

# TWO'S NEWS

FEBRUARY 2023

**PPWC**

Public and Private Workers of Canada

Editor: Duane Gale



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- ★ BC Labour Board rulings
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## KEY DATES in FEBRUARY

- Feb 2 Groundhog Day
- Feb 14 Valentine's Day
- Feb 15 Flag Day
- Feb 20 Family Day

## WE ARE ...

PPWC Local 2  
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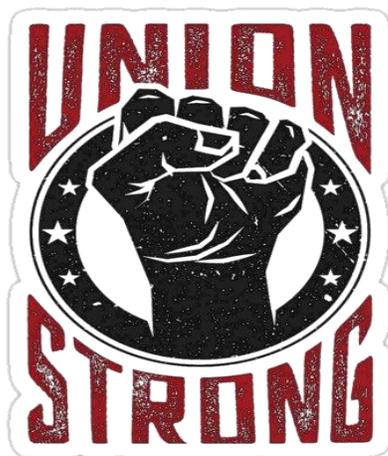
Office Hours: Tuesday to Friday  
8:30 am to 4:30 pm. Closed from 12 Noon to 1 pm for lunch.

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*National Flag of Canada Day*

Flag Day commemorates the day the Canadian flag was raised for the first time on Parliament Hill in Ottawa. The idea for a new flag was pitched in 1963 by Canadian Prime Minister Lester B. Pearson. Although Pearson was met with opposition, his decision to adopt a flag would be approved two years later. The new flag would display a red maple leaf at the forefront of a white square between two red borders. It was raised for the first time in 1965 and declared official by Her Majesty Queen Elizabeth. It is observed annually on February 15th.



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**PLEASE NOTE THAT COMMENTS, OPINIONS and ALL OTHER MATERIAL PRESENTED HEREIN MAY NOT NECESSARILY REFLECT the VIEWS of PPWC LOCAL 2**



## THE PRESIDENTS PAGE



### PRESIDENTS REPORT – FEB./2023

On December 22, Keith, Mike, and I met with Alan Scalet about what we can do with coverage in operations. We informed him that the company needs to focus on training as well as hiring to make sure there is adequate coverage. We have an aging workforce that will be retiring over the next few years and the next line needs to be trained and have the experience to fill the important roles to keep the mill operational. Alan informed us there is a commitment from the company to complete all training by the end of March. I think they are seeing the numbers for the Bridging to a Retirement program and are concerned.

Alan also spoke about 8-hour shifts coming to the Crofton site as a possible way to get coverage. We immediately told him that was a bad idea, that he would lose more of his workforce, and that the company should focus on training, so they are not keeping members over for 16 hours. As well he would have to increase the workforce and if you can't keep people for an extra 4 hours how are they going to get the members to stay for 8 hours? The union also told them that suspending members for not staying 16 hours was the wrong move and that will not motivate anyone to help. On that note, we are happy to say the member that was suspended has had their suspension lifted and clawed back to a letter of expectation and has been made whole for the day missed.

I had several calls for coverage from the company on the 23,24,25, and 26 of December. I informed the company there is not much the union can do if the members are sick or don't want to work overtime. They cannot make us. My Advice is if you do not want to stay for 16hrs use the safe card i.e., Fatigue which can move into a 3:12 which no discipline can be issued.

Don Pearson and I attended a meeting with the company for a member that needed some medical leave. I will say that the member was very lucky to have Don's knowledge and experience in the meeting with him. If any member needs help, please reach out to me, Don, the executive, or Vancouver Island Counselling. Please remember we all have lives outside of work that can be stressful as well as a stressful work environment, so please give each other a little latitude and respect.

P&R is still having crew change issues that the seniority committee will need to address. I will attend a meeting on Wednesday morning with Keith (1st Vice OPs).

Mike and I had a meeting with Richard and Unifor on January 5 about the curtailment and the Community Workforce Response Grant. The Union had to cater all the information for the grant application. Richard had to provide us with their budget, a promissory note of commitment, how many will be training and when it will start and end. I'm happy to report we were successful in obtaining the training grant and will have more of a role in training to keep the company accountable. The Union will receive a 10% fee for the administration of the grant. We hope we can apply for this again in April.

