

CAW  TCA
CANADA

LOCAL 2301

Kitimat Smelter & Kemano
Power Operations Workers

www.caw2301.ca



HOTLINE

FEBRUARY / MARCH 2011

UNION SUCCESSFUL AT ARBITRATION





**The
HOTLINE**

February / March 2011



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Canadian Auto Workers Union Local #2301(CAW 2301)

MAILBAG

Appeal For Assistance

CAW 2301 will be accepting cash donations as well the donation of bottles/cans to assist an area family who has found themselves faced with a family tragedy which has left them with insurmountable medical bills.

Their daughter was playing on a snow hill when she fell and her arm went between the fence panels of another yard and she was consequently grabbed and mauled by two dogs.

They are a one-income family with no extended health benefits and are struggling with the various medical expenses for treatment for their daughter, which include ambulances, flights and accommodations related to having to go BC Children's Hospital in Vancouver. She has already gone once and will be required to go at the very least one more time.

Donations and/or cans and bottles can be dropped off at the Union Hall.

Shout Out For Members' Generosity

This is just a shout out to the members who work on C shift in Lines 3-5, who came up with some great ideas to raise money for charity.

Over the past few months they have done various things including selling raffle tickets for jerseys which were donated by one member from his personal collection. One hundred percent of the money collected was donated to charities such as Children's Hospital.

Lucas Oke

Thank You From Retiree

Thank you so much, CAW 2301, for the retirement gift. I will be staying in Kitimat in my retirement. Thank you for all of your hard work.

*Sincerely,
Charlie Rinquinha*

MAILBAG

Wolverines Appreciate Use of CAW Hall For Bottle Drive

On behalf of the Wolverines (the Kitimat Female Midget hockey team), I would like to thank CAW 2301 for allowing us the use of the Melanson Memorial Hall in January. The hall became the location for the players and their parents to sort the cans and bottles that the players collected on their fundraising bottle drive. We were very grateful for a warm, dry location with washrooms and running water to sort the collected items. Without your generous permission to use the hall, it is unlikely that the bottle drive would have been so successful.

The team will use the raised funds to pay tournament entry fees. The girls challenge and further develop their skills by playing against a variety of teams. The raised funds will also pay for other team expenses such as healthy food and drink before, during and after games.

Your generosity allowed the girls to work as a team in a context other than a hockey game. This, in turn, provided them with an opportunity to learn important life skills.

Thank you for allowing the girls the opportunity to raise money to offset some of the costs associated with playing hockey as well as the chance to develop their on- and off-ice skills.

*Sincerely,
Sheila Hamilton
Safety Person, The Wolverines*

Rest In Peace

Fernando Carvalho

It is with deep sadness that we report the sudden passing of active Brother Fernando Carvalho.

Fernando spent most of his career at the plant working in Ingot Finishing, and was not far off from his retirement.

Fernando will be remembered as a real gentle man, soft spoken and very well liked and respected by his fellow crew. He had an excellent work ethic and will be greatly missed by his crew and everyone else who was privileged to know him.

Our condolences go to the family circle.

Angel Tree Program A Success

Thank you CAW 2301 for your generous donation towards our Anti-Poverty Angel Tree Program.

Your donation went towards Christmas gifts for children of lower income families in our community.

The Christmas 2010 Angel Tree program successfully provided gifts for 136 children from 65 families in Kitimat and Kitamaat Village.

The Tamitik Status of Women Association appreciates your support of this program and we wish you all the best in 2011.

*Sincerely,
Phyllis Bond
Admin Assistant, Tamitik Status of Women*

CAW PRIDE CONFERENCE

'Moving Forward and Taking Action'

The 6th Biennial CAW Pride Conference will take place at the Port Elgin Family Education Centre from May 6 – 8, 2011.

This conference is all about empowering our lesbian, gay, bisexual and transgendered members and our allies to take action. It is our opportunity to create change by sharing ideas, energy and experiences with other LGBT CAW members and allies.

Members interested in attending this conference should contact the union hall before the registration deadline of April 15, 2011.

@ The Hall

MLA Mike Farnworth Pays a Visit

On February 2, MLA Mike Farnworth, a candidate for leader of the BC NDP, was in town and along with Robin Austin, Skeena MLA, came to the Union Hall for a “meet and greet”. Unlike the Liberal MLA who was here recently (to meet with the Chamber of Commerce and business leaders), Mike took the time to meet with the citizens of Kitimat for a question and answer session at the union hall, followed by a meeting with some of CAW Local 2301 officers.

Mike listened to a lot of concerns on issues affecting our community i.e. KMP, power sales effects, raw log exporting, and the lack of the NDP effort regarding the Eurocan shutdown and dismantling.

Our thanks to Mike for giving of his time to listen to the citizens’ concerns. We wish him luck in his effort to lead BC to a better “life” as NDP leader and hopefully as an NDP government.

Bill Garvin



MLA Mike Farnworth on his February 2nd visit to Kitimat. Pictured here along with CAW Executive Officers, Vice-President Ed Abreu, President Gary Warren and Business Agent Sean O’Driscoll.



MLA Mike Farnworth address concerns and comments from the citizens of Kitimat.



Skeena MLA Robin Austin speaks to the group.

PRESIDENT



President's Report

by gary warren

Do The Right Thing - Look At The Big Picture

Unions have struggled and through decades have negotiated many things, for instance, shorter work week (40-hours), the elimination of mandatory overtime and the right to say 'no' to voluntary overtime.

Also the right to fight contracting out and in, job security, more paid time off – earned leave, vacations (not to be sold back either), paid supplemental vacations, CSO's, banked stats, etc. etc.

With these hard won rights and benefits, I feel let down by some of the current membership for things like one-third of vacations being sold back, floaters being sold back and excessive amounts of overtime being worked including members working as many days off, before another member notices and lets the union know. Not to mention retirees who, as active members, screamed and yelled at the union for letting contractors take our jobs away only to return as retired CAW members working for the very same contractors the union fought against at arbitrations.

Rio Tinto is screwing the union twice as much as Alcan ever did. They're squeezing that last drop out of everything. Alcan closed Kemano

– a huge cost savings, now the company is screwing our members in Kemano by contracting out and taking away the old Kemano Camp Association benefits. The company has come up with a new Kemano Camp Policy that gutted the old one. Kemano is turning into a compound versus a camp.

Our members in Kemano should be able to do what they want outside of work hours. With the town closing, the bears move back in and our members should be able to protect themselves even if it requires the option of carrying a licensed firearm outside of work hours. What happens in a town when a bear mauls a person and there are no firearms available? The company saying "We're sorry" just won't cut it, and neither will making our members stay indoors on their own time. Naturally, all laws need to be followed such as having a valid PAL license and keeping every firearm locked and secured, but the members of Kemano should be able to enjoy the facilities and the outdoors on their time off. The place they park their arse at night is way too controlled by the company.

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The company has reneged on their end of the 5-year contract on KMP. No new smelter yet and one year later making profits again. KMP should be pouring hot metal now, or at least one year after July 2012. Not in another 5 years. Remember, when the company cries losses, they're still in the black which usually reflects billions of dollars now-a-days.

