

TWO'S NEWS

JANUARY 2022

PPWC

Public and Private Workers of Canada

Editor: Duane Gale

USE TWOS NEWS - let's hear your opinions, likes, dislikes, rants, random musings etc., and send them via email to: twosnews@shaw.ca - Duane Gale - Twos News editor
PLEASE NOTE THAT COMMENTS AND OPINIONS EXPRESSED HEREIN MAY NOT NECESSARILY REFLECT THOSE OF PPWC LOCAL 2

VANCOUVER ISLAND COUNSELLING

Compassion, Respect, Integrity

Duncan: [250-746-6900](tel:250-746-6900)

Nanaimo: [250-754-8222](tel:250-754-8222)

Port Alberni: [250-723-7001](tel:250-723-7001)

Victoria & Lower Mainland: [1-877-746-6911](tel:1-877-746-6911)



IN THIS EDITION

- 🍁 History of the PPWC Chapter 17
- 🍁 Presidents Page
- 🍁 Monthly Humor
- 🍁 Opinion
- 🍁 January Emoji Award winner
- 🍁 Featured Article – CEO pay and Covid
- 🍁 Featured Article -Recent plant-based food study





THE PRESIDENTS PAGE



President/NEB Member's Report:

We had our negotiations and during the time, the curtailment was announced. At first the curtailment was a bit of a shock and I wasn't sure what to do. I reached out to several other Locals to make sure I was asking the right questions and to make sure our members were working. The number one goal was to make sure all of the members who wanted to work were working and those who wanted to use vacation did that. To date, I believe we only had one grievance throughout the whole curtailment. There may be others but they have not come to us. I was non-stop working throughout the whole negotiation trying to deal with everybody's issues (about 3 dozen people). It was dealt with and everyone was happy.

I was informed the following week that there was going to be a Town Hall meeting on a Friday, late afternoon. I was told I was no need for me to go because I knew all the information. I put in that I would be there and the Executive that could make it would be there even though we knew what was going to be said. I didn't trust what they were saying. He started by saying there were going to be no more curtailments in Crofton in the upcoming year. The company informed us about the upcoming projects. They've got the OCC project, recycle plant that they are still trying to get funding for. The company is looking for funding from the government and they've been in to do a whole bunch of surveys and tests. I think it's the company's track record that is slowing down the government's willingness to help out. They also said several waterline projects are going to happen the year there is also an Atmospheric washer, the filters for the week black line going in, as well mini bailout line for the #3 Evaps. I was nervous at first when we heard about this but it wasn't so bad.

We had a Zoom meeting with John Rogers on December 16 to do a "will say" regarding our Contracting Out arbitration with Ryan Bouelle as Ryan is going to be the main witness for arbitration for the union. "Will say" is

a statement of evidence from our witnesses. We were asked to have the whole committee here for that.

Last week I was at NEB and it was an extra day. We went through the Constitution, line by line. There are lots of areas where Locals are in direct conflict with the Constitution. I am expecting that at the Conference in Nanaimo there will be a lot going on regarding changes to the Constitution. For the rest of the week, we all gave our local reports. Not surprisingly all locals' reports sounded very similar to Local 2. The locals constantly have to deal with the shortage of manpower issues, arbitrations, etc. As I have reported before they are no different from us at Local 2 with their issues and the locals having to spend more and more time constantly holding the companies to their Collective Agreement.

PPWC which is now the Public and Private Workers of Canada is looking to expand especially with the closing of Powell River and Pacific Bio Plant in Prince George. It just drives home the argument that we need to adapt. If they keep shutting us down, there will be no more PPWC. I know coming from NEB, Site C Dam is looking to organize and they will go to Local 9. We have the Supervisors at Harmac that we are trying to get at Local 2, we are still working on WestJet. We need to diversify. We need to make sure we have money coming into this pension and it will only strengthen our position in the unionized workforce.

As for broadening our horizons, and Todd Smith, VP1 from National, had a great Zoom meeting with the Menzies group (WestJet ticket agents and ground crews) to organize them and become PPWC Local 2's newest Certification. I truly believe we need to grow our unions as do all the other PPWC Local Presidents. This particular group in Victoria is in desperate need of help and security from their company. For example safety training, wages, hours of work, quality of work environment, benefits, and on and on. We are hoping to be signing cards over the holiday or very soon in the new year. Local 2 has the potential to have 4 of the

Menzies locations which would include Victoria, Nanaimo, Comox, and Abbotsford.