We will continue to attend the North Cowichan / Paper excellence/ PPWC meetings as we are finding more opportunities for the site to benefit. I informed the company of a grant called invest BC worth \$500 Million that the company could apply for during the OCC project.

Mike, Keith, and I attended the first Crofton Reset Discussion. Not much to report other than the company wants to run, focus on saving energy, and bring our costs down and productivity up. Be better at preventative maintenance and not reactive maintenance, and continually look for grant money for improvements through environmental and indigenous government grants. Richard spoke on the new CBA and for the supervisors to not interpret the language and ask HR, a wage committee member, or an executive of the union.

Lastly, we have no updates on retro other than the company is trying to get them out by the end of February if not sooner.

In Solidarity,

Geoff Dawe

PPWC Local 2 President



**ITS OFFICIAL**

Paper Excellence will invest nearly \$50 million to upgrade the Crofton mill's paper operations and reduce its carbon footprint. The investment sees the restart of its C2 paper machine putting over 100 employees back to making paper at the site.

"This investment will enhance the development of innovative products that replace banned plastics with renewable paper while significantly reducing carbon emissions," said Stew Gibson, C.O.O for Paper Ex Canada. Gibson said that the Company has been working closely with Provincial and Federal Governments to restore value-added manufacturing jobs at Crofton. "The Government of Canada has contributed \$14.3 million through Natural Resources Canada's (NRCan) Investments in Forest Industry Transformation (IFIT) program and the Government of BC contributed \$4.5 million in provincial funds to help make today's announcement possible" added Gibson.

The C2 paper machine will be transformed to produce stronger, water-resistant paper grades which replace single-use plastics, while the investment also reduces natural gas consumption through more efficient use of waste bark fuel in the mill's boiler. The result is a simultaneous improvement in Crofton's competitiveness while reducing 26,000 tonnes of carbon dioxide emissions annually equal to about 5,600 cars. Overall, the \$50 million investment diversifies markets, reduces greenhouse gas emissions, and makes more efficient use of forest fibre.



UNCREDITED PIC OF GOV./COMPANY ANNOUNCEMENT at CROFTON

**SURPRISE SURPRISE...**

At the service awards dinner, we were promised gift selections in January – thank you for your service! they said...

Then this email came around...

I am emailing in regard to the Long Service Awards that were held in November 2022. This email is regarding the redemption of an AwardCo gift to thank you for your service at Paper Excellence. Unfortunately, there has been a small delay in getting this initiative started. I would like to assure you that we are working as fast as we can to initiate the Employee Recognition Gift Program. We are hoping to send out the link to redeem your gift by the end of this month. I want to thank you all for your patience and understanding.

Dogs are welcome in this hotel.  
We never had a dog that smoked in bed and set fire to the blankets. We never had a dog that stole our towels and played the T.V. too loud or had a noisy fight with his traveling companion. We never had a dog that got drunk and broke up the furniture...So if your dog can vouch for you, you're welcome too.



**WHY 2023 COULD BE THE YEAR OF THE UNION**

Labour shortages, inflation, new organizing rules and the ‘Starbucks effect’ are all expected to spark new union drives.

A “budtender” at a cannabis store in Victoria. An employee at a movie theatre in downtown Vancouver. A cashier at a university grocery store.

They don’t have much in common, except they and their co-workers voted to join a union in the past month. After decades of decline, private-sector unions in British Columbia are gearing up to grow, hoping a combination of high costs, low unemployment and new changes to B.C. law will pave the road for expansion. It’s happening where you might not expect it: in cafés, cinemas and other brick-and-mortar businesses with relatively few staff and high turnover.

Call it the Starbucks effect. Organizers say the high-profile union drives at the coffee giant’s stores in the United States — and now Canada — have had a ripple effect, emboldening young workers already itching for change as inflation eats their savings.

“I hate to call it a perfect storm. But we’re sort of in this moment that workers who have not traditionally had access to joining unions are now considering joining,” BC Federation of Labour president Sussanne Skidmore said. The question now is whether they’ll be able to capitalize on the moment — and if unions can meaningfully reverse decades of decline in private sector unionization rates. - ZAK VESCERA, THE TYEE

**DID YOU KNOW...**

Pigs don't sweat.

