

PPWC

Public and Private Workers of Canada
Local 2

2019



THE

TWO'S NEWS

JANUARY/FEBRUARY 2019
PPWC LOCAL 2

EDITOR: CHRIS WIPPLINGER
cwipp69@gmail.com

To all our Members



**May 2019 be a great year for us
all**

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1st Vice Presidents Update

I got to go to Nanamio with Lynn and Chris to Presidents council meeting. It was a good experience but I was very disappointed with the format and the involvement of the other mills. The other union leaders seemed to have no interest in the meeting, even when they were told that there were going to be paper machines curtailed. The three of us from PPWC clearly were more interested and more involved in the group conversation. I was hoping for some time alone with Ned, where we could voice some of our problems and hopefully work out some solutions. We did receive a few minutes at the end with Ned and Richard, but we only had time to cover one topic.

We just had a standing committee last week. It was disappointing to see how little was done given that they had an extended amount of time to work on things due to them cancelling Novembers meeting.

On many of the issues that we had that were not addressed, they said that he would have a response for me the following week. I did receive the responses that HR said they would do, and we are moving more grievances to fourth step.

The biggest topic that we had on the agenda was holidays. I am sure that everyone knows that booking holidays right now is a mess. Especially when trying to use banked OT. Candy, Richard, and Steve Bird are currently going through the holiday policy and essentially re writing it to make it more clear. We will have a look at the new policy when it comes out, but I have very low expectations, and I think that I might still be disappointed. I have suggested that since they have not been approving banked holidays even when people have been trying to book them off, the company could agree to pay out remaining banked OT at full rate this year. They said that they would consider it, but again, I have pretty low expectations on this.

I watched a brother break his leg at work a few weeks ago. I'm sure most of you heard about it, and I want to let you know that he is doing well and healing. Please stay safe out there. This time of year is crazy, with lots going on. It is very easy to let your mind slip and start thinking of plans and bills and in-laws and such. Add on supervisors who just want the job done and want it done now and it can create a very dangerous work place. Take your time, stay focused, stay safe, and I hope that everyone had a Merry Christmas and a good New Year.

Warren Christie
1st Vice President

According to Contract...

This month in my According to Contract article, I am not going to go over a part of the Collective Agreement. Instead I am going to take this time to let you all know that the new contract books are now available. I know that most of you are already aware of this but I wanted to make sure that everyone has a new contract book. If you don't have a book yet, please talk to your shop steward or come by to the next GM meeting.

If there is a section of the contract that you would like to see in Twos News, please email me at warren.c@shaw.ca and I will do my best to get it explained.

In Solidarity

Warren Christie
1st Vice President
PPWC LOCAL 2





Definition of *labor union*

: an organization of workers formed for the purpose of advancing its members' interests in respect to wages, benefits, and working conditions members of a *labor union* with job protection under a collective bargaining agreement with the employer

The above definition is from [Merriam-Webster](#).

This is what the PPWC is; a labour organization driven from the bottom up, not individual members making the best deal for themselves. Local 2 is the bargaining agent for any dealings with Catalyst Paper Corp. The Standing Committee and the Wage Delegates are the elected members charged with any negotiations with the Company.

It has come to the Executive Board 's attention that some members and certain staff members believe they have the right to set their own working conditions. We are hearing of all sorts of "special deals" being set up. Always in the past these so called "special deals" only benefit one or two members and create many problems when the Company will not allow the same "deal" elsewhere in the mill. Truthfully, many of these deals are unknown by the Company HR department, as they have stated many times that any variances from the Collective Agreement must be discussed and agreed to between both parties.

This practice must stop, if you feel the need to have a change in long standing practices then bring it up with one of the 1ST Vice Presidents, Master Shop Stewards or the Wage Chair so that it may be discussed at the Executive Board or the Standing Committee level. We have negotiated many agreements with the Company outside of collective bargaining.

It appears that production curtailments may be a part of our future. This brings up a concern I have had for some time. That is the increasing amount of bargaining unit work being done by staff. Sure, it is easier if I don't have to go for my own parts or to have the foreman hose up, but this is our work. I have never agreed with this practice and have on many occasions asked staff to stop doing our work. When Local 2 has members laid off this practice must cease, if staff need to help remind them to call in our laid off members.

Hopefully the curtailments will be short lived.

Happy New Year, hope your holidays were good.

