

TWO'S NEWS

JUNE 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

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KEY MAY DATES

JUNE 19 –



JUNE 21 - National Indigenous Peoples Day

JUNE 24 - Saint-Jean-Baptiste Day

JUNE 27 - Canadian Multiculturalism Day

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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



May 30, 2022

Dear Brothers and Sisters,

This morning we had our Protocol meeting with Catalyst Paper. Bargaining will begin on July 18th at the Camp Cafeteria.

We are ready and looking forward to the start of our bargaining.

In solidarity,

Steve Landygo, Wage Caucus Chairperson





THE PRESIDENTS PAGE



These past weeks Myself & Todd Smith from National have been writing up the new collective Agreement for Menzies. Todd and I have received information from the company on the benefits and wages and have sent the company (Menzies) a protocol agreement that sets up the expectations for the bargaining process. We are waiting for bargaining dates, and we will go through the agenda with the group to approve.

We have done the basic language and rules that all collective agreements must have and we will go over this with them.

The company and the Union have entered into a temporary agreement to extend the period of the BOT hours language. The membership will have 3 options regarding accrued Banked Overtime hours.

1. Members may elect to cash out their Banked time at full premium pay at the accrued rate.
2. Members will be given an extension of time to use their BOT (April 30th/2023)
3. Overtime will be permitted to cover the use of BOT but will not be available during prime time.

This agreement is intended for Operations as we believe there are no issues with BOT in maintenance.

If you are in maintenance and dealing with this issue, please contact one of the 1st Vices or myself.

PLEASE SEE THE LINK BELOW FOR THE 2022 BURSARY APPLICATION

[2022 BURSARY APPLICATION](#)

Eligible applicants will need to meet the following criteria:

- Dependents or grandchildren of active, retired or deceased members of Local 2

- Brothers or sisters of current active members within Local 2

Please email the completed application with essay to admin@ppwclocal2.com, or in person at 1616 Chaplin Street during business hours.

DEADLINE HAS BEEN EXTENDED UNTIL JUNE 6, 2022

Sorry for the delay if you have any questions please contact the union office 1-250-246-9272.

I was in PG for a week doing job evaluations in the steam plant, all jobs under evaluations got raises anywhere from 30cents up to 52cents. Local 2 job evaluation committee is to start meeting on a regular schedule. Every 6months the company needs to provide the production stats to the committee "more production = more wages for operations ". This is a perfect way to get operations wages a step closer to where they need to be.

On May 7th I attended the celebration of life at the Green Lantern for Griss. It was nice to see such a big turnout, there were lots of great stories & laughs. There is no doubt Griss meant a lot to a lot of people and will be sorely missed.

I have been in the mill on several occasions, going from department to control room talking with the memberships. It's nice to hear all the positive feedback. I plan on making it a regular occurrence, I don't feel sitting in an office next to company staff and having members come to me is a good idea and I have no problem walking around talking with the membership.

In Solidarity,

Geoff Dawe
PPWC Local 2
President



INCOMING NATIONAL OFFICERS AND COMMITTEES 2022 - 2024

NATIONAL PRESIDENT



Hello, my name is Kelly Johnson and I have the privilege of being your next PPWC National President starting July 1, 2022.

I am humbled to have been elected in April at our National Convention and look forward to working with everyone to continue to promote our values as we have over the past 60

years. We have challenges ahead of us, we always have, but together we can continue to put our members best interests forward while looking ahead to offer those who need better protection and need a welcoming Union to call their own.

I would like to thank my family for the support they have given me, especially my wife Janet who has been fully behind my transition to become National President, my home Local PPWC Local 1 who are an incredible bunch of great hard-working people. I know my Local is in good hands and I thank those who are stepping up.

I want to thank Gary Fiege for his vision and leadership over the years, Gary is truly a great person and only had our best interests at heart which is what a great leader does. I want to thank Rod Gallant for his unwavering commitment to this organization over the past years, when things got tough Rod was always there and will still be counted on.

I also want to thank and congratulate Todd Smith and Geoff Dawe, I look forward to working with you two side by side, arm in arm. Todd's experience and exceptional abilities to promote the PPWC will be of great comfort for myself and Geoff as we transition into the National Office.

Both Chen and Chantel, our office administrators have been absolutely great to work with since Convention, we're lucky to have the two of you at our office.

