

# leaflet

PULP, PAPER AND WOODWORKERS OF CANADA

HANDS OFF THE OLD GROWTH



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**in**

VOL. 51 NO. 1  
JAN-FEB 2014

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**“We are a union of free-thinking, tough souls willing and courageous to stand up and be heard.”**

**PPWC IS THE BEST UNION THIS MEMBER HAS BEEN LUCKY ENOUGH TO BE WITH**

Today I had a Neanderthal jug me and what I stand for and slam us, a no-ears just-a-mouth non-human that doesn't hear the future knocking. We are not defined by a brainless bunch that controls without democracy, just a money-grabbing, non-representing union arrogant following puppies of others. We are a union of free-thinking, tough souls willing and courageous to stand up and be heard, liberating members who feel under-represented. Good on you, PPWC, for standing for my brothers who came to me for help. This means you, Frank. Bullshit aside, thank you, brother.

I will go to the wall for my union, and I will never again let anyone say what was said today. I am not ashamed for trying to share a vision. We deserve to grow, we deserve to be, and we deserve to speak. I will not be bullied again. Thank you, John, for your words today that only gave me will and strength. Today will define me, and I will use all of what I can to defend our honour. Thank

you, PPWC, best union I have ever been lucky enough to be with. Solidarity forever!

**Todd Smith**

Local 5

NEW WESTMINSTER

**ARCTIC 30 RECEIVE AMNESTY FROM RUSSIAN PARLIAMENT**

The Russian parliament voted in favour of an amnesty decree that includes the 28 Greenpeace activists and 2 freelance journalists who were wrongfully held in Russia after peacefully protesting Arctic oil drilling. We are relieved, but will not celebrate until our colleagues return home.

The support you offered in the last few weeks and months has been invaluable. Thank you for standing in solidarity with our activists and thank you for defending the right to peaceful protest.

While we are happy our friends will be free, this amnesty is not an ideal outcome and justice has not been served. The Arctic 30 are being pardoned for a crime they did not commit and may still hold a criminal record for the charges. Moreover, the Arctic is still at risk of be-

**BURSARY RECIPIENT IS GRATEFUL FOR AWARD**

Thank you so much for granting me this bursary. I will be using it to further my social work education!

**Romy De Kok**

FOREST GROVE



ing exploited by oil companies. The target of the Arctic 30 protest, Gazprom's Prirazlomnaya oil platform, is set to begin drilling this month.

We look forward to keeping you updated on our campaign to save the Arctic.

Thank you again for your support!

**Farrah Khan**

Arctic Campaigner

GREENPEACE CANADA

**WORLD VISION SPONSOR CHILD SAYS GOODBYE**

EDITOR *The following is a farewell letter from a child we sponsored through World Vision.*

I greet you in the name of our loving God.

I am writing to say goodbye. The sponsorship project is now phasing out and this will be my last letter to you.

On behalf of my community and myself, I wish to extend my thanks to you for the assistance which you have been doing for many years, which has helped the entire community to change for the better. Quality of education has been improved, access to health services is now easy, distance to water points which are safe is reduced. These are just a few of the many things that have changed in my community because of your hand. Only God can help us to thank you for this.

With lots of love,

**Dyless Munthali**

WOVWE, MALAWI

# The year 2014 can only get better

BY RON RICHARDSON *LEAFLET* EDITOR

**W**E ARE OFFICIALLY into a new year, and I thought this would be a good time to take a look back at what has conspired over the last 12 months.

We lost a prominent part of our union with the loss of Len Snow. He did a lot for our union, and he will be missed by many in the PPWC.

Let's first look at what has happened here close to home in the PPWC. We were sad to hear that RockTenn was closing, resulting in the loss of Local 16. This was a real kick in the gut to all those who lost their jobs in such trying times. I hope everyone there lands on their feet.

On the positive side, a few collective agreements were improved upon. The major one this year was the pattern bargaining of the various pulp mills around the province. They spent a lot of time getting this done, with some of the mill owners being really stubborn and not wanting to give in to the union and give them what they wanted. Some of the other Locals also had some successes this year, and they deserve a pat on the back for those.

Another good thing that happened last year was the addition to Local 5 of the steam plant workers at Nanaimo Regional General Hospital. Congratulations to these new members.

Some big things happened in the Confederation of Canadian Unions. Joanie Cameron Pritchett stepped down as president. John Hanrahan stepped up as president, and our own Frank Robertson became vice president. The Construction Maintenance and Allied Workers joined the CCU last September. Congratulations to them.

THE TEMPORARY FOREIGN worker issue really came out of the wood work, with the company in northern British Columbia wanting to use only Chinese workers to work underground in their mines be-

cause they said there were no qualified people in Canada to do those jobs. This is such hog wash as there has been mining going on in this country for hundreds of years. Tim Hortons was also abusing their employees who came from other countries just to work in these restaurants. They were paid minimum wage and made to pay huge rent in houses that were being supplied to them by Tim Hortons.

There have been a lot of environmental issues in the news with the pipelines and fracking for natural gas.

The Enbridge Gateway pipeline was a real issue in the north with all kinds of meetings going on. The thought was that if they kept the meetings going the company would get bored and go away. That did not happen. The pipeline company is still going on with everything, and I believe this issue will be in the courts for a few more years.

