

Leaflet

Public & Private Workers of Canada
— Est. 1963 —



Standing up for not only our workers, but also the planet



In This Issue...

- P3 Howe Sound Bursary Winner
- P4 President's Report
- P6 1st Vice-President's Report
- P7 2nd Vice-President's Report
- P10 CCU Letter to the Premiers

**Winter
2020
Issue**



NATIONAL



Gary Fiege
President
gfiege@ppwc.ca
250.715.8320



Todd Smith
1st Vice-President
vp1@ppwc.ca
778.246.0967



Rod Gallant
2nd Vice-President
vp2@ppwc.ca
250.756.5797



Ryan Grier
Secretary-Treasurer
sectreas@ppwc.ca
250.581.0625



Barry Touzin
Occupational Health & Safety Officer
healthandsafety@ppwc.ca
250.421.3205



Cam Shiell
Environmental Sustainability Officer
environmental.sustainability@ppwc.ca
250.701.9387



Chen Xu
National Office & Benefits Administrator
admin@ppwc.ca
604-731-1909



Christina Nelson
Leaflet Layout & Production
national@ppwc.ca
604-731-1909

Congratulations! 2020 HOWE SOUND SECONDARY BURSARY AWARD WINNER



Join the Public and Private Workers of Canada in congratulating Sage Roeder for winning the 2020 Howe Sound Secondary Bursary award!



Thank you again for your belief in the programs and services Covenant House provides to the youth we serve. Please feel free to reach out with any questions you may have.

Wishing you health and safety,



Thank you for the generous support you have been giving to Sala Evance. You're helping provide Sala, her family and the whole community with life-changing fundamentals, such as access to quality education, special healthcare, safe water, and nutritious food.



Wow! Thank you for your recent gift. I am so inspired by the compassion you offer to everyone seeking help at Union Gospel Mission. Because of your partnership, hundreds of men, women, and families are finding hope through our programs.



Thank you for your generous gift!

Your support will help families in our community who sometimes struggle to provide enough food for themselves and their children.



PPWC

Public and Private Workers of Canada



National Office
201 - 1184 West 6th Avenue
Vancouver, BC V6H 1A4
Telephone: 604.731.1909
Toll Free: 1.888.992.7792
Website: www.ppwc.ca

Signed articles appearing in the Leaflet express the views and opinions of the authors. They do not form local or national policies or procedures. We welcome your feedback, opinions and inquiries.

The Leaflet attempts to give coverage to all locals, and pertinent material will be held for the future if the space is unavailable in the current issue.

NATIONAL PRESIDENT

"The world as we know it, has forever changed." This old adage is truer now than in any period of my 55 plus years on this planet. The changes that have taken place in 2020 will leave a mark in the history books and future generations will look back on this year much the same as we do with our relevant past.

It has been a trial and tribulation to keep moving forward with our union, but forward we must go. We can either embrace reality and deal with it through perseverance and tenacity or we can become victims of it. I choose to be in control of my domain as much as possible. This doesn't mean that there hasn't been moments of self doubt or feelings of doom and gloom, for those are true human emotions. It means taking the world as it is presented and making the best of the situation. It means waking up in the morning and choosing happiness over the alternatives. I could go on, but my point is this: life is what you make of it so, make something of it!

COVID-19 is a terrible blight on humanity, one cannot argue the toll it is taking on our society. However, if you take the time to look past all the negativity associated with this pandemic, you see silver linings. They are indeed there, but sometimes you

need to look hard for them. These for me include being closer to my family and friends. It means looking at everything with a new lens. It means appreciating what I do have instead of wishing for what others may have. I am grateful.

This outlook or should I say "inward look" has allowed us to make great strides forward in many areas. Some of which include focusing on our office procedures, systems, contracts, lease agreements, organizing, bargaining, travel, safety, priorities, etcetera.

None of this would be possible if I didn't have a great team working around and with me. Table officers, part time officers, NEB members, office staff, locals, cohorts, family and friends all have been pushing forward through the quagmire of the last nine months and for that I am thankful. I am proud to write to you today that as a collective, we are in a better place for the work and effort put in over the last years.