Now is the time to get to know each other, roll up our

sleeves and work on the issues that are important to us. Together we will continue to make a difference in working lives.

In Solidarity,

Kelly Johnson



SECOND VICE-PRESIDENT

Brothers and Sisters,

I would like to introduce myself as the new PPWC National 2nd Vice President! I have worked at the Catalyst/Paper Excellence Crofton Mill in Power and Recovery since July 2011. I have taken part and served on various Local 2 Committees and Executive Positions and I am currently the President

of PPWC Local 2.

I want to express my thanks and appreciation to my predecessor, Rod Gallant, for the remarkable work that was completed during his time as PPWC National Second Vice-President.

This is an exciting opportunity and I look forward to working, growing and evolving with all of you!

In Solidarity,

Geoff Dawe, 2nd Vice President PPWC National

2022-2024 APPOINTED

Todd Smith	First Vice-President
Ryan Grier	Secretary/Treasurer
Cam Shiell	Environmental Sustainability Officer
Barry Touzin	Health and Safety Officer
Adrian Castley	Communications Officer
Chuck LeBlanc	Wage Caucus Chairman
Kelly Johnson	Wage Caucus Secretary
Geoff Dawe	Job Evaluation
Mike Hearsey	Job Evaluation Alternate
Rod Gallant	Health and Welfare
Meghan Irwin	Health and Welfare
Allison Pirie	Health and Welfare Alt.
Greg Petersen	Health and Welfare Alt.
Neil Bermel	Pension Trustee
Chuck LeBlanc	Pension Trustee
Steve Landygo	Pension Trustee
Ryan Grier	Pension Trustee Alt.
Bryan Keep	Pension Trustee Alt.
Joe Garon	Pension Trustee Alt.

A History of Labour Rights



1872 The Nine Hours Movement, the first cross-occupational labour organization, is founded in Hamilton. Two dozen labour leaders in Toronto are arrested for going on strike. The first Labour Day is celebrated in Canada.



1945 11,000 workers at the Ford plant in Windsor, Ontario (United Auto Workers, Local 200) go on strike. They demand the company agrees to a union shop and the "automatic dues checkoff," in which the employer would be mandated to deduct dues from each worker's paycheck and return the funds to the union.



1946 Supreme Court Justice Ivan Rand rules that although the Autoworkers could not have a union shop, workers covered under the collective agreement would still have to pay dues to the union, regardless if they were members or not. The so-called "Rand Formula" is born.



Health



Safety

1972 Due to extensive labour union activism, the first Occupational Health Act is passed by the NDP government of Saskatchewan. It established for the first time the workers' right to refuse dangerous work.



1986 Employment Equity is passed, mandating federally regulated private employers with one hundred or more employees to implement plans that eliminate workplace barriers to women, Indigenous Peoples, persons with disabilities and minorities.



1919 The Winnipeg General Strike sees over 22,000 public and private sector workers walk off the job. The government retaliates with violence. Hundreds are injured. One striker is killed.



1933 Canada is in the depths of The Great Depression. 30% of the labour force is unemployed, and one-fifth of the population are on government assistance. Union membership increases steadily and workers become more radicalized in progressive politics.



1962 The first universal health care system in North America is established by the NDP government of Saskatchewan. Trade unions and labour activists play a vital role of educating the masses about the benefits of public health care against an enormous propaganda campaign funded by the insurance industry.



1969 The Confederation of Canadian Unions is founded by labour organizers Madeleine Parent and Kent Rowley. The CCU holds its first convention in July 1969. It is dedicated to the establishment of a democratic, independent labour movement free of the influence of American-based international unions.



1988 During the Federal Election, the labour movement leads the fight against the US – Canada Free Trade Agreement. It is later passed by the Mulroney government, and hundreds of thousands of jobs, many of them unionized and in the manufacturing sector, are lost.



2010s Right-wing, pro-corporate organizations promote so-called "Right to Work" laws, which would effectively destroy the Rand Formula and return Canada to pre-Great Depression labour relations, where workers would not be required to pay union dues.

LETTER OF UNDERSTANDING

Between
Catalyst Paper Crofton Division (the Company) and
PPWC, Local 2 (the Union)

Banked Overtime Extension of Expiry Date



Notwithstanding the Agreement in Article VI, Section 2 c) Banking of Overtime, the Company and Union have entered into a temporary agreement to extend the period of time for taking equivalent time off. The details are listed below.

