

Day of Mourning

We remember the 122 B.C. workers who lost their lives in 2015

April 28, 2016



Last year 122 British Columbia workers lost their lives trying to feed their families. Trying to put that into some kind of perspective, that number amounts to just over one quarter of our local membership here in Crofton. We are still grieving the loss of Brother Brian Allen in January and our Sisters and Brothers from Local 8 in Harmac are grieving the loss of their co-worker, Chris Fletcher a few weeks ago. No one should have to die on the job, unfortunately it happens all too often in all sectors from heavy industry through to retail.

Thursday April 28th from 10:45 to 11:15 am there will be a remembrance ceremony at the memorial plaque which is just behind the protection office at the main turnstiles. Please join us while we show our respect to those who paid the ultimate price.

Here's how cutting log exports could create BC jobs

Reprinted from the leaflet, Sept. Dec. 2015

SEVEN YEARS ago, workers at the Harmac pulp mill near Nanaimo defied the odds and hung onto their jobs at a time when so many of their counterparts at other mills in British Columbia were losing theirs. Each worker scraped together \$25,000 and three local investment groups pooled resources to save the pulp mill from being closed. Today it is one of only a few left on BC's coast. By the end of 2012, thanks to the sacrifice of its workers and prudent investments by its management team, Harmac's 320 union and salaried employees received dividends for the first time since the employee led rescue operation. You don't hear success stories like this often, but you could. One option is

for the provincial government to embrace new policies that encourage more domestic manufacturing, policies that also enhance the strength of existing mills like Harmac. Despite obvious successes, significant challenges still remain for the pulp mill, challenges that Arnold Bercov, head of the Public and Private Workers of Canada (formerly the Pulp, Paper and Woodworkers of Canada), believes must be overcome if the mill is to continue to thrive. What distresses Bercov is the enormous number of raw, unprocessed logs that leave British Columbia's coast each year, aided by export policies that act as a disincentive to investments in new mills that would

put people back to work. In BC, logs deemed "surplus" to domestic needs

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can be exported. Bercov says such policies actually encourage certain companies to take the easy way out: to close mills, put people out of work, and export logs rather than make forest products here at home. Last year, BC companies exported 6.26 million cubic metres of raw, unprocessed logs. Most went to buyers in China. Exporters included companies that are solely in the business of selling raw logs, companies that own some mills but that used to own many more, and some First Nations who have no nearby mills to purchase their logs. To put such exports into perspective, carpenters could frame nearly 165,000 average-size North American homes with that much wood. But BC's and Canada's economy isn't just smarting from such lost economic opportunities, equally problematic is the perverse outcome our export policies have on mills such as Harmac. It could be said that BC's log-export policies actually subtract, rather than add, value from logs. Here's how. When sawmills turn round logs into rectangular lumber pieces, tonnes of wood chips and sawdust are generated. Historically, that so-called "waste" fed pulp mills such as Harmac.

Now, BC's dearth of sawmills means that Harmac is forced to get nearly 600,000 cubic metres of wood per year—roughly one-third of its total raw material needs—from running whole logs directly through giant chipping machines. The practice is expensive and represents a huge loss in potential forest industry jobs in BC. Instead of logs

first being turned into lumber products at mills where hundreds of people could be working, and then shipping the so-called "waste" from those sawmills to pulp mills, massive numbers of logs are exported, forcing companies into the uneconomic and wasteful practice of directly chipping logs. More troubling, hemlock logs are among the most commonly exported. China last year alone purchased nearly three million cubic metres of hemlock, a species that must be dried to achieve maximum value and for which pulp mills, with all the energy and heat they produce, are ideally suited to do. Harmac's management team would like nothing better than to see a sawmill built nearby and more mills on the coast, Bercov says. Mills focused on processing hemlock logs from second-growth as opposed to old growth forests. But for that to happen, the provincial government needs to rethink its export policies. One way to do that, Bercov argues, is for the province to encourage companies to work actively with First Nations on new joint ventures by hiving off a portion of what is logged annually and declaring that such wood is unavailable for export and must be assigned through special bidding processes to new partnerships between First Nations and forest companies. It's time to stop subtracting value from our forests by allowing raw-log exports based on a false and dangerous "surplus" test, Bercov says. Instead, let's embrace a new future where we actually log less and process more, where logs pass through many

hands here at home rather than directly through our hands to China.

Ben Parfitt is a resource policy analyst with the Canadian Centre for Policy Alternatives. - The Province

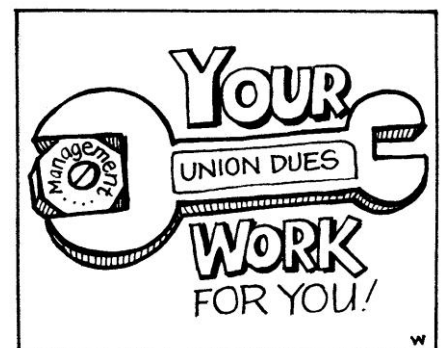
Good Housekeeping is essential for good maintenance.

