

CAW  TCA

CANADA

LOCAL 2301

Kitimat Smelter & Kemano  
Power Operations Workers

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



MAY / JUNE 2011

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## The HOTLINE

May / June 2011



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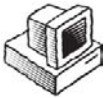


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Canadian Auto Workers Union Local #2301(CAW 2301)

## MAILBAG

### Support for CAW Local 252

Dear Brothers & Sisters,

On behalf of our striking members we wish to thank you for not only your kind donation but the solidarity during this very important struggle.

*In solidarity,*  
Abbot Harvey, President  
CAW Local 252

*Editors Note: CAW Local 252 Limo Drivers are employed by McIntosh, Air Cab and Aaroport, all owned by the same individual, and have been locked out of their jobs since December 1, 2010.*

*A ruling on May 12, 2011 by the Ontario Labour Relations Board to send the contract dispute involving the 200 Toronto airport limo drivers to arbitration means these workers will be going back to their jobs after months of uncertainty and hardship, to await a final decision by an arbitrator on what their new contract will be.*

*In a press release on the CAW National website, CAW Local 252 President Abbot Harvey said that this outcome would not have been possible without the workers sticking together and the great community support they enjoyed.*

*Another example of how solidarity and support works!*

### Relay for Life - Thank You

Thank you very much for your continued support of Relay For Life by being a Bronze sponsor.

We are excited about our event this year and look forward to having a day of fun and family.

Margaret Ferns, Coordinator  
Kitimat Relay for Life

*Editors Note: This thank you letter came in early April, but due to the timing and the delay between Hotlines, it is being published now.*

*We would like to extend our condolences to Margaret, on behalf of the Executive and the Membership on the passing of her husband, retired member Harry Ferns. Our thoughts are with her and the family during this difficult time.*

## MAILBAG

### CAW Local 2301 & Ross Slezak Memorial Scholarships

The Executive would like to remind everyone of the **CAW Local 2301 Scholarship** as well as the **Ross Slezak Memorial Scholarship** that are available to students proceeding from Grade 12 to a post-secondary institute.

The recipient must be the son, daughter or legal ward of a CAW Local 2301 member in good standing.

Applications are available at the Union Hall or on our website and must be returned to the Union Hall by the deadline, **Friday, June 24th at 12 noon.**



### George Brown – Merl Rodocker Memorial Bursary

These two bursaries, for \$500 each, are available to students proceeding from Grade 12 to a post-secondary institute or to undergraduates in any year proceeding to a higher year.

The recipient must be a CAW member in good standing or spouse, son, daughter or legal ward of a CAW member in good standing or of a deceased or retired CAW or CAIMAW member in good standing.

Applications are available at the Union Hall and must be submitted to the CAW New Westminster office by **September 15, 2011.**

### 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.

#### Harry Ferns

Retiree Brother Harry Ferns enjoyed bowling and fishing, and could often be found on the riverbank during fishing season. His lovely wife Margaret is very active in our community, especially with the Relay for Life.

Harry will be sadly missed by everyone who had the privilege to know him. Our condolences go to Margaret and the family circle.

#### Mahadi Hassan

Active Brother Mahadi Hassan worked in Lines 3-5 and was a quiet, hard working man.

He will be missed by all who were privileged to work with him and know him. Our condolences to the family circle.

#### George Hussey

Long time retiree Brother George Hussey worked in the old line 3-5 Crustbreaker Shop for many years.

I had the privilege of knowing George for many years and always enjoyed our little talks when we met uptown.

He will be missed by all who knew him. Our condolences to the family circle.

#### John Kozak

The Retiree Chapter has lost one of its staunch supporters. Brother John Kozak, who was probably one of our oldest retirees (if not the oldest) has passed away.

Along with his dear wife Mary, John faithfully attended our Retiree Socials.

John always had a smile and a big hello for you as he came in the door, and enjoyed the camaraderie of the group immensely.

We will all miss John and our prayers and thoughts are with Mary and the family.

#### Don Wilson

Retiree Brother Don Wilson worked in the machine shop most of his time with Alcan. He was always glad to meet me in the west passage and talk Union, and was a pleasure to chat with.

Don and his wife moved to Kelowna for retirement and enjoyed many years there.

He will be missed by his "old" friends and workmates. Our condolences go to the family circle.



# Rest In Peace Michael Gordon Piper – CAW Local 114 November 25, 1949 - April 22, 2011

It is with profound sadness that we announce the sudden passing of Michael Gordon Piper, known to all as Gord, at his home in Victoria, BC, on Friday, April 22, 2011, age 61 years.

Predeceased by his parents George Gordon and Agnes (Gibbons) Piper, beloved Granny Mary, father-in-law Howard Chan.

Gord will be deeply missed by his wife Cindy Chan Piper, and his beloved son Gordon (Charissa); by his partner and soul mate for the past 21 years, Josephine (Josie) Keller and her family: daughter Julie (Richard) Stevens, grandchildren Amanda Post, Jessica (Jason) Erickson, Tabitha and Landon Stevens, and great-granddaughter Alexa Erickson, the sparkle in Gord's eye; by his brother Kevin (Barbara) Piper and their children (Julianne and Jessica), and his sister Suzanne Rogers and her children (Nathan, Kenny and Samantha), as well as his aunts and uncles; and by his multitude of CAW Brothers and Sisters in the trade union movement.

Gord was born and raised in Vancouver, BC. He graduated from Delbrook High School in North Vancouver, where he excelled in academics, long distance speed walking and downhill skiing. He completed two years of a Science/Arts degree at the University of British Columbia, and was a graduate of the Labour College of Canada.

Gord had a love of photography and a keen eye for nature shots, and was always willing to share his beautiful pictures with family and friends.

A Class 1 Professional Driver who was employed at Consolidated Fastfrate, Gord had been a Union member since 1980 and had been active within our Local since 1983. Since February 2006 he had been on a leave of absence to work full-time for CAW Local 114 as a Local Union Rep, servicing our members on Vancouver Island and in the Southern Interior.

Throughout his 30 years of Local involvement, Gord served on Bargaining Unit Committees and held an assortment of elected positions before being elected as the President of our Local, serving from 1988 until 1998. As well, he worked on Health & Safety issues and Workers Compensation Appeals on behalf of our members, as he had always concerned himself with the plight of others, especially the injured and those who had fallen between the cracks in our society. Over his

time at the Local Gord had handled hundreds of WCB appeals and had an excellent winning percentage along the way for our members. He also donated many of his free hours towards research and written appeals for not only our members but those from other Locals and Unions, and was a tireless and selfless advocate on behalf of workers.

Even after being appointed a full-time Local Rep, he still did all of the Local's WCB appeals and was involved with worker's rights under return-to-work accommodations and the Health & Safety concerns of our members in both Federal and Provincial jurisdictions.

