

TWO'S NEWS

DECEMBER 2022

PPWC

Public and Private Workers of Canada

Editor: Duane Gale

twosnews@shaw.ca

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

SPECIAL DAYS IN DECEMBER

Dec.24th – Christmas Eve - marks the culmination of the Advent period before Christmas that starts on the fourth Sunday before Christmas Eve. Many churches mark the end of Advent with midnight church services.

Dec. 25th – Christmas Day, annual holiday commemorating the birth of Jesus Christ, observed primarily on December 25 as a religious and cultural celebration among billions of people around the world.

Dec.26th - Boxing Day, a holiday occurring on the second day of Christmastide. Though it originated as a holiday to give gifts to the poor, today, Boxing Day is primarily known as a shopping holiday.

Dec.31st - New Year's Eve, the evening or the entire day of the last day of the year, on 31 December.



IN THIS EDITION

- ★ History of the PPWC Chapter 28
- ★ Article: Paper Excellence: the making of a new forestry giant
- ★ Health & Welfare report
- ★ New forestry agreements with First Nations
- ★ Signs and symptoms of workplace drug use
- ★ OPINION



Results from the Ratification Vote

November 15, 2022:

88% YES in favour of the Memorandum of Agreement

82% of the membership voted

FAMILY CHRISTMAS PARTY

December 8th 2022

5PM — No early entry

Duncan Forest Discovery Centre

Entertainment, Crafts, Games, Train Ride, Meet Santa, Food
Crofton Recreation Association Members Event

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

HISTORY of the PPWC CHAPTER 28

STIRRING THE CAULDRON OF DISCONTENT

While organizing was the major focus for many in 1973, the PPWC National president was wrapped up in negotiations. The three-year contract was up. A determination by the union wage caucus set the tone. "Beware the knife in the back" was the message with 1970 in mind. Stan Shewaga, caucus chairman, was well aware of the events that made 1970 a less than gratifying year, most of all, the PPWC strike, with the International settling seven weeks into the strike for an inferior contract while not raising one iota of fight themselves. An attempt made to sit at a common table led nowhere. O'Neal wanted everything his way, including seeing the PPWC sit on the sidelines while he bargained the contract, then a no-questions-asked acceptance by the Canadian union. The PPWC leadership, to a man, rejected this. President Fred Mullin, writing in the Leaflet, pointed out the many shortcomings Bugsy O'Neal had, the many sleazy deals he had agreed to, and the inferior contract of 1970. He asked O'Neal to hear the call of the membership. With inflation a reality, with company profits at an all-time high, the workers needed and could expect a hefty wage increase, a sound pension plan, and a Cost-of-Living Allowance (COLA) clause as the foundations of a new contract. O'Neal didn't listen. With a 95-per-cent strike vote, he again forged a deal. The wage increases of 8½ per cent over two years no doubt look good in some timeframes; however, in 1973, expectations were well above this figure. Beyond that, the pension plan issue was abandoned, nor was there a COLA clause in sight. The PPWC was again left at the altar, the bride eloping with the minister, it would seem. Mullin and Shewaga were not amused. Reg Ginn, in a Leaflet piece, called for O'Neal's demise. Shewaga, in a statement to a mixed group, left no doubt in anyone's mind how pulp workers felt. O'Neal, in an attempt to save face, launched a slander suit against Shewaga. Ten years down the road from separation there was still no love lost between the parties. While the PPWC caucus continued to meet with the Pulp Bureau, some locals rose to voice displeasure. Strike action occurred in Locals 1, 4 and 8. The UPIU Local 592 in Port Alberni also staged a wildcat. The Port Alberni walkout is noted because their union, under the influence of Pat O'Neal, had already accepted the contract. The walkout lasted several days. In an attempt to settle the situation, O'Neal sent his top lieutenant to Port Alberni. Art Gruntman, O'Neal's soon-to-be successor, arrived in the Vancouver Island city, where he attended the scheduled general meeting of Local 592. His address to the gathering was less than welcome. Gruntman was, literally, booed off the stage. At Local 1, the strike began in early August. The general theme of dissatisfaction with the

"It's hard to grieve the issue when you're on a stretcher heading out of the mill."