If someone tells you they're "sweating like a pig" you might want to point out to them (if you're that sort of person) that if they were being biologically accurate, that will mean they were not sweating at all. Swine are born without sweat glands, so when they need to cool off, their only option tends to be to find a cool puddle of mud in which they can roll around.



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**LABOUR NEWS**

Vitacore Industries, a medical mask company in British Columbia has been fined more than \$13,000 for repeated safety violations. WorkSafeBC discovered the violations in September after several workers were hurt on the job by manufacturing machines. The company failed to ensure every gear and chain sprocket was completely enclosed and ensure rotating parts exposed to contact by workers were guarded.

**These were both repeated violations.**

**HUNDREDS OF JOBS AFFECTED AS CANFOR ANNOUNCES PULP LINE CLOSURE AT B.C. MILL.**

An estimated 300 jobs in British Columbia will likely be gone by the end of the year as Canfor Pulp Products closes the pulp line at its Prince George pulp and paper mill.

The Vancouver-based company made the announcement about the permanent closure blaming a lack of fibre for its pulp operations. The Canfor statement says the specialty paper facility at the mill will stay open.

Canfor Pulp president and CEO Kevin Edgson says the company will begin an “orderly wind down process” over the next few months and expects to close the pulp line by the first quarter of 2023.

He says Canfor will be working to support affected employees through the transition.

Canfor says the decision to close the pulp line at the Prince George mill came after an “extensive analysis” of its operations and the long-term supply of fibre in the area.

“In recent years, several sawmills have permanently closed in the Prince George region due to reductions in the allowable annual cut and challenges accessing cost-competitive fibre,” Edgson says in the statement. PG NEWS CITIZEN



**THIS MONTH in LABOUR HISTORY**

February 10, 1963:

Striking pulp mill workers gunned down by local farmers in Northern Ontario.

One of the bloodiest labour conflicts in Canadian history took place when armed local farmers clashed with striking workers in the small community of Reesor Siding – a tragic case of working people being turned upon each other, spurred on by corporate greed.

**PPWC LOCAL 9 PRESIDENT CHUCK LEBLANC BLAMES B.C.'S FORESTRY POLICIES FOR THE MILL CLOSURE.**

The unionized workers losing their jobs as the result of Canfor's decision to close its Prince George Pulp division is a result of "failed forestry policy." "Starting with the Liberals when they changed the forests code to recently the old-growth deferrals to recently the caribou habitat stuff, which has directly impacted Canfor and Canfor Pulp because that's right in their fibre basket and taking that wood away has definitely put pressure on them," Chuck LeBlanc, Local 9 president of the Public and Private Workers of Canada said. "Two years ago, lumber prices went through the roof and now they can't even produce it and make up the costs. On top of that, we have five million cubic meters of raw log exports shipped overseas. **That's (the annual output of) eight to 10 sawmills** and it affects the pulp mills after that and it's happening year after year. We need to change what we're presently doing, otherwise we're going to lose a lot more jobs in this area."

program is there for them because we're expecting quite a large uptake in mental health issues because this is a major stress on a family's life," he said. Canfor will keep its paper line open at PG Pulp and that will keep 60 union jobs intact. - TED CLARKE

**2023 AREA SAFETY COMMITTEE REPS**

- Area 1:** Maintenance Paper - Chris Carriere - ccarriere3399@gmail.com
- Area 2:** Shipping Gina Fairbairn - 250-252-8924 - gina.fairbairn@shaw.ca - C crew
- Area 3:** Mechanical Pulp - Jacob Switzer - jrswitzer98@gmail.com
- Area 4**
- Area 5:** Maintenance Power and Recovery - Mike Winterburn - mwburnsy@hotmail.com
- Area 6:** Kraft Operations - Allison Pirie - madalli169@gmail.com
- Area 6A:** Digester/Bleach Plant - Sean Rustemeyer - soilngreen@gmail.com
- Area 7:** Kraft Maintenance - Dave Blitterswyk - djblitt@gmail.com
- Area 9:** Foreshore Services - Crystal Banks - crystal.b.banks@gmail.com
- Area 10:** Operations Power and Recovery - James Oud - jamesoud@hotmail.com

**BC FERRIES HAS MORE SENIOR MANAGERS THAN VESSELS IN ITS FLEET**

While BC Ferries has repeatedly cancelled sailings due to a lack of staffing, a Global News investigation is revealing the corporation is flush with managers and directors.

