

# TWO'S NEWS

MAY 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](mailto: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**



## IN THIS EDITION

- 🍁 History of the PPWC Chapter 21
- 🍁 Presidents Page
- 🍁 Monthly Humor
- 🍁 Opinion
- 🍁 MAY Emoji Award winner
- 🍁 Executive and Committee lists
- 🍁 Article: ARE WAGES KEEPING UP WITH INFLATION?
- 🍁 WCB Report

## KEY MAY DATES

**MAY 8 –**



**MAY 23 – Victoria Day**, A federal public holiday celebrated on the last Monday preceding May 25. Initially in honour of Queen Victoria's birthday, it has since been celebrated as the official birthday of Canada's sovereign.

## ALL PPWC LOCAL 2 MEMBERS

This letter is in response to the recent By-Law change that was passed at the PPWC Convention .

We understand the intent of the member's motion and subsequent By-Law change regarding being compensated hour for hour while on bona fide union business, whether it falls on your day off or not.

When we made the decision to take our position on the Executive we did so knowing full well what the position entailed including the possibility of sacrificing some of our personal time to do the best job we could.

We would like to let the Membership of PPWC Local 2 know that we will not be asking to be paid for any hours that fall under this new By-Law change.

In solidarity,

Geoff Dawe, President PPWC Local 2

Mike Hearsey, 1st Vice President – Maintenance

Keith Malvena, 1st Vice President – Operations





## THE PRESIDENTS PAGE



### PRESIDENTS REPORT MAY- 2022

#### ★ SPECIAL REPORT

Google Analytics Report for the PPWC Local 2 website.

Statistics include all visitors from the last twelve months exactly. The website has had 10,575 page views during the past year from 4,234 users, which is very large. Visitors from Canada make up 61% of the total, with the United States at 24%, which is quite high as well.

With visitors in Canada, Nanaimo has the largest, followed by Vancouver and Powell River. Toronto is in ninth place, which is a good sign that speaks to the universality of the website and its content. Stats also indicate what type of computer visitors are using to access the site, with desktops leading at 61%. Mobile is second at 34%.

Of the most popular pages, Twos News is in second place, with 15% of all visitors. Of course, the Home Page is in first place at 34% but the Home Page is always in first place. Once again, it illustrates how important Two News is in driving traffic to the website.

Another stat is how visitors are getting to the website. Simply entering the URL (ppwclocal5.ca) is in first place, which is a good sign of so-called "domain loyalty". Searches on Google are in second place, followed by Facebook, which are all good signs of search bots and social media driving traffic to the website.

In Solidarity,

Sean Cain  
Better World Communications  
905.582.5986  
seancain@freelancewrite.org  
www.freelancewrite.org



### 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**

WE ARE:

**PPWC Local 2**

1616 Chaplin Street. Crofton, BC.

VOR IRO – 250-246-9272

info@ppwclocal2.com

Office Hours: Monday to Friday

8:30 am to 4:30 pm.

FOLLOW **PPWC** Local 2 ON FACEBOOK

## CANADA'S INFLATION RATE JUMPS TO NEW 31-YEAR HIGH OF 6.7%

Largest annual increase in cost of living since GST was created.

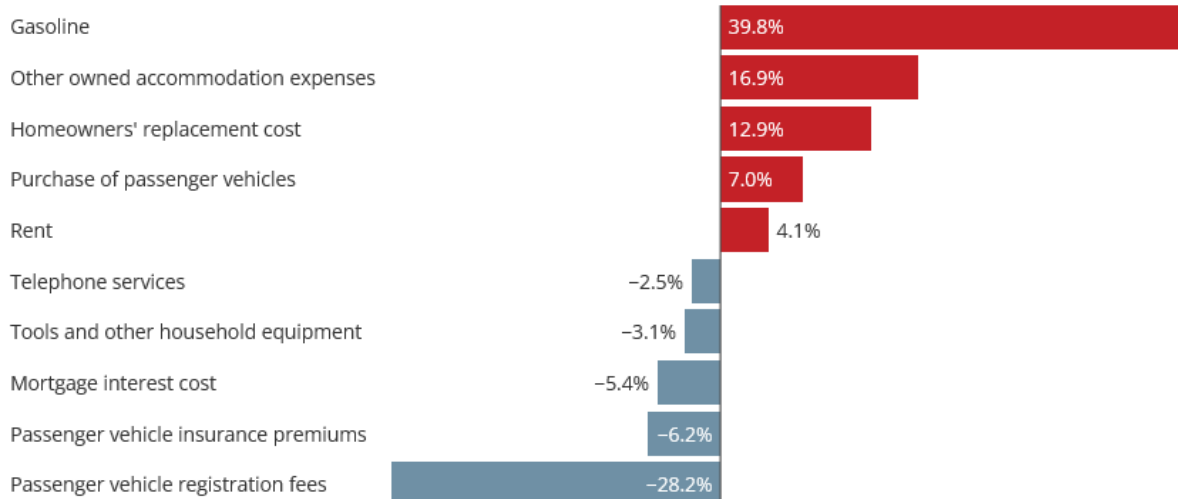
Canada's inflation rate rose to 6.7 per cent in March, far more than economists were expecting and a full percentage point higher than February's already 30-year high.