We have just signed our new tenants to a multi year lease and look forward to building a good relationship with QxMD a division of WebMD. This process had a huge learning curve associated with it. We started out last year giving our last tenants notice that we were going to renovate our space and since we could not come to terms on a fair rent structure, they gave notice to vacate. Just as we had finished our renovations, COVID 19 hit and it looked like we would be hard pressed to find a tenant. Colliers did a great job representing us in the process of identifying potential clients and showcasing our space to them. In August, QxMD had shortlisted us and we began lease negotiations. Over the last number of months, we bounced several versions of prospective agreements back and forth between parties and I am ecstatic to have this project somewhat completed. We will be working with our tenants for installation of a kitchenette and fibre optics.



Minister of Advanced Education Anne Kang, Minister of Labour Harry Bains, and the Minister of Forests, Lands, Natural Resource Operations and Rural Development Katrine Conroy.

The provincial election final results are in and we have a majority government to work with for the next four years. The cabinet announcements were just made on November 26, 2020 allowing the work to commence that was put on hold while democracy was enacted to commence. There is work to be done with the Minister of Advanced Education, Minister of Labour, and the Minister of Forests, Lands, Natural Resource Operations and Rural Development. We will represent you, the membership to the best of our abilities on what matters to you the most. We will work for stability and fairness in the many volatile situations and scenarios we face.

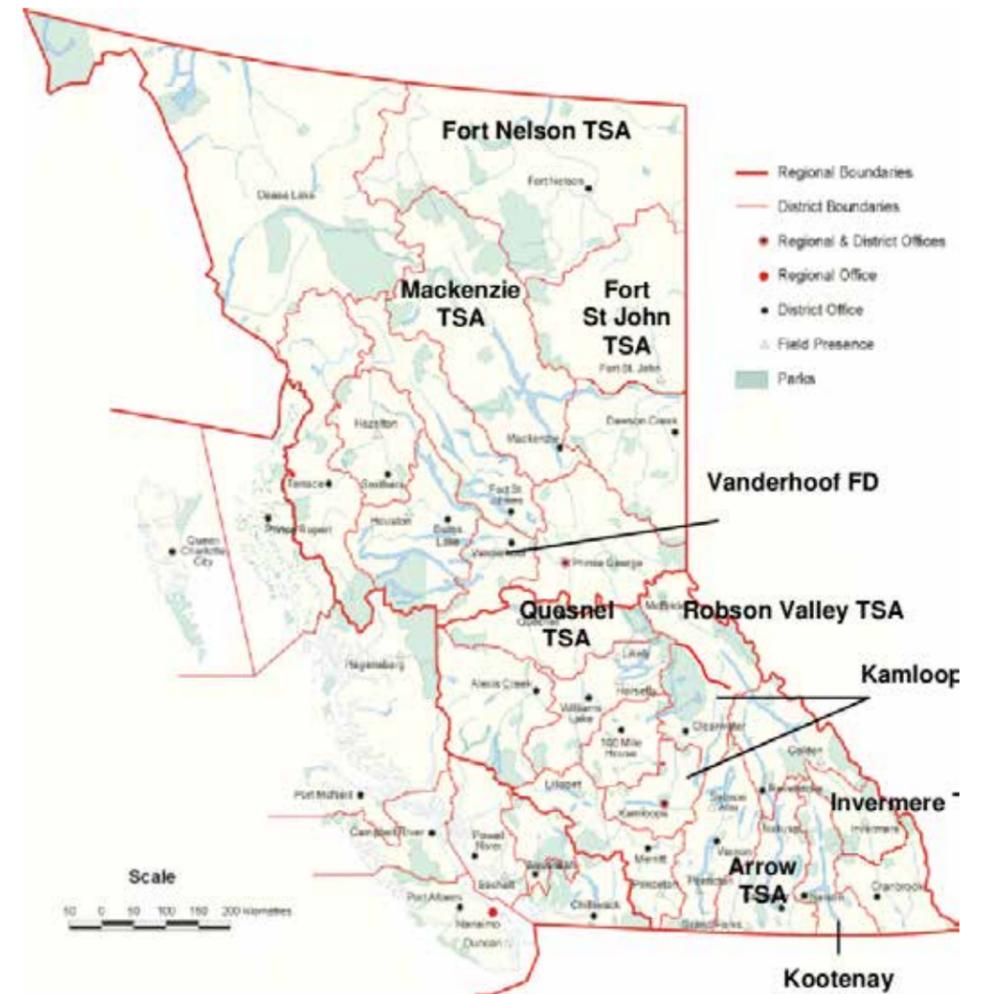
One item needing closure is the Timber Supply Area (TSA) discussions we are involved with, both in Mackenzie and the Kootenays. A year and a half ago, the Premier challenged the CEOs of forestry companies to lead discussions and build consensus between all stakeholders in the respective areas under review. These groups include corporations, First Nations, unions and communities. It was a good move by government in that they wanted stakeholders to find solutions based on mutual goals not dictated to by government. Both