As BC Ferries continues to grapple with a labour shortage on the waters, new numbers show the company has had no trouble filling the ranks of its corporate offices. The company, which is publicly owned but privately managed, operates a fleet of 39 vessels, **but employs 51 shore-based executive directors and directors, it confirmed. it also employs 18 superintendents, 207 managers and eight executives.** - J ARMSTRONG



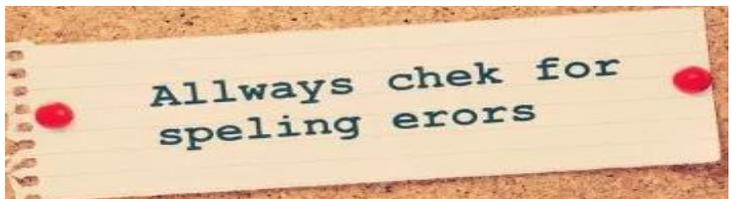
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## HISTORY of the PPWC -CHAPTER 29

### NORTH CENTRAL PLYWOOD WORKERS UNAFRAID of BULL

The circumstances around the PPWC sphere of influence remained quite consistent in the mid-1970s. Counter raids by the IWA and the International or its re-placement, the UPIU, continued. Local 5, especially, was subject to a continual attack. Raids or rumors of raids were numerous. Any MacMillan Bloedel plant seemed determined to rid itself of the PPWC, if the rantings of the American unions were to be believed. Applications were made. However, when the vote day came, the PPWC emerge the victor.

Prince George, home to Local 9, is also home to a company called North Central Plywood (NCP). NCP came into being in the late 1960s. The company owner-ship, a consortium of independent loggers from the Prince George area, is quite anti-union. It was successful in fighting off the IWA, installing, instead, a company-dominated association. In early '71, the association approached the PPWC. The company was made aware of this and responded by adding a little sweet-ness to its wage offer. The association was content and saw this as a new lever they could use. Sure enough, the following year, along came an association re-quest for PPWC information relative to joining. Again, the boss got proper wind of this and made some cosmetic changes. Once more satisfied, the group toiled on.

However, enter one Dan Vowels. Dan became the association chair in late '72. When the call came in '73, Fred Mullin and Jim Sloan were pretty skeptical. Here we go again was the mood of the day. Fred and Jim hinted that, perhaps, the time had come for bigger things at NCP. To their surprise and approval, Dan Vowels said he was on side. An organizing drive began in late '73, with Jim Sloan at the helm. Soon, new First Vice-President Reg Ginn replaced Jim and continued the drive. Many oddities were noted, such as, not everyone was in the association. It seems little groups existed outside the cover group. Labour relations were non-existent. The logger bull-of-the-woods mentality prevailed. On one visit, Fred remembers walking by the mill manager's office, a man he had never met before. As Fred passed the door, a loud voice called, "Hey, Mullin, come here." Fred kept on walking. Again, the call was made. This time Fred turned and said, "Are you talking to me? If you are, then perhaps introductions may be in order. I am Fred Mullin, PPWC president. Who may you be?" Couth was not an endearing grace of NCP management at the time. The campaign continued, however, and was successful. Local 25 was chartered in late 1973.

North Central Plywood Local 25's new president, Dan Vowels, attended the 11th convention, representing the new local. Having the certification, the work was far from over in Local 25. A first contract had to be bargained. Fred and Reg set their minds to the task. To the best of their ability, they followed the pulp contract and broke some new ground for the Local 25 members. A new dental plan was chosen over a possible pension plan. Most workers in the plant were young and believed they needed teeth now; retirement was a long ways away. A new health and welfare plan was also bargained, along with the standard wage increases expected.