Gord did all of this under the radar, and was a special person who did this work on behalf of injured workers without wanting any recognition of what he did. Despite that, in December 2009 he was awarded the annual Bud Jimmerfield Award for Health, Safety, Environment and Workers' Compensation Activism by the CAW National Office. At the presentation ceremony, Gord said it was a tremendous honour to work on behalf of CAW members who seek help, adding that these members always teach so much more than he could ever learn from any course.

Gord had also been very active over the years on the BC Federation of Labour's Health and Safety Committee. He also instructed seminars and educational courses for our many Unions, and was also certified to instruct the WCB's WorkSafe modules to our members and employers in British Columbia. He was also an instrumental member of the Working Committee in trying to establish a "Workers Health Center" in British Columbia.

Gord exemplified the characteristics of caring and determination, and this, along with his desire to help others, made him such a special individual and such a great human being.

Gord was always humbled by the work that he did on behalf of our members and considered the Union, and especially the Local, his extended family.

In CAW Local 114 and for many other Locals and Unions in British Columbia and Canada, Michael "Gordon" Piper was a truly honest and dedicated colleague and a friend that will be missed but never forgotten in our hearts.

[www.cawlocal.ca/114/](http://www.cawlocal.ca/114/)

## PRESIDENT



### President's Report

by gary warren

## Challenges and Issues Continue

I am currently looking at a list of fifteen members who have or will retire between the period of April 21 and August 1 of this year.

I, myself, am included on this list for August 1, when I will be retiring and Brother Ed Abreu will be stepping into the President's position. Brother Abreu has been Vice-President for a couple of terms and has over eight years on the Grievance Committee.

Recently, a temporary employee called the office asking when he would be hired full time because he has been a temporary employee for over three years. The current temporary list shows over sixty temporary employees at this time and unfortunately, sixteen of these temps have over three year's seniority and twenty-two have over two years seniority.

I told this member that in the 2012 Negotiations, there should be a union proposal that once a temporary employee receives benefits and joins the pension plan, they will be hired as full-time. I also suggested he apply for the President's job when the 2012 Executive elections take place.

Temps are temporary for far too long! Bills such as mortgages, rent, car payments, etc. don't take a break every 4 or 5 months!

Job security, which includes no lay-off during the life of the agreement, should be for all members.

I also believe members should take their vacations and retire if they can (remember *Scream & Shout - 30 & Out!*) as this will open the door to allow other members the ability and opportunity to work.

Contracting out has and continues to take a lot of jobs from the members. Mobile Equipment has been hit hard with contracting out, along with every department out there.

As of May 2011, our membership has dropped to about 1,022 members.

The amazing thing to me is that some of the members still fight over the overtime and there are still a fair amount of members selling vacation time and working overtime on top.

I still believe that if the membership would reduce the sell back of vacation and keep overtime at about 3%, it would create 300 jobs; good paying jobs with benefits.

I have been on five sets of negotiations in my 33 ½ year career and have enjoyed working with three previous Presidents: Brent Morrison (retired), Ross Slezak (deceased) and Rick Belmont (Lines 1&2). They have all been a pleasure to work with and have all done great things for the

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## ODDS & ENDS



### It's True! Your Boss Can Give You a Heart Attack

A Harvard University study of almost 400 health care workers and their managers shows that inflexible managerial practices predict with startling accuracy the likelihood of cardiovascular events.

Those supervised by inflexible managers were twice as likely to accumulate multiple risk factors for heart attacks or strokes, and the odds increased to six times the risk for those working directly with patients, the study found.

*ONA/CALM*

### Relative Pay

Here is what workers earn in the US compared to the pay of one CEO at Standard & Poors, a United States-based financial services company.

Average pay of one Standard & Poors CEO equals the pay of:

- 8 Nobel prize winners
- 25 large university presidents
- 28 US Presidents
- 178 Nurses
- 213 Police Officers
- 225 Teachers
- 252 Firefighters
- 735 Minimum wage earners



*Internet/CALM*

### Exporting Raw Logs Must Stop



The Western Canadian Canada Wilderness Committee reported that in 1997, 266,000 cubic meters of logs were shipped from British Columbia.

Since the Liberal provincial government has been in office, the total amount has increased yearly. Today, nearly 4,000,000 cubic metres are lost to offshore interests.

Exporting logs has a significant effect on forestry workers and on the province's economy. A freighter takes more than raw logs with it on its journey to foreign harbours. It takes a source of cheap fibre from BC while threatening the livelihoods of thousands more in the pulp industry by taking away the creation of a viable value-added industrial base.

*Leaflet/PPWC/CALM*



### 48 Hours of Video Uploaded Every Minute

YouTube says 48 hours of video are uploaded to the video-sharing site every minute – up from 35 hours per minute at the end of 2010.

The Google-owned site, founded in May 2005, also says it is attracting three billion views a days – a 50-per cent increase over last year. That's equivalent to half the world's population watching a YouTube video every day.

*Internet/CALM*

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membership, from the retiree's right down to the temporary employees.

The membership has a good current Executive that is going through a tough five-year contract and the construction of KMP. The challenge will be to have the new

potlines built before Lines 1-5 break down because of lack of maintenance on the cranes and buildings.

The next twelve months will continue to be a challenge, but regardless, stay focused on your Health & Safety!



**BUSINESS AGENT**

## Business Agent's Report

by sean o'driscoll

# Collective Bargaining For Other CAW Locals Happening This Year

Since my last report we have successfully negotiated a new collective agreement with Westburne Electrical supply.

The worker representative from the Kitimat branch was Martin Kenny and he did an excellent job assisting me in preparations for negotiations and at the table in ensuring that all problem areas at the branch were addressed in bargaining.

Interestingly, the company representatives were not local managers but rather vice-presidents of the Rexel Canada Electric Corporation. I soon discovered this upon asking the question: "Are you guys in a position to actually make decisions in these negotiations?" Often, when a company bargaining team is comprised of local managers they do not have the mandate to make final decisions on monetary issues and are constantly on the phone to head office seeking approval for this, that and the other. Thankfully, this was not the case with Westburne and we were able to get a contract in a few days with decent wage increases and important language improvements.

In early June, we will be in bargaining with AJ Forsyth (Russel Metals). The worker representative in bargaining will be Kelly Houston. The membership has already endorsed the demands package and has given a unanimous strike mandate for the committee to work with in achieving those demands.

I have also been in contact with Jo-Ann Hannah from the CAW National regarding pension issues. I will provide an update on this bargaining session in the next *Hotline*.

In other goings on, I would like to say thanks to Brother Gary Warren for all of his work as an Activist and as President of our local. I wish Gary all the best in retirement!

It was a pleasure to participate in the Relay for Life once again this year. The weather didn't look promising the day before the relay, but as if by the grace of God, the skies cleared and the sun was shining throughout the day. Many thanks to Brother Mike Schmidt for all of his hard work in organizing CAW 2301's team for this worthy cause.

As a result of employer pressure, the WCB is poised to support

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turning back the clock on late-night workers with a proposal to amend section 4.22.1 of the OHS regulations, which requires that these workers should not work alone. The Board bowing to employer demands is nothing new and the labour movement has long contested that the Board operates primarily in employers' interests, not workers' interests. The BCFED is running a campaign to prevent this regressive move and more information is available on their website.