I was angry as hell and went into Labour Relations to ask the company if they are trying to cause a wildcat strike with all the contracting out, short changes, notice of more changes in Kemano, etc. The company told me I couldn't come in using a loud voice saying wildcat strike. I said it's not the union; it's the company causing all these problems.

Why is it that the union has to wait for negotiations to make changes and the company forces change in between? This is just another good reason not to give more than a three year contract as the company always breaks their end of the agreement by claiming management rights and telling our members "if you don't like it, file a grievance".

Another company line is "We didn't lay any employees off". When I think of it, they won't hire temporary employees full time, instead increasing contractors in the old part of the plant and restricting our members' vacation time off. As for lay offs – if the company even tried I'd tell them to get every contractor the hell out and don't even think of lay offs.

It sure is great to vent, gets my blood boiling remembering I'm a mechanic – just another method of looking for plugged lines in the system (arteries for you non-mechanic folk).

I started February 17, 1978 and in my thirty-three years, being represented by different unions while working for Alcan and now working for the members of CAW Local 2301, I have seen many changes and gains for our members. I have always listened to the members and tried to help where I could within the CLA and outside of it. I have taken a lot of heat at times from the company, and twice as much from the members. The gains have always been gratifying to me because I have done well in my opinion, remembering back to my first job loss due to a strike, to becoming a certified Heavy Duty Mechanic, to the current President's position. Hard knocks in life only make us stronger and I've been knocked down my share.

This is getting a little long winded, so I'll try to close with the retirees and widows in

mind. I have always listened to workers ask for more and say retirees should have gotten better pensions and benefits while they were working. While I am at that transition now, (months away from retirement), and I question myself that the only thing I feel I didn't achieve was full retiree benefits for life. My humble apologies. Life goes on and the young pick up, kind of like a relay in life that never ends, but is worth fighting for. The point is if it wasn't for the retirees, we wouldn't have a union today, or the benefits we so much take for granted. It took strikes to form unions. July 2012 will be interesting – give the company hell.

Current retirees call me or drop by to tell me their circumstances with pensions and benefits as well to get help with paperwork and wills, etc. We should all have a will. You think the company is bad, wait til you have to deal with the government and taxes! Dealing with the loss of a loved one is tough enough.

The point is, some retirees from CAW are going back to work because they don't have the benefits they had while working for health care or dental. Premiums that were paid for by the company while working are now coming out of their own pockets. Dental limits go down dramatically and get cut again at age 70.

Negotiations in 2012 should have a retiree sitting at the bargaining table. Free of charge, of course. Imagine a retired union activist working for free because the true meaning of helping is because one cares for the people and their well-being. Brother Bill Garvin is in his 70's and still working for free. Take note Shop Stewards and OHS&E reps.



Are You Active?

Are you an active member, the kind that would be missed
 Or are you just content that your name is on the list?
 Do you attend meetings and mingle with the crowd
 Or would you rather stay at home and complain long and loud?
 Do you give a little time and help to make things tick
 Or leave the work to just a few and talk about the clique?
 There's quite a program schedule that means success if done
 And it can be accomplished with the help of everyone.
 So come to all the meetings and help with hand and heart.
 Don't just be another member, take an active part.
 Think it over, member, are you right or wrong?
 Are you an active member or do you just belong?

- author unknown

BUSINESS AGENT

Business Agent's Report

by sean o'driscoll

Proper Maintenance By Company Key to Preventing Injuries

Since the last report before Christmas we have been successful in representing a member with a second-level WCB claim appeal at WCAT.

At issue was whether a worker's foot injury was caused by a workplace incident where the worker stepped into a gap in a potroom floor. A very supportive specialist's report was instrumental in the case being decided in the worker's favor. As a result of being successful in the appeal the Union will be reimbursed the cost of the specialist's report.

From a health and safety point of view, it is important to note the

integral relationship between prevention and compensation. The foot injury above should have been prevented through proper maintenance and repair of the potroom floors. When the Union raises the

issue of poor maintenance it is not just concerned about potential accidents or injuries. There are numerous examples of claims filed as a direct result of an injury caused by the company's negligence at the prevention level. Members should

be mindful of this when it sounds like the Union is "harping on" management to maintain proper workplace standards.

Another interesting development comes from the arena of personal information and privacy law. Recently, the Union requested some information from the company, with written consent from the member, about a member's work history with the company. It was a specific, not general information, request.

As you are probably aware, the Union is required to obtain written consent from a member in order to represent that member in WCB claims, CPP disability applications, and so on, as these cases always involve a member's medical or other types of personal information (this allows the Union to write medical opinion requests to doctors or specialists, like in the case above). The WCB will also ask members to sign similar consent forms so it can request medical files from an employer or a worker's treating physicians.

Even with the member's consent, the company denied the Union's request, with the company's privacy

"There are numerous examples of claims filed as a direct result of an injury caused by the company's negligence at the prevention level."

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officer stating it could not be sure that it was releasing the exact personal information the member would want released, that it would have to review the information with the employee before releasing it, that it would be better for the employee to ask for it his or her self, that the consent form is too generic, etc. This is a position I respectfully disagree with. Our consent forms are restricted to information related to the matter we are assisting a member with, such as a WCB claim.

Now get this. The company regularly has our members sign consent forms to have their medical files released – their entire medical history – not just the medical information pertaining to a specific issue. The company also releases medical files pertaining to our members to third parties without “first reviewing the information with the employee before releasing it to make sure it’s OK”. It appears that the company is either talking out of both sides of its mouth or one hand does not know what the other is doing.

So here’s the irony. The Union will be challenging that in some cases, the release forms it asks (read: coerces under fear of being indefinitely suspended) our members to sign are too generic, giving the company access to very personal, but irrelevant to the issue, medical information. In cases like this, the company’s privacy officer will be a very useful witness at arbitration indeed.

Beyond the RTA sphere I have been working with CAW 2300 in dealing with District of Kitimat management on a wide range of issues, everything from harassment in the workplace, the duty to accommodate, seniority and overtime. I would also like to acknowledge Brother John Linton for his tireless work in preparing and presenting grievances on behalf of DOK workers.

Lastly, I have been working with Brother Martin Kenny in preparing for negotiations with Westburne. Bargaining sessions are set for the last week in February. Next up, bargaining with AJ Forsythe (Russell Metals).



Tracking Canadians Exposed to Workplace Carcinogens

Canadian researchers are creating a database profiling 170 substances they’ve determined to be high, possibly high and moderate priority occupational carcinogens.

The researchers, working collectively as CAREX Canada and funded by Health Canada, believe the database will be an important resource.

Estimates for Canadians exposed to carcinogens at work already exceed seven million. The most common exposure is found amount the 2,800,000 Canadians who work shifts with potential for circadian disruption. Circadian disruption is the term for the inequality between a person’s natural sleep-wake cycle and the sleep-related demands placed on them.

Other examples of workers exposed to workplace carcinogens include the more than 800,000 Canadians exposed to diesel engine exhaust, 42,000 exposed to formaldehyde and the 17,000 exposed to antineoplastic drugs – drugs used in chemotherapy.

