Brother Abreu and myself presented our members' position on the municipal budget in the spring we were effectively dismissed by the Councilor's present and the Municipal Manager, despite representing the majority of taxpayer's in our community. More recently, Union representatives requested a meeting with the Mayor and any available councilor in order to present information regarding the treatment of one of the District's workers. This request was denied on the advice of "administration" as the result of some statute, which was not cited. What, do we need administration's permission to talk to our Mayor in the supermarket about some issue of concern to us? If this isn't a case of the "tail wagging the dog", I don't know what is. If we were RTA or Enbridge requesting a meeting I'm sure the response would have been different.

Therein lays the problem. We have only ourselves to blame if, as a political entity, we have become insignificant. To turn this around a few things need to happen. Firstly, we need to establish ourselves, once again, as a political voice in the community. This is, after all, a union town and as such the majority of voters are union members. The Union's issues must become our politicians' issues. Secondly, if an established union voice is not listened to by our politicians then we must replace our politicians. Currently, our Mayor and Council do

not have the confidence or support of this Union as we are not being listened to or having our issues addressed. The message must be clear: shape up or be shipped out in 2011. A good place for our politicians to start would be to direct DOK management to resolve issues **without wasting taxpayers' and our Union members' money** on hiring law firms to fight the same taxpayers and Union members. If DOK management doesn't adhere to the direction it has been given, then it should be dismissed. In any event, the wheels are already in motion to have a Mayor and Council in 2011 which is prepared to do this.

Now, before you fall off your elbow or the toilet I will briefly comment on a few of the things which are supposed to take up the bulk of my time.

We have had some good results recently with WCB

appeals, including two which were won at the Review Division, which is uncommon as the success rate at that level is less than 25%. One of those cases, involving an employee in lines 7&8, was won partly due to the statements provided by the member's co-workers. Occasionally we issue requests to various areas for statements or feedback in order to assist in an appeal as this information can very well tip the balance (and similar to the grievance procedure, the WCB system needs only a balance of probabilities) in

favor of the worker. So, hats off the folks in 7&8 (as it then was) for helping out with this case. In addition, we have also had a few hearing loss claims accepted for retirees, which results in the Board picking up the tab for hearing aids.

We also have a complaint filed with the Office of the Information and Privacy Commissioner as a result of RTA refusing to release a member's personal information, with that member's signed consent, to the Union. The reason for the request was to assist with a CPP disability application. RTA's claim is that unless we have the power of attorney the legislation does not permit us to make these requests on behalf of our members. We should have a decision shortly which hopefully is one that allows us to help our members as effectively as we would like.

In closing, I hope everyone has had a safe and enjoyable summer.



ORGANIZING

Our Past Is Our Future

For generations unions have been agents of social change.

But changing our world is a different task in this new century. Today we face climate change, increasingly strong anti-union employers and governments, and several generations of young people who have little or no understanding of the history and role of unions in our society.

Unions began by people focusing their political will. Our future lies in reinvigorating this social will to action. We have the capacity to engage our communities, help people see their interconnectedness, and motivate responsible planning for a sustainable future.

The State of the Unions

Unfortunately, despite the existence of refreshing exceptions, the union movement is under profound stress.

Union density has been declining for over a generation.

Governments and corporations have declared unions a critical enemy to their neo-liberal agenda, which aims to minimize the role of our public institutions and elected governments and maximize the role of private business.

Demographic shifts indicate many of our core activist members will retire from their jobs and our unions, taking with them core activist wisdom. New members are open to the superficial charms of neo-liberal messages since they have been raised in an era where cuts to social programs are the norm.

We too often contract out our political activism, letting organizations do the political work for us after we contribute donations or dues to the cause. This reduces our willingness and capacity to practice democracy.

The State of the World

A destabilizing global economy, peak oil, and the ecological consequences of tar sands exploitation

threaten to change the economic playing field. Pushers of privatization, deregulation, regressive taxes, and defunding government services assert individual values over community values and actions. This challenges our solidarity.

Unions embrace individualism as well when they raid each other for relative power gains, instead of organizing the unorganized and mobilizing members for political action. Conservatives attack our solidarity from the outside while we undermine it and our bargaining power from the inside.

The union movement can no longer take for granted a respected place in society. It must re-engage with its current and new members on a core level to help build a foundation of social, economic and political values.

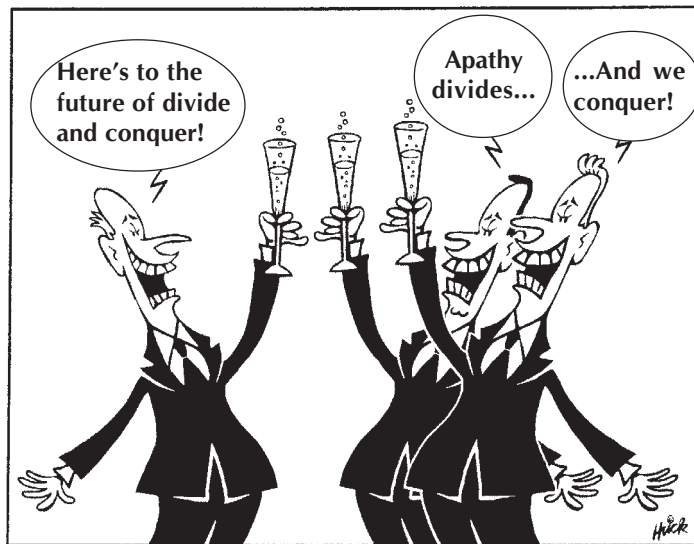
Systems of organizing and activism are changing rapidly. After the prime minister prorogued parliament again in December, a grad student in Edmonton started the "Canadians Against Proroguing Parliament" Facebook group. It collected 225,000 members within weeks, and it led to nation-wide rallies.

After Parliament resumed, the group transformed itself into

Canadians Advocating Political Participation. Although Facebook and Twitter are no panacea, the use so far of this social media shows new ways of mobilizing political sentiment.

Mobilization is still happening, just not inside traditional organizations.

Money works differently now, and we should take advantage of that. Now that corporate and union donations are no longer allowed in federal politics, unions can devote resources to educating and politicizing their members so they can directly engage in politics. In the end, this will also enrich members'



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ORGANIZING

“I Would Join A Union”

US President Franklin Roosevelt said, “If I were a worker in a factory, the first thing I would do would be to join a union.”

Seventy years later, Barack Obama referenced FDR’s statement and took it further.

“I think if I was a coal miner, I’d want a union representing me to make sure that I was safe. And, you would not have some of the tragedies that we’ve been seeing in the coal industry.”

He continued by adding, “If I was a teacher, I’d want a union to make sure that the teachers’ perspective was represented as we think about shaping an education system for our future.”

Like Roosevelt, Obama spoke his words in the midst of painful economic upheaval. When the bottom falls out of the economy, why do the benefits of joining a union become so clear to two different US presidents?

In both cases, the financial sector failed and left working families with the disasters of joblessness, destruction of wealth and little hope for climbing out.

Both presidents realized that stimulating the economy – reviving consumption – is essential. And unions, because they enable working people to bargain fairly with employers for decent wages and family sustaining benefits, make that kind of prosperity possible.

The presidents knew that if the powerful minority continued to grow richer while people who work for a living suffer horribly, economic fundamentals are not sustainable.

They knew that unions are people. People who come together to improve their workplaces, improve their lives, strengthen their communities and act as a real voice for social and economic justice in public policy.

They knew unions can bring balance to workplaces and win protection from abuse like prohibiting child labour in Roosevelt’s day or cracking down on dangerous coal mine operators and Wall Street rogues today.