International-negotiated contract was a factor; however, several local issues were also dominant. Writing in the Leaflet, Local 1 President Len Embree tells of the serious gas problems witnessed in Castlegar. The workers want the issue addressed now, he says, as "It's hard to grieve the issue when you're on a stretcher heading out of the mill." Wage adjustments were also a major item. The strike lasted 73 days. Again, writing in the Leaflet, Local 1's Rudy Martini tells of the safety issues being addressed to some satisfaction, the rate adjustments have reasonably been looked into and agreed upon and, all in all, the strike was a success. Rudy also voices his major disapproval of the UPIU-brokered contract saying, "Sold down the river is a fitting claim." The Local 4 strike, also over safety issues and rates, lasted 20 days. A mediator's recommendations were accepted by the membership, ending the strike. In Nanaimo, Local 8 was out for 1½ months. The issues at Harmac generally revolved around steam plant manning and rates of pay for steam plant personnel. A picket line manned by PPWC Caucus Chairman Stan Shewaga, Local 8 President Bud Hehr, Vice President Bruce Tunstall, and five others appeared at the mill gates on August 30. The company then fired all who manned the picket line. With the firings, the membership immediately voted to strike until the eight brothers were reinstated. The initial few days of the strike were, in fact, illegal, which is to say, wildcat. In short order, however, the local was in legal position. The strike continued until October 9, 1973, when MacMillan Bloedel, the plant owner, finally relented and reinstated the fired eight. One might remember the question posed by the Prince George pulp manager earlier as to the ability of striking over firings. Certainly, Shewaga and company in Nanaimo did exactly that and succeeded. While these actions were decidedly of a local and independent nature, they still stirred the cauldron of discontent so apparent within the BC pulp and paper sector.



PAPER EXCELLENCE: THE MAKING OF A NEW FORESTRY GIANT

Richmond-based company poised to rival West Fraser Timber in size

Shareholders with Resolute Forest Products voted in favour of an offer by Richmond-headquartered Paper Excellence Group to buy the company for \$2.7 billion US (\$3.7 billion Cdn) through its newly acquired subsidiary, Domtar, and affiliates.

When the merger is complete — expected in the first half of 2023 — it will make Paper Excellence one of North America's largest forestry companies, with more than two dozen pulp, paper and packaging mills and 17 lumber mills in Canada and the U.S.

Given that the company started with a single pulp mill in Canada in 2007, its recent growth spurt has been remarkable in its scale and speed.

“The growth has definitely been impressive,” said Kevin Mason, managing director of ERA Forest Products Research. “And there’s been a bit of a pivot. Traditionally, it was really pulp focused. But with Domtar, you’re getting into being the biggest copy paper, white paper producer in North America. And then Resolute ... they’re the biggest newsprint producer. Now you’ve got lumber operations, as well as pulp, and some other paper assets.”

Paper Excellence is owned by Indonesian businessman Jackson Widjaja and is one of four business units of International Paper Excellence Group. Widjaja entered the Canadian pulp and paper scene with the acquisition of a bankrupt pulp mill in Saskatchewan. Within a few years, he had acquired several more pulp and paper mills, a number of them in B.C., and the company made its headquarters in Richmond.

In total, Paper Excellence acquired seven pulp and pulp-and-paper mills in B.C., but ended up shuttering three of them, one of which was recently sold. The company currently has four operating pulp and paper mills in B.C., in Crofton, Port Alberni, Port Mellon (Howe Sound) and Skookumchuck in the East Kootenays.

The four mills directly employed 1,566 workers in 2019, according to the company's 2021 sustainability report. Another 79 were employed at the company's Surrey distribution center and 199 at its head office in Richmond. The company has two pulp mills in Saskatchewan and one in Nova Scotia that is currently shut down and the subject of a \$450-million lawsuit against the Nova Scotia government.

To date, Paper Excellence in Canada has been a pure-play pulp and paper company. The Resolute Forest Products acquisition would make it more of an integrated forestry company, with sawmills and woodlands added to its assets. Resolute's assets include four pulp mills, four tissue facilities, seven paper mills and 22 wood product facilities — including 17 sawmills with an annual production capacity of 2.9 billion board feet of lumber. Resolute's woodland operations in Canada include Crown forest tenures in Ontario and Quebec.