Housekeeping is a reflection of management's attitude towards the general respect with which the plant is operated.

Lack of good housekeeping sends out the negative impression that nobody cares. Under such circumstances it's hard for anyone to be vigilant and proactive about preventative maintenance so only break-down maintenance is done.

Good housekeeping on the other hand instills pride and promotes a positive work attitude. Preventative maintenance programs have a greater likelihood of success when the expectation to keep the equipment in good shape is displayed by its good appearance.

Submitted by Dave Benjamin.
Reprinted from Troubleshooting
Rollers and Bases section 3 pg 4



Letters and Opinions

JUST BRIQ'S IN THE WALL...

Great to see our union newsletter rockin' and rollin' once again! There has been a pervasive anti-union mood in the media for years and so I believe this is the perfect forum to remind ourselves from time to time just what unionism has accomplished. Virtually all benefits of employment that many non-union workers take for granted were unselfishly paid for by the blood of union members. I mean that literally so take a moment to think about it: people were beaten and some even died insisting workers deserved the rights you and I enjoy today. Health care and safety at work, decent wages, gender equality, a shorter work week, pensions and even the right to form a labour organization are here, not because some corporation graciously gave these things to us, but because unions fought long and hard for them. It's easy to believe the days of the Robber Barons are long ago and confined to the pages of musty history books. And yet, it's still possible to see in many parts of the world where labour has been kept under the masters' boot heels through violence and tyranny that no such luxuries exist there! In fact, many of the same corporations that flee our North American labour climes for the third world do so expressly to avoid paying workers fair wages and decent benefits. There are a great number of new union members that we have welcomed into our ranks over the

last several years. Sometimes I wish we had some type of labour school for new members – especially for those that have never worked in a union environment before, so they could fully understand and appreciate what the union's function is in our workplace. Our union meetings may seem antiquated and mystifying to some new workers. The duties of our officers and committees are probably equally unclear to many newcomers. Although all new workers are welcomed into the organization by union leaders, I suspect there is simply far too much to take in for enthusiastic young workers anxious to begin their careers. The negative connotations of unionism that the media has spun for decades in the minds of some young workers, must be overcome with positive reinforcement and by being good union role models. Welcome back Two's News! Continue to educate, edify and bolster the determination of your members to stand up in solidarity for the principles we hold dear.

THE BRIQ



HOW TO LOG INTO YOUR PENSION ACCOUNT

1 - First go to

<http://www.pulpandpaperpension.hroffice.com/>

2 - Your initial login will need an eleven digit unique identifier and your password. Your unique identifier is made up of the following

- the first three letters of your last name - in capital letter
- your first initial - in capital letter
- your year and month of birth in YYYYMM format
- the last 3 digits of your social insurance number

3 - The first time you login, your password will be your birthdate in YYYYMMDD format, followed by the last three digits of your SIN. Example 19600317789

4 - After entering this information, the site will ask you to change your password and select three challenge questions.

Any Questions please talk to me

Lynn Lindeman

FOR YOUR INFORMATION: The following letter was received from the pension administrator

**PP THE PULP AND PAPER INDUSTRY
PENSION PLAN**

Suite 400, 411 Dunsmuir Street, Vancouver, BC V6B 1X4
Toll free number: 1-888-384-7555 Fax: 1-855-425-9046



April 4, 2016

TO: Mill Industrial Relations Managers of Participating Employers
Union Locals
Other Participating Groups

ADMINISTRATOR'S DIRECTIVE No. 340

The purpose of this memo is to advise you of the proper treatment retired hourly Members moving into salaried positions.

In accordance with the Plan Schedule, an Active or Terminated Vested Member of the Plan is not entitled to elect a Retirement Date until he ceases employment with an Employer.

If a Member or Terminated Vested Member of the Plan continues to be employed by the same Employer or successor Employer in a salaried position, they are not entitled to elect a retirement date, even if that Employer is no longer required to make Contributions on behalf of that Member.

A "Declaration by Participant" form must be signed and dated when a Member terminates their employment with the Employer. This form is sent to the Employer to verify the Member's last date worked with the Employer.

Please let me know of any questions.

Yours truly,

MORNEAU SHEPELL
Administrator for the Trustees

A handwritten signature in cursive script, appearing to read 'S. Legge'.

Stephanie Legge

Copies: Trustees, Head Offices

Enclosures

Send your questions, thoughts, opinions, and suggestions to brianh@ketacable.net

Editor Brian Hicks

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