

Communications, Energy and Paperworkers Union of Canada



Chinook Local 630

Paper Break

Elk Falls, Campbell River, BC

Presidents Report June 2007

Greetings brothers and sisters it has been some time since this paper went to print however that being said here we go.

These last few months, years for that matter have been a great challenge for us all. With downsizing being at the forefront and cutting costs being the main agenda for our company it seems it doesn't matter what we do it will never be good enough to satisfy the greed of the shareholders. This Third Avenue group is only interested in maximizing profits and it doesn't care who is affected. Yet, the staff can justify these measures as good for the company. Tell that to your spouse that you lost your position in the company for good of the whole. That should ease the stress shouldn't it? And for those that didn't get the axe the company is expected to put out even more. Even they are not immune from the agenda of "doing more with less". Yet for company personnel (staff) most will get two years severance which will give many some buffers while looking for other work. For the average worker we are only entitled to what we have bargained in our collective agreements over the last fifteen years or more. Which is chicken scratch, I wonder if we had negotiated a richer severance language such as one months pay for every year of service. It may have slowed the job loss that we face every day. Maybe, this is what we need to do in the future to give us a buffer when looking for other employment after they shut mills down or close assets down such as Port Alberni's number four paper machine. The mill manager sends me all these reports of other mills being shut down all across our country as well as around the world. I say "so what", these companies were all ready in trouble and so the unions have but no other choice but to try and preserve their jobs. On the surface it looks like the unions are giving concessions. If you were to look at all the issues facing any one of the closed down sites you would see there are other problems that are causing pulp and paper companies to close or downsize. And giving the company any concessions doesn't save itself from closing or shutting assets down. In fact, those Locals that have given some relief to their respective employers; most have agreements in place

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Union regular meeting
Thursday September 13th 2007
Voice your opinion come to meetings



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that will restore their wages and benefits once the company is back on its feet. For example, at St Mary's the union was already helping the company for the last four years and it still didn't help and they are still down. Even though they gave some relief to the company it still didn't help. Higher fiber costs, the exchange rate, energy and the trend of less paper being bought by publishers as they too are going through restructuring or downsizing (yet the free daily's have shown a 10% up swing across North America). All are pieces of the puzzle that we as workers have no control over. Yet, the company wants to make my quality of life equal to that of a third world worker. I say bring those workers up to our standards and not force us to their standards because the only people that benefit are shareholders or CEO's. The rich get richer!

As far as the 10 million dollar initiative --- what low hanging fruit is here for us to grab? After looking at some of the suggestions it doesn't appear to be much. We need upgrades to our plant that will make us more profitable and efficient and TMP is one area we need to look at very seriously. On the paper machines we need upgrades to our formers and press sections in order for us to move forward. We need better order books, so we can trim the machines better which would help with costs. If our existing customers like our product then they should be willing to pay for what it is worth. After all, some customers have said it is the "Cadillac" of paper products. We should be charging them "Cadillac prices".

We recently had our wage caucus meetings in Vancouver (May29th-June 1st). The one meeting we had early was to meet with Ron Buchorn ("Bucky" as I like to call him). He gave us the "heads up" as to what the board had decided and in this case it was to tell us the Number four machine in Port Alberni will be shut on Sept 1st of 2007. About two hundred people out of work, it looks like you must have at least thirty years seniority to keep a job as a broke pusher. In fact, one member from Port I talked to had just that. Thirty years ago he started out as a broke hustler moved up over the years and now is back down where he started. Lucky, for him he was of retirement age so he took retirement without any package and the reason for no package is because he would still be working after all the changes were made in September. I will not go into lots of detail about wage caucus here. The wage delegates will go over all the details at the next general meeting on June 14th so be there as there are some very important issues that need discussions on.

On the safety front we are embarking on to the "next steps". The survey that some of you filled out are now ready for the safety committees to look at and analyze. There is going to be upcoming workshops some time this month. I believe it will be around June 25th and for those that get chosen to participate in these workshops, I ask that you give your best. My goal is to eventually be rid of the services that Dupont has provided, as they must cost a small fortune. I believe we have the people and resources to move forward with a Catalyst safety program that we can all build upon. We have the foundation, let's now build upon that so all of us can come to work and know that it is a safe place. If we follow our safe work procedures we will in fact go home safe

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Executive of Local 630 for 2007 – 2008

Shop Stewards

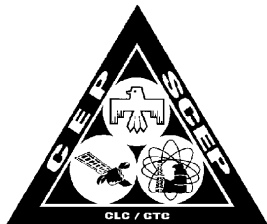
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and sound.

