



TWO'S NEWS

MARCH 2019
PPWC LOCAL 2

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cwipp69@gmail.com



VANCOUVER – Plans are in the works to rebuild the wood and secondary timber industries in British Columbia by ensuring more logs are processed in the province, said Premier John Horgan.

“For too long the vision for our coastal forest sector ... was to ship our natural resources somewhere else”

“Employment on the coast has declined by 20 per cent, lumber production has dropped by 45 per cent and pulp production by 50 per cent while log exports from Crown lands have increased by nearly tenfold, impacting communities profoundly,” said John Horgan

“This reform should have started a decade ago, and must start with the recognition that a healthy industry is contingent on a healthy forest ecosystem,” said Sonia Furstenau

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TRADES FIRST VICE PRESIDENT



I recently attended the Joseph Mairs memorial. Like many of you, I learned about Joseph at a Union meeting. I would like to take a moment to share his story with you.

Who Was Joseph Mairs and Why Do We Honour Him Today?

Joseph Mairs was a trade unionist and a coal miner. He died a month short of his 22nd birthday, after being arrested. During the 2 year long strike, coal miners on Vancouver Island waged for the eight hour day, safety and health and wages.

Coal had been discovered on the island in the mid 1800's and by the end of the century there were four coal mine owners:

- Canadian Collieries at Cumberland and Extension near Ladysmith where Joseph worked
- Western Fuel at Nanaimo
- Pacific Coast Collieries at South Wellington
- Vancouver and Nanaimo Coal Co at the Jingle Pot mine in Nanaimo

The Nanaimo mines were unionized in the 1880's but the Dunsmuir Mines proved very hard to organize due to the political and economic clout of the Dunsmuir family. A strike against Dunsmuir from 1890 to 1891 ended in failure with no union recognized.

In 1911-1912 the United Mine Workers of America succeeded in organizing all the mines on the Island. A bitter strike started in Sept. 1912 which lasted until the start of World War I. The Vancouver and Nanaimo Coal Co settled in 1913 but the other three owners would not. They brought in strikebreakers and evicted strikers from company housing. Clashes broke out between strikers and the police and strikebreakers at all the mines. The AG William Bowser sent in the militia and they remained until the end of the strike.

With the start of WWI, many strikers enlisted and the strike petered out.

The mines on Vancouver Island remained unorganized until the Communist-led Mine Workers Union of Canada started an organizing drive in 1930. The United Mine Workers came back in the late 30's.

Joseph was arrested on August 15, 1913 after the Militia retook the Town of Ladysmith from striking miners. Miners had held the town from August 12th to 15th. They stoned the residences of scabs and drove them out of town. He was sentenced to one year in jail and a \$100 fine. In January, Joseph became ill and receiving no medical attention, died on January 14th, 1914.

Why do we honour this man? His sacrifice and the sacrifice of thousands like him laid the foundation for a better world where workers stopped being treated as draft animals to be worked to death. Working people became human beings embodying all that was progressive in society. Whether it is democracy, human rights, and freedom from want, these brave men and women have through their unselfish actions, improved the conditions for all people in society. What liberates the working class also benefits the vast majority of the population.



Lynn has been on holidays and will have an update for us after he attends meetings with the Confederation of Canadian Unions, and with the National Executive Board

Job Evaluation

Hello Everyone,

I wanted to take this opportunity to tell you a little about Job Evaluation. This committee consists of 4 people, myself as the chair and Mat Waldron and Connor Vadebonceor as committee members with an empty seat. Job Evaluation is a committee that tries to find raises for most of the jobs in our mills. The only people who don't get evaluated are Trades.

When evaluating a job there are certain things the committee looks for. Are you responsible for more people or equipment? Are you making more production? Has the skill set (i.e. training) for the job changed? For example, the CSO job just saw an increase of 25 cents per hour because they weren't receiving credits for needing to have the skills to drive a forklift.

If you think that your job or your responsibilities have changed then get a hold of someone on the committee and we can request an evaluation be done for your job. The committee will look after it from there but it is your responsibility to request an evaluation.

