

TWO'S NEWS

APRIL 2023

PPWC

Public and Private Workers of Canada

Editor: Duane Gale



WE ARE:

PPWC Local 2

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FOLLOW **PPWC** Local 2 ON FACEBOOK

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ATTN: BROTHERS AND SISTERS

Re: Being “Held Hostage” for your Sunday Letter.

Effective immediately you will no longer be “held hostage” to receive the benefits of a Sunday Letter. Instead, it will be applied to your next full tour or week. This was arbitrated and won by PPWC Local 2 in the year 2000. We gave this to the company this week and they will be honoring it going forward.

We ask that every member keep an eye on their pay to ensure the company is honoring this.



**CROFTON COMMUNITY CENTRE
APRIL 17th, 6PM**

<https://www.gofundme.com/f/rachael-viala-nee-screaton>

Please consider giving to Rachel's go fund me. She is a business owner in Crofton. Rachael was diagnosed with a brain tumor and will be having 2 surgeries the first one will be next week.

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

Two's News, THE OFFICIAL VOICE OF PPWC LOCAL 2. We need you to hear from you!

USE TWOS NEWS - let's hear your opinions, likes, dislikes, rants, random musings etc., and send them via email to:

twosnews@shaw.ca

Please note that twosnews@ppwclocal2.com is fraught with junk mail and rarely checked.



THE PRESIDENTS PAGE



PRESIDENTS REPORT – For Apr /2023

Nice to see everyone in person again at the Community Centre. We have copies of the financials at the desk in front, as in the past.

Last month was a mixed bag for me as I represented the national office, and I had a week's holiday planned. That being said, I was still very busy with Local 2.

Payroll Arbitration, Mike and myself met with the company about going through our payroll repayment quickly to find out the company had charged too much of a % and made their calculations off, which means the amounts owing will be less. The company has to rerun the numbers again. There's no point in getting the membership all worked up if it's incorrect. We didn't want to release the numbers if their findings weren't vetted first.

I'm sure you all have seen that our arbitration has been in the media, along with stories about Paper Excellence and its shady past. I was questioned if this was my doing. Which it was not. It turns out that the Unifor's council has submitted to the Supreme Court, and this is where the media got the information. Both the council for PPWC & Unifor and I will be talking next week. I've also asked that we meet with the arbitrator via Zoom to inform him of the lousy Vacation % mistake. I hope that the Arbitrator will issue an independent auditor.

Training Grant follow-up, we have received the full payment from the Government. The Government asked for some success stories the company will set up and photos. It's essential to take part and show that it was successful so we can apply for this grant again. Today Mike, Keith, and I took pictures together with the company for the Government. This program will put 55k into the Union's account.

Mike, Don and I attended a meeting for a member from TMP that was having some struggles at work. His crew asked us for help before it was too late, as he was a good worker, and we appreciated them looking out for him. On the day of the meeting, we told the company we wanted a chance to speak with him 1st. Through all

our efforts, this member would not help us or, most importantly himself. When offered help, he quit on the spot a walked away.

We were asked to meet with the Domtar group on short notice during our Executive meeting. During the meeting, we discovered that we would be Domtar before and that our site budget would be under their financials. It's because Domtar has a better financial name & reputation for borrowing money. We were informed that the company is looking to get a chipper back on site, and they already have one for Howe Sound, leaving all the chips from the Frazer River to Crofton. This speaks volumes that Crofton is their flagship and where they want to invest. Domtar group was pleased to see the Union & the Company working together to secure a government grant money to land the OCC plant and securer our future. Crofton & Port will be the only Paper Excellence sites to change over to Domtar.

Over the past few weeks, The Wage delegates have reviewed the draft from the company of the New CBA. I really appreciate how Steve had us all involved. We have been dealing with an apprenticeship issue the company is already trying with the new language. We know the intent of the language and have our argument to deal with it. We will meet with the company soon to review our findings with our notes and get the draft signed off.

Menzies, we are still negotiating with the company and using the LRB to get us the New CBA that the 15 members in Victoria Airport deserve. This is a slow process as the company is from back east, and there is a time difference. I also hear that Harmac Supervisors could be happier at the moment and possibly looking to Unionize with the PPWC and Local 2 would be the proper fit with the membership's approval.