Mike Hearsey is getting up to date on the grievances. We had the 4th Step with 13 grievances. Some were resolved and a couple was withdrawn, and we are waiting for Richard to get back to us with the company's official responses.

Powell River going down is not great, for them it sucks. I reached out to Bill Spence, the President at Powell (Unifor 76) to let him know Local 2 was thinking of him and his members and their misfortune. I informed Bill as soon as I heard the news, I requested from Stu Gibson that Crofton would be willing to take their maintenance and operations workers as well as any fiber, chips, chemicals, fleet, and outstanding paper contracts. This has the potential to be good for us at Crofton. It sucks that they are going down but we have to strike first and get our name publicly in the queue to ask for certain things. I have also asked that the black liquor subsidy come back to Crofton as it was originally

Crofton that earned it. Stu Gibson and Harold Norland, both told me and Gary it is going back to Crofton.

On December 13, 2021, I had a meeting with Gary Fiege, Stew Gibson, and Harold Norland. I am trying to some type of security for our mill and the Local in cooperation with the company. I want it attached to the Local 2 somehow, someday. Whether it is a fiber tender or new projects that they need help funding and need our cooperation, whatever. We need to do this to protect ourselves. The last thing I want to do is put out a notice saying we are indefinitely curtailed. I am trying to broaden our horizons on membership to secure our pensions for the future. Tomorrow, Gary and I have a meeting with Moe Sihota on possible ideas for the security of our future at Local 2.

...and Pay 14 attempt was shit! Please continue to send us and your supervisors all pay issues. We still want as many impact statements as possible for our arbitration case.

And with that, Merry Christmas and Happy New Year to all!

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.

FOLLOW PPWC Local 2 ON FACEBOOK

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

PAPER EXCELLENCE ARTICLE

The following link should be required reading, it's a hard-hitting article about Paper Excellence and Sinar Mas, the gargantuan corporate machine of the multi-billionaire Widjaja family of Indonesia - ED

NORTHERN PULP MILL PLANS "BEST IN CLASS" OR BEST IN BS?

The Paper Excellence company that is part of the global corporate empire of the Widjaja family has submitted plans for the "transformation" of its hibernating pulp mill to the Nova Scotia government for approval, even as it sues the same government for hundreds of millions of dollars.
HALIFAX EXAMINER/JOAN BAXTER

[Read article here](#)

(<https://www.halifaxexaminer.ca/featured/northern-pulp-mill-plans-best-in-class-or-best-in-bs/>)

HISTORY of the PPWC - CHAPTER 17

PPWC GAINS ONE MORE VICTORY

It is mid-1968. Northern BC is rumbled long into the night. Local 9 had commenced partying.

Local 15 is about to do likewise. In mid-August, a PPWC charter was granted to the workers of the Skookumchuck pulp mill as Local 15.

Organizers were led by Doug Sallis from Local 1 and ably aided by Gordie Wickham, National first vice-president, and Local 1's Russ Leamy. The International sent in their heavies. Sallis claims O'Neal got one look at big "Hoss" Leamy and immediately called for Biasutti and all the other heavyweights he could muster, including Andy Lapa. Lapa later became a stalwart in Kamloops, playing a big role in the affairs of Local 10. In Skookumchuck, however, he was a child of a lesser god.

A complete slate of officers, led by President Ken Arsenault, was elected. Meetings were held every Monday night in the Cranbrook Legion, where all aspects of working in the new mill were discussed, including the lack of proper housing.

Fred Mullin, designated PPWC National organizer, rented a travel trailer, which was then parked on the mill road. Access to PPWC information was, thus, quite easy. The trailer, manned by Doug Sallis, became the place to stop and talk in the area.

To further the cause of the Canadian union, a debate was staged, featuring Doug Sallis, Gord Wickham, and Local 9 Vice-President George Smith speaking for the PPWC. In opposition, for the International, spoke Pat O'Neal, Ray Haynes, BC Fed leader, and Norm Paxton, an international representative from Ontario. The debate was moderated by the president of the Cranbrook IWA local. Several members from Local 1, Castlegar, and Local 9, Prince George, attended. Despite the firepower produced by the International, the debate, in the opinion of the vast majority, was won by the workers on the stage, not the business unionists.

