

CCU CONNECTIONS

Connecting Independent Unions Across Canada!

OCTOBER 2018

VOLUME 1 ISSUE 2

Former BCPCC President Keynote Speaker

A highlight of the CCU Executive Board meeting held on June 23-24, 2018 in Castlegar, British Columbia, was keynote speaker, Len Embree.

Embree is the former president of the British Columbia Provincial Council of Carpenters (BCPCC). His presentation centered around his role in the decade long struggle to sever ties with the United Brotherhood of Carpenters and Joiners of America (UBCJA), one of North America's largest building trade unions, with International headquarters in Washington, DC, in order to establish a Canadian Construction Union, autonomous from the American conglomerate.

In 2008, 5,000 members of the Construction, Maintenance and Allied Workers (CMAW) which represents the greatest majority of unionized carpenters in BC, voted by a margin of 76% to approve the terms of a BC Labour Board (BCLB) report on terms of a separation. CMAW also represents industrial shop workers and shipyard workers in the Lower Mainland and school board workers in the BC interior. "This brings a long struggle for Canadian unionism in construction to a conclusion," said Jan Noster, President of CMAW. "We have gained our freedom at great cost, but it is absolutely worth it to have a democratic union in our own hands. Construction workers need a Canadian union on an industrial model, and now they have CMAW as that union. We are celebrating today, but tomorrow we will be organizing". This settlement was historic for Canadian construction workers. The BCLB recommendations that allowed CMAW members to break their ties with the international union required the BC carpenters to pay the UBCJA \$6 million CDN. Both CMAW and UBCJA will have the right to represent carpenters in BC, although over 95% of carpenter certifications in BC are

held by CMAW.

In 2014 Embree was featured in the CCU documentary (created by Sean Cain, Better World Communications) which was show-cased in Toronto. Len's philosophy, "The labour movement wasn't founded for dollars and cents, but for people to go to work with dignity!"

In 1972 Embree became involved in the political landscape with the provincial NDP in British Columbia to try and help shape the labour movement. As Embree so eloquently said; "Men make their own history, circumstances define it."



L-R CCU VP, Michael Belanger, CCU President, Kelly Johnson, Former BCPCC President, Len Embree, CCU Treasurer, Scarlett Farquhar, CCU Secretary, Joshua Mullins

<https://yusapuy.ca/confederation-of-canadian-unions-documentary-now-online/>

President's Point of View



"The Winnipeg General Strike may have failed to create a revolution, but it gave birth to a working-class movement that created revolutionary advancements for workers' and women's rights, social justice and equity throughout Canada."

By: CCU President, Kelly Johnson

The Winnipeg General Strike Turns 100 Years Old!
May 1919– June 26, 1919

It was one hundred years ago that the guns fell silent in Europe from the Great War, and tens of thousands of Canadian soldiers returned home, only to find empty factories and unemployment. For those that did find work, it was under grueling conditions for low pay. Adding to this was galloping inflation, making it nearly impossible for working class families to escape poverty, leading to further anger and mistrust from workers against federal and provincial governments who cared very little. These concerns culminated in one of the greatest upheavals in modern world history.

The Winnipeg General Strike, which took place in 1919, may have failed to create a revolution, but it gave birth to a working-class movement that created revolutionary advancements for workers' and women's rights, social justice and equity throughout Canada, right up until today. On May 15, 1919 in Winnipeg, MB, when negotiations broke down between management and labour in the building and metal trades, the Winnipeg Trades and Labor Council (WTLC) called a general strike. At stake were the principle of collective bargaining, and better wages and working conditions. Within a few hours, almost 30,000 work-

ers left their jobs. Public-sector employees, including policemen, firemen, postal workers, telephone operators and employees of waterworks and other utilities, joined the private sector workers in an impressive display of solidarity. Opposition to the Strike was organized through a "Citizen's Committee" that was formed by Winnipeg's most influential citizens, newspaper owners and business elites. Resorting to scare tactics, the committee claimed that the Strike was led by a small group of "alien scum." Then on June 17, the government arrested ten leaders of the Central Strike Committee. Four days later, the Royal North-West Mounted Police charged into a crowd of strikers, resulting in thirty-four wounded, including two deaths. Known as "Bloody Saturday," it ended with federal troops occupying the streets of Winnipeg. Faced with the combined forces of the military and the employers, massive imprisonment and further violence from the government, the strikers decided to return to work on June 25. A Royal Commission which investigated the strike concluded that "if Capital does not provide enough to assure Labour a contented existence... then the Government might find it necessary to step in and let the state do these things at the expense of Capital." This goes without saying, especially in the worlds of politics and economics, if you want an inch, you have to fight for a mile.

I often think of the Strikers, and how they would see Canada today, in the second decade of the 21st century. Would they marvel at our universal health care and education systems, the millions of workers who belong to unions and enjoy much better and safer working conditions, and our advancements in workers' and women's rights? Or would they be equally disappointed about the growth of corporate power, rising inequality, trade agreements that override democratic rights, and the destruction of our environment?

One thing remains certain. Those brave souls who risked their lives and stood for their rights during the Winnipeg General Strike – many of whom, tragically, will remain faceless and nameless for generations to come – deserve an enormous level of gratitude from workers today in Canada who benefit from the fruits of their struggles every single day.

KJ

<https://www.cbc.ca/history/EPISCON-TENTSEIEPI2CH3PA2LE.html>



Exec. Board Meeting, June 23-24—Castlegar, BC

Labour School

The EB meeting on June 23-24, 2018 was held in picturesque Castlegar, BC at the Kinnaird Union Hall. The morning speaker, Leo McGrady, Q.C. of *Koskie Glavin Gordon* detailed the items that compose the **Law of Protest** and how they contribute to law and protest. One of the topics was legal observers, having people present at your protests or legal proceed-



ings to take notes, act as a witness to the events so they can be called upon if legal action is taken. Also included in the Law of Protest—the right to protest, demonstrate, arrest, the most common charges, searches, and picketing and leafletting.