A recent analysis by environmental groups of Paper Excellence's corporate structure noted that the acquisition of Resolute Forest Products would mean that Paper Excellence would ultimately own companies with 20,000 workers and \$11 billion US in revenue in 2021.

Paper Excellence's acquisitions timeline

- 2007 — Meadow Lake Mechanical Pulp, Saskatchewan
- 2010 — two pulp mills in France, and two in British Columbia, Mackenzie and Howe Sound (Port Mellon)
- 2011 — Prince Albert pulp mill in Saskatchewan and Northern Pulp mill in Nova Scotia
- 2013 — Tembec's Skookumchuck pulp mill
- 2014 — Chetwynd pulp mill, sold to Peak Renewables in 2022
- 2019 — Catalyst Paper, including pulp and paper mills in Crofton, Port Alberni and Powell River and a distribution center in Surrey.
- 2021 — Domtar, including three Canadian pulp mills and 11 pulp, paper and packaging mills in the U.S.
- 2022 — Paper Excellence offers to buy Resolute Forest Products for \$2.7 billion US

- NELSON BENNETT

Special Offer for Crofton Rec Assoc Members:



TICKETS

\$5 ADULT
\$2 CHILD

CAN BE USED FOR ANY 2022/2023
REGULAR SEASON GAME

To purchase contact Laura Blackburn
x6157 or laura.blackburn@catalystpaper.com

DID YOU KNOW?

Around 8% of the world population has an extra rib. This is considered a congenital abnormality that is located above the normal first rib. There is a 1 in 500 chance that a person will be born with this condition.



DECEMBER 19th

TWO-THIRDS OF MILLENNIALS STRUGGLING WITH HIGH INFLATION

8 IN 10 SAY EMPLOYER SUPPORT IS IMPORTANT

Many workers are struggling financially – only five per cent say they have met their financial goals - primarily because of high inflation (62 per cent) and insufficient income (48 per cent).

Talks of a recession have also made seven in 10 employees more concerned about their financial wellness.

Financial struggles

All age groups say they are experiencing physical and mental health issues due to money-related stress:

- 66 per cent of millennials
- 59 per cent of Gen Z
- 47 per cent of Gen X
- 24 per cent of baby boomers

Just over half (54 per cent) of Canadians say they're living paycheque to paycheque and 11 per cent of workers are spending more than their net pay, the highest level ever reported in a recent survey.

Less than half of employees (49 per cent) feel they are on track to meet their financial goals and retire by the desired age. More than half (54 per cent) of those 55 and older now say they are delaying retirement because of the increased costs, while 62 per cent have already delayed retirement because they do not have enough savings or investment, according to an earlier study. – HR REPORTER



PROUD TO BE A
UNION WORKER

HEALTH & WELFARE REPORT

Meghan Irwin

Since we have so many new employees at the mill in the last few years, I thought it would be prudent to write in and help some of you understand how our Employee Benefits work. All of our benefits (Health, Dental, WI, LTD, Life and AD&D) are administered by a Joint Trust. The Joint Trust is comprised of 4 Union Trustees and 4 Employer Trustees. This Trust oversees the benefits for Crofton, Skookumchuk, Castlegar, Harmac and Canfor. The Trust is in place to help make investment income to offset the cost of the benefits, and to ensure that the Insurer's, Employers and Health and Welfare Committees are all doing their jobs.

Part of the way we do this is having the Insurer's report to us 3 times a year on trends in our plans such as claims approvals and denials, what types of claims we are seeing and how long people are off from work. For Employer's and the Health and Welfare committees we rely on feedback from the members. We get this 2 ways. The most common way is from Wage Caucus, when you send your delegates, one of the things they report on is what problems members and the Health and Welfare Committees are having either in getting claims approved or in dealing with their respective employer. The other way we get this information is from members filling out the Disabled Members Survey found on the PPWC National Site. Every member who has gone off on WI should receive the link to this survey, that being said, they are rarely filled out.