On the fracking issue, I personally think fracking will never go away as long as we have a need for the natural gas. This will be an ongoing issue until we, as consumers, find a way to use some other energy sources to heat our homes and cook our food.

THERE WERE A LOT of attacks on the labour movement with arrests of several labour activists for doing what most of us take for granted, such as standing up for the rights of the workers. There were people killed for striking for fair wages and for better work places.

With all of this happening in the past year I hope the next year can only get better.

**ANOTHER GOOD THING THAT HAPPENED LAST YEAR WAS THE ADDITION TO LOCAL 5 OF THE STEAM PLANT WORKERS AT NANAIMO REGIONAL GENERAL HOSPITAL.**



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## Workers accuse Tim Hortons boss of cheating

### BC Employment Standards Branch is investigating claims of seized OT pay

TWO FORMER employees of a Tim Hortons in small-town British Columbia say their employer took advantage of their status as temporary foreign workers to cheat them out of overtime pay, and to pressure them to keep quiet about it.

Heide Kibanoff and her boyfriend, Richard Pepito, say Pierre Pelletier hired them and other Filipinos under Canada's Temporary Foreign Worker Program to work at the Tim Hortons in Fernie, where they often put in long hours.

The pair allege Pelletier often made sure the overtime that was paid came back to him, in cash.

"He will issue a cheque to us and then what he wants is you cash the cheque, and after you cash the cheque you give the money back to him," Pepito said.

Kibanoff told CBC News about how, on pay day, Pelletier would drive her and other employees to the bank and waited while they cashed their cheques. He would then allegedly ask for a portion of it

back.

Kibanoff said she did as her boss instructed because she had an application underway in the Provincial Nominee Program, a fast track to permanent residency in Canada. "All I was thinking was that I don't wanna go home, and he said it's to protect us and he's doing us a favour," she said.

BC MLA Mabel Elmore, who has met with Kibanoff and Pepito, says their story is all too common among foreign workers in Canada. "They are dependent on their employers. They often don't know their rights. They are reluctant to raise concerns because they don't want to lose their jobs and be sent back, and I understand that was a very consistent threat against these workers."

Kibanoff left her job at Tim Hortons in June, but said she's still haunted by the painful memories. "It feels like even if I'm not working there anymore he can still try to threaten us through other people that he knows," she told CBC News.

Pepito also quit, and filed a complaint with the BC Employment Standards Branch.

The couple said that, since then, they've been harassed and intimidated, and their friends who still work under Pelletier have asked them to withdraw the complaint.

Documents obtained by CBC News show an internal investigation into Pelletier is already underway at the head office of Tim Hortons.

Pelletier is also accused of making the employees pay the \$550 fee required for him to obtain the results of Service Canada's labour market opinion surveys, which is a required step in order for him to be permitted to hire foreign workers. According to regulations, the employer is responsible for paying those fees.

The BC Employments Standards Branch said the investigation is ongoing.

A hearing date has been set for February, which won't come soon enough for Kibanoff and Pepito.

"It's not even the money anymore," Kibanoff said. "We don't even care about that, but I think that it's more than a strong case than what we're emotionally dealing right now. Like, it makes us feel unhealthy, stressed, exhausted, depressed."

- cbc.ca

# PPWC supports review of pending trades shortage

THE PULP, PAPER and Woodworkers of Canada represents approximately 3,200 workers across British Columbia. We are an independent Canadian union with no ties to the BC Federation of Labour, but some of our Locals are members of the Confederation of Canadian Unions. We are represented in the following areas of the province: Local 1, Castlegar; Local 2, Crofton; Local 4, Prince Rupert; Local 5, New Westminster; Local 8, Nanaimo; Local 9, Prince George; Local 15, Kimberley; Local 16, New Westminster; Local 18, Mackenzie; Local 26, Castlegar.

I appreciate the comment that the PPWC makes a huge contribution to BC's trades training system. Almost all of our collective agreements in both pulp and solid wood have apprenticeship selection and training provisions.

As of right now, we have between 60 and 70 apprentices indentured at our various certifications. We feel the province is long overdue for a review of the pending trade shortage and immediate action to put in place solutions that involve training and indenturing the people in the communities around the province. This entails putting money and resources into both high schools and community colleges. It will also, I am sure, require adding new resources to those that already exist.

The PPWC would like to see an accurate, in-depth inventory of trades which identifies where the shortages exist and what the demographics look like going forward.

The PPWC believes opportunities for apprenticeships should be explored in-depth with First Nations communities rather than looking at bringing tradespeople in from other countries. Jobs and training for Canadian youth and communities should be paramount as we move deeper into skills training.

Financial support must be part of a review of skills training. Families may need support if the main income earner in the family is looking at opportunities to upgrade skill levels.

Industry should be asked to play a bigger role in developing and indenturing apprenticeships so we are all on the same page when it comes to producing quality Red Seal tradesmen.

Standardization is important and can only be achieved if government, unions and industry work together on course materials and length of apprenticeships.

The Pulp, Paper and Woodworkers of Canada believes all workers, whether trades or other skills such as lumber graders, planer mechanics or equipment operators, deserve an opportunity to improve their working careers through advanced training initiatives. The government has that responsibility for educating and enhancing training.

