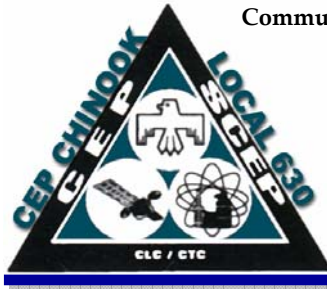


Communications, Energy and Paperworkers Union of Canada



# Chinook Local 630 Paper Break

Elk Falls, Campbell River, BC

## Presidents Report March 05

Dale Cerny

Greetings brothers and sisters, I feel I must respond to Pete's Page and the article that he sent in for the last Paper Break. First of all what he said isn't any different than what I have said at any union meeting. What the issue really is, in my opinion is that members feel we used this paper to air our "laundry" which one might surmise is what his article was about. Having said that his article didn't mention any names or make any accusations, he was simply stating his opinion to which he is entitled. I encourage others to submit articles about issues that may concern all of us however I believe Pete was trying to "wake up" people to the realities around them. So I ask "what is wrong with that?". On the comment that he is on "staff" and he shouldn't write in our paper, I agree a staff person shouldn't submit articles to our paper. As the company has their own papers to relay information. However don't forget Pete is an honorary Local 630 member as are all our past members who have retired. Pete came out of retirement so that Brent Gottfried could take a much needed rest and will fill his spot again in March. What the problem is, in this case the company doesn't have enough of their own people to cover for any sickness or vacations, let alone cover all of our time off requests but that is another issue. The bottom line is we all have a stake in our future so let's all act and work responsibly, do our jobs to which we have been trained.

"Nepotism" the New Merriam Webster Dictionary definition is "showing favoritism to a relative" (as in granting of jobs), you may be wondering why I have included this here. I feel that I should say something on this subject, as I have been hearing comments and I have a duty to represent all members equally. First, is there favoritism? and secondly can anyone prove it? The issue that is rearing up is about full time school or any schooling and full time work. The collective agreement states in *Article XIV Leave of Absence, Section Five* in the last sentence of that section "special consideration will be given to requests for leave for bona fide educational purposes". In my opinion consideration should be given once every other option has been used i.e. floaters, holiday's, bank time, lieu time, along with mutual agreements. The problem I see is this. The company has not been consistent in applying this consideration, there are past members who were told that they couldn't work until their schooling was done or told to choose one or the other. The other problem is the term "bona fide educational purposes" the company is the one who determines what is bona fide, what is bona fide to me may not necessarily be bona fide to you or the company. This in my opinion is an issue because one has to ask, "has the company treated everyone equally and is it consistent through out the whole company". But getting back to the perceived favoritism, I have looked into the

(Continued on page 2)



Union regular meeting  
Thursday March 10, 2005  
Voice your opinion come to meetings



(Continued from page 1)

schedules and have found no irregularities or any evidence of favoritism. What one member does is of no concern to anyone else, it becomes a problem when the harassment starts and people start questioning the motive of those members.

The Pulp Strategy meetings are on going and both Crofton and Elk are looking at the best case scenarios for each mill. We will know more in June about what direction the company is going. All I can say at this point in time, is we all still need to work hard and produce a good quality product and do it the safest way possible.

Next week there is going to be a survey going out regarding the up coming provincial election. This survey will be about what the issues are that concerns you as a citizen of this province. On Monday March 7<sup>th</sup> there will be some training given, as to how this survey will be done. I hope to have as many shop stewards there as possible as this survey needs to be done by the end of the week March 14<sup>th</sup>. The training is at the Labour Hall at 4:30 pm, hopefully the shop stewards that can make it will.

**President Local 630,  
Dale Cerny**



### Wal-Mart's cry for help

by Tim Gleason/CALM

**F**or a long time, most of us in labour law were pretty sure Wal-Mart was leading the charge to destroy Canada's labour laws. Wal-Mart has been quite vocal in its criticism of laws that protect the rights of workers to organize and bargain collectively with their employer. But can their recent actions be anything but a clear demonstration of the necessity for such laws?

Is Wal-Mart trying to show us how bad they can be, and how much we need strong laws and stronger labour tribunals to keep them in line or is this simply hubris fueled by contempt for Canada's laws and our apparent inability to enforce them?

Rather than face the possibility of a bargained or arbitrated collective agreement, Wal-Mart is closing its Jonquiere, Quebec, store. None of the reasons for the closure offered by the company withstand even passing scrutiny. They claim that they cannot survive under the collective agreement when, in fact, there is no collective agreement. It makes you wonder if they thought we wouldn't notice.