However, recently we have received a few from Local 2 regarding similar issues that I'd like to highlight here. The first is that our members find it hard to fill out the WI forms. The forms can't change as all that information is required for Desjardin to effectively adjudicate the claim but what can help is reaching out to a member of the Health and Welfare committee. The committee members, as well as contact info can be found on Local 2's website. Any of the committee members are happy to assist you in filling out the paperwork, and if you notify a committee member that you are going off on WI, even if you don't need help filling out the form, they now know and can stay on top of HR to get the Employer's forms submitted in a timely manner. The second issue is that our members would like a Pay Direct Drug Card. We get this feedback a lot

and I think that it's important for you to know that the trust can't change this on our own, what we need to get a pay direct card is to bargain a pay direct card. The best thing you can do is fill out green sheets ahead of the next bargain and let your Wage Delegates know that it's something that's important to you.

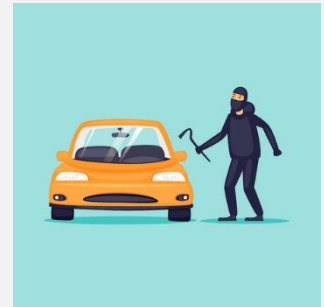
If you have any questions about the Trust and what we do, or you're having problems and you don't feel like it's being resolved at the site level then please reach out. All the current Trustees are listed with contact info on the National's website but both myself and Allison Pirie hold positions on the trust and are happy to help.

In solidarity,
Meghan Irwin
meghanrirwin@gmail.com



THIS YEAR'S TOP 10 MOST STOLEN VEHICLES

- 1 Honda CR-V
- 2 Lexus RX-Series
- 3 Ford F 150 Series
- 4 Honda Civic
- 5 Toyota Highlander
- 6 Ram 1500 Series
- 7 Chevrolet/GMC Silverado /Sierra 1500
- 8 Honda Accord
- 9 Jeep Grand Cherokee
- 10 Toyota RAV4



B.C. UPDATING WORKERS' COMP LAW TO STAMP OUT CLAIM SUPPRESSION, REQUIRE RE-EMPLOYMENT

BC is amending its Workers Compensation Act in a move it says is designed to "better support workers." Among the changes is a move to ensure employer accommodate and re-employ injured workers when they are ready to return, it said.

It is also adding explicit provisions to the legislation to stamp out "claim suppression" by employers who try and dissuade workers from filing for compensation or punish them for doing so. The province said the changes will restore fairness for workers injured on the job and their families and bring British Columbia in line with other provinces in providing benefits for injured workers. — OHS CANADA

NEW FORESTRY AGREEMENTS WITH FIRST NATIONS ACCELERATE WILDFIRE SALVAGE

A new approach to provincial forestry agreements will lead to faster action on harvesting areas damaged by wildfire, provide more timber for mills and set up faster reforestation through the leadership of First Nations.

New Wildfire Salvage Opportunity Agreements (WSOAs) will enable the timely direct award of forestry licences to First Nations for salvaging timber damaged by wildfire. Streamlining the process to harvest timber affected by wildfire will support mills by ensuring they can access fire-damaged logs before they degrade and still have commercial value.

B.C. has experienced record-breaking wildfires in recent years. We are working in partnership with First Nations and the forestry industry to accelerate salvage of fire-damaged timber in these areas, supporting jobs at mills and enhanced forest regrowth, said Katrine Conroy, Minister of Forests. We have heard loud and clear from First Nations that they want more opportunities to participate in forestry. New Wildfire Salvage Opportunity Agreements are another step in our journey to advance reconciliation in the sector.

Recent record-breaking wildfires have created a significant volume of fire-damaged timber, far outstripping the ability of forest companies to harvest the areas in a timely manner. Wildfires affected more than 864,000 hectares of forests in 2021 with only approximately 5% of the area expected to be salvaged this year.

Accelerating access to fire-damaged timber was one of the key recommendations from the BC Pulp and Paper Coalition to keep mills operating and support forestry jobs. The pulp industry is committed to expanding partnerships with First Nations to improve access to moderate and heavily burnt timber needed by mills.