On June 5th - June 7th, I had the pleasure of handing out Bursaries (Doug McDonald) on behalf of the Local. The local gives out two to each high school in Campbell River. The two lucky recipients are Casey Skrepneck from Timberline High School, he will be attending Malaspina College taking a Heavy Duty mechanic courses. The other lucky winner is Jessica Meyer from Carihi High and she is also going to Malaspina College to be trained as a dental assistant. We wish them luck on their chosen paths. In all, the community (business, organizations, families) of Campbell River gave out about \$80 000.00 to the two high schools and that shows how great of a place we truly live in. Let's hope this never changes. So I would like to thank the membership for allowing the President give out these two awards.

In solidarity,

DCerny

Tearing up health union contracts ruled unconstitutional

TheTyee.ca

In a case with big implications for B.C.'s health care system and collective bargaining across the nation, the Supreme Court of Canada has ruled unconstitutional key parts of Bill 29, a law passed by the BC Liberals in 2002.

The Campbell government used Bill 29 to tear up a contract with the B.C. Hospital Employees Union. The law opened the door to privatization, contracting out, layoffs by the thousands and plummeting wages in hospitals and long term care facilities across the province. (One example at a Nanaimo seniors care home was the focus of a Tyee story last week.)

Critics, including the International Labour Organization, denounced the law as an attempt to remove union protections from workers in health care, and the legal challenge was brought by the Hospital Employees Union, the B.C. Government and Service Employees Union and other health care union groups.

This morning, the Court struck down sections of the legislation because they deny the freedom of association guarantee of the Charter of Rights' section 2(d). The sections violate citizens' rights "either by disregarding past processes of collective bargaining, by pre-emptively undermining future processes of collective bargaining, or both," the Court ruled.

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Unions call for layoff freeze

The 6-1 decision is expected to lead to big changes in the province's health care system. However, as is common when the court strikes down legislation, the ruling will not come into effect for a year.

In the meantime, the HEU is calling for an immediate moratorium on any further Bill 29 related layoffs in B.C. health care until the implications of this landmark ruling have been determined.

"This is a huge victory for health care and health care workers in B.C.," said HEU secretary-business manager Judy Darcy. "We are particularly pleased that the court has ruled for the first time in history that the right to collective bargaining is protected by the Charter. This is good for working people in general, as well as for our membership."

"We are calling on the government to re-instate the over 650 workers laid off most recently under Bill 29 and for a moratorium on any further lay-offs inspired by the law the court just struck down. As usual, the Supreme Court has given the government a year to replace the discredited law, but Bill 29 has already caused far too much damage and chaos," Darcy said.

"The government shouldn't create yet more chaos during the next year," she added. "We'll

be calling on the minister to sit down with us as soon as possible and talk about how to proceed."

Impact said to be national

Vancouver lawyer Joe Arvay, one of the legal team acting in the union appeal to the Supreme Court, says the win will change the labour relations landscape across Canada.

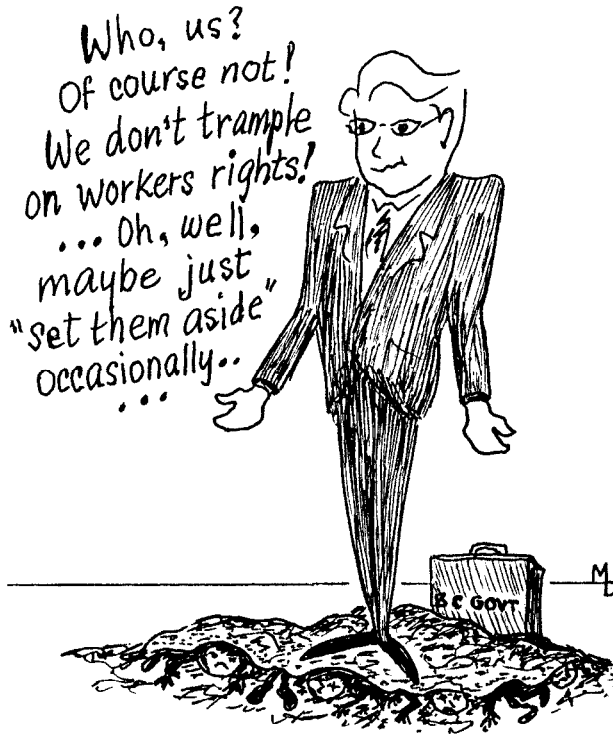
"This is a huge reversal of previous rulings that failed to recognize the Charter's protection of collective bargaining," he told the Tyee shortly after the decision was announced. "Workers now have a powerful tool to insure that the government meets its obligations

under freely negotiated contracts. The government no longer has a final veto on negotiated deals."

