

CAW  TCA  
CANADA

LOCAL 2301

*Kitimat Smelter & Kemano  
Power Operations Workers*

[www.caw2301.ca](http://www.caw2301.ca)



NOVEMBER / DECEMBER 2010

# SEASON'S GREETINGS





# The HOTLINE

November / December 2010



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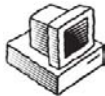


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## MAILBAG

### Rest in Peace

#### John Jensen

It is with deep sadness that we report the passing of Brother John Jensen. John worked at the Wharf until illness put him on sick leave.

Most people will fondly remember John as a part of "The Three Amigos" as they toured around on their Harley Davidsons. Next to his family, his love of biking took priority. John could be found during biking season at A&W most days enjoying good company and a coffee.

He will be greatly missed by all of us who were privileged to have known him. Our condolences go to the family circle.

### Rest in Peace

#### Joe Botz

It is with deep sadness that we report the passing of Brother Joe Botz. Joe worked in the Warehouse for many years. Pretty well anyone who ever had dealings with the warehouse would have met Joe. Joe was also a part of the CAW Local 2301 Elections Committee for a number of years and was always on hand to help out with the Executive elections. He was a great guy and a pleasure to talk with.

He will be greatly missed by all of us who were privileged to have known him. Our condolences go to the family circle.

# MAILBAG



## You've done it again!

The Annual Plant Gate Collection took place on the mornings of December 8<sup>th</sup> and 9<sup>th</sup>.

Combined with donations collected at the Retiree's Social on December 14<sup>th</sup>, a fantastic total of **\$4220.54** was collected. This year Rio-Tinto Alcan pledged to double employees' contributions and give \$8600. Combined, this will bring the grand total to **\$12,820.54** that will be going to the Kitimat Help Agency.

We would like to thank everyone (Hourly, Staff, Contractors & Consultants) who contributed for their generosity!



## MAILBAG

### Work Experience Enjoyed

Thank you for letting my mom take me to your work place for the "Take Our Kids to Work" day. I really enjoyed meeting everyone and seeing what happens at the CAW Hall. I found the Bargaining Training course informative and educational because it was my first experience seeing how the bargaining process works. I also liked making dance tickets/posters and using the laminator for making shift schedule cards.

It's too bad "Take Our Kids to Work" day only happens in Grade 9 because it would be great to work there again before I graduate from high school.

Sincerely,  
Tristan Allen

*Editors Note: Tristan came to work at the CAW Hall with his mom Tanya on November 3 as part of the Learning Partnership's "Take Our Kids to Work" program which was started to give students a chance to explore their future, help them understand the importance of staying in school and to appreciate a parent's role in making a living and supporting a family.*

*The Learning Partnership has expanded this program across the country since it's inception in 1994 and now have more than 1.7 million students and 75,000 workplaces participating.*

*This program was created through the philosophy that awareness leads to knowledge. The more students understand about the jobs of their parents and relatives, the more informed the decisions about their own future career will be.*

### Donation For Family Literacy Week Appreciated

Thank you CAW 2301 for your donation to the Family Literacy week 2011. We will buy 70 – 80 books to be given out on January 27, 2011. You have made some very happy children!

Denise O'Neill  
Kitimat Community Services Society

### Hospital Stay Brightened

Thank you CAW 2301, very much for the lovely fruit basket and rental T.V. Having a T.V. made my hospital stay much more enjoyable!

Aggie Westgate



## Last Minute Shopping

Still looking for that special something for the hard-to-buy-for on your list? How about union made CAW Local 2301 apparel.

Following are some of the items we have for sale at the Union Hall:

- Grey T-Shirt for \$27,
- Navy Blue Golf Shirt for \$28,
- Brown Sweater for \$36, and of course our always popular
- Black Melton & Leather CAW 2301 jackets at the low low subsidized price of \$105.

Also available are our "Rosie" Women's t-shirts, CAW 2301 toques and ball caps.

All items are on display at the Union Hall.

Come in and see all of the various items we have available.



## PRESIDENT



### President's Report

by gary warren

## Company's Disregard Continues

Currently the company is contracting out a lot of good jobs that if they cared about their current employees, they wouldn't be doing. Members try to transfer out of potroom/casting/hot metal areas, etc., and the company is giving good jobs away.

Not only is the company contracting out bargaining unit work, they're in the process of eliminating themselves as well, such as what is happening in Plant Protection.

Staff employees are allowed to join the union as long as they do not give discipline to anyone. Murray Gore, from the CAW National Organizing Department can be found on the following website [www.caw.ca](http://www.caw.ca) for more information.

With the closure of Lines 7&8 and the extra employees one would think that the number of employees allowed off for 2011 vacations would have increased. However, the company refused to allow one additional employee off per shift in the potrooms and Ingot Finishing. We tried to get the company to at least allow one additional employee off per shift in the preferred period and again the company said "no".

There is an arbitration case currently in progress because of how the company abuses the use of

temporary employees. The company has once again gone over the 6.5% use of temporary employees and the union is trying to resolve this as we asked the company to hire the temps full time. The company said "no". Temps have worked 2 to 3 years as temps and should be hired full time.

The union has filed an expedited arbitration case over the company's Drug & Alcohol Policy. The hearing is scheduled for January 6 & 7, 2011. The Union will be using lawyers for this case.

The Union Executive and Transition Committee were scheduled to go to Quebec and visit the Alma and Laterrie smelters in November. The Friday before leaving an incident happened with a senior member that caused the Union Executive to cancel the trip. The incident and all the cuts the company has put on our membership helped the executive to say enough is enough.