This year we also have the Job Evaluation Officer position coming up at the National Level. This means travelling around to the mills that are participants in Job Evaluation and actively doing the evaluations with the plant committees. If you would like to be nominated for this position then please get a hold of me and I will nominate you, I will also need a letter of acceptance to bring to the Wage Caucus on March 12, 2019.

If you have any more questions or would like to take the last seat on our committee please get a hold of me. My pager is 377.

Meghan Irwin
Wage Delegate and Job Evaluation Chair
PPWC Local 2



OPERATION'S FIRST VICE PRESIDENT

I attended my first executive board meeting since being away on holidays for most of January. Over the time I was away I learned that the company has suspended another member unjustly by taking the word of a contactor over the word of our experienced member. Warren Christie has worked very hard obtaining information to prove our brother was right in his decision and that a suspension was the wrong decision by the company.

Lately we have had to deal with a lot of infighting and threats between members.

I STRONGLY condemn union members resorting to these sorts of actions. If you have a problem with a fellow brother or sister contact a union executive or shop steward immediately. I ask that you do not take matters into your own hands, and take the proper course of actions described in our working rules and by the oath we all took when we were sworn into our local union. My hope is that we will all try to be better at getting along with each other, working as union brothers and sisters to make things better, not just for the now, but for the future as well. If I can make the change, I believe we all can.

I thank Dave Benjamin of our Unity Committee, Don Pearson and John Michieli our Inside and Outside Guards for dealing with these issues.

On March 13th and 14th I will be attending the Joint Wage Caucus meeting in Vancouver with our Chair: Meghan Irwin, Wage Delegates: Matt Waldron, Lynn Lindeman, Don Pearson and Mark Hartley.

This is my first meeting as a wage delegate, and I feel this will be a great learning opportunity to gain experience that will help me better serve you all.

I am happy to see Geoff Dawe back in the executive as a Master Shop Steward. Geoff works very hard on our executive board and it is good to have him back.

In solidarity
Chris Wipplinger
Ops 1st Vice President



***Remember to
Turn your Clocks Ahead
March 10th/2019
At 3:00 AM***

NEWEST MEMBERS

A. McKinlay

D. Alldred

M. Rocco

T. Walker

J. Grant

M. LaRoche

C. Ethier-Smith

***Welcome to the PPWC Local 2
Remember to get sworn in at the next GM***

HAPPY RETIREMENT

BARRY RONINGEN 30 Years

ED EASTMAN 37 Years

LANCE SYME 38 Years

All the best in your future



CCU Condemns Trudeau's Back to Work Legislation on CUPW Workers



In an open letter to Prime Minister Justin Trudeau, CCU President Kelly Johnson condemns the federal Liberal Government for enacting undemocratic, anti-worker, back-to-work legislation that will create further precedent for employers to ignore fair demands by workers both inside and outside unions, and grant employers more incentive to bargain in bad faith.

The Right Honourable Justin Trudeau
Office of the Prime Minister
80 Wellington Street
Ottawa, ON K1A 0A2

Re: Back to Work Legislation (Bill C-89)

Dear Prime Minister Trudeau,

On behalf of the Confederation of Canadian Unions (CCU), the largest affiliation of independent unions in the country, I am writing to you to state my opposition to your government's passing of Bill C-89, which forces postal workers back to work and destroys free collective bargaining for tens of thousands of workers throughout the country.

In February 2018, I wrote another letter to you, congratulating you and your government for ratifying International Labour Organization (ILO) Convention 98, which commits governments around the world – including that of Canada – to respect the values of workers' rights and collective bargaining.

I am now regretting writing that letter to you, since instead of respecting the rights of working people and the collective bargaining process, you and your government have chosen to overturn those rights and freedoms that workers in Canada have had for decades, contravening the very ILO convention you were so proud of adopting just over a year ago.

As I wrote in that letter: "It's been exceptionally clear to legal experts throughout Canada that the Charter of Rights and Freedoms guarantees free and fair collective bargaining through the right of association."

Letter Continued on pg. 7



According to Contract...