The Pulp, Paper and Woodworkers of Canada is ready to help in any way that achieves opportunities for working Canadians.

ARNOLD BERCOV, PRESIDENT

## Health and sickness

"I feel as young as I ever did, apart from the occasional heart attack."

- Robert Benchley

"If you have a stomach-ache, in France you get a suppository, in Germany a health spa, in the United States they cut you open, and in Britain or Canada they put you on a waiting list."

- Phil Hammond and Michael Mosley

"I'm not feeling very well. I need to see a doctor immediately. Call the nearest golf course."

- Groucho Marx

"It's no longer a question of staying healthy. It's a question of finding a disease you like."

- Jackie Mason



"The willingness to take doctor-prescribed drugs is perhaps the greatest feature which distinguishes man from animals."

- Sir William Osler

"Being ill is one of life's greatest pleasures, provided of course that the illness is not severe and you are not obliged to work till you get better."

- Samuel Butler

"The only exercise I take is walking behind the coffins of friends who exercised."

- Peter O'Toole

"Be careful about reading books on how to stay healthy. You could die of a misprint."

- Mark Twain

- CCPA Monitor

What's new in your local? Write to your union. Keep us all in the know. Contact [richardsonron6@gmail.com](mailto:richardsonron6@gmail.com).

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## LOCAL 5

NEW WESTMINSTER

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### Local welcomes new members

Things are busy in Local 5 with negotiations and organizing. We would like to welcome our new brothers and sisters at Nanaimo Regional General Hospital. Local 5 would like to thank Frank for all the hard work he has done during this open season.

At negotiations with CKF, we have finished the non-monetary issues and are now on to the monetary issues. We are going back to the table in the new year. Hopefully we can get closer in the next round.

The Interior Health Authority has a hiring freeze and isn't replacing workers at 100 Mile House and Williams Lake, so our members are getting burnt out with all the overtime. We have negotiated with them to hire a few more members to get adequate coverage.

GLENN JACKSON, NEB MEMBER

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## LOCAL 1

CASTLEGAR

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### New website is up and running

Currently we have 309 hourly employees, down from approximately 335 hourly employees that the mill usually manages. As the honeymoon phase of the early retirement/voluntary severance program comes to an end, we had a total of

40 employees take advantage of the generous package. So far the union has achieved its goal by not having any junior employees laid off.

The company has resisted in reducing the numbers any further, knowing they still have a mill to run. Celgar did announce there would be a few more job cuts to be implemented by year's end. Management has since had numerous hirings. When asked about the hirings, management said, "if we made one mistake, it was in making the statement of them sharing in the job reduction."

Local 1 had our National First Vice-President Frank Robertson in for a one-day Shop Stewards' Course and our lawyer Will Clement in for a two-day Labour School, much like the one he did at last year's convention. We tried to send as many new or interested in becoming shop stewards as possible. As a result, we have gained 12 new shop stewards.

Management has told us they are 98 per cent sure they will take on four apprentices next year: one instrument mechanic, one electrician, one pipefitter, and the last one is not confirmed yet. They told us their five-year plan is to have 14 instrument apprentices in or through the system. They already know the biggest hurdle they will face will be getting the new apprentices in school as there is a lack of instructors in British Columbia.

Local 1 now has its own website up and running. I hope everyone will take a look at the new site.

NEIL BERMELE, NEB MEMBER

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## LOCAL 2

CROFTON

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### CEO has realistic vision for future

Our new CEO (Joe Nemeth) has been in his position for a couple of months now, and we are starting to see some changes. There was a lot of skepticism from our members, who have seen many come and go while they take whatever bonuses they can get. I believe Joe is good for the long-term survival of Catalyst and especially Crofton, but our members are very wary of the new guy. Until they see some results nothing will change.

He seems to have a realistic vision into the future for Catalyst and especially for Crofton. He stated that Crofton Pulp is going to be carrying our company for the next number of years.

Training is at the forefront with us right now. The company is finally taking the attrition wave (tsunami) seriously, although they are still very slow in their hiring of replacements. We have 14 apprenticeships on the books right now, but a few have to wait for up to a year to be released.

They are also trying to partner up with the colleges in our respective communities, such as with the Vancouver Island University (VIU) fourth class power engineer program. They are looking at trying to fast track schooling for apprentices, as well as trying different delivery systems for training.

GARY FIEGE, NEB MEMBER

## Wage Committee finalizes labour agreement text

**L**OCAL 8 CURRENTLY has 267 members working at Harmac. In August we passed our five-year anniversary of forming Nanaimo Forest Products. It has been a roller coaster of ups and downs over the five years but more good than bad.

On the turbine front, the first attempt to put the turbine back together resulted in two-high vibration levels again. So they had to disassemble it to further analyze the source of the problem. General Electric, who supplied the turbine, are working through the problems. As of now they have diagnosed the problem, and the turbine is up and running with no problems.

Over the year injury prevention results are showing some improvement. The company's approach to safety is corrective rather than punitive in dealing with safety and our Occupational Health and Safety Committees, who are working very hard to keep things on track.

