



LOCAL 2301

*Kitimat Smelter & Kemano  
Power Operations Workers*

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



AUGUST / SEPTEMBER 2011

# 2011 LABOUR DAY PICNIC

The Labour Day Picnic was once again a success! We had a great turn out again this year despite the weather! Thank you to everybody who volunteered their time and efforts to make the day a huge hit.





## The HOTLINE

**August / September 2011**



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## MAILBAG

### Thanks From Dry Grad

We would like to express our appreciation for the generosity and support from you for our Dry Grad 2011 event.

Your personal commitment was incredibly helpful and allowed us to reach our goal. Your assistance means so much to us.

Thank you from all of us.

*Sincerely,*  
Linda Brousseau, Secretary

### BBQ Thank You

I wanted to take a quick second to thank CAW 2301 for its generous contribution once again to our annual BBQ.

It's a great thing you folks do for the whole community.

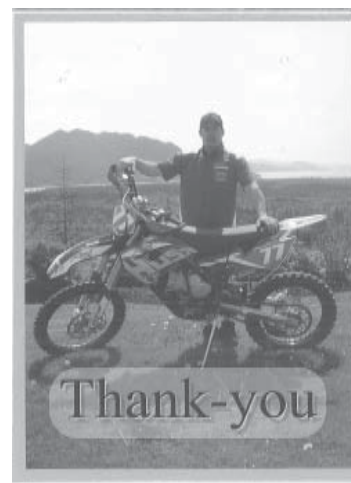
*Thanks again,*  
Nathan Cullen

### Local Racer Says Thanks

Thank you very much for your generosity and kindness.

Your support was greatly appreciated and has allowed me to be more competitive and travel further.

*Sincerely,*  
Ben Rego



## MAILBAG

# CAW Local 2301 & Ross Slezak Memorial Scholarships Awarded



I want to say thank you so very much for awarding me the CAW Local 2301 Scholarship for 2011. This will help me towards becoming an LPN.

Becoming a nurse is very important to me because I feel that I will make a difference, just like unions do in our society.

Thank you again.

*Sincerely,  
Dana Amado*



I can't express how excited I am to be chosen from the many applicants to receive this generous gift. It will help make the difference to me getting the education I have dreamt about.

I have always wanted to work in the field of 'Special Needs' and this is going to help make that wish happen. Working in a field where everyone can be treated equally is the belief we like to see for the future. This is the same belief system that Unions are based on.

Thank you again for the Ross Slezak Memorial Scholarship.

*Sincerely,  
Rylyn Munson (Future Teacher)*



*CAW 2301 President Ed Abreu presenting the CAW Local 2301 Scholarship Award to Dana Amado.*



*Donna Slezak and CAW 2301 President Ed Abreu presenting the Ross Slezak Memorial Scholarship Award to Rylyn Munson (middle).*



# Rest In Peace

## John Gilbert “Jack” Layton Federal NDP Leader

*July 18, 1950 - August 22, 2011*

### An Open Letter -The CAW Joins in Mourning the Loss of Jack Layton, and Remembering his Social Democratic Values

The news of federal NDP leader Jack Layton's passing has deeply saddened CAW leaders, members and staff right across the country, as we mourn the loss of an inspiring political leader and a friend to working people and all those fighting for justice.

Jack Layton had a broad and truly inclusive vision for the country, which he pursued wholeheartedly with enthusiasm and optimism that was infectious. There can be no greater example than the party's success across Canada in the last election, particularly in the province of Quebec.

Jack's steadfast belief in equality and fairness made him an outspoken advocate for the poor, Canadian families, students, seniors and children. What people saw in Jack was a person who cared sincerely about their lives and would articulately speak up in their defence, on Parliament Hill or wherever the situation found him.

He captured our imaginations and encapsulated our hope that indeed as a country, we could do better. He inspired us to believe more was possible.

#### **To NDP Members of Parliament:**

Our hearts go out to you as you grapple with the death of a mentor and dear friend. The country is mourning along with you. On behalf of the CAW, we send to you our collective condolences for the untimely loss of Jack Layton.

Jack was an inspiring and unifying political leader, unparalleled in Ottawa in recent memory. Surely he must have ignited in each of you a passion for your community and country.

To be certain, Jack had great momentum through out the last federal election, but his appeal and strength were also rooted in the ideas he espoused. The hope that

Jack Layton drew on in the last election is still with you and your party. The NDP is a crucial voice of conscience for Canada. At Jack's passing, your voice of conscience is needed more than ever. Your efforts can and will make a difference in the direction of our country.

The union looks forward to working with whoever replaces Jack as the leader of the Official Opposition.

#### **To All Canadians:**

The country has suffered a terrible loss with the death of Jack Layton. Even many of those who never voted for Jack or a member of his party admired his ideas, his tenacity and conviction. He represented the best of Canadian values - fairness, equality, balance, courage and concern for one's neighbour. He was but one human, but his persona was much larger. We saw the best of ourselves in Jack and in his vision what was possible for the country.

Through out Canadian history, the NDP and progressives have made important advances for all citizens, regardless of their political leanings. As we mourn the loss of Jack Layton, we must also reflect on his vision for Canada and how we can endeavour to make some of his cherished ideas a reality.

Among the lessons Jack Layton gave us is the necessity of courage to dream bigger than what others believe to be possible and to pursue these dreams with great determination and passion.

Jack's memory will live on through the tireless work of all Canadians who choose to build a stronger, more equal and just society.

*Sincerely,  
Ken Lewenza  
National President  
CAW-Canada*



Jack Layton, MP, Député  
Toronto – Danforth  
Leader of the Official Opposition/Chef de l'Opposition officielle  
Leader, New Democratic Party/Chef, Nouveau Parti démocratique

August 20, 2011  
Toronto, Ontario

*Dear Friends,*

Tens of thousands of Canadians have written to me in recent weeks to wish me well. I want to thank each and every one of you for your thoughtful, inspiring and often beautiful notes, cards and gifts. Your spirit and love have lit up my home, my spirit, and my determination.

Unfortunately my treatment has not worked out as I hoped. So I am giving this letter to my partner Olivia to share with you in the circumstance in which I cannot continue.

I recommend that Hull-Aylmer MP Nycole Turmel continue her work as our interim leader until a permanent successor is elected.

I recommend the party hold a leadership vote as early as possible in the New Year, on approximately the same timelines as in 2003, so that our new leader has ample time to reconsolidate our team, renew our party and our program, and move forward towards the next election.

**A few additional thoughts:** To other Canadians who are on journeys to defeat cancer and to live their lives, I say this: please don't be discouraged that my own journey hasn't gone as well as I had hoped. You must not lose your own hope. Treatments and therapies have never been better in the face of this disease. You have every reason to be optimistic, determined, and focused on the future. My only other advice is to cherish every moment with those you love at every stage of your journey, as I have done this summer.

**To the members of my party:** We've done remarkable things together in the past eight years. It has been a privilege to lead the New Democratic Party and I am most grateful for your confidence, your support, and the endless hours of volunteer commitment you have devoted to our cause. There will be those who will try to persuade you to give up our cause. But that cause is much bigger than any one leader. Answer them by recommitting with energy and determination to our work. Remember our proud history of social justice, universal health care, public pensions and making sure no one is left behind. Let's continue to move forward. Let's demonstrate in everything we do in the four years before us that we are ready to serve our beloved Canada as its next government.

**To the members of our parliamentary caucus:** I have been privileged to work with each and every one of you. Our caucus meetings were always the highlight of my week. It has been my role to ask a great deal from you. And now I am going to do so again. Canadians will be closely watching you in the months to come. Colleagues, I know you will make the tens of thousands of members of our party proud of you by demonstrating the same seamless teamwork and solidarity that has earned us the confidence of millions of Canadians in the recent election.

**To my fellow Quebecers:** On May 2nd, you made an historic decision. You decided that the way to replace Canada's Conservative federal government with something better was by working

together in partnership with progressive-minded Canadians across the country. You made the right decision then; it is still the right decision today; and it will be the right decision right through to the next election, when we will succeed, together. You have elected a superb team of New Democrats to Parliament. They are going to be doing remarkable things in the years to come to make this country better for us all.

**To young Canadians:** All my life I have worked to make things better. Hope and optimism have defined my political career, and I continue to be hopeful and optimistic about Canada. Young people have been a great source of inspiration for me. I have met and talked with so many of you about your dreams, your frustrations, and your ideas for change. More and more, you are engaging in politics because you want to change things for the better. Many of you have placed your trust in our party. As my time in political life draws to a close I want to share with you my belief in your power to change this country and this world. There are great challenges before you, from the overwhelming nature of climate change to the unfairness of an economy that excludes so many from our collective wealth, and the changes necessary to build a more inclusive and generous Canada. I believe in you. Your energy, your vision, your passion for justice are exactly what this country needs today. You need to be at the heart of our economy, our political life, and our plans for the present and the future.

**And finally, to all Canadians:** Canada is a great country, one of the hopes of the world. We can be a better one – a country of greater equality, justice, and opportunity. We can build a prosperous economy and a society that shares its benefits more fairly. We can look after our seniors. We can offer better futures for our children. We can do our part to save the world's environment. We can restore our good name in the world. We can do all of these things because we finally have a party system at the national level where there are real choices; where your vote matters; where working for change can actually bring about change. In the months and years to come, New Democrats will put a compelling new alternative to you. My colleagues in our party are an impressive, committed team. Give them a careful hearing; consider the alternatives; and consider that we can be a better, fairer, more equal country by working together. Don't let them tell you it can't be done.