Statistics Canada reported Wednesday that all eight categories of the economy that the data agency tracks rose, from food and energy to shelter costs and transportation "The spike in prices over the month of March is the largest monthly increase since January 1991, when the goods and services tax was introduced," economist Royce Mendes of Desjardins Group noted. While the cost of just about everything is going up fast, transportation costs are leading the way, up 11.2 per cent in the past year. A big reason for that increase is the 39.8 per cent rise in gasoline costs since March of last year.

Gasoline prices rocketed higher in March mostly due to Russia's invasion of Ukraine throwing global supplies into chaos. Although they have since come down a little, at one-point last month numerous Canadian cities saw their average price for a liter of gasoline hit \$2 for the first time ever. High gas prices have an outsized impact on overall inflation because the cost of shipping and transportation gets added to the cost of everything else, from grocery bills (up 8.7 per cent) to the price of durable goods like furniture (up by 13.7 per cent in the past year) and even plane tickets (up by 8.3 per cent.) Prices for furniture jumped by more than eight per cent in the month of March alone. That's the highest monthly increase in that category in more than 70 years. -CBC NEWS

### Biggest factors pushing inflation up and down

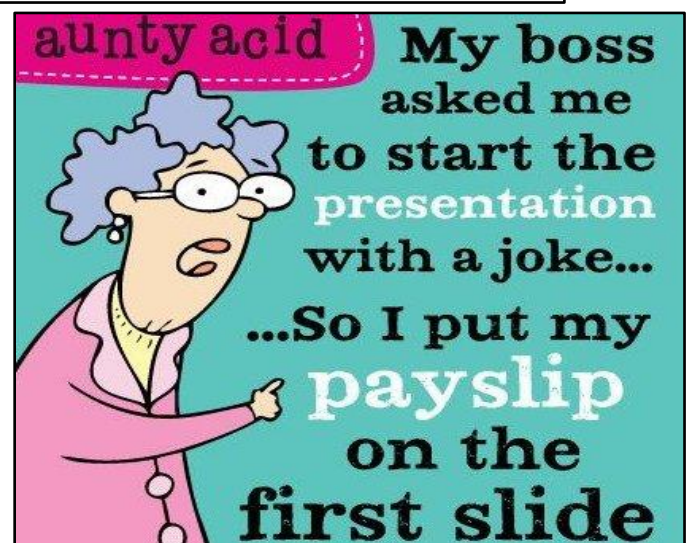
This chart shows the change in various components in the 12 months up to March 2022.



### DID YOU KNOW

Since 2000, asbestos has been the cause of more than 50% of all work-related occupational disease deaths and approximately 33% of all work-related deaths.

**ASBESTOS**



## HISTORY of the PPWC

### CHAPTER 21

#### INTERNATIONAL CONTINUES VENDETTA

What follows is, to a degree, speculation. However, from reading both sides of the story and admitting to a certain bias, a viewer of the events between 1965 and 1969 in BC relative to the conflict between the PPWC and the International may well see this. It was a conflict of desperate men (International) on one side versus a group of idealists (PPWC) on the other. The idealists had the hearts of the workers, while the desperate men had the great motivator, "fear," as their trusted weapon. At the height of the cold war, the desperate guys trotted out the "reds are coming." O'Neal did not miss one opportunity in his "red" baiting. Even Anne Royal was a "red" in his mind.

When the voice of the International Union, the Western Pulp and Paper Worker, didn't live up to his expectations, the editor was removed. O'Neal himself was the replacement. The paper then became an "encyclopedia of lies," as Orville put it. Every issue had the "'Commie' of the month" feature. Every issue had a challenge against statements made by Orville or Angus, the chief "commies."

Blatant untruths were voiced. For example, Local 1, Castlegar, is behind IWA picket lines (secondary picketing). The local members, of course, refuse to cross picket lines and are, thus, laid off. The IWA picketers are collecting strike pay. Local 1 members are on their own. Applications to the Unemployment Insurance Commission (UIC) are turned down. In the eyes of the UIC, the work is there; Local 1 is making a judgment call, too bad, etc. Calls go out from Orville to all locals and other unions asking for assistance. Local unions respond. Assessments are passed at local meetings, and members begin supporting Local 1. In doing so, the IWA strike. O'Neal, in his oracle, tells everyone that Local 1 members are receiving UI benefits, an absolute lie.

However, the damage is done. People believe what they read sometimes. To the greater glory of Local 1, they hang tough. The IWA finally settle, and things go back to normal. What is normal in Castlegar may not be what is normal elsewhere, but hey.

---

*...the only way the organization could grow was through the raiding process...*

---

LRB decisions and lack of creditability in those decisions continued to plague the PPWC through the balance of 1969 into the early 1970s.