In 1890, the mineworkers who came together in Columbus, Ohio to form their union were black and

white; they spoke more than a dozen languages.

They had dirty, dangerous jobs. Bosses cheated them on pay, charged them for the tools they used and placed less value on their lives than on the lives of the mules hauling the coal.

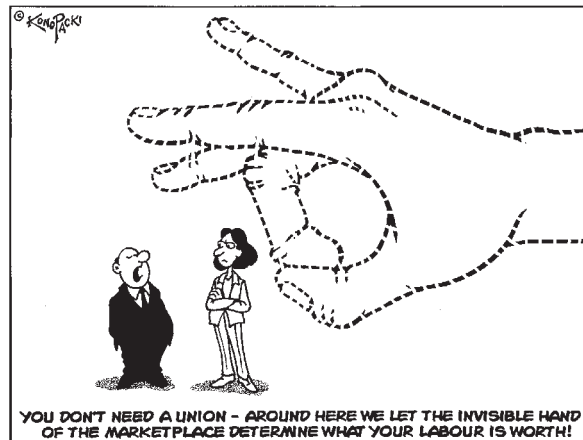
But when they joined together, they began to build a better life. And when they built a better life for themselves, they helped build a better life for everyone. When they sent their

children to college, citizens got a better education.

That’s what a union meant a hundred years ago, 70 years ago. And it’s what a union means today.

Working people coming together to build a better life. To build and maintain a middle class. To build opportunity for the next generation. To foster social and economic justice at work and in society. To strengthen democracy and spread prosperity.

ILCA/CALM



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relationships with their unions, creating stronger organizations.

Our past really is our future. The labour movement’s origins in the coalescing of political will into a movement – the union movement – is the very kind of union mobilization and activism we need in the 21st century.

We must re-establish our place in socially progressive communities. We have been missed. We need to take part again.

By Stephen Elliott-Buckley/Our Times/CALM

Stephen Elliott-Buckley is a CUPE research representative and a former high school teacher. Our Times is an independent, pro-union Canadian magazine.



ODDS & ENDS

The Game

A programmer and an engineer are sitting next to each other on a long flight. The programmer leans over to the engineer and asks if he would like to play a fun game. The engineer just wants to take a nap, so he politely declines and rolls over to the window to catch a few winks.

The programmer persists and explains that the game is really easy and a lot of fun. He explains, "I ask you a question. If you don't know the answer you pay me \$5. Then, you ask me a question. If I don't know the answer, I'll pay you \$5."

Again, the engineer politely declines and tries to get to sleep. The programmer, by now somewhat agitated says, "OK, if you don't know the answer you pay me \$5 and if I don't know the answer, I'll pay you \$50!"

This catches the engineer's attention and he sees no end to this torment unless he plays, so he agrees to the game. The programmer asks the first question, "What's the distance from the earth to the moon?"

The engineer doesn't say a word, but reaches into his wallet, pulls out a \$5 bill and hands it to the programmer. Now, it's the engineer's turn. He asks the programmer, "What goes up a hill with three legs and comes down with four?"

The programmer looks at him, puzzled. He takes out his laptop computer and searches all of his references. He taps into the airphone with his modem and searches the net. Frustrated he sends email to all of coworkers – all to no avail.

After about an hour, he wakes the engineer and hands him \$50. The engineer politely takes the \$50 and turns away, to try to get back to sleep.

The programmer, more than a little miffed, shakes the engineer and asks, "Well, so what's the answer?"

Without a word, the engineer reaches into his wallet, hand the programmer \$5 and turns away, to get back to sleep.

Internet

Think Fast

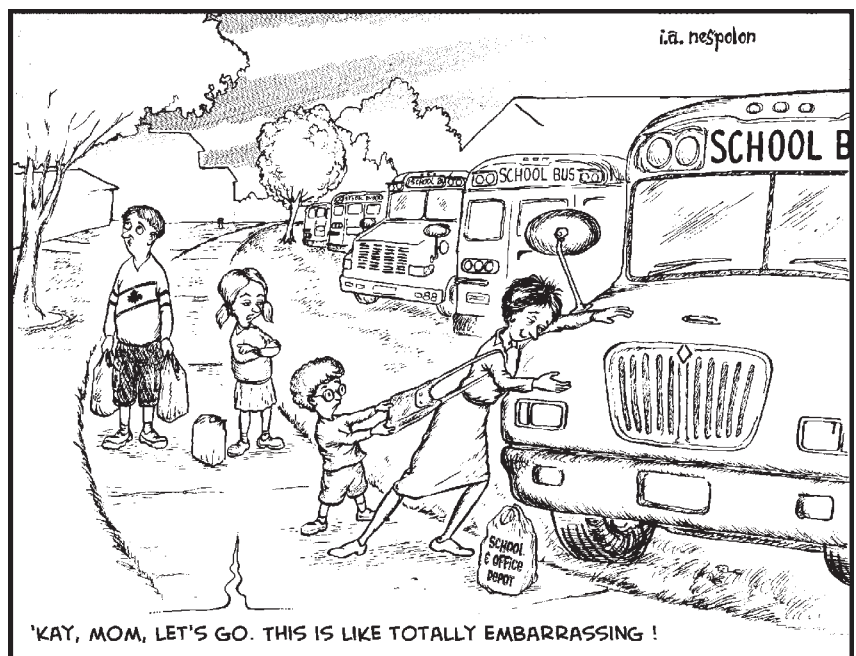
The speed of modern life is 2.3 words per second, or about 100,000 words a day. That is the amount of verbiage bombarding the average person during the 12 hours they are typically awake and consuming information, according to a new study.

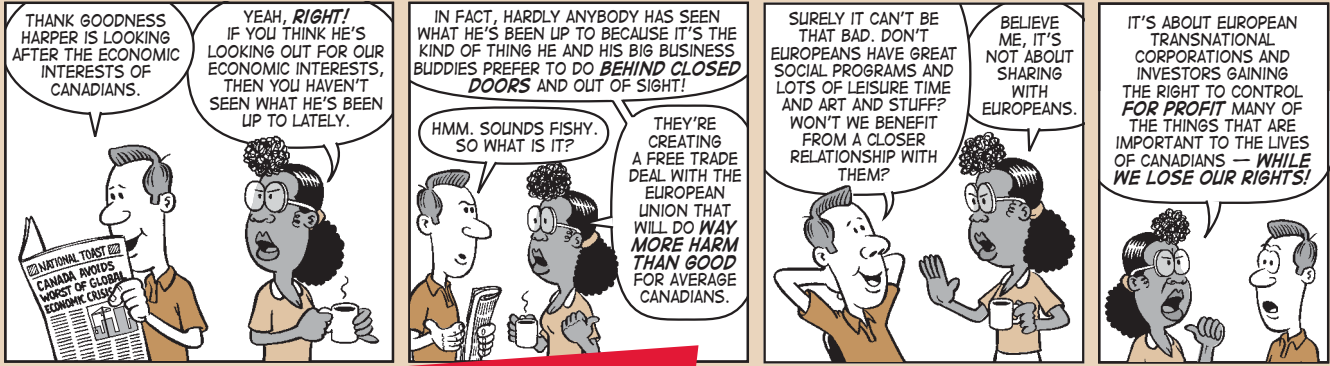
Through emails, testing, Internet surfing, reading and other media, our brains are being deluged with increasing quantities of information. Although we may not actively read 100,000 words a day, that is the approximate number reaching our eyes and ears. Add images, such as videos and computer games, and we are faced with the equivalent of 34 gigabytes of information each day – enough to overload the typical laptop inside a week.

