

TWO'S NEWS

NOVEMBER 2021

PPWC

Public and Private Workers of Canada



USE TWO'S NEWS - let's hear your opinions, likes, dislikes, rants, random musings etc., and send them via email to: twosnews@ppwclocal2.com or twosnews@shaw.ca

Duane Gale - Two's News editor

PLEASE NOTE THAT COMMENTS AND OPINIONS EXPRESSED HEREIN MAY NOT NECESSARILY REFLECT THOSE OF PPWC LOCAL 2

11 NOVEMBER REMEMBRANCE DAY

Lest we forget



Canadians recognize Remembrance Day, originally called Armistice Day, every 11 November at 11 a.m. It marks the end of hostilities during the First World War and an opportunity to recall **all** those who have served in the nation's defence.

Dear Brothers and Sisters,
Joint Wage Caucus—Bargaining Update

Bull Session bargaining for the Locals in Prince George is taking a little longer than expected. As a result, Main Wage is now scheduled to start Wednesday, October 27, 2021.

PPWC Local 9 and Unifor Local 1133 have concluded their Bull Session bargaining. However, Unifor Local 603 still has outstanding items that need to be resolved.

In solidarity,

Steve Landygo,
PPWC Local 2
Wage Caucus Chair



Editor: Duane Gale



IN THIS EDITION

- History of the PPWC Chapter 15
- Presidents Page
- UPDATED** Executive & Committee lists
- Monthly Humor
- Opinion
- Letters
- November Emoji Award winner
- CCU Convention Report
- Plus much more!

TIME SENSITIVE INFO

To Any/All Members who may be affected by the upcoming curtailment -
Please register for Hatch Watch Training!

WE MUST LIMIT THE NUMBER OF CONTRACTORS COMING IN TO THE MILL!

For those needing training, a schedule has been posted on the training schedule page.

Hatch Watch Training

When: November 3rd, 4th & 8th

Where: Training Centre

Time: 9:00am – 4:00pm

To register: Go to the Crofton web page and click on training schedules

For assistance contact Ryan Freeman at (250) 246-6965 or (236) 594-2204.

Sherri Beam, Office Administrator
PPWC Local 2



THE PRESIDENTS PAGE



We are happy to provide an update on the payroll grievance, which was filed in response to the errors associated with the new PGI payroll system. We referred this grievance to arbitration under s. 104 of the Labour Relations Code for an expedited hearing.

An arbitrator, Ken Saunders, was appointed to hear the case. He reviewed submissions from PPWC Local 2, a number of Unifor locals and Catalyst in September and met with the parties in Vancouver on October 19 and 20, 2021 for a hearing/mediation.

The arbitrator has now signed a consent order that states:

- Catalyst has breached its obligations to pay employees accurately and on time.
- Catalyst must compensate any employee who has not received the full compensation to which they are entitled under the collective agreement for 2020 and 2021.
- Catalyst must pay any employee who brings forward a documented financial impact that they have suffered, related to interest payments, NSF cheques, and similar out of pocket expenses caused by the Company's payroll errors.
- Catalyst owes additional or general damages to members for all the harm and frustration they have experienced since the implementation of PGI in 2020. We will be working with the membership to gather evidence on this and there will be a hearing in the spring to determine the amount of money owed to the members to compensate for this frustration.

- Catalyst must pay \$34,000 to PPWC Local 2 in compensation for the time and effort devoted to payroll irregularities, diversion from ordinary Union Local business, and the vexation suffered as a result of the additional payroll errors. The arbitrator viewed this as fair compensation for the extra time and resources that have been spent on this issue.
- Catalyst must not deduct overpayments directly from a member's cheque, and must instead alert the Union to any overpayment and work with the Union and the member to address it when a full reconciliation has been done.

The arbitrator has also ordered that the Employer complete a full reconciliation of 2021 to make sure that no wages or benefits were missed. We are going to make submissions on the best process to make sure that 2020 has also been reviewed and dealt with properly.

We understand that the payroll issues have been incredibly frustrating and have caused real hardship to the membership. We will keep working to make sure that Catalyst is held accountable for these errors and that members get the compensation they are entitled to.

In Solidarity,
Geoff Dawe, President
PPWC Local 2
Public and Private Workers of Canada

ADDENDUM

This Order from the Arbitrator is really good news for our local. First, they never award the Unions money for doing Union work, it's like the company had to pay the local to fight themselves. Second, local 2 will be receiving general damages at the end of the arbitration.