On Oct. 17 BC Hydro caused a power outage at the mill. It was a result of human error on their part. The kamyr was down for six days due to high-pressure cleaning, and now it is back up and running.

Our Wage Committee finalized the labour agreement text. It only took five years.

The job evaluators were in the mill Nov. 18-20. The jobs we are looking at are the mill stores, first aid security, shipping, and bleach plant, as well as steam plant.

At Standing Committee we

have two new agreements that apply to the steam plant. One is a new approach to supervisory relief through the development of hourly shift coordinators, and the second is modification to the trainee development agreement that provides access to employees interested in becoming power engineers.

Western Forest Products, Ladysmith Sawmill Division currently has 66 members and is running two shifts.

Western Forest Products, Chemainus Value Added Division currently has 63 members.

Long Hoh currently has 50 members running one shift.

Canexus currently has 13 members. They ratified their contract with a \$750 signing bonus and a 5-year deal. They got another relief person in the line, but the company is slow to implement.

LES HILLIER, NEB MEMBER

## Canfor will sell product to China

Canfor Pulp and UPM Kymmene Corp. have announced a strategic sales and marketing co-operation agreement. Beginning Jan. 1/14, Canfor Pulp sales network will represent and co-market UPM Pulp products in North America and Japan, whereas UPM Pulp's sales network will represent and co-market Canfor Pulp products in Europe and China. In the initial phase, the co-operation agreement will consist of six grades of market pulp and approximately one million tonnes of pulp sales from eight mills on three continents. UPM Pulp employs approximately 1,500 people with a capacity of 3.3 million tonnes and sales of 1.62 billion Euros, in 4 pulp mills (3 in Finland and 1 in

Uruguay).

Canfor and Tangsham Caofeidian Wood Industry Co., a subsidiary of Hebei Weifeng Industrial Group, have announced a joint venture agreement to develop a business plan for a secondary manufacturing facility at the Caofeidian port facility in the Hebei province of China. The secondary manufacturing facility will involve processing finished lumber from Canfor's western Canadian facilities into locally-tailored end-use products for Chinese and other Asian construction applications. The involvement in the Caofeidian facility is a strategic step to secure port space needed in the future to grow lumber exports to this fast-growing region of China. More than 350 million people and 25 per cent of China's urban Gross Domestic Product are situated within a 2 day's drive of the port.

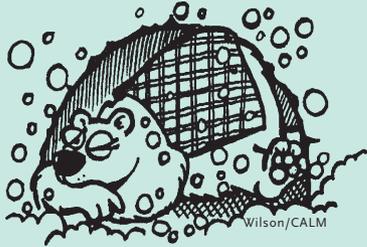
CHUCK LEBLANC, NEB MEMBER

## Law of gravity

"It's so cold outside," the elf said, "that I just watched a polar bear jump from one iceberg to another and it froze in mid air!"

"That's impossible," Father Christmas said. "The law of gravity won't allow that!"

"Oh, I know," Gnora said, "but the law of gravity's frozen, too!"



## Education

"If law schools are so hard to get through, how come there are so many lawyers?"

- Calvin Trillin

"Human beings, who are almost unique in their ability to learn from others, are also remarkable for their disinclination to do so."

- Douglas Adams

"I tell my children to stand firm in their refusal to remain conscious during algebra. In real life, I assure them, there is no such thing as algebra."

- Fran Lebowitz

"For every person who wants to teach there are approximately thirty who don't want to learn." W. C. Sellar and R. J. Yeatman  
"Father Time is a great teacher, but unfortunately he kills all his pupils."

- Hector Berlioz

"Most people tire of a lecture in ten minutes, clever people in five. Sensible people never go to lectures at all." Stephen Leacock  
"Education has produced a vast population able to read, but unable to distinguish what is worth reading."

- George Macaulay Trevelyan

- CCPA Monitor

# provincial

## RockTenn closes plant on July 1

As you know, PPWC Local 16 undertook legal strike action against their employer on June 3. It went horribly wrong for our Local 16 members on July 1 when RockTenn management informed us the plant in New Westminster was closed effective immediately.

We finalized a shutdown agreement between Local 16 and RockTenn at the end of July.

We have lost a very large part of who we are. Local 16 came into the PPWC in 1964 as part of Local 5. Our organization loses years of good, honest participation at NEB, convention and in all seminars they participated in.

## Power outage shutdown renews closure worries

The union that represents the Canadian Coast Guard says a power outage that shut down a monitoring centre in Ucluelet over the weekend of Sept. 14-15 is proof BC isn't ready for the closure of coast guard stations next year.

A lightning strike caused a power outage for seven hours at a monitoring centre in Ucluelet on Sunday. Other stations took over monitoring ships in the area, and there were no distress calls.

The federal government is closing the Ucluelet station in March as part of a massive round of layoffs underway at the federal Department of Fisheries and Oceans.

Victoria and Prince Rupert will

be responsible for monitoring the area remotely.

Union spokesperson Allan Hughes believes this will put lives at risk. Hughes says the station in Prince Rupert has received no transfer of information or training even though they will be taking on new responsibilities, including radar monitoring of ships in the Juan de Fuca Strait.

Hughes says the federal government should be improving services, not eliminating them.