The study, *How Much Information?*, from the University of California, San Diego, estimates the total amount of words consumed in the US has more than doubled from 4,500 trillion in 1980 to 10,845 trillion in 2008. Those estimates do not include people simply talking to one another.

Total information consumption from televisions, computers and other media was estimated at 3.6 zettabytes (3.6m million gigabytes) in 2008.

Internet/CALM





Hey Canada, heard of the CETA yet? No? It's not surprising! Once again, our federal and provincial government and business leaders are negotiating a "free trade" deal behind the backs of Canadians. This time, it's called the Canada-European Union Comprehensive Economic and Trade Agreement, or CETA for short. It will change the face of Canada as we know it, and Harper wants to sign it in a hurry — before anyone has a chance to debate it!

Trade with Europe would be a good idea if it meant more good jobs and better social services. But like all "free trade" agreements, the CETA is not about that. It's about boosting corporate rights, lowering environmental standards, and weakening public services. As currently written, the CETA will threaten many aspects of our lives, from our public services, to our jobs, our environment, our food, our culture, our telecommunications, our water and resources — even our democratic rights!



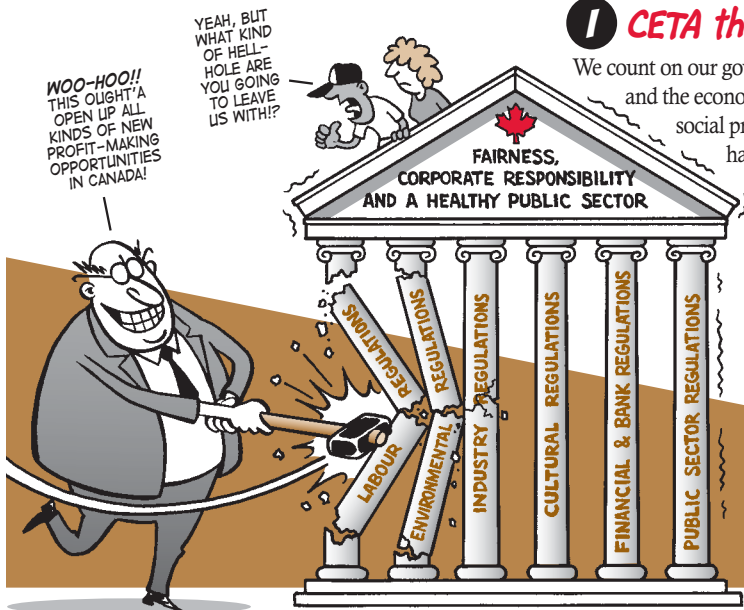
At a summit between Canada and the E.U. in October 2008, a group of large Canadian and European corporations gave government officials a "wish list" — things they want to see in a free trade agreement. Not surprisingly, this helped set the official bargaining agenda for the free trade talks. Civil society organizations representing Canadians have not been given sufficient opportunities to voice their concerns.



TOP TEN REASONS WHY CETA IS BAD FOR CANADA

1 CETA threatens our public services!

We count on our governments to run a broad range of public services which help society and the economy function — from health care and education to water treatment, social programs, and everything in between. By making sure that everyone has fair access, we ensure a good quality of life for Canadians. But international big business doesn't like publicly-run services, or the regulations that protect them. To them, public services are just one more thing to make money on. The CETA threatens to privatize and deregulate many of our public services. In fact, everything could be up for grabs, including municipal water systems, electrical utilities — even our mail delivery!



Our mail service is in jeopardy!

We have a postal service in Canada that guarantees basic mail delivery in all parts of our vast country. But this is expensive. So in order to pay for it, government regulations give Canada Post the exclusive right to handle addressed letters without competition from private companies. But the CETA appears to deregulate some kinds of letters so transnational corporations can provide them for profit. This would put our public mail delivery in jeopardy.



2 CETA threatens local job creation

Especially during economic hard times, we expect our governments to use our tax dollars to **create jobs and business opportunities** in our local communities, provinces and territories. One way governments do this is by deciding to purchase the goods and services they need (sometimes called “procurement”) from **local companies**. But the CETA threatens this! European corporations want unrestricted access to the purchasing that our provincial and municipal governments do.



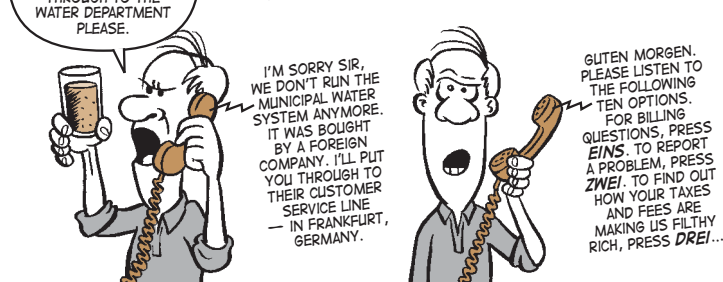
New green jobs for Ontarians? Maybe not!

The province of Ontario now has the best renewable energy plan in all of North America. Called the Ontario Green Energy Act, its goal is to make Ontario a major producer of renewable energy, and a manufacturing centre for renewable energy equipment, like solar panels and wind turbines. The act has provisions to support local businesses and ensure that new high-paying green jobs are created in Ontario. But European corporations don't like those restrictions. So E.U. negotiators are trying to force changes to Ontario's Green Energy Act under the CETA.



3 CETA threatens our water

E.U. trade negotiators have requested that drinking water services be included in the CETA, opening the door for large European multinational water companies to stake a claim in Canada's public water systems. Under the CETA, companies would gain unprecedented access to municipal water services and maybe even a claim to the water itself.



4 CETA threatens our public health care

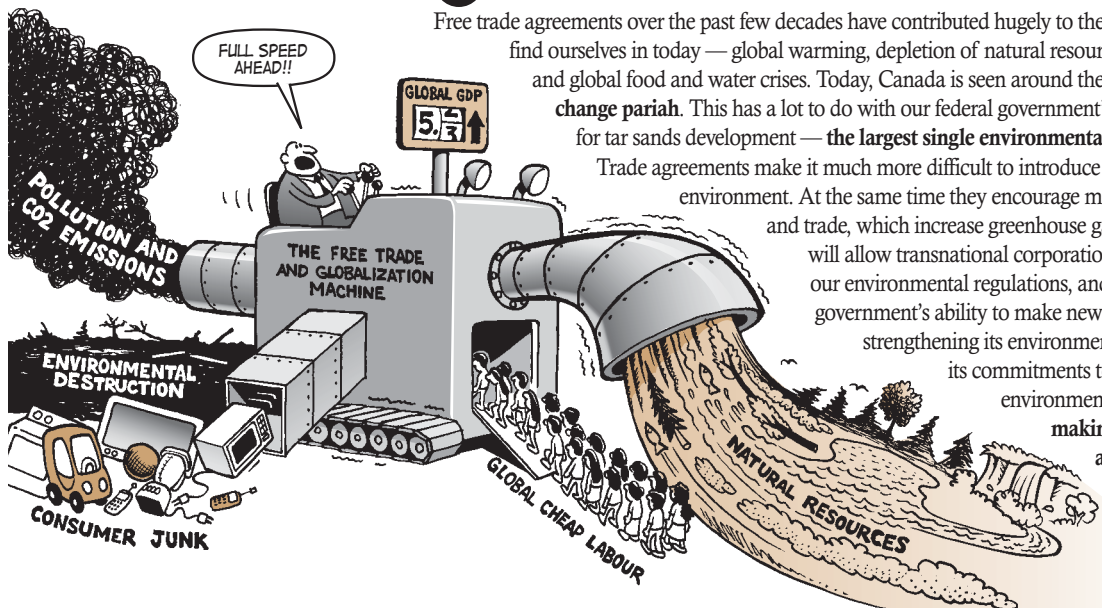
The E.U. has made it clear: they want **all** of our public services covered by the CETA — **including health care**. The trade deal will expose Canadian medicare to privatization pressures more than past free trade deals did. European health service companies will have greater access to our medicare services, especially in provinces that are **already opening the door** to private surgical clinics or other privatized care. Worst of all, under the rules of NAFTA, we'll have to offer the same access to private health corporations from the United States!

