

TWO'S NEWS

AUGUST 2022

PPWC

Public and Private Workers of Canada

Editor: Duane Gale



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- AUGUST Emoji Award winner
- Mental Health article

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

NOTICE OF ELECTION

Vote via ppwc2.simplyvoting.com

If you are on the email list, you will receive instructions on how to place your vote

If you are not on the email list, please contact the union office

admin@ppwlocal2.com or 250-246-9272

START

Date: Wednesday, August 3, 2022

Time: 9:00am

END

Date: Thursday, August 4, 2022

Time: 11:59pm

Position: Financial Secretary
one to elect

Union Seniority:

ARCHAMBAULT, Ayla

Kraft

March 2021

SHEPPARD, Mike

Mill Stores

September 2011

Results will be sent by Email on Friday, August 5, 2022



Bargaining with the Company continues. We are breaking for the weekend and plan to resume talks on Wednesday.

We will be returning to work during this break. Please remember that specific details on the progress of bargaining will not be disclosed until we have a complete memorandum for you to vote on. We will not be answering any questions until then.

In solidarity,
Steve Landygo
PPWC Local 2 Wage Caucus Chairperson

WE ARE:

PPWC Local 2

1616 Chaplin Street. Crofton, BC.

VOR IRO – 250-246-9272

info@ppwlocal2.com

Office Hours: Monday to Friday

8:30 am to 4:30 pm.

FOLLOW **PPWC** Local 2 ON FACEBOOK



INDOOR WORKERS ALSO AT RISK OF HEAT STRESS
35 per cent of WorkSafeBC's heat-related claims from those working inside

With Canada heating up, employers are putting their energies towards ensuring that their workers are safe in the heat. And while outdoor workers are, of course, at risk of heat stress, this is also very much an issue for those working indoors.

“Very similar to outdoor workers, the body’s core temperature rises as related to the tasks being done in the work environment – or the worker themselves,” says Suzana Prpic, Senior Manager – Prevention Field Services, WorkSafeBC. And the causes of heat stress can occur in both indoor and outdoor work environments. Last year, WorkSafeBC accepted 115 claims from workers related to heat stress – an 80 per cent increase from the previous three years. In 2021, 35 per cent of heat stress claims were from indoor workers. Heat stress for indoor workers can be related to a wide variety of things such as the heating, ventilation or air-conditioning, the condition of the person and how accustomed they are to that working environment, says Prpic. There are some sectors where this is more prevalent, such as restaurant kitchens, factory floors, warehouses, etc. “Heat stress can cause serious injuries or even death in those environments,” she says. But any working environment can lead to heat stress for workers if the correct control measures aren’t put into place. For example, if possible, switch workers over to a cooler environment. If there are concerns about ventilation and air quality, can that be improved? Can the humidity be reduced? Have workers been conditioned to work in warmer settings? And also, these factors will also depend on the workers themselves and things such as age, health condition and medical conditions.

Prpic says that one of the biggest risk factors is not staying hydrated – and you might not think of drinking water when you’re working indoors as often as when you’re working outdoors.

She says that workers should drink plenty of water – one glass every 20 minutes. Wearing light-coloured, loose-fitting clothing made of breathable fabrics is also a good idea. Take rests in a cool, well-ventilated area, and if possible do the physical work during the coolest part of the day – these are all great tips that should be communicated with workers.

But before anything, employers must complete heat stress assessments to make sure that there’s a plan in place to reduce heat stress. Prpic says that training must also be done to educate workers and managers on the signs and symptoms of heat stress, heat exhaustion and heatstroke.

Employers should also ensure that there is adequate first aid coverage and that emergency procedures are in place in case. “The best and most effective way to reduce risk is to eliminate the source,” says Prpic. If that’s not possible, workplaces should look to amending and changing the workplace to ensure optimal working conditions.

As a last layer of protection, PPE such as heat reflective clothing or water-cooled suits should be provided – but PPE alone is never enough. - **MAIA FOULIS**

THIS MONTH IN LABOUR HISTORY

Aug 1, 1928 - Ten workers are killed in the collapse of a gate on the Welland Ship Canal. They are among the 137 men who died during the completion of this shipping link between Lake Erie and Lake Ontario.

