

CCU CONNECTIONS

Connecting Independent Unions Across Canada!

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Newfoundland's Ryan Cleary - EB Keynote

Rodd Hotel, Charlottetown, PEI
Oct. 14, 2018

CCU President, Kelly Johnson brought the group together and introduced the EB meeting keynote speaker: Ryan Cleary, FISH-NL President. Cleary, 52, was born and raised in Newfoundland and Labrador. Over the last two decades his CV boasts several exhilarating careers: Politician, journalist, activist, and now Union President. Born in Gander and raised in Riverhead, Harbour Grace, and Bay Roberts, he served as the Member of Parliament for St. John's South—Mount Pearl from 2011 to 2015. Cleary

graduated from the journalism program at the College of the North Atlantic in 1989. As a journalist, Cleary has covered most of the major events in Newfoundland and Labrador - Including the 1992 moratorium on northern cod that decimated the fishing industry.

Since 2016 Cleary has served as the President of **FISH-NL** (Federation of Independent Sea Harvesters of Newfoundland and Labrador).

Ryan began by thanking everyone for the invitation to speak to the Confederation of Canadian Unions and for the support the CCU and its affiliates have shown FISH-NL in its bid to separate and become independent from FFAW (Fish, Food and Allied Workers). He discussed the countless hurdles FISH-NL has faced, and continues to face in dealing with the Labour Relations Board and FFAW. Late last month FISH-NL's certification application was dismissed.

FISH-NL argued that the real number of working inshore fish

harvesters in the province was about 4,500 — a number that meant the 2,372 union cards signed by FISH-NL supporters would be enough to call for a formal vote and let the fish harvesters decide who they wanted to represent them. FFAW argued the bargaining unit has closer to 10,000 members; the labour board agreed.

"Twenty-one months and the application for independent certification was dismissed, with the claim that the cards filed didn't represent forty (40%) percent of the harvesters."

"Twenty-one months to define a fisherman, to count how many there are in Newfoundland and Labrador. The definition of a fisherman by the labour board is any one person who has paid dues to the FFAW board, even once. This qualifies you as a fisherman/woman." According to Cleary, "This is a 'Labour Lie.'"

Cleary said, "While FISH-NL disagrees with the decision of the Labour Relations Board, what it does is set the rules of the game for a second application."

"I know that there's support at the wharf. Everyone knows there are massive problems with the FFAW-Unifor," Cleary said. "But the time has come to either do something about that or watch the fish-

ery continue to slip away." "We may not agree with the rules of the game as set by the Labour Relations Board or the vote process, but at least we know what they are. We have Goliath where we want him."

Cleary Continued on Page 4



L-R FISH-NL President, Ryan Cleary & CCU President, Kelly Johnson

President's Point of View



**By: CCU President,
Kelly Johnson**

Canadians were stunned when General Motors (GM) recently announced its plans to cut 15% of its salaried workforce and close five plants throughout North America, one of them being the Oshawa plant that employs more than 2,500 workers.

First opened on November 7, 1953, the plant employed as many as 23,000 people during the 1980s.

The Confederation of Canadian Unions stands in support with the workers, their families, and the community, but real policy alternatives must be developed to prevent this from happening again to others throughout the country.

While workers at the plant and its union, UNIFOR Local 222, are doing everything they can to fight for their jobs and pensions, Prime Minister Justin Trudeau was in warm, sunny Argentina just three days later – and not without irony – signing a corporate, free trade agreement with the United States and Mexico that some refer to as “NAFTA 2.0.”

This comes exactly 10 years after General Motors received a \$60 billion bailout package from the Canadian, Ontario and U.S. governments, which included \$10.8 billion of Canadian government assistance in exchange for 12% ownership of company shares.

Since then, the former Ontario government and former federal government of Stephen Harper sold its shares back to GM – just when it began making a profit again, of course. UNIFOR is

correctly arguing that our governments should have kept its shares and used the ownership as leverage to force GM to re-invest and maintain jobs in Oshawa (as well as St. Catharines).

After giving GM billions of dollars of bailout funds, both taxpayers and members of UNIFOR Local 222 alike are right when they call this “bailout-and-run” calamity a slap in the face.

For forty years, we’ve been told over and over again that corporate free trade agreements, along with tax cuts for business and the investment class, attacks on unions and collective bargaining, and government spending cuts, were going to create a climate for investment that would rain good-paying, middle class jobs. The evidence has shown, in painful detail, this has been proven demonstrably, spectacularly, fabulously, head-bangingly, and -crushingly false. Advocates for corporate, free trade might as well start believing the earth is flat. Yet in the parallel universe of Ontario Premier Doug Ford, whose favourite punchline is “Ontario is open for business,” this is just another financial decision for his corporate friends.

UNIFOR is currently calling on GM to allocate product to the Oshawa plant past its current run date of December 2019. The plant is one of the most efficient and profitable in North America, with a decorated and highly skilled workforce. At the same time, GM sales and profit margins are both increasing, and its balance sheets are, even according to the business media, very healthy.

As Oshawa NDP Member of Provincial Parliament Jennifer French commented: “GM didn’t

build Oshawa. Oshawa built GM.”

Since the early 1970s, the CCU has called for the elimination of corporate welfare bailouts and instead, the establishment of a nationwide, made-in-Canada industrial strategy of democratic, public ownership that protects decent jobs, our environment and extends workers’ rights. Canada remains one of the few countries in the world that doesn’t have its own industrial strategy.

As long as so-called free trade agreements give corporations almost unlimited power over workers and governments, and attacks on workers’ rights and increasing inequality continue, the middle class in Canada will be hollowed out, and more examples of de-industrialization and economic uncertainty will put further communities throughout the country at risk.

Unfortunately, the entire GM “bailout-and-run” debacle of the past decade isn’t the beginning of this process, but just a continuation of it.

KJ



“Closing of the GM Plant in Oshawa is a symptom of a larger economic problem”

Vice-President's Report

By: Michael Belanger, CCU Vice President

My report is a social media primer... or how to start walking the online picket line!

We can still hit the streets with placards and rallies, but can unionists win the social media fight?

While this I cannot directly answer. I will attempt to provide some thought-provoking ideas based on what I have done and read. I have included some on-line petitions that I would encourage all unionists to spend some time reviewing and contributing to.