In Solidarity

Geoff Dawe

PPWC 2 President

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- 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** Vacant
- Area 5:** Maintenance Power and Recovery - Mike Winterburn - mwburnsy@hotmail.com,
- Area 6:** Kraft Operations - Vacant
- Area 6A:** Incomplete
- Area 7:** Kraft Maintenance - Dave Blitterswyk - djblitt@gmail.com,
- Area 9:** Foreshore Services - Crystal Banks - crystal.b.banks@gmail.com,
- Area 8:** Incomplete
- Area 10:** Operations Power and Recovery - James Oud - jamesoud@hotmail.com



DID YOU KNOW?...

A cult leader once gave 600 acres of land to God but the State of Pennsylvania took possession and sold it because the Almighty didn't pay his taxes.

FORESTRY AND ENVIRONMENTAL SEMINAR VANCOUVER, 2023

Hello Brothers and sisters,

I would first like to thank you for sending us to the 2023 Forestry and Environmental seminar held in Vancouver in January.

I initially joined the Forestry and Environmental Committee because I'm interested in learning about how Paper Excellence prioritizes the environment and the protection of diversity in our forests. The work Paper Excellence does to prioritize forestry and the environment directly affects every one of us as while on site and in our personal lives: whether you're harvesting shellfish from the ocean or hunting game in the forests, the decisions Paper Excellence make directly impacts our families. For a personal example, at the elementary school in Crofton where my children attend, there is an air monitoring station which measures contaminants, and I want to be sure we are well below the prescribed thresholds set out by the province. One noncompliance for our air and effluent permits is too many!

During the Forestry and Environment seminar in Vancouver, we were provided the opportunity to learn how other mills within the PPWC manage their fibre, and to identify areas for improvement in environmental management. We also had the fortune to learn from a variety of speakers on topics ranging from the state of the industry, sustainable forestry practice, and how to connect with government officials and have our voices heard.

There was ample opportunity for networking during the seminar and we made a great many connections to build on and grow in the future. We got to hear from local 9 committee members who have a successful joint environment committee that meets monthly and does site wide tours bi-annually. This is one thing that I would like to get started with PE's environmental group if there is interest. Unfortunately, local 9 will be losing hundreds of members as Canfor closes Prince George Pulp and Paper due to the fibre crunch.

Local 1 gave a great site report, reiterating the theme of poor fibre supply and even experiencing a curtailment this month. One thing that I found interesting was that Mercer Celgar operates its own Woodroom, which produces about 2000 cubic meters of fiber per day (1/4 of the fiber it consumes); it also operates portable chippers on site when residual fibre from local mills are tight.

The main take away that I got from the seminar was the need to change our forestry practice in BC from a slash for cash, to ecological forest thinning. This will help not only with our own job sustainability, but will also create more jobs, create healthier forests, and protect the ecosystem.

Thank you for your time.

HISTORY of the PPWC - CHAPTER 31

SINCERE, UNITED AND DEMOCRATIC

Ralph Jones, a Local 15 activist and PPWC mainstay, attending a caucus meeting in Vancouver in and around the time when all this was shaking down, gives this observation. He recalls when he was serving his apprenticeship in some other location with another union how powerful the union officials were. In the work place, the ranking union official was the master shop steward. Ralph remembers they called him "God." One particular day a dispute arose between some journeymen electricians and a young trades helper. It seems the tradesmen began, in a joking fashion, to try to put something over on the youth. He resisted, and soon a war of words was in full bloom. Things got reasonably hot. In Ralph's opinion, the young helper was innocent, just defending himself. God, personified as the chief shop steward, was called, the issue put to him by the outspoken tradesmen, saw no quarter given to the helper. Next day he was gone from the job, moved to a dust pile somewhere to bide his time. This union official had power, and he used it to lord over the workers.

Fast forward to the abovementioned caucus meeting. Fred Mullin is president. The meeting is exploring the possibilities of a joint caucus with the UPIU. O'Neal is there as well. Mullin and O'Neal are seated at the head table. An order comes from the floor to Fred. "Let's go, Fred. Phone Lanskail. Tell him...." Lanskail is chairman of the Pulp Bureau, the negotiating arm of the companies.

Fred says, "Call yourself. I am just an observer here."

"No way, man. You're our president. Get on with it, old cock."

Fred mumbles on but does his duty. Ralph observes, "Who would want to be president of this group? Shewaga, Hehr, Doyle, Macphee, Shankel, Martini?"