groups have presented some of their recommendations for consideration to the ministry. There is more work to be done on areas we haven't yet tackled but the groups felt a focused approach on key areas was better than a broad bunch of recommendations. Further to this end, the resources available for this committee were finite as most attendees ran this off the sides of their desks while still doing their regular duties. If fully implemented, the recommendations will go a long way in easing costs thus ensuring stability for the long run.

With the high lumber pricing coupled by low log stumpage, one would surmise that all the producers would be running their operations to maximize profits. However, this is not the case in Mackenzie. Since late July, Peter Merkley and the National have been trying to get our beleaguered sawmill back into operation. With the reasons for why Canfor shuttered the plant no longer in existence (high costs and low selling point), we thought it prudent to initiate the discussions on a restart. We were optimistic that we had the mindset to work with the company to alleviate concerns expressed to us. As much as we had optimism, reality quickly struck us hard on the face. These discussions would only be one sided with us giving and the company not committing to a restart. This was further squashed when a company rep iterated to us that they would lose the leverage they had on the government (in relation to TSA discussions and cost relief) if they restarted now. There is nothing like being held hostage to corporate decisions.

It was a different story for Local 8's Ladysmith certification. Our members in this sawmill have seen their fair share of downtime. Markets, the USW strike, Mosaics downtime and fibre costs all played a role in the downtime. Plant Chair Adrian Soldera was like a dog on a bone, constantly pushing the company in an effort to get the mill restarted. Ultimately and through no small part by the PPWC, Western started the mill back up (albeit on one shift while inventory was built).

We have been very busy with organizing opportunities since the pandemic started. Of note, Paper Excellence's appeal of the Labour Boards decision to grant us the Supervisors certification failed as the company's assertions were deemed to be groundless. This has led us to the point we can start negotiations. Before we can do that, we needed to build an agenda that captured all the nuances, benefits, wages and general working conditions. Building a collective agreement from scratch is a huge endeavor and I'd like to commend the wage delegates that have worked tirelessly over the last few months to get to a point where we are ready to present to the company. We are scheduled to do our agenda exchange



Timber Supply Areas and District Boundaries of B.C.

on December 10th. The new members are anxious to get negotiations started as it has been fully two years since they first approached us.

The collective agreement for our pulp mills is set to expire in April of next year so we have started the agenda building process. Locals have solicited members for input into the agenda and we are now getting together to finalize our wants and needs for eventual presentation to the company. With COVID-19 running amok, we are having to hold meetings via Zoom, which will be difficult but we have no other options.

The Christmas holiday season will soon be upon us. I wish that each of you and your families stay safe. I further wish that vaccines become widely available and that we can get back to a stable world again.

In Solidarity,

Gary Fiege
National President



NATIONAL 1ST VICE-PRESIDENT

Firstly, and most importantly, I hope all of you and your families are well including the family members that have become shut in during these crazy times. Personally, I have had to deal with the after effects of isolation with this horrible situation. I must say, it has been a trying time for my family and I, but it did lead to some success. For this I am extremely grateful.

Remarkably, it has also been a busy summer and fall with new opportunities for our great union. We've begun the Greenlight Innovations drive of 72 non-unionized workers, with the cards submitted to the Labour Board, we are just awaiting the vote.