*Labour relations were non-existent. The logger bull-of-the-woods mentality prevailed.*

The contract was ratified, and life continued undistinguished for a spell.

Soon, however, the bull-of-the-woods attitude returned to the management team. Although the contract said this or that, they disregarded it. In short order, it be-came quite impossible to exist as a union representative in the plant. Fred remembers, one after the other, all the executive of Local 25 resigning. By early spring of '74, Good Friday, Fred claims only one member of the executive was still in place. By the following Tuesday, he had packed it in. A call was made from Vancouver to Prince George. By late Tuesday night the plant was struck. By Fri-day the union was informed they would be in court early the following week. Again, a phone call was made from Vancouver. The call, this time, instructed the members of Local 25 to put in writing the improper activities they had been subjected to. Fred and the secretary of the local witnessed these statements. They were then placed in the hands of one Gary Culhane, a lawyer representing Local 25.

The day in court arrived. Culhane presented the sworn statements as evidence of ill doings. The company immediately objected, saying these are not acceptable in a court of law; they are not notarized. Culhane, to his credit, shot back, "That's no problem. We will get them notarized." However, this will take time, as the workers are all over the place now. In the meanwhile, the mill would have to stay down. A series of "no's" erupted. The statements were accepted as hard and fast legal documents. An order was issued by the LRB. The workers were to return to work, and the boss was to respect the contract.

In a final show of solidarity, all the members of Local 25 gathered in central Prince George. There they proceeded to form a motorcade, which wound its way to the NCP plant, lights on like a funeral procession. Their arrival at the plant was notable and somewhat exciting for the workers. First, the plant had been scabbed while they were out. Their return in the fashion that they did resulted in scabs running away all over the place. Along with this, out came the management team to meet the union group. Management now was cordial and interested in the affairs of its workplace. One could say management was in receipt of a valuable lesson, while the members of Local 25 saw firsthand the power of unity. The executive of the local was re-established. With proper respect, conditions soon began improving. In short order, Dave Pritchard became president, leading the local to a new stability. Closely behind, Ernie Dougan, a Local 9 millwright, moved to NCP. Having a foundation in the PPWC, Ernie soon became president. He served the local both at home and away at National Executive Board level for many years. Dave Pritchard remained a staunch supporter of Local 25 as well as the National Union. Dave's early desire to write the history of this organization led to his doing several interviews with PPWC originals. These interviews are the basis of some of the material found in this story.

# Vancouver Island Counselling

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## BC LABOUR BOARD RULES WORKERS CAN'T REFUSE TO CROSS SOME PICKET LINES

The precedent-setting decision affects strikes by federally regulated employees in the province. A strike that paralyzed one of Canada's largest shipyards was illegal, B.C.'s Labour Relations Board has ruled, setting a new precedent for future disputes.

The ruling, reversing an earlier decision, found other unions broke the law when they refused to cross picket lines at Seaspan's North Vancouver shipyard last fall in solidarity with striking tugboat operators represented by the Canadian Merchant Services Guild.

That strike ended in October, and the guild has since ratified a new collective agreement. Labour lawyers say the board's decision could have implications for future disputes where federally and provincially regulated workers overlap.

In August, after the guild issued strike notice, company president Ian McIver wrote workers directly, telling them they were expected to come into work. But they refused, and 900 other union workers joined the guild on the picket line, stopping work on multibillion shipbuilding projects and ratcheting up pressure on Seaspan. That labour action was possible because of a special provision in B.C.'s Labour Relations Code **allowing workers to refuse to cross a picket line**. The Labour Relations Board originally ruled in the unions' favour. In a September decision, they declared unions had a right to **not** cross that picket line as a mark of solidarity. But on Dec. 30, more than two months after the strike ended, the board reversed its decision. It determined that since tugboat operators work under the federal labour code, the provincial rules on picketing did not apply. - ZAK VESCERA, THE TYEE

## LRB SIDES WITH CANFOR OVER PAYOUTS FOR MACKENZIE SAWMILL WORKERS

Decision means company won't have to provide "group termination pay" of up to eight weeks wages to workers who lost their jobs.

