

TWO'S NEWS

FEBRUARY 2021

Editor: Duane Gale

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PPWC

Public and Private Workers of Canada



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As the *new* Twos News editor, I look forward to providing content consistent with PPWC local 2 values and beliefs.

Strength and unity are paramount to a solid, well run union organization – equally as important is open, transparent communication.

That said, **USE TWOS NEWS** - let's hear your opinions, likes, dislikes, rants, random musings etc., and send them via email to: twosnews@ppwclocal2.com

Duane Gale - Twos News editor

At the core, labor unions are working men and women, unified as one force. Despite any personal differences that may exist between us, we have banded together to protect and improve the lives of workers. We rise up together for the greater good. We defend one another like family. - Sue Carney



EXPIRES MAY 1st/2021
ARE YOU PREPARED?

It seems like the company just can't stay out of our pockets.

Recent news from some members has the contribution limits for pension deductions on a random scale, as opposed to the fixed 8% us, 10% them. This issue is currently under investigation. More info to follow.



THE PRESIDENTS PAGE



The first month of a new year is in the books and so far the New Year looks the same as last year. Payroll issues and issues within our membership continued well into January. This has kept a lot of us in the executive very busy. I have worked almost every day on the payroll issues this past month talking with members and staff both here in Crofton, and in Richmond. I will continue to be a thorn in the side of the head HR manager, Curtis Jeffery until we no longer have errors to our pay. I believe the grievance going through standing committee will help get their attention and will let them know we are done with the constant errors to our pay and the excuses that come with them.

As I mentioned previously, we on the executive board are very busy. If you have a grievance, please start with a shop steward. I understand everyone's frustration. The company doesn't like to agree with our grievances too often, but I am asking you all for patience. With payroll issues for the last 11 months, suspensions, terminations, health and welfare issues, arbitrations, issues around the COVID virus, problems with retiree benefits, and this being a contract year, has us all swamped. The list goes on and on. Your grievance is not the only issue on the agenda and it takes time to process.

These are uncertain times, and for me sometimes it feels like the world is spinning out of control. I know for myself that I can't control what is going on around the world or even in the community in which I live. What I can control is how I conduct myself in my everyday life. That's all any of us can really do. If any of you are feeling depressed, down and lonely you are not alone. We have a Health and Welfare

Committee that can help. Island Counselling Services is also there for every member and your families to use free of charge under our Employee Family Assistance Program (EFAP). I have used this service myself and it can help. If drugs and alcohol are controlling your life please get help.

We have 3 members sitting at home not working for failing drug and alcohol tests. We had one member get a lengthy suspension of 12 weeks, a member forced to retire and another fired all for either coming into work intoxicated or using and getting intoxicated at work. Alcohol and marijuana are legal but under WorkSafeBC regulations and the company's own drug and alcohol policy they are not legal on the job site. If you need to bring drugs and alcohol to work, or if you need to come in high or drunk you probably have a problem that you need help for. Again the H&W committee and EFAP can help. Am I being harsh? What is harsh is that if you are intoxicated at work the chances of you hurting or even killing someone and destroying machinery that our lively hood depend on is hugely increased. Harsh is having to tell a family why their loved one won't be coming home from work and why. The chances of you getting caught and fired increases significantly, and there isn't a lot the union can do for you. I am sure your family members will be thrilled that you got fired for using drugs and alcohol at work. I don't think I am being harsh, so if you are using drugs and alcohol at work, smarten up this isn't a joke.

In solidarity
Chris Wipplinger
President
PPWC Local 2

TOGETHER
WE CAN ACHIEVE MORE



Vancouver Island Counselling

COMPASSION, RESPECT, INTEGRITY

Duncan: 250-746-6900

Nanaimo: 250-754-8222

Port Alberni: 250-723-7001

Victoria & Lower Mainland: 1-877-746-6911

Covid mitigation measures in effect

THIS MONTH IN LABOUR HISTORY:

Feb.6 / 2012 - Eleven farmworkers, including nine migrant workers from Peru, are killed in a highway crash at Hampstead, Ontario. The tragedy highlights unsafe conditions in the sector and the exploitation of seasonal workers.

WE ARE ...

PPWC Local 2

1616 Chaplin Street. Crofton, BC.

VOR 1R0 - 250.246.9272

info@ppwclocal2.com

Office Hours: Tuesday to Friday

8:30 am to 4:30 pm. Closed from 12 Noon to 1 pm for lunch.