This month to help increase our understanding of the contract, let's look at Disciplinary Action.

ARTICLE XXVIII - CAUSES FOR DISCIPLINARY ACTION

The Company has the right to discipline or discharge employees for just and reasonable cause.

The presence of a Union Shop Steward is mandatory at any meeting during which the employee is disciplined.

The first thing I would like to point out is that the Company does have the right to discipline their employees. That being said, if the discipline is not fair and just, we have means to grieve it and make our members whole. The second point I would like to make is to be certain that you have a Shop Steward present if you are going in to a meeting that may be discipline related. We do our best to make sure our Shop Stewards have been trained to inform you of your rights and take written notes of the meeting, which can then be referenced if the company's action turns in to a grievance. Please contact an executive member if you cannot get an available Shop Steward, and we will help you out.

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

5 Tips To Survive Shift Work

Shift work. You're working when everyone else is asleep and sleeping when everyone else is awake. Disruption of darkness in the late evening and early morning confuses circadian rhythms that govern the production of hormones that affect appetite and metabolism. Studies find that people who work night shifts are more likely to develop metabolic syndrome (a precursor to diabetes), and also found that shift workers experience more gastrointestinal symptoms such as diarrhea, constipation, and abdominal pain. Here are 5 tips to healthier shift work.

1. Prioritize Sleep

You need 7-9 hours of sleep each night to function at your best. Anything less than 7 leads to sleep debt (no you can't bank sleep on your day off). Schedule your sleep hours and stick to it, let your friends and family know that when you're sleeping, they can't wake you.

2. Load Up On Veggies

Working against your circadian rhythm places stress on your body, and this depletes you of vitamins and minerals. By loading up on veggies and fresh fruit, you can ensure you're meeting your daily requirements. Vegetables also keep you feeling full longer without a carb crash. Which leads me to...

3. Avoid Refined Carbohydrates

Sugary and refined foods such as bread, pasta, doughnuts, or chips are carbohydrate bombs. They might give you a quick burst of energy when you're feeling drowsy, but you quickly come crashing down. By choosing meals with complex carbohydrates from vegetables, plenty of protein, and adequate fat, you will give yourself a steady supply of energy.

4. Drink Plenty Of Water

Drinking enough water can help with mental clarity and helps prevent that hung over feeling when you wake up. Before reaching for yet another cup of coffee try a glass of water first.

5. Meal Prep For Your Work Shift

Having nutritious food ready to go during your work shift means you have one less thing to worry about. On the day before your shift, portion vegetables such as carrots, cucumbers, peppers, and snap peas in ready to grab containers. Make a large pot of stew and freeze it in lunch size portions. A breakfast casserole full of eggs and vegetables can be made ahead and is just as fast as a bowl of cereal while providing you with much higher nutritional value.

Working this type of schedule for an extended period can take a toll on your body. Make sure you listen to what your body is saying and give it the care it needs.

*Submitted by Warren Christie
PPWC Local 2 First Vice President*

**WORKERS
RIGHTS
ARE
HUMAN
RIGHTS!**





Open letter to Trudeau continued

And as the ILO specifically states: Convention 98 “requires Member States to ensure that workers enjoy adequate protection against acts of anti-union discrimination and to ensure protection of workers’ organizations, and of employers’ organizations against any acts of interference by the other. These represent the necessary conditions to ensure the full and meaningful collective bargaining which the Convention calls on Governments to promote.”

Your Bill C-89 does the exact opposite of this. Instead, it will only build a further precedent for employers to ignore fair demands by workers both inside and outside unions, and grant employers more incentive to bargain in bad faith.

And this comes at a time when Canada Post, during the past two decades, has enjoyed record profits with just a few years of minimal losses.

As we speak, Canada Post facilities throughout the country are being blockaded in dozens of communities by thousands of workers both inside and outside the Canadian Union of Postal Workers (CUPW). And as union president Mike Palecek correctly says: this struggle is about the right to free collective bargaining and impacts every worker in this country. This includes the 20,000 members of my union association, the CCU.