As first vice-president, Gordie Wickham was responsible for organizing. Upon hearing of a new sawmill starting up in Houston, BC, he checked it out. To his undeniable joy, he was told by the workers that the place was non-union. With the help of Local 9's Norm Garreau, the workforce in the mill was signed up 100 percent. When entered, the application met a roadblock in the shape of an IWA certification already in place. The local had been allotted to the Prince George IWA local. The sign-up had occurred in Prince George at the company head office. The workers in the plant hadn't even been told they belonged to a union. As they had not seen their first pay-cheque yet, they were totally in the dark and welcomed the PPWC with a relish. The knowledge of a pre-certification, never ratified, and a contract never voted on, really shook Gordie. His contempt for the Board and the IWA is reflected in his writings.

What the PPWC learned from this is that new plants would always elude them. Thus, the only way the organization could grow was through the raiding process. There was no other choice. The gloves were off, and a concerted raiding campaign began.

Dear Brothers and Sisters,

Update to the progress of Bill 19 – 2022 the Employment Standards Amendment Act, containing changes to address two issues that were raised since the five days of employer-paid sick leave came into effect on January 1, 2022. These changes strengthen paid sick leave legislation to protect workers and simplify the administrative process for businesses.

Bill 19 received Royal Assent, and its provisions are now in force.

The Employment standards Branch has updated its web content to reflect the new amendments, and also has provided some interpretative information to support workers and employers.

In solidarity,  
Geoff Dawe, President  
PPWC Local 2



## NATIONAL DAY OF MOURNING – Apr 28



The National Day of Mourning is an opportunity to raise awareness of workplace safety, to remember workers who have been killed, injured or suffered illness due to workplace related hazards and to honour the many loved ones, friends and colleagues who have been deeply affected by workplace tragedies.

Representatives from PPWC Local 2 observing the occasion: Left to right – First Vice Ops Keith Malvena, President Geoff Dawe, First Vice Maint. Mike Hearsey.

“We need to REMEMBER workers who died, were injured, or became ill from their job. We need to COMMIT to protecting workers and preventing further workplace tragedies. Thousands of Canadians lose their lives to workplace incidents, today is a reminder that we must constantly be working towards safer work conditions. Each of us has a responsibility to make sure we get home safely.” - **PPWC LOCAL 2 PRESIDENT GEOFF DAWE**

### ODD STAT

If the data from Burnaby RCMP, in British Columbia, is going to be the basis, it seems far too many commercial vehicles are unsafe for the road.

In a roadside safety check, inspectors found that 67 per cent of commercial vehicles were “unfit for the roadway”. These vehicles had been placed out of service, according to Burnaby RCMP.

Many Canadians are not willing to embrace proven measures for safer roads, according to a previous report. On top of that, more than half (55 per cent) of Ontario drivers admit to engaging in unsafe driving and nearly all (95 per cent) have witnessed dangerous driving from other motorists, found another study.

While the number of vehicles that are not fit for the road is “staggering,” says Burnaby RCMP, this is not new. In September 2021, Burnaby RCMP inspected 83 commercial vehicles and placed 56 of them out of service “until such a time as they were made safe to be on the roadway”. The police also identified 191 violations at that time.



## PPWC Convention report

Allison Pirie, April 18, 2022

I would like to begin by thanking the membership and the executive of local 2 for allowing me to attend and participate in the 59th Biennial Convention of the PPWC held in Nanaimo, BC April 4-8, 2022.

My part in the convention started on Sunday April 3 with the meeting of the Resolution Committee which consisted of a member from each local. We were given the task of going over all resolutions presented to convention and voting concurrence (acceptance) or non-concurrence (refusal) before resolutions were presented to convention.

Monday was the start of the 2-day Labour School portion of the Convention. Robin Turnhill of Pivot HR Services was the facilitator. She is a Managing Consultant in the Public and Private sector with over 20 years of executive and management experience.

Robin's presentation included the history of the labour movement to what is happening today with the Labour Landscape Shift. We continued discussing generational gaps, promoting positive relationships, Leadership styles, how to communicate and how to take the time for productive and respectful meetings, and conflict resolution with de-escalation techniques. We broke into smaller teams and had discussions and were given activities to do.

The presentation moved into Diversity, Ethnicity and Inclusion in the Workplace and how to minimize biases and blind spots and also how to promote inclusive language and diversity. For example, our new PPWC logo, "I am my brothers and sisters keeper". The message was clear...We need to promote an inclusive climate where "each person's uniqueness is valued and integrated into the workplace"

Tuesday afternoon had us journey by bus to Cathedral Grove and Little Qualicum Falls, led by Cam Shiell the National Environmental and Sustainability Officer. The trip was really enjoyable and we lucked into great weather even though we started our trip in a huge hailstorm.

On Wednesday Convention started with the acknowledgement of the land and the blessing from Elder Margret James of the Snuneymuxw nation.