PRIMARY FACTORS CONTRIBUTING TO HEAT STRESS



ENVIRONMENT
Air temperature, humidity, the sun



WORKER
Hydration, clothing, medical conditions, acclimatization
(how your body copes with a hot environment)



WORK
The amount of work done and how much effort it takes to complete the work

Reference: WorkSafeBC, Preventing Heat Stress at Work, 2007.

CHAPTER 24 - ACCREDITATION TURNS BARGAINING TABLE

Again, a diversion is necessary. Apart from the raiding, apart from the assistance in creating new Canadian unions, witness CAIMAW and CASAW, other events occupied the minds of the officers of the PPWC. Perhaps the single most important item a union brings its members is the ability to bargain a contract. It seems evident that with no contract language carrying forth whatever a union's victories might be through a picket line would be short lived and require redoing every time the issue arose. The year 1970 was looming as the year of unknowns for the pulp and paper unions in BC. A variety of labour related bills, including Bill 22 mentioned in the Chemainus affair, had reinvented collective bargaining. Something called accreditation was ruled into law. Pushed by the big forest companies such as MB and BCFP, accreditation provided a new system of bargaining whereby companies banded together and bargained as an entity through the newly-established Pulp and Paper Industrial Relations Bureau. The main thrust of this Bureau and accrediting to it gave control of negotiations to the big companies. Smaller companies had little choice but to accredit, as some voice was better than none. What this meant to unions, in the opinions voiced at the time (PPWC opinions), was an inability to come to terms with issues affecting local unions. A secondary fear was the aforementioned power of the big companies. In that light, the PPWC National Union, with all its certifications accredited, faced the quandary of first-time joint negotiations. One need not be a genius to predict that the unions certainly would not be bargaining together. Bad blood was but a minor description of relations between the three. So off to the table Shewaga and group go, not cap in hand, rather armed with a search light to better point out to the Bureau what their contract demands were. May 25, 1970 was the first day, and July 20, 1970, was the last day. A strike was called and entered into on July 24, 1970. No offers of any kind had been made. Shewaga knew that the stall was on. The IWA was in mediation. Something would likely come from that. Until that issue was resolved, nothing of any value would occur at the PPWC/Bureau table. Realizing the control over negotiations this gave the forest companies, the PPWC determined strike was the only option. This they did on

The year 1970 was looming as the year of unknowns for the pulp and paper unions in BC.

July 24, 1970. PPWC mills in Crofton, Harmac, Prince Rupert, Prince George, Castlegar, and Skookumchuck were picketed. The locals all enjoyed large votes in favour. The International, while making small talk about a pending strike, in fact did the opposite. They settled for a three-year contract, a piggy-back as to rates on the IWA settlement, and little else except the promise from the Bureau that the PPWC strikers would get no more. After much consideration, the PPWC ended their strike after eight weeks. They accepted the three years. They accepted they pay package. But they got more, says Local 2's Jameson. He points out the new seniority clauses bargained in 1970 by the PPWC. He says they bargained the right to refuse unsafe work, right to take vacations on a tour basis if you are a tour worker, overtime payment for work on cancelled original days off, and more. The action alone enabled the PPWC to stand proud and push O'Neal, the international negotiator, further into the quagmire of his own making. It also showed the obvious: that splintered, we were more at the mercy of the companies than united. Unity, however, is an elusive dream at best, full of skeletons, old wounds and opposing views, a concept embraced by all but bedded by none. Life goes on. The PPWC went back to the business of organizing. The years of the new pulp contract, 1970-73 will likely go on record as being among the finest three years in the organizing history of this union



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AS WORKERS' MENTAL HEALTH DECLINES, WHAT ARE TOP 3 STRESSORS AT WORK?

The need for Canadian employers to continue their support of workers' mental health is clearly important, according to a new survey.

Canada's Mental Health Index score for June 2022 is 64.1 points out of 100, declining from May's score of 64.9 points, according to LifeWork's survey of 3,000 respondents in Canada, conducted June 3 to 13, 2022.

"While many organizations have marked the recent months as a return to a semblance of normalcy, it is clear we are not out of the woods just yet," says Stephen Liptrap, president and CEO of LifeWorks.

"We have not seen a collective mental health score this low since January, which signals that conversations surrounding employee wellbeing and support should be continuing to ramp up, not slow down."