It's time that workers' rights and collective bargaining are protected in this country. It's time for Canada Post to get back to the bargaining table and negotiate in good faith with the workers of CUPW.

Sincerely,

Kelly Johnson
President, Confederation of Canadian Unions

Trades First Vice President's

Report Continued

Today our leaders have two paths open to them. One is to follow the spirit of the martyrs, the spirit of self-sacrifice for the common good. The other is to follow the spirit of the careerist, the spirit of self-interest to the detriment of all around you.

We must all pledge to follow in the footsteps of Joseph Mairs and Ginger Goodwin and everyone who fought at great cost to themselves to make a better world for workers and their families.

At the memorial there was about 80 people. There I learned that Joseph Mairs fellow workers made a postcard with a picture of him on it and sold it for 5 cents apiece. They used the money to purchase a large gravestone so that he would be remembered. At the memorial they had Doug Nesbitt as a guest speaker. He helped start the \$15/ hour movement that happened in Ontario and resulted in Bill 148, a plan for fair workplaces and better jobs. The same fight that Joseph died for all those years ago is still going on today. Granted, it is not at the same intensity, but many people still do not have quality of work that they deserve. What Doug shared proves that if workers join together and stand up for what is fair, things can change.

In Solidarity,

Warren Christie
PPWC Local 2
1st Vice President



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



SHOP STEWARD LIST 2019



Maintenance

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Chip/Foreshore

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Scott Pirie

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TMP

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Shop Steward Training

If you would like to become a shop steward or if you are a shop steward and feel the need for more training, PPWC Local 2 is putting on a training course March 11-12, 2019

To register: Contact the Union office by phone 250-246-9272 or by email ppwclocal2@shaw.ca





B.C. vows to curb raw log exports, wood waste with sweeping policy reforms

The province has vowed to keep raw logs in B.C. after unveiling a two-year plan to revitalize forestry along the coast.

In a room filled with loggers, Premier John Horgan unveiled policy reforms aimed at incentivizing companies to process raw logs in B.C., with the goal of bucking a decades-long trend of local mill closures and increased log exports.

"We want to reduce the amount of logs going out, and increase the amount of jobs coming from our logs," said Horgan.

"We also need to send a signal to the investment community that if there are dollars that want to come into our forest industry that we have fibre to meet that demand."

Horgan did not specify what incentives there will be to keep the logs in B.C. He said those will be developed in the coming months after consultations with communities, industry and trade unions.

The province also promised to curb wood waste and make it easier for logging contractors to negotiate rates with the companies that hire them.

Between 2013 and 2016, according to some reports, B.C. exported nearly 26 million cubic metres of wood worth an estimated \$3 billion.

In B.C., logs are required by law to be manufactured domestically, but there are exceptions. Raw logs are subject to a "surplus test," where loggers must first advertise logs to the domestic market. If there are no fair offers, the logs can then be sold and shipped overseas.

In parts of the province where there are few or no processing plants, raw logs don't have to be offered to local industry.

Horgan says the province is looking to develop higher standards that will encourage more processing in B.C. Those will roll out over the next two years following consultations with First Nations and industry stakeholders.

He says it could mean increased fees for log exporters in certain regions, as early as the summer of 2019.

"We're not going to continue to send unprocessed material to be processed somewhere else, sometimes just a few miles from where we're having our lunch today," said Horgan.

Continued on Pg.9



Curbing raw log exports continued...