The day proceeded with national executive reports and nominations. Sean Cain, website and Social Media Consultant for the PPWC and CCU-CSC gave a talk on PPWC's online presence and specifically gave kudos to Duane Gale and our "Twos News" and how other locals should check it out and try to follow in our newsletter footsteps.

Satnam Manhas, Forest/Community Development Consultant gave a talk on where we need to create an Economy where Natural Resources meet our immediate social, cultural and financial needs without compromising our integrity. He also spoke on the Forest Stewardship Council (FSC) which helps take care of forests and the people and wildlife who call them home. They are a global not for profit organization that sets standards for what is a responsible managed forest, both

environmentally and societally. If a product has a FSC logo, you can be sure it has been made from responsible sources. The FSC tracks products from forest to shelf.

Thursday continued with more reports, resolutions, and Guest speakers.

Scarlett Farquhar, CCU-CSC Treasurer spoke on the History of the CCU and PPWC involvement. It was an interesting presentation filled with historic photos and documents.

Jann Noster, President Emeritus of the Construction Maintenance and Allied Workers Canada Union (CMAW) gave a talk on the status of Canadian Unions and young workers. He also discussed the decrease in middle class incomes which mirrors the decrease in unions. He states that surprisingly, there is now and an increase in union density for the first time in years.

Ron Richardson PPWC member/guest asked to speak as he is looking for all of PPWC to advocate and push for stronger Mental Health awareness in BC and in Canada. A family member of his had suffered a mental health crisis and the lack of support and services especially in our northern communities had severely compounded their crisis. I think we can all agree that our province and our country is needing to spend more time and money regarding Mental Health.

Thursday night was the Banquet and it was delicious. The evening was filled with music organized by local 8, including Daniel Wesley and our own Jimmy Gregor, one of the Howe Sound bosses performing covers and his own music.

Friday was the last day of convention and Elections took place.

National President, Kelly Johnson

1st Vice President, Todd Smith

2nd Vice President our own Geoff Dawe

Secretary/Treasurer, Ryan Grier

Environmental Sustainability Officer, Cam Shiell

Health and Safety Officer, Barry Touzin

In conclusion, I was very proud of how our local two members participated and were engaged in all aspects of convention. Steve Landygo has joined a committee to look into and formulate salaries for National executive members, Aaron McKenzie volunteered and was elected to the National audit committee and as I mentioned earlier, Geoff Dawe has stepped up to be National Second Vice President.

I enjoy meeting and spending time with Catharine Martin, of Menzies Aviation (WestJet Ticket and boarding agents) who was representing our newest local 2 Members.

Thank you for this opportunity,

Allison Pirie Convention

Delegate and Health and Welfare Committee



## PPWC Local 2 WCB Report

James Buchan, 2nd Vice President

### WorkSafe BC Inspections & Reports

Ongoing COVID-19-related guidelines and restrictions have led to us seeing a reduced on-site presence by WorkSafe BC officers in Crofton through 2020 and 2021. During a recent on-site visit, an occupational safety officer expressed that staffing shortages have also been a problem for WorkSafe themselves lately.

Going back to the start of 2020, Crofton has received no new compliance orders from WorkSafeBC. A follow-up inspection performed in September 2020 relating to safeguarding included a notification that a 2018 order to improve guarding around the mill was still outstanding. The Company has continued to drag their feet on these guarding projects, and we've all lost track of how many different engineers have been assigned these jobs.

Since the start of 2020, WorkSafe has visited our site four times following an incident and has also submitted reports relating to two phone calls following up on particular incidents. No orders were written for any. WorkSafe has also visited the site three times in the same period to perform inspections during major shutdowns, one of those visits mostly focused on COVID-19 policy compliance.

In addition, a handful of remote meetings and on-site visits since 2020 have focused on lead (Pb) exposure control, risk management and process safety management. On the topic of process safety, WorkSafe is especially focused on our use of sulfur dioxide (SO<sub>2</sub>) and chlorine dioxide (ClO<sub>2</sub>) in bleaching processes at Crofton; there have been in depth looks at our procedures, safety protocols and gas-related incidents.

### Lost Time Injuries

Lost time injuries at Crofton have seen an alarming increase. Following a 2020 incident rate of 1.83, 2021's incident rate jumped up to 3.8. Four months into 2022, we have already seen several members missing work due to job-related injuries. The trend is continuing in the wrong direction.

In the past couple of years, I feel like many of our incidents (of all severity types) share some contributing factors in common. I think it is also safe to say that these factors are not unique to Crofton. We are often seeing lack of manpower leading to jobs either being done by smaller crews than normal, or by workers who are growing increasingly fatigued as they try to make up

for manning shortfalls. At Crofton, hiring was already failing to keep up with attrition before staff shortages became the norm almost everywhere else.

Local 2 continues to push the Company to hire people to run and repair the mill, with some success. And so, with these new hires, another potential factor for incidents is introduced – new workers. In some recent incidents, we can see the results of inexperience. More concerning still, we are also starting to see some supervisors assigning unsafe work to new workers who either lack the knowledge to recognize the hazards or lack the confidence to speak up for themselves. Going forward, it will be important for our senior members to remember to look out for the wellbeing of their new co-workers and for our Union to ensure that our newest members feel empowered to take actions to ensure the safety of themselves and others.