Professional and personal

Three-quarters (74 per cent) of Canadians report feel some impact of personal or work stress, and while 26 per cent say work stressors are their primary source of stress, another 26 per cent cite say the same about personal stressors, finds LifeWorks.

Those that report work stressors as their primary source of stress cite volume of work (25 per cent), performance demands (14 per cent) and lack of support (12 per cent) as the leading sources.

Meanwhile, those that report personal stressors as their primary source of stress cite difficulties sleeping (31 per cent), an inability to relax (28 per cent), and emotional changes such as anxiety and depression (27 per cent). "We focus a lot on work issues as a source of stress, but it is important to note that personal issues are equally impactful," says Liptrap.

Nearly seven in 10 (69 per cent) of journalists and media workers are suffering from anxiety and 46 per cent go through depression, according to a previous report.

Workplace support

Employees who felt their mental health was supported by their employer during the pandemic have a mental health score more than seven points higher than the

national average and nearly 15 points higher than those who did not feel their mental health was supported.

The top two actions employers took to support workers' mental health were offering flexibility (51 per cent) and promoting mental health services and resources (41 per cent), according to the report.

Nearly three-quarters (73 per cent) of 13- to 34-year-olds and 69 per cent of 35- to 44-year-olds are prepared to leave their current employer for another that is offering better benefits, reports RBC Insurance.

Here are some pointers in ensuring that employers are supporting workers' mental health, according to Steven Aldana, CEO of WellSteps, an employee wellness solutions company:

- Employees should be encouraged to take breaks during the day to help manage stress.
- Employees should be able to conveniently change work hours when needed.
- Employees need to communicate with managers and co-workers.
- Employees need support in a team atmosphere to better manage stress.
- Supervisors should be available to help and advise when needed.
- Programs or tools should be made available to help employees manage stress.
- Employees want and need job security.
- Employees need a pleasant and safe working environment to reduce workplace stress.- Jim Wilson





JULY 2022 EMOJI AWARD



And the winner is

Paper Excellence & Corporate Knights. They somehow made that bogus list again – criteria includes social and safety performance – what a joke. This is the fifteenth counterfeit award P.E. has received.

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

THIS MONTH IN LABOUR HISTORY

Aug 10, 1970 - Nova Scotia fishermen and supporters march across the Canso Causeway, holding up traffic on the Trans-Canada Highway. Their seven-month strike wins them the right to a union, but the fish plants refuse to recognize the United Fishermen and Allied Workers.

FORKLIFT DRIVERS CONVICTED FOR CELLPHONE USE IN WAREHOUSE

Colleague initiated formal work refusal; Ministry of Labour stepped in

In the first case of its kind in Canada, two workers have been prosecuted for using their cellphones while on forklifts at work. This case demonstrates when the Ministry of Labour (MOL) will prosecute workers under Ontario's Occupational Health and Safety Act (OHSA) and it shows the ministry's expectations on employers to enforce zero tolerance policies with respect to cellphone use in potentially dangerous workplaces.

The two workers were employees of Coca Cola and worked at its large production and distribution center in Brampton, Ont. The case arose when a colleague of the two workers saw them sitting on their forklifts in a stationary position, holding and looking at their phones. The colleague complained to a supervisor and senior management who tried to resolve the safety concerns.

The co-worker felt the matter was not taken seriously, so he escalated his concerns to a formal work refusal under section 43 of the OHSA. Management attempted to resolve the work refusal but was unsuccessful. As required by the OHSA, the employer contacted the Ministry of Labour, who investigated the work refusal and escalated the matter for enforcement. - Norm Keith



Vancouver Island Counselling

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HEAT STRESS: WHAT TO LOOK FOR & HOW TO RESPOND

During the hottest days of summer, the terms “heat stroke,” “heat exhaustion,” “sunstroke,” “heat cramps,” and others are often used interchangeably in an attempt to describe our bodies’ responses to extreme heat. But did you know that each of those terms describes a different medical condition? And each has its own set of symptoms requiring different First Aid responses? Here’s a guide to help you identify different types of heat stress and how to respond.

Those particularly susceptible to heat stress are:

- infants and young children
- elderly people
- individuals with heart or circulatory problems or other long-term illness
- people who work outdoors
- athletes and people who like to exercise—especially beginners
- individuals taking medications that alter sweat production
- people with substance use disorders.