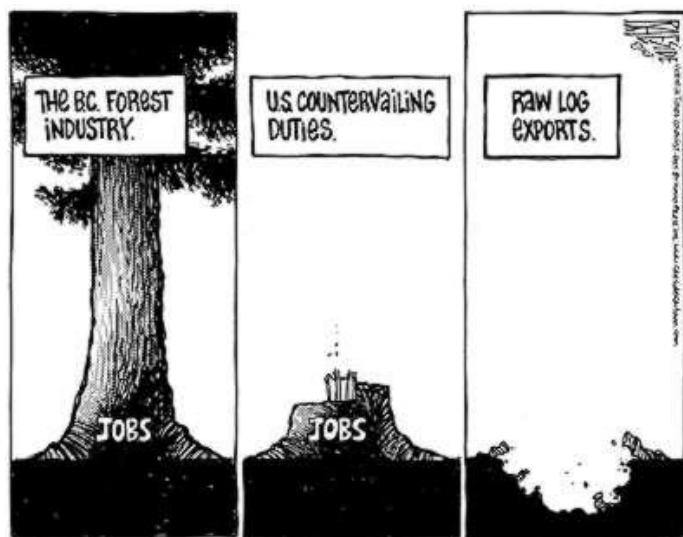
The province also vowed to limit the amount of wood waste that gets left behind following big harvests. Each year, millions of tons of excess fibre are burned. According to the province, the waste makes up 16 per cent of the total harvest.

Critics argue the material could be sent to pulp and paper mills and even be used to create wood pellets.

The province plans to create fibre recovery zones in areas where hauling it from the forests into nearby pulp and paper mills is economical. Penalties will apply to companies that leave behind too much fibre.

"The regulations are no more leaving piles of waste that are not accessible to those that want to access that fibre," said Horgan.

ARTICLE CBC NEWS



JOB EVALUATION COMMITTEE

The Job Evaluation Committee has an opening that needs to be filled. This is a great start for anyone considering being a bigger part of our local union. Training is provided.

*For more information contact Meghan Irwin
meghanirwin@gmail.com*

Step up and help your brothers and sisters

PPWC LOCAL 2

HEALTH & WELFARE TRUSTEES

DALE WILLIAMS

DON PEARSON

ALLISON PIRIE

*Have questions about your health and welfare
benefits?*

*Please get in touch with one of our trustees.
PPWC LOCAL 2*

Vancouver Island Counselling

Compassion, Respect, Integrity

Vancouver Island Counselling is a non-profit society supported by local employers, unions and employee groups. We provide professional counselling to affiliated employees, retirees and eligible family members as part of a workplace benefit.

Duncan: 250-746-6900

Nanaimo: 250-754-8222

Port Alberni: 250-723-7001

Victoria & Lower Mainland: 1-800-746-6911



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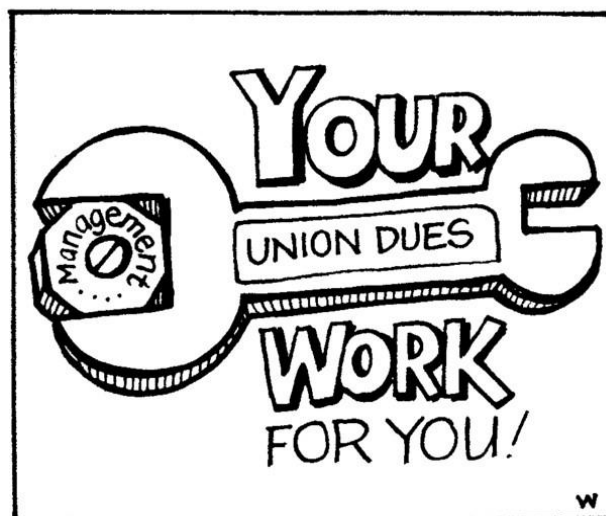
Solutions from Jan/Feb Issue