Kelly Johnson, president, PPWC
The PPWC are excited to hear the BC government announcement of the revitalization of fire-damaged forests. This is crucial for rebuilding strong, healthy

forests in B.C. The unfortunate previous years have been devastating and left forest landscapes throughout our province decimated. These forests are no longer productive in storing carbon, nor in providing habitat for the many diverse species in B.C.

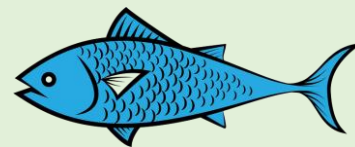
Rebuilding our forests into strong and sustainable forests will have amazing benefits to our environment and our rural communities devastated by forest fires. Having strong healthy forests protects us from future fires, provides homes for the many species that call our forests homes and gives us a stronger environment. As we move forward, the methods and science has been developed to minimize our footprint in our productive forests. We can have a healthy forest, thriving industry, safe communities and a truly meaningful partnership with Indigenous stewards of our lands.

DID YOU KNOW?

Over 100,000 fishing-related deaths recorded globally each year

It is among the most dangerous occupations in Canada

Fishing is the most dangerous occupation in the world, with an average fatality rate of 15.96 deaths per 100,000 workers, according to a 20, and the numbers are even higher in Canada. There are 27.32 fatal occupational injuries per 100,000 workers in the Canadian fishing industry. The two most common reasons for fatalities were falling overboard and problems with vessel stability.



ELON MUSK BANS REMOTE WORK AT TWITTER

Work-from-anywhere policy introduced during pandemic
In his first email to staff after taking over as CEO of Twitter, Elon Musk has informed employees they can no longer work from home. He told staff to prepare for “difficult times ahead,” and expects them to be in the office full time — starting immediately. Musk has also eliminated “days of rest” at Twitter, which was a monthly, companywide day off also brought in during the height of COVID-19. Since taking over in early November, the new CEO has terminated the employment of nearly half the staff – though the company subsequently recalled some employees. SARAH DOBSON

DAYLIGHT SAVING TIME HISTORY IN CANADA

Canada has observed DST for 110 years between 1908 and 2022 (DST in at least one location).

Previous time with no Daylight-Saving Time was 1913.

On July 1, 1908, the residents of Port Arthur, Ontario, today's Thunder Bay, turned their clocks forward by 1 hour to start **the world's first DST period**. Other locations in Canada soon followed suit. On April 23, 1914, Regina in Saskatchewan implemented DST. The cities of Winnipeg and Brandon in Manitoba did so on April 24, 1916.

DST in Canada Today

It is up to the legislation in each municipality in Canada to decide on the use of DST. As a result, there are some locations don't follow the DST schedule of their in provinces and territories. For example, while BC uses DST, some locations in the province do not. These include Chetwynd, Creston, Dawson Creek, Fort Nelson, and Fort St. John. In Saskatchewan, it is the opposite. Most of the province does not observe DST, except for some locations, including Creighton and Denare Beach. From March 8, 2020, Yukon made DST permanent.

Since 2007, all provinces, territories, and locations in Canada using DST follow the same start and end dates as the United States.

CANADIAN AUTOMOBILE ASSOCIATION SAYS:



1. Winter Tires

This is typically one of the first safety elements people think about for winter driving. Cold weather can create ice on roads and highways long before the first snowfall, and winter tires will provide better traction in these conditions.

2. Mechanical and fluid checks

Seasonal checking is definitely something that helps avoid breakdown, emphasis on wiper fluid. It's also important to make sure the battery is in good working order along with the brake system.

3. Lights and visibility

Vision is among one of the most impacted senses in winter. Snowstorms, glare, and dirt can all reduce the ability to see clearly while driving. It's crucial to have wipers that are in good working order. Also, ensure all lights are shining bright - make sure break lights, indicators, fog lights and high beams are all mechanically sound.

4. Emergency kits

There are specific items every vehicle should be carrying all times to get out of a jam. A breakdown on the side of the road in winter could potentially be deadly. While a scraper is among the bare minimum, an emergency kit could be the difference between life and death. Tools like a flashlight, first-aid kit, shovel, and a warm blanket. But if a driver is stuck for a long period of time, simple foods and drinks like water and granola bars can go a long way.