On a good note, I met retired Brother John Pires in Toronto and he asked me to say hello to everyone in Kitimat. He also asked me to deliver a Christmas card and say "moo, moo" to Doug and the boys in Major Maintenance!

I wish everyone and their families a wonderful holiday season and a happy and healthy new year!



**BUSINESS AGENT**

## Business Agent's Report

by sean o'driscoll

# Information Equals Empowerment

**W**ell, we are about to close out the year and you will surely be reading throughout these pages the familiar refrain "what a busy year it's been".

Come to think of it, when you hold a position as a Union Representative, whether it's as a Shop Steward, OHS&E Rep, Committeeperson or Executive Officer, defending members on daily basis against a multinational corporation, every freakin' year is a busy year! I'm not big on "the year in review" shows or articles (the one in the local paper lasts until the spring) so I will leave it up to each and every one of you to take a moment to reflect on the trials and tribulations we have faced during the preceding 12 months. Looking forward, next year is sure to prove just as challenging – bet you never heard that one before.

There has been a steady stream of WCB claims work coming through the office as workplace accidents and repetitive strain injuries continue to occur as the conditions in the workplace have deteriorated while the pace of work has increased. Repetitive strain and soft-tissue injury claims are the most common conditions which the Board will deny and the most challenging to win at appeal. The

main reason for this is the Board will argue the worker developed a condition as a result of "natural processes" or activities which cannot be proven to be work-related. A paper trail, such as first aid or doctor's visits, as soon as the condition presents itself, as well as medical evidence (such as an MRI or CAT scan) are amongst the best tools to assist in preparing an appeal. More importantly, however, is a supportive letter from a specialist which makes the necessary correlation between the condition and workplace activities. In most cases, we do need to request such an opinion letter. Without this, you're pretty well....

As a worker, I know folks aren't making it up when they say their job has hurt them – it's as simple as putting two and two together - but the Board, which does not operate in the interests of workers (this has become patently and dishearteningly obvious to me), makes an Orwellian result of the sum.

As a conservative estimate, I would say I spend about 30% of my time assisting our retirees. Lately, this has often involved difficulties they are having with their retiree benefits carrier, Manulife. RTA staff employees had their benefits moved



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over to Manulife as well and I hear a lot of horror stories about denied claims from them as well. The company has intimated that it would like to have the hourly benefits change over to "Manu-deny" and the Union has already put them on notice that we will resist any attempt to do so. Our current carrier, Pacific Blue Cross, has provided adequate service for years, and with growing opportunities to use pay-direct or make paperless claims the quality of service is improving. Make it known that you support the Union's position on keeping our benefits with PBC.

At any time in the storied history of this Local our strength has resided in our solidarity. This strength needs to be rock solid as we continue to challenge RTA on defending our benefits, its Lean program, their drug and alcohol policy, contracting out, behavior-based safety, the improper utilization of temporary employees, workforce levels and the list goes on. One of the best ways to support your Union's positions on these issues is to become informed by attending membership meetings where these items are discussed. Another way is to support your Union leadership in the workplace and the efforts which are being made to combat the control-freakish employer we work for. Being informed and supporting our leadership is a requirement of all Union activists, but the Union is only as strong as the support of the rank-and-file members who stand beside their Union's principles and leadership. As the old adage goes, United We Stand Divided We Fall. Let "Solidarity Forever" be our mantra in 2011 and beyond.

On a community note, we are facing another school closure and a shrinking industrial base, while the only initiative that seems to have gained any traction is promoting Kitimat as a good place to "expire". This moribund, funeral home mentality (which gives me a business idea) isn't about growth and living – it's about taking advantage of a decaying community where housing prices are plummeting because of the erosion of well-paying jobs. And how are we going to take care of all these dying folks who move here if our hospital services are being sent up the highway? Is this what we have paid millions in taxes towards an economic "contraction" department for?

This brings me to another point. Enbridge. The very name of which, to the employed at least, has become a dirty word, all because of the fear of "potential". Our employer's facilities *are* polluting the environment – have been for decades – yet we don't clamor to have it shut down. In fact, we want to see it expand. At least with new technology it won't, in theory, pollute *as much*, but it will continue to expose workers and cause fatal industrial diseases – again, as it has done for decades. Granted, the Enbridge project is still under review,

environmental and otherwise, and may or may not go ahead, but I find it hypocritical that some RTA employees would be dismissing the project out of hand based on perceived potential while they work for a polluter and killer and many of their friends and family have been forced to leave town to work or are still desperately looking for work. It may be a thorny issue, but as a Union we need to play a more active role in community growth rather than sitting on the fence or being outright dismissive without thinking about our community as a whole. We are an interest group, but our interests are everyone, not just our dues paying members.

Social Unionism is a fundamental principle of the CAW, something we can all be proud of. However, principles alone do not shape society. We need to engage in discussions effecting our community, take strong informed positions on the issues, be politically active and work hard to achieve rights and security for all workers and their families, unionized or not, the under privileged and the vulnerable members of our communities. This means fighting for education, health care, better pensions and well paying jobs and a host of other things under the banner of social justice. It would be naive to think we are doing all that we can in these areas. A great place to start would be for some members to step forward and form our first constitutionally mandated Political Action Committee.

I will conclude this report (ahem, editorial) by wishing everyone and their families a safe and joyous Holiday Season. We know the New Year will be as challenging as any in the past – let's get it on!

## Fighting Back Makes a Difference



## OPINION

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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.



### What's That Smell?

It has come to the Aluminum Ninja's attention that the management style at Rio Tinto Alcan does not pass the smell test, handing out 30 working days suspensions at the drop of a hat for such things as having Rio Tinto Alcan mail envelopes, or a pair of gloves in possession when leaving the plant.

Easily explained but nevertheless employees suspended.