On a sad note, the CAW and broader labour movement lost a dedicated activist, Gord Piper, in late April (see accompanying remembrance from CAW local 114 website in this *Hotline*). I met Gord in the Fall of 2009 at a Regional WCB Conference, where Gord was a facilitator and have e-mails from him as recently as this past February where he was offering me advice on an appeal for one of our members. He was truly one of a kind and will be sorely missed by all of those who had the pleasure to know him.



## E-Claims Coming January 1, 2011

Pacific Blue Cross is pleased to announce the availability of electronic claim submission\* through CARESnet, our secure self-service website for plan members beginning January 1, 2011.

To file an electronic claim, you must first be enrolled for direct deposit and electronic claim statements. CARESnet guides you through enrollment for these services if you have not already signed up. Our online claim wizard then guides you through an easy 3 step process to submit claims for your **vision care, chiropractic, physiotherapy and massage therapy** expenses. If you have a Health Spending Account, you can request unpaid balances from these expenses to be paid under your **Health Spending Account** plan.

For certain claims, Pacific Blue Cross may require you to submit additional information or supporting documentation before processing your eClaim. Additionally, your eClaim may be selected for receipt verification where you will be required to submit receipts to us before your eClaim is processed.

All plans are designed differently. Not all benefits eligible for eClaim may be available under your plan. Not sure what you're covered for? CARESnet has the information you're looking for at [pac.bluecross.ca](http://pac.bluecross.ca). It's secure, easy and convenient.

**NOTE:** Certain claims will continue to require paper submission. This includes claims:

- Where payment has been assigned to a third party
- Where expenses are the result of a work-related illness or injury, or from a motor vehicle accident
- Where expenses were incurred outside of Canada
- Where the claimed expenses total more than \$2,000
- From plan members with coverage on our Nexus (national) system.

\*eClaims is not available to group plan members whose plan sponsors have opted not to provide this service



## THE LAW AT WORK



# Work Law – Privacy in The Era of Facebook

*By Mikael Swayze/CUPE*

**T**here was a recent brouhaha at York University surrounding Facebook comments made by a teaching assistant (TA) with respect to her students.

From the media coverage, we learned that a teacher's assistant in Sociology, frustrated with the level of student writing, posted a status update in which she called her students stupid.

The university investigated and the TA apologized.

Was the university right to investigate? Was the TA entitled to consider Facebook to be private?

Here's the situation in law. Generally speaking, an employer does not have the right to police a worker's off duty conduct unless there is a clear and legitimate employer interest at stake.

So, generally speaking, a worker can say what they like on Facebook and it's none of the employer's business. However, in this case, the comments could give rise to a reasonable concern that, as a result of the comments, the students might not trust the professional judgment of the TA.

In this case, such concerns were not warranted. The students, in fact, showed support for the TA and her judgment. However, the employer's concern was enough to bring about the investigation.

There are cases where workers have been discharged and disciplined for comments made on Facebook.

Last year, an arbitrator in the Wasaya Airways LP and ALPA decision upheld the dismissal of a worker by Wasaya Airlines for posting allegedly racist (anti-First Nations) material on his Facebook page. Wasaya is a First Nations owned and operated carrier in Northern Ontario.

The arbitrator found that "Because the grievor's Facebook statements do not reflect company values but are disrespectful and impugn the dignity of its First Nations clients, the matter of harm to its reputation is a necessary consideration ... the evidence is incomplete as to the total number of individuals who may have viewed the grievor's Facebook note, or, whether or not access to it was limited in some way by locks on that account.. Be that as it may, the medium chosen by the grievor to express his statements lies within the public domain."

The arbitrator applied a general test of discipline involving off-duty conduct and found that the employer's concerns about reputation were "substantial and warranted" and that the conduct has a "real and material" connection to the company. The worker's conduct rendered him unable to perform his duties because the company's senior managers and his supervisors were unwilling to work with him. As a result of these factors, the discharge was upheld.

The law is slightly different with respect to email messages. A recent decision of the Ontario Court of Appeal in a criminal matter (R. v. Cole) involving child pornography on a school laptop used by a teacher resulted in a finding that the teacher had a reasonable expectation of privacy with respect to the email on the computer even though the computer belonged to the employer.

The law is rapidly changing in respect of reasonable expectations of privacy of email. What is clear, however, is that employers do have access to worker email accounts by virtue of owning the system.

What is at issue is the extent to which they may use that access to do surveillance or monitoring of worker activity or an investigation of worker activity. In that

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## GRIEVANCE



### Grievance Committee Report

by ed abreu

# Heavy-Handed Discipline Continues

**T**hings are staying busy as always for the committee. Recently there have been two terminations, the first of which involves a temporary employee who was terminated under the language of 9-LU-#2 which states that termination can occur for any reason.

The Company terminated the employee with 1100 hours stating that attendance was the reason. This is absurd, however, since the member was absent due to an accident that happened at work! This Company is so asinine that they hire an employee, who ends up getting hurt in their workplace and receiving WCB (because they accept the claim that the injury happened at work) and then once cleared to go back to work this employee is terminated for absenteeism! Obviously, we saw this as a strong case and our lawyer agreed that it has merit. It is being heard at Second Stage and then

depending on the result, we will determine how to proceed.

The other termination involved a Steward out of Lines 3-5 who was terminated for a false accusation against a supervisor. The Steward thought he witnessed an inappropriate act by the supervisor and then reported it to his other supervisor. The Company believed this Steward was "out to get" this supervisor and after an investigation terminated him. This case is also being heard at Second Stage and after receiving the answer we will determine what route to take for arbitration as well.

On top of these two cases, the last month or two has also seen a few large suspensions. We had a three-day and a thirty-day out of Gas Collection as well as a fifteen-day suspension to one of our Chief Shop Stewards.

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regard much turns on the specific industry and any relevant employer policies.

With respect to Facebook and other public or quasi-public forums, users are encouraged to view them as no different than a public billboard. Engaging in activity on your Facebook page that is likely to give rise to employer concern may result in consequences at work. Apply the billboard test and you should be okay.

When it comes to email, we like to think workers have a reasonable expectation of privacy for their electronic communications. But bear in mind how easily electronic communications can be forwarded.

If you have any questions or concerns, contact your union.

- *Mikael Swayze is a staff representative with CUPE 3902 and CALM Secretary-Treasurer*

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Currently we have approximately fifteen grievances sitting filed at first. This does not include Contracting Out grievances. I would just like to remind all Stewards that if they have any grievances sitting at first to let us know if they have been resolved. If they have been denied and are going to be pursued, then please bring them to the hall with all of the notes so that they can be advanced in a timely manner. The Spare Skills grievances that came out of Lines 7 & 8 have been bundled and are finally being scheduled and should be heard in the next while.