## Local 5 ratifies agreement at Erco

Local 5 has ratified a six-year contract with Erco, after a hard and long set of negotiations. Highlights are:

- Pay increases of 22 per cent over 6 years.
- Long-term disability increases from 60 per cent to 66.67 per cent.
- Defined Benefit (DB) Pension Plan increases of \$11.50 per month over term.
- Defined Contribution (DC) Pension Plan now 7 per cent base plus 2 per cent employee plus 1 per cent company.
- All employees on DC Plan also receive \$1,000 payment in years 4, 5, and 6.
- New supplementary vacation of 2 weeks after 35 and 40 years.
- Agreement on post-65 benefits: extended health, medical, dental continues regardless of age.
- Spousal benefits after employee's death to increase from 60 per cent to 100 per cent.
- Improved non-monetary language on many articles.

## PPWC Local 1 supports locked-out IBEW members

**O**N FRIDAY, Nov. 22, the members of PPWC Local 1, following a motion set forth at our general membership meeting, sent 25 shop stewards bearing pizza and fortification to the front lines of the IBEW locked out by FortisBC. The members braved the cold all day by participating in picketing at five sites, and for three hours banded together outside a Fortis management training function, where they were joined by the bargaining committee from PPWC Local 26 and as many IBEW members who could be spared from the line. We distributed leaflets, raised public awareness, and generally helped boost the spirits of our brothers and sisters who have been locked out for six months by a selfish and unscrupulous corporate monopoly.

FortisBC has been attempting, amongst other things, to force a two-tier wage structure, where new hires would earn from 5 per cent to 20 per cent less for doing the same jobs as current members. The company also wants the right to unilaterally ignore job classifications and pay only the wage commensurate with the job assigned, assigning those jobs however they see fit. This same company is and has posted consistent record profits. Their electricity rates increased 4.2 per cent in 2012, and they have applied for and received a 3.3 per cent rate increase for 2014. A lobby group being organized to question Fortis's rate justification reported that residential consumers pay 35 per cent more than comparable BC Hydro customers and up to 60 per cent more for industrial rates.

The IBEW members greatly appreciated our efforts, and the

morale boost on the line was very evident. The members of Local 1 are currently contributing gift certificates in hopes of collecting greater than \$6,000 in seasonal support.

DARREN PILLA, FIRST VICE-PRESIDENT, LOCAL 1



PPWC Local 1 members Dwayne Harding (left) and Kelly Heyd spend some time on IBEW's picket line

## IBEW Local 213 members return to work

After nearly six months of labour dispute, FortisBC workers returned to work on Dec. 20.

The International Brotherhood of Electrical Workers (IBEW) Local 213 has accepted the electrical company's invitation to bring an end to the lockout and move ahead with Binding Interest Arbitration.

The Binding Interesting Arbitration process includes a neutral third party who will help resolve the issues between the two parties.

This will happen at a later time and will result in a new collective agreement.

Rod Russell, IBEW business manager, said he's glad members are going back to work but admitted he's disappointed a negotiated settlement couldn't be reached.

# THE **BIG** picture

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NEWS FROM AROUND THE WORLD THAT HITS HOME

## MINIMUM WAGE

### Cambodian garment workers clash with police during a demonstration for a living wage



THE YEAR 2014 had a violent start in Cambodia. Workers demonstrating for an increased minimum wage clashed with police, resulting in 4 deaths, 3 missing people, 23 jailed, and hundreds of dismissed

workers. Arrest warrants were issued for the trade union leaders supporting the strikes, including leaders of our own affiliates. Employers are suing unions for damages.

The situation in Cambodia is totally unacceptable and makes the country a priority for IndustriALL Global Union. We took quick action after the violence broke out in the country. We conducted an international trade union mission to Phnom Penh in early January. The mission met with the unions, government and employer organization GMAC, demanding the release of jailed unionists, an investigation into the killings, and the continuation of talks on an increased minimum wage.

And the joint action continues. Recently IndustriALL Global Union, UNI Global Union, and the ITUC sent a letter together with 30 leading clothing brands urging the Cambodian government to investigate the use of deadly force, respect the freedom of association, and set up a functioning minimum wage negotiation process. Now a working group has been set up to look at the wage question.

The minimum wage of USD 80 per month is one of the lowest in the world. That is why IndustriALL's eight affiliates in Cambodia decided in December to demand it to be raised to USD 160. It would still not be a living wage, but a step forward for the 400,000 garment workers which generate exports worth of USD 5 billion a year.

However, at the end of December, the government and employers only accepted a raise to USD 95, which was later changed to USD 100 a month. The unhappy workers went on strike, and violence followed after the South Korean embassy and investors urged police to intervene.

Union membership in the Cambodian garment industry is at an encouraging 60 per cent, but the workers are split in too many unions. Struggles like the one on SL Garments last year have been won, but building unity is indispensable for greater worker power.

IndustriALL will continue its action for workers' rights in Cambodia, to ensure a living wage and the right to freedom of association and collective bargaining without fear of violence.

# Foreign workers replace contractors

BY VINCENT MCDERMOTT

IT WAS UNLIKE ANY Labour Day Ryan Louis had experienced.

As hundreds of pipefitters and welders arrived at Husky Energy's Sunrise project for their weeks-long shifts, a company spokesperson told the crew of approximately 270 this would be their last.