Heat Stroke

This is the most serious of the heat-related disorders. It occurs when the body is unable to regulate its own temperature and requires an emergency response. With heatstroke, a person’s body temperature can shoot up to 106 degrees Fahrenheit within the space of 10 to 15 minutes and can result in death or permanent disability without emergency treatment.

Symptoms of heatstroke include:

- hot, dry skin that may be red, blue(ish), or mottled in appearance
- hallucinations
- chills
- throbbing headache
- racing pulse
- high body temperature (103 degrees or higher)
- confusion/dizziness
- slurred speech
- seizures.

First Aid steps for heat stroke should include:

Call 911 immediately.

Move the person to a cool, shaded, or air-conditioned area.

Cool the person by whatever means available. Soak their clothes with water, spray, sponge, or shower them with water and fan their body.

Put cold compresses or ice packs under the victim’s armpits and on the neck and groin.

Heat exhaustion

This occurs due to an excessive loss of the body’s water and salt, usually through heavy sweating. People most prone to heat exhaustion are those who are elderly, have high blood pressure, or work in a hot environment.

Symptoms of heat exhaustion include:

- Heavy sweating
- Extreme weakness or fatigue
- Dizziness, confusion
- Nausea
- Clammy, moist skin
- Pale or flushed complexion
- Muscle cramps
- Slightly elevated body temperature
- Fast and shallow breathing
- First Aid steps for heat exhaustion:

Rest in a cool, shaded or air-conditioned area.

Drink plenty of water or other cool, nonalcoholic beverages.

Take a cool shower, bath, or sponge bath.

Heat cramps

Heat cramps usually affect people who sweat a lot during strenuous activity, depleting their body’s salt and moisture levels. Low salt levels in muscles causes painful cramps. Heat cramps may also be a symptom of heat exhaustion.

Symptoms of heat cramps include muscle pain or spasms, usually in the abdomen, arms, or legs.

First Aid for heat cramps:

- Stop all activity and sit in a cool place.
- Drink clear juice or a sports beverage.
- Refrain from strenuous work for a few hours after the cramps subside because further exertion may lead to heat exhaustion or heat stroke.
- Seek medical attention if any of the following apply:
- The person has heart problems.
- The person is on a low-sodium diet.
- The cramps do not subside within one hour.

Heat rash

This is a skin irritation caused by excessive sweating during hot, humid weather. Symptoms of heat rash include:

A red cluster of pimples or small blisters.

Heat rash is more likely to occur on the neck and upper chest, in the groin, under the breasts, and in elbow creases.

Anyone experiencing heat rash should:

- Try to get into a cooler, less humid environment.
- Keep the affected area dry.
- Use dusting powder increase comfort.
- With all heat-related illnesses, prevention is always the best approach.

Steps to protect yourself from heat stress include:

Schedule jobs like yard work and home repairs for the cooler part of the day.

Slowly get used to the heat by increasing your exposure gradually over a period of a few weeks.

Hydrate! Drink a lot more water than you think you need, and don't wait until you are thirsty to start.

Caffeinated, alcoholic, and sugary beverages have a dehydrating effect on the body, so don't count them as part of your daily fluid intake.

Build plenty of rest and water breaks into your outdoor activities.

Wear light-colored, loose-fitting, breathable clothing such as cotton. Avoid non-breathing synthetic clothing. Be a good friend and neighbor to anyone you know who may be particularly susceptible to heat stress. Elderly people with heart, circulatory, and pulmonary issues who live alone and without air conditioning are vulnerable to heat stress in the warmer months.

Many older people take diuretics, which cause them to dehydrate more quickly in hot weather. You can help by making frequent visits to elderly neighbors and family members. Make sure that they have access to fans, and lots of water to drink.

Children are often out having a great time in the summer playing and swimming. But they may resist taking breaks to hydrate and re-apply sunscreen. Even if they are spending the day in a pool or lake, children can become dehydrated without even knowing it. Have them take rest periods in the shade. Insist they drink plenty of water – not just fruit juice or soda.

Summer is a great time to be active outdoors. And with your new awareness of how to prevent, recognize, and respond to heat stress we encourage you to make the most of the season! - **JEFF MECKLING**

THIS MONTH IN LABOUR HISTORY

Aug31, 2001 - Canada A McDonald's restaurant in Montreal closes after the workers there organize and before a first contract is negotiated.