Additional exposure information being entered into the database for each profiled carcinogen includes carcinogenic evidence, common uses, regulatory information and potential sources for both worker and environmental exposures. The database allows for further breakdown of worker exposure estimates by province or territory as well as industries and occupations.

Many researchers believe between eight and sixteen per cent of all cancer deaths are work-related. Based on these

estimates and statistics provided by Canadian Cancer Society, between 6096 and 12,192 Canadians will die in 2010 from work-related cancer.

In the 1970s a dozen substances or exposures were established as human carcinogens by international agencies. That number now approaches 100, with many more considered likely to cause cancer in humans.

As the cancer burden continues to grow, there is an urgent need to limit exposures to avoidable environmental and occupational carcinogens and to find safer alternatives to prevent chemical and physical risks.

WHSC/CALM



“My blood donation was rejected, but not for HIV or hepatitis. I had a blood overload of benzene, toluene, arsenic, lead and tichloroethylene.”

VICE-PRESIDENT

Vice President's Report

by ed abreu

Drug and Alcohol Policy Ruled Unlawful By Arbitrator

As many of you may be aware, in January the Union challenged the employer on the reasonableness of their Drug and Alcohol Policy.

Our lawyer Bruce Laughton was brought in by the Union to represent the members during this very important case.

I assisted Mr. Laughton by supplying him with incidents and scenarios that the Union and our members are encountering on a

daily basis.

The decision by arbitrator Steeves has now come in and I would like to give a detailed review of the significance of this decision.

The sole question in this dispute was whether the policy as written was unlawful, and therefore beyond the power of the employer to introduce. The arbitrator concluded that significant portions of the policy are indeed unlawful as they amounted to an unreasonable exercise of management rights as well as an unreasonable intrusion into the privacy interests of our members.

Under the Drug and Alcohol Policy, section 3.04 reads:

"The Company has undertaken to eliminate the threat that substance consumption can present, to both its employees and the business. The Company does not tolerate possession of or use of any medically unauthorized substance at the worksite. Any employee found to be in possession of a medically unauthorized substance or drug paraphernalia, or using a substance without medical authorization on the worksite shall be terminated immediately."

The "zero tolerance" approach was already rejected once back in 2008 with the Grant case. But, as you can see, the company totally ignored that decision and went ahead and included "zero tolerance" in their new policy.

Well, it was once again rejected in this case. The decision of the arbitrator this time prohibits the company from imposing mandatory termination for breaches of its "zero tolerance" policy.

Other sections of the policy which were addressed by the award read:

Section 4.05:

"Employees with possible substance dependence may be provided with, and are

"The arbitrator concluded that significant portions of the policy are indeed unlawful"

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expected to fully to participate in a medical evaluation, additional medical assessments at the discretion of the OHD, and may be provided with, and are expected to adhere to treatment and/or structured relapse prevention programs."

Section 4.08:

"A supervisor will intervene when an employee's ability to perform his or her job appears to be impaired. When the supervisor has reasonable cause to believe an employee is unfit for work, the supervisor shall either immediately escort the employee to the OHD for a medical evaluation, or if the OHD is unavailable, the supervisor will request the employee to be escorted [sic] out the worksite (as per the "Escort Out" procedure, Appendix A). At the first opportunity, the supervisor must arrange for a medical evaluation of the employee with the OHD. The employee will not be permitted to return to work until cleared by the OHD as fit for work."

Section 6.03:

"An employee may be required to participate in a medical evaluation in the circumstances set out below:

- (a) Post incident and/or near miss*
- (b) Reasonable suspicion*
- (c) Return to work – When an employee is off work voluntarily in relation to substance dependence, or if the employee is removed from work as a result of an incident or Near Miss or Reasonable Suspicion, an employee will be required to undergo a return to work medical evaluation prior to returning to work."*

Section 6.04:

"Medical Reinstatement – When an employee is off work voluntarily because of Substance dependence, or if the employee is removed from work as a result of an Incident or Near Miss or Reasonable Suspicion, he or she will remain off work until all of the following conditions are satisfied:

- (a) OHD determines that the employee has met all conditions stipulated as required for the employee to safely return to work.*
- (b) The employee undergoes a return to work medical evaluation in accordance with the terms of this Policy.*
- (c) The employee agrees in writing to adhere to a specific relapse prevention agreement as prescribed by OHD."*

The award effectively negates all of the above articles. The company may require an employee to produce medical information in certain circumstances only. Typical examples would be to justify a medical absence or to establish fitness to return to work. However, even in these circumstances, the employee is only required to provide information that is relevant to the employee's fitness to work. For example, if a member has been off for work due to a knee injury, the company is only

entitled to medical information regarding that particular knee injury and nothing more.

Previously when the company sent one of our members to get an assessment done by Dr. Baker, the member was told that they were required to have their medical file sent to Dr. Baker prior to the assessment. The Union has always strongly protested this request by the company as we feel that the entire medical history of the member is irrelevant to the situation and a violation of our member's privacy rights. The arbitrator has found that the Union is in fact correct in opposing these requests.

In regards to the post incident and/or near miss sections, the arbitrator stated:

"If there is reasonable cause that an employee is impaired (as a result of drugs, alcohol or other causes such as diabetes or fatigue) and impairment creates or contributes to an unsafe situation, he or she must be removed from work. Section 4.19 of the Occupational Health and Safety Regulation is applicable in these circumstances."

However, and this is very important, reasonable cause is a term from arbitral jurisprudence; section 4.19(2) of the OH&S Regulation uses the term "reported or observed impairment". This is an objective standard, so some evidence is required. A subjective impression is **NOT** reasonable cause. Also, if drug or alcohol testing is required where there are reasonable and probable grounds to do so, testing does **NOT** include a full medical evaluation. The arbitrator even goes one step further and states:

"Having caused ... an accident/incident or near miss at work is not by itself reasonable cause for the employer to believe there is impairment."

One example pertinent to this that comes to mind is of a member who had an accident/incident and two days later was sent to the OHD and asked by the company doctor to submit a urine sample. How would a urine sample taken two days after the accident/incident show whether or not the member was impaired at the time the situation occurred? When the company CMO couldn't provide an answer to this question, the member of course refused to provide a sample. At this point the member was denied access into the plant and forced to see Dr. Baker's people. This whole event was without just cause and we expect the company to make this member whole.

Another area of the policy that the arbitrator ruled on deals with union representation. In all of the relapse prevention agreements (contracts signed by members

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FINANCES



Financial Secretary Report

by cam wiebe

Increases to Premiums and Health Benefits Taking Effect in 2011

During the 2007 contract negotiations a rise to almost every premium and health benefit in the CLA was negotiated for 2011.

Aluminum LME Price:

February 9, 2011 - \$2537 US/tonne

Business Headline of Month:

Rio Tinto ready to reveal a record profit
February 6 – *The Guardian*

On February 10, 2011 Rio Tinto announced a yearly net profit for 2010 of 14.3 billion dollars

The Negotiation Committee and Union Executive, of the time, wanted to address two specific areas which were to ensure that there would be no loss to the membership from benefit values that would have been increased if the contract was negotiated in 2008, and that with a reduced membership and resulting lower dues

when the new smelter was up and running in 2012 (sure), that the Union would remain on a solid financial base to continue to provide the same level of service to the membership.