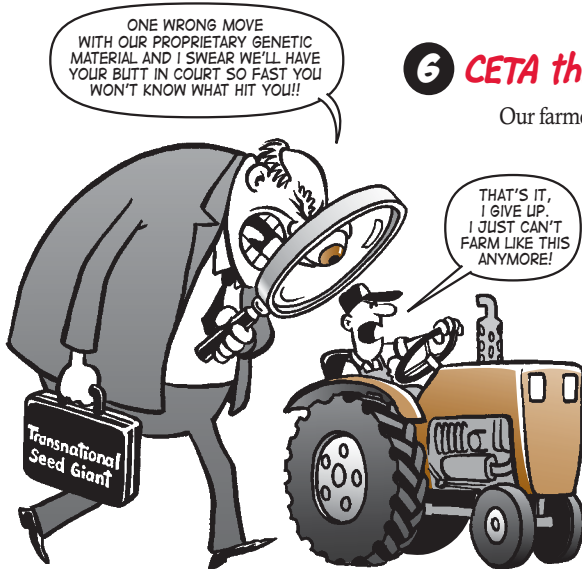


5 CETA threatens our environment

Free trade agreements over the past few decades have contributed hugely to the global ecological crisis we find ourselves in today — global warming, depletion of natural resources, collapsing ecosystems, and global food and water crises. Today, Canada is seen around the world as a **climate change pariah**. This has a lot to do with our federal government's unquestioned support for tar sands development — **the largest single environmental disaster on the planet**.

Trade agreements make it much more difficult to introduce stricter rules to protect the environment. At the same time they encourage more extraction, production and trade, which increase greenhouse gas emissions. The CETA will allow transnational corporations to ignore or challenge our environmental regulations, and it will impede our government's ability to make new ones. Canada should be strengthening its environmental laws and honouring its commitments to existing international environmental agreements — **not making more free trade agreements that guarantee corporate rights**.



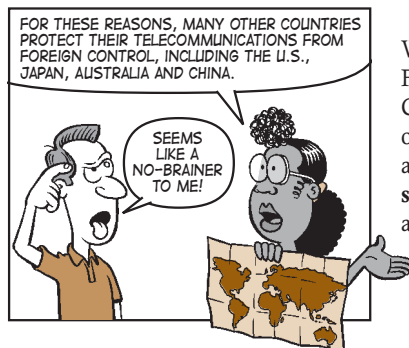
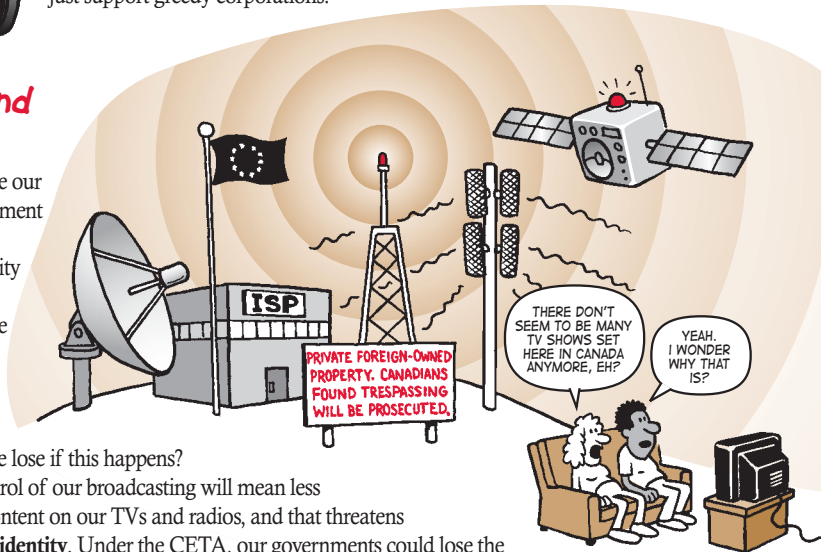


6 **CETA threatens our food sovereignty and farmers' rights**

Our farmers have a very hard job to do — producing the food that we need to survive. Over recent decades our farmers have faced increasing challenges and obstacles as a few giant transnational corporations have gained control over every part of our food system. The CETA will now make this situation much worse! It will give biotech, pharmaceutical, pesticide, seed, and grain companies powerful new tools to force farmers to buy gene patented seeds at high prices. Worse, it will almost **entirely eliminate the rights of farmers to save, reuse and sell seed!** Corporations could seize farmers' crops, equipment, and farms, and freeze their bank accounts if they are found with crops from patented seeds that they did not pay royalties on — even if their crops were “genetically contaminated” by natural cross breeding from neighbouring fields! In addition, policies that encourage the use of locally produced food are under threat. As our farmers face the future challenges of global warming and declining fossil fuel availability, they will need more support in order to keep us supplied with healthy food. Trade agreements just support greedy corporations.

7 **CETA threatens our cultural and communications sovereignty**

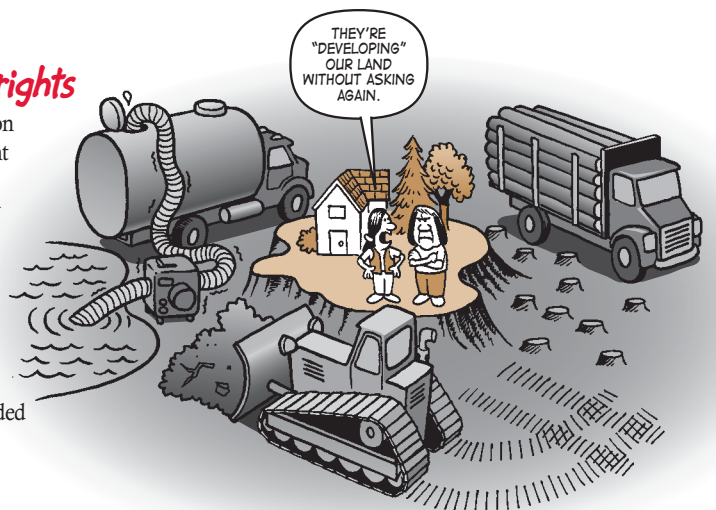
Canada's cultural protections are basic to our identity, while our communications networks are essential to business, government and public services. Since it's so important, we have laws requiring telecom and broadcasting companies to be majority owned and controlled by Canadians (foreign investment is allowed, but only up to 47 per cent). But CETA will remove this restriction, allowing foreign companies to control Canadian broadcasting and communications services!

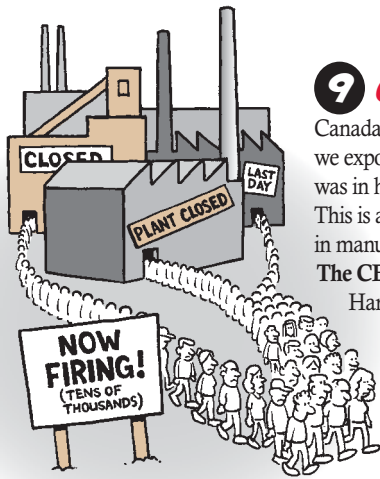


What will we lose if this happens? Foreign control of our broadcasting will mean less Canadian content on our TVs and radios, and that threatens our **cultural identity**. Under the CETA, our governments could lose the ability to protect and promote Canadian arts and culture! It could also affect our **sovereignty** and our universal **access** to telecom services. Our laws ensure basic telecom services are provided to everyone — including Canadians living in remote areas. But that may change if foreign corporations gain control of our telecom services, and cut services that are not profitable without regard to our needs.