1. This agreement applies to all operating departments in PPWC Local 2.
2. Employees will be given two options with respect to banked time which is expiring May 1st of this year.
 - a.) Employees may elect to cash out their banked time at full premium pay at the accrued rate.
 - b.) Employees will be given an extension of time to use their banked time and OT will be permitted to cover these shifts. The expiring banked time will be extended to April 30, 2023. Employees who elect this option and are unable to use their expiring banked time will have the remaining unused portion paid out in May 2023 as outlined in a.) above.
3. The banked time option will not be available during the prime-time window due to vacation and floater priorities.
4. Previously booked vacation time cannot be canceled and replaced with banked time.
5. Employees who elect to cash out some or all of their banked time can have it paid out between May 1, 2022, and April 15, 2023. The cashed-out portion must be in 12-hour increments.
6. **This agreement expires on April 30, 2023** and is entered into by both parties without precedent and prejudice basis.
7. Any issues or concerns arising from this Agreement will be dealt with at the Standing Committee.
8. The booking of banked time will be on a first-come-first-served basis. In the event that requests are for the same time, the seniority rules will apply. The Company will not operate shorthanded to cover these bookings.
9. This Agreement is effective May 1, 2022.

A handwritten signature in black ink, appearing to read 'R. Demchuk'.

Richard Demchuk
Director, Human Resources
Catalyst Paper Crofton Division

A handwritten signature in blue ink, appearing to read 'Geoff Dawe'.

Geoff Dawe
President,
PPWC Local 2

A handwritten signature in blue ink, appearing to read 'Mike Hearsey'.

Mike Hearsey
1st Vice President, Maintenance
PPWC Local 2

A handwritten signature in blue ink, appearing to read 'Keith Malvena'.

Keith Malvena
1st Vice President, Operations
PPWC Local 2

HISTORY of the PPWC - CHAPTER 22

OLD FRIEND HELPS PPWC RULE IN MACKENZIE

The raiding begins in Mackenzie. The IWA-certified BC Forest Products sawmill is designated Local 18, with Local 17 being put aside for Houston. Mackenzie comes with a dash of PPWC flavor and nostalgia.

You met Big Al Smith from Woodfibre awhile back. Well, Big Al's union had a profound influence on the surrounding community. A new town called Squamish came to be. A new road to Vancouver emerged from the wild north shore of

Howe Sound. A ferry service to the mill from the Squamish side was commissioned. While Big Al toiled for these improvements, the mill-site isolation of Woodfibre that he loved was lost, so Big Al moved on to the Mackenzie area of BC. To the Hart highway turnoff, to be exact. There he opened a restaurant and gas station. In that position, he came to know several BCFP sawmill workers, heard about their dissatisfaction with the IWA, and was pleased to tell them about another union that put the worker in the picture.

Soon the phone rang in Vancouver, where PPWC first vice-president Gordie Wickham answered. Led by Gordie and assisted by Norm Garreau from Local 9 and Nick Gardiner from Local 4, among others, the members of the BCFP sawmill became Local 18 of the PPWC in June of 1970. Barry Zolinski became the local's first elected president.

A picture in a past Leaflet shows Fred Mullin and Velma Koob looking for Mackenzie on a BC map. Neither one of them is tall enough to reach the spot near the top where the new little town is.

The little town grew too big for Big Al, however. Soon he ran a trap line about 60 miles in the bush north of the new town. His culinary skills included bear fat biscuits and beaver tail stew.

Raiding continues on Vancouver Island, Gordie's stomping grounds. The big MB Chemainus sawmill is a hot bed of discontent with the IWA. Members approached Local 8. Local 8 is only too willing to oblige. Eric Bodin, whom you met as a survivor of the bugging episode, wrote Leaflet articles as "Bugs Jumper Junior." An explanation is needed here. Pat O'Neal was deemed to be an Irish expatriate who had jumped ship off the BC coast near Prince Rupert. He was involved in the bugging incident in a big way, as you are aware. He was, thus, christened "Bugs Jumper." Eric was a Norwegian expatriate who had come to Canada by ship, as well. While he sailed up the St. Lawrence with his landed

immigrant status papers in hand, being a Viking, the notion of ship jumping likely appealed to him. He also was involved in the bugging incident. Given that O'Neal was "Bugs Jumper," then Eric, in his mind, would be "Bugs Jumper Jr."