Their replacements?

An equal number of temporary foreign workers brought in by Saipem, a non-union Italian company specializing in oil and gas construction projects.

Over the next 30 days, dozens of temporary foreign workers from Mexico, Ireland, Portugal, and Italy were arriving at the site 60 kilometres north of Fort McMurray, waiting for turnover.

By Sept. 27, the original workers, all contractors with Toronto-based Black & MacDonald, were gone.

"Layoffs are pretty standard when there's no work to be done, but there was plenty of work for us to do out there," said Louis, a commuter from Napanee, Ont., and an active member of Pipefitters Local 488 in Edmonton. "Plain and simple, a bunch of qualified Canadian citizens who needed work were replaced."

According to Husky Energy spokesperson Mel Duvall, Saipem Canada is the general contractor for construction of the site's Central Processing Facility.

Saipem had given Black & MacDonald contracts to complete the project's first phase, and with construction finishing, Duvall says Black & MacDonald reduced their workforce.

However, several Black & MacDonald contractors dispute these claims. Over a dozen employees who were interviewed all alleged Saipem and Black & MacDonald were involved in payment disputes, and as a result, Black & MacDonald withdrew.

One Black & MacDonald contractor, who could not give his name for seniority reasons, says Saipem let the workers go because unionized labour was too costly.

Louis says many contractors he worked with at Sunrise have already found work elsewhere in Alberta, Saskatchewan and Newfoundland. However, some are still struggling.

"We were told when I started around April, just after Easter, that we would be good until September or October," said Reg Fougere, a Nova Scotian pipefitter

who was working at the site.

"There was a lot of work there. Some of us thought we'd get an extension or new contract there, or they'd at least bring in other Canadians who need work," he said. "Well, thanks to Saipem, we're Canadians who need some work."

Fougere also witnessed several foreign workers operate equipment unsafely or wander into restricted areas without protective gear. Fougere says many did not understand the Alberta Labour Code or basic warning labels on hazardous materials.

When he brought his concerns about the qualifications of the temporary foreign workers to Husky, Fougere says they fell on deaf ears.

**"The program is being abused and poorly enforced, particularly in the construction industry."**

"Just to get through the door, we need certificates and licences up the ying-yang like Red Seal certification. It let's them know that, as Canadians, we're all qualified to the standards," he says.

"These guys coming in, how the hell can they get in without our qualifications? Or how do we know how good their qualifications from other countries are?"

Temporary Foreign Worker program constant ire of Alberta's labour movement

According to Citizenship and Immigration Canada, there were 338,189 temporary foreign workers living in Canada as of Dec. 1/12, with nearly 70,000 living in Alberta.

To compare, approximately 257,515 immigrants were welcomed into Canada in 2012 as residents. CIC figures show there were only 101,098 temporary foreign workers in Canada in 2002.

The program's supporters in the federal and provincial governments argue the legislation is intended for employers to fill short-term labour or skill gaps. Legislation says they must prove they were unable to find skilled Canadians or permanent residents to do those jobs.

However, groups such as the Alberta Federation of Labour argue the program is being abused and poorly enforced, particularly in the construction industry.

- Adapted from [fortmcmurraytoday.com](http://fortmcmurraytoday.com)

## Snowman jokes

Where do snowmen go to dance?

*Snowballs!*

How do snowmen travel around?

*By iceicle!*

How do you get milk from a polar bear?

*Rob its fridge and run like mad.*

What do snow kids have for breakfast?

*Ice Krispies!*

What do snowmen have for breakfast?

*Snowflakes!*



What do you call a snowman on roller blades?

*A snowmobile!*

What do you get if you cross a snowman and a shark?

*Frost bite!*

What do you get when you cross a snowman with a baker?

*Frosty the Dough-man!*

What is a snowman's favourite drink?

*Ice tea!*

What kind of cakes do snowmen like?

*The kind with lots of frosting!*

What's a snowman's favourite Mexican food?

*Brrrrrr-itos!*

Where do snowmen keep their money?

*In a snow bank!*

Why is it so cold at Christmas?

*Because it's Decembrrrrrrrr!*

- Internet

## CMAW joins Confederation of Canadian Unions

The Confederation of Canadian Unions is very pleased to announce that the Construction Maintenance and Allied Workers (CMAW) joined the organization in September 2013.

Established in 2004, CMAW is a union that puts organizing, labour and human rights, social unionism, and ongoing worker education at the very top of its agenda.

CMAW includes over 7,000 members in British Columbia, including carpenters, lathers, millwrights, school board employees, and industrial workers.

CMAW is a proudly democratic and independent union dedicated to workers' rights and social justice. It will feel very much at home in the CCU, and strongly add to the fabric of the association.

## Free Huber Ballesteros

Colombia is the most dangerous country in the world to be a trade unionist. According to UN figures, almost 3,000 trade unionists have been killed since 1986. In the first six months of 2013 at least 11 trade unionists were killed. State authorities are directly involved in many of these killings. In addition to physical attacks, imprisonment is often used to punish and silence trade unionists.