8 **CETA threatens Indigenous people's rights**

Canada has recently offered qualified support for the UN Declaration on the Rights of Indigenous Peoples. While this is a welcome step, the right of Indigenous peoples to “Free, Prior and Informed Consent” before any development happens on their lands is often not respected federally or provincially. Mining, oil extraction, dam construction and other environmentally destructive economic activities often take place on or close to Indigenous people's lands without their informed consent. The Alberta tar sands are a perfect example. Indigenous concerns, such as rivers being contaminated with cancer-causing chemicals, continue to be ignored. The CETA would undoubtedly run up against Indigenous rights as all trade agreements do, by giving corporations added powers to get their way, developing where and how they want.





9 CETA threatens the quality of our jobs and our labour rights

Canada has a huge trade deficit with the E.U. That means we import more goods and services from the E.U. than we export to them. In 2008 we imported \$17 billion more in E.U. goods than we exported, and a lot of this was in high-end goods like autos. Our trade deficit in services was also large — \$4 billion in 2007.

This is a sign that Canadians are being deprived of good-paying jobs in manufacturing, technological innovation and high-end services.

The CETA will likely make this situation worse. Prime Minister Harper's vision for Canada is to make us a global energy and resource superpower. He wants to open up foreign markets to increase our exports of raw materials like oil and petroleum products, diamonds, gold and other metals. But remember, Canada has already lost over 550,000 good-paying manufacturing jobs in recent years. Putting more focus on the resource sector will only hurt our manufacturing even more.



The CETA also threatens the **rights** of all workers. CETA negotiators will say “not to worry,” labour standards will be maintained. But any agreement on labour standards will be meaningless if workers’ rights are corroded by investors’ rights or left unenforced. Instead, we need **stronger enforcement of labour law**, especially for migrant workers and others facing precarious situations.

10 CETA threatens our democratic rights

If our governments, which we elect, can't regulate on our behalf, or use our tax dollars to support our local economies when needed, all due to trade rules that put corporate rights first, then the CETA is actually a threat to our democratic system. But wait — it gets worse! CETA negotiators are planning to give transnational corporations and foreign investors **the right to sue** our governments over policies or decisions that they feel prevent them from making profits — even if those policies or decisions are in the **public's interest!** It's NAFTA all over again. That free trade agreement has the infamous “Chapter 11” which allowed many such lawsuits and challenges to Canadian laws by foreign investors. Who pays the suit if the government is found guilty? We do — the Canadian people!! With our taxes!!



The Harper government is pushing ahead with the CETA very quickly. We must act now to stop them — before it's too late!



What you can do....

➔ **Call your municipal councillors, provincial politicians and your Member of Parliament. Tell them you don't like the look of this free trade deal with the E.U. for all the reasons highlighted here. Tell them we need a national debate on it now!**

➔ **Visit www.tradejustice.ca to learn more about the CETA, and find out what Canadian farmers, artists, environmentalists, organized workers and regular citizens are doing right now to raise public awareness over this agreement and the actions they've taken to stop it.**

➔ **If you're part of an organization, consider having them sign the *Civil Society Declaration on the Canada-E.U. Trade Agreement* and become a member of the *Trade Justice Network*. info@tradejustice.ca**

Trade Justice Network Alternatives, ATTAC-Québec, Canadian Auto Workers Union, Canadian Biotechnology Action Network, Canadian Conference of the Arts, Canadian Labour Congress, Canadian Union of Postal Workers, Canadian Union of Public Employees, Canadian Union of Public Employees Ontario, Canadian Youth Climate Coalition, Common Frontiers, Communications, Energy and Paperworkers Union, Council of Canadians, Fédération des travailleurs et travailleuses du Québec, Indigenous Environmental Network, International Association of Machinists and Aerospace Workers, Manitoba Federation of Labour, National Farmers Union, National Union of Public and General Employees, Northern Territories Federation of Labour, Ontario Council of Hospital Unions, Polaris Institute, Public Service Alliance of Canada, Registered Nurses' Association of Ontario, Rideau Institute, Science for Peace, Sierra Club Canada, United Steelworkers

Designed and illustrated by Tony Biddle, www.perfectworlddesign.ca. Based on Trade Justice Network research and analysis. © 2010, Tony Biddle



IN THE NEWS:

Cancel Corporate Tax Cuts to Deal with Deficit

The G20 leaders left Toronto agreeing on one main thing – implementing an austerity agenda to reduce deficits within three years.

We've all heard about the government budget deficits in Canada. The feds and the provinces have massive shortfalls because of the global recession and paying out money for infrastructures stimulus. Our finance ministers sternly warn that belts have to be tightened and spending reduced if we are going to tackle the new fiscal reality.

But there is a disturbing other side to the picture – a side that politicians seem to feel is impolite to mention. Governments are implementing a series of corporate tax cuts that will deplete public revenues by billions of dollars. So, while ordinary Canadians are being told there isn't enough money for transit or education or health care, the wealthiest companies are getting bonus tax cuts.

Even companies that send jobs overseas are rewarded with the lower tax rates. The figures are staggering. Stephen Harper's corporate tax cuts will end up depleting federal revenues by nearly \$14 billion every year. How many nurses could be hired for just a fraction of that amount? How does that compare with our country's transit needs, the resources needed to tackle climate change or restoring cuts to international aid efforts? The Conservatives claim that by cutting tax rates we will help to attract business to this country.

The flaw in that argument is simple – we already have one of the lowest corporate income tax rates in the industrialized world. A recent report by global business

consultant KPMG compared 10 key countries, and found that Canada's rate was the lowest. We are at 12.2 per cent – far less than the US at 28.3 per cent or Mexico at 28 per cent. When you add other business levies, the difference between us and the Americans widens even further.

So why the rush to give up revenues that most people

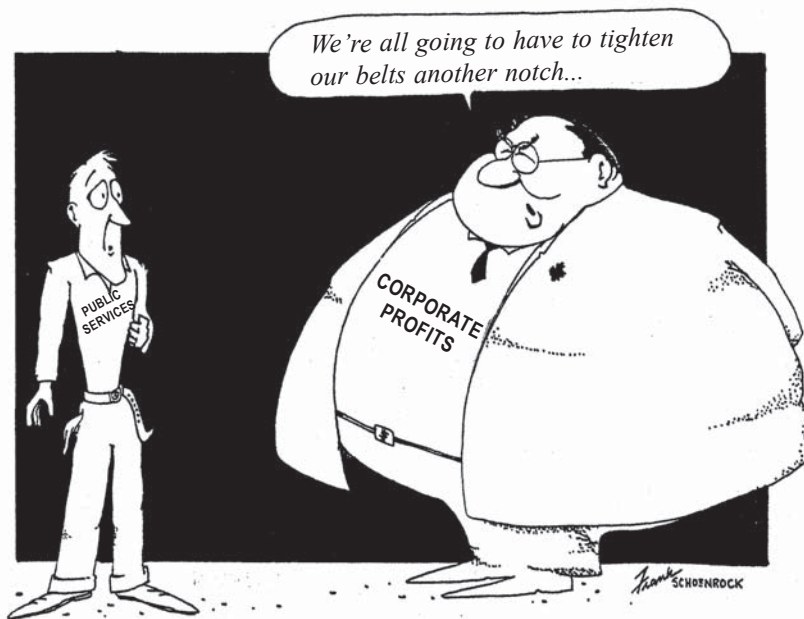
would want to use for vital services? Some might suggest that it is driven by the same ideology that led to cutting the GST, which was followed by a massive loss of funds. Or, even more cynically, use a crisis to excuse selling public assets.