Right now we have twenty grievances sitting at Second Stage, one of which is to be resolved quite quickly. Out of the nineteen remaining there are already about fourteen of them scheduled and the other five should be scheduled in the near future.

Sitting at the Arbitration level right now we have a staggering fifty-five grievances. This is where we have our biggest backlog. We will be going into pre-arbs probably next month and hopefully we can get some resolved. Our next set of arbitrations is scheduled for this month, June 7<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup> for the Temporary Employee Arbitration.

The Company says they would like us to work on moving some of the cases on the grievance list that are sitting, awaiting arbitration. However, this committee is



not prepared to hand the Company withdrawals on a silver platter. In the last while we have come to a stalemate with the Company where they have not been willing to move on any of them. Our pre-arbs usually last a week but the last couple of "sessions" have lasted between 5 and 10 minutes as they have not been

willing to work with us and we have had to walk away. We have recommended resolves to which Labour Relations continually respond "No Move." Then in the eleventh hour the Company comes to us with the exact same or similar resolve that we had put forward weeks prior but by that time it is too late to fill in another case.

Based on recent conversations, we are hoping that in the future we can get past this stalemate and get some good resolves.

On another note, we held an election in May for the Alternate position on the Grievance Committee and Vic Cote was the successful candidate and we welcome him to the Grievance Committee. Congratulations to Vic.

## Heaters, Curveballs and Sliders

- "Ninety per cent of the game is half mental."  
– Yogi Berra.
- "There have been only two authentic geniuses in the world, Willie Mays and Willie Shakespeare."  
– Tallulah Bankhead
- "I never threw an illegal pitch. The trouble is, once in a while I toss one that ain't never been seen by this generation."  
– Satchel Paige
- "Who is this Baby Ruth? And what does she do?"  
– George Bernard Shaw
- "I didn't mean to hit the umpire with the dirt, but I did mean to hit that bastard in the stands."  
– Babe Ruth
- "Trying to sneak a pitch past Hank Aaron is like trying to sneak the sunrise past a rooster."  
– Joe Adcock
- "Beethoven can't really be great because his picture isn't on a bubble gum card."  
– Charles Schulz
- "There's no crying in baseball!"  
– Tom Hanks in A League of Their Own
- "If a horse won't eat it, I don't want to play on it."  
– Dick Allen speaking about artificial turf
- "Never root for a team whose uniforms have elastic stretch waistbands."  
– Susan Sarandon in Bull Durham
- "Sure I played, did you think I was born age 70 sitting in a dugout trying to manage guys like you?"  
– Casey Stengel, to Mickey Mantle
- "A hot dog at the game beats roast beef at the Ritz."  
– Humphrey Bogart
- "Little league baseball is a very good thing because it keeps the parents off the streets."  
– Yogi Berra
- "Lasorda's standard reply when some new kid would ask directions to the whirlpool was to tell him to stick his foot in the toilet and flush it."  
– Steve Garvey
- "The baseball mania has run its course. It has no future as a professional endeavor."  
– Cincinnati Gazette editorial, 1879

Internet/CALM





## Chunks.. the Morale Dog

### Painted Black

One day while Chunks was out patrolling the smelter, he noticed everything that was happening lately and how the overall atmosphere had changed so radically.

He noticed the workers “LEAN-ing” in the meeting rooms and wondered what had happened to all of the chairs?

He saw the names listed on the boards and wondered what they were for? What were they tracking on there?

Out of the corner of his eye Chunks saw a flash of orange speeding by and wondered what the hurry was? What was going on?

Chunks realized that among all of the changes, the biggest seemed to be the disappearances. Where was the laughter? Where were the conversations in the break rooms? Where was the upbeat morale?

Growing concerned, Chunks resumed his patrol and soon felt something on his back. What was that?, he wondered. Turning he saw that it was a discipline slip. Looking up he saw a tornado of discipline slips coming right for him! Racing to find cover he couldn't help but shake his head in puzzlement. “What is happening around here?,” he wondered.

While Chunks waited for the storm to pass, he started humming a tune that had come into his head. Grabbing his guitar, Chunks sang softly:

*I see a white board and I want it painted black  
No colours anymore I want them to turn black  
I see the Black Belts walk by dressed in their orange aglow  
I have to turn my head until my darkness goes*

*I see a line of staff clip boards poised for the day  
Lounging in the lunchroom is never to come back  
I see the hourly turn their heads and quickly look away  
Like a newborn blitz kaizen – the flavor of the day*

*No more will my crew take breaks for an hour or two  
I could not foresee this thing happening to you  
If I look hard enough into the changes they have done  
My crew will die with me before the new smelter comes*

*I look inside myself and see my lungs are black  
I see this old plant and it all has turned to black  
Maybe I'll just fade away and not have to face the facts  
It's not easy facing up when your whole town is black*

*I see a white board and I want it painted black  
No colours anymore I want them to turn black  
I see the black belts walk by dressed in their orange aglow  
I have to turn my head until my darkness goes.*



## ODDS & ENDS

### Teacher's Pets

- Maria, go to the map and find North America.  
Here it is.  
Now class, who discovered North America?  
Maria
- John, why are you doing your math multiplication on the floor?  
You told me to do it without using tables.
- Glen, how do you spell crocodile?  
k-r-o-k-o-d-i-a-l  
No, that's wrong.  
But you asked me how I spell it.
- Donald, what is the chemical formula for water?  
HIJKLMNO  
What are you talking about?  
Yesterday, you said it's H to O.
- Winnie, name one important thing we have today that we didn't have 10 years ago.  
Me!
- Noah, how do you always get so dirty?  
Well, I'm a lot closer to the ground than you are.
- Millie, give me a sentence starting with I.  
I is...  
No, Millie. Always say, "I am."  
Alright, "I am the ninth letter of the alphabet."
- Clyde, your composition on your dog is exactly the same as your brother's. Did you copy his work?  
No, sir. It's the same dog.
- Harold, what do you call a person who keeps talking when people are no longer interested?  
A teacher.

Internet/CALM



### Slang Terms Added to Scrabble Dictionary

The official dictionary for the board-game Scrabble is adding an additional 3,000 words, including many slang phrases and cell phone text abbreviations.

Purists of the game have been calling for an end to the dumbing down of the game that has long remained popular due to its need for a good vocabulary.

In an effort to make the game relevant to a new generation of players who have grown up on Internet and cell-phone abbreviations, players can now rack up points for words like thang, innit, facebook and fanlist – a move that is sure to have proponents of proper diction cringing.

Scrabble opponents rushing to challenge words will have to concede that if it's in the dictionary, it must be honoured.