On Aug. 25/13, trade union leader Huber Ballesteros was arrested and imprisoned. Huber is one of Colombia's most recognized

trade union leaders. He sits on the Executive Committee of Colombia's largest trade union federation, the CUT, as well as being Vice President of FENSUAGRO Agricultural Workers' Union and National Organizer for the union-backed Patriotic March movement. At the time of his arrest he was organizing mass strikes across the country.

His arrest is a clear attempt by Colombian authorities to punish him for his trade union activities and has been condemned by the ETUC and the ITUC. His release must be secured to send a clear message to the Colombian authorities that persecuting trade unionists will not be accepted.

- labourstart.org

## United Nations derecognizes staff unions

On July 11, UN Secretary-General Ban Ki-moon derecognized the staff unions representing the organization's 65,000 staff, many working in dangerous locations and war zones. He now refuses to negotiate and instead offers only to "consult" on safety and security, welfare and conditions of service. This comes against a background of 555 staff attacked and 200 killed in the last ten years and in an organization supposed to uphold international human rights and labour rights conventions. If the UN stops applying these to its own staff, why should governments bother to uphold worker rights? The UN's staff unions are campaigning for Ban Ki-moon to reverse his decision by the end of the year.

- labourstart.org

# Remember the past and build for the future

**A**NOTHER LABOUR Day has passed. Parents of young children know it as the day to get kids ready for school. Those without young kids may think of it as the last holiday of summer. But for retirees this year it was a time to reflect on what they achieved together, achievements now under attack at every turn.

Older retirees remember the Dirty Thirties of their childhood when any job would have been welcome and where to be old meant surviving on a dollar a day of government Old Age Security. It was during and immediately after World War II that there was a dramatic increase in unionization among industrial workers. Getting a first collective agreement was not always easy. One of the seminal events in gaining union security was the strike at Ford in 1945 in Windsor. Following a 99-day strike at Ford, Justice Ivan Rand was appointed to arbitrate a settlement. One of the issues he resolved was the right to the union dues check-off. The solution where workers in unionized workplace were obliged to pay dues for the benefits they received but not required to join the union was known as the Rand Formula. It did not solve all first contract problems but it was a compromise that recognized the value that unions brought to the workplace.

In the years that followed that decision, unions played an active role in establishing many improvements such as pensions, medical benefits, health and safety legislation, and human rights not only in collective agreements but also in legislation. Today's retirees fought not only for their own benefit but for the benefit of all those in need in society. Thus they played a leading role in the introduction of Medicare and the Canada Pension Plan.

This year on Labour Day, retirees look ahead in fear of what will face their children and grandchildren. For the first time since the Second World War, the standard of living of the next generation will likely be lower than their parents. The disappearance of good union jobs due to technology and outsourcing has meant a disappearance of access to a middle-class life.

Defined benefit pension plans at work are becoming rarer and rarer for young workers. The response of those who oppose unions which alas now includes the federal government has been that no one should have access to good pension plans. Everyone needs to fend for themselves. Retirees seeing what is happening to workplace pensions have been strong advocates for improving the Canada and Quebec Pension Plans, while the federal government, in alliance with banks and insurance companies, has pushed another voluntary pension plan (Pooled Retirement Pension Plan) with no regulation of the fees charged.

Many politicians not only want to attack the programs unionized workers gained but the very existence of unions. Thus the Rand Formula itself is under attack by too many federal and provincial politicians.

Retirees in the Congress of Union Retirees want not just to remember the past but to build for the future.

*Pat Kerwin is a member of the Congress of Union Retirees of Canada and writes this article for Retiree Matters, a monthly column at rabble.ca.*

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## Harper's real war is with unions

This past weekend, the federal Conservative party held its policy convention in Calgary. The list of resolutions included many anti-union measures that would make it more difficult for unions to undertake the political work directed by their membership.

Other resolutions attacked the Rand formula and federal public servants.

Writing in the *National Post*, Tasha Kheiriddin argues that because Tom Mulcair is seen as having soft support for labour, the Conservative focus on unions is a strategy meant to divide union members between supporting the Liberals and the NDP. She argues that if any of the more anti-union pieces of legislation make it from the convention floor into the House of Commons, it will be an all-out war against organized labour in Canada.

- CALM

## Independent trade unions are important today

**I**NDEPENDENT, grassroots unions like the Pulp, Paper and Woodworkers of Canada are playing an increasingly important role in the lives of working people and the struggles of the labour movement throughout the country.

A surprisingly large number of workers belong to smaller, independent unions today. Large “super unions” like the newly-formed UNIFOR may make the headlines, but it’s the independent unions where most of the action is taking place.

According to the federal government, out of the 4.6 million unionized workers in Canada, more than half a million belong to unions that aren’t affiliated with any labour association, such as the Confederation of Canadian Unions (CCU) or the Canadian Labour Congress (CLC). And over 170,000 additional workers belong to independent union locals without any affiliation.

As for unions, there are over 350 of them in Canada that aren’t affiliated, with 200 of those having fewer than 500 members, and 40 of them having less than 100 members, including the Quebec Union of Diet and Nutritionist Professionals (Syndicat professionnel des dietetistes et nutritionnistes du Quebec), founded in 1970, with 20 members.

Over the past three years, the CCU has worked closer with the CLC. Along with the PPWC, we have fought back against C-377.