My friends, love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful and optimistic. And we'll change the world.

All my very best,  
Jack Layton

**MAILBAG**

## Rest In Peace

It is with deep sadness that we report the passing of several of our members in the recent months.

We wish to express condolences on behalf of the membership, the Retiree Chapter, and myself, Bill Garvin, to everyone who has experienced loss these past few months.

**Stephen Boys**

Brother Stephen worked as cell operator at Alcan for 28 years. He was a former Scout Leader and member of the Elk Lodge. He will be sadly missed by all who knew him.

**Gunther Fossil**

Brother Gunther was an old personal friend of mine. During the Steelworkers / Company Orderly strike I spent a lot of time on picket duty with Gunther at the old yacht basin Alcan gate. This strike saw the end of the Steelworkers Union and the birth of Canadian Unionism in Kitimat with formation of CASAW. Gunther will be missed by all who knew him.

**Ed Hall**

Brother Ed worked in Potroom Control, mostly in Lines 7&8. He was a friendly man, well liked by his work-mates. He will be missed by all of us retirees who were privileged to have known him.

**Hein Knol**

Brother Hein was very visible around the plant on his little tricycle or buggy. He loved to chat about anything

and always had a smile for you. He could also be seen walking around town a lot, which he loved to do. He will be missed by everyone who knew him.

**Urbano Melo**

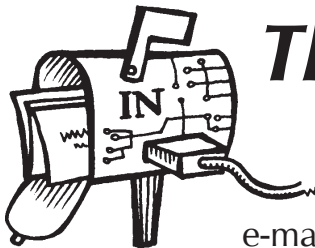
Brother Urbano was always a pleasure to meet uptown and chat with. He was a quiet, gentle man. He will be missed by all of us who knew him.

**Alex Thompson**

Brother Alex was a heavy-duty mechanic in the Garage and a good friend. He always came over for a chat when I brought my vehicle in for service or maintenance. Alex was a true gentleman and well liked by his fellow workers. He will be missed by all who knew him.

**Gary Weir**

Brother Gary worked in the fabrication shop. He was an avid golfer, curler and fisherman who loved life. The Hirsch Creek Golf Club members will miss Gary who was always seen with a smile on his face as he merrily went about his volunteer duties around the course.



## *The Hotline - Going Green*

*The Hotline* is seeking people who would like to change from receiving our publication in the regular mail, to getting it by e-mail instead.

Electronic copies of *the Hotline* are sent out the same day the publication is completed, so when you change to e-mail, not only will you receive your copy of *the Hotline* much quicker, you will also be contributing to the Unions effort to reduce paper usage. If you are interested in making the switch, please e-mail us at: **hotline@caw2301.ca** and we will move you to the e-mail list.

*@ The Hall*

# CONGRATULATIONS GARY!!!

On behalf of the CAW 2301 Retiree Chapter, and myself, Bill Garvin, I would like to say a big, big welcome to Brother Gary Warren (Local 2301 President) to our "family"! Gary officially retired on August 1, 2011.

Gary has been a strong voice on our behalf over the years on the Negotiating Committees and the retirees cannot thank Gary enough for his efforts. Having sat on committee a few times with him has been a pleasure for me. What we have in benefits now is because of Gary and others pushing so hard for retirees.



*Handing over the "reins" – retiring President Gary Warren welcomes new interim President Ed Abreu*



*Past and present Retirees (all from the Garage, unless otherwise noted) - Pictured here from left to right are: Robert Taylor; Kirk Baker; Brian Ferris (Millwright, since retired), John Lundbek, Jose Mendes (Casting Services, since retired), Gary Warren, Dave Keating, Rolf Mullens, Ron Adams, Paul Zenuk, Terry Weightman and Len Stewart.*



*Retiree Chapter Chairman Bill Garvin presenting retiring President Gary Warren with a card and gift on behalf of the CAW Local 2301 retirees*

*Pictured right: Retiring President Gary Warren with his son Zach and wife Carole at the Garage Retirement luncheon held on July 28, 2011*



## PRESIDENT



### President's Report

by ed abreu

# Farewell and Thanks to Brother Warren

**I**would like to start my report by welcoming everybody back from a long and wet summer break. I will take this opportunity to say farewell to Brother Gary Warren who has retired as President on August 1.

I would like to thank the Mechanics in the Garage who gave him an unbelievable send off. It was nice to see the garage packed to capacity with members from all over the plant and the many retirees who attended. Brother Warren will be greatly missed. He spent many years involved as an activist in the roles of Shop Steward, Safety Rep, Grievance Committee member, Skilled Trades Committee member, and Executive Officer. Not to mention the six sets of Negotiations he participated in as part of the Negotiations Committee.

Brother Gary was met with many challenges during his two years as President, one being when he and the Executive had to deal with "Special Status Employees". The company wanted to hire these employees in order to facilitate the starting of all the pots that were down from Lines 1-5. The difference between these employees and Temporary Employees was that there would be no guarantee of full-

time employment once the project was completed. The company insisted that if they could not hire these employees they would have to contract out some of our labour work in order to have our experienced members doing the start up.

A membership meeting was held soon after where it was made clear that the members were not interested in "Special Status Employees". The company immediately proceeded to contract out Snow Clearing and other work that our Mobile Equipment operators were accustomed to doing, as well as all the basement cleaning, to name to a few.

Another challenge that came up during Brother Warren tenure was "Take 5". Members were threatened with discipline if they didn't take the time to complete one or more a day.

No sooner was that introduced when along came LEAN, where our members were threatened with discipline if they did not stand during pre-shift meetings.

Then came the closure of Lines 7&8, which came as a total surprise. And yet Brother Gary made sure he attended the daily meetings and was adamant that safety was the first priority.

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Rio Tinto Alcan pressed forward with their agenda relentlessly. LEAN has been around since 2004-2005 with the introductions of "Kiazan", "Continuous Improvement" projects and "5s" projects. These along with LEAN and Take 5 are all company programs and there may be more of them yet. As far as Contracting Out issues go, this union back in 2009 spent over \$40,000 in front of Arbitrator Munroe only to lose a huge portion of our work as we just didn't have the language in the CLA. All of this would have happened regardless of who held the position of President, but I believe Gary handled it all with skill and finesse. I would like to personally thank Gary for all of his hard work over the years and I hope you have a happy and long retirement.

### Upcome By-Elections

There will be by-elections for the positions of Vice-President and Financial Secretary on September 22 – so come out and vote.

### 2012 Negotiations

One of the items on my to-do list is to start preparations for the 2012 Negotiations. I'll say now, as have all the past Presidents during negotiations, this Union does not negotiate concessions. Any demands that the company wants to bring to the table that the Union sees as concessionary, the company can drop right at the beginning of negotiations. If not, these company demands will still be at the table on July 23, 2012 at midnight. CASAW Local 1/CAW Local 2301 Leadership never has and never will recommend to our membership to accept a new contract that is less than what the previous one was.

There is a lot of talk on the shop floors about the 2012 Negotiations. Talk about how since the company became Rio Tinto it will be a different type of negotiations, and that Rio Tinto will be looking at reducing our pensions and benefits, changing our health care service provider and so on. If the company does bring demands like this to the table, see my comments in the above paragraph.

By the time this Union and company start face to face negotiations sometime in late spring of 2012, our Union Brothers and Sisters at the Quebec Alma plant will have been in negotiations with Rio Tinto for a few months. Their contract is up at the end of December 2011 and originally the Steelworkers Union and Company were going to start early negotiations but the union pulled

out because of contracting out issues at Alma. Since neither the Steelworkers nor the CAW Unions in the Rio Tinto plants in Quebec deadline bargain, like we do, it's entirely possible that Rio Tinto will be negotiating both with us and Alma at the same time in 2012.

That's one of the reasons the table officers of this Union travelled to the Saguenay in Quebec this spring and held two days of meetings with reps from both Quebec Unions. Further conference calls and video conferencing are scheduled for this fall and winter with our Brothers and Sisters in Quebec so that by the time this Local starts bargaining we will have a pretty good idea how bargaining is going at Alma and what the company's agenda is. I have had several senior members with the experience of many sets of negotiations behind them sitting with me and assisting me with the process. A meeting with the Benefits Committee has been set to discuss 40-LU-#1 Pension Agreement.

The first step in getting ready for negotiations is to get a Bargaining Committee together. I feel it's important that the Bargaining Committee, as past ones have done, have members on it that represent the membership as a whole – production and non-production workers, shift workers and dayshift workers, our new members who just started as well as our members who have been

working at the smelter for years, members that have been part of bargaining before for their experience as well as members who have never taken part in bargaining so they can gain the experience for next time.

I don't see any reason to change how the Bargaining Committee is selected. As in past years anyone that wants to be part of the 2012 Bargaining Committee will be asked to put their name forward and the Executive will make the final decisions. The Bargaining Committee picked by the Executive and the support of the membership has led to a great number of changes in contract language. For example, in 1999 they led to this Union making significant changes to the company pension plan, in 2002 to significant increases to retirees benefits, in 2005 having a contract ratified by the membership prior to the strike deadline and in 2007 strong Letters of Understanding outlining our members rights in a Modernized Plant.

There will be a bulletin going out to the plant sometime in October asking for those interested in being on the 2012 Negotiations Committee to let the Executive know.