Rough, scruffy, hairy chests, patched jeans, 'Queen's English', one necktie, decisive, sincere, united, democratic." A union that Ralph was already enamored with and would come to love.

Meanwhile, the saga known as the International to UPIU to CPU was continuing to unfold. As you have seen, the loss of 4,000 members in BC plus the potential for several thousand more spurred the move to the UPIU. This, however, was not enough. The Canadian union offered a democracy unparalleled. It also had absolutely no American ties. The UPIU venture was short lived. It became very apparent that the Canadian sector had to shed its American yoke.

Rough, scruffy, hairy chests, patched jeans, 'Queen's English', one necktie, decisive, sincere, united, democratic."

The negotiations in 1970 and '73 were both deemed failures. Both, as we have seen, were bargained by the International, one with the PPWC on strike, the other with the PPWC still at the table with three of its locals on strike. International locals in Port Alberni, Ocean Falls, and Port Mellon were showing displeasure with the deal cooked up between the International and the companies behind the PPWC's back. An alliance, led by Local 8's Bud Hehr teamed with International Local 592's John Vezina, was going somewhere that the UPIU did not like.

The Kamloops victory after five long years of struggle gave little comfort to the UPIU. It was clear that established UPIU locals could shift allegiance in '74 as well as '63. The movement was not a flash-in-the-pan thing. It had continuity.

News of a pending vote in Ocean Falls sent the UPIU into overdrive.

A date was set for a Canadian Paperworkers Union (CPU) founding convention, June 3-7, in the center of the universe: Toronto. There the Canadian sector of the UPIU met in their founding convention. Fred Mullin, under direction from the PPWC executive, attended the convention. He was accompanied by Tom Ha-worth of Local 9.

They were ushered into a convention hall to meet with Henri Lorraine, the acknowledged new leader of the soon-to-be-formed union. Fred immediately found this less than acceptable as, here the new union wasn't even an entity yet, but it had a leader. So much for democracy. In another swipe at democracy, the offices of convention chair and secretary were appointed by Mr. Lorraine. The in-famous Pat O'Neal emerged as chairman, while a Mr. Buchanan, an eastern vice president, was appointed secretary.

During the course of the week, a constitution was hammered out. In pre-convention opinions Fred, thinking out loud, had asked, "Will the new proposed union truly be democratic? Can Lorraine, O'Neal, Buchanan, et al., change a life-time of procedure and really bring reform to their union?" Whether Fred was pleased with the outcome or not may well be debatable. His doubts were, how-ever, confirmed. The specter of trusteeship remained, proxy voting remained, convention elections remained, appointment of reps remained. In essence, a top-

down union quite similar to the UPIU remained. Chief feature it had cut its ties with American unions. Dues money would now stay in Canada.

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Fred tells of a few asides that occurred at the convention that are, in some ways, odd. First, a Ken Warde from Nanaimo, BC, was present. He was president of Nanaimo International Local 695 in 1967 when Local 8 replaced it. Seven years after it ceased to exist and several years after he left the industry, Mr. Warde and Local 695 were recognized at the founding convention, seated with voice and vote, capable of moving motions that would become part of the new union. Fred found this a bit different.

He also held his nose a bit when Tonelli addressed the assembly. He spoke of the long, proud history of the organization and how the Canadian contingent was always an equal partner and how proud he himself had been to lead the organization. In closing, he advised the delegates that the UPIU would not be taking away any local funds or chattels. However, there was over \$1 million in the Canadian head office earmarked for future transfer. This, he said, would still occur. Tonelli's notion of equality, in Fred's opinion, only went so far.

DID YOU KNOW?...

There is enough water in Lake Superior to flood the entire landmasses of North **AND** South America to a depth of 1 foot. It contains over 3 quadrillion gallons of fresh water.

ATTN EXECUTIVE AND ALL LOCAL 2 MEMBERS:

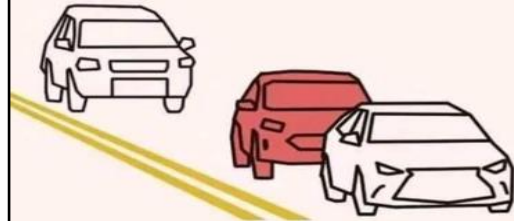
As we return to in-person General Membership Meetings at the Community Centre I would like to remind everyone that any vulgarity, profanity or indecent conduct will not be tolerated. As Article 3 section 6 states in the PPWC Local 2 Bylaws: "Vulgarity, profanity or indecent conduct will not be tolerated at any meeting or social session of this Local."