For years, companies, some of our employers, and rich right-wing Conservatives have been using social media to manipulate attitudes and behaviours. Recently, 50 million Facebook profiles were hacked by Cambridge Analytica, influencing U.S. voters and Russians who generated 30 to 40 per cent of U.S. election-related tweets.

Many of the labour movement's renewal goals, such as improving equity within unions, adopting more inclusive grassroots organizing, and reaching out to a precarious, fragmented workforce—seem to line up with this open potential of social media. Many unions continue to struggle in maintaining their centrally controlled messaging in a context that favours open communications and differing opinions.

In Canada, as in many countries, union membership continues to decline as the labour movement has struggled to respond to the ideological pressures of capitalism as well as to the dramatic increases in small scale and fragmented employment. A large segment of the precariously employed are part of a generation of

youth that have grown up with little awareness of unions and their possible benefits, a resurgence of unions requires a significant shift in the popular narrative around social and economic equality.

So What Can You Do!

The following are some online groups that allow 'you' as individuals to help lead the change. Consider signing some of their petitions.

ICLMG - The CCU/CSC is a member of the International Civil Liberties Monitoring Group. Their aim is to protect and promote human rights and civil liberties.
<http://iclmg.ca/>

ILRF - International Labor Rights Forum works with labor unions, consumer activists, religious and community-based organizations, human rights organizations, and student groups, to demand dignity and justice for workers.
<https://laborrights.org/>

Amnesty International - Amnesty International is a global movement of over 7 million people in more than 150 countries working together to protect and promote human rights.
www.amnesty.ca/

LabourStart is the news and campaigning website of the international trade union movement.
www.labourstart.org

The Council of Canadians - advocate for clean water, fair trade, green energy, public health care, and a vibrant democracy. We educate and empower people to hold our governments and corporations accountable.
<https://canadians.org/>

Change.org - Their Petitions centre on issues about, taxes, economic justice and

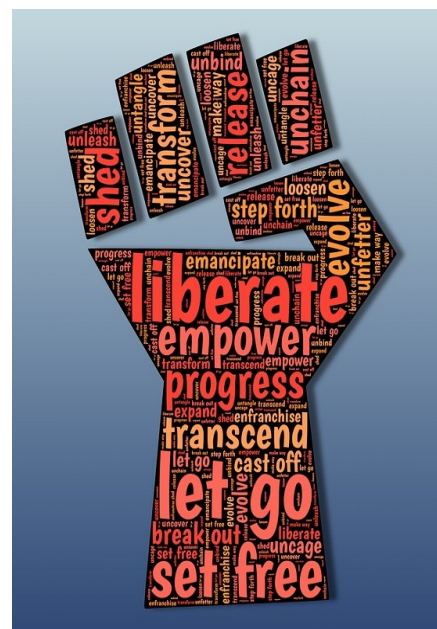
Canadian politics and others.
www.change.org/

Change.org—Start your own petition or sign on to one of many petitions including the CCU's 'Pharmacare for All' (6,950 have signed on). www.change.org
www.change.org/p/justin-trudeau-pharmacare-for-all

Leadnow - Leadnow envisions a just, sustainable, and equitable Canada. Their campaigns support a healthy environment, a just society, a fair economy, and an open democracy.
<https://act.leadnow.ca/>

Avaaz - Avaaz empowers people to take action on pressing global, regional and national issues, from corruption and poverty to conflict and climate change.
<https://secure.avaaz.org/page/en/>
Start Your Own Petition (Support our strike!) https://secure.avaaz.org/en/community_petitions/start_a_petition/

OpenMedia - Works to keep the Internet open, affordable, and surveillance-free.
<https://openmedia.org/>



Ryan Cleary Keynote Cont'd

"It is up to inshore harvesters to decide. The ball is back in their court." FISH-NL's first application for certification was funded by donations from harvesters and their families and friends, and from concerned citizens. There were two Go-FundMe campaigns. "A second application cannot be funded that way. We cannot do that again," stated Cleary.

Cleary said members of the FISH-NL executive and volunteers have begun calling harvesters to invite them to pay monthly dues to keep FISH-NL working. By the end of the month, if there's insufficient support, FISH-NL will have to tie up for good.

So where do we go from here? We now know the rules, know the goal posts, have the lists of the members, and the percentage is attainable. "Don't rule us out in 2019". Next time we'll "do it with the fisherman, not for", said Cleary.

UNIFOR (FFAW) challenged the status of FISH-NL. Supporters of FISH-NL are not

welcome back to FFAW, and now have no pensions, no medical benefits, or right to strike, since they are not represented by a union; no free enterprise.

FFAW's also struck back by changing their constitution to ensure FISH-NL supporters (card carriers, Facebook commenters, etc.,) lost their right to run for FFAW executive positions.

Most newsrooms in Newfoundland are represented by UNIFOR, so there has been little to no media coverage of FISH-NL's battle.

Currently FFAW represents plant workers, fisherman, processors, which is a slight conflict of interest in collective bargaining issues. UNIFOR/FFAW represent oil and gas companies. Conflicting industries being "represented" having negative impacts on one another. The oil and gas industry and the Government of Canada conflicts with The Department of Fisheries and Oceans which controls the resources. Yet fish quotas are being used to

bank roll the scientific studies and exploration (government operated and managed).

Ryan has requested the Auditor General investigate the Cod Sentinel fisheries. FFAW has threatened to sue Ryan for referring to them as the "Salt Water Mafia", so he doesn't use it in Newfoundland anymore. Ottawa has abdicated their responsibilities of the fish industries and management.

Ryan has met with the premier and opposition leader for Newfoundland and Labrador. CLC union leaders are trying to explain how FFAW lost its way. "Without fish, what is Newfoundland & Labrador?" "We've been at this battle for almost 2 years, and are not about to give up!"

Tom Maclean (CUSW) was surprised by the ruling, but vowed to be in it with Cleary and FISH-NL for the long haul. The affiliates agreed to continued supporting FISH-NL in it's quest for independence.

FISH-NL UPDATE—FOR IMMEDIATE RELEASE Thursday, Feb. 14th, 2019 By: Ryan Cleary

FFAW-Unifor competes with its own members for fish, and polices its own catches: FISH-NL

The Federation of Independent Sea Harvesters of Newfoundland and Labrador (FISH-NL) says the conflicts of interest surrounding the FFAW-Unifor being awarded a redfish quota in the Gulf of St. Lawrence are outrageous and must be addressed "Not only is the FFAW in conflict with

its own members in being granted an 800-tonne experimental redfish quota in the Gulf, and \$700,000 to cover expenses, but the union also appears to be monitoring its own catches," says Ryan Cleary, President of FISH-NL.