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**"..this Union does not  
negotiate concessions."**

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**BUSINESS AGENT**

## Business Agent's Report

by sean o'driscoll

# Bargaining For Local 2303 Completed - Next Up Local 2300

**I**n the last Hotline I reported that bargaining with AJ Forsyth was about to begin. I am now pleased to report that a new contract between CAW Local 2303 and AJ Forsyth has been negotiated.

Bargaining took place over two separate sessions in June and resulted in a new contract with many housekeeping changes, an improved benefits package, a vacation banking provision, a retirement bonus of six weeks' pay, additional medical travel coverage, an improved afternoon premium and wage increases over the three-year agreement. To top it off, each member received \$1000 upon ratification. Many thanks to Kelly Houston for his guidance and insight on workplace issues during bargaining.

The management team was comprised of tough bargainers, and the Union had to stand fast on several issues, including important seniority rights. However, the management team must be commended for their transparency, reasonableness and professionalism throughout the process – there were no hidden agendas, their mandate was clear and the positions of the Union were respected. AJ Forsyth, if

given a fair opportunity, should be in a good position to profit from the burgeoning local economy over the next number of years.

The next group up for negotiations is the District of Kitimat and Kitimat Municipal Workers (Local 2300). At the time of writing the bargaining team has already been selected and preparation of bargaining demands has begun. Ideally, a new contract can be negotiated ahead of municipal elections in November. Current city Council should be mindful of whom they represent, that is the citizens of the community, many of whom are CAW members. It is important, Brothers and Sisters, to remember not to get caught up in a big fish, small fish mentality, and to recall that one of our CAW credos is "an injury to one is an injury to all". If a fair agreement cannot be reached with the current Council, then it would be very unlikely that CAW members could support those public officials running for re-election. Of course, this is not intended to be a threat to our Mayor and Council, nor is the Union expecting to be able to strong-arm unreasonable demands, but rather the Union's

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expectation is that a fair, reasonable agreement can be reached which meets the needs of those workers – our municipal workers – whom our elected officials represent.

Now, some folks have expressed that don't like to be told how to vote, but many members look to their Union for guidance in issues beyond the workplace. The CAW, as a social union, has always given its perspective on political parties and candidates, and has declared its support for the parties or candidates who share the Union's principles of promoting sustainable economic growth, a fair standard of living for workers, decent health care and education, support for pensioners, taking care of families and ensuring social justice for everyone. Contrary to what the hypocritical ideologues of the conservative "satanic right" might believe, these socially conscious objectives are not mutually exclusive. The root ideology behind conservatism, it must be remembered, is to "conserve" the current positions of power of the wealthy and privileged, in part by convincing the less privileged to do more with less. The Union has, and will continue to, encourage members to support political candidates who are amenable to the Union's vision of social justice.

In a similar vein to social justice, human rights are an area where our own employer, yet again, has failed miserably. The Union was recently successful at arbitration in re-instating a temporary employee, with less than 1500 hours, who was discharged for a perceived disability – a clear violation of the human rights code (see the grievance committee report for details). Despite a clean bill of health from the employee's doctor, the

company, having tasted blood, did not reconsider and rescind its decision to terminate. Only a few years ago, the same arbitrator found that our wonderful employer had wrongfully discharged a disabled employee and had failed in its duty to accommodate – another human rights violation. My suspicion is the same management representative(s) were behind both flagrant violations, which begs the question: are they terminating the wrong people? Moreover, given the ruling earlier this year on the company's drug and alcohol policy, couched in human rights interpretation, our employer has become a shameful embarrassment in the labour relations world, with its violations having become course and conference content on how not to act in the realm of human rights.

In closing, now that summer is over (what summer?) and things are starting to pick up again, it must be noted that there are many challenges which lay ahead for the Union as the year draws on. From the imminent closure of A-casting and the need for members to relocate to other parts of the plant, to the precarious conditions within the smelter, to looking forward to bargaining next year, the need for solidarity amongst the membership is at an all-time high. It is imperative that as a membership and within the Union's leadership, that any differences be resolved (not put aside), and together as a strong Union we all play our part in securing rights, safety and enduring stability for the entire membership. I personally believe that this Union is poised to achieve great things for its members and the broader community through its activism, strength sense of social justice, and above all, solidarity.



## Social Unionism

Our collective bargaining strength is based on our internal organization and mobilization, but it is also influenced by the more general climate around us: laws, policies, the economy, and social attitudes. Furthermore, our lives extend beyond collective bargaining and the workplace and we must concern ourselves with issues like housing, taxation, education, medical services, the environment, the international economy.

Social unionism means unionism which is rooted in the workplace but understands the **IMPORTANCE OF PARTICIPATING IN AND INFLUENCING, THE GENERAL DIRECTION OF SOCIETY.**

## MAILBAG

Dear Editor of the Hotline,

As a reader of the Hotline since its inception in 1972, personalities mentioned in various articles over the years often remind me of the "old days" of 1971-72, when Alcan workers in Kitimat were fighting to get fair representation by a democratic Canadian union – something often taken for granted these days.

Brother Bill Garvin's brief article in the recent edition about Brother Gerry Seeman reminded me of one aspect of your union's history that may have been lost in the passage of time.

The remarkable history of the birth of CASAW (which later merged into the CAW) was documented quite well by my old comrade Klaus Mueller and should be available at your office. Therefore it is not my intention to go into a detailed account of the failed attempt to get rid of the Steelworkers Union in 1971, nor the founding of CASAW and its successful campaign to win bargaining rights in the vote on October 20, 1972. As CASAW's official scrutineer at the time, what seems unforgettable to me was the resounding victory of 1,112 to 395 for CASAW. It should be noted that this was at the time the biggest setback for the US based International Union in Canada to that date. It would be many years later that other Canadian unions, including the CAW, would break away from US control.

Well known to some was the leadership roles played by Klaus Herre, Ray Haeussler, Klaus Mueller, and the support they received from many others including Charlie Phorte, Dieter Baer, Jimmy Kardemalaikis, Ed

Dowker and Vince Gaspar, to name a few. They all played roles in bringing about this stunning victory most people thought was impossible. Other key players from outside were Kent Rowley of the Canadian Confederation of Unions, Fred Mullins of the Pulp and Paperworkers of Canada, and myself from CAIMAW who was elected to coordinate the campaign.

There were many twists and turns in the campaign that lasted several months. I mention all of this to get back to the reason for my letter. It's about the "little guy" – the rank and filer who asks for nothing, but without whose support nothing happens. In 1972 we had some pretty good leadership but before anything could happen, it took much effort by a lot of people to sign up around 900 cards to get a vote.

Gerry Seeman and his good friend Kurt Dauman were the unsung heroes of this sign up. Everyday, every night, these two brothers kept at it until a majority was signed. The rest is history.

Brother Garvin's article noted Brother Gerry is still a strong union supporter and I thought I would take the opportunity to emphasize what a debt of gratitude we all owe to Brother Seeman. He really played a most significant role in bringing democratic Canadian Unionism to Kitimat.

*Yours in solidarity,*

*Jess Succamore*

*Former National Secretary Treasurer, CAIMAW*

*Past President of the CCU*

*Retired Area Director CAW-BC-Alberta*

Dear Editor/Members,

This is a letter which is long overdue. I am writing it in response to a letter we received from long-term Union Activists Jess Succamore (CAIMAW, Vancouver). Back when the Steelworkers ruled in Kitimat (late 60's, early 70's) the people had had enough of taking orders from Pittsburgh, USA. A group of unionists started a campaign to form a Canadian union. Jess and Brother Stan Shewaga came from Vancouver to assist in the organization and eventual overthrow of the Steelworkers (USWA).

The main reason for the "rebellion" was that the Steelworkers Union was an upfront company union and the workers did not like taking orders from Pittsburgh. We had just had a 3 ½ month strike and were ordered to

return to work for less than what was originally agreed to. It was the beginning of the end for the Steelworkers Union and the start of a great new era in Kitimat.

Jess and Stan will always be remembered by us "old timers" for their valuable assistance. We would not be enjoying the wages and benefits we have today were it not for the dedication of Jess, Stan and our Kitimat "old timers" who fought for Canadian Unionism in Kitimat. Many thanks go to our Brothers and Sisters from Vancouver for all they did for the workers of Kitimat.

This is long overdue and I felt the younger generations should be aware of how Canadian Unionism originated in Kitimat.

*With heartfelt thanks from CAW Local 2301 Retired Workers  
Bill Garvin*



**Your source for important campaign information from the Canadian Auto Workers union.**

**www.caw.ca     1-800-268-5763**

**205 Placer Court, Toronto, Ontario M2H 3H9**

## Greetings!

In a few short months, our very own *CAW Connected* turns two!

We launched CAW Connected on December 4, 2009 at CAW Council. Since then, we've had more than 3,200 people sign up. But we know can do even better than this. You can help.

Still a toddler, CAW Connected has a lot to accomplish before its birthday. Help us reach (and even exceed) the goal of 5,000 members before December 4. Sign up for CAW Connected today! Encourage your co-workers to sign up too! You can sign up online at **connected.caw.ca**

## What is CAW Connected?

CAW Connected is an innovative tool to keep CAW members informed about important issues and events in their communities and right across the country. CAW Connected members receive email updates on CAW campaigns and information about upcoming rallies and demonstrations.