Lynn Lindeman

President

PPWC LOCAL 2



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PARTICIPATION IS THE KEY

MEMBERS MAKE A UNION STRONG

unions4workers



The Joseph Mairs Memorial

The Joseph Mairs Memorial Committee welcomes everyone to the 17th Annual Joseph Mairs Memorial at St. Mary's Catholic Church Hall, 1135 4th Ave Ladysmith, BC at 1:00 pm on Sunday, January 20th, 2019.

Come and join with other working people to honour Our Labour Martyr, Joseph Mairs.

As always, our general theme for the day is 'Our Common Condition'.

We are very pleased to announce our keynote speaker for this year's event is Doug Nesbitt.

Doug Nesbitt helped found the Fight for \$15 Chapter in Kingston Ontario. Doug is also a founding editor of Rankandfile.ca, and currently an organizer in Kingston for CUPE. He recently completed a doctoral degree in history on the Ontario labour movement's fight against the Harris Tories in the 1990s.

His talk is entitled- Big Lessons from Ontario's Fight For \$15. For nearly three years, the Ontario Fight for \$15 and Fairness campaign spread and grew, inspiring low-wage worker strikes and scoring a remarkable legislative victory, the first substantial gains in labour and employment rights in 25 years. But with the Ford Tories taking power, all these gains are on the chopping block.

As always, we will hold a discussion after Doug speaks and we encourage everyone to participate. Through this event, we hope to provide an opportunity for all of us to advance our work to build serious struggle for workers rights and conditions across this province.

Again, this year we will enjoy live music by local musicians linked to the Labour Movement (Art Farquharson and friends, Beverley McKeen and friends - our splendidly talented family). All this will be technically perfect due to the skills of our sound person Mike Gagnon.

After the indoor programme, we will form a procession behind our long-time piper Frank Nichols and walk to the cemetery to place flowers at the graveside of Joseph Mairs.

Joseph Mairs was a trade unionist and a coal miner. He died in 1914, a month short of his 22nd birthday, after being arrested by government troops during the Occupation of Ladysmith.

This struggle which coal miners on Vancouver Island waged was for the eight-hour day, health and safety regulations and union recognition.

Joseph rests in the Ladysmith Cemetery beneath a cairn his fellow miners erected in his honour with the inspiring inscription:

"A Martyr to a Noble Cause - The Emancipation of His Fellow Men".

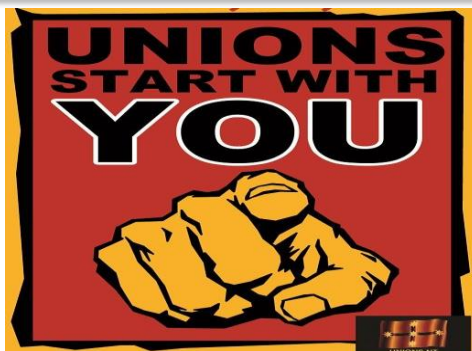


JANUARY 2019 ANNIVERSARIES

Includes members on LTD

K. MacDonald	40 Years	A. Diaczuk	13 Years	E. Henry	2 Years
L. Syme	38 Years	W. Bolduc	8 Years	K. Thompson	2 Years
J. Nicol	38 Years	R. Bragg	6 Years	M. Winterburn	2 Years
A. Friis	37 Years	D. Moilanen	6 Years	C. Vadeboncoeur	2 Years
R. Smith	37 Years	B. Tweten	6 Years	P. McCauley	2 Years
E. Eastman	37 Years	D. Roth	6 Years	J. Berrow	2 Years
G. Chaperon	30 Years	R. Skog	6 Years	D. Paris	2 Years
A. Kueber	30 Years	K. Eaton	5 Years	A. Bardenhagen	2 Years
D. Robertson	30 Years	D. Larson	5 Years	J. Drescher	1 Year
D. Kohse	30 Years	C. Combs	5 Years	S. Morrison	1 Year
D. Vandesype	30 Years	G. Porter	4 Years	R. Bennett	1 Year
R. Klassen	30 Years	T. Junk	4 Years	P. Barrett	1 Year
M. Massey	30 Years	C. Adams	4 Years	R. Hutchinson	1 Year
D. Pridham	23 Years	D. Cannon	4 Years	S. Gillis	1 Year
Sean Power	19 Years	B. Hicks	4 Years	B. Wise	1 Year
S. Tutte	19 Years	G. Beaumont	4 Years		
K. Hillbrecht	18 Years	C. Tilley	3 Years		
A. O'Dell	13 Years	L. Melnick	3 Years		