This management style would make Attila the Hun blush; a damn crack dealer does not get this kind of fine. Good thing management types went through a MBA course or it would have been even worse or were they actually taught to do this?

Now let's see how the top management of Rio Tinto is doing and let's start with the CEO Tom Albanese, known by insiders as T. Albatross.

He merged with Alcan creating RTA, however he overpaid for the assets by 10 Billion for that merger, I would call that a very bad deal for the shareholders of Rio Tinto.

Subsequently, he has been selling profitable assets that Alcan accumulated by merging with Alusuisse and Pechiney under the guise that they were not a "core" asset.

Nothing happened to him.

He ended up paying 125 million to the Chinese to get out of a business arrangement with them that started a shareholders revolt.

Nothing happened to him.

He lost three employees, who were to negotiate with the Chinese on Iron ore prices, they went to jail on bribery charges, excellent PR.

Still nothing happened to him.

So here we have a man who has been a disaster, probably responsible for the delays on the modernization of our smelter by overpaying for the assets and just carries on his merry ways investing billions in South America on an aluminum smelter and bauxite refinery. Investing billions in Australia in iron ore with his cartel buddy Billiton.

All we get are promises that next year we may have some news for you.

Now who should get the suspension or worse here, the business disaster, who blew well over 10 billion or some poor schmuck with 3 envelopes and one with a pair of gloves?

The mood is getting pretty close to what it was in 1976, older employees will know what that was.

Let's just hope that common sense will prevail in 2011.

*The Aluminum Ninja*



*Keep in touch, kid. I'm dying to see if our Prime Minister abolishes Parliament to rule as King Stephen the First. Also, I wanna find out if Tiger Woods ever gets to use his putter again.*

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### Words To Live By

Brothers and Sisters,

I shall start this article by saying this is my opinion and does not reflect

any committee's opinion that I may sit on at present.

Long ago in my youthful days I learned some words that I have tried to live by ever since. Some of those words were loyalty, honour, respect and integrity. These words have served me well over my years in all that I have done. I believe these are words that truly do mean something. I have been serving this union for over 30 years in various capacities. As all union members and even activists sometimes do you may not agree with the direction that the union is going in; you may even disagree with the Union Executive and some or even all of the committees. But as a union activist you say your mind at a membership meeting or go down to the union hall and share your thoughts and ideas with the president or Grievance Committee Chairperson or anyone who is there and may listen. But once that is done as a union activist, in my view you support the local Executive and or committee in the direction that they are taking or if you feel that strongly about something you may quit being an activist if whatever it is goes against your own beliefs and ideals.

Also as an activist such as a shop steward you sign a little piece of paper when you get sworn in that says you will abide by and support your local union and national union plus abide by the local union bylaws and the national constitution amongst other things.

Now, if you feel you cannot do this or have lost faith in the local and or national you should either resign or not sign that nice little piece of paper. What you do not do is undermine the local executive including the president.

I have over the years had some serious arguments with any number of various committees, past presidents and business agents. But what I haven't done is tried to undermine for personal gain and or ambition this local or its executive.

This is called honour, respect, loyalty and personal integrity. After many Executive Presidents and Business Agents I am still here doing what I do best which is help

the membership the best way I know how for no other reason than to help the members of this local.

I do not do this for personal gain or ambition. I do this because I believe in the cause of unions and among other things I do this because I believe I can help make a difference.

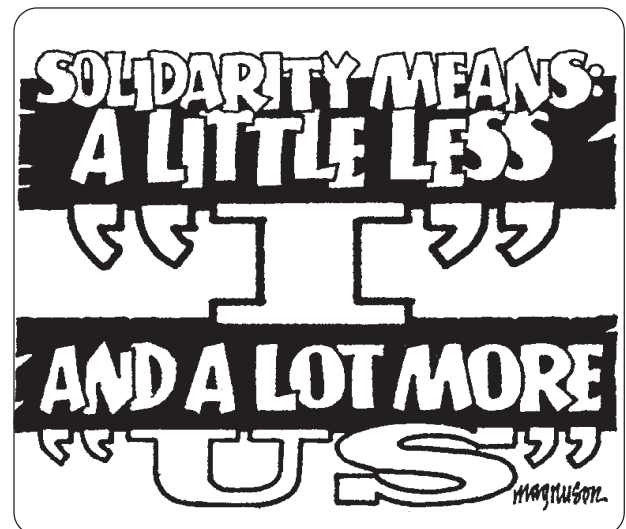
I mention all this because this article is leading somewhere and once again this is my own personal view.

At the last membership meeting I was not in attendance due to other union commitments. That being said I did read the minutes from that meeting.

What I read and what took place at that meeting went to the very core of those little words that mean so much to me but obviously do not mean the same to certain activists who in my view should know better. In my view, what took place was simply personal ambition and had nothing to do with thinking what was best for the membership. In fact, I do not think any thought was put into the motion that was voted on at the meeting at all outside of what is in it for "me" and a select few who support "me".

Let me remind those certain activists of the oath of office they took and what it really means, for all I can hope for is that this was a momentary lapse in judgment, but I doubt it as those words I live by were not present at this meeting for some.

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### Kitimat Health Services Need To Be Maintained

To The Kitimat Councillors:

My name is William (Bill) Garvin and I represent the CAW Local 2301 Retiree Workers as their chairperson. At our meeting on Thursday, October 21, 2010, the main topic of concern was the erosion of our hospital services by the Northern Health Authority. The issue for the Chapter was the apparent lack of concern by our elected Council members as to what is happening at Kitimat General Hospital over the past number of years.