Eric pointed out that IWA members from all over the island were coming to the Local 8 hall. Turning them away was not likely to happen. Chemainus was applied for in the spring of 1970. Over 70 per cent sign-up was in the hands of the PPWC organizers, led by Wickham and Vic Aquino. Trouble, as usual, loomed on the horizon.

The BC legislature was in the process of introducing a new labour-related bill. Bill 22, among other things, declared that the raiding period for the balance of 1970 was suspended. Raiding now could only occur in the seventh and eighth month

of the collective agreement. The Chemainus agreement's seventh and eighth month would not occur until January and February of 1970.

Bills of this nature usually had a transition period in which those caught in the middle could avail themselves of the opportunity to live under the old rules for a stated period of time. Labour Minister Leslie Peterson was approached. He showed little interest and even less inclination to change the bill. Nothing happened. Chemainus was put on hold.

...the members of the BCFP sawmill became Local 18 of the PPWC in June of 1970.

As one may expect, delays give the opposition, which in this case was the IWA and MB, time to mount a counterattack. Again, the devil, "fear," drives us all to places we wouldn't normally go. When 1971 rolled around, the Local 8 spear-head couldn't recoup the numbers they had eight months before.

How did the boss instill fear? Well, for example, at Belkins Paper in Vancouver a PPWC supporter was suspended three days for wearing a PPWC logo on his cap. That's pretty scary. Take into account money loss, as in Local 8 and as threatened in Port Mellon.

Remember the Local 9 firings. One has to believe anyone who came into the PPWC after 1968 had to be dedicated, tough and likely had a gleam in their eyes that defied definition. But come they did, Local 18 the first one, others to follow.



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, meganirwin@gmail.com

• **Construction Committee**

GARY RAMWELL, ggramwell@gmail.com
MIKE HEARSEY, mhearsey@shaw.ca
RYAN BOURELLE, ryanbourelle@gmail.com
DYLAN ALLDRED, daldred_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
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**

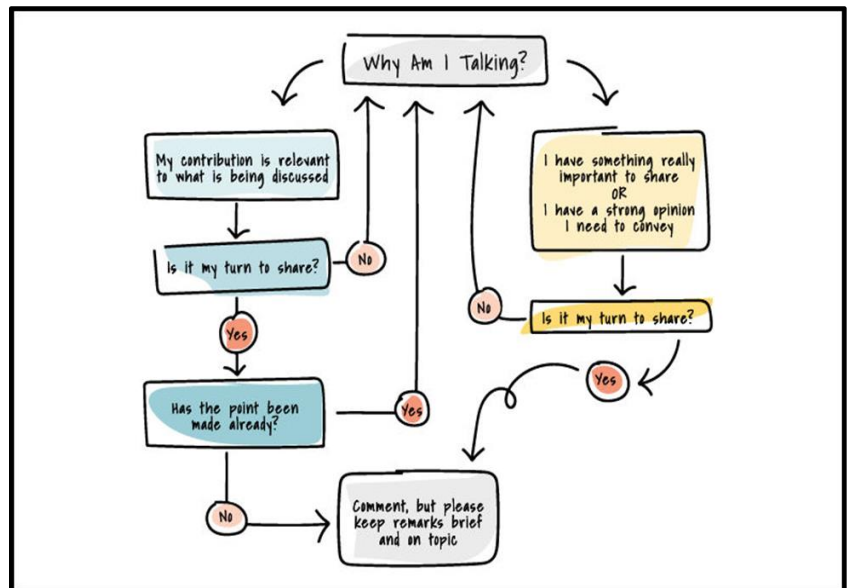
AYLA ARCHAMBAULT,
ayla_4842_01@hotmail.com
NICK MORRISON, mornnick@yahoo.ca
DON PEARSON, healthwelfare@ppwclocal2.com

• **Job Evaluation Committee**

MEGHAN IRWIN, meganirwin@gmail.com
DEREK LARSEN, dalarsen@shaw.ca
JOHN HUDSON, johnehdson83@gmail.com



W.A.I.T. (FOR MEETINGS)



LABOR SHORTS

Worker dies after ammonia leak at ice-making plant

A worker died after an ammonia leak at an ice-making facility in an industrial area of Kamloops. The incident happened inside the Arctic Glacier Ice building. Fire crews initially responded to a sighting of smoke in the area, which later turned out to be a release of ammonia. One person was trapped inside the building. That person was brought to the hospital in critical condition but later died.