McGrady referenced a document he and Sonya Sabet-Rasekh prepared for the Canadian Association of Labour Lawyers 2017 Annual Conference: The Law of Protest Workshop. The photo used on the cover of the reference material (which was sourced from RankandFile.ca) shows a protest in Montreal. At the front of the protest, wearing masks of prominent political figures in the Montreal government at the time, are three municipal police officers. This allowed the officers to partake in the protest without a threat to their positions. This type of “mask” also uses humor to display civil disobedience (oversized heads). Humor allows a protest to get publicity without violence or destruction of property. While in Canada we are free to protest without the fear of severe recourse, McGrady strongly sug-

gested not demonstrating in the United States. Protest examples can be from many to one, from negative to positive.

In the spring of 2014 the Kinder Morgan oil spills in Burnaby, BC triggered protests after the company claimed the spills could have both long-term and short-term negative and positive effects on the local and regional economies. There was a potential for job creation and opportunities for the affected communities according to the spin from Kinder Morgan. A local example was provided from 1979, where 600 of the approximately 800 residents (including children) of the community of Genelle Creek, near Castlegar, BC blocked the road for three days to protest the uranium exploration and testing occurring on



Leo McGrady, Q.C.
Koskie Glavin Gordon

land in China Creek which was in the water shed for the community. To bring an end to the protest, the local authorities threatened mass arrests, but instead three people volunteered to be arrested and face the charges for the protest; a smelter, a firefighter and a pulp and paper worker (unionized, family men who were upstanding members of the community). The judge found that the actions of the men was out of character and they were motivated by their honest beliefs that the exploration activities could endanger the health of their families and community at large. The protest proved

successful and no testing has taken place in China Creek to this day. McGrady then highlighted several facts concerning the protection of your identity. Should you wish to wear a mask when protesting, there is no law against it. It's your identity, you're entitled to protect it. However, the mask could frighten people and children surrounding the protest, depending on the mask, and some masked protesters are associated with the Black Block (protestors known to hijack demonstrations and often use violence to try and make a point). Letting people see your face can gain trust and support for your cause from the community. Bring items to record the actions of the protest; pen, paper, camera, phone. Make sure you have identification! Water bottles for eye flushing should the protest get unruly and draw law enforcement to break it up. Leave drugs and anything that could be considered a weapon at home. Always protect your protest/demonstration and members. Organize legal observers and patrols to take note of the actions of the protestors and third parties involved (private security, law enforcement, members of the public opposed to the demonstration, etc.).

After the mid-morning break McGrady moved on to the **Law of Organizing**. The reference material was a guide called the *Law of Organizing in British Columbia*, created collaboratively with McGrady and Sonya Sabet-Rasekh. The organizing guide is current to 2016, and McGrady feels the guide carries across jurisdictional boundaries. The cover of the guide has a picture which depicts farm workers saying “Good Enough To Work, Good Enough To Unionize – Canadian Farmworkers Union”. Many felt this was a good statement, if people are good enough to be working, they are entitled to be in a union. McGrady highlighted for organizing, determining who an employee was. If you are unsure who is an employee, contact your

Labour School

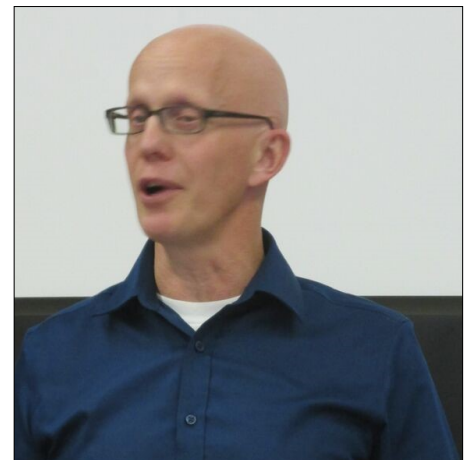


lawyer. This is vital to organizing and can make or break the organizing effort. It was recommended that when organizing you prepare an organizing team and review who you are planning to organize; run these groups by your lawyer for vetting. New certification requires 45% of employees for application to the Labour Board, where a raid requires the majority of the employees in the unit. When applying for certification, attempt to sign up over 50% of the employees in case the Labour Board determines some are not “employees” under the applied for certification. Employees vs. Independent Contractors? Are the contractors doing the same work as the unionized employees? Maybe they need to be their own bargaining unit as independent contractors are not seen as employees. To determine whether a person is an employee, there is a list of questions the board will ask, including; nature of the industry, nature of the employer’s operation and the type of work. Opposing council may or may not provide this information when asked if trying to determine the number of employees required for certification. Employees with the authority to discipline or discharge fellow employees, or who are involved in labour relations are not permitted to be unionized. Although if only involved in the recommendation pro-

cess, these employees can be unionized and the labour relations involvement has to be consistent and of significant meaning to the enterprise to be left out of the union. These decisions should be determined by the organizing team, but if in doubt seek legal council and determine the employee determinations at the outset of the campaign. Laid-off employees can be unionized as long as the time frame is reasonable. If the laid-off time frame has been a year, maybe even two, but you can show patterns of lay offs and recall to the board, these employees can be added to the certification. An excellent source of the cases which were referenced is CanLII <https://www.canlii.org/en/> (The Canadian Legal Information Institute), which is a free, searchable library warehouse of all cases for the Canadian provinces and territories designed for non-lawyers. Just like you must determine who is an employee, you must also determine who is an Employer. Be careful and do your homework! Look at records, and if there is any doubt, consult with your lawyer. If your wrong, you could trigger that organization is taking place, and the employer may take steps to prevent it, or slow down the process, costing more money. When organizing you must try to keep the activity quite and off the radar of the employer to prevent unfair labour practices or additional unfair labour practices from affecting the employees. Recently McGrady has begun taking a different approach when organizing.. He has written letters to the employers of the targets for organization, informed them of the organization campaign and outlined the unfair labour practices in the workplace. This has been attempted three times to date; with two very positive almost immediate certifications. The third has unfair labour practices which the employer is disputing, but as a result of the letter, the outcome is looking positive. Pay attention to your cards! Make sure everything is correct, date, union name, employee name, local #,

etc. and make sure the card is signed!