Wal-Mart has been frightenly successful at getting their ant-union message out. Almost instantly, workers across North America learned an important lesson: don't exercise your right to organize. The day after the Jonquiere announcement, workers who had previously applied for union certification at a Pennsylvania store voted unanimously not to have a union. Message received—loud

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Rob Benoit	Dawinder Pander
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Ian Creaser	Adam Swain
Mark Toth	Dave Farrant
Terry Turko	Greg Derouin
Craig Lapp	Jim Campbell
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Articles appearing in the Local 630 Paper Break express the views and/or opinions of the authors. They are not necessarily the policy of the CEP or views shared by the Editor or Local 630 Executive officers. In submitting copy or photos, contributors should note if they wish material to be returned. The Paper Break attempts to give coverage to Local, Regional, Provincial and National matters, pertinent material will be held for the future if space is unavailable in the current issue.

*(Continued from page 2)*

and clear.

Our labour laws in Canada are designed to protect the right of employees to organize a union and bargain collectively. In the past, employers have tried various methods to prevent workers from organizing with threats of reprisals or job loss. Many jurisdictions in Canada have developed ways to remedy such infractions, most notably through automatic certification.

The “auto-cert” works in two ways. First, when a majority of workers indicate their support for the union by signing cards, the union can be certified without giving the employer a chance to scare workers into voting against it. Second, when an employer threatens enough workers to kill a vote, some labour boards are empowered to certify the union despite the results of the tainted vote.

Wal-Mart obviously believes employers have the right to frighten workers considering joining a union. They chill workers in Pennsylvania by crushing workers in Jonquiere.

But this time, they may have gone too far. Their dubious timing and unsatisfactory explanation for closing the Jonquiere store suggests Wal-Mart either thinks no one can stop them or they really want someone to try. Either way, they’ve put forth a challenge. And it’s time Canada’s labour boards step up to meet it.

Wouldn’t it be interesting if labour tribunals in Canada determined that Wal-Mart’s actions have had the effect of preventing Wal-Mart workers across the country from freely expressing themselves, and, therefore, should be certified as bargaining units without votes, as long as the application is made by a trade union. What would they do then? Would they close all the stores in Canada? Maybe. But really, if they can’t live in our country without obeying our laws, how badly to we really need them?

- Tim Gleason practises law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit the firm’s web site at [www.sgmlaw.com](http://www.sgmlaw.com)

**REQUEST FROM ELK FALLS WELLNESS COMMITTEE**

We are looking for volunteers from local 630 to be part of our wellness Committee Executive. A minimum of one person per shift would be ideal so that there would be at least one representative from the papermakers to attend monthly meetings.

We need assistance to better understand the problems, concerns and interests of the members of local 630 and the unique problems that shift work creates. Your representative would assist in organizing wellness related functions as well as help to make communication of events more efficient.

If you are interested in this rewarding, prestigious and high paying adventure please contact **Carole Dodds at 5605.**

## Pay Equity Campaign Launched

CEP Western Region

**A** new campaign has been launched to convince Bell Canada to settle their pay equity dispute with thousands of women telephone operators. The campaign is a joint effort involving CEP and the B.C. Federation of Labour.

Western Canadians are being inundated with Bell Canada advertising these days as the company attempts to break into the cell phone market. This includes trying to establish the company's image by spending \$200 million dollars to become an official sponsor of the 2010 olympics.

Bell is buying their "good guy" image with money they owe to thousands of women telephone operators who have been fighting for pay equity for more than a decade. Twelve years ago, there were 5,000 operators at Bell when CEP first began this historic battle for justice for women workers. Today, there are only 250 operators still working at Bell.

Here is a short history of the CEP struggle for justice at Bell:

Bell has persistently, consistently and deliberately avoided negotiating a pay equity settlement with CEP.

Since 1996, the case has been before a Human Rights Tribunal where Bell has a small army of lawyers whose task has been to frustrate the

process with legal and procedural roadblocks. We estimate that Bell Canada has spent some \$35 million so far.

Bell managed to put the whole matter on hold for years, going to the Supreme Court and challenging the Tribunal's right to hear CEP's case. The Court ruled unanimously against Bell.

In its latest attempt to sidetrack proceedings, Bell is demanding the private medical records of some of the pay equity claimants.



You can help us convince Bell to settle the pay equity dispute. To Bell, you are a potential customer. What you think is important to them because you mean money in their coffers.