HEAT EXHAUSTION		OR	HEAT STROKE	
Faint or dizzy			Throbbing headache	
Excessive sweating			No sweating	
Cool, pale, clammy skin			Body temperature above 103° Red, hot, dry skin	
Nausea or vomiting			Nausea or vomiting	
Rapid, weak pulse			Rapid, strong pulse	
Muscle cramps			May lose consciousness	
<ul style="list-style-type: none"> • Get to a cooler, air conditioned place • Drink water if fully conscious • Take a cool shower or use cold compresses 			<p>CALL 9-1-1</p> <ul style="list-style-type: none"> • Take immediate action to cool the person until help arrives 	
Weather.gov/socialmedia Weather.gov/heat				@SacramentoOES SacramentoReady.org

THIS MONTH IN LABOUR HISTORY

Aug 2, 1918 – Vancouver, workers go out on strike to protest the shooting of union organizer Ginger Goodwin on 27 July. This is often considered to be the first use of a general strike in Canadian history.

Did You know?



When dinosaurs were alive, there were **372 days in a year** and the day was just **23 and a half hours long**



LISTEN UP !

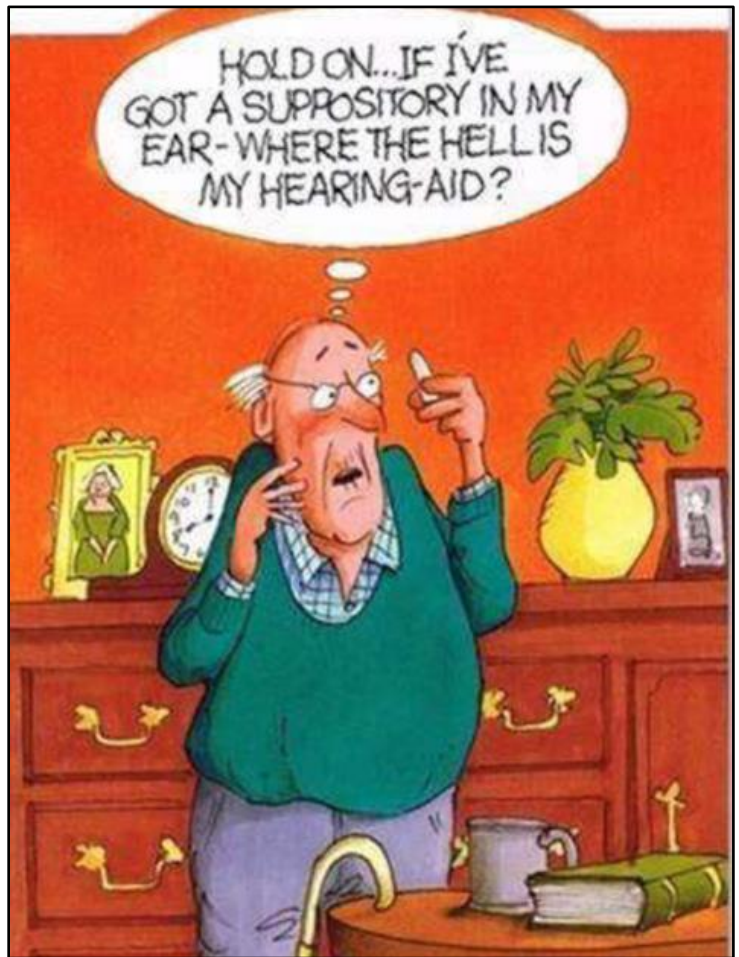
It has come to our attention that someone may be using executive email addresses found on the PPWC local 2 websites to send spam.

If you reply to an email from an executive member please ensure that you are replying to the correct email address ending in ppwclocal2.com

If you have received an email that you are suspicious of please delete it immediately.

THIS MONTH IN LABOUR HISTORY

Aug 22, 1950 - More than 100,000 railway workers go on strike, shutting down the Canadian National and Canadian Pacific Railway lines. A week later an emergency session of Parliament passes a law to end the strike, *the first use of back-to-work legislation in Canada.*



THIS MONTH IN LABOUR HISTORY

Aug 31, 2013 Canada A merger of the Canadian Auto Workers and the Communications, Energy and Paper workers brings 300,000 members together in Unifor, now Canada's largest private sector union.