Within 90 days of application of certification the cards can be destroyed or become ineligible to count towards the certification, so pay attention to deadlines. Additional resources McGrady highlighted were the IML (Island Medical Laboratories Ltd.) principle; “community of interest”. And the practical tips of IML. AS his time was running out McGrady quickly pointed out additional items in the guide such as on page 50, Examples of intimidation tactics and page 51 speaks to anti-union dismissal and lay-offs. McGrady emphasized the most important thing to do prior to organizing is to know your local laws and regulations.



William Clement, Q.C.
Koskie Glavin Gordon

Privacy in the Workplace

William Clement of Koskie Glavin Gordon rounded off the day with a discussion on *Privacy in the Workplace*. This educational workshop covered sources of privacy law including Common Law, the Charter of Rights and Freedoms and privacy legislation. It also spoke to Workplace Privacy issues such as: demands for medical information, independent medical exams, drug and alcohol testing along with video surveillance and electronic tracking. The protection of property versus the person has evolved the definition of privacy when dealing with privacy as a legal right, arbitrators must evaluate how it effects the workplace. There are various sources for

Labour School Cont'd

privacy law; privacy legislation, Charter of Rights and Freedoms and common law, which speaks to the protection of physical property. When dealing with a workplace the property owner is the employer. Once you agree to employment there are not many privacy rights maintained while on the worksite. Clement discussed legitimate business use of video surveillance. Employees have varying reactions to the use of video surveillance in the workplace. A reasonable balance must be found concerning rights when using video surveillance. Employers have the right to collect personal information, but only to

speak to consent of personal information. Proper information and if the employee was fully informed of the collection of the information. Consent is not required for employers provided they meet the reasonableness standard, but the employee does have to be notified the information is being collected and why. Failure to disclose the collection of the personal information is a breach of the legislation. Unions must abide by privacy legislation as well, so learn your related provincial privacy laws. Technology has created Workplace Privacy Issues; YouTube, Facebook, Instagram, all social media platforms are

employee is responsible to alert the employer of the need to accommodate. There may be an exception to this where a stigmatizing condition is identified, but ever evolving workplace policies are making this less so. When requesting a workplace accommodation, only provide the information which is pertinent to the employer providing the accommodation. Irving Pulp case from New Brunswick was about random drug and alcohol testing. The case went to the Supreme court, but the employer would need to prove a reasonable need for the test. Would there be a case for pre-



manage the employee relationship, again provided it's reasonable. The Charter of Rights and Freedoms does not speak specifically to privacy; Section 7 addresses life, liberty and freedom of an individual while Section 8 speaks to unreasonable search and seizure. R vs. Cole speaks to electronic use of employer equipment and the employers right to search the equipment and files. The device (computer, phone, etc.) is the property of the employer giving them the right to search it when they request. When at your work location, what is your expectation of privacy? Do you have one? Is it reasonable? FIPPA (Freedom of Information and Protection of Privacy Act) has a framework to file complaints for privacy information gathered which isn't required. PIPA (Personal Information Protection Act) regulations and principles

open for the employer to search. The laws have yet to catch up to social media and the internet, so there is no protection of information. There must be a reasonable justification for the collection of medical information, along with the purpose for the collection of the information. If there is a requirement for a medical note, it only needs to disclose the information required to answer the question, i.e. the employee was sick. If a physician needs to be contacted for an accommodation, ask for a written request with the specific questions to ask the physician. Do not permit the employer to contact the physician with an open-ended request for medical information. Both parties need to act reasonable in the request for the information and in dealing with the situation. A general authorization for medical information is over reaching. An

employment testing? Could you test all potential employees? Post incident testing? Justification could be argued for post incident testing, but how serious should the incident be for testing? Reasonable cause testing? Justification for the testing? Random testing of the employees involved in the incident, or all employees involved? Clements final comments on the privacy issues were; independent medical exams can be requested when the employers don't like the findings by the employee's physician and they would like their physicians to examine the employee. In these cases, a physician agreed upon by both parties sees the employee and prepares an independent report. Many have a reasonable expectation of privacy on workplace devices; in reality, should expect none.

Affiliate Reports

Association of Employees Supporting Education Services (AESES)

By: Leanne Shumka & Gabrielle Hamm

Partnership to Defend Public Services (PDPS) Update:

Backgrounder: The PDPS is a coalition of 29 unions and labour organizations, including AESES. Together we are legally challenging the constitutionality of Manitoba's Pallister government's Public Services Sustainability Act (PSSA), which has not yet been proclaimed. The Act severely restricts the wages of public-

sector workers without first attempting to negotiate a deal through the bargaining process. A 'Rally for Public Services,' organized by the Manitoba Federation of Labour, took place on May 27, 2018. About a dozen AESES members, including family members, participated. In that same month, an injunction request was filed by the PDPS to place a hold on legislation. In July, a judge ruled against the injunction request. However, this decision has no bearing on the PDPS' main constitutional challenge, which is ongoing.

The court recently set 14 trial dates for the legal challenge, commencing on November 18, 2019 and ending on December 5, 2019. The Pallister Government has made their intentions clear through their PSSA legislation. Regardless of when the act is proclaimed, the impact of the government's new law is already being felt at the bargaining table. This is something that AESES strongly opposes. Although our AESES collective agreements are not set to expire until 2019, AESES is actively supporting the legal challenge in order to

defend the bargaining rights of our membership.