5. Driving behaviors

One in five worker deaths are caused by vehicle collision. Time management and planning for longer than expected drives is among one of the most crucial of safety tips. Part of time management means making sure drivers give themselves the time to clear snow off their vehicles, warm them up, and chip away any ice from the windows or windshields. Pierre also suggests drivers check both the traffic and the weather, so that they know what to expect later in the day.

OPINION

The time has come for me to step aside and let someone else enjoy piecing together TWOSNEWS.

It's a learning experience for sure and I had a lot of fun.

At the end of the day, I wish we had more union involvement in the form of letters, reports etc. It is what it is however and I hope everybody enjoyed my attempt to put a new spin on TWOSNEWS.

I will be signing off after the December/2022 edition.

Duane Gale – Editor, B Crew, local 6328

duane100@shaw.ca

twosnews@shaw.ca

SIGNS AND SYMPTOMS THAT AN EMPLOYEE HAS A DRUG ISSUE HOW TO IDENTIFY IF AN EMPLOYEE IS IMPAIRED IN THE WORKPLACE

The Canadian Centre for Occupational Health and Safety (CCOHS) says impairment on the job can be the difference between life and death. "Many aspects of the workplace require alertness, and accurate and quick reflexes. An impairment to these qualities can cause incidents and interfere with the accuracy and efficiency of work."

The CCOHS outlines several situations where problematic substance use can lead to issues in the workplace:

- any impact on a person's judgment, alertness, perception, motor coordination or emotional state that also impacts working safely or safety sensitive decisions
- after-effects of substance use (hangover, withdrawal) affecting job performance
- illness or injury
- absenteeism, or reduced productivity
- preoccupation with obtaining and using substances while at work, interfering with attention and concentration
- illegal activities at work including selling illicit drugs to other employees,
- psychological or stress-related effects due to substance use by a family member, friend or co-worker that affects another person's job performance.

The CCOHS says there is a spectrum of use that can range from casual to addiction or dependency. It says employers need to consider if a worker's substance use poses a risk to their safety or the safety of others. That all depends on what substances are being used or abused. Here is a list of seven common substances and the observable effects they have on individuals.

Alcohol

This includes beer, wine, and spirits. While alcohol is legal across Canada, different workplaces have different rules regarding acceptable use. Sometimes these can include limits on what a worker is allowed to drink while performing their duties, but many workplaces also have zero tolerance policies. Signs and symptoms of excessive alcohol use include impaired judgement, slowed reflexes, impaired motor function, drowsiness, and coma. In extreme cases, alcohol poisoning can be fatal.

Sleep drugs

Benzodiazepines is a group of drugs commonly used to treat sleep disorders, anxiety, and seizures. It can cause confusion, dizziness, drowsiness, memory loss, slurred speech, muscle weakness, imbalance. Excessive use can also lead to delusions, hallucinations, sudden anxiety, restlessness, agitation, and sometimes feelings of euphoria. These should especially be avoided if a worker is operating heavy machinery or driving.

Marijuana

With recreational marijuana use legal across Canada, there are now pot shops popping up all over the place, and many different types of ingestion methods. You can drink it, eat it,

or smoke it, and some workers may think it is acceptable to share in the workplace. Health and safety professionals should be aware of their company's policies surrounding recreational marijuana use and remind workers about the policies that exist. Marijuana products can create a distorted sense of time, impair memory and coordination, and cause drowsiness.

Opiates

Opiates are among the most dangerous substances being abused, and has led to a nationwide crisis, often referred to as the opioid epidemic. Opioids include legal drugs like morphine, codeine, fentanyl, and some mild sedatives. But it also includes illegal drugs like heroin. And while morphine, codeine and fentanyl are legal, there is an illegal trade of these drugs on the street. Overdoses can be fatal, and these types of drugs can cause inattention, slow reflexes, imbalance, drowsiness, nausea, and depression. Opioids are extremely addictive and should be treated with extreme caution if encountered in the workplace.