In solidarity,  
James Buchan  
Second Vice President  
PPWC Local 2 (Crofton)

## WORKSAFE FACTS

### Work-related injuries and deaths

In 2019, people in B.C. missed 3.2 million days of work due to work-related incidents and disease and we accepted 140 work-related death claims. The most common types of injury claims accepted by us were:

Strains (other than back strains) 20,794  
Back strains 11,064  
Cuts 5,275  
Contusions 4,930  
Fractures 3,808

### Claims

There were 158,184 work-related injuries reported to us in 2019. We disallowed 7.3% of the claims.

We accepted 52,226 new short-term disability claims, issuing the initial payment an average of 20 days after the date the worker was entitled to wage-loss benefits. The industry subsectors with the most claims with loss of work time included:

General construction  
Health care and social services  
Retail  
Accommodation, food, and leisure services  
Other services



## PPWC LOCAL 2 PROUDLY SERVED BY THE FOLLOWING MEMBERS:

### 2021 PPWC Local 2 Committee Members

- **Health & Welfare Committee**  
DON PEARSON, healthwelfare@ppwclocal2.com  
ALLISON PIRIE, madalli69@gmail.com  
MEGHAN IRWIN, meghanirwin@gmail.com
- **Construction Committee**  
GARY RAMWELL, ggramwell@gmail.com  
MIKE HEARSEY, mhearsey@shaw.ca  
RYAN BOURELLE, ryanbourelle@gmail.com  
DYLAN ALLDRED, dalldred\_8@hotmail.ca
- **Apprenticeship Committee**  
TYLER LOOS, tylerloos@live.com  
GREGG GENIS, sonygenis@shaw.ca  
BEN TWETEN, bentweten@hotmail.com
- **Two's News Editor**  
DUANE GALE, twosnews@shaw.ca
- **PPWC Convention Delegates**  
DON PEARSON, healthwelfare@ppwclocal2.com  
ALLISON PIRIE, madalli169@gmail.com  
STEVE LANDYGO, wage@ppwclocal2.com  
AARON MCKENZIE, insideguard@ppwclocal2.com  
GEOFF DAWE, president@ppwclocal2.com
- **Wage Delegates**  
STEVE LANDYGO (Chair), wage@ppwclocal2.com  
MAXX MURAI, maxxwelljmurai@gmail.com  
MIKE HEARSEY, mhearsey@shaw.ca  
KEITH MALVENA, [kmalvy68@gmail.com](mailto:kmalvy68@gmail.com)  
MAT WALDRON, matwaldron@telus.net  
WAGE DEL. ALT, GEOFF DAWE - president@ppwclocal2.com
- **Young Workers Liaison**  
BRENNER DAVIS, brenner.davis@live.ca
- **Forestry & Enviro committee**  
AYLA ARCHAMBAULT, ayla\_4842\_01@hotmail.com  
NICK MORRISON, mornnick@yahoo.ca  
DON PEARSON, healthwelfare@ppwclocal2.com
- **Job Evaluation Committee**  
MEGHAN IRWIN, meghanirwin@gmail.com  
DEREK LARSEN, dalarsen@shaw.ca  
JOHN HUDSON, johnehdson83@gmail.com

### 2022 PPWC Local 2 Executive

- GEOFF DAWE - president@ppwclocal2.com  
**PRESIDENT**
- MIKE HEARSEY, vp1maint@ppwclocal2.com  
**1st Vice President Maintenance**
- KEITH MALVENA - vp1ops@ppwclocal2.com  
**1st Vice President – Operations**
- JAMES BUCHAN - vp2@ppwclocal2.com  
**2nd Vice President**
- **VACANT** - reports@ppwclocal2.com  
**Recording/Corresponding Secretary**
- SPENCER MORRISON - finance@ppwclocal2.com  
**Financial Secretary**
- CHRIS WIPPLINGER - masterops@ppwclocal2.com  
**One Year Master Shop Steward -Ops.**
- GERARD DALLE VEDOVE  
mastermaint@ppwclocal2.com  
**One Year Master Shop Steward -Maint.**  
Instrument Mechanic
- DON PEARSON - healthwelfare@ppwclocal2.com  
**Two Year H&W/ Trustee**
- AARON MCKENZIE - insideguard@ppwclocal2.com  
**Inside Guard/Trustee**
- JOHN MICHIELI - outsideguard@ppwclocal2.com  
**Outside Guard/Trustee**
- STEVE LANDYGO - wage@ppwclocal2.com  
**Wage Delegates Chair**
- TROY BELBECK – admin@ppwclocal2.com  
**Unity Chair**