Interest in stopping at Sallis' trailer continued. The signup went reasonably smoothly. By September, an application was filed, and the Board-ordered vote in early October resulted in a clean win for the PPWC.

Three months later Local 15 members were on strike. The company, apparently viewing Local 15 as a bunch of upstarts, essentially refused to bargain satisfactorily on any items in any way. A major item was the reinstatement of a fired union brother. Other items were establishing rates in a new mill, travel allowance, trades classification, and seniority issues.

A few hours later Orville was gone, a massive heart attack taking him in the night.

Five weeks later the strike was settled. On February 21, 1969, the workers voted in favor of the new offer. Local 15 made no concessions. The fired brother was back at work. The members knew why they had voted in favor of PPWC certification. They were the power in their negotiations. No business agents were telling them how to be and no regional vice-president cut any deals.

The ink barely dries on the new contract, O'Neal and company tried again. They imported international staffers from all over, brought them to Cranbrook, Kimberley and Skookumchuck. The Canadian union answered with their best: Mullin, Wickham, Jameson, several Local 1 activists, and, perhaps most inspirational of all, Orville Braaten, PPWC National president.

On June 10, 1969, Local 15's hall in Cranbrook was filled to overflow. Many addressed the gathering, none better than Orville. In a long and passionate speech, he implored the workers there to keep the faith. In Local 15, they had a true, democratic, membership-controlled union, a one-of-a-kind union. Jameson, Local 2, was very impressed by the speech. He declared it the best by a man known as an orator.

A few hours later Orville was gone, a massive heart attack taking him in the night. The PPWC, in particular, with the labor movement, in general, mourned the loss. At 51, he died relatively young. One may say, with his work unfinished. However, the work of unionism never ends. Battles do, but the war drags on. Orville Braaten passed on putting his last hours into the defining role of his life.

JANUARY 2022 EMOJI AWARD



And the winner is

The shitball who thought Dec. was the best time to curtail Powell River for good. Merry Christmas. F.U.

Want to nominate someone? Drop a line to the TWONEWS with who and why.

**YOUR VOICE
MATTERS**

OPINION



I don't think I've ever seen the washrooms in my area as bad as they are now. One toilet was removed and remained so for nearly a year. It took months to garner the company's interest...then several more months to obtain the wax ring, and of course more time to schedule installation. Then it was suggested that we were probably flushing using our foot, which rocked the toilet leading to the wax ring failure.



Another washroom has an atmospheric river happening above it – making entry all but impossible. I assume the next major shut will fix this one. The urinal here is nearly nonfunctioning. If you do manage to get through the flood, the icy cold toilet seat will take your mind off the grimace inducing 220 grit toilet paper. Fun times.

Duane Gale – Editor, B Crew, local 6328

duane100@shaw.ca

twosnews@shaw.ca

LABOR NEWS

- Canfor increasing production capacity and announces acquisition of Millar Western solid wood operations, located in Alberta. It will add 630 million board feet of production capacity and have access to a globally competitive timber supply.
- Kruger doubles production of its future tissue machine in Sherbrooke, Que. The double-wide machine, which features LDC (light dry crepe) technology, will be able to produce at least 60,000 metric tonnes of tissue products annually.
- B.C.'s new sick leave presents challenges for employers. The legislation states that any company employing someone in direct employment — who's not an independent contractor — and is permanent part-time, full-time or casual is eligible for the five paid sick days, he says.
- P.E.I. worker apologizes for tantrum but 5-day suspension upheld. A profanity laced property damage impulsive act showed remorse but his suspension was reasonable progression from prior discipline, says an arbitrator.
- Vulgar comments more than just jokes. An Ontario worker was suspended for 20 days for two incidents involving sexual comments about a co-worker and his wife. Progressive discipline is an important concept in both unionized and non-unionized workplaces — workers must be given a chance to improve or be warned that their job may be in jeopardy due to misconduct or poor performance. However, if the misconduct is serious or the worker doesn't appreciate their need to improve, it may be appropriate to go straight to a severe form of discipline — like a 20-day suspension.