The system itself is called a Civi Constituent Relationship Management (Civi CRM), which has

the ability to organize and sort information by city, province, federal, or in some cases, provincial electoral ridings. During the last federal election, CAW Connected provided information to members in targeted ridings about candidates. Across the country, CAW Connected was used to provide campaign updates specifically for CAW Connected members.

## Why should I sign up? Can't I get the same information on the CAW website?

NO WAY! CAW Connected sends updated information to your inbox or handheld device, so that as soon as you login, you get it. It's so convenient! CAW Connected is another way to get new campaign information without having to search the website or elsewhere. And the more contacts CAW Connected has, the easier it is to send out pertinent location-specific information.

The race is now on to reach (or exceed) 5,000 members. Please forward this message to every CAW member that you know! And if you haven't already signed up, sign up now!

Sign up for CAW Connected at:

[www.connected.caw.ca](http://www.connected.caw.ca)

**WORK LAW**

# Right Idea, Wrong Application for Drug, Alcohol Policy

*Requiring medical evaluations goes too far: Board*

*By Jeffrey R. Smith*

**A** British Columbia employer's drug and alcohol abuse policy is a good approach to dealing with employee substance abuse problems but goes to far in demanding medical examinations, the BC Arbitration Board has ruled.

Rio Tinto Alcan Primary Metal operated an aluminum smelter in Kitimat, BC. The company had an occupational health department (OHD) that provided medical and health services to employees and also reviewed reports from family physicians and specialists for leaves and return-to-work programs.

Rio Tinto was concerned about employee substance abuse during work hours due to several instances in which employees were entered into rehabilitation programs. Between 2004 and 2010, the company saw about 10 employees per year receive treatment.

The company felt it needed a new approach to employee drug and alcohol abuse as the old system didn't address a problem until the point of termination for misconduct. When this happened, the employee had to sign a contract to attend treatment and be monitored for a period of time when back at work.

In 2005, to get the attention of employees with problems before it was too late, Rio Tinto developed a

new policy with an attendance management program and levels of discipline below termination. In 2008, it started using outside addiction specialists to assist in deciding discipline and employment contracts for these employees. For employees returning to work after completing a substance abuse program, OHD would provide counseling and recommendations to avoid a relapse.

In March 2010, Rio Tinto developed an official policy that stated it would provide treatment to employees with substance-dependence problems. It made clear any "medically unauthorized substance" used or possessed by employees was prohibited at the workplace. If employees had a problem or if colleagues suspected co-workers might have a problem that could affect the safety of the workplace, they were to report it to OHD.

As well, if any employee appeared to be impaired while on the job, supervisors were required to remove the employee and arrange for a medical evaluation, after which the employee could only return if cleared by OHD.

The new policy stipulated certain circumstances where an employee

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## WORK LAW

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“may be required to participate in a medical evaluation” — after an incident or near miss, where there was “reasonable cause,” a return-to-work program after substance dependence and returning after a voluntary absence for treatment. It defined a medical evaluation as “a set of medical procedures” by a doctor or registered nurse that could include various examinations.

The union filed a grievance arguing the medical evaluations in the policy were, essentially, independent medical examinations of employees done without their consent and they should only be a last resort. The union was also concerned employees who refused to undergo a medical examination were subject to discipline, particularly since “reasonable cause” wasn’t defined in the policy. The union also noted certain parts of the policy referred to a zero tolerance towards drugs and alcohol, while other parts mentioned just cause.

The board noted Rio Tinto had the right as an employer to introduce unilateral rules and policies, as long as they were consistent with the collective agreement. However, it was concerned with the policy’s outline of reasons for medical examinations, which listed several circumstances but didn’t limit it to those circumstances. Since employees could be disciplined for not consenting to an examination, this gave the employer “considerable discretion over when a medical evaluation is required,” said the board.

The board also took issue with the fact the policy indicated supervisors without medical training were to decide if a medical examination was necessary. It agreed with the parts of the policy that required drug and alcohol testing where there was reasonable cause — such as workplace accidents or near misses — but the requirement for medical examinations further broadened the reason of potential impairment.

Having the policy look for other reasons of impairment was commendable if it involved voluntary participation, said the board, but employees had to consent to examinations under threat of discipline, possibly dismissal. In particular, if Rio Tinto had reasonable cause to suspect impairment and the

employee passed a drug and alcohol test, the employee could still be subject to discipline if the employer believed there was another reason for impairment and wanted a medical evaluation.

“Where the policy intrudes into areas of private medical information, without any issue of alcohol or drugs, and makes a refusal to participate or disclose that information, a disciplinary offence is unreasonable,” said the board.

The policy was also inconsistent on having a zero tolerance approach, found the board. The policy stated

possession or use of an unauthorized substance would result in “immediate termination” but, in another article, indicated violation of the policy could be the basis “to impose discipline in accordance with the legal principle of just cause.” The board also

noted zero tolerance was contrary to the collective agreement and the Labour Relations Code.

The board ruled the medical evaluation requirements and zero tolerance provisions in Rio Tinto’s substance abuse policy were unreasonable and allowed the union’s grievance, in part.

“The effort to assist employees towards recovery is commendable and it may be important to individuals, their families as well as the employer,” said the board. “However, if rehabilitation is an objective of the policy, it may also raise the issue of whether an employee can be compelled to participate in rehabilitation under pain of discipline.”

### For more information see:

- Rio Tinto Alcan Primary Metal v. CAW Canada, Local 2301, 2011 CarswellBC 353 (B.C. Arb. BCD.).

*Jeffrey R. Smith is the editor of Canadian Employment Law today, a publication that looks at workplace law from a business perspective.*

Source: Jeffrey R. Smith, “Right idea, wrong application for drug, alcohol policy”, *Canadian HR Reporter*, August 15, 2011, p5 & 10

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**The board also took issue with the fact the policy indicated supervisors without medical training were to decide if a medical examination was necessary.**

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**HISTORY**

# Origins of Labour Day

By James Marsh

**I**n a time when the news of labour “strife” is dominated by disputes between millionaire athletes and billionaire owners, history provides a useful perspective on a time when working people had to fight to work less than 12 hours a day.

The “Nine-Hour Movement” began in Hamilton, Ontario, and then spread to Toronto where its demands were taken up by the Toronto Printer’s Union.

In 1869 the union sent a petition to their employers requesting a weekly reduction in hours per week to 58, placing itself in the forefront of the industrialized world in the fight for shorter hours. Their request was refused outright by the owners of the printing shops, most vehemently by George Brown of the *Globe*.

By 1872 the union’s stand had hardened from a request to a demand and a threat to strike. The employers called the demand for a shorter workweek “foolish”, “absurd” and “unreasonable.” As a result, on March 25, 1872 the printers went on strike.

On April 14 a demonstration was held to show solidarity among the workers of Toronto. A parade of some 2000 workers marched through the city, headed by two marching bands. By the time that the parade reached Queen’s Park, the sympathetic crowd had grown to 10,000.

The employers fought the strikers by bringing in replacement workers from small towns. George Brown launched a counterattack by launching a legal action against the union for “conspiracy.” Brown’s action revealed the astonishing fact that according to the laws of Canada union activity was indeed considered a criminal offense. Under the law, which dated back to 1792, police arrested and jailed the 24 members of the strike committee.

As history tells it, however, Brown had overplayed his hand. Prime Minister Sir John A. Macdonald had been watching the Nine-Hour Movement with curious interest, “his big nose sensitively keen,” wrote historian Donald Creighton, “like an animal’s for any scent of

profit or danger.” The scent of profit came from the fact that Macdonald’s old Liberal rival George Brown had made himself a hated man among the workers of Canada.

Macdonald was quick to capitalize. In Ottawa, he spoke to a crowd at city hall, promising to wipe the “barbarous laws” restricting labour from the books. Macdonald then came to the rescue of the imprisoned men and on June 14 passed a Trade Union Act, which legalized and protected union activity. Macdonald’s move not only embarrassed his rival Brown but also earned him the enduring support of the working class.

For the strikers themselves, the short-term effects were very damaging. Many lost their jobs and were forced to leave Toronto. The long-term effects, however, were positive. After 1872 almost all union demands included the 54-hour week. Thus the Toronto printers were pioneers of the shorter workweek in North America. The movement did not reach places such as Chicago or New York until the turn of the century.

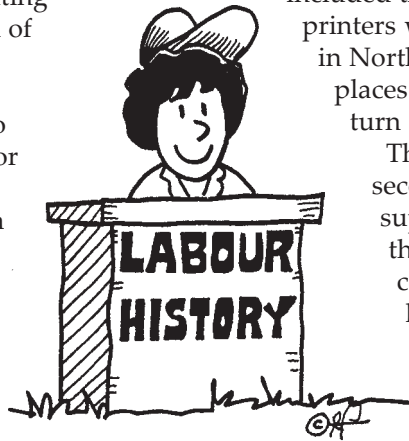
The fight of the Toronto printers had a second, lasting legacy. The parades held in support of the Nine-Hour Movement and the printers’ strike led to an annual celebration. In 1882 American labour leader Peter J. McGuire witnessed one of these labour festivals in Toronto.

Inspired, he returned to New York and organized the first American “labour day” on September 5 of the

same year. Throughout the 1880s pressure built in Canada to declare a national labour holiday and on July 23, 1894 the government of Sir John Thompson passed a law making Labour Day official. A huge Labour Day parade took place in Winnipeg that year. It stretched some 5 kilometres. The tradition of a Labour Day celebration quickly spread across Canada and the continent. It had all begun in Toronto with the brave stand of the printers’ union.