It is useful to look at what business experts really say about competitiveness. The KPMG report states that corporate taxes are a minor element in deciding locations for investment. Issues such as transportation,

facilities (buildings), utilities and labour rates are the key cost factors that are considered.

Overwhelmingly in business reports, the availability of a well educated, skilled workforce and the quality of life for executives and their families loom large in investment decisions. There is no good reason to make business taxes lower when we are already the lowest. All it does is provide room for more executive bonuses – like the \$8 billions in bonuses given to the elite of the Canadian banks in 2009.

In a bizarre twist of fate, some of the money saved by US companies operating in Canada simply gets transferred to the US Treasury. US rules require that foreign operations pay taxes at no less than the US rate, or make up the difference to Uncle Sam. Studies by economist



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IN THE NEWS:

Call for Public Inquiry into G20 Police Actions

Progressive organizations are condemning the curtailment of civil liberties during the G20 Summit and calling for an independent public inquiry into police actions.

The detention of more than 1000 citizens, many of whom were innocent bystanders, has been the subject of intense public criticism of the federal and provincial governments in the wake of G20 meetings held in Toronto on June 26-27.

Of primary concern is the arbitrary nature of the arrests, the extension of power granted to police in and around the security perimeter, along with the excessive force used by police and unsanitary and unsafe conditions of those detained.

The actions of police and a small group of protestors, unconnected with the People's First rally, and the excessively strong-armed police actions marred what was a very large and peaceful demonstration in Toronto that involved tens of thousands of labour union, student and social justice activists.

Demonstrators, representing a wide cross-section of Canadian civil society organizations and various progressive causes, called on G20 leaders to ensure the issues of decent work, environmental sustainability and action against global poverty were at the top of their meeting agenda. Concerns included the need to promote

more extensive economic recovery efforts and prevent future economic crises by adopting a global tax on financial transactions.

Women led the peaceful march, demanding Stephen Harper reverse his decision to exclude abortion among the various maternal health-promotion measures that G20 nations will support in developing countries.

Most media attention focused on events that transpired after the peaceful demonstration had

would its way back to Queen's Park, when a small group of protestors and self-identified anarchists participated in acts of vandalism.



Contact/CAW/CALM

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Erin Weir show that money not collected by Ottawa is instead sent to Washington for the benefit of Americans.

Working people should be forgiven when they object to politicians telling us that we have to sacrifice our wages or pensions for some greater good. The rules keep changing, but global corporations continue to benefit instead of working families.

We have seen unemployment insurance being gutted, good jobs shipped offshore and bad trade deals undermine our standard of living. More and more, young

people are finding work only through short-term contracts or temp agencies. Something is wrong with this picture – priorities need to change.

Our society faces some serious challenges that call for a robust public response. We can start by making the right choices by cancelling outrageous corporate tax cuts and investing in vital public services instead.

By John Cartwright/Labour Action/TYRLC/CALM
John Cartwright is president of the Toronto & York Region Labour Council

GRIEVANCE



Grievance Committee Report

by ed abreu

Pace of Hearing Grievances Picks Up

Well, now that summer has come to an end the Grievance Committee is back to presenting second stage grievances on a regular basis.

Summer is always difficult on the grievance procedure as vacations often make it tricky to match up availability of managers, stewards and grievors.

With vacations coming to an end, we have already been hearing

numerous grievances every week, as well as having many more scheduled, so the pace is starting to pick up. We went to Kemano in July and early August to hear first and second stage grievances and are scheduled to return there again on September 14th for more second stages. On September 9th there is a second stage hearing scheduled for a grievance which

challenges the company's new Drug and Alcohol Policy. I have put in many hours on this issue to ensure we have all the points covered.

Arbitrations are coming up quickly as well. We have three cases going in front of the arbitrator on September 22 – 24, so the next few weeks will be spent preparing for these. We have two cases that you could say are tied together regarding the usage of temporary employees as full-time employees and the company withholding information regarding where temporary employees are placed and what positions they are filling. The other case is a grievance filed when the company refused negotiated training hours for Shop Stewards and OHS&E Reps to be used outside this local, which we have done for years in the past, (one example would be our PEL courses).

As for disciplines around the plant there have been a few. In casting we had an employee receive a 30-day suspension. This employee was called in for overtime and asked where they would be working as this would be a deciding factor in whether to accept the overtime or



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ACTIVISTS

Shop Stewards Council Report

by jose dasilva

Changes Are Coming

I hope all of the union activists have rested up well this summer, because it's going to be a busy year ahead.

Changes are coming, both at work and in your Shop Stewards Council.

The way the Council does business will be changing to meet the strategy that the company has put forward.

Only by working together can we meet and exceed the expectations of the membership and the community. Knowledge is power, so attend your council meetings regularly and

take advantage of the training seminars which are being planned as of this writing. All Stewards should expect a letter inviting them to attend. There will be several offered this time around, so be sure to take advantage of this opportunity provided by your Local. All time booked off should be on your regular shift, so if a mistake is made and you are booked off on your day off, just call me at 250-639-8161 or the union hall to reschedule.

I look forward to seeing all of the Stewards in the coming months.



Shop Stewards Council

Jose DaSilva - Chairperson

Al McIntyre - Vice Chairperson

Darrin Stamper - Recording Secretary

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not. When informed by the supervisor that the overtime opportunity was for DC1, the employee accepted. That night at work, however, the supervisor told the employee that they had to go work in another area instead, which was exactly the area for which this employee would have refused the overtime. The outcome of this situation resulted in the employee receiving a 30-day suspen-

sion. There was another employee in casting who received a 30-day suspension for a different situation, the details of which must remain confidential.

The last while has proven to be a very hectic time especially with the permanent shut down of Lines 7&8. We have been very busy around the plant, going area to area, to deal with issues as a result of this.

Just for a point of information, I would encourage everyone to be familiar with who the stewards are in their areas, as well as in the surrounding areas. We have an up-to-date list at the hall of all the Shop Stewards and Chief Shop Stewards should you require one, whether because of an incident, or just to get general information and explanations of the collective agreement.



HEALTH & SAFETY

Safety Rep's Report

by mike schmidt

Focus Must Remain On Safety

First I would like to say that I hope that everyone has had a good summer and were able to enjoy some time away from work with their families. With all the changes and stress at work these days earned time off is even more important than ever.

I'd like to make this the main focus of my article this month as the biggest concern I have right now is the membership's ability to remain focused on their Health and Safety through what will be very disruptive times ahead. I've often heard management say that labour relations are labour relations and safety is safety and the two should remain separate, but the truth of the matter is that the line between the two does sometimes cross or at least become very blurry. While it is true that it is my role to look out for the workers' health and safety and leave contracting out and workforce movement issues to others to solve, the impact of these issues no doubt plays a large role on the health and safety of those workers involved and to the plant as a whole.

When a worker is stressed out about what their job will be or if they will in fact even have the same job they have known for years there is no doubt that keeping their "mind on task" becomes harder and harder. With the closure of 7&8 and now the

announcement of the end of billet production in Casting, the question that comes up immediately is "Where am I going to be?" The way the company handles these rapid changes that are coming will go a long way in determining the impact on health and safety. They can do things the way they were done in 7&8 by respecting the workers and working with the union to resolve any issues quickly or they can choose not to.