Congratulations to the new group of 68 GTAP workers joining PPWC Local 5! These RCMP Federal Headquarter workers voted almost 100% in favor of joining our great union.

We also welcome non-unionized workers of North Island Hospital Comox Valley and North Island Campbell River Hospital who have joined us with a 100% vote. Congratulations Local 8 on your new members!

Through mediation, we were able to secure bargaining dates with Million Air and extended benefits by 18 months to laid off employees as their benefits and recall rights were about to expire.

Closing

I predict that because of this pandemic, workers will have a desire to unionize more than ever and members of unions that did not serve them will be looking for change.

I wish you and your family health and happiness. I remind everyone to take extra care of those who are left alone during these times and to remind our memberships to do the same. The vaccine is just around the corner

I will leave you with a few words on those who may be forgotten during these unprecedented times:

The Forgotten

Since the start of this pandemic, it became extremely clear what the enemy was and who this enemy was most likely to affect. Like the slow wiping of a hard drive, the forgotten are left alone to survive on their own devices or risk death. As we found in so many tragic care home stories, those who survived look at an empty chair where loving families

once sat. I don't think enough is being said for these voiceless heroes of our past, present and future. I can even go as far as to say that some feel they are considered expected losses.

As I write this, my stomach is turning in knots because I see so many out there unwilling to make it their concern, but rather think 'Why should I sacrifice anything? It'll be fine, they should just stay home.' So, what does that mean stay home? It means that for many alone in their own mind, each hard drive is stimulated differently to some sort of demise, these same forgotten who made so many unbelievable sacrifices. I worked with veterans at Shaughnessy Hospital when I was 16, which taught me a high degree of empathy for these invaluable resources of knowledge. I would hang onto every story that I was privileged enough to hear, and I'd think to myself what sacrifices these once young volunteers made. They selflessly protected the compromised and aged too many of their own pain, suffering or death.

For the sake of all that is good, remember the forgotten during these terrible times. Together we can all survive and enjoy this planet during our microcosm of time.

In Solidarity,

Todd Smith
National 1st Vice-President



A Local 5 socially distanced Shop Stewards Course at its finest in October just before the lower mainland's newest restrictions took effect. We may have to look at training over Zoom in the near future. Stay posted!



NOTICE OF EVENTS

All union events will be postponed until further notice. Announcements will be sent out once the new dates are set.

NATIONAL 2ND VICE-PRESIDENT

Hi everyone and welcome to the winter edition of your Leaflet. As we hunker down for the great weather of winter, we find ourselves just as busy as ever. I have been settling into the role of your Second Vice-President and am enjoying it a lot. Fortunately, the learning curve hasn't been steep as I have been very lucky to be a part of the great team at the National office for many years in my previous roll.

We have had a busy fall since the last Leaflet, with organizing drives all coming in pretty much at once. Seeing new members who want to join our great Union has been heartening to behold along with being a part of the team to meet and chat with many of them.

We have just had another group come on board from two more hospitals on the Island. These workers were non-union where everyone else in their hospitals are. They chose our union after their assessment of us and we went to work to have them join us. The vote went through with the workers voting 100 percent in favour. We are pleased to welcome the workers from the North Island Hospital Comox Valley and North Island Campbell River Hospital to the PPWC. We have already met with the group and set up the wage committee and now the task of building their collective agreement begins. We are looking forward to this process.

We have been working hard for a couple months building a collective agreement for the Howe Sound Supervisors. They have been a great group to be working with completing this task. When building an agreement of this size from scratch, it has had its challenges, but we have managed to complete the package and are ready to go to the membership. We built a great PowerPoint to present to the membership in Gibson's, but then the rules of Covid changed and we had to scramble to do it a different way. Fortunately, we were able to present it online for the members. The vote is able to go ahead for acceptance and then move forward to bargaining. We are looking forward to the process of hammering out this agreement with Paper Excellence once Covid rules relax.