To ensure that the membership would continue to benefit from regular increases in premiums, and health care costs, rises were negotiated for 2011.

To make sure that the Union continued to provide the same level of services with at the time what was thought to be a smaller

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and Dr. Baker) our members were denied union representation and put on a 24-month random drug testing schedule in addition to a host of other obligations. The arbitrator has ruled that:

"In a unionized workplace the union must be involved in the agreement which establishes the terms of recovering employee's ongoing employment, including random, unannounced testing."

This is another area we, the union, expect the company to address with those members who had voluntarily decided to seek help for addiction and upon returning to

work were forced into signing contracts without the union's involvement and without just cause. We fully expect those members who voluntarily seek help to have the choice of whether they want any part of a relapse prevention program and not be forced into one under threat of discipline. The company was not entitled to force these employees to enter into a rehabilitation program with Dr. Baker.

As well, the award establishes that employees have a right to privacy and to be treated by the physician of their choice. The company was not entitled to require

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membership, starting in January 2011 the presidents wages would be paid by the company. Also the 40% surcharge that the company charges the union for each hour that the Union books an activist off for union business ended January 2011.

Presently these monies that would have been paid out by the Union are being kept in a separate account and not being used as general revenue. In the near future the Executive will be making recommendations to the membership on how these funds could be used to increase services to the membership. If you have any ideas email me through the hall at caw2301@caw2301.ca

Following is a list of when, what and by how much each benefit and premium will increase:

Starting January 2011

- 40% surcharge to Union bill back ends
- Union President wages to be paid by company
- Chiropractic services benefit increased to \$550 per year
- Naturopathic and podiatrists benefit increased to \$550
- Custom fitted orthopaedic shoes and modifications benefit increased to \$500
- Hearing Aids and repairs benefit increased to \$1400
- Foldable lenses for cataract surgery benefit to \$400
- Physiotherapists and massage benefit increased to \$450
- Fees to clinical psychologists increased to \$800

- Home care services per 36 months period increased to \$3500
- Taxi or bus fares, while on medical travel increased to \$130/trip
- Dental plan C increased lifetime max of \$3500 per person
- Retiree benefits - Ampre monthly subsidy for Pacific Northwest BC Retirees increases to \$40 per month single, \$85 per month couple and for non-PNBC retirees it increases to \$27 per month single, \$57 per month couple

Starting March 2011

- Between March 1, 2011 and March 1, 2015 employees with a minimum 85 points and 54 of age that retire will be granted a lump sum of \$10,000

Starting July 24, 2011

- Trades I moves to 2nd class Power Engineers rate
- Afternoon shift premium increases to \$1.40 per hour, midnight shift premium to \$1.70 per hour and 12 hour night shift premium to \$2.10 per hour
- Premium for weekend work increases to \$2.25 per hour
- Kemano premium increases to \$4.85 per hour
- CSO premiums increased to 45%
- Hotel coverage for medical travel - increased to \$160/day for 7 days during off season and \$195/day for 7 days during peak



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the members to participate in a medical evaluation by Dr. Baker or his "camp".

This is just a summary of the award and I urge the membership to come down to the union hall and read it in its entirety. I would be happy to answer any questions about it. We have put the company on notice that the ruling of the arbitrator should be readily understood by the company and it should immediately cease its practice of requiring employees to participate in mandatory medical evaluations.

Further, the company's past actions of requiring medical assessments by Dr. Baker have been challenged by the union on the basis that the company was with-

out authority to compel employees to participate in those evaluations and the union was not a party to them.

We expect to resolve all outstanding grievances of this nature quickly or we will be challenging them again through Section 1.04 of the Labour Code through expedited arbitration.

At a time when the company has been coming at this union with all of their initiatives and contracting out, what this award really means is that the company's bullying tactics will not go unchallenged. This union will not hesitate to use our lawyers when the rights of the whole membership are compromised.



OPINION

The HOTLINE is an Open Forum for the Membership of CAW Local 2301 to discuss and explore issues of our union, workplace, social structures, and general environment. Members' questions, letters and manuscripts are encouraged.

Signed letters and articles appearing in the HOTLINE express the views and opinions of the author, and do not necessarily reflect the policy of CAW, nor the views of the Editors or Union Officers.



The Return of Scrooge

It has come to my attention that RTA, in their lack of wisdom or class, did not invite the widows of our retirees to their "big" Christmas Social. This slap in the face to our widows, who spent their lives supporting their husbands in the decision to work at Alcan and make the Kitimat/Terrace area their home, disgusts not only our retirees, but the members of Local 2301 and the Kitimat community (I even got calls on this subject from down south!)

If not for the retirees and the support of their spouses to stay and make a home here, I feel that Kitimat and Alcan would not even exist in the first place. I do not know who was responsible for this ridiculous decision, but RTA ultimately approved of doing this and so should be ashamed of themselves. Our widows deserve an official apology from "Scrooge" for this undeserved snubbing.

To add insult to injury, RTA sent out more invitations than there was room for with the result being that when retirees called to RSVP, they were told bluntly "Sorry, we are full up."

A suggestion to RTA – if you are going to send out invites as per the official retirees listing (of which I get a copy each year) you may want to do a count and make arrangements to accommodate the number of retirees we have. As of January 2010 there were over 400 in Kitimat/Terrace on the list (plus spouses). You would find you may need more than one social.

Here's hoping that you learn (although I doubt it) from 2010 and do the right and proper thing by our widows and retirees.

*Disgusted,
Bill Garvin*



How Secure Is Your Pension?

In a recent edition of *the Hotline* Gary Warren wrote about taking a possible 7% cut in his lifetime pension because he is going down 7% in the pension multiplier. He would be going down 7% because he's losing his gang leader status that he had when he worked in the garage. In my opinion, 7% is a fair bit to lose. We struggle to make gains of 2 or 2 ½ % in wages or income and then to lose 7% in one fall swoop is quite a bit, especially after working for 30+ years.

But this won't happen to just him. If someone leaves a shift job for a day shift job, they too will lose on their pension. For example, with the twenty pot per month increase the company took the welders in Potlining off of 12-hour shifts. This moved that group of welders from pension multiplier group 5 to group 4.

The problem as I see it is that our pension is calculated as our best three years in our last five years of work (staff's pension is calculated as their best three years of work, period, regardless of when in their career those years occurred). The fix, I believe, is quite easy. What we need to do is negotiate in our next contract a provision that our pensions be calculated as our best three years in our last ten years of work. It's not as sweet as the staff deal, but it should still be the cure for most of the situations where people take a loss in their pension. If we had that now, people who leave a shift job towards the end of their career wouldn't take a loss on their pensions either. They could work at a job with a lower multiplier for up to seven years and still receive the pension of the job with the higher multiplier.

Changing how our pension is calculated, I believe, is a reasonable demand at contract time and it would protect many people from losing income when they are retired.