Furthermore, as per Section 7, any member or member of the executive unable to conduct themselves accordingly will be asked to leave. Section 7

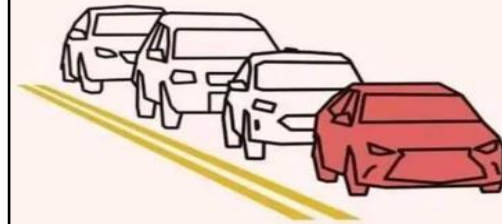
"The President shall, with the approval of the members present, have power to suspend from a meeting or social session any member or guest for unseemly conduct."

Please contact me if you have any questions, Geoff Dawe, President - PPWC Local 2

Rule of Thumb:



If one person is tailgating you, they are the problem.



If everyone is tailgating you, you are the problem.

MPS CALL FOR PROBE INTO B.C. COMPANY'S TIES AFTER GLACIER MEDIA INVESTIGATION

NDP MP Charlie Angus says he'll bring forward a motion in the coming weeks that will summon Paper Excellence executives before a federal committee.

The Paper Excellence mill in Powell River, B.C. | Paper Excellence

A handful of federal politicians say they are seeking answers into who is behind a B.C.-headquartered forestry giant after a Glacier Media investigation revealed significant links to entities in China and Indonesia. Paper Excellence has quickly grown to become the largest forestry company in North America. Its latest \$2.7-billion takeover of Resolute Forest Products, finalized this month, gives the company control over 22 million hectares of Canadian forests — roughly equivalent to seven Vancouver Islands. - STEFAN LABBÉ, GLACIER MEDIA



HEALTH AND WELFARE CONFERENCE, MARCH 23, 2023

I was able to attend the PPWC Health and Welfare Conference in Vancouver February 28 thru to March 2. This was held at Chateau Granville with Don Pearson, Geoff Dawe and me attending as with the other locals of PPWC.

Day 1 was opening remarks from Barry Touzin National Occupational Health and Safety Officer. We then started with Reports from all locals and issues that they are specifically dealing with. It was sad to Hear that Local 9, with the closure coming their members having difficulty getting EFAP appointments. They stated that it can sometimes take up to 4 weeks for an appointment. In my opinion that is a nonfunctioning employee family assistant program, especially when members are facing financial and employment unknowns. I believe our EFAP program does a good job of supporting our local members, with most appointments available within a week and there is an opportunity for emergency or crisis appointments if you ask.

Don Pearson did a good job of presenting what is happening with local 2, in regards to Health and Welfare and safety.

Day 2 was a full day with Anthony Moffatt and Sherry Shir, Lawyers from Labour Rights Law Firm, located in Coquitlam. I have participated in a course that these two lawyers have put on and they did not disappoint again. The Lawyers presentation was an overview of Human Rights, Duty to accommodate and other issues that were pressing or current.

Some key take aways are:

- The union is the owner of the grievance, not the worker. This comes into play when an individual wants to move forward but the executive decides not to, for whatever reason.
- The unions' role is to ensure that management properly interprets and applies the collective agreement.
- There needs to be "Reasonableness" which means.... Justness! The rules need to be reasonable.
- We need to Work Now, Grieve Later, unless it is unsafe, unlawful or illegal, or if it effects medical or private interests.
- Progressive Discipline is "to correct" behavior and should be based on the principle that discipline ought to be informative, educational, and not punitive.

The KVP test in which an employer's policy or rule must satisfy the following conditions. Must be consistent with the collective agreement, it must be reasonable, must be clean and unequivocal, must be brought to the attention of employees before being acted upon, and notification must be given that a breach of such a rule could lead to discharge, and that the rule must be consistently enforced.

The Human Rights portion of the talk was reminding us on principles. The Employer is entitled to a Prognosis NOT a Diagnosis. Our members need to remember that the Health and Welfare Committee is able to help all members whether they are dealing with a Weekly Indemnity claim, or a Work Safe Claim. Remember that the company is not going to do you any favors and that you have rights regarding your privacy and reporting of your injury. Use your Health and Welfare Committee to help navigate the process.

We ended the day doing a bunch of role play/and group scenarios.