A Labour Relations Board panel member has set aside an arbitrator's decision that would have entitled workers to "group termination pay" following closure of Canfor's Mackenzie sawmill. On June 10, 2019, Canfor issued a six-week closure or "curtailment" and one week later, on June 17, 2019, laid off almost all of its 187 unionized employees. Then, on July 18, 2019 - 10 days before the mill was scheduled to re-open - the company announced that the curtailment would be extended indefinitely.

In turn, the Pulp, Paper and Woodworkers of Canada Local No. 18 filed a grievance which contended in part that, in accordance with the Employment Standards Act, an employer must pay out group termination pay whenever it terminates 50 or more employees at a single location within any two-month period.

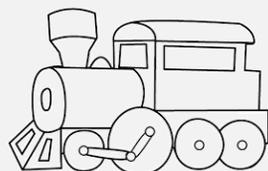
Canfor disagreed, asserting that since the starting dates for the layoffs began 24 hours the employees' various recall rights were to expire, effectively staggering the start dates so that the threshold had not been met.

In a decision issued May 10, 2021, arbitrator, Nicholas Glass, agreed with the union. But in a decision issued on Monday, the panel member, LRB vice chair Stephanie Drake, found in favour of Canfor.

The differences between the findings centered on interpretations of the relevant section of the ESA. Had the outcome gone the other way, Canfor would have been facing a significant bill, ranging from one week's wages to as much as eight weeks, depending on how long the employee had worked at the operation.

## LABOUR NEWS

VANCOUVER — Unifor Local 101R has reached a tentative agreement with Canadian Pacific Railway (CP), covering 1,200 workers at 18 locations from British Columbia to Quebec.



PROUD TO BE A  
**UNION WORKER**

**2022 / 2023 EXECUTIVE BOARD OFFICERS**

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1 YR Master Shop Steward Maint, Gerard Dalle Vedove - Inst Mechanic, Day, Pager 635, 250-203 0945, mastermaint@ppwclocal2.com

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Wage Delegate Chair, Steve Landygo - Oiler / Maintenance, Day, PRIVATE #, wage@ppwclocal2.com

Unity Chair, Troy Belbeck - Millwright, Pager 407,C, 250-981-4111, admin@ppwclocal2.com

**INDUSTRY NEWS**

Canfor Restructuring B.C. Operations

To better align manufacturing capacity in British Columbia with the available long-term fiber supply, Canfor Corporation is restructuring its B.C. operations by permanently closing its Chetwynd sawmill and pellet plant and temporarily closing its Houston sawmill for an extended period to facilitate a major redevelopment on the site.

**INDUSTRY NEWS**

The Alberni-Pacific Division (APD) sawmill in Port Alberni will not be restarting anytime soon. Western Forest Products announced on Jan. 26 that it will not be restarting its APD facility “in its current configuration.” The mill has been curtailed since the fall of 2022. Western has instead established a multi-party working group “to explore potential viable industrial manufacturing solutions for the facility.”

**TEXAS HOLD 'EM  
POKER  
TOURNAMENT**

**CASH PRIZES  
TO TOP 3 PLACES**



**FRIDAY MARCH 3rd**

**Crofton Seniors Centre**

**6:45 pm - Seating/Table selection**

**7:00pm SHARP - Shuffle and Deal**

**NO BUY-IN, NON-GAMBLING EVENT**

**Pre Registration Required**

**Contact Rob Dyke to sign up x6145**

**Limited # of seats - Open to Rec Association Members**

**Not a member? Contact Payroll to join!**

**SNACKS AND CASH BAR AVAILABLE**

**Crofton Recreation Association**

**AGM**  
Annual General Meeting

**Monday February 27th**

**4pm-5pm Kraft 2nd Floor Lunchroom**

Motions will be brought forward to update bylaws

**2023 COMMITTEE MEMBERS**

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**WAGE DELEGATES**

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**YOUNG WORKERS LIAISON**

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**DID YOU KNOW...**

McDonald's introduced drive-through service due to the military.