*Regards,
Bill Bovingdon*

FACTS
from the **Fringe**

Redirecting Our Rage at the *Real* Gravy Train

by Jim Stanford, Canadian Auto Workers

American economist Emmanuel Saez has painstakingly assembled a century-long statistical series on U.S. income distribution.

On two occasions, the share of income captured by the richest 1 percent reached about one-quarter of the national total. The first time was in 1928. The second was in 2007. As we all know, both peaks in wealth concentration were followed by financial catastrophe and depression. Indeed, maldistribution clearly contributed to both meltdowns.

But there's a startling difference in the political reverberations that followed the two conflagrations. In the 1930s, outrage at the pre-Depression extravagance of the rich, contrasting with the dislocation experienced by masses of Americans, sparked a decade of left-leaning foment.

Government expanded income security, directly hired millions of unemployed (rather than fiddling with bond markets through tricks like "quantitative easing"), and actively supported a new generation of unions to fight for the common folk. Meanwhile, it reigned in business excess through tough financial rules, anti-trust policies, and high taxes on the rich.

This time around, there's been plenty of populist anger – but (so far) it's been steered in exactly the opposite direction. Social supports

and public employment are being cut dramatically (especially by U.S. state and local governments). President Obama's election promise to modernize labour laws and rebuild unions was dead – long before he lost Congress. And several state governments are now preparing a full assault on union rights: recent proposals in Ohio, Wisconsin, and elsewhere would virtually outlaw collective bargaining across broad swaths of the public sector (all justified by humungous budget deficits that are the legacy of financial meltdown, not union excess). Never mind that laws like these likely violate international labour and human rights statutes; those little details never stop U.S. politicians from riding populist flames when it suits them.

The richest 1% almost tripled their share of U.S. national income since 1978, gobbling two-thirds of the income gains generated in the whole economy over the last decade. With numbers like these, highlighting the incomes of the ultra-rich is no longer an idle, envious pastime.

The concentration of wealth at the top has become macro economically significant. Consider that the bottom 99% of Americans could have *tripled* their (meager) income gains since 2002 merely by snatching back the *increase* in incomes pocketed by the richest percentile. That gives

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some rather compelling empirical support to the old Maoist slogan, "Make the rich pay!"

Recession or no recession, the gravy train at the top hasn't paused for breath: according to the *Wall Street Journal*, the top 35 investment banks paid out \$139 billion in compensation in 2009, the highest ever (despite the recession), and was set to break that record in 2010. Executive bonuses keep rising, and the top 25 hedge fund managers made a staggering \$1 billion each in 2009. Nevertheless, the trend in U.S. politics is not to challenge the contrast between the top and the bottom, but to reinforce it. The Tea Party successfully portrays government itself as the problem. And rather than empowering average workers to improve their lot (like the Wagner Act did in 1935), America's rightward lurch in labour relations will reinforce the stagnation at the bottom.

As we all know, Canada is a kinder, gentler, fairer place. So the numbers aren't as extreme. Or are they? Here, the richest 1 percent (less than 250,000 tax-filers) capture 17 percent of total income, and that share has merely doubled (not trebled) since the egalitarian 1970s. A full third of all income gains across Canada since 1987 have gone to that lucky group. For the ultra-ultra-rich (the top 0.1 percent of families, 25,000 in total, with average income of \$1.5 million), their share of national income has trebled to 6.5 percent.

Despite this largesse, in Canada, too, the political bandwagon lurches to the right. There's been infinitely more hot air expended since the financial meltdown over the salaries of unionized garbage collectors, than those of high-flying financiers. Meanwhile, our home-grown plutocracy keeps raking it in. For example, bonuses at the Big Six banks alone reached \$8.9 billion in 2010, the highest ever. The Canadian Centre for Policy Alternatives recently documented that the typical Canadian CEO made as much by 2:30 p.m. on January 3, as the average worker makes all year long.

How do we understand the misdirection of grass-roots rage at unionized garbage collectors, rather than at an elite that is wealthier than ever (despite its complicity in the events that have caused such harm)? To some extent this may reflect the old adage, "misery loves company." If I've lost my job, I want to see others take a hit too; that won't make me any better off (in fact, it could make me worse off, since the more layoffs and wage cuts will weaken growth and hence undermine my own employment prospects). But will I feel better in some perverse

way knowing others are being dragged down with me?

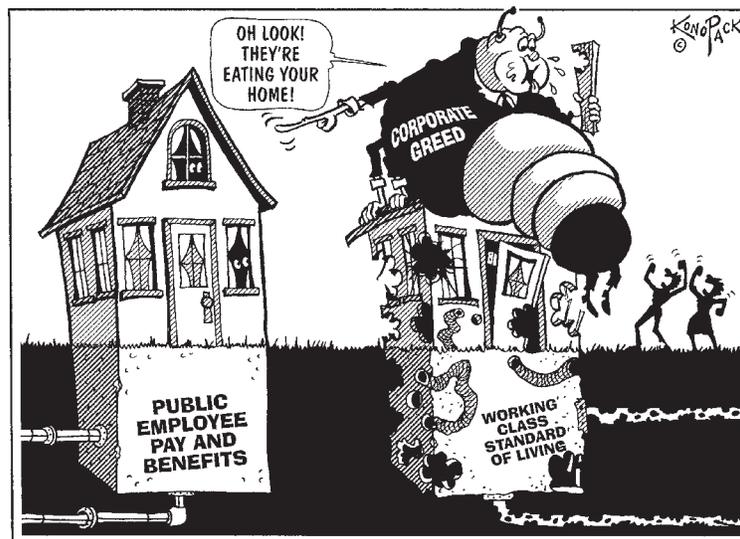
I think it also reflects the clearer pro-business biases visible in our culture and our discourse. It's no longer fashionable for academics and journalists to muckrack about the excesses of the rich, even though those excesses are as extreme as they've ever been. Average people have no idea exactly how much money is being taken in at the top – let alone that recession didn't even slow that gravy

train. And they don't understand what financial plutocrats actually do. (the answer is: very little of productive value.) But they do see their garbage collector at work at the curbside every Tuesday morning.

When the facts come to light, however, I remain confident that Canadians won't remain so complacent.

Imagine a "city" the size of Saskatoon, hogging one-third of all the new income generated by the entire country. Imagine folks who earn as much in a few hours as the rest of us do in a year – yet still lecture us on the need to tighten our belts. Imagine 25,000 families earning as much as the bottom 7 million tax-filers put together. How long will these excesses fly under the public's radar, while we bicker over wage gaps between unionized garbage collectors and non-union fast food workers? Not long, I hope.

A version of this commentary was originally published in the Globe and Mail.



www.caw.ca

GRIEVANCE

Grievance Committee Report

by ed abreu

Arbitrations Keeping Committee Busy

Well things have been very busy on the arbitration side of things. In early January we had our Drug and Alcohol Policy Grievance heard by the arbitrator.

Our lawyer Bruce Laughton presented the case and was assisted by myself.

The award on that arbitration has come back and the grievance committee has been reading through the award and a synopsis of the outcome has been written up. If you read my Vice-President's report you will see the synopsis and an explanation. If you are interested in reading the award or have any questions regarding the award come by the union hall and talk to the committee.