It's important to note that if the company is requesting any employee to pay back any overpayments back to the company there will be a process. At the end of the reconciliation of the payroll, the company will have to contact the local and the members that actually owe, we will review and agree or disagree at which point the company has the option of the grievance process. If the member and local agree they owe, there will be a repayment plan put in place as to not cause financial hardship to the member. **I cannot stress enough for our membership to contact us at the hall if the company is asking for repayments.** Everything has to go through the hall so we can track. Nobody should pay until the reconciliation is complete and we know who still owes the local or the company after our general damages award.

In Solidarity,
Geoff Dawe

CHAPTER 15

BUGS, BUGS, EVERYWHERE BUGS

While the events around Locals 6, 7, 8, and 9 were unfolding – and much of that remains untold – another situation of drama, intrigue, and high adventure was occurring on a parallel plane, at once removed but very much the meat of the matter for the PPWC.

The fourth convention of the PPWC was scheduled for November 7-12, 1966, at the Ritz Hotel in Vancouver, BC. Members began gathering there on November 4, Friday evening, to plan the convention protocol.

Lloyd Craig from Local 1, Castlegar, was the president of the PPWC National. In fact, Lloyd had been president since the first convention, replacing Bill Cox, the pro-tem president. Lloyd and Angus Macphee shared a room—Room 207—at the Ritz. The union had also booked Room 206, using it as a conference room for the weekend. On Friday night, Angus stayed up late. No doubt he and the boys waxed long into the a.m., fixing the evils of the world, making it a better place for the little man. Lloyd, feeling somewhat less than well, had retired early. Upon returning to the room, Angus noted that Lloyd was sleeping peacefully and proceeded to retire himself. Waking in the morning, Angus found Lloyd's body on the floor. Lloyd had apparently got up to have a cigarette and suffered a fatal heart attack.

After the turmoil expired, the convention representatives returned to business at hand. A decision to make Room 207 a conference room was reached, and the room was reshaped to accommodate this. A portable wardrobe had been added to the room to accommodate Angus and Lloyd. It had to be moved. Murray Johnston from Local 8, Nanaimo, and Jim Sloan, Local 1, Castlegar, rose to the task. A small object fell from the top of the wardrobe. Upon inspection, it was believed to be some form of light meter. No one gave any thought to listening devices. Further everyone was somewhat upset with the passing of Lloyd Craig.

No more attention was paid to the find until a hotel telephone switchboard operator—the Ritz still had a 24-hour-per-day manned, old-fashioned switchboard—who struck up a friendship with a PPWC representative; told him of several strange phone calls she had witnessed the night before and through the day on Saturday. The calls were placed from Room 309, directly above Room 207, and were made to an unlisted number in the Vancouver area. The calls were frequent enough to catch her attention. She listened and heard a play-by-play report on the PPWC activities as they unfolded. The calls were being made to one Mr. Pat O'Neal.

"It's not a light meter. It's a listening device. It's a BUG."
Everything fell into place.

The PPWC representatives quickly called Ace Investigations, and, sure enough, they discovered two more bugs: one in Room 206; another in the convention room adjacent to Room 206.

The Vancouver city police were notified, along with the Department of Transport (DOT). It seems Murray Johnston,

who had been in the Canadian Forces, had connections with both these groups and took over as "Bugs Inspector General." In any case, the DOT and the city police did make an appearance.

In the meantime, however, the private detectives involved in the bugging became aware something was up. Two of them made an escape.

"It's not a light meter. It's a listening device. It's a BUG."

Local 8's Eric Bodin remembers himself; Bunn Fortune from Local 4; Sal Miners, also from Local 4; and Jim Sloan, the short but mighty Scot, from Local 1 being the self-appointed guards of Room 309. They were determined to watch the room and keep anyone from coming out. They had already established that at least two guys were, in fact, inside. Well, they watched and watched, but nothing happened. In time, the lust for beer overcame their desire to catch the culprits, and one by one they ventured down to the Ritz beer parlor. Two private detectives quickly made their getaway. However, they did not take their bugging equipment with them. What's more, they left a subordinate in the room to guard it. Their reckoning at the time was that the pulp workers only had suspicions about them; furthermore, bugging wasn't necessarily a crime. So they had little to fear, except Big Eric and Big Bunn. Now that they were away, only the hired gun in the room was in jeopardy. The police came. They moved on Room 309. The bugging equipment was seized, and the rest of the story began to unfold. When you first met Pat O'Neal, he was emerging as a new voice from Local 4. You were promised that "you will hear more from Pat in the future." O'Neal, it appears, had contacted the RCMP security and intelligence division, where he spoke to a Cpl. Harold Reed. What he told Reed is not exactly clear, as both re-fused to come clean. Did he just raise the issue of opposed unions in a bitter fight, or did he raise the "red thing"? Did he trot out the "commie" skeletons that he proposed were in Angus and Orville's closets? Perhaps he believed they actually took them with them to meetings, thus the bug on the wardrobe. Anyway, Cpl. Reed agreed, it seems, to help him out. He contacted a former RCMP officer who had quit the force to start his own detective service, a certain Bud Graham of Graham Investigation Services. Reed apparently knew him and was bringing work to a former associate. Graham claims Reed explained what had to be done and, in some veiled manner, suggested their work was being done under the auspices of the federal police force. Graham claims he took the case for this reason only. His forte was, generally, divorce matters, so he was quite proud to have been singled out for such a task. Certainly, O'Neal expected to hear something of value in his life-and-death struggle with the pulp union. What did Reed, of national security, expect to hear? Perhaps "we will be erecting Lenin's statue in Pigeon Park next year." Needless to say, O'Neal and Reed both denied any involvement in any way. The hope was that the incident and the PPWC would both go away.