Four B.C. employers to pay thousands

Four construction employers in British Columbia have been fined over fall protection violations in the workplace. Dogtooth Log and Timber Ltd. was fined \$15,353.66, Toor Framing Ltd. must pay \$5,000, 1260412 B.C. Ltd. was fined \$2,500 and All Seasons Roofing (2001) Ltd. must pay \$2,500.

2021 / 2022 Executive Board Officers

admin@ppwclocal2.com 250-246-9272

President NEB Member	Geoff Dawe	Steam Plant	D	250-526-2911 president@ppwclocal2.com
First Vice President, Maintenance	Mike Hearsey	Pipefitter	Day	250-715-8696 vp1maint@ppwclocal2.com
First Vice President, Operations	Keith Malvena	Machine Room	D	250701-6691 vp1ops@ppwclocal2.com
Second Vice President	James Buchan	Steam Plant	C	250-210-1426 vp2@ppwclocal2.com
Recording / Corresponding Secretary / Trustee	Gregg Genis	Millwright	Day	250-715-7120 reports@ppwclocal2.com
Financial Secretary	Spencer Morrison	Kraft - Digester	A	250-710-6008 finance@ppwclocal2.com
One Year Master Shop Steward	Chris Wipplinger	Machine Room	D	250-709-5206 masterops@ppwclocal2.com
One Year Master Shop Steward	Gerard Dalle Vedove	Pager 635 Inst Mechanic	Day	250-203-0945 mastermaint@ppwclocal2.com
Two Year Health & Welfare	Don Pearson	Pager 499 Millwright	Day	250-710-8116 healthwelfare@ppwclocal2.com
Inside Guard / Trustee	Aaron McKenzie	Kraft	D	250-732-6693 insideguard@ppwclocal2.com
Outside Guard / Trustee	John Michieli	Machine Room	A	250-709-2922 outsideguard@ppwclocal2.com
Wage Delegate Chair	Steve Landygo	Oiler / Maintenance	Day	PRIVATE NUMBER wage@ppwclocal2.com
Unity Chair	Troy Belbeck	Pager 407 Millwright	C	250-981-4111 admin@ppwclocal2.com

Updated May 24, 2022



OPINION



I cannot stress enough how hugely disappointed I was to hear our bargaining will take place in July. In my nearly 40 years in the industry (pulp/sawmill), I've never seen such lag times and delays.

I am not privy to the negotiating process and never have been but I don't believe our (union) current bargaining procedures was the issue. (Or was it?)

The company has a well-known track record of lying, cheating, stealing and above all else...**they love to stall.** Biggest procrastinators ever.

Duane Gale – Editor, B Crew, local 6328

duane100@shaw.ca

twosnews@shaw.ca

JUNE 2022 EMOJI AWARD



And the winner is Richmond Payroll. Although they no longer have room on their walls for another one of these awards, this is well deserved again. It seems a phantom 50% income tax rate on the vacation pay didn't raise any awareness in their offices. And these guys are professional accountants...WOW.

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



JAMES HOPE FROM LOCAL 9 – HONORARY LOCAL 2 MEMBER – SPORTS HIS NEW LOCAL 2 T-SHIRT

UNIFOR AND RESOLUTE FOREST PRODUCTS REACHED A LABOUR AGREEMENT FOR EASTERN CANADA

The union representing 700 employees at Resolute Forest Products has ratified an agreement that includes benefits gains.

Unifor members working in Resolute's paper mills voted 90 per cent in favor of the four-year agreement. Vision and dental care will increase by \$100 per year on Jan. 1, 2023 and dental will increase by another \$100 on Jan. 1, 2025. Life insurance premiums will increase by \$10,000 per member and will also increase by \$2,500 for a spouse and \$1,000 for children. The amount for long-term disability coverage will increase by \$125 in 2023 and by another \$125 in 2024.

All members in the production industry will receive a salary adjustment of \$2.50 per hour and members in the trades will receive an adjustment of \$3.50 per hour. The agreement also includes salary increases of three per cent in the first year, \$1.30 per hour in the second, three per cent in the third and \$1.30 per hour in the last year. **In total, these amounts represent average increases between 20 AND 24 PER CENT.**



Letters TO THE Editor

KRUGER PURCHASE IS GOOD NEWS

The recent announcement that Kruger Inc. of Montreal has purchased the Kamloops pulp mill is good news for the employees, the community and the BC pulp industry.