My main take-away was that it is interesting to find that most locals are dealing with a lot of the same issues, such as mental health claims. These types of claims can be difficult but can be processed. Before filing your paperwork, check in with a member of the health and welfare committee.

Day 3 was sponsored by the Health and Welfare Trust. It was interesting to note that most individuals do not understand or know what the trust does or is. The Trust booklet is available on the National Website and has been being updated as collective bargained items are changed. This is our Jointly managed plan of our Health and Welfare Benefits, Short Term Disability, Long Term Disability, and Life Insurance benefits that are jointly managed and are bargained for. I am an alternate Trustee and helped present the power point of what the trust is and how it functions.

Our Health and Welfare trust is jointly managed with union and management trustees and with Mercer as the Trust Administrator. The trustees have been focused lately on financial plan management, governance, collective bargaining implementation and maintenance.

In the afternoon, Pacific Blue Cross and Desjardins both gave presentations and were available for questions. It is interesting to note that Pacific Blue Cross has secured discounts through specific pharmacies and that drug costs are not fixed, and pharmacies vary in the cost of the medication and the dispensing fees. It may be worth your while to investigate other pharmacies if you are not using one of PBC partner pharmacies and paying a premium for your medications or dispensing fees. It was also noted that we have access to TELUS Health and other online medical practitioner services through the Pacific Blue Cross website. Take a few minutes and check out the app or online website. There has been a recent email sent out from our local on some of the extra services available online.

There was a good discussion on the availability of our claims management team with Desjardins. This company has been going through staffing changes and shortages as most have.

Pacific Blue Cross and Desjardins had sponsored our continental breakfast and lunch for this day.

Thank you for allowing me to attend this conference.

While most locals left on Thursday, I was to attend and participate in a quarterly Trust meeting on Friday March 3, with all attending joint members and Mercer. My expenses for that day were paid by the National.

Thank you, Allison Pirie

WELL-BEING RESOURCES FOR PPWC – EMPLOYER TRUSTEED H&W PLAN COMMITTEES - MARCH 2023

Improved Mental Health coverage dollars through group plan

Pacific Blue Cross resources (<https://www.pac.bluecross.ca/mentalhealth>)

- iCBT (internet based cognitive behavioral therapy) through approved vendors through PBC; the expense of this therapist guided online program can be claimed under the psychology benefit under the group health plan: (<https://www.pac.bluecross.ca/member-privileges/online-cognitive-behavioural-therapy>):
- AbilitiCBT by Lifeworks
- ALAViDA – one-stop-shop for any level of substance use – alcohol and drugs
- MindBeacon – one to one relationship with a therapist
- TelusHealth (see below)
- BC’s HUB for workplace mental health by industry resources and tools (<https://www.workmentalhealthbc.ca/>)
- Stronger Minds through Beacon (https://www.mindbeacon.com/strongerminds-home?utm_campaign=Stronger+Minds&utm_source=bluecr&utm_content=eng) provides various resources (e.g. articles, webinars, etc.) to support employees struggling with relationships, family, work and study, stress and anxiety, etc.)

Pacific Blue Cross’ Health Connected application which is accessible through Plan Member’s portal includes access to the following for members:

- Health assessments that shed light on health risks, and provide health skills to show you where you are and what you need to focus on
- Challenges to make it easy to increase health skills and reduce health risks in a fun and competitive way
- Personalized health coaching plans that help turn small changes into healthy habits
- Rewards that allow you to earn badges, medals and points throughout your wellness journey Page 2 Well-being Resources for PPWC H&W Committee

Desjardins offers Health is Cool 360 wellness platform that has online & telephonic access to:

- – Health evaluation –identify health risks, access tools, realistic action plans, track progress
- Health PACT – one-on-one professional support from registered nurses for various conditions including stress/anxiety, depression, diabetes, high blood pressure or cholesterol, back or neck pain.
- Disability prevention service

Virtual care – to see a doctor online, BC residents can access Telus Health. As well, you can get access to a network of counsellors online to support you with any mental health concerns (e.g. anxiety, depression, stress, grief, etc.). The cost to meet with a counsellor virtually can be claimed under your psychology benefit under your group health plan: <https://www.telus.com/en/personal-health/my-care/doctors>

EFAP - check with your mill to see what other resources are available to members directly through the mill

Workplace Strategies for Mental Health (Resources for employees (workplacestrategiesformentalhealth.com))