The only effective answer to organized greed is organized labor. THOMAS DONAHUE



SOLIDARITY



FOLLOW PPWC Local 2 ON FACEBOOK



UNION STRONG!

The Crofton mill was established by British Columbia Forest Products (BCFP) in 1957, originally operating only a single-line Kraft pulp mill.

THEY SAID IT

I think gay marriage is something that should be between a man and a woman.

Arnold Schwarzenegger

2021 PPWC Local 2 Executive



CHRIS WIPPLINGER

President / NEB Member

Machine Room



AL KUEBER

Second Vice President

Electrician (Day)



TRACEY MEHMAL

Recording/Corresponding Secretary

reports@ppwclocal2.com



TROY BELBECK

Financial Secretary

Millwright



CORY REDENBACH

One Year Master Shop Steward -Ops.



GERARD DALLE VEDOVE

One Year Master Shop Steward -Maint.

Instrument Mechanic



DON PEARSON

Two Year H&W/ Trustee

Millwright



SEAN TUTTE

Inside Guard/Trustee

Machine Room



KEITH MALVENA

Outside Guard/Trustee

Machine Room



GEOFF DAWE

Wage Delegates Chair

Power Engineer



A gorilla goes into a bar and orders a martini. This totally amazes the bartender, but he thinks, "What the heck, I guess I might as well make the drink." So he mixes the martini. He then walks back over to the give it to the gorilla, and the animal is holding out a twenty-dollar bill. Well, now the bartender is just at a loss for words. He can't believe that a gorilla walked into his bar, ordered a martini, and then actually had a twenty-dollar bill to pay for it.

So, in amazement, he takes the twenty and walks to the cash register to make the change. While he's standing in front of the cash register he stops for a second and thinks to himself, "Let me try something here and see if the gorilla notices anything."

So he walks back over to the gorilla and hands him a dollar change. The gorilla doesn't say anything, he just sits there sipping the martini. After a few minutes the bartender just can't take it anymore.

"You know," he says to the gorilla, "we don't get too many gorillas in here."

The gorilla says, "At nineteen dollars a drink I'm not surprised."

THIS MONTH IN LABOUR HISTORY:

Feb 15/1982 - All 84 crew on board are lost when an oil-drilling rig capsizes and sinks in a storm on the Grand Banks off Newfoundland and Labrador. The Ocean Ranger disaster is attributed to failures in structural design and inadequate safety measures.

FEB 16th 6:30 PM (Tuesday, due to Monday Family Day + new time)
AGENDA: Regular order of business
VIA ZOOM



THEY SAID IT

So, where's the Cannes Film Festival being held this year?
Christina Aguilera



THREE IN FIVE BC WORKERS' JOBS FACE "MEDIUM TO HIGH LIKELIHOOD" OF AUTOMATION IMPACT

Thanks to the COVID-19 pandemic, when many people think about the future of work, they think about the trend toward working from home. But a research report released Sep/2020 by the BC Federation of Labour suggests the increasing trend toward automation deserves urgent attention.

"Anyone who thinks they're immune to automation should think twice," BCFED president Laird Cronk said. "This report finds that three out of five BC workers are at medium-to-high likelihood of having their jobs affected in the next 20 years."

Automation isn't limited to affecting only rote, repetitive jobs, the report finds; machine learning allows computers and robots to take on more and more sophisticated tasks. It can often mean taking away pieces of existing jobs from human workers, rather than replacing them outright.

"The report shows that automation is coinciding with big changes in the structure of work and our economy," said BCFED Secretary-Treasurer Sussanne Skidmore. "And it's not just in the shift away from Among the report's findings:

Automation threatens to increase precarious employment in BC.

Good-paying industrial jobs are declining in labour share, directly attacking the gains unionization in those sectors has produced for all workers.

The growing gap between the average and the median wage in every employment category in BC contributes to increasing inequality — a shift that affects women, people of colour and immigrants in particular.

"Anyone who thinks they're immune to automation should think twice,"

Lower costs and increasing sophistication of automated systems may accelerate the displacement of workers and elimination of jobs across the labour market.

The report includes a case study into BC's ports that illustrates the harm done when employers call the shots in implementing automation.