Paper Excellence recently acquired the mill as part of the US\$3 billion Domtar purchase, but the Canadian Competition Bureau ruled that the Kamloops mill could not be included in that sale. That ruling, citing too much control and influence of the industry, came amid many red flags that went up around North America when Paper Excellence started eyeing Domtar.

Paper Excellence now operates more than half the pulp mills in BC, two in Saskatchewan and one in Nova Scotia. Since the Richmond based company started acquiring these mills, they have shut down two in BC. They own two mills in southern France and in 2021 completed a complicated legal deal to acquire Eldorado Brazil Cellulose for US\$4.7 billion.

The Domtar purchase gives the company another 12 mills in North America.

Paper Excellence goes to great lengths to pass itself off as a good old Canadian company. But the reality is they are part of the "complicated and opaque" multi-billion-dollar corporate empire of Sinar Mas, owned and run by the Sino-Indonesian multi-billionaire Widjaja family. Part of that group includes Asia Pulp and Paper which has a record of huge default financial arrangements and runs a large pulp mill in Indonesia that is always looking for overseas fiber.

A good example of Paper Excellence community relations can be found in Nova Scotia. Several years ago, the company purchased the Northern Pulp mill in Pictou County. In 2020 the Nova Scotia government shut the mill down due to a wholly inadequate effluent system. Shortly after that, Northern Pulp applied for bankruptcy and creditor protection through the BC Supreme Court, seeking relief for debt payments, including \$85 million owed to the Nova Scotia government and several million owed to the workers' pension fund.

In late 2021, Northern Pulp then filed a statement of claim suing the Nova Scotia government for \$450 million, alleging that the mill was shut down improperly. Earlier this year, the company asked the BC judge to order the Nova Scotia government into mediation. That order was granted on April 1 with Northern pulp choosing the mediator.

Thankfully, this company will not be operating in Kamloops much longer. It has a reputation of playing both ends against the middle, taking advantage of tax breaks and government handouts. If it doesn't get them they play hardball and shut the operations down, with no consideration to their employees or communities they operate in.

Their reputation of being the vultures of the world pulp industry precedes them.

Goodbye Paper Excellence!

Respectfully submitted - Garry Worth
Retired from 45 years in the BC pulp industry

DID YOU KNOW...

The only Blockbuster store in the world that is still operating is in Bend, Oregon.

At one point, **there were more than 9000 Blockbuster stores in the U.S. !**



LISTEN UP

In 2021, WorkSafeBC accepted 7,125 claims related to work injuries from young workers. The organization issued a reminder to employers that as large numbers of young people will begin entering the workforce for summer jobs, this group of workers are vulnerable to injury at work.

NEGLECTING MENTAL HEALTH AT WORK CAN HAVE FATAL CONSEQUENCES

Depression can interfere with ability to complete tasks, leading to dangerous and deadly situations

In Canada, around one in five Canadians in any given year will experience a mental illness. Beyond the obvious health aspect, mental illness is also a safety concern that OHS professionals should be on top of.

Michael Pietrus, Director, Mental Health Commission of Canada, says that research suggests that depression reduces a person's cognitive performance by about 35 per cent, and interferes with their abilities to complete physical tasks by about 20 per cent. In hazardous work environments, this could be dangerous and even deadly.

"If somebody is not on their game on that particular day, and you've got colleagues working around you and all of a sudden you have one of those lapses, there could be very serious consequences," he says.

This is why mental health is key to organizational safety, and to the organization's wellbeing as a whole. Investing in mental health increases or maintains productivity by reducing presenteeism and absenteeism. It is also financially advantageous as it reduces the costs linked to short- and long-term disability claims.

But with many people not reporting due to the stigma around mental health, this danger remains present in the workplace. "Stigma is a major barrier," says Pietrus. "It's not the only barrier, there are lots of barriers, but I would say it's one of the principle barriers preventing people from seeking help."

He says that there are stereotypes and misconceptions that you can't get better if you've got a mental illness or that you're "damaged goods." This idea leads employees to keeping quiet about their problems, for fear of being perceived differently. This is a huge issue, because the real key to handling mental illness is recognizing that you may have some mental health issues development and "the sooner you get help, the sooner you're going to get better and the less complicated the process."