The 460 retirees and their spouses in the Kitimat/Terrace area are of the opinion that if this erosion of services continues the expensive trips up the highway to Prince Rupert and even Prince George will become the norm instead of the exception. This puts an unusual

hardship on not only the seniors of this community, but their families as well.

The major point made by the group promoting Kitimat as a retirement community to Canada and indeed the world was the availability of proper medical facilities without a long and tiresome journey up the highway. This could quickly turn and bite our wonderful community in the butt if Northern Health is allowed to continue to gut our hospital to the point of it becoming nothing more than a First Aid post. Northern Health Authority has no money in their budget for Kitimat but can afford to give our administrator not only a hefty pay increase but costs for commuting from home in Terrace daily. Something is seriously wrong with this picture.

The CAW Local 2301 Retired Workers of the area are requesting that our elected officials take our concerns seriously and show leadership by becoming formally involved in any and all discussions with Northern

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By the time this article goes to print in the Hotline this motion will have been dealt with one way or another. Now, I do not take issue with the brothers and sisters who were at this meeting and are not involved in the union in some capacity, as the motion may have made some sort of sense to them.

The fact is they too were blindsided by this, as the rank and file are not aware of the blatant politicking that has been going on within the union by a few, and I do mean just a few. This undermines our executive and our local as a whole.

These few should cease and desist from these very disrespectful actions. Where is your honour? Where is your loyalty? Where is your respect for our union and its membership? Obviously, it was checked at the door at the last membership meeting. If you have forgotten, the battle is not within this local, it is with Rio Tinto.

But it seems you would rather start a fight with your own executive and the membership.

I could go on but I believe the membership sees where my concerns are on this.

In closing, I would like to say to those that have done what they did: Where was your honour or loyalty? If you have any honour and personal integrity left then in my humble opinion resign as that is what you should have done before you put this blatant personal ambition motion forward.

If I did this my own integrity and honour would have made me resign before I did this action, but that is just me.

I am nobody's fool and I know exactly why this was done and I believe the membership will see it for what it is also, as they are not so easily fooled either.

In solidarity (another word they should look up),

*Ken Hewson*

# Spring 2011 Paid Education Leave

Applications are now being accepted for the Spring 2011 One-week and Four-week Paid Education Leave Programs.

This education is conducted by our national union at the Family Education Centre in Port Elgin, Ont. Local 2301 has limited entitlement opportunities to this program, however openings re-occur annually every spring and fall.

## ONE-WEEK PROGRAMS

### Course Name

- Arbitration for Leadership
- Building Strong Local Unions
- Building Workplace Power
- Collective Bargaining
- Conflict Resolution
- Environment – Community
- Environment - Workplace
- Executive Board Training
- Grievance Handling & Workplace Leadership
- Health & Safety
- Human Rights
- Introduction to Ergonomics
- Making the Shift: Transitioning from Work to Retirement
- Stress: The Workplace Hazard
- Toxic Substances in the Workplace
- Union Communications with New Technologies

You can find out more information about available courses, and pick up and drop off applications forms at the front desk at the union hall.

**The deadline for applications is January 21, 2011 at 12 noon.** If you have applied in the past and were not successful, please consider applying again.

- Women Activist
- Women in Leadership
- Women in Collective Bargaining
- Health & Safety – Women

## TWO-WEEK PROGRAMS

### Course Name

- Aboriginal & Workers of Colour

## FOUR-WEEK PROGRAM

The 4-week PEL program focuses on critical thinking around five key themes (the union, workplace, economy, politics and human rights) and is the most comprehensive trade union program offered anywhere in Canada. It has been described as “transformative” and “fundamental to our Union”, and truly is the heart of our Union.

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Health in regard to our hospital services with a view to a satisfactory resolution by retaining what services Kitimat has. Kitimat has one of the largest tax bases in the Northwest (high wages = higher taxes), so Kitimat should be services accordingly.

Our group is quite willing to stand and be counted as shown by the last appearance of the Northern Health Authority in Kitimat on this very same topic. I look

forward to your positive response on this very serious issue.

Thanking you in advance,

*Bill Garvin, Chairperson*

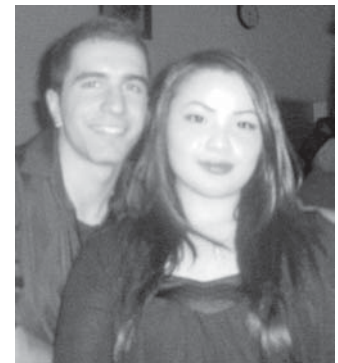
*CAW Local 2301 Retired Workers' Chapter*

*Editors Note: This letter was written to the Kitimat City Council Members October 28, 2010. Reproduced here with the author's permission.*

# *CAW 2301 Christmas Dinner & Dance*



# CAW 2301 Christmas Dinner & Dance



## GRIEVANCE



### Grievance Committee Report

by ed abreu

# What A Year 2010 Has Been!

**W**ow, I really can't believe how 2010 has literally whizzed past! Then again, if I put it into perspective, it was one of the most challenging years this membership has seen in quite some time.

As the year began we were hit with one company initiative after another, with total disregard to our safety program and the CLA. We were introduced to ""Take 5"" and told how this was a great tool. As time passed members were threatened with discipline if they didn't do one ""Take 5"" daily. In some areas of the plant, area management was and is forcing everyone to do a ""Take 5"" on every task, even if they have done similar tasks before. They are also attaching ""Take 5"" to work tickets and threatening consequences if they aren't done. Now that's a great way to encourage safety.

As this was taking place, along came ""Lean"" and out went the chairs. Again our members were threatened with discipline – this time for not remaining standing during this meeting. I spent a considerable amount of time going to ""Lean"" meeting after ""Lean"" meeting as the threats escalated.