However, Murray Johnston calling the DOT brought another feature to the party. It seems it was, in fact, illegal to operate a transmitter under 400 megacycles in Canada. Graham's bugs were thus. He was subject to arrest. Graham again maintained his beliefs: RCMP work. In fact, he now claimed that Reed had notified him personally that the gig was up. Reed had been notified along the police chain in some fashion. Graham was told by Reed to hightail it with the goods. However, the warning came too late. When he called Room 309, the city police were already there. His boy had already spilled the beans, at least the beans he knew about. Through the demands being made by PPWC convention delegates, especially Angus, as leader—he was first vice-president at the time—and Murray Johnston, publicity soon reached the seats of the mighty. None other than Mr. Jack Webster, CKNW's famed commentator, interviewed Graham on his talk show. Among other things, Graham said that, yes, O'Neal had met with him and, in fact, paid him \$250 by way of a union cheque. He also stated that he had worked in the security division of the RCMP, same as Reed, during his time with the force. The world was closing in on two deniers. Not to be outdone, W.A.C. "Wacky" Bennett, BC premier, upon hearing the facts declared a royal commission was the manner in which this sordid affair would be cleared up. He appointed retired BC court judge R. A. Sargent to head the inquiry.

According to Bodin, Sargent was quite old and likely had Alzheimer's disease. He often fell asleep during proceedings. Upon being awakened by his council he would spout off some irrelevant information that was sort of "Keystone Coppish" stuff. In these hands fell the complaints of the PPWC. Again from Victoria came word that this inquiry would not be limited to the actual bugging incident. Rather, it would cover every episode involving these two unions from their first confrontation. Nothing would remain secret, and the guilty would fess up or suffer the consequences. How prophetic those words became as we follow the commission's work. The commission's work, as it turned out, was laced with denial after denial. Cpl. Reed denied any involvement in any way. In fact, it later became clear that not only Reed met with Graham but another officer as well: Cpl. Ouelette. To better shore up the RCMP's case, Supt. Atherton, BC top cop, issued a stern denial of any police involvement. He either lied or didn't bother looking into the truth. O'Neal, of course, denied everything. Then he admitted to parts only, saying he knew nothing of bugs. Finally, when the weight of the truth fell on his shoulders, he admitted to all.

The best testimony comes from Graham's partner and Graham's helper: the men in Room 309 guarding the equipment when the police came. Richard Griffin, the partner, testified he saw Cpls. Reed and Ouelette arrive at Graham's office. He told the inquiry he was asked to vacate the office and the conversation was held in private between both officers and Graham. Griffin was able to identify both officers in the crowd at the hearings. He didn't know what was said at the meeting. However, he further testified that he was part of the meeting with Pat O'Neal. O'Neal, he said,

clearly spoke of the communist threat in BC, spoke of two certain communists, Braaten and Macphee, and their hold on certain others. He spoke of the need to ferret out this element that was infiltrating the BC union movement. Graham seemed keen to this and spoke in the essence of national security, assuring Griffin that an RCMP tie-in was certainly part of the scheme.

Howard McAnish, the helper, supplied the second round of best testimony. He told the court that Graham had clearly identified the communist threat as a national security issue. That was why the rooms were being bugged. The names Braaten and Macphee were well mentioned in discussions McAnish had with his boss, Graham. "I was told they were 'reds'," he said.