**PPWC**  
Public and Private Workers of Canada





## PPWC Local 2 SHOP STEWARDS

Department	Shop Steward	Email	Phone Number	Crew/Shift
P&R	Geoff Dawe	gdawe73@telus.net	250-526-2911	Union Hall
Maintenance	Mike Hearsey	mhearsey@shaw.ca	250-715-8696	Day Shift
Kraft	Keith Malvena	kmalvy68@gmail.com	250-701-6691	D Crew
P&R	James Buchan	jebuchan@gmail.com	250-210-1426	C Crew
Kraft	Chris Wipplinger	cwipp69@gmail.com	250-709-5206	D Crew
Maintenance	Gerard Dalle Vedove	gerardadv@hotmail.com	250-203-945	Day Shift
Maintenance	Don Pearson	donster@shaw.ca	250-710-8116	Day Shift
Kraft	Aaron McKenzie	aj.mckenzie@shaw.ca	250-732-6693	D Crew
Kraft	John Michieli	geo16@shaw.ca	250-709-2922	A Crew
Maintenance	Steve Landygo	slandygo@shaw.ca	PRIVATE	Day Shift
Bleach Plant	Brian Cooke	ab.cooke13@gmail.com		_ Shift
Bleach Plant	Mathew Waldron	matwaldron@telus.net	6371	A Shift
Chip Handling	Doug Eddy			_ Shift
Chip Handling	Dan McLeod	scottymcleod22@gmail.com		_ Shift
Chip Supply	Justin McKinlay	justinmckinlay1234@gmail.com	250-710-4665	A Crew
Chip Supply	Kyle McPherson	kyle_mcperson@ymail.com		D Crew
Chip Supply	Ryan Tucker	ryan1r4@gmail.com		A Crew
Digesters	Kevin Laforge	kevinandbelinda@hotmail.com		_ Shift
Fore Shore	Scott Pirie	fcotchyid@shaw.ca	250-715-6426	_ Shift
Maintenance	Kyle Leidenius	kyleleidenius@gmail.com	250-210-0455	Dayshift
Kraft	Allison Pirie	madalli@shaw.ca	250-715-8697	_ Shift
Kraft	Connor Vadeboncoeur	connorvadeboncoeur@hotmail.com	250-210-3172	_ Shift
Kraft	Diane Gladman	dianegladman@gmail.com	250-709-1545	_ Shift
Maintenance	Jack Mancor	jackmancor@yahoo.com	Pager 667	Dayshift
Kraft	Jamie Monti	jmonti@shaw.ca	250-709-5241	_ Shift
Maintenance	Jared Ponath	jared.ponath@outlook.com	250-715-6426	A Crew
Maintenance	Andy Geiger	andrewrobertgeiger@gmail.com		D Crew
Maintenance	Barry Klopper	barryklopper@live.com	250-816-9337	Dayshift
Maintenance	Brian Quinton	brian_quinton@hotmail.com	250-710-4582	Weekend
Maintenance	Bryan Diaczuk	bdiaczuk@gmail.com		B Shift
Maintenance	Blair Cauchie	blcauchie@shaw.ca		Dayshift
Maintenance	Kiko Halaliku	khalaliku@gmail.com	250-713-1121	Dayshift
P&R	Al Berry	akiva@telus.net		
P&R	Cory Redenbach	corysredenbach@hotmail.com	250-732-5244	B Crew
Maintenance	David Vandesype	snyper@seaside.net		Dayshift
Maintenance	Maxx Murai	maxxwelljmurai@gmail.com	Pager 692	Dayshift
Maintenance	Meghan Irwin	meghanrirwin@gmail.com	250-715-5590	Dayshift
Maintenance	Nathan Smith	nathan_smith001@hotmail.com		Dayshift
Maintenance	Rob Cage	robcase26@hotmail.com	250-710-1725	Dayshift
Maintenance	Ryan Bourelle	ryanbourelle@gmail.com	250-797-1438	Day Shift
Recaust	James Oud	jamesoud@hotmail.com	250-715-5108	_ Shift
Shipping	George Porter	georgeporter009@gmail.com		B Crew
Maintenance	Gary Ramwell	ggramwell@gmail.com	250-701-0467	Dayshift

# OPINION



An issue grinding my gears for years now is the outdated company policy of restricting time off during shutdowns. For operations, the number allowed off is zero. Then after the obligatory shuffling of the shutdown further along the calendar, previously approved time off is now subject to cancellation because it conflicts with said policy. What? Seriously? Not too sure why they can't treat any shutdown as any other time of the year. It would mean at least one person off... one person! For the love of God, we're not building a space shuttle here. Of course, it doesn't help that we have serious crew shortages all over the mill due wholly in part to the company's serious lack of managing capability – as the saying goes...They couldn't pour water out a boot if the instructions were on the heel.