I was nominated to sit on the Forest Stewardship Council (FSC) board on behalf of the PPWC and won the election by beating the incumbent Unifor Rep. The PPWC are long standing members of the FSC and have been actively involved for nearly 20 years. FSC is a global, not-for-profit organization that sets the standards for what is a responsibly managed forest, both environmentally and socially.

In the National office, it has been great being part of the team to help with the daunting tasks they face every day in running the behind the scenes, so everything flows smoothly. I see the hard work the ladies put in to keep things running effectively so we all can do our jobs and not have to worry about it. This is very much appreciated.

We are nearing the end of the craziest year with Covid interfering into every aspect of the world we live in. It has affected everything we do and how we do it. It has made many challenges for how we do the jobs at the National level, but we have persevered and vow to not let this pandemic get the best of us like I know our members have as well. Be safe out there for yourself and your families.

I'd like to end with saying its terrific being apart of the National team working with Todd and Gary to bring our great Union to even greater levels. Working with the locals that have needed our support and working firsthand with brand new members along with building contracts for them.

In Solidarity,

Rod Gallant
National 2nd Vice-President

NATIONAL SECRETARY- TREASURER

Hello Brothers and Sisters,

As the newly elected Secretary Treasurer, I would just like to take the opportunity to thank everyone who voted for me. I promise to the membership to fulfill my duties to the best of my abilities and can only aspire to do the job as well as my predecessor.

I would also like to thank Al Sahlen for all his years of commitment to this organization and how he kept us all on track while in this position, I know at times it must have been frustrating. (Some people may or may not concur with that). So again thanks to all.

In Solidarity,

Ryan Grier
National Secretary-Treasurer

NATIONAL ENVIRONMENTAL SUSTAINABILITY OFFICER

On September 18, 2020, there were rallies staged all across BC. Some big, some very small. These are concerned residents who have a displeasure for the current forestry model in BC. They want more say in what takes place in their local forests. They want change from the large corporate companies operating on most public lands in BC. The people are getting fed up and are demanding change!

Gary, Rod and I took to Victoria to attend the rally to ensure that the workers voices were heard. I was given the opportunity to speak at the rally. It is important that the lands are used to benefit everyone. Unfortunately, its equally important to have these large forest companies operate here in BC. Many of our rural communities rely on the jobs they create, and the taxes they acquire from the facilities that are operating. More work needs to be put into sharing the wealth of the resource extraction. It is an endless debate by both sides on how this is possible. Finding balance in this industry by keeping all sides happy is ever shifting. Gains by one side is a loss to someone else.

For far too long the original stewards of the lands here have been ignored and overwhelmed by industries and government's who control their traditional lands without meaningful consent. If these First Nation communities develop and regain the lands once taken and fragmented by industry and poor government policies, we will see change. These outlying communities can prosper on the wealth the land provides and can reteach its youth traditional values again. When our most vulnerable communities can succeed, we can all succeed!

Protection of some of our most valuable resources must be at the forefront of all discussions with the issues of clean water and species at risk to start. Ecosystems should not be destroyed for resource extraction. The permanent loss of habitat is unacceptable in this day and age of modern technology.

The PPWC will continue to work with all parties wanting a better environment while maintaining a strong industry that creates good jobs for strong communities!

The COVID-19 restrictions that were recently put into place meant the cancellation of the trip planned to Locals 9 and 18. Dan Pierce, the creator of the "Heartwood" series and I were in the late stages of planning the trip.

He had asked for help from the PPWC to obtain footage of locations and interviews of forestry workers. He was hoping to capture the plights of a forestry worker in rural BC. I was

sending out emails and asking for people to step up and be interviewed. I believe this is a good opportunity for our membership to have a chance to speak about the industry and its effects on the communities in both the good and bad times.

We will be replanning the trip for the spring, in hopes that restrictions will ease and travel will once again be safe. Alternately, we will discuss holding interviews using different methods. Please feel to review his films that can be found on YouTube.

While travelling through the areas I was hoping to meet environmental and forestry committees at each local and have discussions on how the committees are doing during these times. I will look at contacting these groups through email for now.