"This should serve as a call to action for workers and unions everywhere in BC," Cronk said. "The issue isn't about stopping automation, or whether it's good or bad. It's about making sure we're active participants in deciding how automation will change work, workplaces and the lives of working people."

Full report available at <https://bcfed.ca/automation-research-report-2020>.

If you work 40 hours a week from age 20-65 you will work just over 90,000 hours in your lifetime.

MIDDLE INCOME CANADIANS TAKE BIGGER HIT WHEN CPP GO UP - CAUSED BY THE PANDEMIC

As of Jan. 1, Canada Pension Plan contributions went up again, higher than originally planned. The reason is largely because of the pandemic's effect on the labour market, which has some groups noting the impact will be felt by some workers more than others.

Why premiums are going up

The planned increase on Jan. 1 is part of a multi-year plan approved by provinces and the federal government four years ago to boost retirement benefits through the public plan by increasing contributions over time.

The first premium bump was in 2019, another was earlier this year and the next is due at the beginning of 2021.

A KPMG note in November said the maximum employer and employee contributions will hit \$3,166 each in 2021, an increase from the \$2,898 this year.

Why next year is different

The plan requires contributions to go up alongside the upper limit on earnings that are subject to those premiums.

For next year, the earnings ceiling, known as the yearly maximum pensionable earnings or YMPE, was supposed to be \$60,200, an increase of \$1,500 from the 2020 limit. But the actual amount is going to be higher at \$61,600.

The reason is due to the pandemic's effects on the labour market and how the YMPE is calculated. The formula to calculate the earnings limit relies on increases in the average weekly earnings recorded over the year ending June 30, compared to the same figure during the preceding 12-month period. Over the course of the pandemic, average weekly earnings have increased, but not because people are earning more.

More lower-income workers lost their jobs between March and June than higher-wage workers meaning there were fewer low-wage workers as part of the calculation. The federal chief actuary's office says that's why the overall increase is larger than originally projected.

"That's going to be hundreds of dollars of new CPP premiums out of pay cheques of middle-income Canadians"

The reaction

Dan Kelly, president of the Canadian Federation of Independent Business, estimates that anyone around the maximum earnings limit will effectively see a 9.3 per cent increase in premiums, beyond the just over five-per-cent bump baked into law. "That's going to be hundreds of dollars of new CPP premiums out of pay cheques of middle-income Canadians not because they got a raise, but because the formula does not have a COVID adjustment," Kelly says.

"We think this is deeply unfair."

Provincial finance ministers had asked the government to put a pause on increases for next year, pointing to the economic fallout from COVID-19, but that was easier said than done.

Any changes to contribution rates or the earnings ceiling at which point contributions top-out would need the approval of Parliament and seven provinces representing at least two-thirds of the national population — a higher bar than what's required to amend the Constitution.

Bottom line

Contributions are going up next year. So too will the maximum earnings limit, beyond what was planned.

But federal officials expect the effect from the higher earnings limit to dissipate over time as jobs continue to come back after steep losses earlier in 2020.

Report by The Canadian Press - first published Dec. 30, 2020.



PAPER MACHINE CATCHES FIRE AT PAPER EXCELLENCE CANADA'S ALBERNI MILL

No one was hurt after a fire erupted Monday morning, Jan. 4, 2021, in one of the paper machines at Paper Excellence Canada in Port Alberni.

"We had a paper fire on the No. 4 paper machine in the dryer section," Paper Excellence Canada Alberni division general manager Marc Bodin confirmed. Fire crews from Port Alberni Fire Department, Sproat Lake and Cherry Creek volunteer fire departments as well as BC Ambulance were on scene shortly before 10:30 a.m. and the fire was quickly knocked down.

Firefighters stayed on site until well into the afternoon watching for flare-ups and hot spots. Bodin said no one was hurt in the incident.

"There was a lot of smoke. What happens when you have a fire on a paper machine is there's very large fans that remove (moisture) in the dryer," Bodin explained. When a fire happens the fans are immediately shut off to limit oxygen getting to the flames. That creates a lot more smoke and cuts down the flames, he added. "There was excellent response from both our own crews here at the mill and the local fire departments."



Fire & ambulance crews respond to a fire in the No. 4 paper March 11. SUBMITTED PHOTO

The fans aren't turned back on until the fire department gives the all-clear, which didn't happen until after noon in this particular case.

Bodin said preliminary checks indicate damage was not extensive. "It looks like there was minimal damage to the machine itself."