The sham of privacy rights

At the onset to the commission hearing, W.A.C. Bennett assured the populace that the realm was secure: "We intend to protect the rights of privacy in this province." Bennett went on to assure us all that Commissioner Sargent would give no quarter in his pursuit of this basic democratic right. The commission, it would seem, was struck to deal with the hijinks of the private detectives, the RCMP, and O'Neal, as a member of the International Union.

The first sign of trouble came when discussions began concerning the matter of the tapes themselves. From the onset of these discussions, Sargent wanted to play them publicly with not only the opposition in the room but the press as well. John Laxton, representing the PPWC, gave a long and passionate argument against this, claiming that publicly revealing the tapes would create the very issue that was before the inquiry. The accused, in fact, would win their day while standing accused. He also told Sargent about Bennett's promise. Sargent replied, "When you're my age, you don't pay attention to what newspapers or politicians say." Even the lawyers representing the opposition were concerned about playing the tapes in an open forum. Sargent paid no heed. It was his commission. He would do as he chose, and he chose to open the court on tape-playing day, and that was that.

PPWC representatives were the first to testify, with Murray Johnston going first. The first question in cross-examine, of course, was concerning what in fact had been discussed during the lead-up to convention. Murray had been advised by Laxton that answers to this type of questioning should be vague, at best, as the tapes would reveal all that was said anyhow. Sargent was not impressed. He opined that Murray's testimony was a cover-up.

To clear the air, Laxton offered to Sargent that he had instructed his clients to be wary. If they could not remember exactly what was said, the best thing was to say, "I can't remember." The tapes couldn't lie, so there was no point in speculating what had been said. It seemed like a prudent thing to do. The commissioner immediately took Laxton to private chambers, where he read some form of riot act to him. It remained to draw the conclusion that Mr. Sargent already had a pretty good opinion of what he wanted from this inquiry.

The commission adjourned over Christmas, re-opening in mid-January.

In the meanwhile, many unionists from around the province and several IWA officers, including Syd Thompson from the Vancouver local and Weldon Jubenville from Duncan, called for O'Neal to resign. Several BC Fed officers also lashed out at O'Neal, saying they wanted nothing to do with one who stooped so low.

Upon re-opening, Commissioner Sargent was faced with a new challenge. On behalf of the PPWC, Angus Macphee challenged Sargent's authority to conduct such a hearing. His appointment under the Public Inquiries Act did not give him such scope as he commanded. Best put, perhaps, by Mary Southin, also representing the PPWC, saying, "This commission on invasion of privacy has turned into a probe of the very party whose privacy was invaded."

Upon hearing the challenge, Chief Justice Wilson, BC Supreme Court, ruled that, indeed, the commission had run way over its mandate. He ordered the commission invalid.

His ruling came too late to save PPWC president Orville Braaten, however. Orville, the last to testify on the last day prior to Wilson's findings, refused to answer questions related to long-ago matters. He took the position that he would answer questions only in keeping with the outlay of the challenge Macphee had put before Wilson. When he was asked specific questions relating to events he allegedly took part in years before, he refused to answer. Sargent ruled he

must answer. Orville said he wouldn't. Sargent found him in contempt of court, and off to Oakalla jail went Orville.

Remember Bodin's observations concerning the commissioner? It seems he was pretty bang on.

The province further appealed the Wilson decision. More "Commie", "red" stuff was unearthed by O'Neal and company. In Victoria, old "Wacky" Bennett declared the work of the commission would go on in some fashion. New terms of reference were established. Orville languished in Oakalla jail. BC was much safer, all agreed.

Sargent was approached to have Orville released. No dice. So Mary Southin, again, applied to the Supreme Court of BC for his release. This was received favorably, of course, and Orville was ordered out of jail. Strange place we have lived in here, for sure.

Ms. Southin left the hearing at this time. She refused to have anything to do with such stupidity.

The commission was re-opened. However, the mandate had been changed considerably. With no ability to jail the other PPWC pesky people, Sargent soon tired of the game and, assumedly, packed his pillow and sheets into the courtroom. It did drag on, but nothing concrete was deemed to have resulted from the commission itself. Perhaps the furor raised and the attention it received Canada-wide helped to establish wiretapping rules and right to privacy rules.



TO THE MEMBERSHIP, EXECUTIVE AND COMMITTEE MEMBERS:

THIS IS A PPWC LOCAL 2 NEWSLETTER!!

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 (preferred) or twosnews@ppwclocal2.com

In Memoriam



Gary Urton passed away on October 6, 2021 at the age of 61.
Mill start date was June 19, 1981.

WE ARE ...

PPWC Local 2
1616 Chaplin Street. Crofton, BC.
V0R 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.