Due to the COVID-19 restrictions and guidelines, most upcoming seminars and conferences have been canceled for the near future. However, I have been attending webinars and zoom calls on topics I find interesting. Its been a good way to stay connected. Although not as interesting as the good ol' fashion in person events, these prove valuable with staying on top of issues.

Cam Shiell marched and spoke at the Forest March Rally Victoria on September 18, 2020 to protect old growth and ensure that the voices of forestry workers don't get lost in the fight for nature-based management of BC Forests.



Spring will bring new light to COVID-19 with possible vaccines being available which will ease the restrictions. Besides preplanning for a trip to Mackenzie and Prince George, I will plan a trip out east to Locals 1, 15 and 26 in the late spring or early summer. I will meet with the committees and try to time out things so I can observe their local meetings. Early summer should bring a visit to Local 5 and the variety of sites within that Local. With these visits, I hope to bring a training session that members can use in their workplaces and beyond. Each session will be generated for each specific region, with the focus being on environmental issues and other locals will receive a session more geared towards forestry issues as well.

I am currently working on a training module to bring to Local 2 and 8 that will reside mostly on Vancouver Island. The module will consist of 2 speakers from the region along with a presentation by myself. I will be looking at both virtual and in person sessions as per health and safety guidelines. Look for this to happen in the early part of 2021.

Please feel free to contact me with any upcoming events and webinars you feel may be valuable.

In Solidarity,

Cam Shiell
National Environmental Sustainability Officer

NATIONAL OCCUPATIONAL HEALTH & SAFETY OFFICER

Hello Brothers and Sisters,

I would like to thank everyone who voted in the National election. The freedom to vote is an important right that we have at any level, from union to government and we need to keep this our right. Just look at our neighbours to the south and you'll see how messy the voting process can get.

Remembrance Day

November went by fast and I hope that everyone took the opportunity to remember the people of the past who fought for our present by giving us the rights and freedom we enjoy today. We give thanks to those people protecting us now. The veterans deserve more than the one day to be recognized. We should take the time to thank them on any opportunity we can.

COVID-19

We have all these new terms and anyway we put them, the new normal is becoming an everyday reality that we will be dealing with one way or another. As this pandemic continues, we need to be aware of the effects it may be having on family members and friends.

With COVID still in our midst and the Christmas season fast approaching, this time can be stressful to many and mental health issues could be on the rise. Mental health comes in many different forms. Issues related to it are becoming a serious issue for many people. It needs to be recognized and resources need to be provided for those who don't know where to turn for help.

Make sure that your Emergency Family Assistance Program (EFAP) or Health and Welfare Committee members contact information is posted and readily available.

Here are a few links:

HealthlinkBC
healthlinkbc.ca

Canadian Mental Health Association BC
<https://cmha.bc.ca/>

Here to Help BC
<https://www.heretohelp.bc.ca>



Training

Like so many things affected by COVID-19, there are no dates currently set for training for the committees. If there are training areas you would like to see addressed, please send me an email at healthandsafety@ppwc.ca, and I will look into what we can do.

As I mentioned earlier, you can also contact me for any assistance that I may be able provide.

Like everyone, I'm looking forward to getting back to the many things that I enjoy doing and I hope that 2021 will bring a new and rewarding year ahead.

I look forward to going to each local to meet with you in the near future.

Have a safe and happy holiday.

In Solidarity,

Barry Touzin
National Occupational Health and Safety Officer

Tell us your story!
Write to your union!

Articles should be between 250 and 700 words in length. Please submit any relevant graphics with your article

Please send your articles to national@ppwc.ca

In August 2020, CCU President Kelly Johnson wrote a letter to each Premier in the country, urging them to reform labour laws in their respective jurisdictions to move to a condensed, four-day workweek.

With the COVID-19 health crisis and the reduced contact time from a condensed workweek, it will literally become a lifesaver for potentially tens of thousands of Canadians.



Dear Prime Minister Trudeau,

On behalf of the Confederation of Canadian Unions (CCU), the largest affiliation of independent unions in the country, I am urging you to reform the labour laws in your province to move to a condensed, four-day workweek.