As well at the end of January Brother Lucas Oke presented his first arbitration regarding mandatory overtime that was forced on our members in reduction. He did a very good job and we are awaiting the outcome of that award.

Our next set of arbitrations will be held in mid-March. We will be taking a termination, a discipline case and a policy in front of the arbitrator.

Second stages are moving along and in the last six to twelve months we have cleaned up the list a considerable amount, so that should reduce some future backlog on the grievance procedure. Due to the high amount of grievances in the system it has made it very difficult to process grievances through in a very timely fashion.

We have found through the list however there are a number of grievances sitting at First stage. In order for the committee to process these grievances they need to be heard at first and if denied, the file should be then brought down to the hall for the committee to review so we can make a decision to advance it to second stage. If a grievance is denied at first and not handed over to the union hall we can't do anything and it sits on the list creating a backlog. As well if any stewards out there have grievances that have been resolved or granted at first stage we would appreciate if you could give us a call and let us know so that we can close that off of the list.

We are looking right now at getting back into Kemano to try and get back on track with hearing the outstanding grievances. In the fall we were in Kemano hearing grievances and managed to actually get a couple grievances granted.

Something for our stewards go keep in mind is good note keeping. When stewards keep good notes it makes it much easier for the committee to prepare factual second stage arguments as well as preparing for arbitrations. We would like to thank all the stewards out there for all their hard work and would like to encourage more members to take on the role of a steward as there are still areas of the plant that don't have any or very low numbers of union reps.





IN THE NEWS:

Unionization In Canada Has Risen

Statistics Canada says more than 4.2 million workers belonged to a union in Canada during the first half of 2010, up 64,000 from the same period last year.

Union membership has risen at a slightly faster pace than total employment. As a result, the nation's unionization rate edged up from 29.5 per cent in 2009 to 29.6 per cent in 2010.

The gap in unionization rates between men and women widened slightly in 2010. Women experienced disproportionately more gains in unionized jobs. Consequently, their unionization rate inched up to 30.9 per cent, while the rate for men remained constant at 28.2 per cent.

Just more than 2.2 million women belonged to a union in 2010, compared with just under 2.0 million men.

The unionization rate for permanent workers increased to 30.0 per cent between 2009 and 2010 while it decreased to 27.3 per cent for those in non-permanent jobs. The rate rose in larger firms (100 workers or more), declined among those with 20 to 99 workers and remained constant for firms with fewer than 20 workers.

The provincial picture was mixed. Unionization rates fell in Nova Scotia, Quebec, Saskatchewan and Alberta. The largest gain in rates occurred in BC while the rate was highest in Newfoundland and Labrador (37.9 per cent).

Among industries, rates were highest in public administration (68.5 per cent) and education (67.0 per cent). Notable declines occurred in agriculture, health care and social assistance and education. Notable increases occurred in transportation and warehousing and public administration.

An average 288,000 workers were not union members but were covered by a collective agreement in the first half of 2010, down from last year's total of 300,000.

In 2009, there were 157 strikes or lockouts that involved a loss in working time of at least 10 person-days. This was the second lowest number on record. At the same time, 67,000 workers were involved in these strikes or lockouts and just under 2.2 million person-days in working time were lost – the highest number of days lost since 2005.

NUPGE/CALM

Labour's Poster Girl

The 17-year-old Michigan factory worker who inspired the iconic World War II poster of Rosie the Riveter beneath the famous We Can Do It slogan, died at age 86.

Geraldine Doyle passed away on December 26, 2010 in Lansing, Michigan.

A *Washington Post* obituary says Doyle happened to be on the job in a metal factory just a few weeks after graduation from high school in 1942 when a United Press International photographer shot a picture of her leaning over a piece of machinery. She was wearing a red and white polka-dot bandanna over her hair.

At the time, Westinghouse Corp. had commissioned artist J. Howard Miller to produce several morale-boosting posters for display inside its buildings.

Taken with the photo, Miller decided to base his posters on the anonymous, young metal worker.

The poster and the name "Rosie the Riveter" came to symbolize the millions of women who entered the World War II workforce and who worked in war industries such as shipyards, munitions plants and airplane factories.

With millions of men away fighting the war, women performed these vital jobs in droves, forever changing the nature of the workforce in North America and around the world.

"Rosie the Riveter is the image of an independent woman who is in control of her own destiny," said Gladys Beckwith, former director of the Michigan Women's Historical Center and Hall of Fame. "She was a gracious, beautiful woman. Her death is the end of an era, and we need to take note of that. We need to respect what she stood for."

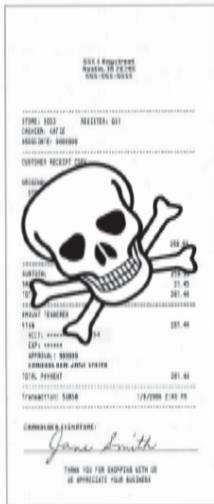
NUPGE/CALM





ODDS & ENDS

Harmful Toxin On Cash Register Receipts



Handling sales receipts, lottery tickets, and ATM slips may contribute to the accumulation of the hormone-disrupting chemical bisphenol-A (BPA), say recent U.S. studies.

One study, commissioned by the U.S.-based Environmental Working Group (EWG), collected receipts from ATMs, gas stations, grocery stores and other retailers. Tests found 40 per cent were contaminated with high levels of BPA used to coat the paper receipts. A second study found eight in 10 receipts obtained from

Boston-area stores contained measurable levels of BPA.

Researchers affiliated with the Warner Babcock Institute for Green Chemistry, who conducted the Boston-area study, reported, "Since BPA in thermal paper exists as free, unreacted molecules, there is the potential for mobility and therefore human exposure during handling of receipt paper."

"A typical worker at any large retailer who runs the register could handle hundreds of the contaminated receipts in a single work day," explains Jane Houlihan, EWG vice-president for research. "While we do not know exactly what this means for people's health, it's just one more path of exposure to this chemical that seems to bombard every single person."

The EWG analyzed data from the U.S. Centers for Disease Control and Prevention and found "retail workers carry an average of 30 per cent more BPA in their bodies than other adults." Though they admit it remains unclear just how much BPA-coated receipts contribute to the total exposure of these workers they write, "What is certain, however, is that since many retail outlets already use BPA-free paper for their receipts, this is one source of contamination that could easily be eliminated completely."

A key health concern is with BPA's potential as an endocrine disruptor. Endocrine disruptors can interfere with the body's natural hormones and potentially damage development of fetuses, infants and children.

Studies have uncovered increased risk of ovarian and prostate cancer, heart disease, diabetes, obesity, male fertility issues, as well as brain damage and behavioural abnormalities.

Here in Canada, exposure to BPA has garnered a great deal of attention because of these health concerns and the fact measurable levels have been found in more than 90 per cent of Canadians between the ages six and 79 (Statistics Canada, August 2010).

Some efforts to stem the tide of exposure to BPA from what many consider common sources including the lining in aluminum cans, infant formula containers and baby bottles are underway.