Other News:

Next year marks the centenary celebration of the Winnipeg 1919 General Strike. Many celebrations are being planned and AESES will be looking to get more involved. Stay tuned!



L-R Natalie McCann, Chris McCann, Tessa Pearen, Dan Gwozd & Laurie Morris

Affiliate Reports Cont'd

Construction Maintenance & Allied Workers CMAW

By: Leanne Shumka & Michele da Silva

Over 500 CMAW members will have the opportunity to enjoy stable employment for the next eight years thanks to BC Hydro's choice of Peace River Hydro Partners as the preferred proponent for main civil works construction. Main civil works is the largest single contract for the construction of the Site C project, and includes the construction of an earthfill dam, two diversion tunnels, and a concrete foundation for the generating station and spillways. For more information, visit our website www.cmaaw.ca.

the River Rock Casino Resort in Richmond, BC and it was a huge success. We would also like to announce our newly elected President, Chris Wasilenchuk, who is replacing Jan Noster who has decided to retire. Congratulations Chris and happy retirement Jan!



Our CMAW 7th Convention was held on Sept. 19-21, 2018 at

Canadian Overseas Telecommunications Union SCTT-COTU

By: Rosa Borreggine

TATA has announced again layoffs, terrible to see extremely good people leave, sincerely this one is affecting the most my colleagues and myself, I think we have reached a limit in seeing people leaving. However on a better news, no one from our membership was affected, but we have a feeling that next time we will, as the last 2 layoffs announced this year were for non-unionized employees. On top of that TATA has announced, the modification in our pension plan for January 1st 2019, that is another severe modification on our benefits, as the average of seniority is at 23 years of seniority. So difficult to move jobs because age and also the condition in Montreal for our type of work is not so obvious. Earlier this year, one of my colleagues moved to Toronto for a new job with Telus, and the rest of his family is in Montreal. Finally over the top, we are trying to negotiate a new collective agreement. Sincerely times are difficult, but the little we can achieve, that is a gain

Canadian Union of Skilled Workers (CUSW)

By: Geoff Denstedt

Members from the Canadian Union of Skilled Workers, Bruce Unit, recently volunteered at the Habitat for Humanity- Ne-yaashiinigiing build site. Chippewas of Nawash First Nation is located on the east shore of the Bruce Peninsula on Georgian Bay, Ontario. Four homes are currently under construction and the plan calls for 15 more homes to be built at this site as funding becomes available. Bruce Unit Members are always looking for ways to give back to our communities. It was an excellent day working beside the homeowners and learning what these new homes mean to them and their families. We plan on returning later in September.

<https://www.habitat.ca>



L-R Chris Cover, Owen Johnston, Lindsay Abbott & Mike Schnurr

CCU Social—Millennium Park



June 23 - Saturday Evening Social: After an interesting and informative day at Labour School, the CCU hosted a “**Greek feast**” at picturesque **Millennium Park** in downtown Castlegar. The park is a 23-hectare park located on the beautiful sandy shores of the Columbia River. The park boasts beautiful Celgar Pavilion, along with multiple sporting fields, an outdoor green gym, biking trails, leisure walking trails, an off-leash dog park and pond for the dogs along with three river fed natural swimming pools from the clear waters of the Columbia River. After dinner, CCU President Kelly Johnson lead a guided tour of the historical Zucker-berg Island located in the park. On the island is the perfectly preserved Russian Orthodox Chapel House constructed by Alexander Zuckerberg from the 1930s, the family cemetery site and the famous “Stump Woman” sculpture. A wonderful gem in this beautiful little city! Thanks for the excellent tour Kelly!



Affiliate Reports Cont'd.

NSUPE

By: *Melanie Gerrior*

Salutations from the East Coast! The past few months has found our members to be enjoying the continuing lovely weather and appreciating what unions have fought for... time with friends and family.

So, here's a quick update on what NSUPE has been up to in the last little bit: **Local 2** participated in the Pride Parade in Halifax on July 21.

Local 12 while dealing with negotiations has been working to educate volunteers on the risk of privatized blood collection clinics and lobby against them.

Local 13 participated in their first Habitat for Humanity build in the local community on July 28, and is already planning their next outing in October.

Local 14 participated in both

the Pride Parade in Halifax and the Labour Day March and Shelby Kennedy has been recently elected interim President for Local 14, congrats Shelby!

Local 15 is a small but mighty local that is working on their team building with their newest members.

Local 16

hosted a BBQ for its members and family, providing an opportunity to socialize outside of the workplace and to have a little fun.

Local 17 celebrated the summer by getting five new hires, yay!!!

Local 19 continues fighting to educate the government and public on the potential of private blood and plasma collec-

tion clinics; and took part in the Pride activities in Charlottetown, Prince Edward Island.

Local 22 has a new President; Robert Styles recently won the coveted position and is looking to get things going in the local. NSUPE is asking for support from CCU and its affiliates for

Locals 12

and **19** in banning paid plasma clinics in Nova Scotia, PEI and the remainder of the country,

where it's still allowed. While the CEO of CBS has publicly spoken out about paid plasma clinics, and the harm to voluntary donations, the Health Minister and Government of PEI has yet to take a position on the issue, while the previous Health Minister and Government of Nova Scotia had originally agreed to allow paid plas-

ma clinics, but changed their mind. The current Health Minister has not taken a position on the issue. NSUPE is asking you to take the time to go to bloodwatch.org and support our letter writing campaign. Download the sample letter and send to the Health Ministers of Nova Scotia and Prince Edward Island.