George Heyman, president of the B.C. Government and Service Employees Union, called the Supreme Court decision "a very great victory for working people across Canada."

Heyman supported the call from the HEU's Darcy for an immediate meeting with the government in Victoria and echoed her demand that recent health sector layoffs be reversed and for a moratorium on any further Bill 29 related layoffs during the year of grace provided by the

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Jun 07

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court.

"Any further contracting out or layoffs would be morally wrong and likely lead to legal repercussions for the government," he told the Tyee.

Health minister's e-mailed response

Minister Abbott did not respond directly to Tyee questions about union calls for an immediate meeting and a moratorium on contracting out and layoffs, but his spokesperson sent an e-mail with this statement from the Minister:

"Government understood Bill 29 to be legal and constitutional under the jurisprudence prevailing at the time the bill was passed. Since the Supreme Court has now set out a new legal framework, government will need to study the decision, take some time to review the implications and determine how we will go forward.

"We are obviously disappointed that the Supreme Court has reversed several of its own previous decisions in arriving at this decision. We based the legislation on the rules of the day, and now it seems those have changed.

"Bill 29 was designed to put patients first by improving the ability of health authorities to allocate resources where they are needed. We brought Bill 29 into force to focus on improving sustainability in the health system, and ultimately allowing patient care to be maximized.

"These new rules will take effect in 12 months. In the meantime, government will thoughtfully evaluate the decision and determine its course of action for the future. This will include discussions with health authorities and contracted service providers, which will be impacted by the

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decision."

Women and minorities hard hit

Bill 29 and its amending legislation Bill 94 had been widely portrayed by critics as attempts by the Campbell government to weaken public sector unions and to drive down wages in a workforce that is predominantly female and employs higher levels of immigrants and visible minorities than reflected in the general population.

Women make up 46 per cent of the Canadian paid workforce, 59 per cent of public sector workers and more than 85 per cent of unionized workers in health care. More than one out of four HEU members belong to a visible minority, compared to less than one in five in the general population.

The challenged legislation removed language from existing collective agreements that barred the employer from shifting the work to non-union subcontractor or one with a less demanding union agreement. The bill made it legally impossible for unions in health care to win such contract language in future negotiations.

The bill also stripped health sector workers of a right enjoyed by workers in all other sectors: the right to retain their union contract if their employer sold or otherwise changed the status of an existing enterprise -- so-called "successorship rights."

Fraser Institute backed bill

The day before the Court made its decision, the sweeping powers of Bill 29 were defended by Michael Walker, senior fellow at the Fraser In-

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stitute, a pro-business think tank in Vancouver. The Campbell government was right to tear up government contracts with health workers under Bill 29, Walker argued, because those contracts were signed by a previous government supported by labour. "One arm of the trade union movement was telling another arm of the movement, the NDP government, what to do."

As a result, Walker argued, those health care contracts "weren't real contracts."

"These weren't contracts in the ordinary sense," Walker said. "They were government policy, and government policy can change when the government changes. That's all that happened."

Walker said his Fraser Institute provided "calculations" that "gave ample reason for the new government to doubt that the contracts were done in the public interest. Unionized workers providing exactly the same services in private sector hotels were paid much less than unionized hospital workers."

"Michael Walker clearly doesn't understand the law and has contempt for working people and their unions," said the BCGEU's Heyman in response to Walker. "To say that contracts were imposed in this case is both foolish and wrong."

Sector said to be in upheaval

According to Mike Old of the HEU, as many as 8,000 health care workers lost their union jobs in the immediate fall out from Bill 29. Long term care in B.C., which includes both for-profit and not-for-profit facilities, is a sector now buffeted by chaotic management as owners rotate sub-contractors to remove or weaken union con-

tracts, Old said.

The day before the Supreme Court ruling, HEU workers at the Nanaimo Seniors Village called for a province-wide day of mourning for the damage done by Bill 29 to B.C. health care. Workers at that long term care facility have been fired and re-hired at lower wages three times since the passage of Bill 29, the most recent pink slips having been issued last month.

The union local that represents Village workers is asking supporters to wear black arm bands all day on July 9, and to sound car horns at noon as evidence of support for health care workers.

Carolyn Askew, a union-side labour lawyer for more than 30 years, said Bill 29 was a disgrace.

"The bill itself was a shocking and cruel attack on long serving employees in healthcare," she told the Tyee. "It was an attack on patients too, an attack that changed the workforce from one that was well paid, experienced and valued into a constantly shifting cast of itinerant workers. This is not what patients want or what they need. Patients need stability of care, and Bill 29 undercuts that stability."

