

Communications, Energy and Paperworkers Union of Canada



Chinook Local 630 Paper Break

Elk Falls, Campbell River, BC

Equality report

Norma Hansen

While attending the 6th Women's Conference this past October, in Moncton, New Brunswick, I learned that our CEP Union is a supporter of an international program. I will write this article with the information I was given in a great little brochure titled:

The CEP Humanity Fund... It's International Solidarity.

"As unionist we dream of building a better world. At work, we can do it through collective bargaining. But we also need to promote conditions that improve the quality of life for working people and their communities everywhere." Brian Payne, President, Communications, Energy and Paperworkers Union of Canada.

What does the CEP Humanity Fund do?

For over 10 years the CEP Humanity Fund has built partnerships with worker, community and women's organizations in the Americas, Africa and Asia.

The fund allocates 85% of its revenue to international solidarity projects and 15 % for projects in Canada.

It's not charity. It's solidarity.

The self-sufficiency of communities in developing countries is an important goal for all of us. We learn from their attempts and their ways of reaching out to the unorganized. The money we raise for the Humanity Fund is not simply a matter of giving charity to those less fortunate than ourselves. It is rather an act of solidarity with other working people around the world who want for themselves, their families and their communities what we want for ourselves.

The Humanity Fund is part of a growing trend that includes **The Steelworkers, CUPE, CAW, CUPW**, and many other unions, to use the power of collective bargaining to raise money for international development and solidarity. It is one the ways Canadian workers are responding to globalization. A penny an hour, less than the cost of a coffee per pay period, becomes a significant resource to help workers and their communities in less developed countries.

Where does the money come from?

The fund only has money because our members negotiate a clause into their collective agreements. More than 90

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Union regular meeting
Thursday February 9th 2006
Voice your opinion come to meetings



Jan 06

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Locals contribute to the fund through their collective agreements. Small individual contributions become a significant resource.

There are many agreements where both members and employers contribute on a matching basis. In addition, the fund receives annual support from the federal government through the Canadian International Development Agency. The CEP Humanity Fund is a registered charitable, not for profit organization, audited on an annual basis.

The CEP Humanity Fund at work...it's international solidarity.

Mexico: Our partner in Tijuana provides legal and health information and training for women and men working in

CEP Chinook Local 630 Paper Break

essing Zones.

Canada: The fund supports local and national organizations that assist the work of poor people, women, youth and the disabled.

Also attending the Women's Conference, was a guest speaker named Laly Pinedo who gave the entire conference group a power point slide presentation; she spoke with the aid of a translator. Laly is an agricultural technologist from the jungle region of Peru. Her specialty is advising rural communities on sustainable agricultural practices, including organic farming and growing of local products, as well as community development. She is a member of the executive in Tarapoto, Peru, where she has worked for almost 15 years, first doing bookkeeping, and then gradually taking on more field work.



export assembly plants (maquiladoras) through a rank and file network.

El Salvador: A women's organization is leading a project to build decent housing for women-led families and other workers whose homes were destroyed after recent earthquakes.

Haiti: We support the telephone worker's union as it develops an education program for its members.

Peru: The fund assists an occupational and community health group in Lima provide technical expertise and education to mining communities throughout the country devastated by toxic wastes.

Cuba: The fund supports the creation of a bicycle repair shop which provides much needed services and also trains women and men as bike mechanics.

The Philippines: Our partner provides legal aid to help and defend workers who form unions in the export proc-

She completed her university studies while working at IDPA. Laly has served on national policy bodies such as the National Network for Promotion of Women and numerous regional youth organizations. She also advises groups on how to develop micro-credit projects to increase family income. This was her first visit to North America.

I am providing this information as it interests me, and I hope that it may also be something that our membership may want to look at becoming involved in.

To write to the Fund: 200-701 Evans Ave., Etobicoke, ON, M9C 1A3

Or visit www.cep.ca

***In solidarity,
Norma Hansen***



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Do employers have to provide employees time off to vote in a federal election?

Elections Canada

All employees who are qualified electors, that is, those who are 18 years of age or older and Canadian citizens on polling day, are entitled to three consecutive hours on polling day for the purpose of casting their ballots. If an employee's hours of work do not allow him or her three consecutive hours to vote, the employer must allow him or her sufficient time off to allow three consecutive hours for that purpose.