PPWC
 **LOCAL 2**





FEBRUARY 2019 ANNIVERSARIES

Includes members on LTD

D. Bedard	41 Years	B. Quinton	30 Years	T. Marcil	5 Years
D. Wilson	40 Years	M. DiIorio	30 Years	M. Manners	3 Years
Scott Pirie	31 Years	C. Kelly	29 Years	T. Michieli	3 Years
G. Connelly	31 Years	K. Badyal	23 Years	B. Paolini	3 Years
S. Epps	30 Years	J. Monti	16 Years	J. Grayson	2 Years
D. Ellison	30 Years	M. Hearsey	6 Years	R. Thiboutot	1 Year
D. Gale	30 Years	J. Schonwald	5 Years	PPWC LOCAL 2	

HEALTH AND WELFARE

Thank you to the executive and the general membership for supporting me in attending the PPWC annual Health and Welfare Conference in Vancouver on October 17, and 18th.

Dale, Don and I attended the conference with other locals from the PPWC, the conference was chaired by Rod Gallant of the National.

There were local reports and most locals talked about the increasing amount of people off work due to stress, anxiety, addictions and mental health issues. They also talked about the difficulty in dealing with management in different aspects of peoples leave.

It was interesting to note, that the locals that are owned by Paper Excellence reported that their EFAP program had changed from 6 sit down, face to face meeting with a counselor, to 3 online skype or phone call sessions. We will have to wait and see what happens to our program when the sale of our mill goes through.

We had a question and answer session and a return to work presentation by Desjardins, which was informative.

The following day started with a talk from Human Rights lawyer Laura Track on "*Is Your Workplace Ready for Marijuana?*" It was a very interesting talk, but I was left with the notion that because it is all so new, case law is all over the map regarding people self-disclosing about cannabis use at work. Please talk to an executive member before you feel the need to self-disclose about medical conditions or medications to the company.

The afternoon consisted of a talk by Karen Kossey of Orca Health and Safety, on Sleep Fatigue and the effects on workers. As I am a shift worker in both my jobs, it was shocking to learn that lack of sleep or any form of nighttime shiftwork is considered a carcinogen by the World Health Organization. Lack of sleep has huge effects on our physical and mental wellbeing. She also talked about the negative effects of LED lighting on all of us and our families.

If anyone would like access to the power point presentations from these two speakers, just let me know.

In Solidarity

Allison Pirie: madali19@gmail.com

Health and Welfare Trustee

PPWC Local 2

Closing of GM Plant in Oshawa is a Symptom of a Larger Economic Problem



By Kelly Johnson

President, Confederation of Canadian Unions

Canadians were stunned when General Motors (GM) recently announced its plans to cut 15% of its salaried workforce and close five plants throughout North America, one of them being the Oshawa plant that employs more than 2,500 workers. First opened on November 7, 1953, the plant employed as many as 23,000 people during the 1980s.



Image: Reuters

The Confederation of Canadian Unions stands in support with the workers, their families, and the community, but real policy alternatives must be developed to prevent this from happening again to others throughout the country.

While workers at the plant and its union, UNIFOR Local 222, are doing everything they can to fight for their jobs and pensions, Prime Minister Justin Trudeau was in warm, sunny Argentina just three days later – and not without irony – signing a corporate, free trade agreement with the United States and Mexico that some refer to as “NAFTA 2.0.”

This comes exactly 10 years after General Motors received a \$60 billion bailout package from the Canadian, Ontario and U.S. governments, which included \$10.8 billion of Canadian government assistance in exchange for 12% ownership of company shares.

Since then, the former Ontario government and former federal government of Stephen Harper sold its shares back to GM – just when it began making a profit again, of course. UNIFOR is correctly arguing that our governments should have kept its shares and used the ownership as leverage to force GM to re-invest and maintain jobs in Oshawa (as well as St. Catharines).

After giving GM billions of dollars of bailout funds, both taxpayers and members of UNIFOR Local 222 alike are right when they call this “bailout-and-run” calamity a slap in the face.

For forty years, we’ve been told over and over again that corporate free trade agreements, along with tax cuts for business and the investment class, attacks on unions and collective bargaining, and government spending cuts, were going to create a climate for investment that would rain good-paying, middle class jobs.