NSUPE is also going to participate in Advocacy on the Hill to help stop for-profit blood clinics with the Voluntary Blood Donations Act, October 29th and 30th on Parliament Hill. NSUPE would like to invite anyone in the area to come out and support us as we attend this important advocacy day.

Please support
#nopaidplasma



Front L-R Mona Deveau & Amanda Thibodeau-Fransworth

Back L-R Dwayne Whynot & Michael Orde



Josh Mullins & Tim Green, Halifax Pride Parade

CCU Spotlight—Michael Belanger

In each newsletter, we will spotlight a member of the CCU. This issue, Dawn Burns sat down with CCU Vice President, Michael Belanger:

Circa 1978 (18-something year old) Mikey!

1. **What are your plans after high school?** Plan on going to University.
2. **Where did you grow up?** East York, Toronto
3. **Are you a good student?** Not bad considering I've spent so long in school
4. **Most memorable job?** Help to build foundations and block wall for a friend of my brother's basement as a summer job when I was 14.
5. **8-track, cassette or vinyl?** Vinyl, still have a few crates of them... should think about selling
6. **Favourite band? Favourite song?** The Beatles, just about any one.
7. **If you could go back and change one thing, what would it be?** Shorter hair
8. **Career aspirations?** I have no idea
9. **Most memorable travel destination?** Went to Sudbury to visit my sister and brother-in-law.
10. **Best friend?** Elementary school friend Greg
11. **Favourite food?** Mom's apple pie
12. **Favourite author? Favourite Book?** Nero Wolf mysteries
13. **Favourite Movie?** Probably Monty Python and the Holy Grail



2018 (50-something year old) Michael!

1. **Did your plans change?** Not really, but I didn't expect to go to grad school... I didn't know what that was in high school
2. **Where do you live now?** Oakville, west of Toronto
3. **What is your educational background?** Master's degree in Science, Biology
4. **Most memorable job?** Summer job working at the fairs/exhibitions across Canada
5. **CD's, live-stream** Live stream
6. **Favourite band? Favourite song?** Still The Beatles, just about any one.
7. **Same question. If you could go back in time and change one thing, what would it be?** Travel more when I was younger
8. **Career choice?** Something I could do with a University degree in Biology
9. **Most memorable travel destination?** Too many to choose (not Sudbury)... somewhere I haven't been yet.
10. **Best friend?** High school buddy Dave the cop (now retired)
11. **Favourite food?** Something spicy
12. **Favourite author? Favourite book?** A travel guide
13. **Favourite movie?** Casablanca



Next issue will feature Josh Mullins, CCU Secretary!

CCU Affiliate Reports Cont'd

PPWC National

By: Todd Smith

For the residents of BC, the smoke and fire affected many of our communities throughout our province while cloaking our cities with poor air quality that made breathing difficult. My thoughts go out to all of those who were affected by this. I really hope that these conditions are not what we must get accustomed to. Let me introduce myself. My name is Todd Smith, I am the new PPWC National First Vice-President elect. I am originally from Local 5 in the healthcare sector that is located in Vancouver, B.C. For the better part of 38 years, I have been in the Facilities Maintenance and Operations department at the Children's Woman's Hospital. I am formally the President of Local 5 as well as the 2nd Vice-President of the PPWC National. Where do I begin? The summer has been very busy for the PPWC National President, Gary Fiege and myself. There have been changes in leadership within our locals

where we have provided assistance with the transition. We have also had forestry challenges from Trump's trade policy. Even with our provincial government under the NDP, the frustration continues as boatloads of raw logs leave our coast while we have fiber shortages. We have been tirelessly trying to change the face of forestry here in BC. We have fought hard for the preservation of the last remaining forests that constitute the valley bottoms where the spectacular 800-1000 year old trees cling to life. We presented at a rally that included First Nations, Western Wilderness Committee, Friends of Carmanah

and Walbran, politicians and us, the only union invited. We continue to work with the FSC to attain a forestry standard that we can live with. It is one thing to have a gold standard, but if no one buys in, then in reality what do you really have? We look forward to the changes that the provincial NDP have indicated during a meeting of the Coast Forest Revitalization working group. The ministry was accepting submissions over the summer and have recently put together their findings and they are now working with all groups to see how these changes will impact



them. Although log exports will continue, there will be stricter guidelines around the application to export that will hopefully have the desired effect of promoting new investment and the development of secondary and tertiary industries. The ministry was very critical of industry for not working together to find solutions to our problems. He challenged them to try and find common ground and emphasized that the large players on the coast have to work with the smaller ones. If this does not happen voluntarily, then it will be dictated by government. We continue to spread our independent, democratic mes-

sage to all who will listen and actively educate those who are unacquainted with our values. We are busy trying to organize 1,500 healthcare trade engineers and maintenance workers as well as looking at several other different groups. Gary and my intention is to enthusiastically pound the pavement and share the message that so many Canadian workers deserve to hear. Through independence we find listeners, through listeners we find solidarity, through solidarity there is strength, that with perseverance will affect change. Our National office has made

many changes recently. We have hired two new staff members, Chen Xu and Christina Nelson. We are over the moon with the results to date. We have also continued to update and diversify the functioning of our National office with various small renovations and multimedia upgrades. I am a firm believer that how we keep our home

base is a direct reflection of how much we care, from top to bottom. I was recently invited and attended CMAW'S convention in Vancouver. The convention hosted stimulating speakers where education and important information was presented to a diverse group of young, inspired workers. Thank you to Jan Noster and CMAW for this wonderful experience. In closing, I would like to thank Mr. Kelly Johnson for doing a wonderful job as the leader for all of us proud, independent union members.

In Solidarity, TS

Affiliate Reports Cont'd.

PPWC Local 1

By: Tom Campbell

I hope everyone enjoyed themselves while they were in Castlegar. Hope everyone has enjoyed their summer. It was smoky for us most of August and sorry for sending the smoke east. Our members joined together to support one of our own.