For example, if an employee lives in an electoral district in which the hours for voting are 9:30 a.m. to 9:30 p.m., and the employee's hours of work are 11:00 a.m. to 7:00 p.m., the employee's hours of work will not allow three consecutive hours for voting. The employer might allow the employee to arrive late (at 12:30 p.m.), to leave early (at 6:30 p.m.), or provide the employee three hours off at some other point during the work day in order to allow the employee the opportunity to exercise the right to vote.

As another example, if the employee lives in an electoral district in which voting hours are from 8:30 a.m. to 8:30 p.m., and the employee's hours of work are between 9:00 a.m. and 5:00 p.m., the employer is not required to provide the employee time off for the purpose of voting, because the employee will already have available three and a half consecutive hours for voting (from 5:00 p.m. to 8:30 p.m.).

Election day is Monday, January 23, 2006 7:00 AM to 7 :00 PM in British Columbia.



Letter from the Editor

Mark Nicholet

Happy New Year to everyone, I hope your holiday season was a happy and safe one. Now, 2006 is here and we all face our new resolutions. I am proud to be working at Elk Falls with all of you as we know that the industry is in dire straits right now and our skilled workforce is proving that we can meet the current challenges. Prince Albert and Squamish have recently felt a swift blow from the corporate axe and undoubtedly there is more to come. On the bright side, Port Alice specialty cellulose is hiring a significant amount of pulp workers they are even accepting applications online (www.neucel.com). Port Alice is an unbelievable survival story and I am respectfully grateful for all the hard work that went into the "Save the Port Alice mill campaign" lead by our former representative Dave Schaub.

At Elk, an interesting issue evolved the other day working on #2 winder. A mock winder extraction was performed with problematic results. There was confusion and uncertainty about the proper procedure to immediately extract a victim with all the variable aspects in-

involved including roll diameter. This leads to the current engineering of the winder extraction project on #1 winder spearheaded by your local safety representatives. What is the winder extraction procedure at Elk Falls? What about #4 and #5? If safety is our overriding priority then we should have well documented procedures and tools in place to immediately respond to this rare but life threatening hazard. I don't think it is appropriate to deal with it when it happens or a simply, don't get caught in the bite attitude. I am confident our Local 630 safety representatives are up to this challenge, lets show them our solidarity.

It just wouldn't feel right to leave you without my monthly tech tip. Need to back up those new shiny DVD movies you got for Christmas before the kids destroy them? Let me introduce DVDFAB Express a one click user friendly dvd back up utility. The engine actually evolved from the 321 studios famous but exterminated DVDXpress software. The only problem with DVDFAB Express is it has a problem compressing some full DVD-9 to a single layer DVD disc. That's why the free DVDFab Decrypter (www.dvdidle.com/free.htm) should be used to create a full image on your hard drive and then ripped with the free DVDSHrink software (www.dvdshrink.org).

The Perils of Shift Work

Graham Trotman, BCGEU

Working other than the standard dayshift can cause many problems for the worker. It can affect the worker's health and safety and the relationships with one's family and the community.

However, despite some economic advantages, we must take human costs into account too. Shift work has side effect on worker in the physiological aspect.

The most common short-term ailment is a stomach or gastro-intestinal problem. One study found shift workers had twice as high a rate of ulcers as day workers did. Others have linked shift work with problems like heartburn, loss of appetite, diarrhea and constipation.

Few shift workers escape their years on rotation without experiencing at least one of those symptoms. It is because that they are not eating at traditional meal times, and eat junk food or other snacks that are quick and convenient.

Caffeine, the shift worker's constant companion, and changing meal times from one day to the next may affect gastric secretions, aggravating digestive problems. Sleep disorders, caused by the disruption of the circadian rhythm, are a common long-term health effect experienced by shift workers.

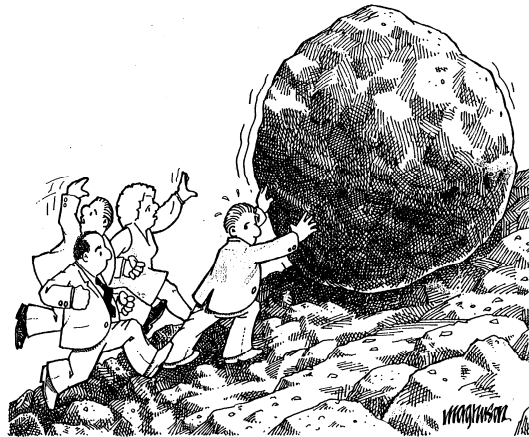
Fatigue can also make a person more vulnerable to illness, poor job performance and sagging motivation. Because of difficulties getting to sleep or staying awake, shift workers may be more likely to suffer from substance abuse.