As all of this was happening the company approached the Executive and relayed that they wanted to start up all the pots from line 1 to 5

and this would take up to ten months. In doing so, we were also informed, they would need all of the members in the labour pool to assist in this project and so their snow removal work would be contracted out. Focus groups were set up right away to ensure that the CLA was followed and the least amount of disruption to our members would occur. In a follow up meeting I questioned Tino Pereira on if the labour pool would be going back to their jobs once they were finished with the project. The response was that the snow removal contracting out would only be for this year and that they would be back to their jobs once this project was complete. Time will tell. But I can tell you that this issue won't be allowed to fall by the wayside.

Following all of this we had the Line 7&8 shut down, on which our members did an excellent job without any incidents. The problem was the timing. The shut down had nothing to do with KMP; it was all about workforce levels or the lack thereof, period.

No secret to anyone is that the company is reducing workforce levels plant wide to get at that magic number once KMP is complete. The problem with this is that they are reducing our workforce

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faster than they are building KMP and contractor numbers are increasing. This is completely unacceptable and must be addressed come January 2011.

Our membership has been depleting in record numbers since we agreed to a contract extension in 2007 and what do we have to date? One big metal building that won't be used until at least four years from now, after the completion of KMP!

Next came the announcement that at the end of 2011 Casting would be shut down as we would no longer be producing billet here in Kitimat. But we were assured that the over all hot metal production would not be impacted by this global decision as the potlines 1C, all of line 2 and lines 3-5 would be back to full production. Once again, time will tell what impact we will truly see.

Now, in the midst of all this, the company rolled out their new Drug and Alcohol Policy. Well, it didn't take long for them to start flexing their muscles. It only took an employee having an incident before they were sent for an evaluation with the company doctor. The next thing you know the member is being asked to provide a urine sample – three days after the incident! Obviously, there were questions as to why exactly this was being requested so long after the incident, and based on this the member refused. Consequently, they were told they weren't fit for work and kept

off of work pending an assessment with one Dr. Baker down in Vancouver. Now, keep in mind, this same Dr. Baker is the doctor who was hired by the company to assist them in developing their new Drug and Alcohol Policy! When the member returned they were declared an addict, put on an employee contract, mandatory urine testing and a host of other stipulations that they were forced to agree to. This is just an example. Obviously we were forced to grieve this draconian piece of work! If this isn't bad enough, hold on because it only gets worse!

At the end of July notices were sent out to all of our members with EFAP related situations, stating that Rio Tinto Alcan had ended the Chief Medical Officer's employment with them. This left our members in a lurch as the CMO played the role of monitor for these members

and as such it was his job to ensure that our members were following the recommendations set out by the addiction specialists, Dr. Barker's firm. In addition to this, all Relapse Prevention Agreements entered into with the CMO would become null and void.

Fast forward to the end of October when all of these members were hauled into the medical building and forced to sign new Relapse Prevention Agreements or be considered "no longer fit for work". Some of these members had chosen to seek treatment on their own and now suddenly were being placed on a contract and told that if they didn't abide by these rules they were violating this contract and would have to face the consequences, which we all know now translates into "suspension".

At no time during this atrocious process was anyone from the Union notified of what was going on. Nor were there any EFAP Committee members involved. I look

forward to January 6 & 7 when this situation and the company's actions will finally be put in front of an arbitrator.

This is just a snap shot of the challenges that we were faced with in 2010. Unfortunately, within our own union we also had issues this year. The number of members attending the membership meetings this year has increased significantly and it's great to see everybody there as this too reflects upon the troublesome year we have had. However, at

these meetings, instead of discussing and finding ways that we can be successful in challenging this company and their never ending attempt at breaking this Union, a certain few with personal agendas find it more productive to make motions that are unconstitutional and don't serve this membership one bit. These meetings are meant to be a venue for our members to contribute ideas and through debating and talking to vote on motions that serve the membership as a whole, not just a few.

We should be working together to find fair and acceptable solutions without sacrificing the one thing that has always held our Union together – our solidarity!

In closing, I want to wish everybody a Merry Christmas and a Happy New Year.





## IN THE NEWS:

# CPP Facts & Fiction

The best way to help today's workers save enough for retirement is by increasing what everybody gets from the Canada and Quebec Pension Plans.

A modest increase in contributions today will produce thousands of dollars a year in extra benefits for workers when they retire.

The Canadian Labour Congress is proposing a gradual doubling of future CPP benefits – a proposal that won support from a majority of finance ministers and municipal governments.

The CLC plan has come under attack from some special interest groups. Let's set the record straight about the CLC's plan for the CPP.

### Fiction:

*Labour's plan to gradually double future CPP benefits will double CPP contributions for workers and employers.*

### The Facts:

The reality is that a gradual doubling of future CPP

benefits can be paid for by a modest increase in contributions, spread out over seven years. This means increasing what everyone contributes to their CPP savings by about 0.43 per cent of pensionable earnings each year for seven years. For a worker earning \$47,200 or more per year, the initial cost of gradually doubling future CPP benefits works out to about nine cents an hour or \$3.57 a week. That's less than the cost of a newspaper subscription. For a worker earning \$30,000 per year, the initial cost would be about six cents an hour, or \$2.27 a week. That's less than the cost of a medium double-double with a donut at Tim Hortons. This is first-rate retirement savings at a low cost.