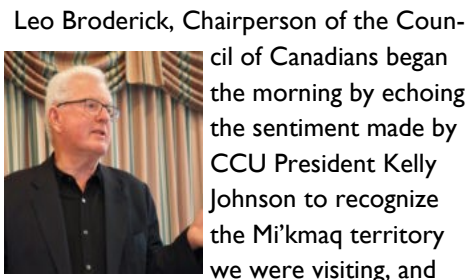
"At what point will Ottawa and the Department of Fisheries and Oceans acknowledge the conflicts are beyond the pale?" The FFAW-Unifor was awarded the 800-tonne experimental redfish quota last fall, and, more recently, \$700,000 from the Atlantic Fisheries Fund to cover expenses. Fishermen

like Oz Tucker of the Great Northern Peninsula, who himself was granted a 500-tonne experimental redfish quota in the Gulf, have complained the FFAW-Unifor is competing with its own membership. While the FFAW doesn't hold any fishing licences — which was a condition of applying for the experimental redfish quota — a DFO official said the union's membership includes Gulf-based harvesters with mobile gear ground fish licences. Indeed, the FFAW's reddish quota is being caught by a vessel owned by a member of the

union's inshore council. There's yet another conflict of interest in that the current Master Collective Agreement between the FFAW-Unifor and the Association of Seafood Producers states the union-owned Fish Harvesters' Resource Centres will be the "exclusive" dockside monitoring agent for all fisheries involving the under 100-foot fleet in Newfoundland and Labrador. "The FFAW is competing with its own members for quota, and policing its own catch, which is unacceptable no matter which side of the fence you're on."

EB Meeting - Oct. 13-14 Charlottetown, PEI

Rodd Hotel, Charlottetown, PEI



Leo Broderick, Chairperson of the Council of Canadians began the morning by echoing the sentiment made by CCU President Kelly Johnson to recognize the Mi'kmaq territory we were visiting, and commenced an invigorating discussion on the need for **Pharmacare for All** in Canada. Broderick is a retired teacher who lives in Charlottetown. He served as President of the P.E.I. Teachers' Federation and Vice-President of the Canadian Teachers' Federation. Broderick was involved in the labour movement when the education system suffered a 7.5% wage roll back and collective bargaining was removed in Prince Edward Island.

He began by addressing issues the labour movement is facing today: 1. Climate change. 2. Rising inequality in Canada and around the world. 3. Rising militarism in Canada and around the world. The increased militarization to protect the elites from the other issues. Council of Canadians are strongly involved in the issue of water access around the world.

Council of Canadians was founded in 1985, and is the largest social action organization in the country. There are seventy (70) chapters across the country and they do not accept any government funding. This allows them to remain impartial and present either a critical voice or complementary and supporting voice on the issue depending on the cause.

Economic globalization and unregulated market capitalism have divided the world. This has led to a decline in unionization in the United States. The Council of Canadians is fighting to protect the common rights of humans and create a living democracy. They have campaigns to support free trade, clean water, health care, energy, climate change and democracy. Fresh,

clean, drinking water should be a basic human right; yet many Indigenous communities in Canada have no access to clean water.

Interest in union involvement amongst younger workers is on the decline. There needs to be a drive by the private sector to increase union participation.

Drug coverage in Canada is a patchwork of private and public insurance programs. Approximately twenty-six (26) million Canadians have private drug benefits, largely provided through their employers. Twenty-six (26%) percent of Atlantic Canadians don't take their prescriptions because they can't afford too. In Prince Edward Island, one in three (1:3) or approximately 24,000 Islanders don't have benefits. In Canada approximately only twenty-seven (27%) percent of part-time employees have prescription coverage.

Family Health Benefit Drug Benefit for low income families doesn't cover the dispensing fees for prescriptions. Even the \$2 co-pay for dispensing fees has been found to be a barrier for some; especially when you add up multiple prescriptions. Approximately 25% of Canadian households include someone not taking their prescribed medication. Canada's per capita drug costs are the third (3rd) highest in the world, behind the US and Switzerland. A combined twelve Canadian companies spend approximately \$200 million per week on prescription drug plans.

The solution... National Pharmacare. It would provide the following: 1. Universality 2. Public, Single Payer Administration 3. Accessibility 4. Comprehensiveness 5. Portable Coverage. Canada has had public hospital insurance since 1957 and public coverage for physicians since 1966, the time is now for Pharmacare! The voices of labour, the public and unions must unite and speak as one voice to fight for this. The United Kingdom and Australia both have a National Pharmacare Program.

This presentation should be brought back to our locals, shared, promoted, a campaign started. Hook up with health coalitions, other unions supporting the cause. This is something for the greater good.

Watch Leo Broderick's full presentation to CCU - <http://www.ccu-csc.ca/leo-broderick-speaks-ccu-pharmacare/>

NAFTA, Trade & Canadian Jobs

Scott Sinclair from the Ottawa office of the Canadian Centre of Policy Alternatives kicked off the second half of the morning with a discussion on the United States Mexico Canada Agreement (USMCA) or as it was fondly nicknamed "NAFTA II". Scott is a PEI resident, who had the opportunity to work with the CCU's own Madeleine Parent



on the original free trade agreement. This session looked at the reimagining of trade deals and the development of the "new" model for North American fair trade and development. There was discussion on the original agreement and reducing greenhouse gasses; how can climate changes impact trade.

With the new agreement came six key challenges: 1. **Confronting arbitrary United States trade actions** 2. **Benefitting the many (workers), not the few (corporations)** 3. **Rebalancing investor rights and responsibilities** 4. **Tackling climate change** 5. **Respecting food sovereignty** 6. **Reforming intellectual property rights.**

While a primary look at the agreement makes it appear very similar to the original, there are substantial changes to benefit the American economy.

EB Meeting Continued on Page 6

EB Meeting Cont'd

Sinclair emphasised the need for growth in trade, however Canada is currently lagging in productivity. Tariff free access to goods and services? Economies of scale, cross border supply chain, mobility of executives and professionals. This could open a potential for social “dumping”.

USMCA shows aggressive use of trade remedies: softwood lumber, paper, steel, pork, magnesium. However; there is a “trumped-up” national security on goods such as: steel aluminum and autos. United States also wanted to eliminate Chapter 19 NAFTA review process.