**CATALYST**  
**CROFTON**  
A PAPER EXCELLENCE



Duane Gale – Editor, B Crew, local 6328

[duane100@shaw.ca](mailto:duane100@shaw.ca)

[twosnews@shaw.ca](mailto:twosnews@shaw.ca)

## CEDRICS MENU

### BREAKFAST (available all day) & LUNCH

- Breaky Bagel - \$8.00
- Breaky Bun or English Muffin - \$6.50
- Breaky Burrito - \$9.50
- Breaky Burrito with Meat - \$11.00
- Cedrick's Beef Burger - \$9.50
- Toasted BLT - \$9.00
- Clubhouse - \$12.00
- Side of Fries - \$4.50
- Large Fries - \$6.00
- Loaded Veggie Wrap - \$9.50
- Protein Wrap (meat) - \$9.50

### CEDRICK'S CHINESE CUISINE

- #1 Combo - \$16.95
- Almond Chicken: Chicken Chow Mein; Pork Fried Rice
- #2 Combo - \$16.95
- Chicken Chow Mein; Chicken Balls; Pork Fried Rice

#### Full Orders

- Chicken Chow Mein - \$13.95
- Chicken or Pork Fried Rice - \$13.95
- Sweet and Sour Pork - \$13.95
- Veggie Chop Suey - 13.95
- Chicken Chop Suey - \$16.95

#### Short Orders

- Deep Fried Wontons - 75c each
- Deep Fried Prawns - \$1.50 each
- Veggie Spring Rolls - \$3.00 each

#### Snacks and Drinks

- Homemade Jumbo Cinnamon Buns - \$4.50: Homemade Muffins - \$3.00
- Orange Juice - \$2.50: Can Pop - \$2.00
- Canterbury Drip Coffee, Various Teas, Espresso Coffee, Lattes, Mocha, London Fog etc.

## MARCH 2022 EMOJI AWARD



**And the winner is ....** The anonymous numb-skull who failed yet again to provide contractors with their own parking lot. I know this is a petty gripe but I sure heard a lot of complaints on this. Time to move these guys elsewhere.

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



Time yourself & spot the 5 differences.  
Best time wins a free subscription to Twos News.

## **SINGLE-STEP CERTIFICATION PROTECTS RIGHTS TO JOIN A UNION**

Changes that make collective bargaining more accessible will help protect workers who want more say about workplace safety, compensation and benefits. The new single-step certification process will enable workers to join a union when a clear majority of employees indicate they want to, as is the case in jurisdictions such as Quebec, New Brunswick, Prince Edward Island and federally regulated workplaces.

Collective bargaining helps workers obtain better pay and workplace benefits, supporting an inclusive economy that works for everyone.

“Throughout this pandemic, we’ve seen that many people want to make their workplaces safer, provide more input to their work schedules and negotiate better wages and benefits, and they should be able to do this without barriers,” said Harry Bains, Minister of Labour. “The current two-step system can lead to interference in organizing. Under the Charter of Rights and Freedoms, workers who wish to collectively organize must not be impeded in any way.”

The current two-step system requires a minimum of 45% of workers at a job site to sign membership cards and, once that threshold is reached, workers must then restate their preference for a union through an additional vote – even if a clear majority of workers has already chosen to join the union. It’s at this stage, between the certification application and the vote that interference can often occur.

Under the new amendments:

If 55% or more of employees in a workplace indicate their intent to unionize by signing union membership cards, a union will be certified and no further vote is required.

If between 45% and 55% of employees sign union membership cards, a second step consisting of a secret ballot vote is required for certification.

“The nature of work has changed, with growing wealth inequality and new types of precarious and gig work,” Bains said. “Workers want to be valued and they want to have a say. This is about giving workers the choice to speak with a collective voice for fair working conditions.” - **BC GOV NEWS**

## **LABOR SHORTS**

### **Worker fired after taking pandemic leave to avoid rotating shifts**

An Ontario arbitrator has upheld the termination of a worker who falsely went on paid pandemic leave and then tried to claim accommodation that he never requested. It’s a case of a worker who retroactively tried multiple ways to avoid going on a shift schedule that he didn’t want to work, says a representative for the employer in the case.

### **Northern Pulp workers disappointed by company’s decision against special pension payment**

HALIFAX — Northern Pulp workers have put out a statement expressing their disappointment towards Paper Excellence’s decision not to make a special pension payment. The company made its decision through a British Columbia supreme court ruling on April 29, 2022. “The people who worked at the mill, sustained the local economy, and built lives for themselves and their families do not deserve to be treated like political footballs, tossed back and forth between an uncooperative government and a stubborn company.” Said a Unifor Rep. Unifor has also requested a meeting with Premier Houston to discuss workers’ needs at Northern Pulp but has yet to receive a response.

**The federal government has announced new measures that will open the country’s door to foreign workers.** “With the economy growing faster than employers can hire new workers, Canada needs to look at every option so that we have the skills and labour needed to fuel our growth,” says Sean Fraser, minister of immigration, refugees and citizenship. “Immigration will be crucial to easing our labour shortage, and these measures aim to address pressing needs in all sectors across the country, while providing more opportunities for recent graduates and other applicants to build their lives in Canada and continue contributing to our short-term recovery and long-term prosperity.”