In the wake of the COVID-19 pandemic, businesses throughout the country have taken enormous steps to ensure the safety of their employees and customers. Now governments must do the same for all workers throughout the country to minimize contact time between individuals (both at work, and daily travel to and from work) and defeat COVID-19 once and for all.

The four-day workweek actually isn't a new idea. As far back as the 1970s, economists and sociologists pondered a near future where Friday would be part of the weekend, and workers could spend more time with family and friends or undertake activities to learn and improve themselves.

Working from home and telecommuting have made an enormous difference in combating the COVID-19 epidemic and saving potentially tens of thousands of lives. But even

this isn't enough. Condensing the workweek into four days is the next step to fight this deadly illness.

There are other benefits. Large corporations like Microsoft Japan began trials of a four-day workweek last year, and it led to happier workers, fewer electricity and workplace costs, more efficient meetings and higher rates of productivity. Not surprisingly, Microsoft Japan decided to permanently adopt the policy.

Similar experiments and studies show that workers are more productive during a four-day workweek, which is why in addition to Microsoft, a large number of other corporations throughout the western world are moving to adopt the policy as well. And if businesses can make this move while maintaining production and workflow, why can't all workplaces in both the public and private sectors move to a four-day workweek and enjoy the same benefits?

Perhaps the most surprising aspect of the idea is the level of support it has already garnered. It's extremely rare that policies this important earn universal backing from across the political spectrum, yet if you scan newspapers and online news sites from throughout Canada, you'll read from a wide range of journalists, commentators, economists and political scientists glowing reviews and articles about the benefits of a four-day workweek.

It's no wonder that an increasing number of Canadians are supporting the idea. A June 2018 Angus Reid poll showed that 68% agreed with moving to a condensed four-day workweek while maintaining 40 hours of work. Another study from 2019 by Citrix showed that 80% of office workers in Canada would take a four-day workweek if they could.

There is also a large amount of research going back decades illustrating that the traditional five-day workweek is actually detrimental to our mental and physical health, and results in high stress levels, fatigue, low motivation and job satisfaction, poor sleep and higher rates of cardiovascular disease.

Add the COVID-19 health crisis to this, and the reduced contact time from a condensed, four-day workweek will literally become a lifesaver for potentially tens of thousands of Canadians.

Most Canadian workers have been on a five-day workweek since well before World War II. We are now in the third decade of the 21st century and facing a major medical, social and economic crisis with COVID-19. It's time we take the next step in battling this deadly illness, save lives, and create a condensed, four-day workweek for all workers in Canada.

If you have any questions or would like to discuss this further, please do not hesitate to contact me. I look forward to hearing from you.

Sincerely,

Kelly Johnson
President, Confederation of Canadian Unions
250.365.5309
contact@ccu-csc.ca
www.ccu-csc.ca

Happy Retirement!

The PPWC thanks Bob Smiley for his many years of service and support

Below is Bob Smiley's inspiring words on his time as a pension trustee at PPWC:

Greetings to All; As my time on the Board has come to an end, I thought I would put some random thoughts together to share with this group. I believe that they are mostly accurate.

More than 30 years ago when I put my hand up to become a Shop Steward I could never have imagined where that decision would take me. Many battles on the Shop Floor, at Union Halls, at Standing Committee Meetings and Bargaining Meetings were all a testing ground for becoming a Trustee on the Pulp and Paper Industry Pension Plan. What I learned in those situations was how to listen to people. I learned that it was important to listen, even if I did not agree with what was being said. The important thing was to understand the perspective of the individual who I was speaking to.

Of course the battles on the Shop Floor were different then as harassment laws did not exist. The battles at the Union Hall were different as expectations and processes were different. One of my first duties as a Trustee for PPWC Local 8 was to count the ballots for committee elections. I would bring the results up from downstairs while the meeting was on and take them to the Head Table and the President would announce the results. As I passed the results to him the first time, I explained to him that it was a tie. This caused a delay in the announcement and as I stood off to the side in the crowd one of the old timers asked me what the problem was and I explained to him that the vote was a tie. He got very indignant and yelled at me, "We didn't have any ties in the old days!"