- Resources for employers and employees to support psychological safety in the workplace
- All resources are free and includes access to tools, assessments, and workshops

HealthLinkBC: Resources for employees (healthlinkbc.ca)

- 9-1-1 for emergencies
- 8-1-1 HealthLinkBC to speak to a nurse, pharmacist, health coach, with specific health questions

Healthcare navigation support: finding a physician or nurse practitioner

Bounce Back (bouncebackbc.ca)

- Free, skill-building program designed to help adults and youth 13+ manage low mood, mild to moderate depression, anxiety, stress or worry.
- Online format or over the phone with a coach

Crisis Centre: Suicide line: 1-800-784-2433 (1-800-SUICIDE)

- <https://crisiscentre.bc.ca>
- Includes contact numbers for regions throughout BC: Get Help (crisiscentre.bc.ca)

Heads Up Guys: HeadsUpGuys | Manage & Prevent Depression in Men

- Health strategies for men for managing and preventing depression

GEN Z IS APPARENTLY BAFFLED BY BASIC TECHNOLOGY

Members of Gen Z are entering the workforce with certain types of technological know-how, from navigating the depths of the internet and using apps to editing photos on their smartphones.

But when it comes to using a scanner or printer — or even a file system on a computer — things become a lot more challenging to a generation that has spent much of their lives online, The Guardian reports, a counterintuitive result of workplaces still relying on technologies that were around long before they were born.

"There is a myth that kids were born into an information age, and that this all comes intuitively to them," Sarah Dexter, an associate professor of education at the University of Virginia, told the newspaper. "But that is not realistic. How would they know how to scan something if they've never been taught how to do it?"

For instance, 25-year-old New Yorker Garrett Bemiller admitted to The Guardian that he was stumped by a photocopy machine at his office. "It kept coming out as a blank page, and took me a couple times to realize that I had to place the paper upside-down in the machine for it to work," he said.

Educators have already found that the latest generation of students is struggling with wrapping their minds around the concept of file folders and directories. Even astrophysics students had a hard time with the concept, as The Verge reported back in 2021.

After all, why dig around for a while when you can just use your computer's search functions? A quick Google search can easily get you to the answer you are looking for in a fraction of a second.

It's become such a commonplace discussion these days that tech company HP went as far as to give the phenomenon a name: "tech shame."

HP found that young people are ten times more likely to feel "tech shame" as compared to older colleagues, according to a November survey, the result of a basic misjudgment.

"The assumption is that because Gen Z and even millennials spend a considerable amount of time on technology that they are technology savvy," Debbie Irish, HP's head of UK and Ireland human resources, told WorkLife last year. "This is a huge misconception. Sadly, neither watching TikTok videos nor playing Minecraft fulfills the technology brief."

There's plenty of evidence that Gen Zers don't feel adequately prepared for office life. Last year, a LaSalle Network survey found recent graduates simply didn't possess the technical skills to successfully enter the workforce.

Then there's social media, which has set a high bar for accessibility.

"It takes five seconds to learn how to use TikTok," content creator Max Simon, who makes TikTok videos about corporate life, told The Guardian. "You don't need an instruction book, like you would with a printer."

"Content is so easy to access now that when you throw someone a simple curveball they'll swing and they miss," he added, "and that's why Gen Z can't schedule a meeting."

But for tech-savvy Gen Zers, the situation is quite different. They're still far more adaptable than their older colleagues and will frequently be tapped for help themselves.

That kind of trial and error and Google-assisted problem-solving has long gone over the heads of the older generations, which will only deepen the divide.

Besides, why are we still using scanners and printers in the year 2023? Perhaps employers should finally get with the times and say goodbye to that ancient tech.

-FUTURISM

Jerry is having a bad day.

He tried to button his shirt the button fell off.
He picked up his briefcase and the handle fell off.
He went to open the door and the doorknob fell off.
Now he's afraid to pee.

CONFERENCE REPORT

I'd like to thank the membership for sending Nick, Don, and myself to the forestry and environmental conference in April.

We were not only able to make some great connections with other locals but were also able to take part in great discussions on the future of the forest industry. We had quite a few great speakers come to talk with us.

Arnie Bercov, a past PPWC national president and forestry officer. He discussed with us how environmental issues first started coming to light in the mid 80s and how unions have been instrumental in bringing about sustainable change in our industry. He talked about if unions, coalitions, first nations, and environmentalists all work together, we'll be able to bring the changes we want to see in the industry.