The No. 5 machine remains in production.

No one was hurt in the fire, says company's general manager.

The same No. 4 paper machine also suffered a fire in the dryer in March 2019 just before Paper Excellence Canada took over ownership of Catalyst Paper.

Bodin said he doesn't anticipate Monday's fire affecting the Alberni plant's overall production. "We're not expecting any significant down time or loss of production as a result," he said.

Paper Excellence announced in December that it will invest \$13 million upgrading the mill's two paper machines to increase food grade paper production. Upgrades are due to start later in January and wrap up in late 2021. susie.quinn@albernavalleynews.com



Smoke fills a portion of Catalyst Paper's plant where the No. 4 paper machine is located. SUBMITTED PHOTO



DID YOU KNOW ...?

Retired basketball sensation Michael Jordan makes more money from Nike each year than all the Nike factory workers in Malaysia combined.

OPINION

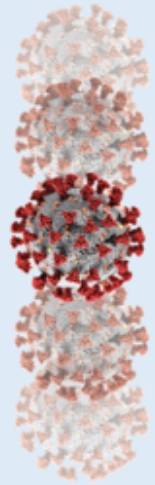
\$\$ PAYDAYS \$\$



The Editor



- Data
- Outbreaks
- Public Exposures
- Symptoms
- Testing
- Prevention
- Plus much more



Visit: <https://www.islandhealth.ca/> for current information.

THEY SAID IT

He's a guy who gets up at six o'clock in the morning regardless of what time it is.

Lou Duva

An excerpt from **COMPANY POLICY # 4.7 - ALCOHOL & SUBSTANCE ABUSE.....**

The Company strictly prohibits employees from possessing, manufacturing, offering for sale, selling, distributing, consuming, or using drugs or alcohol during working hours, whether **on or off** Company property.

Employees are required to arrive to work fit for duty and be able to perform their duties safely and to standard by being unimpaired by any substance. Employees must remain unimpaired at all times during working hours. Employees are responsible for their consumption or use of legal substances (including medications, cannabis, or alcohol) preceding a work shift and must allow sufficient time for any legal substances consumed to be fully metabolized, and for the impairing effects of those substances to have fully resolved. The Company strictly prohibits employees from consuming or using drugs, alcohol, or medication at a time, whether on or off duty, such that the employee is impaired during their working hours.

Employees who are impaired for any reason, including but not limited to the ingestion of legal substances, must disclose the fact they are impaired to a supervisor, manager or Human Resources, prior to commencing work. If an employee becomes impaired during working hours in breach of this Policy, they must not return to work or must immediately cease working, and must disclose the fact they are impaired to a supervisor, manager or Human Resources.

Employees breaching this policy will be subject to discipline up to and including termination of employment.

HISTORY OF THE PPWC - CHAPTER 6 LOCAL 2 CERTIFIES ON JUNE 26, 1963

January 12 and 13, 1963, the birth of the PPWC. Without birth there is nothing, so, for us, these are the days of all days.

In Vancouver at the Ritz Hotel, the hotel of choice for trade unionists, the founding Locals 1, 2, 3, 4, and 5 met. There they adopted the new constitution and elected the first officers:

| | |
|----------------------|-----------------------|
| President | Bill Cox, Crofton |
| First Vice-President | Evan Moore, Castlegar |
| Secretary | Pat O'Brien, Crofton |

It's of no small importance to note that both Angus Macphee and Orville Braaten were also nominated for president. Both declined. It was left to Bill Cox, in the formative years at least, to lead the fledging union. That he did.

As they left Vancouver, they urged one another to proceed with certain caution but, nonetheless, with haste. They knew the International would be mounting an opposition to the intended breakaway. In fact, the International vice-president for the area, Stubby Hansen, was in New York as they met in Vancouver. Certainly, he was getting his instructions on a concerted plan.

The national union was now in place. The Pulp and Paperworkers of Canada existed. Through its newly-elected officers, it was empowered to issue charters, and its constitution was approved.

The constitution itself had no peer. No other union constitution put the union's affairs in the hands of its members like this one did.

- Yearly elections with membership-wide voting and a National Executive Board (NEB) that met quarterly. The board was made up of the yearly-elected officers plus one yearly-elected member from each local. All had voice and vote at board level. Everything the union did went through the NEB.