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LOCAL 2 MEMBERSHIP ANNIVERSARIES FOR MARCH 2019

Includes Members On LTD

| | | | | | |
|---------------|----------|---------------|----------|-----------------|---------|
| B. Textor | 43 Years | R. Olender | 31 Years | K. Hutchings | 4 Years |
| A. Nash | 41 Years | M. Noonan | 30 Years | K. Palmer | 4 Years |
| R. McConnell | 40 Years | L. Heck | 30 Years | C. Youngman | 4 Years |
| P. Van Eeuwen | 38 Years | G. Bowman | 30 Years | C. Redenbach | 4 Years |
| D. Benjamin | 38 Years | K. Cahill | 29 Years | T. Ryper | 3 Years |
| B. Malone | 38 Years | Dale Williams | 29 Years | G. Auger | 3 Years |
| R. Flowers | 37 Years | E. Olson | 17 Years | S. Cappello | 3 Years |
| M. Kohse | 37 Years | H. Van Dok | 17 Years | C. Barham | 3 Years |
| B. Bucklee | 34 Years | D. Merry | 16 Years | M. McCloy | 3 Years |
| R. Carpenter | 33 Years | J. Allan | 6 Years | R. Bolton | 3 Years |
| J.G. Gauder | 32 Years | H. Reid | 6 Years | A. Huber | 2 Years |
| J. Hoek | 32 Years | D. Morey | 5 Years | G. Dalle Vedove | 2 Years |
| M. Lundahl | 32 Years | B. Jessome | 5 Years | T. Teer | 1 Year |
| S. Szabo | 32 Years | D. Donovan | 5 Years | | |
| G. Myers | 32 Years | S. Coates | 4 Years | | |

PPWC LOCAL 2

NOTE FROM THE EDITOR

Brothers and Sisters

I hope you are all enjoying this latest edition of the TWO's NEWS. I was asked to submit an article to the CCU by Leanne Shumka of the CCU Communications Committee on any news regarding our local union. I sent Leanne 2 editions of our Two's News so she can pick and choose what she would like to add to their news letter from our local. Their news letter will be out this month. Look for it where'd you find the Two's News. I will also be submitting a small report to the Leaflet updating the National PPWC on our local.

After over a decade of miss management by the previous government, I was very happy to hear that the BC NDP/Green government wants to curb raw log exports. In my opinion this is great news for our province, the Cowichan Valley and for the future of the pulp and paper industry. Hopefully it will go as planned as we wait for more word on the issue. I still hold on to the hope that things will change for a better future.

Chris Wipplinger/TWO's NEWS Editor

Cowichan Valley

International Women's Day Festival

February 9 - March 30, 2019



7:30pm March 2
Genevieve Charbonneau
CD Release Party \$20
Providence Farm
1843 Tzouhalem Rd, Duncan

6:30pm March 1
Film: Last Train Home (G) \$12
Hoovie/Collective Space
166 Station Street

7:00pm March 6
Women's Music Night
Ramada Inn
140 Trans-Canada Highway,
Beverley McKeen Music

March

Events

One Billion Rising - Rally
Against exploitation, violence, human trafficking
Duncan City Square **12:00pm March 8**

Child Welfare and the Media: A Community Conversation
The Cowichan Discourse Duncan United Church, 246 Ingram St.
6:00pm March 8

Salish Eye Studio Launch
Ay Lelum Fashion show
Lunch provided
8228-A Chemainus Road, Chemainus
Free - Reservations required
11:30am March 10

International Women's Day Rally

**Speakers, music,
community groups
& information fair**
Refreshments Provided

Charles Hoey Park
124 Canada Ave, Duncan
Saturday, March 9
11:00am - 12:30pm

The Klez \$15 adv \$20 door
Duncan Showroom 131 Station Street
8:30pm March 10

Film: Union Maids (G)
VIRL South Cowichan (Mill Bay)
6:30pm March 14

How to Lead
NDDLC, BCFMWU, BCGEU
WOS Local 1-1937
Duncan United Church
246 Ingram Street
10:00am - 12:00pm
March 16
Children welcome

Fim: A Wive's Tale (G) \$12
Hoovie/Collective Space 166 Station Street
8:30pm March 15

Film: The Breadwinner (G)
The Hub Film Club, 2375 Koksilah Rd
6:30pm March 22

Film: In Between Fabulous Films
VIU Lecture Theatre, 2011 University Way
Fabulous Films – by Donation **6:30pm March 18**

Music: Blue Moon Marquee \$15 adv \$20 door
Osborne Bay Pub, 1534 Joan Ave, Crofton
9:00pm Mar 23

Music: The Lynns \$25 adv \$30 door
131 Station Street, Duncan Showroom
8:30pm March 24

Film: Maria by Callas (G) \$14
Reel Alternatives
CPAC 2687 James St, Duncan (PG)
7:00pm March 26