FOLLOW PPWC Local 2 ON FACEBOOK

REMINDER!

Please pay close attention to your pay slips. The Company has been ordered by the Arbitrator to adhere to strict deadlines when errors are made. Timeline/Deadline to make note of:

- If an employee brings forward an error **before** Monday at 4pm, such errors will be corrected (if necessary) and paid on the Friday of the same week.
- If an employee brings forward an error **after** Monday at 4pm, such errors will be corrected (if necessary) and paid on the Friday of the following week.

Make sure you complete your adjustment forms and cc the union hall so we have record of the error(s)!

If you have any questions or concerns please do not hesitate to contact me.

Sherri Beam, Office Administrator

2021 PPWC Local 2 Executive

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TOGETHER
WE CAN ACHIEVE MORE

LETTERS

I have included a few letters that should have been printed in the October issue of Twos News. I am (others too I bet) experiencing a large volume of junk email at the twosnews@ppwc.com email address and simply missed these letters on inbox cleanup. These letters still apply and are as relevant today as last month and were emails sent to Alan Scalet, Mill Manager. Apologies to the member.

Alan Scalet,

According to your letter dated last Thursday August 12, after hours of course, you said you would provide an update early this week on the status of the payroll corrections from P.P. 14, 15, 16. It is now the end of the week and to no surprise to myself or anyone else there has been no update at all, not that I was expecting one. Am I correct to assume that payroll tomorrow will be a disaster as well?? Am I also correct to assume that none of the errors from P.P. 14, 15, 16 will be corrected?? In closing I'm also going to have to assume that no update will be sent out until after hour's tonight, if at all, letting us know that payroll is working as hard as they can to solve this. Come on, it's been 2 months. This is absolutely pathetic.

M Hearsey

Alan Scalet,

It's now been almost 8 weeks since the PP14 fiasco. Your last update on Aug 26 states that the correction's for PP14 were not going to be done as promised on your previous update. This really came as no surprise to anyone and now there is no timeframe at all as to when the corrections will be done. Let's not forget there is still PP15 and PP16 to deal with too. I'm assuming the company won't give a timeline anymore because Richmond obviously has no clue what they're doing or it would have been done by now. This is absolutely pathetic and embarrassing. All we keep hearing from the sporadic update's we get is "we are doing everything we can" and "we are working as hard as we can" Come on, it's been almost 8 week's!! If I worked that hard I wouldn't have a job anymore, well except at Paper Excellence. I look forward to the next update with the same pitiful excuses, after 4 o'clock on Thursday of course. At least this fiasco is good for the morale. Pathetic, just pathetic.

M Hearsey



OPINION

Looks like the Arbitrator threw the book at the company for the lengthy and ongoing payroll follies. Our union was compensated for time & effort devoted to correcting this manifestation with individual compensation being awarded in the springtime. I wonder if a person's credit rating, damaged by the NSF's etc. is also looked at when determining our reparation. Anyway, **a big thanks to all involved for dedication, perseverance and hard work.**

We got a serious (and deserving) knuckle wrapping for our crew "mis-use" of an overhead crane. The crew response to this was why didn't the individual (s) muster up the Jam to say something to those involved? If you observe an unsafe act or condition ...

Duane Gale – Editor, B Crew, local 6328

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MONTHLY HUMOUR – OLDIES but GOODIES



Victims were treated for minor injuries after their Smart Car hit a squirrel on Highway #1.

Witnesses said the squirrel fled the scene. Police are investigating.

LOST DOG



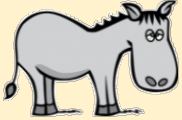
**3 LEGS, BLIND IN ONE EYE
MISSING RIGHT EAR,
TAIL BROKEN
RECENTLY CASTRATED...
ANSWERS TO THE NAME
OF:
"LUCKY"**

NOVEMBER 2021 EMOJI AWARD



And the winner is

Catalyst Paper Inc. – With the payroll debacle hopefully coming to a close, the arbitrator's ruling points squarely at these donkeys. What did they think was going to happen? A colossal "I told you so".



Runner up: Graham Ballsack Kissack, for aiding and abetting the company propaganda machine. Shame on you.



ATTENTION!!

Please make sure you review your paystub or PGI carefully. If you have any issues/discrepancies please send those to me by email. Just list what the issues are and then I will compile all of the information and send it on to the appropriate people. You will still need to complete and hand in your Adjustment Request Forms.