The first McDonald's Drive Thru was installed in a restaurant based in Sierra Vista, Arizona, located near the Fort Huachuca military installation. Military rules forbade the soldiers from wearing their military uniforms in public, and they weren't about to change into civilian clothes just to grab a burger and run back to base, so restaurant manager David Rich came up with a solution: cut a hole into the wall and allow members of the military to pick up their orders without stepping out of their car. The convenience and simplicity of the idea quickly caught on.



**SOUND FAMILIAR ?**

Longtime Burger King employee Kevin Ford recently celebrated his 27-year anniversary of working for the fast-food chain, and **despite not having missed a day of work** in that time, he was given a paltry goodie. When he announced his work anniversary to management recently, they scrambled to put together a thank you gift that included a movie ticket, a Starbucks coffee cup, a lanyard, some pens and candy and a string backpack.



**CRA WORKERS WANT UNPRECEDENTED PAY RAISE OF MORE THAN 30% OVER 3 YEARS**

Advocates say increase needed more than ever; critics say it would 'gouge' taxpayers.

The union representing Canada Revenue Agency workers is proposing a series of pay bumps worth more than 30 per cent of current wages to keep up with inflation — a move described by observers as both "unprecedented" and "crazy."

The Union of Taxation Employees (UTE) is proposing the following wage increases. They would be on top of a one-time nine per cent wage adjustment:

4.5 per cent effective Nov. 1, 2021.

8 per cent effective Nov. 1, 2022.

8 per cent effective Nov. 1, 2023.

When compounded over three years, the four proposed hikes would result in a "historic" wage increase for the largest workforce within the federal public service, at nearly 55,000 employees in 2022, said union president Marc Brière. - **CBC News**

# OPINION



Some time ago, I received an email (as most of us did) indicating **the COMPANY wanted the retro pay out before Christmas**. Like many others, I assumed they meant Christmas of 2022...silly me - I should have realized the track record this company had and examined the wording carefully. Another blow to the already low morale, way to go Catalyst.

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## THIS MONTH in LABOUR HISTORY

February 14, 1949: workers at four Quebec asbestos mines walked off the job and started a major political and cultural shift not only in that province but the history of Canada. It was, as **Pierre Trudeau** later wrote, “a violent announcement that a new era had begun. It was a Quebec I did not know, that of workers exploited by management, denounced by government, clubbed by police, and yet burning with a fervent militancy. I was later to describe the strike . . . as a “turning point in the entire religious, political, social and economic history of the province of Quebec.”

## DID YOU KNOW

Pigs don't sweat.

If someone tells you they're "sweating like a pig" you might want to point out to them (if you're that sort of person) that if they were being biologically accurate, that means they are not sweating at all. Swine are born without sweat glands, so when they need to cool off, their only option tends to be to find a cool puddle of mud in which they can roll around.

## FUN FACT: POLAR BEARS YELL WHILE THEY POOP ...YOUR WELCOME.



## TOP CEOS NOW MAKING 243 TIMES MORE THAN THE AVERAGE CANADIAN WORKER

The pay gap between Canada's top CEOs and average Canadian workers is wider now than it's ever been before. According to a new report from the Canadian Centre for Policy Alternatives, the 100 highest paid CEOs in Canada were paid a staggering 243 times what the average Canadian worker took home last year. With top CEO pay having doubled since 2008, it rose to a record high of 243 times the pay of average private sector workers.

## IN 2021, AGAINST YEAR-OVER-YEAR INFLATION OF 4.8%, AVERAGE PRIVATE SECTOR PAY ROSE BY JUST 3%, AT THE SAME TIME AS CANADA'S RICHEST 100 CEOS SAW THEIR PAY RISE 26%.

“Workers have taken a 2% pay cut when you factor in inflation and CEOs have seen a 26% pay increase,” All told, CEOs have profited while inflation has eroded workers' pay –the report observes “inflation is driving record-breaking profits, which are driving CEO pay.” - MITCHELL THOMPSON, ONTARIO REPORTER



**THINK**  
**DO IT THE SAFE WAY**  
**DO IT THE RIGHT WAY**  
**DO IT EVERYDAY**