Challenge Two: Benefitting Labour, how to enforce labour rights, effective complaint mechanism, deliberate policy shift, neo-liberalism. Requires a national strategy to oppose Trump. Eight labour rights cases have been settled against the government with NAFTA, with \$220 million in compensation for the challenges. USMCA agreement will phase out investor state dispute settlement. Challenge Four: Tackling Climate Change. Outlining ambitious binding targets for greenhouse gas reductions, determining a safe harbour for good-faith measures to fight climate change, just transition for affected workers and communities, a “Green New Deal”. Jan Noster of CMAW discussed the carbon tax, and why is British Columbia the only province imposed with such a tax? \$1.61/litre of unleaded fuel in B.C., the everyday person is paying this for fuel. Why? Change the design to lessen the impact on more vulnerable groups. Choice between poverty and the environment? No choice, needs to be the environment. There needs to be a provision of viable alternatives for the trades which are seeing a collapse (oil fields).

Challenge Five: Respecting Food Sovereignty. Promote ecologically sustainable food production and distribution. Support fair compensation for food producers. Accommodate local control of food systems and markets.

Supply management has been maintained, with a three (3%) percent transfer in the USMCA agreement. Canadians spend more money on medications than any other developing country in the world with the exception of the United States.

Challenge Six: Reforming Intellectual Property Rights. Resist the pressure to adopt IPRs (Intellectual Property Rights) that impede access to affordable medicines. Free access, publicly funded research premised on ensuring affordable access to new medicines. Advance alternative strategies to encourage and reward innovation.

Additional challenges faced; respecting indigenous rights, fully exempting public services, ensuring privacy and user rights in e-commerce, safeguarding public protections and the right to regulate, advancing gender equity and protecting cultural industries and cultural diversity.

Watch Scott Sinclair’s full presentation to CCU—<http://www.ccu-csc.ca/scott-sinclair-presentation-ccu-free-trade-canadian-jobs/>



NSUPE Business Agent Nancy Elliott

Mental Health in the Workplace: The Union’s Role

Nancy Elliott travelled to Prince Edward Island to speak to those in attendance on the growing role unions have on mental health and wellness in the workplace.

One in five Canadians experience mental health problems or illness in their lives. Nearly half of all Canadians have had a mental health issue by the age of forty. “There can be no health without mental health”; WHO (World Health Organization).

Mental illness is complex. Mental illness develops from a combination of genetics, biology, environment and life experiences (trauma, exposure to toxins, etc.). Mental health in the workplace is complex as there are multiple factors which contribute to it; mental illness and psychological health and safety to name two.

The mental health continuum is a constantly moving target. Mental health illness leads to severe effects on physical health and cognitive capacity, lower engagement, productivity, lower retention, increase absenteeism, increase benefit costs (medications & LTD), stigmas in the workplace and fears. Less than half of Canadians who think they have depression have been diagnosed by a physician or treated.

What is the union’s role? 1. Awareness. Talk openly about mental health, make information available, educate your members and representatives. 2. Promote mental wellness. Ensure an effective health and safety committee, collective agreement provisions, work life balance. Encourage workable policies and standards; The National Standard of Canada for Psychological Health & Safety in the Workplace. Promote a social and political model that contributes to good mental health. 3. Support your members. Legal obligations, duty of fair representation, disciplinary cases, member to member conflict, duties owed to all members.

Watch Nancy Elliott’s full presentation to CCU -<http://www.ccu-csc.ca/nancy-elliott-presentation-to-ccu-on-mental-health-and-the-role-of-unions/>

FISH-NL Convention - Jan. 22, 2019

**By: Scarlett Farquhar,
CCU Treasurer**

It seemed like any AGM upon first glance: however, the FISH-NL AGM opened with the singing of *Ode to Newfoundland*. Everyone stood, some with hats off, and belted out the Ode. It was awesome to witness...brought me back to traditions from years ago and I got a little choked up to be honest.

Colleen Power, a wonderful and talented musician sang "Which Side Are You On", a rendition of the original song that Florence Reese, a wife of a Miner, wrote in 1931 during labour unrest. Colleen presented her rendition to the FISH-NL AGM:

"Come all ye inshore fishermen good news to you I'll tell, about our own new union that we call FISH-NL."

Come all ye fisherwomen, you've got lots to say, because you know the other side has long since lost its way. Which side are you on? Which side are you on? Which side are you on? Which side are you on?"

It was beautiful and definitely the right song to represent the In-shore Fishermen and Women of NF and Labrador.

Ryan Cleary, President of FISH-NL did an opening Keynote about the FFAW, their crooked ways and lack of transparency. He reiterated the point that FISH-NL "is on YOUR side". He then went on to re-hash the saga of FISH-NL over the last two and half years:

- 21 dragged out months – 631 days
- The MOL dismissed the application for certification
- 2372 cards were submitted – that did not represent 40% of the Inshore Harvesters in the eyes of the FFAW.

As Ryan said – "we needed to hold this convention to strengthen our constitution."

-21 months ago the Labour Relations Board ruled that FISH-NL is a Union. The FFAW challenged this ruling all the way to the Supreme Court of Newfoundland.

-On January 23, 2019, one day before FISH-NL's AGM/Convention, the Supreme Court dismissed FFAW's challenge, and certified that FISH-NL as a Union!

Ryan then went on to thank "our mainland friends" (pictured below) - Chris Wasilenchuk and Paul Nedelec from CMAW; Tom McLean from CUSW, and myself representing the CCU for the financial and moral support over the last 2 years. As Richard Gillett, past Vice President of FISH-NL said, "We couldn't even get support from our own union!" Then the elections took place:.

President: Ryan Cleary

Vice President: Peter Leonard

Secretary/Treasurer: Jason Sullivan

Over 40' Captain: Lloyd Labours

Under 40' Captain: Keith Boland

Then the affiliate's donations were presented to Ryan Cleary and FISH-NL on behalf of the CCU (and CMAW, CUSW & YUSA). Everyone was truly thankful that we were there to support their cause.

Now on to what people had been waiting for...the awards!