Sherri Beam
PPWC Local 2 Office Administrator
ppwclocal2.com



LABOUR NOTES

Injured B.C. worker dismissed for being unable to meet job requirements - Worker's medical restrictions prevented him from performing regular job; not qualified for any possible accommodated positions.

CCTV watched workers but not allowed for discipline - A Saskatchewan employer violated employee privacy rights and its own policy when a manager used surveillance footage to measure employee job performance, an arbitrator has ruled.

Walmart hiring 12,000 workers across Canada - Company looking for drivers, retail and warehouse employees.

Tentative agreement reached at Brinks - Unifor negotiated a tentative collective agreement on Sept. 28 with Brinks Canada on behalf of more than 191 workers in British Columbia and 730 workers in Ontario.

Employer fined \$80,000 after worker caught in 'Nip Rolls' - Paper mill admits violation, with government ruling machine should have been equipped with guard. The worker was in the process of placing a sheet of pulp between two rotating rolls – known as "Nip Rolls" – inside a pulp machine. The worker was caught in the Nip Rolls.

Uber accused of firing drivers for refusing unsafe work - B.C. union complains to Labour Relations Board about ride-hailing firm's labour practices. UFCW 1518 is claiming that the company fired drivers who refused unsafe work. In one incident, a customer threatened to file a complaint against a driver and became violent after the driver asked her to wear a mask while she was in his vehicle. The driver called the police who had to remove the customer from the driver's car, according to the union.

BC construction firm hit with huge six-figure fine - Worker caught in the press when operating machinery, company's risk practices at fault. B.C. employer Rich-ply, was charged \$547,080 after one of its workers was injured in the workplace. The worker was positioning paper on panels and loading them onto a press. The worker climbed a ladder to realign one of the sheets. However, the press was activated and the worker was caught in the press. The worker sustained serious injuries.

The Construction Committee has been working very hard on the Contracting out Arbitration. Ryan is missing – he's behind the camera.

Ryan Bourelle Gary Ramwell Mike Hearsey Dylan Alldred



PHOTO BY R BOURELLE



PHOTO BY R BOURELLE

FATALITY STATS

According to the Association of Workers' Compensation Boards of Canada (AWCBC), there were 1,027 fatalities in 2018. An increase between 2016 and 2018 – in 2016 the number of workplace fatalities in Canada was 904 (and in 2017, 951).

Top five most dangerous occupations according to workplace fatalities:

- Skilled sales and service occupations - 113
- Trades and skilled transport and equipment operators - 327
- Intermediate occupations in transport, equipment operation, installation and maintenance - 143
- Trades helpers, construction labourers and related occupations - 62
- Labourers in processing, manufacturing and utilities - 60

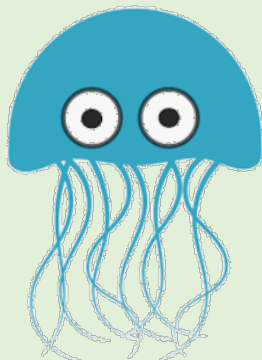
LABOUR NOTES

LifeLabs announced in a brief press release Oct. 24th that they have reached a tentative three-year agreement with B.C. General Employees' Union, which represents around 1,500 of the company's employees.

Canadian Natural Resources (HQ in Calgary) will require workers to be fully vaccinated. Mandate starts on December 1 but policy does not detail what will happen to those who refuse to comply. The policy also provides exemptions for medical or religious reasons.

Hundreds of unvaccinated Island Health workers fired for missing Vax deadline (Oct. 26). More than 4,000 unvaccinated healthcare workers in BC, including hundreds in Island Health, are out of a job. BC Health Minister Adrian Dix announced that all of those healthcare workers who aren't vaccinated should now look for new employment because they're now out of a job. Dix said if the now unemployed healthcare workers do get vaccinated, they can return to work.

The fact that Jellyfish have survived for 650 million years despite not having brains gives us hope for this company.



Vancouver Island Counselling

Duncan 250 746 6900

Nanaimo 250 754 8222

Port Alberni 250 723 7001

**Victoria / Gulf Islands / Lower Mainland
1 877 746 6911**

IN CASE YOU HAVN'T HEARD...

Paper Excellence has announced that Catalyst Crofton mill will take a market curtailment of about two weeks in November 2021. The company is taking this step in response to ongoing global logistics challenges. This curtailment will be coordinated with a maintenance shutdown of the mill's biomass power boiler that had been planned earlier. The boiler shutdown will have a significant impact on the energy costs. Hence, both the paper and pulp operations at the mill are being curtailed from Nov. 9 to 24 while the boiler maintenance work is being completed. Due to this outage, Catalyst Crofton expects to lose around 15,000 air dry tonnes of paper and 19,000 air dry tonnes of NBSK pulp.