Here is what we are asking you to do: visit our web site where you can e-mail your message directly – <http://www.putbellonhold.ca>



**Move your clocks ahead one hour:**

Sunday April 03, 2005 at 2:00 AM PST

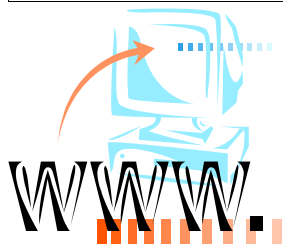


For all the latest news, events and information please visit

[www.cep630.org](http://www.cep630.org)

**Communications, Energy and Paperworkers Chinook Local 630 E-Mail List for 2005**

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CEP National and Regional Website: [www.cep.ca](http://www.cep.ca)  
 Canadian Labour Congress: [www.clc-ctc.ca](http://www.clc-ctc.ca)  
 BC Federation of Labour: [www.bcfed.com](http://www.bcfed.com)



# The Crossword Corner

**ACROSS**

- 1. A preparation made from hemp leaves
- 6. Former Pakistani copper coins
- 11. Ocean
- 14. A region of Asia Minor
- 15. A restraining chain
- 16. A rapid escape
- 17. Refined
- 19. Viper
- 20. Persists
- 21. Flat or even
- 23. A stiff straw hat
- 27. Without company
- 28. The science of space travel
- 32. Largest moon of Saturn
- 33. Move about surreptitiously
- 34. "\_\_\_ humbug!"
- 37. Pile
- 38. Helps bowel movements
- 39. Wan
- 40. Go astray
- 41. A style of car
- 42. 4th letter of the Greek alphabet
- 43. Placed at intervals
- 45. A type of rhododendron
- 48. Bird sanctuary
- 49. Spoon-shaped vessel with a long handle
- 50. Desert "trees"
- 53. Accomplished
- 54. The quality of being zealous
- 60. Before
- 61. Mound
- 62. Strange or weird
- 63. The color of cherries
- 64. Velocity
- 65. Begin

**DOWN**

- 1. Large
- 2. Till
- 3. Advice columnist \_\_\_ Landers
- 4. Egg of an insect
- 5. A square-rigged sailing ship
- 6. Anagram of "Slam"
- 7. Tidy
- 8. Grandmothers
- 9. American Sign Language
- 10. Shakespeare's loan shark
- 11. Thrall
- 12. Artist's workstand
- 13. Fully
- 18. Anagram of "Near" 22. N N N N
- 23. Cleanse the entire body
- 24. Withe
- 25. A perfume from flowers
- 26. Snare
- 27. Teller of untruths

1	2	3	4	5	6	7	8	9	10	11	12	13	
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60				61					62				
63				64					65				

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- 29. Kept separate or in reserve
- 30. Anagram of "Urban"
- 31. Adolescents
- 34. A strong lightweight wood
- 35. Change
- 36. Intoxicating
- 38. Anagram of "Fate"
- 39. A beautiful and graceful girl
- 41. Involuntary violent exhalations
- 42. Contrives
- 43. Sick
- 44. A Maori weapon
- 45. A tree of the genus Alnus
- 46. Belgian Congo
- 47. Appended
- 50. A baked dessert
- 51. To the windward side
- 52. Rope
- 55. Extra Sensory Perception
- 56. Mesh
- 57. Earned Run Average
- 58. Term of address for a man
- 59. Collection or series



**Letter from the Editor**

Mark Nicholet

As stated on the bottom of page 3 in every Paper Break “Articles appearing in the Local 630 Paper Break express the views and/or opinions of the authors. They are not necessarily the policy of the CEP or views shared by the Editor or Local 630 Executive officers”. Pete Savin’s page in the last Paper break was a controversial article, however I took several factors into account when it was time to publish. Nonetheless it has been an interesting learning experience. As Editor I feel it is important to publish interesting information to maintain reader interest, promote our core union values and encourage others to participate. I would like to encourage our members to contribute articles and information for the Paper break in the future as the newsletter does not write itself. This is your union newsletter and you can influence what is in it by e-mailing me anytime at editor@cep630.org.

**ELK FALLS MEMORIAL TROUT FISHING DERBY MEETING**

THURSDAY MARCH 10 AT THE UNION HALL 7:00 P.M  
BEFORE OUR MONTHLY UNION MEETING

Just going over a few rules and see if we can make it better


EVERY BODY WELCOME INCLUDING 1123 MEMBERS

THERE WILL BE A DOOR PRIZE DRAW



**Crossword Corner Answer**


B	H	A	N	G		A	N	N	A	S		S	E	A			
I	O	N	I	A		L	E	A	S	H		L	A	M			
G	E	N	T	L	E	M	A	N	L	Y		A	S	P			
						L	A	S	T	S		L	E	V	E	L	
B	O	A	T	E	R							L	O	N	E	L	Y
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E	R	E				E	S	K	E	R		E	E	R	I	E	
R	E	D				S	P	E	E	D		S	T	A	R	T	

  
**Next Regular Meeting**  
**Thursday March 10, 2005**

**Time: 8:00**  
**Place: Union Hall**

**Issues: General Meeting**

**Come out let your voice be heard!!**



**Support your union, come to meetings!**