Continued on page 9



GM PLANT CLOSURE

continued

And the evidence has shown, in painful detail, this has been proven demonstrably, spectacularly, fabulously, head-bangingly, and mind-crushingly false. Advocates for corporate, free trade might as well start believing the earth is flat. Yet in the parallel universe of Ontario Premier Doug Ford, whose favourite punchline is “Ontario is open for business,” this is just another financial decision for his corporate friends.

UNIFOR is currently calling on GM to allocate product to the Oshawa plant past its current run date of December 2019. The plant is one of the most efficient and profitable in North America, with a decorated and highly skilled workforce. At the same time, GM sales and profit margins are both increasing, and its balance sheets are, even according to the business media, very healthy.

As Oshawa NDP Member of Provincial Parliament Jennifer French commented: “GM didn’t build Oshawa. Oshawa built GM.”

Since the early 1970s, the CCU has called for the elimination of corporate welfare bailouts and instead, the establishment of a nationwide, made-in-Canada industrial strategy of democratic, public ownership that protects decent jobs, our environment and extends workers’ rights. Canada remains one of the few countries in the world that doesn’t have its own industrial strategy.

As long as so-called free trade agreements give corporations almost unlimited power over workers and governments, and attacks on workers’ rights and increasing inequality continue, the middle class in Canada will be hollowed out, and more examples of de-industrialization and economic uncertainty will put further communities throughout the country at risk.

Unfortunately, the entire GM “bailout-and-run” debacle of the past decade isn’t the beginning of this process, but just a continuation of it.

Article taken from the CCU website

The CCU and its affiliates are active in the struggle for a new world based on the ideals of equality, democracy, environmental sustainability and solidarity. It supports, participates and works co-operatively with many social activist groups, including the Canadian Centre for Policy Alternatives, the Maquila Solidarity Network, Council of Canadians, the International Civil Liberties Monitoring Group (ICLMG), various health coalitions, Make Poverty History, and Gathering Place, among others. We write submissions and lobby all levels of government on issues such as health care, education, pay equity, social services, forestry, fair trade, and labour standards for workers.

The PPWC has been a proud and active member of the CCU for decades.





CLASS WORK - WHAT WE TEACH IS WHO WE ARE

“LABOUR HISTORY DOESN’T EXIST,” SAYS JIM WARREN. “There is just history. None of it happened without working people. But that’s not how we choose to teach history in our schools.”

Jim Warren is co-author of *On the Side of the People: A history of labour in Saskatchewan* and a professor of political science at the University of Regina. He says the history taught in our schools is “a Walt Disney version of reality.”

“The way we are now, the way we live today—everything—is pretty much a direct result of battles working people fought and won for themselves and all of us. The rights workers have, the right to form unions and the right to strike, are embedded in our Charter of Rights and Freedoms. It’s a big deal. But you won’t learn much about any of it in our schools.”

History is serious stuff

In his book 1984 George Orwell wrote: “Those who control the present control the past; and those who control the past control the future.” So, those in power know history has to be written and taught in a certain way—a way that will never cause anyone to question the wisdom of bosses, bankers or politicians

Working people have no place in that history. They were never anything but “troublemakers.” They always questioned authority. They always questioned the idea that “all is for the best in the best of all possible worlds.”

The need to control history is never considered trivial and it never goes away.

A good proof of that is the fate of a gravestone in Estevan, Saskatchewan. It marks the graves of three miners shot down and killed by the RCMP in a miners’ strike there in 1931. The original engraving on the stone, erected by miners to honour their fallen comrades, gives the miners’ names and includes the words “Murdered by the RCMP.”

The phrase, murdered by the RCMP, has been removed and replaced several times in the years since 1931. Each side determined to have their version of history be the one carved in stone.

Who decides what gets taught?

Who decides what gets taught in school is always controversial.

Right now the new Ford government in Ontario has plans to revert to the sexual education curriculum used in 1998—a program of study that omits discussion of consent and LGBT issues. Many object to Ford’s plan. The Ontario Teachers’ Union plans to challenge it in court.

Students themselves are also speaking out, arranging province-wide walks out in protest of the out-dated curriculum with support from their parents and teachers.

In Saskatchewan, in 1933, it was the desire to teach the socialist values of cooperation that caused concern.

The original 1933 election platform of the Cooperative Commonwealth Federation (CCF) proposed an education program that would include “the teaching of the principles of cooperation” and “the teaching of the origin of money and its function as a medium of exchange.”