In-shore Fisherman/Woman of the Year:
Captain Keith Bath – a 55 year harvester

Inshore Harvester of the Year:
Captain Josh Ryan Young

Bravery Award:
Skipper Les Fudge – whose boat was ravaged 120 miles off shore

Next, Bob Hardy presented about Harp Seals. Who knew that there are 7.4 million seals in NL & Labrador that consume 2 metric tonnes of food per year? 10-50% of their diet constitutes cod!! The seal population is killing the cod industry, as well as the crab industry? In one seal stomach, there were 181 crabs! Times that by the 7.4 million seals, and that is a HUGE amount of crab that is taken from the nets of the in-shore harvesters, and their livelihood.

The last speaker of the day was Bill Brydon talking about Open Pen Aquaculture.

"You know, when you go to a salmon or trout farm, and there are open pens with growing fish in them? Well, let me tell you a little bit about that – and I guarantee that you will never eat farmed fish again. Ever!"

Floating feed lots amplify and mutate more than 47 viruses and bacteria. There are more than a dozen parasites present in these open pens. The companies only monitor for a handful of viruses, and it is all self-reporting to the Ministry. There is so much more, and I could go on and on, but I won't.

As Ryan closed out the convention, he didn't minimize the hazards of marine navigation. Last year 1 fisherman died and 6 were injured in NF alone. It is a dangerous job. For these men and women to risk their lives each and every day they go out, and not have medical coverage or a pension is an absolute travesty. Ryan Cleary and FISH-NL are making it their mission to do what is right by these people.

"I am not NDP, I am not Liberal or Tory. I'm a Newfoundlander. To have hope, you must have a dream. We are bringing Pride back! We are bringing Power back! We are bringing Dignity back" – Ryan Cleary.

And that my friends, is my hope for FISH-NL and the next chapter of their journey towards certification. SF



L-R Ryan Cleary "Mainland Friends" Chris Wasilenchuk, CMAW; Paul Nedelec, CMAW; Scarlett Farquhar, YUSA; Tom McLean, CUSW

Affiliate Reports

Association of Employees Supporting Education Services (AESES)

By: **Leanne Shumka**

Fall Activities:

On October 22nd and 23rd, we held our annual Board Workshop for our board members. Attendees heard presentations by David Falk on Building Personal Resilience, Kevin Rebeck on 1919 Winnipeg General Strike Centenary Celebrations & Update of PDPS, Jackie Gruber on Respectful Working & Learning Environment policies & How to Receive a Sexual Harassment Disclosure, and AESES member Leanne Shumka on the History of the Ukrainian Labour Temple in Winnipeg, Manitoba. We ended the first day with a fun team building exercise, themed escape rooms, followed by group supper.

Upcoming for 2019:

2019 is the 100th anniversary of the 1919 Winnipeg General Strike. There is a lot happening in Winnipeg in the Spring to commemorate this historic event. AESES, along with many other unions, will be joining in the festivities.

Strike Centennial Events:

<http://mfl.ca/1919>

May Labour Conference:

<https://1919-2019.com/>

The Confederation of Canadian Unions (CCU) will be coming back to Winnipeg for their June meeting, which will coincide with the celebrations of “Bloody Saturday” and the culmination of the strike. We are very much looking forward to sharing some of these events with our brothers and sisters of the CCU.

In 2019 we will see the collective agreements at the UM, St. Andrew’s College and the UW

expire. The bargaining process is lengthy and has already begun at the UM in Fall 2018. The UW has just started their process, while St. Andrew’s College will begin their process soon. It will be interesting to see in what way bargaining may be impacted under the constraints of the Pallister government’s Public Services Sustainability Act (PSSA), which severely restricts wage and other monetary increases. While the PSSA has yet to be proclaimed, we anticipate that public-sector employers may feel there is an obligation to bargain within the confines of the Act. Also in 2019, AESES was scheduled to be at the Manitoba Labour Board for two exclusion cases; one at UM and another at UW. However, the UW exclusion case has been resolved with results in our favour. As our President Laurie Morris states, is-

ues that are brought before the labour board are serious and not done lightly. When the universities keep positions out of the bargaining unit by saying they are “managerial,” these are significant issues as they relate to the potential erosion of our bargaining units. Whenever management attempts to exclude positions, and where we feel there are no sound reasons for those exclusions, we will definitely fight to protect the integrity of our bargaining units.



Did you know...On March 12, 2012, **Madeleine Parent**, the **founder of the Confederation of Canadian Unions**, lifelong labour activist, feminist and passionate advocate for social justice, passed away at the age of 93.

Madeleine Parent graduated from McGill University in 1940 and devoted her life to the labour and progressive movements. A staunch champion of working people. She was a founding member of the National Action Committee on the Status of Women, she fought for equal pay for work of equal value, and championed the interests of Aboriginal women.

Globe and Mail columnist Rick Solutin called her “one of the finest labour organizers in Canada’s history,” while former Prime Minister Jean Chretien would refer to Madeleine as “my hero.”

Affiliate Reports Cont'd

Canadian Union of Skilled Workers (CUSW)

By: Geoff Denstedt

The greater Durham region unit of CUSW has been holding an annual fundraising party in late November for quite a few years. The night consists of great food, entertainment, dancing and a chance to enjoy the company of our fellow members and their spouses. The last few years we have raised an average of \$2200 solely from the generosity of our fellow members and their spouses. We usually choose a called local charity that we know can really benefit from our fundraising efforts. This year's fundraising recipient was actually a CUSW apprentice, who was injured on the job in late 2018. Invitation to attend our party is always extended to all CUSW members and we have now added a Family party that we intend to make an annual event.