Can't really figure this one out, a very sudden announcement surprising many including senior staff. We know marketing has called a manager on the paper-side explaining they still had orders to fill. On the Kraft side, we will be interrupting a "valuable" brown stock run. To make matters more aggravating, the Kraft Mill mgr. can't decide who or what needs to be here during the layoff. Is this a move to "soften up" the union? A negotiations tactic? Perhaps retaliation for recent arbitration victories? Can't you just say we got to fix the PB? - Ed

TRAGEDY STRIKES DOMTAR'S WINDSOR PULP AND PAPER MILL IN QUEBEC

Two workers lost their lives and one was injured in a tragic accident when a scaffold collapsed into equipment in Domtar's Windsor pulp and paper mill in Quebec. The accident took place on Oct. 26 at around 1:35 am.

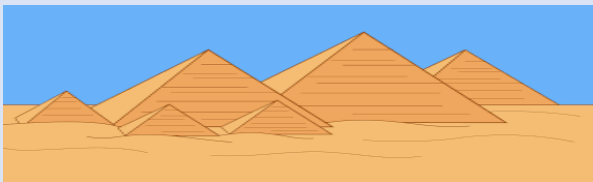
One of the workers was taken to the hospital, where his life was declared to be not in danger, according to a statement released by Domtar. The other two workers were trapped underneath.

Both men were working for a subcontractor employed by Domtar to do major work at the mill.

With 900 employees, the plant is one of the largest pulp and paper mills in the country.

DID YOU KNOW? ...

The first recorded strike in history took place in ancient Egypt on 14 November 1152 BC when the artisans of the Royal Necropolis at Deir el-Medina organized an uprising. The event, which took place under the rule of Pharaoh Ramses III, was recorded in detail on a papyrus that dates from that time. The artisans walked off their jobs **because they had not been paid**. The Egyptian authorities raised the wages.



Wow... 3000 years later... we got the same problem... Ed

CARDS OF THANKS



P.P.W.C. Local #2 - Crofton Division

Thank you very much for your generous donation. We appreciate it very much. Our main goal with monies raised is to have the museum exterior painted next spring/summer. This will help towards our goal.

Thank you again,
Crofton Old School Museum Society
Lauri Paub.

CCU CONVENTION REPORT

October 30, 2021, Allison Pirie H&W committee

On behalf of myself, Don Pearson and Geoff Dawe, I would like to thank the CCU for the invitation to participate in the Confederation of Canadian Unions annual convention on October 15 – 19th in Victoria, and to our local PPWC for allowing us to attend.

I was asked to participate in the Resolution committee on Friday October 15th. I was at a loss of what this was all about, but quickly was brought up to speed on this committee. This committee goes over and vote's concurrence or non-concurrence on all new resolutions to the constitution and/or policies of the CCU put forth by all unions in the CCU. Some policies were straightforward, such as title or name changes but then there were some involving great debate. It is the committees purpose to put forth a recommendation and then this is brought to the convention to be voted upon. It was a long, but very informative afternoon and one that I did enjoy being a part of to see the working bones of democracy in this organization.

Saturday was labour school, which saw us on a Grand Adventure led by our own National President Gary Fiege. It just so happened that I think it was the rainiest day of the year as we loaded on a school bus heading to the West Coast to showcase our new to old growth forests. The CCU come from all over Canada, as far at PEI and Nova Scotia...across the prairies with University of Manitoba, to the PPWC in the west just to name a few participating unions. Our adventure took us out to China creek for a pee break and then on to Botanical Beach where the trail was a running river with washouts and all. It was then off to the Renfrew Pub for a delicious and warming lunch. Participants; in shifts, jumped aboard the West Coast express for a trip into Avatar Grove to experience the beauty of our Old Growth giants. We were then to adventure into the Granite Creek protest and to walk the demonstration forest at the Cowichan Lake Research station, but a protest vote was taken and many a wet hand rose in favor of a pit spot in Lake Cowichan and then a wet humid school bus journey home to Victoria. It truly was a classic "wet" West Coast circle tour of raw Wild West coast beauty. Thank you to Gary and the National for sponsoring this great trip.

Sunday was the start of the convention with the acknowledgment that we were on the Songhees and Esquimalt traditional territory. Convention was opened with beautiful traditional dances of these nations. It was an honor to watch these young and old indigenous dancers share their culture with us.

We all stood for a moment of silence to remember all fallen workers in Canada

Convention started with lots of reports, agenda items and the resolution committee recommendations.