EXCERPTS FROM THE SUPREME COURT RULING ON BILL 29

"The section 2(d) infringement is not justified under s. 1 of the Charter. While the government established that the Act's main objective of improving the delivery of health care services and sub objectives were pressing and substantial, and while it could logically and reasonably be concluded that there was a rational connection between the means adopted by the Act and the

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objectives, it was not shown that the Act minimally impaired the employees' s. 2(d) right of collective bargaining. The record discloses no consideration by the government of whether it could reach its goal by less intrusive measures. A range of options were on the table, but the government presented no evidence as to why this particular solution was chosen and why there was no meaningful consultation with the unions about the range of options open to it. This was an important and significant piece of labour legislation which had the potential to affect the rights of employees dramatically and unusually. Yet, it was adopted rapidly with full knowledge that the unions were strongly opposed to many of the provisions, and without consideration of alternative ways to achieve the government objective, and without explanation of the government's choices. [143 144] [147] [149] [156] [158] [160 161]"

"In this case, the freedom of association of health care employees has been infringed in several instances, because ss. 4, 5, 6(2), 6(4) and 9 of the Act (in conjunction with s. 10) interfere with their right to a process of collective bargaining with the employer. Sections 4 and 5 nullify some existing terms of collective agreements, limit the scope of future negotiations and prevent workers from engaging in associational activities relating to the important matter of transfer and assignment of employees. Sections 6(2) and 6(4) nullify past collective bargaining relating to contracting out, thereby rendering the process nugatory, and preclude future collective bargaining on the issue. These provisions concern a significant issue of employment security, and negotiating such issues is one of the purposes of associational activities in the workplace. Lastly, s. 9 makes collective bargaining over specified aspects of layoff and bumping meaningless and invalidates parts of collective agreements dealing with these significant workplace issues. [186 188] [252]"

"We conclude that the s. 2(d) guarantee of freedom of association protects the capacity of members of labour unions to engage in collective bargaining on workplace issues. While some of the impugned provisions of the Act comply with this guarantee, ss. 6(2), 6(4) and 9 breach it and have not been shown to be justified under s. 1 of the Charter. We further conclude that the Act does not violate the right to equal treatment under s. 15 of the Charter. In the result, the appeal is allowed in part."



Vista upgrade workaround revealed

[CNET News.com](http://www.cnet.com)

An IT professional claims to have discovered a way of upgrading to a full version of Vista from scratch, while only paying the cost of an upgrade for an earlier version of Windows.

As part of the Vista launch, Microsoft is offering Windows users a range of upgrades allowing them to move to one of six flavors of Vista without paying the full cost. These upgrades are supposed to work only on a PC that contains an existing copy of Windows.

However, Marc Liron, a Microsoft MVP, said he has discovered a way of circumventing this procedure so that a Linux user, for example, could get Vista while saving several hundreds of dollars. Other Web sites also have published the workaround.

The key to the method is that the upgrade package contains a complete version of Vista, which it can be encouraged to install on a machine without checking for an existing authorized copy of Windows. The WindowsITPro site, for example, posted information on the upgrade and the workaround at the end of January.

Microsoft confirmed that the workaround would be successful, but cautioned that anyone using it would violate their license terms.

"People who use this workaround without a li-

censed copy of XP or earlier versions of Windows are violating the terms of use agreed to when they purchased the upgrade version of Windows Vista," said a Microsoft representative.

However, the company is not--at this stage at least--threatening to penalize anyone who uses the workaround, or block them from important upgrades via its Genuine Advantage. In fact, it does not seem especially concerned, and does not appear to have taken action against Liron.



"We believe only a very small percentage of people will take the time to implement this workaround, and we encourage all customers to follow our official guidelines for upgrading to Windows Vista, which

can be found at WindowsVista.com, instead," the Microsoft representative continued.

"Following these guidelines will allow customers to easily and validly upgrade to Windows Vista."

How it works

There are several full explanation articles of this method on the internet. In summary, the trick is to install the upgrade version (free 30 day trial) of Vista but not to enter the product key. Once all the Vista files have been copied across, the user starts the installation procedure again rather than attempting to activate Vista. Once the installation procedure has been followed again, the user enters the product key and is left with a fully functioning version of Vista.