### Fiction:

*Labour's plan for the CPP is a job-killing tax.*

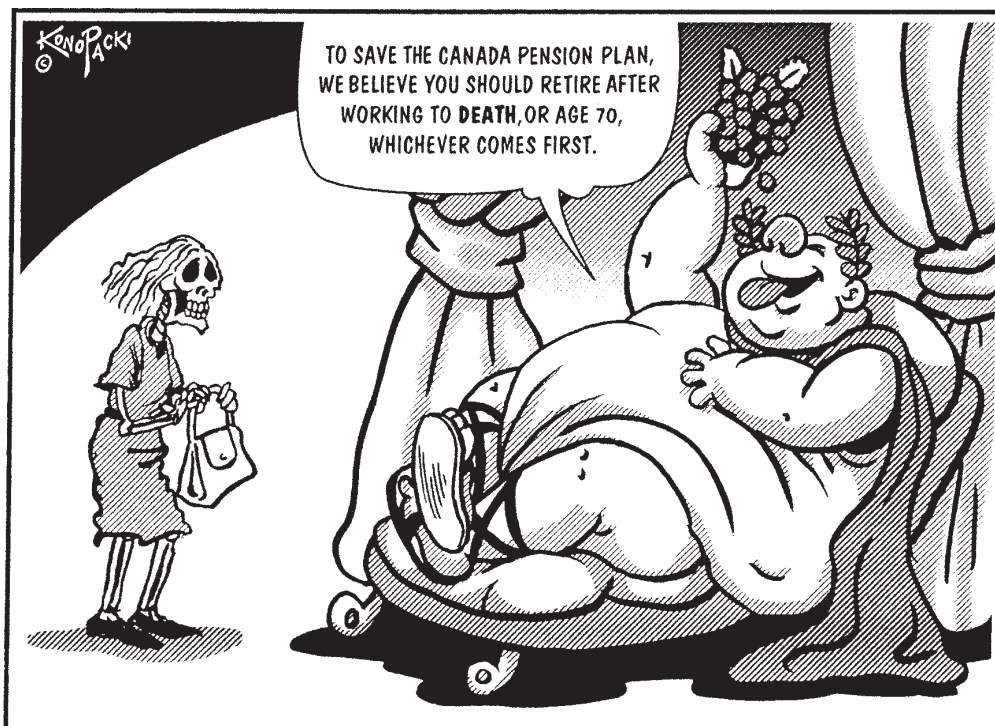
### The Facts:

CPP contributions do not discourage employers from hiring workers. In 1997, the unemployment rate was 9.1 per cent. That year, the federal government announced plans to increase CPP contribution for both workers and employers from 2.5 per cent of pensionable earnings to 4.95 per cent over a five-year period. The move was immediately labeled a job-killing payroll tax-hike by business lobbyists.

### Fiction:

*The CPP won't be there for young workers when they are ready to retire.*

*continues on next page...*





## IN THE NEWS:

# “Non” to Raising Retirement Age

More than 25 million workers protested throughout France as the country’s largest union federations called a 24-hour strike protesting cuts to the public pension system.

Walkouts shut down several of France’s high-speed train lines and caused cancellation or delay of a quarter of flights from Paris airports.

The strike closed countless schools and significantly reduced public transit throughout the country.

President Nicolas Sarkozy’s plan would raise the minimum retirement age from 60 to 62 and the age for a full pension from 65 to 67.

Sarkozy insists he has no option. France has seen the number of seniors rise faster than the working age population. At the same time, young people tend to start working later in life than they did decades ago.

These trends have meant a decrease in the proportion of the population contributing to the pension system and increase in the proportion receiving benefits, while pensioners collect for a longer time.

The government says the large annual deficit can be fixed without touching the retirement age. Leaders argue that the deficit has been driven more by massive job losses than by demographic trends.

*Labour Notes/CALM*

*...continued from the previous page*

### **The Facts:**

The reality is that the CPP is recognized as one of the most stable pension plans in the world, and it will be there for the next generation of workers when they retire. The CPP is actuarially sound for the next 75 years. Today’s young workers have nothing to worry about, nor do their kids.

### **Fiction:**

*Expanding the CPP will hurt younger workers because they will have to pay more to provide improved benefits for older workers.*

### **The Facts:**

The reality is that a gradual doubling of future CPP benefits would be fully paid. Future benefits for each worker will be based on the number of years that worker made expanded contributions. Right now, one-third of Canadian workers aged 24-64 have no personal retirement savings at all. Today’s young workers will benefit the most as they will be able to save more for retirement and get more from the CPP when they retire.

### **Fiction:**

*Expanding the CPP will hurt lower income workers who cannot afford to pay for increased premiums.*

### **The Facts:**

The reality is that the CPP already exempts the first \$3,500 of income when it calculates everybody’s contributions – that’s a policy designed to make contributions easier for low income workers. It is lower income workers who stand to gain most from a gradual doubling of future CPP benefits.

The increased contributions needed to pay for those improvements will be modest and phased in over seven years. The cost to workers who earn \$10,000 per year to expand the CPP is just two cents an hour each year over the next seven years. This will pay for a future doubling of CPP benefits.

This is first-rate retirement savings at a low cost. Most low income workers have no workplace pension plans. If nothing changes they are destined for a life of poverty or near poverty in retirement.

*CLC/CALM*

# Let's expand the Canada Pension Plan

For decades, our government and business leaders have told Canadians to fend for themselves in retirement with RRSPs. They have convinced us to put our retirement savings at great risk by investing privately in the stock market, which by its very nature is prone to speculative bubbles — followed by crashes. Instead of providing income security, RRSPs continue to completely fail low and middle income Canadians.

There is another, more secure option: our Canada Pension Plan/Quebec Pension Plan.

The CAW supports the campaign to double CPP benefits over the next seven years.