The first guest speaker was Sergeant David Smith, Police Labour Liaison for BC and senior negotiator for the Division Liaison Team. He has the only position of its type in Canada since 2006. He works closely with the BC Federation of Labour and the Canadian Labour Congress as well as every union in BC as a subject matter expert in criminal and civil law in relation to civil disobedience and preparation for strikes, lock-outs, rallies, protests and passive leafleting. SGT Smith assists unions in liaising with police forces around BC and explaining the role of police in times of labour actions. He stated his objective is "to keep the police away from labour disputes, as this is a civil matter." He helps unions and tells management what is law and what is not. SGT. Smith also talked about the Canadian Criminal Code 217.1 legal duty.

"Everyone who undertakes, or has the authority to direct how another person does work or perform a task is under legal duty to take reasonable steps to prevent bodily harm to that person, arising from that work or task."

Maybe this Code should be used in conjunction with a 3.12??

Convention then proceeded with nominations for Elections and more trustee reports, executive reports and more resolutions.

That evening there was a Gala Dinner put on by the Coast Hotel and Marina, and it was delicious!

Day 2 started with speaker Jan Noster, President Emeritus of CMAW (Canadian Maintenance and Allied Workers Canadian Union) He discussed the effects of Covid 19 on society and the Pandora Papers. He discussed the Nobel Prize Winner of Economics 2021, David Card. His groundbreaking research challenged conventional wisdom on labour issues. His research concluded that increasing countries minimum wage does not lead to reduced hiring. Jan also stated that now is the best time to unionize...He asked the room to "raise your hand if under the age of 35..." (I tried, but was shut down pretty quick!) There was only 1 person who could raise their hand out of a room of 43. "WE NEED younger people to get involved," he stated "Worker Education is the Key...If you're not growing....you're dying!"

The second speaker of the day Gina McKay, a Queer, Metis, feminist, labour movement activist and facilitator engaged in the regional, national and international labour movement. She is an active CUPE local 2348 member that is working on numerous equity and human rights committees with CUPE, the CLC, Manitoba Federation of Labour and the Winnipeg

Labour Council. Gina also was recently elected as Equity Vice President LGBTQ2SI at the 2021 Labour Congress National Convention.

Gina's main message was "Ignite the Spark" become stronger allies for Equity, Diversity and Inclusivity. Inclusion is at the heart of solidarity and we should be building equity into our collective agreements. She asked all of us..."What are the values of our union executives? ...and what are personal values that each individual member brings to our union...? These should be values of Diversity, Equity and Inclusion. Build these values into the language of our own collective agreement."

The afternoon had a presentation by NEW/MODE, a digital advocacy platform the CCU is in discussion about purchasing a subscription to. If purchased, each union would be able to use for their own platforms.

The day ended with more committee reports and again...more resolutions to vote upon.

On Tuesday, the final day, we awoke to NO Water in the hotel, as there was a water main break right in front of the hotel. The meeting got started just as coffee was delivered...

Today's agenda was the CCU Executive board meeting. Regular order of business was followed and there were numerous affiliate reports read. As Geoff was busy at our payroll arbitration, Don Pearson did a stand up job of reading our report from Local 2. It was interesting as most of the affiliates are struggling with lack of manpower and workers...and most industrial affiliates have no apprenticeships ...except 1 union stated that there were 4 just announced.

There were Executive Board Elections and Kelly Johnson was acclaimed as President, Michael Belanger, VP has reigned as he will be retiring later next year. All executive board positions were filled. You can find all the Executive Board positions on the CCU website.

The end of the convention came to a close with a vote on where the next convention will take place, which is Montreal, Quebec.

Thank you again to the CCU and this local for allowing me to attend this convention.

In solidarity, Allison Pirie H&W committee

MORE OPINION

Our union is managed by elected representatives from the operations & maintenance depts. It's no secret that the operations side of "union business" appears to be more challenging and problematic.

The pay structure in place to compensate 'union business' needs modification to accommodate the 12 hr. Tour worker. There will be a motion put forth to the membership at a future union meeting that provides a more accurate reimbursement arrangement. (Perhaps the maintenance side needs attention as well).

Membership support in this matter would be greatly appreciated.

Your opinion on this matter is immensely valued... send to twosnews@shaw.ca



CONFEDERATION OF CANADIAN UNIONS WESTERN/CSC \$1000 BURSARY WINNERS

Madeline Parent Bursary winner – Delaney Marken PPWC local 1

John St Armand Bursary winner – Jesslyn Arkell PPWC local 9