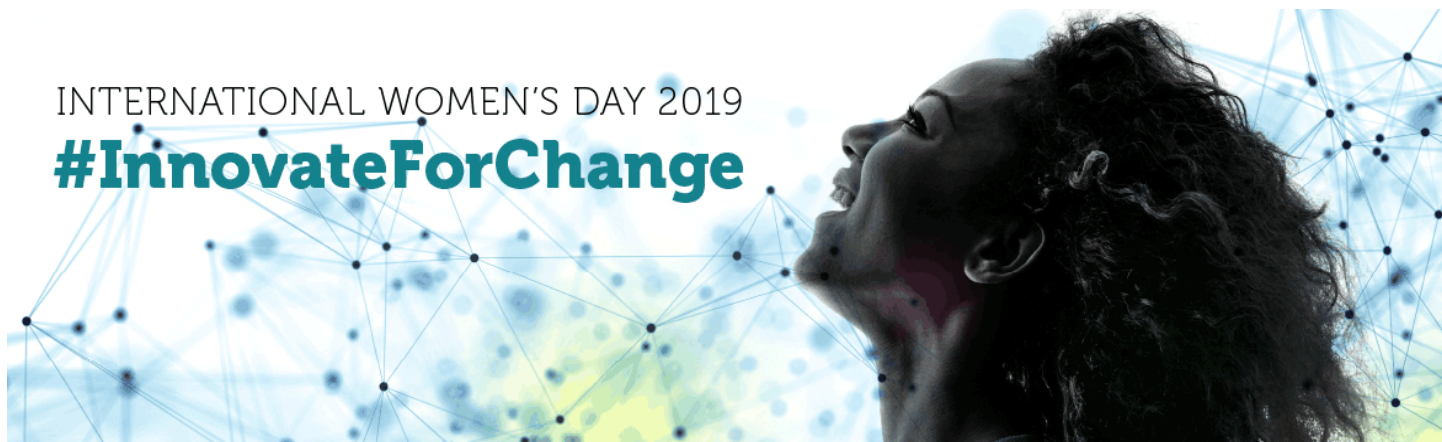


Bruce Unit Apprentice Orientation

On November 10th, 2018 the Bruce Unit in cooperation with the Joint Training Committees hosted an Apprentice Orientation at the Kincardine Davidson Centre. The event was well attended and participation by the Bruce unit Executive, the Joint Training Committees, and our apprentices made for a successful day. The Canadian union of Skilled Workers typically host two Apprentice Orientation Sessions in the spring and two in the Fall. On November 24th the Hamilton Niagara unit hosted an Apprentice Orientation Session in Ancaster with 34 apprentices participating. The apprentices are required to attend these events to assist in their understanding of the CUSW apprentice program and also to help them understand the purpose of CUSW and the 21st Century Union. They also receive reference books for their respective trades and meet up with members in our apprenticeship program. Congratulations to both the Bruce and Niagara/Hamilton Units for hosting the events and promoting our participation model. Keep up the good work!!

INTERNATIONAL WOMEN'S DAY 2019

#InnovateForChange



Each year, **March 8** is an opportunity to celebrate the contributions of women and renew our efforts in achieving gender equality – in Canada and around the world.

The beginnings of International Women's Day (IWD) trace back to the early twentieth century, emerging from the activities of labour movements in North America and Europe and reflecting a growing movement for women to participate equally in society.

The first International Women's Day was observed on March 19, 1911 in Austria, Denmark, Germany and Switzerland. That day, more than one million women and men showed their support by participating in public events. In the years that followed, other countries began to observe and celebrate this day.

The United Nations recognized 1975 as International Women's Year and began celebrating IWD on March 8, later adopting a resolution designating March 8 as International Women's Day.

Today, International Women's Day is celebrated around the world – in many countries, it is a national holiday. It has grown to become a global day of recognition of women's achievements and a call to action to support women's rights and advance gender equality.

Encouraging your members to share their views and opinions on important social issues is a powerful way to engage them. Generate a dialogue by asking one or more of the following questions:

- Why does gender equality matter and how can we continue to make progress?
- What would Canada be like today if women had not won the right to vote? What other rights might be affected?
- Why are gender stereotypes harmful? Ask students to provide examples and describe how they were affected.
- How does violence against women and girls relate to gender inequality?
- What can Canadians do to defend human rights for women and girls living around the world?
- How does gender inequality affect women's prosperity and Canada's economy?
- Why are there fewer women in leadership positions? What can be done to change this?
- Have you observed gender inequality in your own life? Provide some real-life examples.
- What can men and boys do to help eliminate gender inequality?
- What would happen if there were more women involved in politics?

<https://cfc-swc.gc.ca/commemoration/iwd-jif/kit-trousse-en.html>

Images from Charlottetown, PEI



CCU/SCTT-COTU Donation Update!

The following is an update from Chantal Petit (Former COTU President, Daniel Seguin's partner) regarding the construction of the **Personalized Accompaniment Center**. The centre, which provides housing (18 apartments) and services for young pregnant women or young mothers and their children, is expected to be completed by next summer. As Chantal says "Helping together the fight against poverty and isolation and helping them towards their personal empowerment." The CCU has supported this endeavour via affiliate member SCTT-COTU. Chantal and the CAP JEM organisation have been working for 12 years to see this worthwhile project come to fruition.



CAP JEM est un OBNL d'économie sociale qui offrira, dès l'été 2019 à Ste-Agathe-des-Monts, la première ressource d'hébergement avec accompagnement, sécurisante aux dimensions humaines, pour jeunes femmes enceintes ou mères de 16 à 35 ans, à faible/modeste revenu et ayant un projet de vie, de la région. À distance de marche des services essentiels, ces 18 logements transitoires économiques seront annexés à des espaces communs où diverses activités seront offertes aux résidentes ainsi qu'à la communauté. Les jeunes mères pourront bénéficier d'un soutien et d'un accompagnement approprié dans leurs démarches personnelles, scolaires ou professionnelles selon leurs besoins, échanger avec leurs pairs et profiter d'un milieu de vie enrichissant pour elles et leurs enfants. La ressource desservira la grande région des Laurentides pour son volet résidentiel (7 MRC et Mirabel).

CAP JEM is a start-up non-profit organization of social economy that will open, in the Laurentians, a low-cost lodging resource for young pregnant women and young mothers (35 years old or less) with low/modest income. These women will benefit from support in their daily life according to their needs; they will connect with their peers and participate in various workshops which will also be offered to the surrounding community. Located only 10 minutes from the Ste-Agathe Hospital (on foot), this resource will serve the greater Laurentians region, thus the 7 regional county municipalities (RCM) and Mirabel constituting it.

<https://capjem.org/>

Affiliate Reports Cont'd.

By: NSUPE

Cheers from the East Coast!

NSUPE would like to take this opportunity to wish everyone a prosperous and safe 2019! We hope everyone had a chance to enjoy a little rest over the holidays and to spend some time with loved ones.