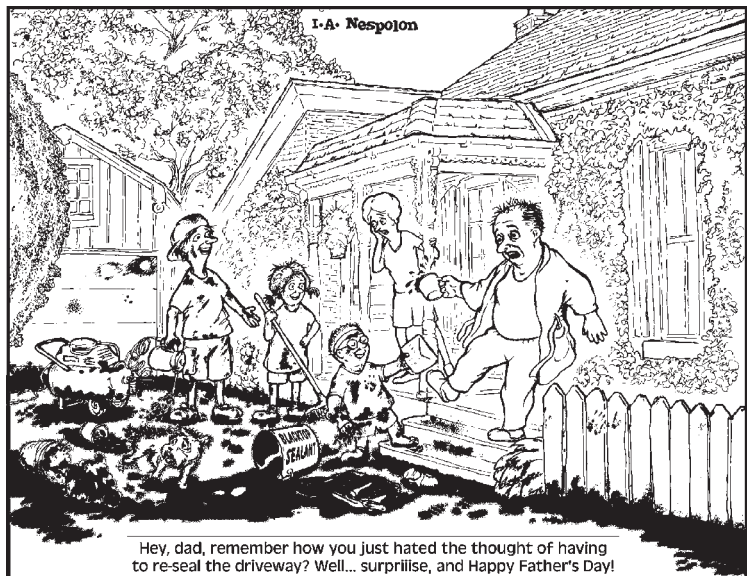
Among the new slang hip hop culture makes an appearance. Blingy is an adjective derived from the street term bling. It means flashy jewellery or describes something bright and shiny, and blingy will earn you a cool 12 points.

Other than using it for queen, the letter Q has always been a source of frustration for players. Now there are two new words employing the letter q – qin and fiqh. Fiqh is a term from Islamic law and a qin is a Chinese zither. Qin scores a plucky 12 points.

For a game-changing score of 21 points Scrabble fans will love the noun webzine – an online magazine.

A grrl is a punk woman with attitude. The noun comes from the 1990s Riot Grrl feminist punk movement, and it can score five points.

Internet/CALM



Hey, dad, remember how you just hated the thought of having to re-seal the driveway? Well... surprillise, and Happy Father's Day!



## IN THE NEWS:

### Spyware: Microsoft Seeks Patent

Microsoft has filed a patent application for a computer system that links workers to their computers via wireless sensors that measure their metabolism.

The system would allow managers to monitor workers' performance by measuring their heart rate, body temperature, movement, facial expression and blood pressure.

Unions say they fear workers could be dismissed on the basis of a computer's assessment of their physiological state.

Technology allowing constant monitoring of workers was previously limited to pilots, firefighters and NASA astronauts. This is believed to be the first time a company has proposed developing such software for mainstream workplaces.

Microsoft submitted a patent application in the U.S. for a "unique monitoring system" that could link workers to their computers. Wireless sensors would read "heart rate, galvanic skin response, EMG, brain signals, respiration rate, body temperature, movement, facial expressions and blood pressure," the application states.

The system could also "automatically detect frustration or stress in the user" and "offer and provide assistance accordingly." Physical changes to a worker would be matched to an individual psychological profile based on a worker's weight, age and health.

If the system picked up an increase in heart rate or facial expressions suggestive of stress or frustration, it would tell management that they needed help.

Civil liberties groups and privacy lawyers are strongly criticizing the potential of a system that takes the idea of monitoring people at work to a new level.

*timesonline.uk/CALM*

### Thumbs Down

If you use a hand-held device such as a Black-Berry or an iPod, do you experience hand or neck pain? If you answered yes, you're not alone.

About 85 per cent of people who took part in a small study reported pain in at least one body part, particularly in the hand, neck and shoulder areas.

"This result suggests that hand-held devices may contribute to musculoskeletal symptoms or disorders (MSDs)," says Institute for Work and Health scientific director Benjamin Amick, who co-authored the study along with Richard Wells and Sophia Berolo, both of the University of Waterloo. The study's results are published in *Applied Ergonomics* 2010.

MSDs – pain in the muscles, tendons and other soft tissues – account for more than 40 per cent of all lost-time compensation claims in Ontario.

Participants in the study answered questions about how much time they used a hand-held device each day and any symptoms of pain in the hands, arms, shoulders,

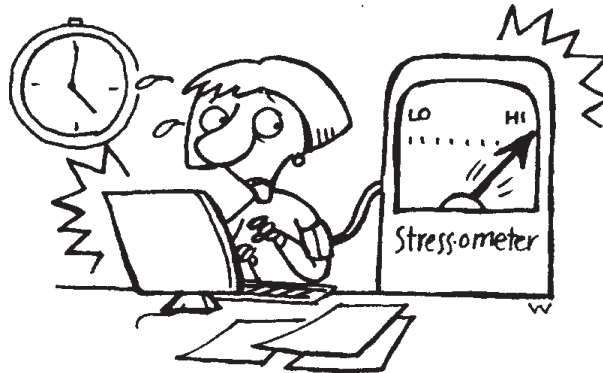
upper back and neck.

A total of 137 participants – recruited from a university setting – reported using a hand-held device and spending an average of more than four-and-a-half hours every day texting, scheduling, browsing the Internet, making phone calls and gaming.

The total time spent using a hand-held device on a typical day was associated with moderate and severe pain in the base of the right thumb, the shoulders and the neck.

The issue stems from the small size of these devices," says Amick. "Users tend to hold them in their fingers and press tiny keys with their thumbs."

*Institute for Work and Health  
Atwork/WH/CALM*





## IN THE NEWS:

# Oil Companies Crying All the Way to the Bank

The oil industry in Canada is second to none, at least when it comes to spin. It makes the most creative of Canada's political leaders look like amateurs.

The latest and most audacious story being spun to Canadians is that the oil industry stands to be hurt by high oil prices, that it finds itself in as tough a spot as Canadians as prices escalate. That's what we started to hear, not when retail gasoline prices were running up to record levels, but when prices kept going up at the same time as the price of crude oil was going down.

And now that prices have eased by about six cents a litre in much of Canada, we're supposed to be feeling better.

Before we get out our crying towels in sympathy with the poor helpless corporate giants that dominate the home heating oil and gasoline markets in Canada, a bit of a reality check is in order.

At the price of \$1.34 a litre being reported in the media in Toronto, the industry is making an excess profit of 25 cents per litre, based on normal production costs, today's crude oil price, today's exchange rates, and taking into account all taxes.

That compares with an excess profit of 20 cents per litre two weeks prior.

These figures are calculated using the Canada Centre for Policy Alternative's gas gouge meter ([www.gasgouge.ca](http://www.gasgouge.ca)) incorporating current crude oil prices and exchange rates.

Although the average price in mid-May in these major centres across Canada was roughly the same as it was two weeks ago - \$1.33 on April 29, \$1.40 on May 12 - the industry's failure to pass on the savings resulting from

crude oil price changes and exchange rate moves is reflected in the fact that the average excess profit jumped from 14 cents per litre on April 29 to 25 cents per litre on May 12.

The biggest gaps - in the 30 cent per litre range - are in Montreal and in western Canada. The smallest gaps - in the 15-20 cent range - are in Ottawa and in BC outside the lower mainland.

To put these numbers in perspective, one cent per litre across Canada generates excess profits at a rate of \$1 million per day. So an excess profit of 25 cents per litre is generating \$25 million in excess profit every day - \$9.125 billion a year.