The curriculum proposals were not a minor part of the early program. A CCF pamphlet proclaimed: “This is one of the most important planks in this particular program.” The CCF leader, M. J. Coldwell declared: “We propose to stop teaching capitalism in the schools. We will substitute teaching cooperation for competition.”

Critics said such a program would introduce politics into the classroom. The CCF countered with the argument that politics already existed in the classroom in the form of pro-capitalist history and economics.

The CCF came to power in Saskatchewan 1944. The plan to teach socialist values in the schools to counter capitalism had not been part of their campaign.

CONTINUED ON PAGE 13



Pension Update- November 2018

Market value of plan- \$4,081,346,000

2017 rate of return net of expenses- 8.61%

Plan expenses- .23%

Change in value- investment income and market value- \$336,000,000

Funded position of the fund- \$547,961,000

Accrued ratio- 115.5%

Aggregate ratio- 112.1%

Solvency ratio- 108.9%

Discount rate- 2017- 3.95%

2018- 3.80%

23,600 plan members- 4,843 actives

9,608 retirees

Average age of actives is 46.4 years old. Down from 47.2 in 2016

Contributions to the plan- 18%

Contributions available for benefits- 17.2% (attributable to our disabled participants who do not pay contributions)

Cost of basic benefits accrued by actives- 16.3%

Contribution amounts- Employer- \$37,053,000

Employee- \$27,286,000

\$64,339,000

Retiree payments- \$185,403,000

Average annual pension payable- \$15,420

72% of liabilities are in respect to inactive participants- retiree and Terminated Vested Participants (TVP)



Continued on next page



PENSION UPDATE 2018

Continued

Early retirement incentive cost- \$380,740,000- Your trustees give consent for the early retirement incentive at each quarterly trustee meeting after carefully weighing the financial health and stability of the plan. This benefit is not an automatically given benefit as if it was a part of our “normal” benefits then this cost would go against our solvency valuation which would bring us below 100% solvency.

To give benefit increases the trustees must have assurance that these new obligations can be met with a high degree of certainty! The trustees have also set guidelines within the plan to help guide them in this decision. The trustees have set a threshold that must be maintained after the benefit improvements are made of keeping the fund above 105% funded on accrued and 100% on solvency.

The trustees have made a recommendation for their December trust meeting of improving benefits for our members beginning on January 1st 2019.

Trustees have recommended that the final 5 average continue- cost \$13.9 mil

Trustees have recommended an increase to the pre 1997 flat benefit- from \$62.06 to \$63.30- cost \$3.4 mil

Trustees have recommended a retiree increase of .85%- cost \$15.3 mil

All these improvements combined are \$32.6 mil

Your trustees want to remind everyone that the plan is in great shape and that we will continue to search for investments and governance practices that enhance our plan. We are conservative in nature and believe whatever we do inside the plan that we are confident with a high degree of certainty that benefits promised can and will be delivered far into the future.

Your trustees also want to remind all members of the plan that we undertake retiree audits every 2 years. These audits are to ensure good governance and to ensure that we are not paying out benefits to someone who is not entitled to receive those benefits. It is important for all of us to help our retired members fill out and return these forms to the plan in a timely manner to avoid interruption of benefit payments.

Please check out your individual retirement portfolio's at
www.pulpandpaperpension.hroffice.com



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CLASS WORK - WHAT WE TEACH IS WHO WE ARE

CONTINUED

Labour history and workers rights a black hole

The teaching of labour history and workers' rights in our schools has been a black hole for decades.

High schools do a once-over-lightly of unions and safety rules in the career studies and social sciences programs. But most courses that aim to prepare students for the future are very business-oriented as opposed to rights-orientated.

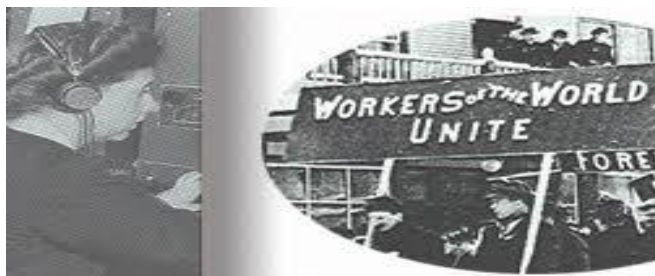
The need and desire to change this reality is persistent. Yet it is still pretty much left up to individual teachers to find ways to bring that history into the classroom.