The end of October saw Local 12 CBS members Alastair Galloway and Colleen MacKenzie along with NSUPE President Josh Mullins and NSUPE Business Agent Ron Stockton (right) travel to Ottawa to participate in the Paid Plasma Advocacy on the Hill event October 29th and 30th. The supporters from all over the country were split into smaller groups and provided the opportunity to speak to multiple MPs and educate them on the severity of the situation of allowing private clinics to operate in the country; with the collected products subsequently be sent out of the country. NSUPE representatives are joining this movement to support the federal legislation banning paid-plasma operations

in Canada. This legislation is needed in order to block Health Canada from licensing private blood brokers in the provinces that currently won't implement a ban. There are currently 18 private paid-



plasma clinics awaiting licensing through Health Canada. By introducing the bill in the Senate, we can ensure the bill goes before a public committee process where the Senators can call witnesses and question those involved in licensing the paid plasma clinics putting our arguments on public record. For more information on how you can help, contact Ron Stockton at stockton@smelaw.ca or visit www.bloodwatch.org. BloodWatch is a

not-for-profit organization advocating for a safe, voluntary, public blood system in Canada

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

Several NSUPE locals are currently enjoying the "fun" of the collective bargaining process; **Local 2, Local 12 and Local 14**; with the hard, long-fought contract for **Local 19** about to expire the end of March.

NSUPE's women's committee continues to grow and will soon have an on-line presence.

Happy Family Day to those in BC, AB, SK, ON and NB. Louis Riel Day for those in MB, Islander Day for those in PEI, and Nova Scotia Heritage Day for us in NS. That's a lot of names for one day!



Local 14 Negotiations team members:

Rosette MacEwan, Vice-President; Carrie Muller, Local 14 Interim President; Shelby Kennedy, Vice-President, Art Bouman



CCU Spotlight—Josh Mullins

In each issue, we will spotlight a member of the CCU. This issue, Dawn Burns sat down with CCU Secretary, Josh Mullins:

Circa 1999 (18-something year old) Joshua!

- Q. What are your plans after high school? A. I was already in first year university at the University of Saskatchewan taking Electrical Engineering.
- Q. Where did you grow up? A. All over the world! I was a base brat and one of the benefits was getting to be in a bunch of different places. I got to live in Germany as a kid as well as various spots in our great country.
- Q. Are you a good student? A. If you consider honour roll a good student, then yes. Though, my teachers may disagree with me being a "good student"
- Q. Most memorable job? A. At this point I had only worked one job, used to clean the base during the summer. Although through that, I got to do some cooking at the air show for some very drunk VIPs!
- Q. 8-track, cassette or vinyl? A. Dawn, you're showing your age here, CDs! Though I do have an awesome collection of vinyl.
- Q. Favourite band? Favourite song? A. Motley Crue! That hasn't changed at all. Favourite song at this time would have been "Stairway to Heaven" by Led Zeppelin
- Q. If you could go back in time and change one thing, what would it be? A. Stood up to the parental pressure to take Engineering and followed the path I wanted.
- Q. Career aspirations? A. Writer, Pilot, Professional Wrestler!
- Q. Most memorable travel destination? A. So many, but my favourite at this point would have been Switzerland
- Q. Best friend? A. Nik Major, if you wanted to know where one of us was at any point, you'd find us both.
- Q. Favourite food? A. Lobster! and dessert wise, Cherry Cheesecake!!
- Q. Favourite author? Favourite Book? A. Margaret Weis/Tracy Hickman who wrote the Dragonlance novels. Don't ask me to choose one from this time, because I loved them all!
- Q. Favourite Movie? A. The Matrix
- Q. What makes you laugh? A. I'm a stand up comedy junkie. Can never go wrong with Monty Python and the Holy Grail. And last but certainly not least, stupid people!

2019 (30 something), year old Josh

- Q. Did your plans change? A. You could say that. Never finished the degree (Hooray for young know-it-all's). Moved to Halifax, had 4 kids, got married, divorced, and now ramping up to get married to the love of my life. Found a passion for the Labour movement that I wish I had of known when I was 18!!
- Q. Where do you live now? A. Halifax, NS for the moment, unless one of you unions wants to hire me :)
- Q. What is your educational background? A. Never finished my degree unfortunately, so just high school. Do a metric ton of labour related courses count? Of course they do, so there's that!
- Q. Most memorable job? A. It may only be volunteer, but all of my union roles have been by far the most memorable and interesting jobs I've ever had. Thankless at times, but more than worth it.
- Q. CD's, live-stream? A. For the most part live stream, though I still do have a decent collection of CDs to break out now and then.
- Q. Favourite band? Favourite song? A. Favourite band remains Motley Crue to this day, happy to have finally seen them live a few years back. Favourite song is "Bohemian Rhapsody" by Queen.
- Q. Same Question. If you could go back in time and change one thing, what would it be? So many to choose from! Probably finish my degree. But honestly, every choice I've made in life has led me to where I am now with an amazing soon to be wife and 4 amazing kids, so things have worked out Quite well I'd say.
- Q. Career choice? Caretaker with the Halifax Regional Centre for Education, which led me to being President of NSUPE and Secretary of the CCU
- Q. Most memorable travel destination? A. Probably a tie, between Castlegar, BC and Cape Breton.
- Q. Best friend? A. Tim Green, who will be my best man when Lindsay and I tie the knot. My CCU travel buddy and my seeing eye person at my first CCU trip in Calgary when my contacts ripped and I couldn't see a damn thing!!
- Q. Favourite food? Lindsay makes the most amazing ribs I've ever had and a phenomenal Japanese style curry (first meal she ever cooked me). Dessert wise, still Cherry Cheesecake, though now I have to use lactose free cream cheese.
- Q. Favourite author? Favourite book? A. Anne Rice. Favourite book is "Tale of the Body Thief" by Anne Rice.
- Q. Favourite movie? A. I think all time it's the best superhero movie ever made The Dark Knight. Who'd have thought it would be a Batman movie right?
- Q. What makes you laugh now? A. Nothing makes me laugh like a Tim Green story, especially the John Hanrahan stories. I could hear them a thousand times and not laugh any less!

Next issue will feature Scarlett Farquhar, CCU Treasurer!

CCU Affiliate Reports Cont'd.

PPWC National

By: Gary Fiege, President

Greetings all from the balmy West Coast!

The rest of our great country is in the grips of old man winter while at home the temperatures have rarely been below freezing. We did however have one of the most damaging wind storms tear through the lower mainland causing extensive damage to our hydro electric systems. Many people had no power for up to a week prior to Christmas. Climate change has and will continue to rear its ugly head with severe storms becoming the norm.