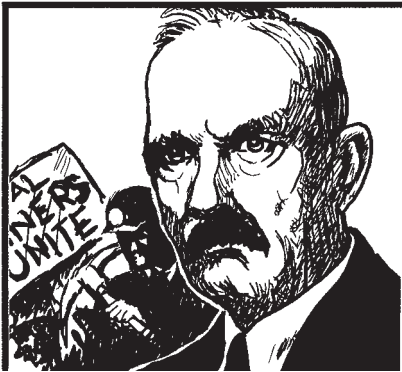
*James Marsh is editor in chief of The Canadian Encyclopedia.*

James Marsh, “Origins of Labour Day”, *The Canadian Encyclopedia*, <http://www.thecanadianencyclopedia.com/index.cfm?PgNm=ArchivedFeatures&Params=A218> (accessed on August 23, 2011)



## HISTORY

### A Labour Minute



## Labour's Great Militant

Moses could have learned a thing or two from J.B. McLachlan about leading oppressed people out of bondage.

James Bryson McLachlan

was born into a poor family in Scotland in 1870. After four years of schooling he went to work in the coal mines at age eleven.

At sixteen he was recording secretary of his local union and one of the leaders of a miners' strike that left him blacklisted.

McLachlan came to Canada in 1902, and found work in the collieries on Cape Breton Island. He was soon active in the union – the *Provincial Workman's Association (PWA)*.

Conditions in the coal mines and nearby company towns were medieval. A dollar and a half was the average pay for a ten hour day of backbreaking work digging and loading coal by hand, in coal seams often no more than four feet high.

In mining towns the company houses were un-serviced, un-insulated shacks. Kids went mining before they were ten years old to help buy food.

When the PWA's effectiveness waned McLachlan headed up a successful organizing campaign for the United Mine Workers of America in 1909.

For the next three decades McLachlan and his 12,000 miners fought major battles with the coal barons for a living wage and decent conditions. Picketing miners were regularly evicted from their homes and forced to live through the winter in UMWA supplied tents. The companies routinely brought in scabs along with the army to protect them.

When pushed to far the miners burned company stores and smashed mine head frames.

McLachlan spent time in jail and federal prison because of his boss-fighting tactics. But it never mellowed him. He devoted his whole life to the betterment of workers.

When McLachlan came to Cape Breton, coal miners were nothing more than serfs. When he died in 1937, of tuberculosis which he contracted in prison, the miners were known and respected as militant trade unionists. That transformation was the work of J.B. McLachlan.

*Labour Minutes recount the great stories in trade union history and take just a minute to read.*

-Dishaw - Roy / CALM

### A Labour Minute



## We're All Kathies

In the spring of 1999, Saskatchewan nurses were fed up with years of understaffing, excessive overtime, low wages, cancelled holidays and lack of respect from their employers. When management refused to negotiate meaningful improvements, the Saskatchewan Union of Nurses asked for and got a strong strike mandate from its membership.

The government recalled the legislature and passed a bill, promising big fines for SUN members and their leaders if they didn't stay on the job.

The nurses responded by holding huge meetings where they voted unanimously to disobey the back-to-work legislation.

At one meeting, Kathy Connors, President of the National Nurses' Union, quoted Martin Luther King, saying, "Every responsible citizen has an obligation to defy an unjust law."

Rumours started to circulate that the authorities were planning to issue a court summons and charge Connors with contempt.

In response, nurses on picket lines across the province wore buttons saying, "Hi, I'm Kathy" to confuse officials.

No summons was ever served.

*Labour Minutes recount the history of working people and take just a minute to read.*

-Dishaw - Roy / CALM



# Labour Day Message From CAW National President Ken Lewenza

**L**abour Day has always offered working Canadians a chance to step back and reflect on our collective achievements. Workplace safety rules. Decent wages and benefits. Work-life balance. Equality. Fairness.

Even as a child, marching along Labour Day parade routes in Windsor with my mother and father, I've understood this day as a celebration of social progress and collective prosperity, amid the daily struggle for improved worker rights. And the progress we celebrated benefitted all working families - whether in a union or not.

There's no denying this mood has changed in past decades. The increasing hardships that workers face are turning more and more Canadians towards despair.

Today, many of the jobs on offer are unstable and insecure. Over 3 million Canadians are considered precariously employed, and rising. Employers continue to exploit outdated labour laws and in doing so have formed cracks in the foundation of our labour market and given rise to a growing field of unregulated temp jobs, short-term contract work and involuntary part-time jobs. These uncertain jobs are sprouting, like weeds, across the country.

Canada is a wealthy nation, that's for sure. Our national net worth tops \$6 trillion (roughly \$185,000 per capita) and rising, even as economic storm clouds loom. There's no secret these spoils are enjoyed by our most affluent citizens. In fact, real wages for millions of workers have essentially flat-lined since the mid 1970s, and the earnings gap in Canada is widening.

More recently with the global financial crisis, right wing politicians, business leaders and commentators, aided by the media have been extremely successful in making working people feel responsible for causing the damage. That somehow their ability to enjoy a stable retirement and earn a decent wage (even taking a vacation or two) is selfish.

Many have now lost sight of our need to build a stronger, more inclusive society. Why have we set our expectations so low it now seems not losing is the same

as winning? And why have working people turned their anger inwards - buying into the perverse logic that somehow they are the enemy, instead of the power-brokers of our unfair, unsustainable, unbalanced and uncaring global economy?

Before his untimely death, federal NDP leader Jack Layton made an appeal to progressive voices in our nation, to choose love over hate, hope over fear and optimism over despair. And this touched a nerve as tens of thousands of Canadians responded en masse with messages of their own.

All Canadians should feel empowered to turn away from the negativity, fear and despair trumpeted by those who find themselves at odds with the greater good. The wealthy and business elite have convinced us to temper our ambitions, scale down our collective goals for a better world. They've told us that our desire to retire with a decent standard of living is too expensive, our plan for quality affordable child care unattainable, our strong public services unaffordable and that an end to poverty and homelessness is unrealistic.

None of this is true. It is only a matter of priorities.

This Labour Day, let's strive to do better. Let's re-set our collective priorities higher than just maintaining the status quo. Let's not shy away from demanding more - from our employers and our politicians.

As we gather for Labour Day festivities and celebrate our historical accomplishments, let's once again embrace a more creative brand of public policy and a more principled politics - those same tools that enabled us to break ground on revolutionary programs like universal health care, the nine-hour work day, workplace democracy and unemployment insurance. And let's do it for the benefit of all, not a privileged few.

As progressives, let's believe once again in the possibility of our ideas - like universal child care, national Pharmacare, electoral fairness, full employment and good jobs, improved public pensions - all of which are well within our reach if we truly commit ourselves to realizing them.

This Labour Day, workers must not only celebrate previous achievements, but set our sights on an agenda for progress to bring about the more just, fair and caring society that so many of us crave.



## A black and white portrait of a man with a goatee, wearing a baseball cap with a logo. He is looking directly at the camera. The image is framed by a thick black border.

by lucas oke

## 19

**WEB NEWS**

# Remember This While On Facebook And Twitter

As an employee, you have some obligations to your employer that don't always end when you leave the workplace. At the same time, it's in your interest to keep your life outside of work your own as much as possible.

Here are some things to remember when you post to your favourite social media site even when you're in the privacy of your own home, on your own time and using your own account.

Don't badmouth your employer or colleagues. The B.C. Labour Relations Board recently found that the walled garden of Facebook is not private. Everything you post

on Facebook or Twitter is considered public, even if it's just between friends, and you may be subject to discipline for comments that appear to affect your ability to do your job (i.e. "I can't work with that idiot, so-and-so" or "I'm so bored/tired/sleepy/frustrated with work"). Don't even joke about it: the Internet is the place irony goes to die. The same is true for Twitter and any other social networking site.

Avoid being Facebook friends with your boss. You should also avoid friending your supervisor or manager on Facebook. You're not friends, you're in a power

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In other areas, Second Stages grievances have and are still being scheduled and moving along at a regular pace. Currently we have thirty-six grievances sitting at "Filed at First". There are twenty-six grievances sitting at second stage and fifty-eight sitting awaiting arbitration. Just a reminder to any Stewards out there that have filed grievances at first and have settled or withdrawn them, please notify us at the hall so that we can remove them from the list.

Our last arbitrations were held in June. Brother's Belmont and Pires presented the Temporary Employee arbitration, which unfortunately Arbitrator Steeves ruled in favour of the company. We argued the practice the company has been using for the temporary employees is contrary to the CLA as well as the past bargaining intent of temporary employees. As well there was a second grievance attached to this arbitration that dealt with the employer withholding information regarding the temporary employees and where they were being used, who they were replacing and for how long. We argued that when requested, we were not given enough information or the proper information required. The arbitrator ruled that the employer had met its requirements of the collective agreement.

I could go much further into detail but I would recommend if you have questions or would like to know more information, then you can contact Brother Belmont at

the union hall or in Lines 1&2 (8212).