We saw the safety results from doing it the right way. Workers are adults and have the right to be treated with respect and the only way to do that is to be transparent and let people know up front about the changes that will affect them.

Management will tell you that they have the right to manage their operations but let's not forget that when you unilaterally change shift schedules or contract out work this has a big impact on the person or crew involved. The focus shifts from their daily tasks and safety to the impending change coming to their work and personal lives. They are more than numbers on a page, they are people and job satisfaction is just as important as their home life. These things weigh on people's minds and cause a lot of distraction and stress.

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Forestry Worker Abuse Connected to Cutbacks

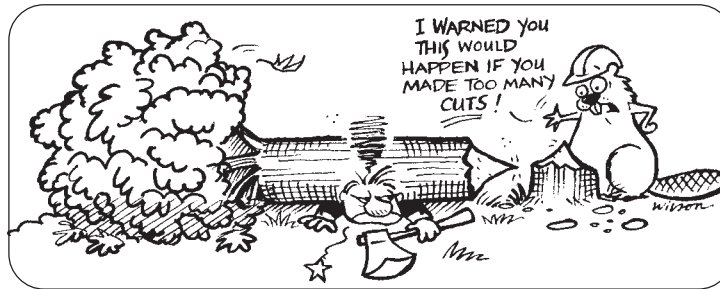
Office closures and staff layoffs dating back to 2003 in the BC forest and range ministry have steadily reduced the ability to monitor private operators contracted by the province.

After reports of severe abuse, the BC government suspended a \$280,000 contract with Khaira Enterprises Ltd., which had a contract to clear brush in the area.

Twenty-five workers, many of them recent African immigrants, were found living in squalor without proper accommodation, drinking water or bathing facilities.

The BC Federation of Labour investigated the Khaira situation and produced a report that itemized the abuse:

- no safe drinking water at camp; workers told to drink from a nearby creek
- no toilet facilities at the camp
- daily shortage of food and malnourished workers; breakfast consisted of bread, jam and peanut butter; no lunch provided
- improper food handling; unrefrigerated chicken served most nights
- unsafe transportation of workers in overloaded and unsafe vehicles
- underpayment and non-payment of wages including cheques returned by banks due to insufficient funds
- employment standards violations, including misrepresentation of hours worked



- physical and verbal abuse of workers
- workplace racism
- death threats to workers
- refusal of adequate medical treatment for injured workers
- failure to report workplace injuries to the Workers' Compensation Board.

The BC Government and Service Employees Union says the situation is connected directly to sweeping cuts that date back to the first term of office for the Liberal government of Gordon Campbell.

The union says district offices were closed and staff responsible for contract monitoring were laid off. The contracts contain standard language requiring minimum living conditions for camp workers.

"It's not rocket science. If we have fewer bodies on the ground and virtually no presence in communities where the work is being done, we won't have reliable

monitoring and enforcement," says Byron Goerz, chair of the union's environmental, technical and operational component.

Since forming government in 2001, the Liberals have eliminated more than 1,100 jobs in the ministry of forests and range. This year, 204 more ministry jobs are being axed – 62 per cent from compliance and enforcement and field operations. Another 42 position are being eliminated this year.

NUPGE/CALM

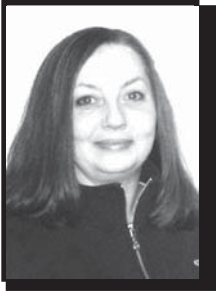
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So now more than ever, we have to be vigilant with health and safety as the changes have just begun and will no doubt continue for the foreseeable future. The company is talking the talk on health and safety, so make them walk the walk. Do not accept unsafe conditions at your work site. Stop using tools or machinery that is in disrepair. We can point the finger at management all we want but when we as workers choose to do a job unsafely or choose to use sub-standard equipment we have ourselves to blame. A worker will never get disciplined for refusing to do unsafe work or using

unsafe equipment. We have that right and we need to exercise it.

Now more than ever we need to slow things down and take that extra time to make sure things are done right. If you have been put into a new job or in new surroundings, STOP if you are unsure and get someone to help you out before you continue. Do not proceed on any job unless you are 100% sure of what you are doing. As a union we need now more than ever to stick together and watch out for our brothers and sisters so we can all get through these unsettling times, healthy and safe.



HUMAN RIGHTS

Human Rights Report

by karen jonkman

Investigations Should Be Done Jointly

Susan Spratt, the BC Area Director from the CAW National was in Kitimat in May. She spent several days at the union hall with the President, Business Agent and Executive Officers.

She attended our Membership meeting, and was in attendance at the monthly Labour Relations meeting with the company.

Human Rights were discussed at length with Susan and the Executive. It is Susan's opinion that the union members of the Human Rights Committee once again become involved as investigators of formal human rights complaints. It is CAW policy that union and

company both participate as investigators.

Currently, as per our Joint Human Rights Policy, the company independently investigates formal human rights complaints, while the union is there as observers/support people during the process. The union has formally requested at the Labour Relations level to once again participate in the role of investigator. We are waiting for the company to respond.

Sister Spratt also took the time to visit other CAW workplaces in Kitimat along with our Business Agent and was able to assist members in these workplaces with addressing a variety of issues.

Susan Spratt has vast experience and knowledge dealing with grievances, arbitrations, human rights and other union/company related issues. She is available to assist your union officers with issues and concerns that come forward.

The CAW National has a legal department and other resources at our disposal to assist us whenever the need arises. Our union dues contribute to these resources. If we require a legal opinion, and we are able to use CAW National's resources, it is a cost savings for our local.



BC Area Director from CAW National, Susan Spratt, with some of the CAW 2301 Executive during her visit to Kitimat in May. Pictured (left to right) - Gary Warren, Susan Spratt, Ed Abreu, Lucas Oke, Martin McIlwrath & Jim Robertson.





IN THE NEWS:

The CPP is Changing

The Federal government is on the verge of making changes to the Canada Pension Plan (CPP) that will affect the retirement benefits of all Canadians.

Generally speaking, the changes will reward those who choose to hold off on collecting their CPP benefits until after they have turned 65 and slightly diminish the benefits to those who choose to begin collecting their benefits early.

The proposed changes, which could be in force by the fall, affect in four main areas.

Removal of the Work Cessation Test

The work cessation test will be eliminated in 2012, making it easier for you to begin drawing CPP benefits before you turn 65.

Now, you have to stop working altogether, or at least reduce your earnings, if you want to begin drawing CPP benefits early. For anybody retiring after 2011, that will no longer be the case.

Continuing to Contribute to CPP Even While Drawing Benefits

Under the current rules, if you are drawing CPP while still working, you do not have the option to continue contributing.

Under the new rules, if you are between 60 and 65 and decide to begin drawing CPP benefits while continuing to work, both you and your employer will have to keep making CPP contributions.

The good news is that the continuation of contributions will increase the benefits that you receive, potentially to an amount even higher than the "maximum" benefit of \$11,210.

If you are older than 65, drawing CPP benefits and continuing to work, you can voluntarily continue to contribute to the CPP, which will also increase your benefits. If you choose to keep contributing, your employer will be required to keep contributing as well.

Decreased Benefits for Early Take-up; Increased Benefits for Late Take-up

Traditionally, CPP benefits have been lower for those

who choose to begin drawing them before turning 65.

Under the new rules, those benefits will be reduced even further.

Between 2012 and 2017, the reduction for drawing prior to age 65 will go from 0.5 per cent per month times the number of months that the pension is taken before age 65 to 0.6 per cent per month.

Likewise, CPP benefits have traditionally been higher for those who choose to hold off on drawing benefits until after turning 65. Between 2011 and 2014, those benefits will be increased even more: from 0.5 per cent per month that the pension is taken after age 65 to 0.7 per cent per month. These benefit increases stop accruing once you turn 70.