Please tell your Member of Parliament today:

**“Expand and strengthen the Canada Pension Plan  
— for the security of all Canadians”**

***“RRSPs have  
been a colossal  
failure.”***

Don Drummond, TD Chief Economist  
October 2, 2009, Toronto Speech

***“...the CPP will  
remain viable  
for the next  
75 years ...”***

Jean-Claude Menard, Chief Actuary, CPP  
July 15, 2009, News Release



**Every generation is counting on it.**

For more information visit: [www.caw.ca](http://www.caw.ca)

CAW  TCA  
CANADA  
[www.caw.ca](http://www.caw.ca)

## EDUCATION



### 2011 CAW Family Education Program

For over 40 years, the CAW has offered a two-week family education program for members and their families. If selected by the local/national union to attend, the

member agrees to give up his/her vacation time and the national union covers all costs of the program including travel and accommodation.

The program takes place in the summer at the CAW Family Education Centre in Port Elgin, Ontario. Discussions in class generally run from 9:00am to 4:00 pm with Wednesday afternoons and the mid-session weekend set aside for family fun. Evenings are free to enjoy an array of recreation activities. The Centre is equipped with a number of recreational facilities including baseball diamonds, soccer fields, horseshoe pits, tennis courts, volleyball court, an indoor gymnasium and a sandy beach.

Pre-teens participate in recreational programs run by fully-trained child care workers and counsellors with activities ranging from arts and crafts to games and sports.

Teenagers participate in a specially designed program geared to the concerns and issues of their age group, in an informal and relaxed setting.

Adults, both members and their partners, combine learning and recreational activities and come away from the program with a better understanding of how to integrate trade unionism and social activism in the life of the family and community. Through small group discussions, case studies, video presentations, guest speakers, role plays, art, music and other activities, participants draw from their own experiences and learn from each other about environmental, workplace, political, human rights, and social issues affecting all of us, our families, and working people around the world.

**Every CAW member and all immediate family members up to 18 years of age, are eligible to attend the family education program. Applications can be picked up at the Union Hall.**

**Registration deadline is 12:00 pm (noon) March 18, 2010**

## Don't Forget!



Replacing home smoke detector batteries is a small and easy step that can keep our families safe.

Fresh batteries are critical to insuring smoke detectors work when fire breaks out.

**Smoke detectors save lives!**

**ACTIVISTS**

## Shop Stewards Council Report

by jose dasilva

# Management Direction Appalling

**W**ell, we are at the end of an appalling year of Union – Labour Relations “co-operation”. 2010 has seen our activists attacked by Kitimat Works management and their pit bulls, the Labour Relations Department.

In my nearly 17 years of working in the smelter I have never seen such an appalling record of viciousness on behalf of management. The manipulation of the CLA and the attacks on the dignity of our membership has truly hit an all time low. The argument of the “Right to Manage” has been used as a blitzkrieg maneuver to intimidate the membership and cover them into submission. Mandatory medical “evaluations” by so-called “independent specialists” (company paid), along with the RTA Kitimat Works Drug & Alcohol Policy is nothing short of an attack on our rights as Canadian citizens and on the constitution (Charter of Rights and Freedoms) of Canada.

As Canadians themselves (mostly) Kitimat Works management should be ashamed of themselves. The arguments of “Well, it’s just business and being business, we will do anything we can to get our way” and “All’s fair in love and war” are nonsense. Corporate responsibility and ethics as per their own Rio Tinto code, in my opinion, has not been adhered to. I could go on but I

know, brothers and sisters, that you know exactly what I am writing about as many of you have begun to experience the new Kitimat Works management direction first hand (shift changes, hours of work, mandatory medical referrals, bogus discipline and so on and so on).

Your Shop Steward Council will as always “stand on guard for thee” and work hard to make your council and local strong and nimble to meet this disgusting attitude that has infected Kitimat Works management.

On a personal note I wish all of our membership a merry Christmas and (hopefully) a prosperous and tranquil New Year.




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### Shop Stewards Council

Jose DaSilva - Chairperson  
Al McIntyre - Vice Chairperson  
Darrin Stamper - Recording Secretary

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## RETIREE'S CORNER



### Retirees' Chapter Report

by bill garvin

**W**ell, here we are into the Christmas season once again. Our Christmas Social on December 14 went wonderfully and I would like to extend heartfelt thanks to everyone who participated in making this luncheon such a success! (See pictures and write up on next page)

I have the great pleasure in welcoming new retirees Sisters Maria DaCosta and Maria Furtado as well as Brothers Ray Kokesch, Wolf Schmidt, Kirk Baker, Bert Grant, Richard Calkins, Mario Santos, George Negreiff, Dave Virk, Charlie Rinquinha, Brian Connell, Jan Sorege, Robert Fenn, Sergio Amaral, Keith Baker, and Mario Gonzalez. Unfortunately, pictures were not available for all of our newest members to our group.

#### Get Well Wishes

We have a few get well wishes to send out to the following brothers: Brother Ben Schwarz who is recovering at home from operations and a very serious body infection. Ben worked in the Fabrication Shop until his retirement.

Brother Tim Jacura who is now recovering from an operation. Tim works in "Facilities" (the old Janitorial Department).

Brother Marcel Brousseau (affectionately known to retirees as "Birdman" for his imitation bird whistles to let you know he was

around), who is recovering from an operation.

Brother John Roberts as he goes through the rigors of chemo to try and remove the cancer from his body. John lives in Quesnel and phones me regularly for local news updates. John worked throughout the plant, but he finished up in 226 (east end) reconditioning anodes.

Our thoughts and prayers go out to all our Brothers during their recoveries.

#### Concerns Over Hospital Expressed

At our October social a lengthy discussion of the perceived lack of interest shown by our elected council officials on the gutting of our hospital services resulted in a letter being sent to council showing our displeasure (see letter) and not only urging them to become more involved as a whole, but to inform the community before Northern Health takes action in reducing services. Learning of issues after the fact is already too late to take action.