The Canadian government banned the use of BPA in baby bottles, and some retailers have pledged to stop selling infant products that contain this toxic chemical. The federal government has also added BPA to the toxics list in the Canadian Environmental Protection Act.

Health Canada considers that sufficient evidence relating to human health has been presented to justify the conclusion that bisphenol A is harmful to human life and should be added to Schedule 1 of the Canadian Environmental Protection Act, as reported in the *Canada Gazette* on October 13, 2010.

WHSC/CALM

Important Health Notice

Health Canada has issued a warning about a new virulent strain of an old disease. The disease is *Gonorrhoea Lectim* – pronounced "gonna re-elect 'em".

A terrible disease, it is contracted through the dangerous and high risk behavior of forcing your cranium into your rectum.

Victims become infected when they continue to re-elect Stephen Harper's Conservatives and then realize the terrible mistake they've made.

The disease is not chronic and, fortunately, *Gonorrhoea Lectim* is easily cured with a new drug called *Vote-M-out* – pronounced "vote-em-out."

A single dose of *Vote-M-out* early in 2011 plus a commitment to discontinue previous risky behaviour prevents a relapse.

Internet/CALM

HEALTH & SAFETY**Safety Rep's Report**

by mike schmidt

Focus Must Remain On Safety During the Upcoming Changes

Now that the holiday season is well behind us I'd like to speak on a couple of issues facing us going into the New Year.

As we have all heard, things are about to get very chaotic around the plant now that the company has committed more money to the project and much more work will be done as a result.

Is it the green light we all would like to see? No, but the fact is there will be a lot of activity with relocations of buildings and departments plus demolition and building of new buildings.

This year will be a very trying one on everybody's patience as change will affect many areas of the plant. Safety will be in the forefront as plant roadways will be changing from week to week not to mention the fact that people will be working in areas of the plant that they may unfamiliar with.

Communication to the workers will be very important as the changes will be coming at us from all angles. The company has committed to get crew representation for input when moves are scheduled

so for those departments without OHS&E reps perhaps now is the time to look at stepping up to the plate to get involved. The more eyes and ears the union has throughout the plant the better. Believe it or not the company has not thought of everything so we all need to provide input when asked because we are the users and what makes sense on a blueprint may not make practical sense.

This brings me to the next subject, on which I get a lot of questions; contractors and safety. For the purpose of this article my side of this issue is strictly safety. To answer the question I get asked frequently the answer is yes, contractors while working in our plant do have to follow the same safety standards we do. No matter which company you are working for an electrical hazard, burn hazard or a working from heights hazard is the same for all. Electricity, molten metal or falling from a roof can kill you no matter who you are so therefore the standards we've jointly developed are for the protection of all. This is the companies

"Electricity, molten metal or falling from a roof can injure or kill you whether you are a member or a contractor."

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ACTIVISTS



Shop Stewards Council Report

by jose dasilva

Expedited Arbitrations Working

Your council has started the year off with a bang! The expedited arbitration dealing with the Drug & Alcohol Policy has been heard and ruled on. And yes, it has been a great victory for our local and Canadians in general.

The company's policy has, for the greater part, been struck down. I'm sure the all powerful and wise R.T.A. will do all in their power to mitigate our victory, but honour and truth will win out over greed and controlling self interest.

All council members are reminded to please attend the next council meeting scheduled for April 21. The issue of continuing to hit back hard with further expedited arbitrations will be on the agenda as this seems

to be the only way our council can get decisions and have issues resolved in less than eighteen months!

The company's agenda of stalling at every stage of the procedure is doing nothing more than hardening our council's resolve to see justice done.

Expedited arbitrations are, in your chairperson's opinion, the best tool in our arsenal to accomplish our aims and put the leash on this new breed of attack dog.

Congratulations to our Grievance Committee for the job well done and thank you for the hard work. I, on behalf of our council, look forward to further expedited arb's and further victories.



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own standard and is one of the ones that actually makes sense.

Lastly I would like to say that this year will be a challenge so now more than ever we need to stick together. We are all brothers and sisters trying to make a living for our families; this is not the time for in fighting. Every department in the plant is short staffed and trying to make the best with what they have to work with. So remember the next time you are frustrated and

look across at the person cleaning your lunchroom or the one fixing your machine that they are going through the same thing you are. The company is so focused on KMP that they are forgetting that until (if) the project gets built there is still a smelter to run, a smelter that is very old and requires a lot of maintenance. So we need to keep the pressure where it belongs, not on each other but on the company to make sure this place is run safely so ALL the workers can go about their work without fear of injury.





IN THE NEWS:

Healthcare Spending Lowest in 13 Years

After removing the effects of inflation and population growth, health care spending per person is expected to increase by 1.4 per cent in 2010, the lowest annual growth rate seen in 13 years.

Total spending on health care in Canada is expected to reach \$191.6 billion in 2010, growing an estimated \$9.5 billion, or 5.2 percent, since 2009, according to figures released by the Canadian Institute for Health Information (CIHI).

This means an increase of \$216 per Canadian, bringing total health expenditure per capita to an estimated \$5,614.

When examined as a share of Canada's overall economy, health care spending is expected to reach 11.7 percent of the gross domestic product (GDP) in 2010, a decline from the estimated share of 11.9 percent in 2009, but still higher than it was in 2008, at 10.7 percent.

The figures are from CIHI's annual report, National Health Expenditure Trends, 1975 to 2010.

In 2010, government spending on health care is expected to reach \$135.1 billion, while private-sector spending, which includes both private insurance and out-of-pocket expenses, will reach an estimated \$56.6 billion.

For more than a decade, public- and private-sector health spending in Canada have been growing at about the same rate, with the public sector accounting for about 70 percent of the total health care bill and the private sector for 30 percent.

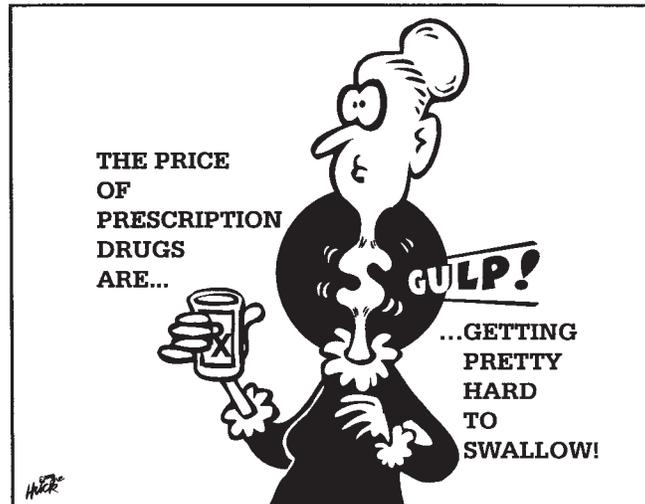
Total health care spending continues to vary by province, with spending per person expected to be highest in Alberta and Manitoba at \$6,266 and \$6,249, respectively. British Columbia and Quebec are forecast

to have the lowest health expenditure per capita at \$5,355 and \$5,096, respectively.