- Along with that, a yearly convention with representation by membership from all locals, voting based on one man, one vote on all issues before the convention. The convention checked the past, revealed the present, and proposed the future.

- It also featured a no-hired-guns approach to unionism. There were to be no business agents or representatives hired full time. It was felt that the worker in the plant best knew what he wanted.

The vote was a resounding 94.6 per cent "Yes."

The other likely, more-compelling reason for ultimate democracy at all stages in this new union was a desire to move far away from what the International had become. Those who left Vancouver on Jan. 13, 1963 believed they were moving back in time to what unions once were, controlled by and for the worker.

Castlegar aside, the first shot was fired in Crofton. The original five, led by Bill Cox, planned their action.

Cox knew that whatever the members of Local 833 had by way of money in the bank or office furnishings had to be protected from seizure by the International. To prevent this, they formed the "Crofton Health and Welfare Society." The society was registered in Duncan on Jan. 16, 1963. It had legal status, and membership was restricted to members of Local 833.

At the next general meeting of Local 833, the office equipment was sold to the Crofton Health and Welfare Society for \$200. At the same meeting, it was agreed that a vote for all members would be held within 10 days. The vote would pose the question: "Are you in favour of joining the Pulp and Paperworkers of Canada?" Leaving nothing to the haphazard, it was decided that ballots asking that question should be printed at a print shop.

When Cox and Carlson picked the printed ballots up, they were not amused to see "Are you in favour of joining the Pulp and Paperworkers of America?" The ballots were redone in record time and, as Gordy Carlson puts it, the printer's error was an honest and conditioned one. Unionism in Canada was completely dominated by America.

The vote was a resounding 94.6 per cent "Yes."

Cont. on page 10

Cont. from page 9

HISTORY OF THE PPWC - CHAPTER 6

The application for charter was made and granted on Feb. 2, 1963. PPWC Local 2 was a reality.

Of course, the International wasn't going to take this sitting down.

Stubby Hansen contacted International President John Burke in New York. Burke responded on Feb. 13, 1963. In a lengthy letter to all Local 2 executive members, he informed them they were relieved of their duties as members of Local 833. He further advised them that the local was in trusteeship. He named the appointed trustees, among them George Allen, Frank Burnett, Gerald Dixon and Danny Roberts, all Local 833 members remaining loyal to International.

As these registered letters were being delivered, Cox and Carlson were moving the office furniture to a new location rented in the name of the Crofton Health and Welfare Society. Cox and Carlson were also transferring whatever funds Local 833 members had in the Royal Bank in Crofton to the Royal Bank in Duncan and depositing it in the name of the Crofton Health and Welfare Society.

The International was not sitting idle while these occurrences were taking place. In addition to Burke's letters, there was a plan to install the new Local 833 trustees in a show of force.

The International vice-president for Canada, Henry Lorraine from Montreal, was to be the installing officer. When Cox got final word on the exact date (he also had a deep throat in the service of Local 833), he called a special membership meeting the night before, he and entourage marched into Crofton Hall. There sat 250 Crofton mill workers, about 85 per cent of the membership.

Expecting and wanting a confrontation. It was too good an opportunity to pass up. Lorraine, Hansen, and their entourage marched into Crofton Hall. There sat Bill Cox, chairing the meeting.

Lorraine, a very well-spoken and presentable individual, moved to the head table. He informed Cox that he had been expelled, along with the rest of Local 833's executive. Since this was a Local 833 meeting he, Henry Lorraine, would act as chairman and get on with cleaning up the mess Crofton was in.

Of course, the International wasn't going to take this sitting down.

Cox let him finish and replied, "This is not a Local 833 meeting. This is a Crofton Health and Welfare Society meeting. This hall was rented by our society. I have the receipt right here in my hand. You can stay if you want, but I am chairing this meeting, and you will get your chance to talk after we carry out our business."

The International representatives had nowhere to go. After a short period of questions from the floor that had been pre-arranged by Cox and others, the International reps. left.

This meeting is viewed by most as a true turning point for Local 2. The momentum really took off. In short order, 85 per cent had signed Local 2 membership cards, a Labour Board requirement, and certification was applied for. On June 26, 1963, Local 2 was certified as the union representing the 300 mill workers in Crofton, BC. Local 2 kept the office equipment and the money (\$6,000) deposited in the Duncan bank.