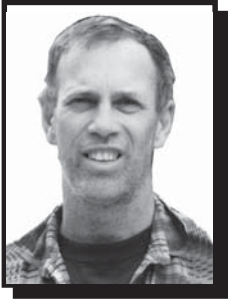
Later in June Brother Robertson and myself presented a Termination case, which was ruled in the Union's favour. Under the language of Article 9-LU-#2(2)(b) the company terminated the employee saying that they can terminate for any reason since the employee had less than 1500 hours. However under that language they can terminate for any reason **provided the company doesn't act in a discriminatory manner**. We argued that it was a prima facie case of discrimination based on an injury. The arbitrator did find that there was a case of prima facie discrimination against the grievor by the company. He ordered that the grievor be reinstated. If you have questions or would like to know more you can contact me at the union hall or on the Grievance Committee cell 250-639-6039.

Coming this month we have two sets of arbitration. From September 14th to 16th, Brother's Rick Belmont and Vic Cote will be presenting another termination case to Arbitrator Steeves, and later in the month we have another expedited arbitration involving an employee being kept out of work unless he goes to a medical assessment, which we say they do not have grounds for. Brother Robertson and myself will present that case.

On another note, the Grievance Committee can now be contacted directly through email at the following email address. [gcomm@caw2301.ca](mailto:gcomm@caw2301.ca)



## FINANCES



### Financial Secretary Report

by cam wiebe

## Overview of Union Finances

**T**his will be my last Hotline article as Financial Secretary as I have decided to run in the upcoming by-election for Union Vice President.

The Union Executive approved a budget of approximately \$1,440,000 for the operation of the Union in the current 2011 year. This amount hasn't changed since the first budget I presented to the Executive in 2009.

Following is a breakdown of the money the Union receives and how it is spent.

#### Union Revenue Sources

It's no surprise that the majority of the funds that the Union receives is from membership dues. In April 2011 there were approximately 1000 members that paid dues. This number doesn't include members that were on WCB, DIP or Long Term Disability who worked less than 5 days in the previous two pay periods and therefore weren't required to pay dues.

The CAW National office provides this Local with a monthly subsidy

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relationship. It's not really necessary, or advisable, to expose the details of your private life to your boss. If using Facebook is important in your work team, set up a work account.

Don't identify your employer on your personal Facebook page, or Twitter page or blog. This is another strategy to avoid blurring the line between your personal life and your work. It will give you some protection against potential claims you are exploiting your employer for your own gain.

You can blow the whistle on unethical behaviour, but not on Facebook or Twitter (or any other website.) Public criticism of your employer is risky business. You have a duty of loyalty under the law. If you have a concern about something that's going on at work, talk to

a union rep about how best to resolve it. If you're bothered about the way your employer is handling something, don't vent online.

Don't release info about your employer that isn't already public. If it's not your job to make public announcements, don't make them. You can get into trouble for revealing proprietary information.

Your work computer is your employer's property. Don't assume that what you do on that computer (or mobile device) is private, even if you're using a non-work account. It's company equipment and the company can monitor your computer use. At CBC, their contract says workers can expect respect for their personal privacy and a workspace free of surveillance, unless management has a legitimate reason to monitor you.

CMG/CALM

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that covers the Business Agent's wages, and 50% of the wages for one office staff. This amount was negotiated when we merged with the CAW and is to cover the additional work the BA and office staff perform while supporting the other CAW Locals in Kitimat.

The Unions defense fund/strike fund is currently sitting at over \$2,500,000 and invested in long term GICs. The monthly interest from these investments is used as general revenue.

The Union hall on Enterprise Avenue is fully paid for, with rental income coming from the three business that occupy the building facing 6th Street and two local unions that rent office space in the main part of the building. In addition the meeting room in the hall is available for event rentals. The income coming from these rentals pays approximately 75% of the operating costs of the CAW 2301 portion of the building. Operating costs include insurance, utilities, and property taxes. Without these rental properties these bills would have to be paid from membership dues.

Through the CLA the Company sends the Union \$12,000 per month. The Union uses this to cover the costs of administration of PEL, Social Justice and other Union Programs. Programs which include, in part, the Union booking and paying up front, the medical travel expenses for our current and retired members.

A new source of revenue, since 2009, has been from the Company paying the Union eight-hours wages for any member that works every day in a 14 day pay period. In 2009 and 2010 that amounted to \$12,500 paid to the Union under 18-LU-3. This money, instead of going into general revenue has been used to increase the amount of the money in Union's building fund.

The Union also received additional monies in 2010 from Skilled Trades union dues which amounted to \$6,000, and retiree dues which came to \$2,700. In 2010 these revenue sources totaled \$1,430,000

## Expenditures

It would take half this *Hotline* to give a complete listing of all monies the Union pays out in a year, so below is a partial listing of the major expenditures.

In 2010 the Union spent \$1,115,000 supporting the membership and for day to day Union operations.

A portion of the membership dues the Union receives is paid to the CAW National, the BC Federation of Labour and the Terrace / Kitimat Labour Council to support the operation of these organizations.

The Union pays wages and benefits to 4 hall employees, two full time, two parttime, who are members of CAW 3000.

For 2011, there is \$140,000 budgeted to maintain wages of Union activists that are taken off work by the Union for various activities. The Union used to pay the company a 40% premium on top of this bill back, but that was eliminated starting January 1, 2011.

As mentioned above, the running of the hall has regular operating expenses. In addition to things like heat and power bills, the Union, in order to do regular business has ongoing bills to maintain: photocopying leases, accessing legal databases over the internet, annual fees for maintaining magazine and book subscriptions, for example.

The Union spent \$43,000 in 2010 presenting grievances at arbitration. We spent \$75,000 on consulting with lawyers and doctors dealing with WCB cases, and getting legal opinions on CLA violations

Over the last three years, the roofs at the hall have been replaced, at a cost of \$140,000. Normal maintenance costs at the hall are budgeted at \$20,000.

The Union supports the annual Christmas dances, Labour Day Picnic, and Bi-monthly Retiree Socials, which are all well attended.

In 2010 the Union operated at a \$36,000 surplus. These monies weren't returned to general revenue, but were added to the building fund to help cover the cost of roof replacement that happened this year.

The 2011 surplus should be larger than last years; since the Company has started paying the Union President's wages and as mentioned above, the Union no longer pays the 40% billback surcharge to the Company. What is done with this surplus will be up to the new Financial Secretary, after the September by-election, to make recommendations to the membership and executive.





## ODDS & ENDS

# You Oughta Know

Canada is changing. And there are things about those changes you oughta know. These facts are compiled from various reports issued by the Canadian Centre for Policy Alternatives.

- A universal, public pharmacare plan could save Canadians up to \$10.7 billion on prescription drugs.
- Canadian military spending is higher now than at any time since the end of WWII.
- In 1992, 45 per cent of workers had a workplace pension. That's dropped to 38 per cent.
- 14 per cent of Canada's female seniors who live independently are in poverty.
- Canada's municipal buildings and road, water, waste and transit systems needed \$123 billion of maintenance in 2007.
- From 2000 to 2005, average earnings for workers from visible minorities declined by 0.2 per cent compared to other workers whose wages rose by 2.7 per cent.
- In 2005, workers from visible minorities earned only \$0.81 for every dollar paid other Canadian workers.
- In 2009, the richest 3.8 per cent of Canadian households controlled 66.6 per cent of financial wealth. And, the portion of financial wealth controlled by this richest group of Canadians is headed for 70 per cent by 2018.

HEU Guardian/CALM

# Invasive, Costly, and Poorly

Proposed "Lawful Access" bills would require telecom providers in Canada to hand over personal information to authorities without a warrant or judicial oversight, says pro-Internet group OpenMedia.ca.

Beyond violating the civil liberties of Canadians, says OpenMedia.ca, the bills will also hurt Internet users' pocketbooks. Canadians will pay a high price, as service providers are forced to upgrade their infrastructure to allow terabytes of data to be made accessible.

OpenMedia.ca and a group of more than 30 other public interest organizations, businesses and concerned academics have joined together to challenge the Lawful Access bills. The Stop Online Spying group is concerned by the fact that these bills are set to be fast-tracked without proper examination or debate.

Stop Online Spying is calling on Canadians to stop these bills in their tracks and keep the Internet open and affordable by signing the petition at [www.StopSpying.ca](http://www.StopSpying.ca)

"Every single provincial privacy commissioner has spoken against this bill," says OpenMedia.ca's executive director, Steve Anderson. "Law-abiding Canadians should be able to use the Internet and mobile devices without Big Telecom and government looking over their shoulders.

"These invasive surveillance bills will transform the Internet into a closed, rigid, and paranoid space."

OpenMedia.ca/CALM



**TRADES ISSUES**

## Skilled Trades Council Report

by cam wiebe

# Union's Frustration Growing

**H**ello again. For members that read these Skilled Trades Chairs articles in the Hotline, after an absence of two years, I'm again the one writing this column.

Congratulations to the past Skilled Trades Chair, Ken Hewson on his retirement which started this May. I know that he's enjoying boating and catching fish, everything from pike on the prairies to king salmon and halibut in Haida Gwaii.

I have just finished reading the CAW 2301 Bulletin that was put out to the plant on September 1, explaining the reason the Union called Worksafe BC into the plant. This being, in part, the frustration the Union feels with the Company not fulfilling its responsibilities resolving serious safety issues in the plant. I fully support the Union's actions.

This smelter management's abuse of their "right to manage" isn't just with safety issues, but happening plant wide including issues dealing with trades.

One of the most serious examples that show just how frustrated our members are was a situation this summer that resulted in two of the Line Crew quitting. Both of these members were long time employees. From talking to the crew before these members made their final decision, the Company had made a number of changes over the last

year that prevented the Line Crew from being able to do their jobs as in past years. Changes the Company made without any discussion with the crew.