Teachers unions often supply teaching aids on the issue. For example, Youth, Unions, and YOU: A Secondary Teacher's Guide to Labour Studies for B.C. Schools is a joint project of the B.C. Teachers' Federation and the B.C. Federation of Labour.

"Hardball and Handshakes," developed by the American Labour Studies Center and the Baseball Hall of Fame, uses the history of professional baseball to examine the relationship between employer and employee. The unit focuses on collective bargaining and is geared toward high school and college students.

The California Federation of Teachers' Labour in the Schools Committee maintains a website, which features curricula and educational activities for elementary through high school students. Lesson plans, biographies of union leaders, and photographs of children at work reflect the long struggle by unions to improve the lives of working people.

Despite the lack of comprehensive labour studies material in the current curriculum, teachers can still find creative ways to introduce the concept of workers' rights to their students.



Teacher puts labour rights on her curriculum

Last spring, for instance, Toronto teacher Hayley Mezei wrote a piece for the Elementary Teachers' Federation of Ontario's online magazine VOICE about the ways that she brings lessons about labour laws into her classroom.

One of the ways she did this was by talking to her 8th grade Language Class about Ontario Bill 148 or the Fair Workplaces, Better Jobs Act 2017, which passed last November. The bill insured significant improvements for approximately 1.7 million workers in Ontario earning less than \$15 an hour.

Mezei explained in her article that many students in her school are new Canadians who are trying to find their way in this country. She believed talking about the bill to her class would be something positive for her students and their families—even though it was not a part of the grade eight official curriculum.

"As a language teacher," she explains, "I make choices every day about what materials I use in the classroom. I have chosen to structure part of my language program around topics that directly affect my students' lives such as Bill 148 and other important legislation such as the Charter of Rights and Freedoms (in particular section 15, which refers to equality rights). My hope is that in learning about our rights, students will become better informed citizens and have greater control of their futures."

Official classroom courses on these topics would be ideal, but until then, it's important to encourage teachers to follow in the footsteps of Hazel Mezei and others currently leading the charge by bringing these topics to their students as relevant, everyday life lessons.

This article was originally published by The Canadian Labour Institute.

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Note from the Editor

Hello brothers and sisters. This edition of the Two's News is for both January and February 2019 because I will be away on holidays and away from my computer for most of January. I thought about trying to complete a February edition while on holidays, but I'm pretty sure my wife wouldn't be impressed, and even though I have great support from her, that might be pushing it a little LOL. Anyway I'd like to say that I think our local did a lot of good things in 2018 for our membership with room for improvement in 2019. The union's executive board has worked hard for you all, even if that meant not getting the answer you wanted to hear. I expect that same hard work to carry through into 2019 and I look forward to your continued support. **HAPPY NEW YEAR!** I hope 2019 will be a great year for us all.

Chris Wipplinger
Two's News Editor

NEWEST MEMBERS

A. McLachlan

C. Tremblay-Kusman

M. Command

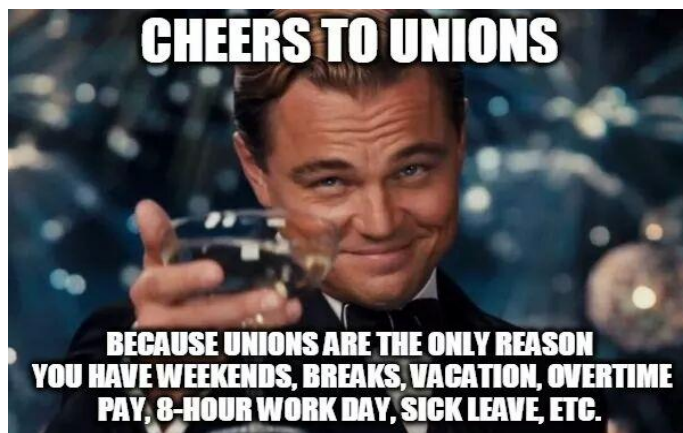
J. Ponath

D. Tilley

A. Bondarchuk

B. Griffith

*WELCOME TO THE PPWC LOCAL 2
REMEMBER TO GET SWORN IN AT NEXT GM*



**Public and Private
Workers of Canada**
LOCAL 2



**NEXT GENERAL MEMBERSHIP
MEETING**

JANUARY 21/2019

&

TUESDAY, FEBRUARY 19/2019

**CROFTON COMMUNITY CENTRE
1681 ROBERT STREET
CROFTON BC**