As a community we all need to be involved in any response to be effective. As I write this I am informed by the wife of one of our Brothers that as his condition deteriorates she cannot get the help she requires and this is resulting in her own health being negatively affected which will cause her to

*continues on next page...*

**RETIREE'S CORNER**

...continued from the previous page

require assistance personally as well. This is not acceptable to our community i.e. bed closures, reducing services. Kitimat deserves better than this from Northern Health. Imagine yourself in trouble and having to drive to Terrace for service.

On Monday Dec 6<sup>th</sup> there were four accidents on the Terrace-Kitimat highway. Our hospital should be self contained and able to serve our citizens properly without these crazy trips.

If you are travelling this Christmas, have a wonderful holiday and come back safe. If you are staying home, enjoying the snowy Kitimat and Terrace weather. On behalf of all the retirees I wish all Local 2301 members a Merry Christmas and a great 2011.

**Very Special Greetings**

I would like to send Christmas wishes to Brother Hans Von Schlienitz in Penticton from all of our retirees.

Hans faithfully sends his \$12.00 annual dues along with a nice card wishing the members, office staff and retirees a great Christmas.

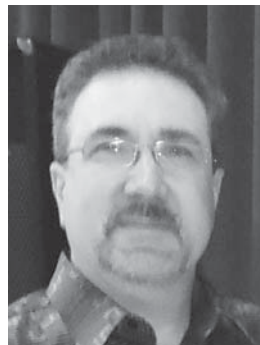
On all of our behalf, I wish Hans well and a fantastic 2011. Keep enjoying life "old" friend!

*In solidarity,  
Bill Garvin*

# CONGRATULATIONS TO OUR LATEST RETIREES!



*Mario Santos*



*Sergio Amaral*



*Mario Gonzalez*



*Brian Connell*



*Maria da Costa*



*Kirk Baker*



*Bert Grant*



*George Negreiff*

## RETIREE'S CORNER

# Retirees Christmas Social A Huge Hit

Our Christmas Social on December 14 was a full house at the Luso Canadian Club's magnificent facilities even though Monday's snowfall was enormous.

Our guest was Honorary CAW member M.L.A. Robin Austin. Everyone had a great time meeting and greeting "old" workmates and friends. I was especially delighted to see Jim and Mary O'Farrell there who came all the way from Granisle. They look great and are enjoying their life "down the line".

The Luso Ladies Auxiliary really excelled with the cooking as usual! My thanks go to the lady servers who kept things under control at the food table. Let's not

forget our 17 volunteer turkey cooks! Without the volunteers we could not do this every year. Many, many thanks go to the Luso Canadian Club for their generous use of their magnificent facilities and their assistance before and after the event. The local food bank was the recipient of \$459.00 collected at the door (oops, I announced the wrong total at the end of the social).

Once more our Union came through for its retirees. We cannot thank them enough for their continued support both financially and physically. Also special thanks to the National Office for the great door prizes. Pictures of our social are following this article.



## BACK PAGE

The CAW Local 2301 Annual Christmas Dinner and Dances were held on December 11<sup>th</sup> & 18<sup>th</sup> this year.

Both dances had many members out enjoying themselves! (see pics on pages 12 & 13 of this publication). Once again they were a huge hit and special thanks goes out to all of our volunteers for their part in making these events so great!

A big Thank You goes out to all of the businesses who donated gifts and prizes for our dances!

- |                                    |                                |  |
|------------------------------------|--------------------------------|--|
| ✳ 101Industries                    | ✳ District of Kitimat          | ✳ North Star Inn                             |
| ✳ A&W Restaurant                   | ✳ Dr. Gottschling & Stevenson  | ✳ Pacific Blue Cross                         |
| ✳ All-West Glass – Kitimat         | ✳ Dragon Café/Sun Spot Tanning | ✳ Pedro’s Restaurant                         |
| ✳ Aqua Clear Bottlers              | ✳ Elan Travel                  | ✳ Penny Candy Store                          |
| ✳ Beitz Computer & Office Supplies | ✳ Emporium Builders Supply     | ✳ Pizza Factory                              |
| ✳ The Big Deal Liquor Warehouse    | ✳ Envision Financial           | ✳ Pizza Hut                                  |
| ✳ Big Jim’s Spirit Store           | ✳ Fields                       | ✳ Re/max Kitimat Realty – Shannon Dos Santos |
| ✳ Caron’s Speciality Lighting      | ✳ Hair Essentials              | ✳ Rio Tinto Alcan                            |
| ✳ Cavan Advertising Ltd.           | ✳ Hawk Air                     | ✳ Rona Terrace Builders                      |
| ✳ CAW National                     | ✳ Judith Lee Law Offices       | ✳ Rosario’s Restaurant                       |
| ✳ Chateau Granville                | ✳ KCS Restoration              | ✳ Shoppers Drug Mart                         |
| ✳ Classic Organic Plus             | ✳ Kitimat Bottle Depot         | ✳ Sight & Sound                              |
| ✳ Cook’s Jewellers                 | ✳ Kitimat Shell Select         | ✳ Sonny’s Collectibles                       |
| ✳ Cor’s Restaurant                 | ✳ Laughton & Company           | ✳ Subway                                     |
| ✳ Creative Zone                    | ✳ Mark’s Work Wearhouse        | ✳ Versatile Painting & Sandblasting          |
| ✳ Dairy Queen                      | ✳ Overwaitea                   | ✳ Viking Construction                        |
| ✳ Dee’s Flowers                    |                                | ✳ Wee Geordie’s                              |



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