Hallucinogens

Hallucinogenic drugs make it almost impossible for an employee to function in a workplace setting and the signs and symptoms will be extremely obvious for managers. These include drugs like LSD, PCP, mescaline, magic mushrooms, and salvia. These are psychoactive drugs that primarily trigger hallucinations (hence the name) but can also produce other effects such as sensory illusions, sweating, dizziness, sleeplessness, confusion, disorientation, psychosis, decreased coordination and weakness.

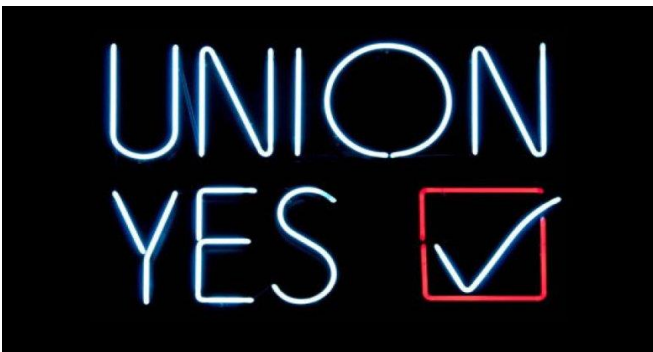
Inhalants

While much less common than some of the other substances discussed in this article, inhalants are among the most easily accessible drugs because they are found in common household and workplace items. Gasoline, paint, thinners, dry cleaning fluids, other solvents and hydrocarbons can all be inhaled to create intoxicating effects similar to alcohol. Inhalants can cause dizziness, headache, muscle weakness, disorientation, inattentiveness, and depression.

Stimulants

Stimulants include several illegal drugs such as cocaine, crack cocaine, amphetamines, methamphetamines, and MDMA. These also go by street names like crystal meth and ecstasy. These can elevate mood and lead to overactivity, heightened confidence, panic, anxiety, paranoia, tremors, dizziness, and violent behaviour. Extended use can cause sleep problems, moodiness and depression.

Workplaces may wish to test their employees for drugs and alcohol, a controversial practice which has been upheld in the courts. If health and safety professionals and workplace managers encounter drug use in the workplace it's advised the worker be temporarily relieved of their duties and given appropriate access to substance abuse resources, including opportunities to attend rehabilitation programs and counselling. - SHANE MERCER



Join the PPWC Local 2
Union Executive or
become a Committee
member.

RECOGNITION CRITERIA

Employees say that recognition programs should be more frequent (38 per cent), more proactive (36 per cent), more broadly shared across the organization (30 per cent), easier to provide (26 per cent) and unbiased (24 per cent). Employees want to be recognized by the following means:

- Cash or gifts (54 per cent)
- Time off (34 per cent)
- A thank you email or note (32 per cent)
- Points to choose a reward (23 per cent)
- Experience opportunities like tickets (22 per cent)
- Public recognition (20 per cent)
- Employee of the week/month programs (19 per cent)

OTTAWA EXTENDS EI SICK BENEFITS PERMANENTLY

Longer period of entitlement for claims starts Dec. 18
Canadians will see more total weeks paid by the
employment insurance (EI) program.

EI sickness benefits will go up from the current 15 weeks to 26 weeks, says Carla Qualtrough, minister of employment, workforce development and disability inclusion.

“Canadians should have the supports they need to look after themselves and their families while recovering from an illness or injury. Extending EI sickness benefits from 15 to 26 weeks will provide workers in Canada with the time and flexibility they need to recover and return to work,” says Qualtrough.



Four cannibals apply for a job in a big corporation...



„Well“, says the boss, „if I hire you guys, you have to promise to not eat any of our staff.“

The cannibals promise that they will not eat anyone and get hired.

Everything is going well for a while, and one day the boss calls them into his office.

“You’re working well and all, but we’re missing an office cleaner. Do you have something to do with that?”

The cannibals swear that they are innocent.

The boss believes them and leaves the office and they all turn to their leader.

“You idiots!“, he screams. “Who ate the cleaner?”

One of the cannibals sheepishly raises his hand.

“You fool!“, shouts the leader. “For weeks we’ve been feasting on directors, team leaders, project managers and human resource staff, and then you go and eat someone they’ll actually miss!”

READER SUBMITTED