TOP CEOS MAKE 191 TIMES MORE THAN THE AVERAGE WORKER

30 of Canada's highest-paid 100, head companies benefiting from CEWS

Canada Emergency Wage Subsidy (CEWS) is a wage subsidy program offered to qualifying employers to offset hardship during Covid. Despite the hardships of the ongoing pandemic, CEO pay in Canada reached near-record levels.

“At this rate, it will take the average worker the entire year to accrue what Canada’s highest-paid CEOs will rack up just before lunch on Jan. 4 — the first official working day of the year,” says David Macdonald, CCPA senior economist and author of the report.

“2020 was a horrible year for many workers hit hard by the pandemic, but CEO pay appears to be impervious to any shock to the system.”

Government supports

The report, Another Year in Paradise: CEO Pay in 2020, also finds that among the richest 100 CEOs: 30 headed companies that received the Canada Emergency Wage Subsidy (CEWS), 14 saw their bonuses changed to protect them from the impact of COVID-19, and five experienced both. Initially, there was no requirement that CEWS went toward workers’ wages, says the CCPA.

“While it was calculated as a proportion of Canadian payroll, companies didn’t have to show that it went to payroll. It could have gone to anything that the company wished, including increased executive bonuses. The rules were amended in 2021: as of June 5, 2021, companies could no longer collect the CEWS while paying their executives more than they did in 2019.”

Recommendations

One big reason for the gains is variable compensation such as cash bonuses and stock options, which make up 82 percent of total compensation for top CEOs, compared to roughly 70 percent a decade ago.

“Bonus pay has been increasing in importance compared to salaries. If there is a singular reason why CEO pay is in the stratosphere, it's because out-of-

control bonuses are protected from going down, even in a pandemic,” says Macdonald.


Half of the 100 best-paid CEOs ran companies with support from the government or their bonuses were changed to forestall the COVID-19 impact on their compensation.

“In either event, the idea that ‘merit’ is behind extraordinary bonus pay rings hollow,” says the report, which recommends a range of policy solutions including:

- Capping the corporate deductibility at \$1 million in total compensation per employee (as seen in the U.S.).
- Eliminating the capital gains inclusion rate loophole.
- eliminating the stock option deduction for large companies (instead of just capping it at \$200,000).
- Implementing higher top marginal tax brackets.
- Introducing a wealth tax.

Sarah Dobson – Cdn HRReporter

JAN 17th 6:30 PM
AGENDA: Regular order of business + VIA ZOOM






This is a happy penguin standing on a glacier.

He is travelling faster than:

- Planetary alignment.
- Plate tectonics.
- Paper Excellence contract talks.

All kidding aside, rest assured, we will get there.



PAPER EXCELLENCE ANNOUNCES SWITCH TO UNBLEACHED PULP PRODUCTION

Paper Excellence recently announced that it is converting its northern bleached softwood kraft (NBSK) production at its Howe Sound facility to produce unbleached kraft pulp (UKP).

The company noted in a statement that the demand in the global market is strong for UKP manufactured at its Crofton mill. The decision to convert the Howe Sound facility to a UKP production is to help fulfill increasing customer demand for this product.

UKP has a lighter environmental impact as no bleaching chemicals are needed and a higher yield of residual wood chips are converted into useful pulp fiber.

NOW HEAR THIS

PPWC Local 2 is looking to fill our Vacant Executive Board positions:

- First Vice President – Operations
- Recording Secretary/Corresponding
- One Year Master Shop Steward – Operations

We are also looking for Shop Stewards throughout all departments.



7 MOST COMMON OCCUPATIONAL DISEASES

WorkSafeBC says that “occupational diseases are conditions or disorders that result from the nature of your work.” An occupational disease is one that is caused by work environment or activities that are part of your occupation.

1. Dermatitis.
2. Respiratory illnesses.
3. Musculoskeletal disorders (MSDs).
4. Hearing loss.
5. Cancer.
6. Stress and mental health disorders.
7. Infectious diseases.

PLANT-BASED DOESN'T ALWAYS MEAN HEALTHY

As we ring in the new year and people announce their resolutions and goals for 2022, many opt for getting healthy, cutting out drinking, or starting a new hobby. Vegan magazines and organizations are pushing plant-based diets — calling it the “ultimate new year’s resolution.”