Some may use alcohol or sleeping pills as a tool to help them relax and get to sleep at the end of the shift. All these substances can be addictive, and can lead to other health problems such as heart attack, diabetes and epilepsy. Many of these health effects, both long term and short term, are interconnected.

When some or all of them are piled on the shift workers shoulders, it may also lead to depression or even nervous breakdown.

Shift work also has effects on worker's family and social life. Plagued by constant exhaustion and obsessed with getting enough sleep, shift workers can suffer from high levels of irritability, mood swings and stress. All of these can create complications in family relationships.

Researchers suggest that it is common place to talk of "shift working as abnormal, night work as unnatural, shift workers as being isolated". Due to shift work, family routine may never be able to fully set, and shift workers may have difficulties playing the role of caregiver, social companion, sexual partners and parents.



Shift workers have to either conform to their family's routine, interrupting their sleep to have lunch with their families, or follow a routine of their own. If they do neither, they are forced to live to some extent independently of their families.

Less interaction and less communication are bound to put a strain on a relationship. Moreover, community relationships are affected because their schedules are different from those who are working in normal daytime hours.

It may be hard for a shift worker to spend time with friends, attend events in the community or participate in social or group recreational activities, which can reinforce the worker's feelings of isolation and depression.

Although no absolute means can solve the problems of shift work, there are suggestions that can make the situations better. Shift workers can improve their diet and eating pattern. They should maintain eating pattern as regular as possible because it can keep energy levels up, improve sleep and help the body to adjust to the shiftwork schedule.

They should also have a proper diet of high fiber and low fat. Also, intake of caffeine, alcohol and salt, and use of sleeping pills should be limited.

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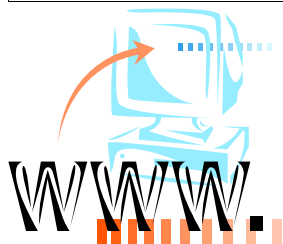


For all the latest news, events and information please visit

www.cep630.org

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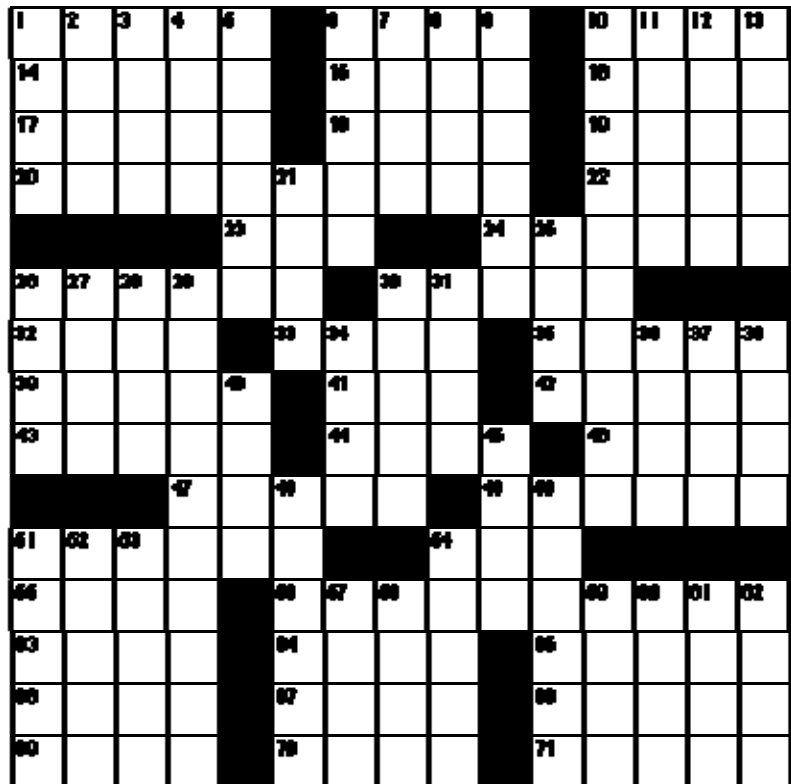
CEP National and Regional Website: www.cep.ca
 Canadian Labour Congress: www.clc-ctc.ca
 BC Federation of Labour: www.bcfed.com