Most recently, the Senate has made amendments to the legislation that omits unions with less than 50,000 members from having to abide by the odious regulations of the bill. This was a huge victory for smaller, independent unions, since they would suffer most from the legislation, but we are still keeping up the fight so that no union, regardless of size, has to endure the menace of C-377.

The CCU is also taking full part in the “Together Fairness Works” campaign, a new program designed by the CLC to raise further awareness about wage decline and increasing economic inequality in Canada.

This campaign is taking off in Fall 2013, and it will have a huge impact on workers, journalists and policy makers in addressing the growing gap between the rich and working families.

These are just two examples of how democratic and independent unions are leading the charge as active participants, and not observers, in setting the agenda and changing attitudes in Canada.

Fifteen years ago, some may have believed it was naive for smaller unions to address political and economic issues. Today, it’s an absolute necessity. As the old adage states: “When injustice become law, resistance becomes duty.”



**Joanie Cameron Pritchett**

It’s also important for independent unions to belong to an equally democratic and independent confederation like the CCU, because it provides them a space to discuss issues that pertain to specifically smaller unions and locals, especially those from rural and suburban communities throughout the country, and to develop best practices and strategies to confront the challenges of the future.

How would a union with 3,000 members, for example, do any of this from inside the CLC, with its three million members across the country? Would a union of that size even be large enough to send one or two delegates to the biennial convention? There are unions in the CLC with 50,000 members who feel they don’t have enough of a voice inside the organization.

That is why having independent and democratic unions like the PPWC, where rank and file members set the agenda, and union confederations like the CCU, where affiliates are equally empowered to drive the organization forward their way, is so vitally important.

After all, if we want greater democracy, equality and social justice in Canada, we must lead by example and illustrate that unions are not only representative of those values, but an example of how workers and citizens can come together and change the world forever.

*Joanie Cameron Pritchett is the past President of the Confederation of Canadian Unions ([www.ccu-csc.ca](http://www.ccu-csc.ca)).*

## EVENTS TAKE ON

*continued from page 16*

The call for the “nays” (those against) was met with a roar.

After the noise had subsided Brother Burke looked out over the assembly, scratched his ancient grey top, screwed up his craggy face, and said, “You know I couldn’t distinguish any difference. Honestly! I think the ‘ayes’ and ‘nays’ were even.”

“I think,” he carried on, “we had better have that over again.”

Then, raising his arm, he said, “Now come on, let’s hear those ‘ayes’ this time.”

This call brought on the desired response, a deafening roar.

The leader had spoken. The right button had been pressed, and the machine swung into motion.

This was democracy, John P. Burke style, in action.

*Al Smith was President of Local 494, Woodfibre.*

*- from Western Pulp and Paper Worker, October 1962*



## Leonard Alexander Snow (December 20, 1942-August 8, 2013)



Len Snow passed away on August 8 after a courageous struggle with asbestosis. He was 70 years old.

Len was employed at the age of 19 in the pulp and paper industry. He started his career in Saint John, NB. From there he went to Prince George, then to Kamloops. Len was a dedicated worker.

Len was involved extensively in the 1973 changeover in Kamloops from CPU to PPWC. He was a PPWC national officer (first vice-president and second vice-president) from June 1976 to May 1978, and from June 1982 to May 1994. His service as a union representative for PPWC (at Local 10 and National levels) for 21 years was a testament of his devotion to fair and equal treatment of his union brethren.

Duty done, Len retired in 2006. Together with his wife Bev life was now all about enjoying travel, winters in Palm Springs, and forging new friendships.

Len will forever be remembered as a true, loyal friend to all who took the time to get to know him.

*“Forever faithful, forever at peace”*

**PRESIDENT**

*Arnold Bercov*

**FIRST VICE-PRESIDENT**

*Frank Robertson*

**SECOND VICE-PRESIDENT**

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## Events take on aspect of a nightmare

BY AL SMITH

**i** HAVE JUST COME OFF shift and am sitting at my living room table trying to pen the most significant points of the past convention.

As I think over the happenings of the last week, they take on the aspects of a nightmare.

Had anyone told me of the wheeling, dealing, shoving, bullying, engineering, rail-

roading, and intimidating that would take place at this convention I would not have believed them.

If I had never seen a machine in action before, I have now.

From the chairman down to his lowest International henchman most were part of a machine that was set up to do a job. The job: to maintain the “status quo” of the Pulp Sulphite and Paper Mill Workers International, and this in spite of the wishes of the rank and file. By guile they maintained their positions.

However, unless I miss my guess, their victory will prove to be a hollow one. In achieving their triumph, they showed the true character of the people at the head of our International Union.

It was not a pretty sight to see.

I have always thought—rather naively I am afraid—of our leaders as men dedicated to the cause of “Labour”. After seeing them in action I know different. I know them for what they are, Tammany Hall type rascals who will stop at nothing to get their own way.

For example, during the latter stages of the convention a motion was put to the floor, seconded, debated and put to a vote. I don’t recall what the issue was but, anyway, here is how it turned out.

In stentorian tones the convention chairman, Int. Pres. Sec. John Burke called for “yes” in favour. In response there were a few voices raised, at most a couple of dozen.

*continued on page 15*