Standing Committee Meetings were always interesting as all of the problems of the organization would eventually find their way there. I found out very early on that if problems could not be solved at that level they would have to be negotiated during the next round of Collective Bargaining. This led to my interest in standing as a Wage Delegate, which I did in 1994. This was a time of change as my employer (MacMillan Bloedel at the time) spun off my mill (Harmac) into a separate company (Harmac Pacific) which was an indicator that things were changing in our industry and what followed were many other changes to employer/employee relationships (Crown Zellerbach/BC Forest Products/Norske Skog/Fletcher Challenge/Pulp Co/Paper Co/Catalyst Paper/Timberwest/Paper Excellence/Canfor Pulp Income Trust....) And a lot of permanent changes and shutdowns (Gold River/Prince Rupert/Elk Falls/Eurocan/Woodfibre/North Central Plywood/Island Phoenix) and numerous converting plants.

This was also a time when decisions were being made to transition to an Employer/Employee funded Pension Plan. It all seems very seamless and conventional now but in 1994 it was anything but. Pension Legislation had changed and the existing

funding and benefits levels of our Plan were under pressure. The Trustees at the time (led by Stan Shewaga and Brian Payne) made some difficult and far reaching decisions that resonate with us today. Bruce Rollick was instrumental in guiding and advising the Trustees at the time. I recall attending a Joint Information Meeting in Duncan. I have attended many Joint Wage Caucus Meetings but this is probably the only meeting held for active members that included the PPWC and CEP members. At that meeting Bruce made a presentation on what a new restructured Pension Plan could and should look like. He was inundated with questions (mostly hostile) and comments (mostly negative) and through it all kept a smile on his face. His recurring answer was that yes we could carry on doing what we were doing and making improvements and "all it takes is money" but at this point looking out we do not have the funding to accomplish that.

Around that time, the decision was made by the existing Pension Trustees (at that time 4 Employer, 2 PPWC and 2 CEP) to invest most of our funds into Long Term Bonds. I remember speaking with Bob Green (PPWC Trustee from Local 2) at the time and he was under a lot of pressure to justify what many of the Wage Delegates believed was a "stupid idea". We all know how that turned out.

The Pulp and Paper Industry Pension Plan came through the 2008/2009 Financial Crisis as well as any Plan could expect. This is a testament to decisions made by previous Trustees (following advice of their advisors at the time). While many plans were losing 20%-30% of their value our plan lost 1.6%. That is something that we all should be proud of and grateful to those that came before us. I hope that future Trustees can say the same about decisions that we have made over the last 12 years.

Being a Multi-Employer Pension Plan, I have always been impressed with the level of expertise of our Trustees. On the Employer side, the Financial advice has been invaluable and the perspectives and experience of each different employer Trustee extremely helpful. From the PPWC and Unifor Trustees, I have always been very comfortable that the interests of the Beneficiaries of the Plan were being protected. New Trustees that join the Board quickly come to understand this. The Training Sessions that our advisors put on only help reinforce the culture of our Plan. They also show how valuable our Advisors are to the success of our Plan.

Finally, I would like to thank all of the Trustees and our Advisors for your advice and support. I would like to single out (always dangerous), Vince Lukacs and Kent Elliott. As Co-Chair, I could not have expected anyone better than Vince. His commitment to the Plan and professionalism were always appreciated by me. At a very early stage in my time on the Board, it was obvious that Kent was an important part of our group. His temperament, experience and knowledge have been invaluable for me and has made me a more effective Trustee. It is great that Kent has remained on the Board and I know that Elaine will benefit from Kent's presence, as will all future Trustees.

Of course it would have been nice to say Goodbye in person, but we all know that is not practical at this time. I wish all of our Trustees and Advisors health and happiness and thank you again for the privilege of our time together.



*The PPWC wishes
you and yours a
happy, healthy
holiday*

Together Apart

PPWC

Public and Private Workers of Canada



National Office

201 - 1184 West 6th Avenue

Vancouver, BC V6H 1A4

Telephone: 604.731.1909

Toll Free: 1.888.992.7792

Website: www.ppwc.ca