A little insight during this five-month battle: Local 2 trustee and PPWC secretary/treasurer Pat O'Brien ran a small information sheet into the mill, updating the members on current events. Frank Jameson designed the masthead and called it the Leaflet.

We still produce the Leaflet today.

Records from around 2500 BCE show that the workers who built the pyramids at Giza were paid in bread and beer.



FEBRUARY'S EMOJI AWARD



And the winner is The supervisor who scrooged his crew at Christmas time. A lot of votes on this one, it seems 3 of 4 supervisors expressed gratitude and appreciation by handing out some nifty gifts and gadgets to the crews. This particular *Super* may have well handed out traditional lumps of coal...but didn't do that either. Bah, Humbug!

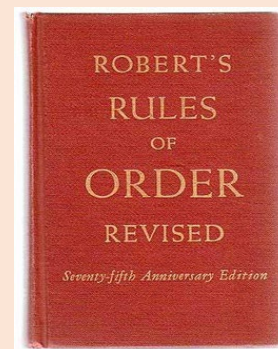
Runner up: HR Staffer who controls & dictates "global email". Didn't know she owned it ...whatever.

Special note: Although this award is early in its inception, there is already a candidate for Lifetime Achievement honors. Guess who? Yup ...Richmond Payroll.

From our Bylaws....

Section 5 - Meetings will be conducted in accordance with "Roberts Rules of Order"

The mid-to-late 19th century was a chaotic place, with people of many nationalities and traditions thrown together. Meetings of *any* kind tended to be tumultuous, with little consistency of procedure. American army officer Henry Robert (1837–1923) saw a need for a standard of parliamentary procedure and published in 1876 Robert's Rules of Order.



US President Joe Biden has cancelled permits for the controversial Keystone XL pipeline on his first day in office.

The pipeline had been projected to carry oil nearly 1,200 miles from Alberta to Nebraska, to join an existing pipeline. Environmentalists and Native American groups have fought the project for more than a decade.

Development of the pipeline was blocked by the Obama administration in 2015, but President Trump overturned that order and allowed it go ahead.

It's estimated over a thousand jobs will be lost.

**The beatings will
continue until
morale improves.**

Notable Feb. dates:

- Feb 2nd – Groundhog day
Thousands of years ago, people in a part of Europe where Germany is today, believed that the badger had the power to predict the coming of spring. They watched the badger to know when to plant their crops.
This tradition was brought over to North America, predominantly to Pennsylvania, where it was the groundhog, not the badger, which made these "predictions".
- Feb 12th – Chinese New Year, Year of the Ox
- Feb 14th – Valentines
- Feb 15th - Family Day



Provincial Bridging to Retirement Program

The retirement bridging program supports forestry workers 55 years or older for transition to retirement. You could be eligible for up to \$75,000 in combined retirement bridging funding based on your years of experience, age at retirement and employer contribution.

Coastal Applicants

The Bridging to Retirement Program was expanded to include the Coastal regions (as defined by the Ministry of Forests, Lands, Natural Resource Operations, and

Rural Development) as announced by the Government of British Columbia on September 17, 2020. Coastal forest worker applications will be accepted until a maximum of 200 applications have been received.

Search "Bridging to Retirement Program" or click this link:

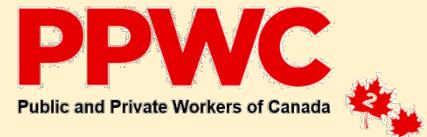
<https://www2.gov.bc.ca/gov/content/industry/forestry/supports-for-forestry-workers/retirement-bridging-program>

Submitted by SB - Thanks for the info.

THE LAST WORD

A special thanks to the Richmond Payroll Dept. for their continued incompetency. True to form, they have upheld their record of random payroll glitches and gaffes – if that's actually the issue. This chaotic mess may possibly be intentional, directed by upper management. It may even have a criminal element, perhaps someone is padding their bank account. Whatever the cause is, these bungling imbeciles have been at it for nearly a year.

I truly enjoy spending an hour and a half every two weeks deciphering, decoding and translating – and that can be difficult as the clarity from one statement to the next is inconsistent....which also makes no sense. Time to replace this circus. DG



To the Membership, Executive and Committee members:

Twos News needs contributions from YOU! A sentence, paragraph or whole page on who, what, when, where, how & why or a combination of such.

Send to twosnews@shaw.ca or twosnews@ppwclocal2.com