The Crossword Corner

ACROSS

- 1. An anesthetic
- 6. A large brass instrument
- 10. Yield
- 14. Alcoholic
- 15. Ancient Middle-Eastern kingdom
- 16. Lyric poems
- 17. Sporting venue
- 18. Seventeen in Roman numerals
- 19. Beaks
- 20. Comprehend
- 22. Hint
- 23. N N N N
- 24. Found on beds
- 26. Do to excess
- 30. Ease
- 32. Broad
- 33. Spot
- 35. Pierces
- 39. Vassal
- 41. Bristles on a sheath of barley
- 42. A Great Lake
- 43. An air-filled cavity in the skull
- 44. A people of eastern Europe
- 46. Nimbus
- 47. Rotten
- 49. Running an engine in neutral
- 51. Discarded food
- 54. South-southeast
- 55. Duo
- 56. Accentuates
- 63. Tangelo
- 64. A type of gambling card game
- 65. Model of excellence
- 66. Encounter
- 67. An assemblage of parts
- 68. Utilize again
- 69. Current
- 70. Not arms
- 71. Made easier to bear



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DOWN

- 1. Jacob's brother
- 2. Ripped
- 3. Color
- 4. Anglo-Saxon slave
- 5. Nurtured
- 6. Schoolbooks
- 7. Green seaweed
- 8. French for "Bath"
- 9. Among
- 10. Abstract
- 11. Magistrate
- 12. Beginning
- 13. S S S S 21. Prig
- 25. A call for quiet
- 26. Wise birds
- 27. Eight in Roman numerals
- 28. Biblical garden
- 29. Invariability
- 30. Inferior in rank
- 31. Anagram of "Neat"
- 34. Young girl
- 36. Wild African sheep
- 37. Brought into existence
- 38. Catch
- 40. Employee Stock Option Program
- 45. Passport
- 48. Practical
- 50. Lust
- 51. Froth
- 52. Imprisoned
- 53. Angered
- 54. Tosses into a basketball net
- 57. Horse's hair
- 58. Snob

- 59. Concept
- 60. Supreme god (Greek mythology)
- 61. Lack of difficulty
- 62. Sleigh



(Continued from page 5)

In addition, sleep maintenance is also very important. Shift workers should try to sleep on a set schedule to make sleep during the day easier, and let their friends and families the importance of their daytime sleep.

One strategy is to turn off any nearby phones and use a beeper that only family members know the number for and can contact you if there is an emergency.

Moreover, exercise is important too. Being physically fit helps the body maintain good health, strengthens muscles and organs such as the heart, and makes the whole system better able to cope with the demands of shift

work.

Communications and good family relationships are more difficult for shift workers and workers away from home for periods of time, but they are possible.

Planning takes more effort when you're a shift worker. Social activities are still possible and they are very important to your peace within.

Knowledge is power. Supplied with a little knowledge about how shift work affects the body, shift workers and their employers have the power to make changes which will improve communication and also improve health and well-being of each and every worker.

Safety Report

Hugh Gurney / Ted Eissfeldt

I would like to start by wishing everyone a safe and happy New Year. The end of 2005 showed a good improvement in our safety statistics and an improved "brother's keeper" attitude. We are looking forward to this New Year having more members involved in safety with added energies and ideas.

There are area's that we are continually working on that present challenges but we feel strongly we will be succesful including:

The Calendar stack project (kerosene replacement)
#1 PM winder extraction
Slips, strains and sprains
House keeping

Thank you for the opportunities of 2005 and we look forward to helping our members working safely in 2006.

Year to date FA (7); ME (2); MI (0); LT (0)

***In solidarity,
Your 630 safety reps.***

Crossword Corner Answer

E	T	H	E	R		T	U	B	A		C	E	D	E	
S	O	U	S	E		E	L	A	M		O	D	E	S	
A	R	E	N	A		X	V	I	I		N	I	B	S	
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P	A	I	R			E	M	P	H	A	S	I	Z	E	S
U	G	L	I			F	A	R	O		I	D	E	A	L
M	E	E	T			U	N	I	T		R	E	U	S	E
E	D	D	Y			L	E	G	S		E	A	S	E	D

Next Regular Meeting
Thursday February 9th, 2006

Time: 8:00
Place: Union Hall

Issues: General meeting

Come out let your voice be heard!!

Support your union, come to meetings!