Brass Knuckle Derby Dames
Roller Derby \$5
Cowichan Exhibition
5:00pm March 30

Sponsors: Alistair McGregor MP, Nanaimo Duncan & District Labour Council, BC Ferry & Marine Workers Union, MoveUp, Old Farm Market, Unifor BC Regional Council, Cowichan Valley Voice, David Coulson Design, Cherry Point Estate Wines, a good mind - marketing strategy & execution,
Partners: Warmland Women, Cowichan Women Against Violence Society, Cowichan Intercultural Society, Matraea Centre, Hub Film Club, Reel Alternatives, Collective Space, Cowichan Discourse, Hoovie.movie, VIU's Fabulous Film Series, VIRL Cowichan & VIRL South Cowichan (Mill Bay), Salish Eye Productions, Ay Lelum-The Good House of Design, Duncan Showroom, Osborne Bay Pub, Beverley McKeen Music, Genevieve Charbonneau

Complete details about all events at www.CowichanValleyIWD.com



Major hurdle clears in sale of Catalyst

The sale of Catalyst Paper Corporation to Paper Excellence Corporation has cleared a potential delay.

A significant step has been made in the acquisition of Catalyst Paper Corporation by Paper Excellence Corporation (PEC) and the future of Catalyst mills.

According to a media release from PEC, on Thursday, February 7, the Canadian Competition Bureau issued a no-action letter in respect of Paper Excellence's previously announced agreement to acquire Catalyst.

"All transactions over a certain dollar threshold are automatically reviewable by the Competition Bureau for potential anti-competitive effects," said PEC director of corporate communications, Kathy Cloutier. "In that regard, this deal was no different than any other."

The transaction involves the purchase of all of the shares of Catalyst, including mills in Powell River, Port Alberni and Crofton, a distribution centre in Surrey and headquarters in Richmond, BC.

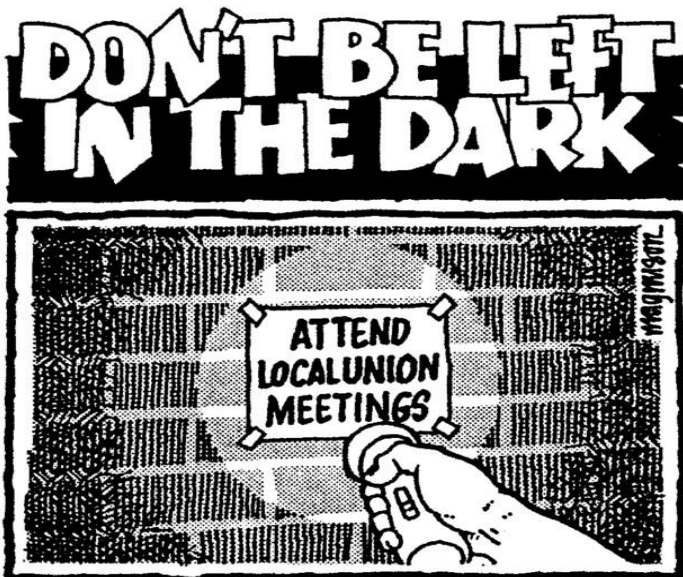
"Once finalized, this acquisition confirms Paper Excellence's position as a key player within Canada's forest industry and will benefit all of the stakeholders involved, including our employees, suppliers, customers, the communities where we operate, as well as the pulp and forest products industries," stated chief executive officer Brian Baarda in the release.

PEC is the largest pulp producer in Canada with three facilities in BC at Howe Sound, Skookumchuck and Mackenzie, as well as Meadow Lake, Saskatchewan, and Nova Scotia, and two mills in France.

The sale of Catalyst was announced in October 2018 and is expected to be completed in the first quarter of 2019 between Paper Excellence and the three principal shareholders: Oaktree Capital Management, LP, Mudrick Capital Management, LP, and Cyrus Capital Partners, LP.

The transaction is still subject to the satisfaction or waiver of remaining customary closing conditions.

Powell River Peak



**NEXT UNION MEETING
MARCH 18TH, 2019**

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

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