Language also feeds into these negative stereotypes, and so part of supporting employees is learning how to use the correct language around mental health. "Words do hurt, and words do just continue to foster and entrench those negative thoughts and beliefs," says Pietrus. Words can play a part in discrimination (or perceived discrimination) towards those suffering from mental health issues, again leading them to not be open about their problems at work.

He says that his organization is working to change attitudes around mental illness so that people are more open about it – much like they do any kind of physical illness. Still, says Pietrus, people wait too long to seek treatment which they simply wouldn't do for a physical ailment. According to reports, in some cases for anxiety disorders people will wait up to two decades to get help (and up to six years for those with depressive disorders).

And because we spend so much of our lives at work, mental illness needs to be openly discussed there. "You want that cultural change to take place within organizations so that people are there to support their colleagues, or their employees. That is critical," says Pietrus. Workers need to know that they are being supported and that resources are available to them should they need. And Pietrus says that for those companies that do invest in mental health, the return on investment is huge.

Pietrus says that having been with the Commission for almost 15 years, he has noticed a shift in employer attitudes. In the early days, he says, they were trying to encourage employers to get on the wagon to begin introducing mental health programs. But he says that rarely would they get any buy in.

"It's only been more recently that we've seen many major employers coming on board, and I have to congratulate these people because they're really taking a leadership role and they're breaking new ground."

MAIA FOULIS – CDN OCCUPATIONAL SAFETY

MONTHLY HUMOUR



NOBLEWORKS CARDS.com

To all members,

A recent informal audit of women's washrooms, changerooms and showers at the mill has begun to demonstrate that these facilities are lacking. We would like to advance the process of addressing these inadequacies. Any member working in an area that they feel lacks appropriate facilities is requested to contact me and their supervisor with details about the insufficiencies. To enable us to best track these issues, please contact me at vp2@ppwclocal2.com.

Occupational health & safety regulations provide details for which facilities need to be available for all workers.

OH&S regulation and guidelines for washroom facilities can be found here:

- 4.85 Washroom facilities
- G4.85 Washroom facilities

OH&S regulation and guidelines for change areas can be found here:

- 4.86 Change areas
- G4.86 Change areas



In solidarity,
James Buchan
Second Vice President

THERE'S A FLY IN MY URINAL



No, it's not a real fly. It's a drawing, baked into the porcelain bowl or it could be a decal of a fly used in some public urinals, or even a peel-and-paste sticker attached to the bowl. The presence of a fly in a urinal literally changes human behavior, it's called nudge psychology. Apparently, men like to aim - there is a deep-seated instinct to aim at targets and having a fly to aim at reduces what is called "human spillage."

When flies were introduced at the Schiphol Airport in Amsterdam, **spillage rates dropped 80 percent**, says a manager.



Worker's Advocacy Training Report

Vancouver – May 2 to 4, 2022

I had the privilege of attending a three-day worker's advocacy seminar organized by the PPWC National in Vancouver.

We dedicated day one to reports from the locals on their dealings with WorkSafeBC and comparing notes on our experiences, then day two and three to training. The report I delivered for Local 2 was also submitted to May's edition of Two's News. One experience that was common to a few of our locals' reports was an increase in reported bullying and harassment, and the associated difficulties of navigating these situations to a satisfactory end. It did, at times, feel like we could spend the entire three-day meeting on a single subject and still not have all of the wrinkles ironed out. I am certain that this is a topic that we will see discussed again at future events.

Our training, provided by Anthony Moffatt and Sherry Shir from Labour Rights Law, focused on appeals and reviews of WorkSafe BC claims. This was the first time our union had pursued training of this sort, the first time these lawyers had put on a course like this and the first time I had been exposed to a lot of the concepts we were covering. And it was great. This course started by exploring the rules and policies that WorkSafeBC operates under, then moved into the fundamentals of making a compensation claim with those rules and policies in mind. We quickly moved into occupational injuries with more gray areas, as well as reviews by the Board and appeals from employers. Anthony presented us with a number of scenarios that seemed like they might not go the worker's way at first, then showed how we could advocate for the worker using WorkSafe's own policies. Sherry also spent some time showing us how to draft an effective appeal letter. We were all very engaged and Anthony was not afraid to drill down on topics that were relevant to us. This led to the only issue with the workshop: we ran behind schedule and had to rush through the last couple of sections in the course, with no chance to really apply or discuss what we were learning. I imagine scheduling will be more fine-tuned in future seminars, as this was the inaugural run. I would absolutely recommend it for our reps in the future.