In its rationalization of these price increases, the industry majors are fond of stressing the financial squeeze faced by gasoline retailers. True enough.

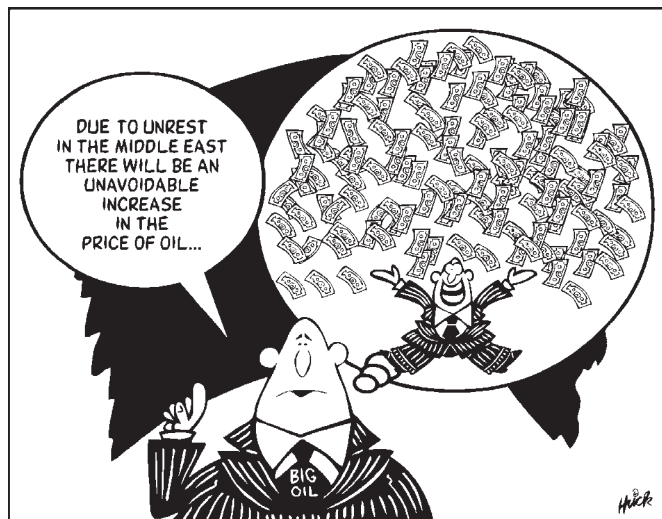
But what they don't say is that it is the industry majors themselves who are doing the squeezing, and increasingly having trouble carrying the proceeds to the bank.

Canada's petroleum industry wins the prize for creative spin. One day, the problem is war in Libya; the next day it is floods in the southern United States. One day, the price is set in New York and out of our control; the next day prices are up because of a fire in a refinery in Canada. One day the problem is speculators in New York; the next day futures markets play an essential role in stabilizing prices.

The common thread? Every day, 365 days year, one cent of price gouging generates excess profit of \$1 million.

*By Hugh Mackenzie/CCPA/CALM*

*Hugh Mackenzie is a research associate with the CCPA.*



**HEALTH & SAFETY****Safety Rep's Report**

by mike schmidt

# OHS&E Program - A Very Useful Tool (And a Recommended Read)

**T**his month I would like to bring you up to date on some issues & activities going on throughout the plant.

We hear a lot of talk about the OHS&E "program". We hear comments like "it's in the program" or "you need to follow the program" and for people involved in Safety these comments make sense but what does it mean for the average worker?

Over 9 years ago the Company and Union sat down to develop an OHS program to basically cover their requirements in what were at the time the WCB regulations. Over time it has evolved to the point where our Joint OHS&E Program not only meets but in a lot of cases exceeds the WSBC regulations.

As a supervisor or as a worker on the floor the Joint Program is basically one stop shopping for your requirements for Health and Safety. Everything that is in the program has been jointly agreed to, so if it is not in the program the Union did not agree to it.

Here is the issue; although the program contains both WSBC requirements and, yes, even Rio Tinto standards that have been

agreed to, there are many "leaders" in the plant who barely ever go into the documents to actually read them and see what has been jointly agreed to.

We have investigations done in isolation without the rep or employee present even though the program says an investigation **MUST** be done together with the rep. We have a document titled S.A.F.E. (Support-Advise-Facilitate-Educate) which is in Section 1.06 of the program whose sole purpose is "to ensure that all employees understand the rules and are in compliance and avoid participating in unsafe work practices" that nobody wants to use for safety incidents; instead the company opts for discipline.

We have a requirement for inspections that they be done monthly yet month after month there are areas in the plant that are not inspected. There is a monthly requirement for safety meetings yet many departments go months without one. All the plant permits, forms and standards are found in the program yet the calls come in from supervisors and even managers asking where

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**"The Program is there to protect all workers."**

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they can find them which shows me that some people have not even bothered to look.

For the OHS&E group there is a lot of frustration because to us the Program is our CLA and when people don't bother to follow the language it's the same as not following the contract book. The program is not a nuisance or a bureaucratic roadblock; it is there to protect all workers and the sooner it is followed the better off the whole plant will be.

The multiple locks will be coming soon as all the locks have been ordered and the training for the new standard has begun. In the coming weeks all departments will be receiving the training in preparation for the changeover to the new/old system. Again, this has been a long process but in the end the voice of the workers was finally heard and we will have a process that makes more sense and still protects the worker. The locks should be on site by the end of June or early July so each department should make sure their training is done by then so they can exchange their locks for the new ones.

There are a lot of concerns in the potrooms, particularly in 3-5, about the situation with the crane rails and the condition of the structure of the buildings. There is a joint committee working hard to resolve the issue of the ECL crane derailments as this has put the potrooms in a precarious position. There are new crane wheels being specially made by ECL and harvesting of building steel from 7&8 going on to fix the problem. The Union has put the company on notice that they need this fixed A.S.A.P. as both health and safety and the process are suffering.

Lastly there have been some changes to the guidelines in WSBC for the right to refuse that now define "undue hazard" for the purpose of a refusal of unsafe work (section 3.12). It states:

### **Undue hazard**

A "hazard" is identified in **Part 1** of the *Regulation* as "a thing or condition that may expose a person to a risk of injury or occupational disease." Further, "undue" is defined by the *Oxford Canadian Dictionary, Second Edition* as "excessive or unwarranted." Therefore, a thing or condition that may expose a worker to an

excessive or unwarranted risk of injury or occupational disease represents an undue hazard for the purposes of section **3.12** (Refusal of Unsafe Work) of the *Regulation*.

The following are examples of situations where the worker would have the basis to refuse unsafe work:

1. A worker is assigned to work in the shipping and receiving area, covering the duties of another worker who is absent due to illness. Some supplies are delivered that require the use of a forklift to unload the delivery truck. The worker normally works in the warehouse in an area other than shipping and receiving, and has no prior experience or training in forklift operation. The worker believes that their lack of training and experience in operating a forklift would expose them to an undue hazard.

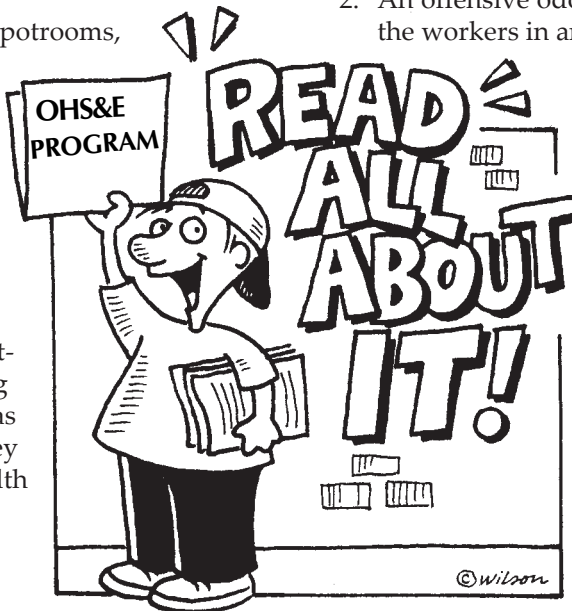
2. An offensive odor is present and apparent to all the workers in an office. One of the workers refuses to continue to work, saying that they suffer from a respiratory ailment and the odor is exacerbating their condition. The worker reports to the supervisor that they are suffering ill health effects from the odor, including difficulty breathing.