We also got to speak with Erik Pikkila about 21st-century forest solutions. Switching forestry from clear cutting and cut block to thinning and selective logging will not only be more sustainable for the forest, but it will also provide more fiber for sawmills and pulp and paper mills. This way of forest management would also create a lot of new jobs from the logging to reforestation.

We were also able to hear from Charlotte Dawe, an environmentalist from the wilderness committee, about species at risk. She discussed with us how selective logging and forestry industries aren't a bad thing. If we can change to a selective logging and forest management system, it would create more diversity in the ecosystem as well as new jobs.

Some of the other discussions we had centered around what issues have been affecting our mills. The biggest issues the forest industry has been having revolve around fiber shortages, concerns with raw log exports, and the long-term sustainability of pellet plants.

From what sustainable logging and reforestation could look like, to how to come up with a campaign slogan; I believe this conference was a great resource in finding ways we can help bring change both nationally and locally.

Thank you - Ayla Archambault

CANADIAN LABOR CONGRESS, WHAT UNIONS DO

UNIONS BEGIN WITH YOU

When workers unite, they make things better for everyone. That's why unions were created to stand up together for fair wages, safe workplaces and decent work hours. There are millions of union members in Canada who know that by standing together, they can accomplish great things for themselves and all workers.

HOW UNIONS WORK

Union members democratically elect their leaders who are then responsible for advocating for the good of the members. Elected leaders have defined terms, and are always accountable to the membership they represent. Unions are governed by clear constitutions, bylaws and other rules that are accessible to and changeable by the membership at regularly held conventions or meetings.

WHAT UNIONS DON'T DO:

- Take actions that are to your detriment
- Make decisions without a democratic vote of the workers
- Protect low-performing employees
- Harm the employer



OPINION 

Don't know if there is any discussion around this, but those who obtain postings to other areas need to be moved out in a timely fashion. There are some mills where a 30 day limit is imposed – something I'd like to see. Mismanagement of personnel movement is puzzling...a department posts for job because they need a worker...who doesn't arrive for 2 years...baffling.

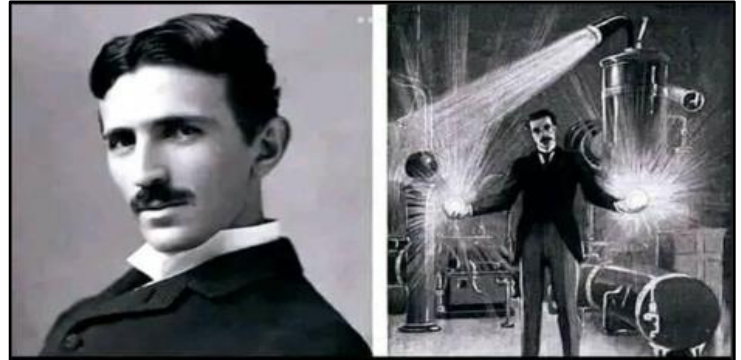
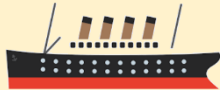
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GOOD NEWS

Tolko Industries' lumber mill in Armstrong in the Okanagan. Google Maps
Two lumber mills in B.C.'s Interior will soon be back to full capacity after undergoing temporary curtailments earlier this year. This week, Tolko Industries announced that its lumber divisions in Armstrong (Okanagan) and Soda Creek (Cariboo) will be resuming operations on Monday, March 6.
On Dec. 28, Vernon-based Tolko announced that the two mills would begin downtime on Jan. 2, due to a lack of available fibre and weak markets.

WTF?

A single Boeing 777 engine delivers twice as much Horsepower than all the Titanic's engines at full power.



- Invents Electricity, tries to give it to the world free.
- Finds out **someone is using** one of his patents, "Let him **use them**. He is doing **great work**."
- Invents a **Death Ray** that could have **handed world domination** to whoever held it, **Destroys it**.
- Invents everything from **X-rays**, to **Radar**, to **wireless transmissions** and **Electricity**. Doesn't care that he has got **no credit** for it.
- Dies poor and alone except for the pigeons who he truly loved, **Forgives everyone's ignorance**.

This Guy literally invented the Modern World way before and still we are not able to figure out how he invented. All he wanted was to make the world better. **SALUTE TO THIS MAN!**