Increase in the General Low Earnings Drop Out

Your CPP retirement benefit is calculated based on the number of years you worked and contributed to the plan, as well as the amount of salary or wages you earned between the age of 18 and the age at which you begin drawing CPP benefits.

To help increase everybody's benefits – particularly if you went back to school or if you were unemployed for a period – your lowest-earning periods are "dropped-out" before your CPP benefit is calculated.

The provision is called the "general low earnings drop-out." The government is planning to beef it up.

Today, the lowest 15 per cent of your earnings during the contributory period is dropped out before your CPP benefit is calculated. Under the new rules, it will go up to 16 per cent in 2012.

In 2014, it will rise again to 17 per cent. This change will benefit virtually all CPP contributors and will likely improve your basic retirement pension. It will also increase the average CPP disability and survivor pensions, as the calculation of these benefits is based on the retirement benefit calculation.

By Corrine Carey/The Stand/NSGEU/CALM

Corrine Carey is the NSGEU's Pension and Benefits Officer.

RETIREE'S CORNER

Retirees' Chapter Report

by bill garvin

New Manulife AMPRE Cards Out Now

By now you should all have your new Manulife AMPRE cards and instructions on activation. Do not forget to register it right away with your pharmacist. Otherwise you will have to pay upfront and await reimbursement, which could take a few weeks.

When you make your first claim, a new claim form will be included with your reimbursement cheque for use on your next claim. If you need extra claim forms, they are available at the Union Hall.

I would like to extend a big welcome to our newest retirees: Roger Wallace, Brad Riley, Bob Morden,

Bob Doherty, Leo DeSousa, John Cavacece and Anil Nair as well as the following whose pictures were unfortunately not available, Jim Seigny, Wendy Silver, Fernando Verde, Jim Tessier, and Karan Bhinder,. Have a great one everybody!

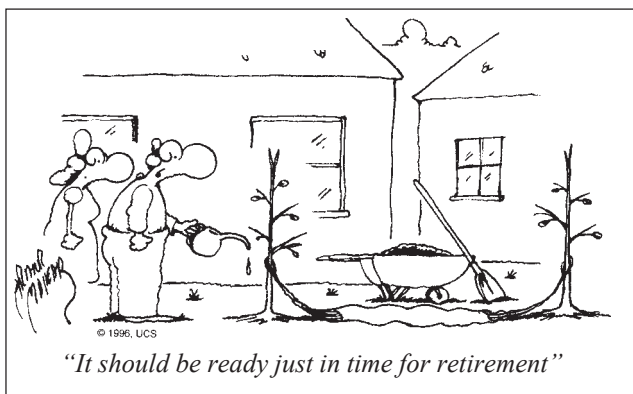
It is with sadness that I learned of Brother Fred Elgert being diagnosed with cancer. In speaking with his good wife Lil on

the phone she informed me that he is now undergoing treatment. Fred is a good friend and Union man who I always enjoyed talking to at the golf course and around town. On behalf of all our retirees I wish Fred all the best for a full recovery. We will be praying for you Fred.

Our bi-monthly socials are picking up in attendance which is great. The next one is on October 21 at 2:00pm in the Union Hall. Plan to attend as there is always updated information from our guest speakers.

It is always nice to drive to the Alcan Beach in the evening and see all the dirt piles being moved around, not to mention the start of construction on the huge storage building, but until you see the actual aluminum moving down the highway to Prince Rupert don't hold your breath on modernization. This writer believes that Kemano Completion has to be done first.

The company, in my opinion, will be coming after our Union with unreal contract demands in 2012 and a further long term agreement with nothing for retirees as far as our number one demand for "Full Benefits for Life for All Retirees!" We will have one hell of a fight on our hands in 2012. I would dearly love



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RETIREE'S CORNER

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to be an optimist on this issue, but the old gut is saying no-no.

If you are on holidays as of this printing be careful and come back safe. If you're just going have a great one and come back refreshed and enjoy yourselves where ever you go. But make sure you do take a break and get away, if only for a short time. Life is too short not to enjoy the full benefits of your retirement!

In closing I would like to report some happy personal news that my good wife Louie and I are, as of July 1st, Canadian citizens! It only took 45 years, but we are now very proud Canadians!



Greetings From Fellow Retired Members

I bring greetings to the members and retirees of CAW Local 2301 from Brother Greg Simmons. Greg now lives in Prince George and is enjoying life doing what he enjoyed most while in Kitimat, which is assisting the elderly and handicapped. His time is spent between the new assisted living centre on Victoria Street, and the seniors centre on Brunswick Street. My wife Louie and I had lunch with him and enjoyed reminiscing about "old times" in Kitimat and the people, as well as what is going on with RTA. It was good to see him again and looking so well.

Also, Brother Brian Bagatto sends his hello's from Prince Rupert, where he is enjoying his retirement. If you are in Prince Rupert, drop in and say hi to Brian. You will probably find him at Cow Bay where he has displays of his work in the gift shop on the waterfront.

And I am happy to report greetings from Mike and Christine Fagan as well. They are enjoying retirement in Salmon Arm. I had a nice long chat on the phone with them recently and it was great to catch up!

It is always nice to hear from our members who have moved away!

*In solidarity,
Bill Garvin*

CONGRATULATIONS TO OUR LATEST RETIREES!



Bob Morden



Brad Riley



Roger Wallace



John Cavacece



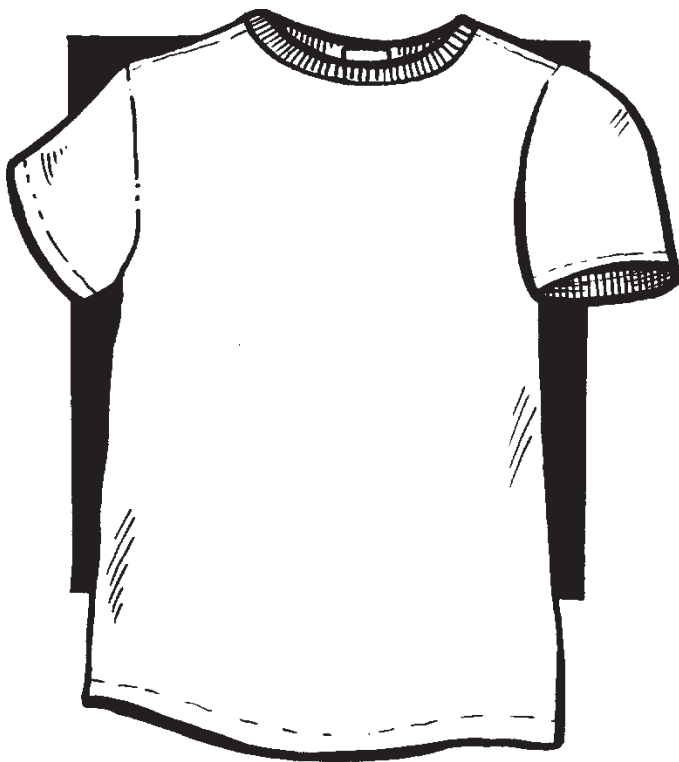
Anil Nair



Leo Desousa

BACK PAGE

Calling All Members To Get Creative



We are inviting all members to get their creative juices flowing and send in a logo for new t-shirts.

We are looking for something involving safety / solidarity.

Prizes will be awarded.

Please send your submissions to the Union Hall by noon on Friday, October 15.



The HOTLINE
CAW Local 2301
235 Enterprise Ave.
Kitimat B.C.
V8C 2C8