In solidarity,
James Buchan

Health and Welfare Report

I want to start out by thanking the membership for sending the 3 of us to the WCB training put on by the national for 3 days at the beginning of May. In all my years doing safety and health and welfare for our union, this was one of the best training courses done. The first day was open discussions with all the other PPWC unions and their reports. James did us proud with his report and our high rate of incidents and injuries. We did note that this was trending across all of PPWC.

The second and third days were with Anthony Maddox an ex-WCB lawyer. He was on policy and procedures for WCB agents to follow. Yes, they have rules to play by. This turns out to be very helpful when dealing with WCB claims. Appeals sometimes are needed and we went through their procedures and what judges are looking for in an appeal. Obviously, not all cases are winners but how to do an appeal and what they are looking for will always help any case out.

Anthony was very energetic and enthusiastic about teaching all of us. Lots of exercises and group involvement made for a great learning environment.

I thank our membership again and the National for a well-done training session!

As for our health and welfare, we still have some problems as Carrie says Richmond sending in the employer statements to Desjardins. If you are having problems please ask me for help. Desjardins is also having staffing problems and training issues if you are having problems with Desjardins please let me know and will help. Remember some people are new at these jobs and we can work through it together. Please don't get mad and call me.

After any injury, please remember you will need an RTW form filled in by your doctor with or without restrictions. This will be needed to get you back to work.

Thank you all for your time.

Don Pearson

VIABLE NUMBERS ARBITRATION

June 2, 2022

Brothers and Sisters,

We regretfully inform the membership that The Company could not provide evidence in time once again for the Viable Numbers (Contracting out) Arbitration that was supposed to take place on June 6, 7 and 8th.

Not being able to thoroughly review The Company's evidence before the arbitration would put us at an unfair disadvantage and as a result has forced a third adjournment.

This is not right, and we are very disappointed in the delay. We are working with Council on the next steps and are confident in our work and evidence.

We will provide an update when we have more information,

In Solidarity,

Geoff Dawe, President

Mike Hearsey, First Vice President Maintenance

Keith Malvena, First Vice President Operations



**FOR YOUR
INFORMATION**

Notice to all Members

June 2, 2022

Just a reminder, the company is not allowed to deduct any additional money from your pay. If there are additional deductions on your pay cheque, please contact The Union Hall ASAP.

Any money owed regarding the reconciliation of PGI and HSI as per the order from the arbitrator:

“Catalyst must not deduct overpayments directly from member's cheques and must instead alert the Union to any overpayment and work with the Union and the member to address it when full reconciliation has been done.”

In Solidarity,

Geoff Dawe, President

Mike Hearsey, First Vice President Maintenance

Keith Malvena, First Vice President Operations

THANK YOU



Thank you so much for the
resent donation we received.
It will be put to good use.
Crofton Old School Museum
Lauri Paub - vice president.

DID YOU KNOW...

Queen Elizabeth II is a trained mechanic.

In 1945, at just 18 years old, Queen Elizabeth joined the women's Auxiliary Territorial Service, where she trained as a truck driver and mechanic.



Northwest Wildlife Preservation Society

*preservation
through
education*

Dear Sherri Beam,

Thank you for your donation of \$100.00. Your support is greatly appreciated by school aged children throughout the province of BC and wildlife and the habitats that we protect.

NWPS has worked diligently to increase wildlife preservation since 1987. We have successfully rehabilitated estuaries, removed invasive plant species from natural spaces and reclaimed grasslands in an effort to reintroduce indigenous wildlife and plant species back into damaged areas.

Your continued support of our work makes a huge impact. Thanks to the generous help of people like you, we have successfully stopped wolf cull programs, brought environmental education programs to over 200,000 children and adults and worked with various non-profit environmental organizations to raise awareness about things like climate change, habitat loss and resource depletion issues.

We believe that learning about our natural environment is vital to encouraging lasting conservation attitudes towards wildlife and wildlife habitat and ultimately improves the health and welfare of everyone on the planet.

Thank you again for your support.

Yours truly,
James Pigott

President , **Northwest Wildlife Preservation Society**

PPWC

Public and Private Workers of Canada