Their son (3 yrs.) was diagnosed with cancer earlier this year. The members donated some of their contractual time, to allow the member to be with their son in Vancouver during treatment. The young boy is doing much better now but will remain in Vancouver until December. The company also contributed.

We would like to welcome 10 new unionized members from Arbour Sentinel, a portable chipper and trucking operation. These members were unionized by our local, challenging the company based on being under the same umbrella. This was brought to the labour board with us winning. We had a very safe shutdown with no lost time injuries and very few first aid treatments or incidents.

End of June we had a successful union golf tourney. Our Health & Welfare and standing committees are working together to accomplish a few accommodations for our members.

Next up for us are NEB meetings in Sept and Dec. Health & Welfare conference Oct 17 & 18. Wage caucus meeting in Nov. As fall approaches and winter to follow be mindful of weather and road changes when out and about.

PPWC Local 8

By: Gerald de Jong

Hope you all had a great summer and had holidays with your family and friends. Local 8 highlights: Local 8 is comprised of five bargaining units which include Harmac Pulp mill, Ladysmith Sawmill Operations, Chemainus Value Added mill, Long Hoh sawmill, Cold Star food group. At the time of this report the annual Labour Day pic-

nic is being planned with a change of venue being spearheaded by a new younger committee.

The weather in BC has been hot and dry, as you know, and caused a lot of angst with forest fires. Days seemed like nights with the excess smoke in the air. Fires also broke out at the pulp mill with local fire departments on site to help get it out. Pulp prices and wood prices are still doing well, and forecasters claim it will stay that way for the foreseeable future.

We gained significant rate increases for our planer and shipper at Value added. Local 8 is going to arbitration over language on "shift schedule" change at LSO. Also, WFP has tightened their "D & A" policy as there might not necessarily be a second chance if you test positive after an incident.

Lock out violations have been occurring so the company and local are using an intervention committee to deal with it at Harmac. There is ongoing turnover happening at all our certs at this time.

We have been contacted by a group of people in the service industry wanting to join PPWC so stay tuned.

PPWC Local 9

By: Ron Richardson

Hello all from Northern British Columbia. I hope everyone has enjoyed their summer and got out and enjoyed it. Northern British Columbia has again experienced a summer of fires and most of my summer was spent under a blanket of smoke. Local 9 Recreation Committee has been busy with a couple of fun activities to keep the members active with the local, in June there was a golf tournament which was well attended and everyone left with a prize and a full belly.

The Labour Day Picnic was also a success a couple hundred members attending, the picnics was a combined event being shared with Unifor 603. While Labour Day is a celebration on its own, PPWC Local 9

celebrated its 50th anniversary of breaking away from the big International union and becoming a strong independent, Democratic union.

Well I hope everyone has a wonderful fall and winter season, stay warm and will hope to report for you again really soon.

PPWC Local 15

By: Greg Ball

On August 29, 2018, PPWC Local 15 and the Skookumchuk Pulp Mill celebrated 50 year's together. The evening was attended by current employees, retired employees, union reps, our local MLA's, company dignitaries, as well as family and friends.



PPWC Local 26

By: Rod Fayant

First things first. PPWC Local 26 would love to extend a heartfelt congratulations to a couple of our recent retirees. John Chernenkoff and Debbie Osland. John was a past president of our local who stayed active in the union until his retirement. Debbie was always involved in positions including and not limited to CCU Delegate and Trustee. Retired, but not forgotten. 2019/20 may seem far away for some, but it is looming large for our local. Collective bargaining will be high on the agenda. Wages have been stagnant and under the rate of inflation for the last decade. Change in government has raised expectations with many, however, without an explicit plan for additional collective agreement expenses in the new governments three year fiscal forecast, there is a

Affiliate Reports Cont'd.

reason for concern. If there is a reason for optimism it's in the fact that they did write that the costs of ratified collective agreements will be reflective in the 2019 budget.

There has been significant capital spending at Selkirk College recently. The upgrades to the Nelson campus trades buildings are closing on completion. The buildings were 50 years old and in desperate need of upgrade. This initial estimate of the cost was 18.9 million. This will help house programs such as, but not limited to: Millwright, Machinist, Electrical Apprenticeship, Welding, Carpentry Apprenticeship,

Rigging to Log Scaling & Grading, Metal Fabricator, Fine Woodworking, Plant Operator, and Refrigeration Plant Operator. Please check out www.Selkirk.ca for more info. Also costing in the millions and its initial phase is the Project Aurora (acronym for a United Renewal of Related Applications). It is a review and upgrade of support systems and processes. It is approximately a two to three year project that has caused a small uptick in hiring. Unfortunately, most hires, it not all, have been of the temporary variety. Even though it was a great year by most standards, the Selkirk College, Saints hockey

team lost in the finals to Trinity Western University. The finals were a best of three series in which the Saints lost the first two games 5-1 & 4-1.



York University Staff Association (YUSA)

By: Giulio Malfatti

Thank you NSUPE for your hospitality this weekend and the CCU Executive for a great Labour School and NEB.

Ontario has just passed its first hundred days of the new provincial Conservative Government under Doug Ford and they have certainly lived up to the fears of the Ontario labour movement. Ontario's minimum wage had been set to rise to \$15.00 an hour on January 1st but the Ford government has already terminated that piece of legislation. Ford has now set his sights on the Fair Workplaces, Better Jobs Act - the previous Liberal government attempt at modernizing the labour laws of Ontario. Ford has referred to that piece of legislation as a 'job killer' and has vowed to overturn it in the very near future. The constant labour protests and street demonstrations that marked the Mike Harris Conservative Government of the mid to late 1990's don't seem to be that far from revisiting Ontario once again. Earlier this month YusApuY held its Retirees Luncheon. Normally this event is held in May but due to the CUPE 3903

strike it had been postponed, as we did not want our retirees to sit in the lineups trying to get onto campus. As well we knew that many would not attend if it meant crossing a picket line. This event is one of the highlights of the year for YusApuY as we honour those who came before us and fought for the rights and entitlements we currently have in our Collective Agreement. Once the strike was ended in by the Conservative Government legislation we immediately began working on another date for the luncheon, as cancelling it was not an option we were prepared to entertain.