Of course, something I shouldn't have to mention and every supervisor should know is "a worker must not be subject to discriminatory action as defined in section 150 of Part 3 of the Workers Compensation Act because the

worker has acted in compliance with section 3.12 or with an order made by an officer".

What this means is that no worker should be disciplined or threatened with discipline for putting in a refusal of unsafe work. This would be in contravention of the Act mentioned above and the board officer assured us that, if proven, WSBC would deal with this very seriously.

Of course this is also part of the OHS&E program in section 1.07 (Safety Related Work Refusal Plant Procedure), just in case anybody wanted to look it up!



**E.F.A.P.**

## Employee & Family Assistance Program

by ralanda doniak

# Ruling on Drug & Alcohol Policy Brings Positive Changes

**A**s a result of the recent ruling on the Drug and Alcohol Policy your EFAP Committee feels that it is crucial to inform the membership on what that means for you and for our services.

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### E.F.A.P. Committee

Ralanda Doniak	778-876-8372 (cell) 250-639-8372 plant
Ron Fossil	778-876-8579 (cell) 250-639-8156 (plant)
Tina Slanina	778-876-9666 (cell) 250-639-8456 (plant)
Ed Abreu	250-632-4611

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In the past, members were often hesitant to come forward voluntarily with any concerns or issues with regards to substance use because upon their return to work, after seeking residential treatment, they were faced with having to enter into a relapse prevention contract with the company as a condition of employment. The terms of these agreements were intrusive and excessive. Because the award of the grievance now disallows these types of employment contracts for volunteers into the program, we want to

encourage the membership to again seek help for their addictions and be assured that their confidentiality and privacy is strictly protected.

The Joint EFAP Committee is here to provide confidential support and referral to services for all members and their families. We are here to lend an ear or a helping hand when all else seems to be spiraling out of control. It is very important to stress the fact that your personal information will not be collected and that your safety, health and wellbeing is our priority.

If you want to drink after work go ahead, if you need to drink after work please call your Employee and Family Assistance Representatives.



## Employee and Family Assistance Program (EFAP)



A confidential program of personal counselling services for employees and their families in Kitimat and Kemano. For more information on the Employee and Family Assistance Program, call the Committee Members (see list above).

For an appointment with the Employee and Family Assistance Program Counsellor, phone 1-800-663-1142. The toll-free number is serviced 24 hours/day.



## IN THE NEWS:

# Corporate Tax Cuts Economically Ineffective

The Conservatives' proposed three-point reduction in corporate tax rates would cost the public purse \$6 billion per year, yet only stimulate about \$600 million of new business investment annually, says a study by the Canadian Centre for Policy Alternatives.

The study, by economist Jim Stanford, examines data on business investment and cash flow from 1961 through 2010. Using econometric techniques, the study finds no evidence that lower taxes have directly stimulated more investment. Moreover, the indirect impact of tax cuts on investment (experienced through corporate cash flow) has become much weaker over time.

"Business fixed capital spending has declined notably as a share of GDP and as a share of corporate cash flow since the early 1980s – despite repeated tax cuts that have reduced the combined federal-provincial corporate tax rate from 50 per cent to just 29.5 per cent in 2010," says Stanford.

After adjusting for other determinants of investment spending, incremental cash flow has elicited only small amounts of business investment in recent years: about ten cents in new investment for each dollar in extra cash flow.

"Given this statistical evidence, the federal government would have a far more powerful impact on both public and private investment by investing directly in public infrastructure, rather than providing additional tax reductions for businesses," Stanford says.

If the federal government spent \$6 billion on public infrastructure instead of corporate tax cuts, the total increase in investment would be more than ten times as great as the increase in private investment from tax cuts alone. This includes the new public investment itself (\$6 billion), as well as an additional \$520 million in private business investment that would be stimulated

through the positive spin-off effects of the resulting economic growth.

According to the study, Canadian corporations have received \$745 billion in excess, uninvested after-tax cash flow since 2001 – cash flow that was not reinvested in real capital projects in Canada. This excess corporate saving reduces expenditure and purchasing power in the Canadian economy. A lack of business investment spending was the major source of Canada's recent downturn, and the sluggish rebound in business spending is a key reason Canada's recovery from the recession has been uncertain, sluggish, and incomplete.

"Corporate Canada has been consistently receiving far more after-tax cash flow than it is reinvesting in Canadian capital spending – to the tune of \$745 billion since 2001," Stanford says. "Supplementing that cash flow through further tax cuts is like pushing on a string. Those tax savings would only add to the large sums of uninvested cash flow Canadian business already possess."

CCPA/CALM



## ACTIVISTS



### Shop Stewards Council Report

by jose dasilva

# Council Welcomes New Member on the Grievance Committee

As many of our members know by now, our local President Brother Gary Warren is set to retire this summer. This means that our Vice-President, Brother Ed Abreu will be stepping up to fill in as President.

Because of the many duties this entails, Brother Ed will also be stepping down from Chairperson of the Grievance Committee in June. As a result of all of this, the positions of Alternate on the Grievance Committee, as well as Vice-President for the Local have opened up.

By-elections for the Vice-President position are scheduled for September and all members are encouraged to step forward.

As per our Shop Steward Council by-laws, elections were held at the last Shop Steward's meeting for a new alternate on the Grievance Committee and the Council would like to congratulate Brother Vic Cote, who was voted in to take this position.

We wish him well and we know his heart is with the membership during these trying times!

The Council would also like to thank all of the nominees for their dedication to the ongoing struggle for fairness, justice and common sense.

Along with Brother Gary Warren, long-time activist Brother Ken Hewson is also retiring this summer and the Shop Stewards Council would like to extend to both of them wishes for a retirement that is "long in days and short in pains". Best of luck and may the sun always be at your back.

Our activists have been very busy since the last *Hotline*, and our Grievance Committee has been put through the ring of fire with terminations, suspensions and many disciplines.

Your Council has been firm in its resolve to stand up for the membership and fellow council members. "An injustice to one is an injustice to all!"

To the membership, I would like to wish everyone a great summer and I hope to be back in the plant very soon. Thank you for all of the support that has been shown for both me and my family during this confusing time.

Your e-mails and phone calls have given me hope in the determination of the membership to stand in solidarity.

I have always believed that to serve you must sacrifice. I have done so on behalf of the local and will continue to do so. I'll be back!



## WOMEN'S COMMITTEE



### Women's Committee Report

by ralanda doniak

# International Women's Day Celebration

On March 8<sup>th</sup> the Women's Committee was invited by the Tamitik Status of Women to attend an afternoon tea held at the Riverlodge Recreation Centre in Kitimat.