What I believe was the final straw, was prior to the crew starting work in Kildala this spring, area management told the crew about new restrictions that management was placing on them while living in the camp. These same restrictions don't apply to our members in Kemano, or even to the workers that will be living in the Bechtel Village in Kitimat. The reason the Company gave for these new restrictions was that there are no staff in Kildala when the line crew is using the camp and the Company doesn't want to be liable for anything that happens in their camp. Again there was no discussion with the crew or union before area management dictated these new regulations to the crew.

The crew and Union thought there was a simple compromise. Place the Line Crew Foreman in Kildala when his whole crew was working there. This wasn't acceptable to area management, nor was any other solution that the Line Crew or Union put forward. The two members are now working for a local contractor and at the next meeting

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with the Company's Skilled Trades Coordinator I will be asking what the Company's plans are for filling the two vacant positions.

Another frustrated trades shop is the shift office. Several of the trades members in the shop have applied for job postings and have been accepted in the jobs, but area management won't release them. One member in the shift office applied for, and was accepted for a job posting in July 2010 and still hasn't been released by the area to start work with his new crew. Every time area management is approached by the Union as to why these members aren't being released the manager has a new reason.

The next issue is a yearly frustration for the Union side of the Joint Apprenticeship Committee. It's the beginning of September and the eight apprenticeships for 2011 still haven't been announced. From the start of the process - asking for applications, to the end when the apprentices starting working in their trade, it's a four month process. This means it likely won't get completed in 2011. At the Joint Apprenticeship Committee the Company hasn't given the Union any satisfactory reason why the intake hasn't been announced, or any indication when they will ask for applications, or for what trades in 2011. The Company has known since 2007 negotiations that there were eight

apprenticeship openings this year so why are they dragging their feet? The Trades Council, looking forward to 2012 negotiations will be looking at submitting a demand that any apprenticeship openings, negotiated or not, be completed by June 1.

This spring the Company told the Union that they have changed their definition of what a trade is in the plant. Yet to date they haven't let us know what their "new" definition of a plant trade is. To the Union Trades Committee, it's pretty clear who in the plant is considered a trade. All the Company has to do is look at Appendix II Trades Group Wage Rates in the CLA. Those listed trades are what both Company and Union have recognized as being trades in the plant for long before I became involved in trades issues in 2000. Again another issue that will have to be cleared up in next year's contract negotiations

The various Trades Committees will be starting to get ready for 2012 contract negotiations over the next few months. This will include putting together and distributing to trades members a survey of what you want to see brought to the negotiations table as contract demands. In my article I've touched on some of the demands I see of having to be dealt with in 2012. Prior to the trades negotiations survey being sent out if you have anything you feel should be included in the survey email me at [skilledtradescaw2301@telus.net](mailto:skilledtradescaw2301@telus.net)



## Help Save B.C. Parks

Since 2001, the B.C. Liberal government has cut \$10 million from the B.C. Parks budget—including \$2.5 million in 2009 and more than \$660,000 in the last year alone.

In the past two years, more than 40 vehicle leases were terminated. Gasoline and travel budgets for park rangers to patrol provincial parks were slashed. Some rangers have been forced to patrol parks by Greyhound bus. Some park areas have no budget for toilet paper. Only 10 full-time park rangers are left to cover the entire province. Sixty per cent of seasonal rangers' jobs were cut and their work contracts cut to four months a year.

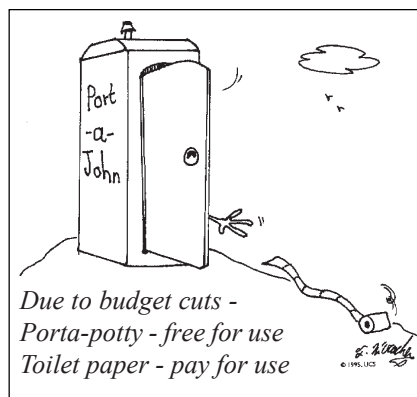
The B.C. Government and General Employees Union has started a campaign

to ensure B.C. parks do not take any more neglect. Infrastructure is decaying. Lack of patrols is resulting in damage and an increased risk of forest fires.

Park supporters are encouraged to send a message to the provincial Liberal government, to restore B.C. Parks funding to the 2000 levels (\$40 million) and to reclaim some of Canada's most valuable natural assets.

Other ways the public can help are to send an email to the premier and environment minister, post campaign links to Facebook profiles and Twitter feeds and circulate the awareness ads and new video to friends and relatives.

NUPGE/CALM



## ACTIVISTS



### Shop Stewards Council Report

by jose dasilva

## Shop Steward's Training Starts Soon

Summer is gone and the fall season is upon us once again. With fall brings ... you guessed it! Shop Steward's Fall Training.

I am in the process of finalizing the training list and we hope to start after September 20<sup>th</sup>. I look forward to seeing you all very soon.

On another note, the Grievance Committee has been very active over the summer fighting for justice. We ask you all to show solidarity

with your committee during these difficult days.

By-elections for the Local Executive are scheduled for the 22<sup>nd</sup> of September and I urge all activists and members to participate in the democratic system by casting your vote for the candidate of your choice. Your vote will make a difference!

The only way to improve your working life is to stand together in solidarity. "Fighting back makes a difference!"



## Parlez-vous français? The Union Needs You!

In the upcoming months leading to Negotiations, there will be a lot of correspondence including numerous telephone conferences with the union in Quebec, as they are also going into negotiations.

The Union is looking for any bi-lingual members who are fluent in French and would like to assist in ensuring the communications go smoothly between the two unions.

Please contact the Union Hall if you are interested at 250-632-4611.



## IN THE NEWS:

# From the Frying Pan to the Fire

It's been described as NAFTA on steroids – another trade deal built along the same lines as the notorious North American Free Trade Agreement of the 1990s. And according to analysts, it's even more threatening to Canadians' democratic rights and freedoms. The deal is the Comprehensive Economic Trade Agreement between Canada and the European Union – CETA, for short.

And, in a new twist, provincial and territorial governments are players at the negotiating table, right along with their federal counterparts. That's because European Union negotiators want a whole lot more out of Canada than the US got under NAFTA.

They want unrestricted access to virtually all of Canada's public resources and services, including those that fall under provincial and municipal governments. This time, crown corporations, school boards, health authorities, public utilities, transportation authorities, regional districts and many others are part of the package.

NAFTA was generally limited to resources and services that fell under federal jurisdiction.

CETA, on the other hand, is seeking much deeper access. And if they get it, a clause in NAFTA will open provincial and municipal jurisdictions to the Americans as well.

Scott Sinclair, in a Canadian Centre for Policy Alternatives' report *Negotiating from Weakness*, puts it this way: "European negotiators are working to downgrade regulatory standards and break up some of the public

services Canadians so value, in order to increase profit opportunities for European multinationals."

He says those objectives are in line with Conservative federal government initiatives to promote the privatization of public services and reduce government regulation of corporate activity in key aspects of the Canadian economy.

It's also expected that CETA, like NAFTA, will include an investor rights enforcement mechanism allowing corporations to sue governments if domestic laws or regulations stand in the way of profit-making opportunities.

According to Sinclair's research, that mechanism has already cost Canadian taxpayers \$157 million under NAFTA.

And, of key concern to public

health care advocates is the global pharmaceutical lobby to extend patents and data protection on brand-name drugs.

If successful, it's estimated those new rules would add \$2.8 billion to Canada's annual drug expenditures, a cost that would put even more pressure on our public health care delivery.

While it's no surprise that most Canadians are very much in the dark about a deal that is being put together behind closed doors, an expanding network of activists on both sides of the Atlantic is working hard to get the word out.



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## IN THE NEWS:

# Is an \$18,000 Pension Gold-Plated?

Try as they might, those attacking public sector unions can't seem to figure out why exactly they are so bad for Canada.

For whatever the reason – it doesn't seem to matter much – many from Canada's corporate classes insist public sector unions are a blight, and spend much time and energy mounting their hyperbolic attacks. The threadbare nature of these arguments is best exemplified in opposition to the labour movement's efforts to expand the Canada Pension Plan as the best way to help Canadians save more for their retirements. By gradually increasing CPP contributions made by both employees and employers, we could greatly improve retirement security of all Canadians, and help the millions who cannot afford a private retirement savings plan.

Of course, under this approach, Canada's banks and finance industry will lose out on opportunities to charge their exorbitant investment management fees. Instead of offering solutions for low-income Canadians, it is much easier to portray CPP contributions as a payroll tax. CPP contributions help fund a deferred salary for Canadian workers and supply no revenue to the federal government. It is not a tax.

When it comes to debating pensions, however, disingenuous arguments are commonplace – such as corporate Canada's insistence on pointing to public sector pensions as prime examples of union-led extravagance.

The typical public sector pension – for someone who has worked for 30 years – is \$18,000 per year. Most Canadians sure don't think this is excessive. An

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The Seattle to Brussels (S2B) Network – a Pan-European NGO network formed in 1999 – is actively mobilizing opposition to CETA.

Here in Canada; a broad coalition of social justice groups is also sounding the alarm about what's at stake if European multinationals get their way.

It's called the Trade Justice Network, and includes the Canadian Union of Public Employees, the Council of Canadians, the Sierra Club, and more than 25 other organizations who are exposing the irreversible damage CETA could wreak on Canada's ability to control its own social and economic destiny.