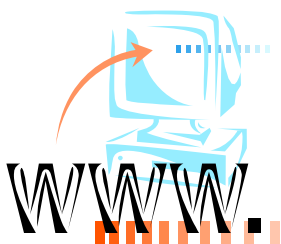


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Canadian Labour Congress: www.clc-ctc.ca

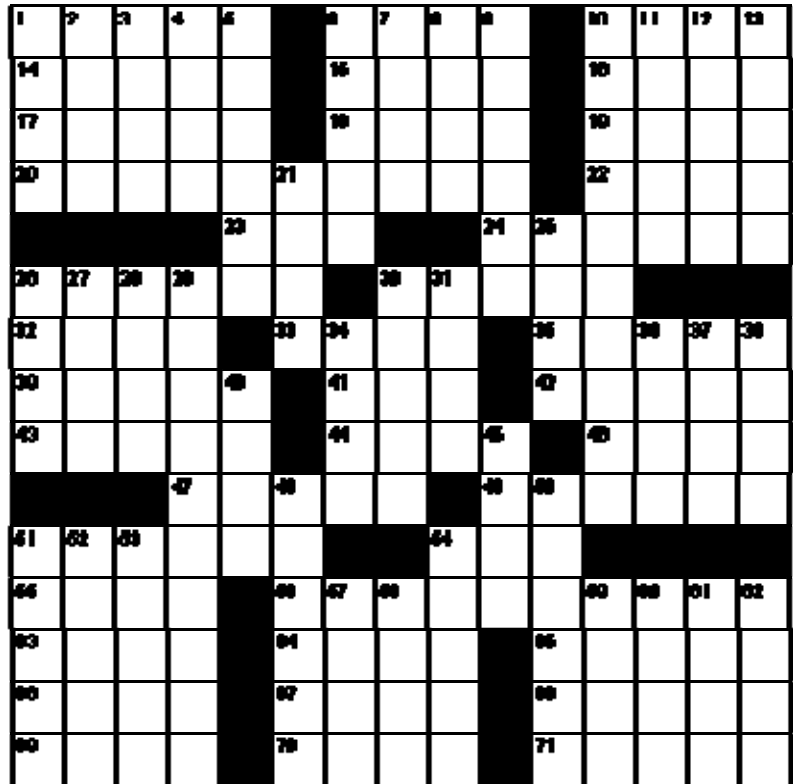
BC Federation of Labour: www.bcfed.com



The Crossword Corner

ACROSS

- 1. 10 cent coins
- 6. 1/16th of an ounce
- 10. Untidyness
- 14. Clumsy
- 15. Angelic headgear
- 16. Ancient Middle-Eastern kingdom
- 17. Step
- 18. Anagram of "Toon"
- 19. A three-tone Chadic language
- 20. Elixir
- 22. Chieftain
- 23. Seven in Roman numerals
- 24. Self-centeredness
- 26. Protective headgear
- 30. Common viper
- 32. Pocketbook
- 33. Latin for "Behold"
- 35. Slants
- 39. Virile
- 41. Macaws
- 42. Having a sharp inclination
- 43. Ancient upright stone slab
- 44. Gave temporarily
- 46. Jacob's brother
- 47. Parts
- 49. Bother
- 51. Head honcho
- 54. Perceive visually
- 55. Concept
- 56. Investigated
- 63. Rave
- 64. Panache
- 65. Sporting venue
- 66. Bill
- 67. Glided
- 68. An abnormal tissue growth
- 69. Gardening tools
- 70. Bags
- 71. Be extant



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DOWN

- 1. A thin flat circular plate
- 2. Within
- 3. Average
- 4. Heroic
- 5. Endeavored
- 6. Hindu loincloth
- 7. Hindu princess
- 8. A range of male singing
- 9. Exposed one's buttocks
- 10. Rocks from space
- 11. A resin used in incense
- 12. Indian dresses
- 13. Excessive superficial compliments
- 21. Make reference to
- 25. Obtains
- 26. Stitches
- 27. French for "State"
- 28. French for "Moon"
- 29. Small units of electricity
- 30. Units of area
- 31. Academic head
- 34. Serene
- 36. Not more
- 37. Blue-green
- 38. Eject from the mouth
- 40. Abominable snowman
- 45. A Titaness of ancient mythology
- 48. Exit
- 50. Expose to the air
- 51. A tree of the genus Betula
- 52. A Rocky Mountain state
- 53. A magical spirit
- 54. Dispatches
- 57. Singer Fitzgerald
- 58. Ketch
- 59. Most important point
- 60. Prefix indicating half
- 61. Anagram of "Nose"
- 62. Small narrow pointed missile



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Crossword Corner Answer


D	I	M	E	S		D	R	A	M		M	E	S	S	
I	N	E	P	T		H	A	L	O		E	L	A	M	
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Next Regular Meeting
Thursday Sep 13th, 2007

Time: 8:00 PM
Place: CR Union Hall

Issues: General meeting

Come out let your voice be heard!!



Support your union, come to meetings!