The significance of this day is that it was International Women's Day. This year marked the 100<sup>th</sup> anniversary since the declaration of this day which is recognized around the globe. It has been a century of economic, social, cultural and political achievements for women. We have come along way since the times when women were considered second class citizens whose sole purpose was to have a family and take care of the home.

We continue to struggle in our fight for equality still today but in bringing attention to the issues facing women in their homes, communities and workplaces we will continue to make changes that will empower us and protect our rights.

The March 8<sup>th</sup> event was inspiring and entertaining for the many women from the community who attended. The afternoon was filled with guest speakers and a couple of young female artists, one of which played a beautiful piece on the piano and another who read a poem with great poise and artistry. These young women are both fine examples of the true beauty and intelli-

gence of all women and what can be achieved through perseverance and commitment to achieving a goal. The guest speakers included many powerful and successful women. They were all women we can look up to, who we should consider our role models. They inspired women by simply telling their stories and showing how anything is possible if you put your mind to it. Through solidarity, even more so, we can make change happen.

During the March 8<sup>th</sup> celebrations we were provided the opportunity to present our local women's shelter (Dunmore Place) with a generous donation of \$2000 on behalf of CAW National. The donation was one of 50 totaling \$100,000 that is presented annually to women's shelters across the country. The funds were graciously accepted and will be used to support women and children in need in our community. Women's shelters are very important community resources that serve to protect women and children fleeing domestic abuse. Without a safe place to go, many women are forced to make the tough decision to stay in the home with an abuser often putting their children at risk as well. Thank you to the organizers of the event for allowing the time on short notice to enable us to make the presentation during the celebration.

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#### Women's Committee

**Ralanda Doniak** - Chairperson  
**Karen Jonkman** - Vice-Chairperson  
**Heather Bagg** - Recording Secretary

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## RETIREE'S CORNER



### Retirees' Chapter Report

by bill garvin

**H**i Folks. Welcome to spring in the great Northwest. I hope everyone is recovered from all that shovelling and is getting out and about again.

Our list of new retirees is long this time and it includes; Kuldip Vaid, Ross Louttit, Tony Abriel, Ken Snell, Tung Lai, Jonas Carvalho, David Jones, Hing Ho, Bill Robinson, Doug Ripley, John Mejaski, Tom Hall, Ken Hewson, Ron Jardine and John Tavares.

Have a long, healthy and happy retirement guys!

At our April social, our very special guest was Brother John Lippert from Lantzville, on Vancouver Island. John enjoyed his visit to Kitimat to visit family and meet "old" friends. He is looking great.

#### Get Well Wishes

I had a call from Brother John Roberts in Quesnel and he reports that he is having some body parts replaced and a lot of his problems stem from a misdiagnosis. He is hoping for a full recovery now.

Special wishes go to Brother John Randall who unfortunately has been informed by his doctors that it is only a matter of time now. We all hope and pry for John at this very trying time.

#### Hospital Committee

The concern about early appointments at the Terrace Hospital was

raised at the Kitimat Hospital Advisory Group (K.H.A.G.) and brought to the attention of the doctors. In the future, if your doctor refers you to Terrace, you should let them know right away of your preference for an early or later time for said appointment (especially in the winter months). They can then instruct the secretary to set it up according to your needs, even if it is a day or two later. No one should be driving between Kitimat and Terrace so early that you are in the middle of shift change (R.T.A.) which puts you at a greater than normal risk for an accident.

Times should be at your convenience, recognizing that there may be times when it is unavoidable (i.e. if a specialist is up from down south).

Northern Health also does sponsor a bus service between Kitimat and Terrace for our convenience for hospital appointments at a very reasonable price. The schedule for this bus is available at the hospital or at Farwest Bus Service.

If you do make the drive, do so very carefully. Accidents do happen.

Different community concerns are being looked at by this group but it seems that even though it is a community group they do not have any power to make changes.

Northern Health and our ever absent supposedly Hospital Admin-

*continues on next page...*

### Greetings

I bring greetings to the members and retirees from Brother Gerry Seeman. Gerry moved to Prince George for retirement where he and his wife run a camping and RV Park south of the city (just outside of Stony Creek). If you are passing through the area they would love to have you stop in for a coffee, or chat or even to stay the night.

They are enjoying life there along with the many challenges that go with it. He was in town visiting family and called to give me his union dues. Gerry was and still is a strong supporter of our Union.

*Bill Garvin*

**RETIREE'S CORNER**

**CONGRATULATIONS TO OUR  
LATEST RETIREES!**



*Tom Hall*



*Ken Hewson*



*Ron Jardine*



*John Tavares*



*Jonas Carvalho*



*David Jones*



*Hing Ho*



*Bill Robinson*



*John Mejaski*



*Kuldip Vaid*



*Ross Louttit*



*Tony Abriel*



*Ken Snell*



*Tung Lai*

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istrator has been given a pay increase and is now Administrator for the whole Northwest, which means, of course, he has very little time for Kitimat. He was originally hired as Kitimat General Hospital Administrator, but Northern Health, in their wisdom (or lack thereof) felt that we are not that important to have him full time. And so it goes.

**2012 Negotiations**

At our Socials we are now discussing retiree demands for 2012 Negotiations to present to our committee, so if you are interested plan to attend our next social on June 16, 2011 at 2:00 p.m. at the Union Hall.

To all the retirees who are travelling this year (myself included), have a safe journey and a great time, but come back safe!



BACK PAGE

# *The Hotline* - Going Green

In an effort to “go green”, *the Hotline* is seeking people who would like to change from receiving *the Hotline* 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

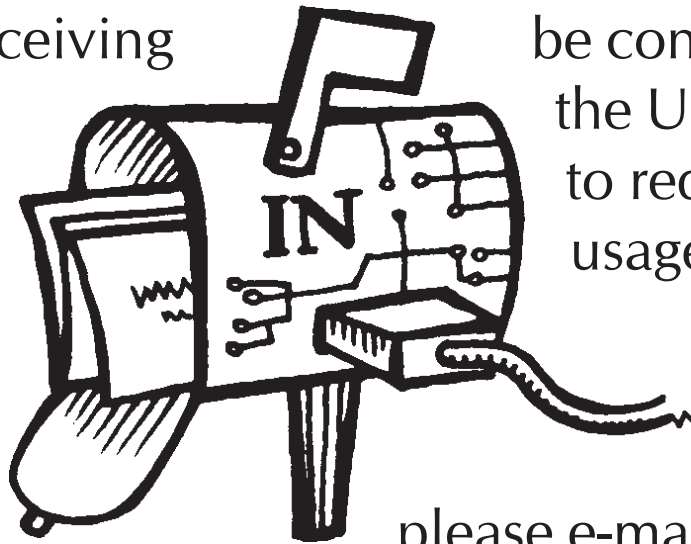
be contributing to the Unions effort to reduce paper usage. If you are

interested in making the switch,

please e-mail us at:

**hotline@caw2301.ca**

and we will move you from the paper mailing list to the e-mail list.



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