Hospitals, drugs and physician services, in that order, continue to account for the largest share of health dollars. In 2010, spending on hospitals is expected to reach \$55.3 billion, spending on drugs will grow to an estimated \$31.1 billion and spending on physicians is forecast at \$26.3 billion. For the past two decades, there has been an increase in the share of spending on drugs and a decrease in the share of spending on hospitals. However, more recent trends show spending patterns may be shifting.

For the fourth year in a row, growth in physician

spending has outpaced growth in hospital and drug spending; it is expected to grow by an estimated 6.9 percent. Spending on hospitals in 2010 is estimated to grow by 6.2 percent, while drug spending growth is forecast to increase (up 1.5 percent) while the share spent on drugs is expected to decrease (down 0.4 percent this year).



The Rest of the World

In 2008, the latest year for which data is available, per capita spending on health care remained highest in the U.S. (\$7,538), when comparing 26 countries with similar accounting systems in the Organisation for Economic Co-operation and Development (OECD). The U.S. was followed by Norway (\$5,003), Switzerland (\$4,627) and Luxembourg (\$4,210). At around \$4,079 per capita, Canada was in the top fifth, with spending similar to several other OECD countries, including the Netherlands (\$4,063), Atria (\$3,970), Germany (\$3,737) and France (\$3,696).

The Canadian Institute for Health Information (CIHI) is an independent, not-for-profit organization. www.cihi.ca

RETIREE'S CORNER



Retirees' Chapter Report

by bill garvin

Hi everyone! Welcome to 2011. Let's hope there will be more positives than negatives from RTA! As a member of your local Executive, you would not believe the horror stories coming out of the smelter. Morale is below zero for both hourly and staff.

On your behalf I will be attending the Hospital Advocacy Group meetings as there are serious concerns regarding our hospital services. One really serious one is the scheduling of our seniors' appointments in Terrace so early in the

morning. Kitimat seniors should not be driving on the highway at 7:00 am for early appointments. In the meantime, if your doctor wants you to make this trip (especially in fall or winter) request that they have it made for later in the day. I will keep you posted on any issues as they are resolved.

Welcome To The "Life"

It has been a slow start to 2011 as far as retirements go, but we did have one at the end of December after the last issue of the *Hotline*

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CONGRATULATIONS TO OUR LATEST RETIREES!



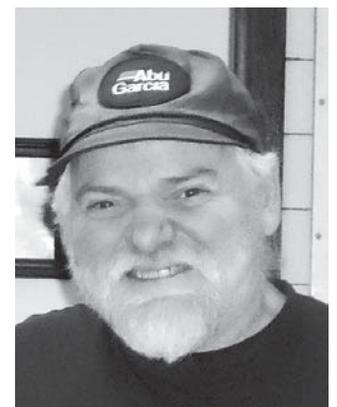
Dave Virk



Ron Marhauer



Rick Apps



Jack Locke

RETIREE'S CORNER

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went out. Congratulations to Brothers Ron Marhauer, Rick Apps and Jack Locke. Welcome to our "family".

Also we would like to send our apologies to Brother Dave Virk for not getting his photo into our last issue of the Hotline. Dave worked in 226 and Brother Gary Warren and I attended a full house for Dave's "send off". Have a great one Dave and Ron.

I keep hoping that all those that have the numbers to retire do so as soon as possible. Just ask any retiree and you will hear how great the "life" is. I can personally vouch for it.

Quebec Retirees Group Information

I keep getting calls about the Quebec Retirees Group and their struggles, which is about getting the same pensions and benefits as we have negotiated over the years. While I fully support their fight, they have been offered numerous opportunities to join the Union and rejected them. Our incomes are being attacked from all sides (Federal and Provincial) as well as the multinational companies and our indexed private pension can not keep up, so I suggest if you wish to send them your support to do so, but not financially (\$20.00 a year). I wish them luck as it took us 55 years to get what we have.

Date For Next Social Set

Our next social is set for April 21st at the union hall. I look forward to seeing a big turn out.

Get Well Wishes

I had a call from Brother John Roberts in Quesnel updating his situation. We wish John a full recovery.

Our prayers are with Brother Scotty Adams as he continues his battle with illness.

Condolences

On behalf of all Local 2301 Retirees' I would like to extend sincere condolences to brother Don Stewart for the sudden loss of his grandson. It was a terrible tragedy for his whole family. Our prayers and thoughts are with Don and the family circle at this very sad time.

Visitors Welcomed

It was good to see Brother Mike Fagan and his good wife Christine in town over the Christmas holidays to visit family and "old" friends. They are both looking great and enjoying life in Salmon Arm.

Also in town were Brother Gerald and Sister Vi Fitzpatrick, who came to visit their daughter Laurie and family. Unfortunately I missed them, but they called into the hall to say "hi" to everybody. They live in Newfoundland with occasional trips to Florida to visit their son Mark.

To all of our retirees who are living out of town, if you come in for a visit please be sure to drop by the union hall for a chat. We love to see all of our "exiles".

*In solidarity,
Bill Garvin*

Special Greetings

We say hello to Brother Mike Bateman and his good wife Judy, who are enjoying life in retirement in Victoria. Unfortunately, Mike has had some serious health problems but he is slowly on the mend.

They both enjoy *The Hotline* and keeping up to date on Kitimat and their old friends. They expressed concern at the treatment of our widows in excluding them from the RTA Christmas Social (see my letter "The Return of Scrooge" on page 13 of this publication).

On behalf of the chapter, I wish Mike a full recovery. Our thoughts are with you Mike.

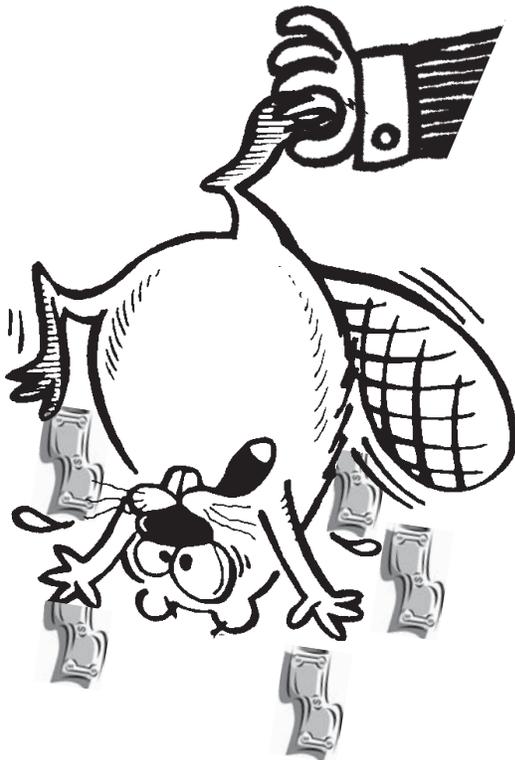
Mike and Judy may be visiting Kitimat this summer, and if they do make it we will be sure to give them a great Kitimat welcome!

*In solidarity,
Bill Garvin*



BACK PAGE

TAX TIME!



CAW 2301 will once again be providing **BASIC** Income Tax Service for members, retirees and their partners

The service is only available from March 1st until April 29th

Call your union hall @ 250-632-4611 to make an appointment.

CANADA POSTES
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