As of the writing of this report (October 8th) we are still negotiating our Unit 1 contract with York. We began negotiations in June and four months later the parties have still not completed all of the non-monetary issues. One of the lessons that we have learned over the years is that we need to be patient. We need to let the process play out and we will be ok. Complicating matters for the employer is the fact that they are also negotiating contracts with the faculty association and CUPE 1356 (the trades and custodial staff) at the same time and that the negotiations

with CUPE 3903 resulted in the longest strike in English Canadian university history.

While we are negotiating the Unit 1 contract all employee groups at York, including the managerial group, are negotiating changes to the York University Pension Plan. There is only one pension plan at York and all full time continuing, part time continuing and contract employees (with contracts greater than one year) are participants. There are two main areas that are currently being reviewed for changes; the elimination of the early retirement penalty starting at age 55 and the option to take a variable pension with the actual yearly payable pension based on the performance of the plan. We are scheduled to meet again on October 10th when the York University Pension Plan actuary will present the costing of the changes.

In Solidarity

GM

FISH N-L Update...

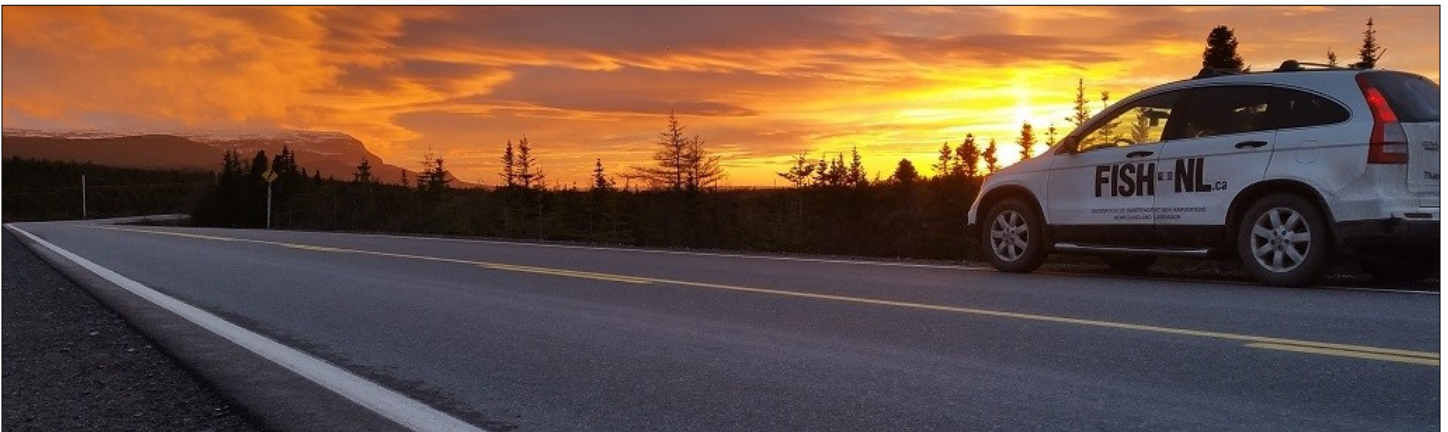
The Confederation of Canadian Unions has pledged \$10,000 to the Harvesters of Newfoundland and Labrador (FISH-NL) legal fund.

“We consider the inshore harvesters of Newfoundland and Labrador our brothers and sisters in their struggle,” says Kelly Johnson, President of the CCU, which represents 20,000 public- and private-sector workers across Canada. “We value independence, and the freedom of workers to make their own choice.” The \$10,000 donation brings to almost \$49,000 the amount that FISH-NL has raised through a Go Fund Me campaign launched in late May.

The goal is \$75,000, with most of the funds needed to pay for FISH-NL’s legal expenses to argue its case before the NL Labour Relations Board, as well as for a battle at the province’s Supreme Court, where the FFAW-Unifor is challenging FISH-NL’s status as a union.

The FFAW and its parent union, Unifor, have been using their huge financial resources to beat back FISH-NL, whose application for certification has been before the Labour Relations Board for 17 months, but FISH-NL keeps moving forward.

On May 24th, the Labour Relations Board announced it had decided to call a hearing to decide “which fishers should be included



in the unit for the purpose of the Board deciding whether a certification vote will be held.”

Five weeks later, and a date for the hearing has yet to be set. Find FISH-NL’s Go Fund Me campaign here: <https://www.gofundme.com/boots-on-the-deck>

The labour lie: FISH-NL reacts to Labour Board decision dismissing its application for certification

Oct 10, 2018—The province’s Labour Relations Board has defined an inshore harvester as anyone who pays dues to the FFAW-Unifor. “That definition does not hold water within the dynamics and practices of today’s fishery, which renders the Board’s definition of an inshore harvester a lie.” In January 2017, less than a month after FISH-NL submitted its application for certification, the Association of Seafood Producers (ASP) wrote the Labour Relations Board to recommend “consideration” be given to the definition of a fisherman. members it’s supposed to protect. What other benefits are they reaping?

Read more—FISH-NL statement on labour board decision

<https://www.fish-nl.ca/>

*solidarity
matters*

Recommended Reading List

The Guy in the Green Truck: John St. Amand – A Biography By James N. McCrorie

Few mature men and women choose to abandon secure employment with handsome health and retirement benefits for a cause and an uncertain future. This biographical memoir is about a man who did just this, abandoning a promising career as a sociologist at Mohawk College in Hamilton, Ontario, for the turbulent life of union organizer in Nova Scotia.