But plant-based meats are often high in sodium, ultra-processed, and not any healthier than the meat they imitate. Meanwhile, nearly half of the consumers think they are more nutritious. So if your resolution is related to health, you may want to reconsider switching to a plant-based diet.

The Impossible Burger, for example, is an impressive meat-free mix of soy, potato proteins, coconut, and sunflower oils. It even bleeds like the real thing. At the same time, its calorie count and saturated fat levels mirror a McDonald’s quarter-pounder, and it has six times more sodium.

The global market for plant-based meat is projected to explode to US\$85 billion in 2030. And grocery stores are taking note, featuring an array of burgers, sausages, nuggets, ground meat, and seafood options all without any trace of animal products.

What’s the nutritional benefit?

According to one study this year, the nutritional benefit of plant-based foods is minimal. Researchers from the Singapore Institute for Food and Biotechnology Innovation modeled the outcome of replacing bacon, chicken, beef burgers, and ice cream with animal-free versions.

Diets that substituted animal products with the plant-based alternative were below the daily recommendations for vitamin B12, calcium, potassium, zinc, and magnesium, and higher in sodium, sugar, and saturated fat.

Even with added vitamins and minerals, these products are not nutritionally interchangeable, says Stephan van Vliet, a postdoctoral associate at the Duke Molecular Physiology Institute. “Meat made from plants isn’t meat made from cows and meat made from cows isn’t meat made from plants,” he says.

Animal sources like meat, milk, and eggs are complete proteins, meaning they contain enough of the nine essential amino acids we must get from our diets every day. Plant-based foods like fruits, vegetables, nuts, seeds, and grains often lack one or more of these amino acids and need to be eaten in combination.

According to one study this year, the nutritional benefit of plant-based foods is minimal.

Plant-based meat manufacturers argue their products contain similar amounts of protein that are comparable in quality to animal protein. But focusing on protein is too “simplistic,” says van Vliet. “Foods contain hundreds to thousands of compounds that are capable of impacting human metabolism and health.”

Van Vliet and colleagues compared 190 molecules in plant-based meat alternatives with grass-fed ground beef and found that 90 percent of them were different. Plant-based meat alternatives lacked certain amino acids and derivatives, like creatine, taurine, and anserine, “which can all have an impact on our health and potentially brain function as well as muscle function,” he says.

Other metabolites like polyphenols and antioxidants were found in greater quantities or exclusively in plant-based meats. He sees plant and animal source foods as complementary in our diet, where some nutrients are better obtained from animal sources and others from plants.

The term plant-based

“People opt for a plant-based burger for a variety of reasons,” says Rosie Schwartz, a Toronto-based consulting dietitian, “including reducing meat intake.” But she argues that consumers should rethink their reasoning if it’s because of health.

“To substitute something plant-based as a substitute because it’s called plant-based is steering us in the wrong direction,” says Schwartz.

According to nutrition scientists and Canada’s Food Guide, plant-based is the recommended way we should

be eating. Fill half your plate with vegetables and fruits, and the other half with whole grains and proteins.

But “plant-based” also refers to anything from meat to paint to pillowcases, as long as they were made mostly or completely of plants, according to the Merriam-Webster dictionary.

Just because it’s made from plants, doesn’t mean it’s healthy. “I do think it’s very confusing for the consumer,” says van Vliet. “It’s probably not the chicken, but everything else that comes with the chicken nugget that is probably detrimental to our health.”

The future of plant-based meats

Up until this point, plant-based meat companies focused on the taste, texture, and appearance of their products. These companies targeted meat eaters by creating plant-based marvels meant to look, taste, and feel like the real thing.

Impossible Foods, the creator of the Impossible Burger, says 90 per cent of their customers are still meat eaters. It isn’t in the business of converting salad and tempeh-eating veggie lovers into fake meat consumers.

“The whole mission of Impossible Foods is to create plant-based products that compete directly against animal meat,” said Esther Cohn, communications manager at Impossible Foods. “If you eat five beef burgers a week, we want you to swap, even just try swapping one out for an Impossible Burger.”

With a booming market and new animal-free proteins made from cells in a lab or fungi in fermentation tanks, the options are endless. Can they be adapted to be healthier as well? We’ll have to wait and see.

Cdn Manufacturing Magazine - Meghan McGee Nutrition Scientist, Dalla Lana Fellow, University of Toronto

PPWC

Public and Private Workers of Canada