Earlier this year, the network sent a delegation to Brussels and Strasbourg, France, where the sixth round of negotiations between Canada and the European Union were being held.

While there, network representatives met with European unions, environmental groups and civil society organizations, who have their own reasons for opposing CETA.

Like their Canadian counterparts, they're deeply opposed to any international trade agreement that puts the rights and profits of global corporations ahead of the responsibilities of democratically elected governments. And they definitely don't want oil from Canada's tar sands in Europe.

Currently, a European fuel quality directive defines petroleum from the tar sands as "unconventional" or "dirty" oil. That directive discourages the use of Canada's tar sands oil in Europe, and it's something Canada wants changed under CETA.

Prime Minister Stephen Harper has pushed ahead with a seventh round of negotiations, despite strong criticism. For more information about CETA and how you can add your voice to the growing number of Canadians opposing the deal, go to [www.tradejusticenetwork.net](http://www.tradejusticenetwork.net)

*By Patty Gibson/HEU Guardian/CALM*

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Enviro-nics poll conducted in August 2010 shows that 80 per cent of Canadians thought public sector pensions were at an appropriate level or too low. No matter how often the mantra is repeated, few Canadians genuinely believe \$18,000 per year is a gold-plated pension. The weak foundation of these pension arguments is little different than lies offered in favour of privatizing public services. The Canadian right's new hero of privatization, Toronto mayor Rob Ford, is similarly trying to cover an ideological position with the façade of protecting taxpayers.

Ford's promise to save untold millions by contracting out services, such as waste and recycling collection, are missing one key element – any proof it will save Toronto taxpayers one dollar. In fact, a detailed analysis of available data on costs of private waste collection in neighbouring municipalities shows Toronto stands to pay substantially more if waste collection is contracted out. This, however, is only a footnote in the real agenda of Ford and other attackers of public sector unions, which has nothing to do with saving taxpayers any money at all. It has everything to do with wresting away the modest power of workers.

The large majority of public sector workers are in health care, schools, social services, and local government. They are mostly women and are far from highly paid. The average annual pay of CUPE members is less than \$40,000. To portray these workers as privileged stretches even the most inventive imaginations. No position, however, is too outlandish for those looking to cast public sector workers as a plague on the taxpayer. Instead of tackling the economic policies that caused the global recession, they take up this diversionary strategy of attacking public sector workers to protect economic policies that are great for profits, but bad for working Canadians.

While crying out against the so-called extravagances of public sector worker salaries, benefits, and pensions, they continue to promote extending even more irresponsible and reckless corporate tax cuts to Canada's banks and the oil industry without any proof these cuts provide the new jobs or investments they're supposed to generate.

While claiming to be looking out for the best interests of taxpayers, those who attack public sector workers are also taking unjustified aim at our communities – large and small. Canadians are being asked to shoulder the

deficits and also sacrifice the high quality public services we have developed over generations.

It is undeniable that Canada is facing fiscal challenges after weathering the global economic meltdown. Stimulus spending that kept the economy afloat during a crisis created by speculation and fraud has left a public debt.

Canadian governments have a re-

sponsibility to ensure all Canadians contribute their fair share to the ongoing recovery. Public sector workers are prepared to do their part, but the responsibility should not fall on their shoulders alone.

High-quality public services are crucial to our economic recovery and help make Canada a great place to live. They are reliable, accountable and are there for all people when they need them most. Public sector workers across the country are dedicated to these principles, and are focused on making our communities stronger for all Canadians.

*Paul Moist is president of the Canadian Union of Public Employees. This opinion piece was first published in the Financial Post on March 11, 2011.*

*By Paul Moist/CUPE/CALM*



## RETIREE'S CORNER



### Retirees' Chapter Report

by bill garvin

**I**would like to extend a special welcome to the many members who have retired in the recent months.

Correspondence can be sent to me at the following address:

**CAW Local 2301  
c/o Bill Garvin  
235 Enterprise Avenue  
Kitimat, BC V8C 1T1**

or e-mail attention Bill Garvin to:

**bczaga@caw2301.ca**

Joining our "family" are Brothers Leslie Barks, Cam McBean, Gordon Hamer, Maurice Richard, Robin Arthur, Don Lester, Brent Adams (no picture available), Lars Larsen, Brian Ferris, Rob Levesque, Tony Gadisauskas and our Local President, Gary Warren (see write up on page 7 of this *Hotline*). Have a great one guys!

#### Blast From the Past

A little while ago I received a "blast from the past" in the form of a phone call from retired Brother Jess Succamore (CAIMAW). He was calling to congratulate our Hotline Editors on a great read and to thank us for sending it to him.

We reminisced about our fight in the early seventies to become a Canadian Union and the "old days". Jess also offered condolences on the Local's loss of a great Unionist in Brother Ross Slezak. You can read Brother Jess' letter on page 10 of this *Hotline*.

#### Get Well

Brother John Roberts (Quesnel) sends his regards to the executive and membership along with thanks for their prayers and thoughts during his "ordeal". He has had his operation along with a few other things and is now on the road to

recovery. We wish him a speedy and successful one.

#### Hello's

I would like to say a special hello to Brother Dave Dunlop in Quesnel. Dave was deeply involved in his Union as a member and as an Executive Officer. He enjoys getting his *Hotline* and keeping up to date on Kitimat.

I would also like to send a special hello to all of our retirees / beneficiaries in the Prince George area which include: Gilbert Andreza, Ralph Bimm, Bob Brown, Linda Humphrey, Alida Prochot, Al Radzanowski, Mario Santos, Greg Simmons, Stefan Toth and last but not least, Gerry Seeman who runs a campsite south of PG on the Cariboo Highway.

It is just great to see our group spread out across the province and the country! Keep on enjoying life everyone!

#### Socials

By the time this *Hotline* is received, I will be entering the Christmas Social mode (time seems to go so fast!).

Volunteers for set up at the Luso as well as turkey cooks would be appreciated. We will be purchasing eighteen turkeys this year. The date for this great annual event is Tuesday, December 13, 2011.

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Refreshments will be available at noon and lunch will begin at 1:00 pm. For all of the out-of-towners, If you are visiting Kitimat at this time, feel free to join us and enjoy a great afternoon of lunch and camaraderie. Plan to come early as this is usually a full house turnout.

Our next regular social will be October 20 at the Union hall, beginning at 2:00 pm. Plan to attend and remember spouses are always welcome.

If you have been on vacation I hope you had a great time. If you are planning on going on vacation, have a wonderful time and come back safely.

## 2012 Contract

The current contract between Rio Tinto Alcan and CAW Local 2301 expires in July 2012 so it is very important for the Union to have your input on any ideas on benefit changes, etc. Please feel free to write your ideas/concerns down and send them to me care of the Union Hall. Your ideas and opinions matter, so don't hesitate to make them known!



# CONGRATULATIONS TO OUR LATEST RETIREES!



*Lars Larsen*



*Don Lester*



*Rob Levesque*



*Tony Gadisauskas*



*Gary Warren*



*Leslie Barks*



*Cam McBean*



*Gordon Hamer*



*Maurice Richard*



*Robin Arthur*



*Brian Ferris*

**BACK PAGE**

# A Collection of Short Letters

**Dear Noah,**

We could have sworn you said the ark wasn't leaving until five.

*Sincerely,  
Unicorns*

**Dear Icebergs,**

Sorry to hear about the global warming. Karma's a bitch.

*Sincerely,  
The Titanic*

**Dear America,**

You produced Miley Cyrus. Bieber is your punishment.

*Sincerely,  
Canada*

**Dear Yahoo,**

I've never heard anyone say, "I don't know, let's Yahoo! it."

Just saying....  
*Sincerely,  
Google*

**Dear World of Warcraft,**

Thank you for ensuring my son's virginity.

*Sincerely,  
Parents Everywhere*

**Dear iPhone,**

Please stop spellchecking all of my rude words into nice words. You piece of shut.

*Sincerely,  
Every iPhone User*

*CALM/Internet*

# Work Humour

## Rules Are Rules

Hospital regulations require a wheel chair for patients being discharged. However, while working as a student nurse, I found one elderly gentleman already dressed and sitting on the bed with a suitcase at his feet, who insisted he didn't need my help to leave the hospital.

After a chat about rules being rules, he reluctantly let me wheel him to the elevator.

On the way down I asked him if his wife was meeting him.

'I don't know,' he said. 'She's still upstairs in the bathroom changing out of her hospital gown.'

## Kid's View

While working for an organization that delivers lunches to elderly shut-ins, I used to take my four-year-old daughter on my afternoon rounds. She was unfailingly intrigued by the various appliances of old age, particularly the canes, walkers and wheelchairs.

One day I found her staring at a pair of false teeth soaking in a glass. As I braced myself for the inevitable barrage of questions, she merely turned and whispered, "The tooth fairy will never believe this!"

## Dog Welcomed

A man wrote a letter to one of the hotels he planned to stay at while on vacation: "I would like to bring my dog with me. He is well behaved and well-groomed. Would you be willing to permit me to keep him in my room?"

The hotel owner replied, saying, "I've been operating hotels for thirty years. I've never had a dog steal bed-clothes, towels, silverware or pictures off the walls. I've never had to kick a dog out in the middle of the night for being drunk and disorderly. And I've never had a dog skip out on a hotel bill. So, yes, your dog is welcome at my hotel. And if your dog will vouch for you, you're welcome to stay, too."

*Internet*



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