On This Patch of Grass: City Parks on Occupied Land — By Matt Hern, Selena Couture, Daisy Couture and Sadie Couture
Forthcoming January 2019 Parks are a certain kind of property, and thus creations of law, and they are subject to all kinds of presumptions about what parks are for, and what kinds of people should be doing what kinds of things in them. Parks — as they are currently constituted — are colonial enterprises. On This Patch of Grass is an investigation into one small urban park — Vancouver's Victoria Park, or Bocce Ball Park — as a way to interrogate the politics of land.

IKWE: Honouring Women, Life Givers, and Water Protectors - By Jackie Traverse

"I had the privilege of going to Standing Rock twice. The strength and power that came from the women there inspired this book. To be a woman is to be a life giver and water protector. Even if you never have children, you have that sense, and the duty to honour and protect the water is within you," writes Traverse.

Ohpikiihaakan-ohpihmeh (Raised somewhere else) - By Colleen Cardinal Foreword by Raven Sinclair (Ótiskewápiwskew)
A 60s Scoop Adoptee's Story of Coming Home - The personal story of a 60s scoop survivor — the loss, the trauma and the journey to heal.

Children of the Broken Treaty, By Charlie Angus

Children of the Broken Treaty exposes a system of apartheid in Canada that led to the largest youth-driven human rights movement in the country's history. The movement was inspired by Shannen Koostachin, a young Cree woman whom George Stroumbouloupoulos named as one of "five teenage girls who kicked ass in history."

TABLE OFFICERS

Kelly Johnson, (PPWC) CCU President (ccucscpresident@gmail.com)

Michael Belanger, (YUSA) CCU Vice President (ccucscvp@gmail.com)

Scarlett Farquhar, (YUSA) CCU Treasurer (ccucsc treasurer@gmail.com)

Josh Mullins, (NSUPE) CCU Secretary (ccucscsecretary@gmail.com)

We want to hear from you! Communications Committee: Mike Belanger, Dawn Burns, Melanie Gerrior, & Leanne Shumka— **ccucsccommunications@gmail.com**

You received this newsletter because you subscribe to the CCU listserv. The communications committee team works hard to deliver timely, good quality information. However, we apologize in advance if we inadvertently omitted any information or made an error.

Please consider the men and women working in the forestry industry/pulp mills and print this newsletter as many times as you deem necessary.

Winnipeg Centenary Conference...



CALL FOR PAPERS

1919

WINNIPEG GENERAL STRIKE CENTENARY CONFERENCE

WINNIPEG, MANITOBA BUILDING A BETTER WORLD: 1919-2019

THE WINNIPEG GENERAL STRIKE OF 1919 was a landmark moment in North American working-class history. In May and June that year, over 30,000 workers ceased work for six weeks. Provoked by the inequities of industrial capitalism, the authoritarianism of their workplaces, the brutal experiences of the First World War, rising prices and stagnating wages, an insecure economic outlook, intransigent employers, and a federal state that responded to their demands with growing repression, the city's workers stood together in an astounding display of unity. This was also an era filled with hope; the horrors of industrialization and militarism encouraged many to think of ways of constructing a better world. The combination of anger and hope was infectious. In 1919, Winnipeg workers displayed an inspiring unity, facing hunger, threats of permanent dismissal and blacklisting, and violence at the hands of authorities, most notably in the vicious assault they unleashed on "Bloody Saturday," killing two workers and injuring many more.

MAY 8-11 2019

Continued on Page 17



ALL PROPOSALS MUST INCLUDE THE FOLLOWING INFORMATION FOR EACH PERSON INVOLVED:

1. Presentation Title
2. A 100-150-word outline of the presentation.
3. A 100-150-word biography. These must include (if applicable) a list of publications, activities, and a list of positions (paid and/or voluntary) relevant to this event. This information is essential to assisting the organizers in soliciting funding to support travel and other workshop costs.

PROPOSALS FOR INDIVIDUAL PRESENTATIONS, PANELS, OR ROUNDTABLES ARE DUE FEBRUARY 28, 2018.

Please email these materials as an attachment in **Word format** to the program committee at:
1919strikeconference@brandonu.ca

For more information about conference themes and to keep up with our ongoing plans, please visit:
1919-2019.com



This 1964 protest song was written by Englishman Ron Angel, who at one point worked for ICI, who owned the nylon thread and colourant plant about which this was written. The song grew legs of its own and jumped the pond to Newfoundland, where Great Big Sea picked it up and made it famous in North America.

GO BOYS GO (*The Chemical Workers Song*)

And it's go boys go

They'll time your every breath

And every day you're in this place

You're two days nearer death

But you go....

Well a Process Man am I and I'm tellin' you no lie

I work and breathe among the fumes that trail across the sky

There's thunder all around me and there's poison in the air

There's a lousy smell that smacks of hell and dust all in me hair

And it's go boys go

They'll time your every breath

And every day you're in this place

You're two days nearer death

But you go....

Well I've worked among the spitters and I breathe the oily smoke

I've shovelled up the gypsum and it nigh on makes you choke

I've stood knee deep in cyanide, got sick with a caustic burn

Been workin' rough, I've seen enough to make your stomach turn

Chorus

There's overtime and bonus opportunities galore

The young (wo)men like their money and they all come back for more

But soon you're knockin' on and you look older than you should

For every bob made on the job, you pay with flesh and blood

Chorus

Well a Process Man am I and I'm tellin' you no lie

I work and breathe among the fumes that tread across the sky

There's thunder all around me and there's poison in the air

There's a lousy smell that smacks of hell and dust all in me hair