## ARE WAGES KEEPING UP WITH INFLATION?

Two-thirds of Canadian workers experience real wage losses over last two years, says report

Nearly two-thirds (64 per cent) of Canadian workers' wages are falling behind rising inflation, according to the Canadian Centre for Policy Alternatives (CCPA). "Contrary to suggestions that workers' rising wages are contributing to rising inflation, the opposite is true: most Canadian workers' wages are falling behind the rising cost of living," says David Macdonald, senior economist at the CCPA.

Public sector workers' wages over the past two years have grown at a slower pace than the 3.4 per cent average annual inflation: those who are working in public administration only had a 1.5-per-cent-a-year pay increase; workers in education services only had a 1.6-per-cent-a-year pay increase; workers in health care and social assistance only had a 2.1-per-cent-a-year pay increase.

"Some provincial governments froze the salaries of nurses, PSWs and teachers, despite many of them working on the front lines of the COVID-19 pandemic," he says. "The folks trying to keep us all safe should be first in line for a raise, certainly one that at least keeps pace with inflation. Unfortunately, they've been at the back of the line."

On the other hand, workers in information, culture and recreation had the biggest wage gains of all workers, at 5.2 per cent a year, driven by the demand for IT workers helping businesses adjust to working from home, says the CCPA report Pressure Cooker: Declining real wages and rising inflation in Canada during the pandemic, 2020-2022.

Workers in manufacturing non-durables, such as food and beverages had wage gains of 4.7 per cent a year. Wholesale trade and real estate workers both saw average gains of four per cent a year.

"Where we saw real wage gains in the past two years, it was for pandemic-related reasons: real estate agents benefiting from skyrocketing home prices, IT workers helping people work from home and wholesalers working through supply chain issues," says Macdonald.

"The theory that workers' wages are driving inflation does not apply here. Rather, inflation is being driven primarily by rising commodity prices, excess corporate profits, supply chain issues and geopolitical disruptions with workers getting run over just like everyone else."

**In 2021, base wage increases in Canadian collective agreements were well below inflation** for all provinces, falling short by an average of 1.5 percentage points, according to the Canadian Union of Public Employees. The gap was smallest in British Columbia, where the average wage settlement increased by 2.2 per cent compared with an annual Consumer Price Index increase of 2.8 per cent. The majority of provinces saw inflation increase close to two percentage points above wage growth for the year. **SARA**



## MONTHLY HUMOUR

Jerry goes into a police station to report that his wife Rebecca is missing.

Jerry: "I've lost my wife

She went shopping yesterday and has still not come home."

Sergeant: "How tall is she, sir?"

Jerry: "I think she's 5 foot something."

Sergeant: "And what about her build?"

Jerry: She's not slim, but she's not fat either."

Sergeant: "What color are her eyes sir?"

Jerry: "Um... I can't remember."

Sergeant: "And what about the color of her hair?"

Jerry: "It changes all the time depending on what hairdresser she goes to."

Sergeant: "What clothes was she wearing when you last saw her?"

Jerry: "I don't know

It could have been a blue dress

Or maybe a black one

I don't remember exactly."

Sergeant: "When she left to go shopping did she go by car?"

Jerry: "Yes she did."

Sergeant: "And what is the make of the car?"

Jerry: "It's a high performance 560 HP Audi in a very special silver-grey metallic paint

It has 8-speed paddle-shift automatic transmission and a 6.35-liter V12 engine generating at least 460 HP

It has the Z51 Super Performance Package; larger than normal alloy wheels; GT bucket seats; Satellite Navigation with world-wide coverage, and Direct Injection.

It also unfortunately has a very thin scratch on the front left door

And... "

At this point, Jerry starts to cry.

Sergeant: "Don't worry sir, we'll find your car."







#### DEAR MEMBERS ...

The COVID pandemic has clearly illustrated how broken Canada's mental health care system is. After two years of social and economic disruption, people of all ages are struggling with depression, stress and anxiety at unimaginable levels. Each of us are trying our best to cope with loneliness, loss and grief.

Yet there are tens of thousands of Canadians on waiting lists to receive mental health treatment, and tens of thousands more who can't afford it in the first place. The personal and economic costs of mental illness and depression on our society are enormous.

It's time to put mental health care at the top of the agenda. Canada needs a publicly administered, universal mental health care system that is accessible to all. Adding mental health to Canada's Medicare system will provide vitally important mental health supports and treatment to all Canadians and guarantee everyone can lead a happy and healthy life.

Take action on Mental Health and Well-Being through our PPWC website <https://ppwc.ca/take-action-on-mental-health-and-well-being/>. The form is an auto populated form based on your postal code, your letter below will automatically be sent to your federal Member of Parliament, your provincial Senators, and the Ministers of Health and Ministers of Youth.

You can also look for this on the PPWC Facebook page, Twitter account, and our new Instagram account (search ppwcunion to follow) as well as on the CCU website and social media.

**TAKE ACTION AND ADD YOUR VOICE TODAY!**