It has been a hectic time at the National office. Recently we published our Winter edition of the Leaflet, which keeps the membership of the PPWC and its friends up to date with what is happening at our Locals, and National office. We further use this paper to educate our membership on relevant topics for the times. We have posted a copy on our website so if you have a chance look it up and have a read. <https://www.ppwc.ca/wp-content/uploads/Leaflet-2018-2019-Winter-Edition-2.pdf>

We have been busy pushing continuously for forestry reform; something that the NDP recently announced at the annual Truck Loggers Association convention. We applaud the action being taken by the government in changing the landscape for forestry. <https://news.gov.bc.ca/18808> This is an important first step in fixing some of the issues we have been pushing for and I look forward to continuing to work with all players to facilitate this.

We are preparing for our Annual convention, being held in the beautiful West Kootenay towns of Castlegar and Nelson. Locals 1 and 26 are hosting convention this year and with what I am witnessing, the hard work will bring a memorable experience to all who attend.

We are busy planning a forestry summit to be held in late spring or early summer. This is a great opportunity to bring all players together, explore common interests and learn from each re-

spective invitee. We will be bringing First Nations, Environmental groups, Unions, Companies and Government together to get to a place where we can all get what we need (hopefully). It is through education and understanding that we will get the best results for all British Columbians.

Organizing both internal and externally will be the key to our future and we have been busy on both fronts. We were successful in bringing Millionaire aviation into our folds in December and look forward to getting these men and women their first collective agreement.

Also, in December we were approached by supervision at Howe Sound Pulp and Paper to help them out. We conducted a very successful drive, applied to the Labour Board on December 19th, had our hearing on the 27th and vote on the 28th. We are now tied up at the Labour Board while our respective legal teams submit to the Board prior to our hearing slated for early March. This will be a ground-breaking case and if successful I foresee many a door opening up for us. We also have a few other drives on the go but I will comment on these at a later date.

We recently attended the Organizing Training put on by CUSW and facilitated by Jan Noster. It was a great couple of days chock full of learning, and validating what we already do. Special thanks to CUSW for inviting us.

Todd and I continue to support our Locals and their members with Shop Steward training. We really enjoy putting on this course as it gives us insight into the various struggles each local faces.

Quite a number of our Locals and their certs will be entering into negotiations this upcoming year and we are there to help them get the best deal for their members.

The PPWC wishes the members of the CCU a prosperous year and looks forward to working with Affiliated Unions as we push our agendas forward.



Affiliate Reports Cont'd.

PPWC Local 1

By: Quinn Glock

On December 8th our social committee held our annual PPWC Kids Christmas party. When Santa showed up to the party he was busy. A record amount of kids and parents showed up. So many in fact Santa had to text the elves and Mrs. Claus to get more gifts and pizza to the party STAT. Just over 80 kids made the nice list this year.

This April we are looking forward to Hosting the Annual PPWC Convention. In a joint effort with Local 1 and Local 26, organizing has already begun. Not going to be a spoiler. But after listening to some of the events being planned, and speakers who will be in attendance during that week, it should be a great time.

In June we will be holding our PPWC Arrow Lakes Rainbow Regatta. This fishing Derby in the past has been attended by Local 1 members active or retired, family members, friends of members, and suppliers. This is only a one day Derby however many choose to camp out the night before and after. This event provides many "fish tales" for the year ahead.

Well, that's about all I have right now. Anyhow looking forward to Vancouver and getting to meet everyone.

In Solidarity QG

PPWC Local 8

By: Rod Gallant

What's happening at Local 8? Things are coming along at our Local. We have had executive changes here at our Local. With our President, Gerald de Jong, retiring and Les Hillier also retiring, both guys have been over 40-year employees at

Harmac and active in the Union for many years. We will miss their dedication and endless support in the drive for improved work places, health and welfares benefits and pensions for workers at Harmac, including our other certifications and all levels of the PPWC around the Province.

Rod Gallant has been elected as the new President and Al Delcourt is elected for 1st Vice-President..

Harmac is doing well with pulp prices up, which has helped our bottom line. We have had down time on smelt leaks in our recovery boiler, which the members had to take down under the rules of safety. Things are back up and running and hopefully this issue is now fixed.

Our **Ladysmith** mill has had a tough go with the mill shutting down in the plant for over 5 weeks. This was a very tough go on our members with only the tradesman mainly getting work. The summer forest fires and competitive market for small log wood has been hard on this mill. Since starting back up, the mill has been running great.

Value Added Mill in Chemainus is surviving the lack of wood so far as they are more of a specialty remanufacturing mill. That being said, let's hope they aren't affected with the other mills that supply them running lean.

Long Hoh has been doing great with wood supply lately which has made for a positive work place.

ColdStar distributions have been going along fairly well with a competitive market in the food distribution industry.

Exciting times ahead for our Local with growth plans. New comers are wanting to

join our awesome Union. We are working with many groups to see if they are a fit for us as a whole of the PPWC.

Work safe everyone and keep carrying the torch for workers rights in the workplace.

PPWC Local 9

By: Ron Richardson

Hello all I hope you had a wonderful festive season and had fun spending time with your families. I won't say anything about how mild our winter has been and how little snow we have received this year yah, I won't say anything.

It has been a busy few months here in Prince George (Local 9) in December we held Nominations and Elections for Table Officers, and then in January the Committees were held. This is always a busy time and it is usually tough to get people to put their names forward for committees, but this year was an exception with many members putting their names forward for committees that are traditionally tough to get people for.

The Recreation Committee put another on another successful Christmas Dance, which was attended by many members and their better halves. This event is where Local 9 recognizes their retirees, this year only a few new retirees attended but the ones who attended were brought forward and they were given clocks and a round of applause from their peers.

Anyways I hope everyone pushes through the final winter push and has a great spring. Good Luck to all of you in the East with all of that cold weather, YOU CAN HAVE IT HAHA!!!!!!!!!!

Affiliate Reports Cont'd.

PPWC—Local 9

Canfor Pulp: At Canfor the mills are running to budget, both in power production and in pulp production. The company posted a second quarter profit of \$85 mil, the same as the first quarter. The new raw water treatment plant is progressing and shovels in the ground in the new year with a late fall completion. There is a new hog conveyor being commissioned at IP-CO. This enclosed conveyor is to replace our hog blow lines. You know it's the fall when our safety flash has a bear aware theme.

Chemtrade: The plant has been experiencing CN track switching issues. The plant has had to reduce its load/production and will stay at a reduced rate for the remainder of the year. There was a thought of Chemtrade doing their own

car switches but that has since been ruled out. Safety has improved since the disaster of January (3 LTA's). The committee has been focusing on pre-use inspections of our moving equipment and specific job tasks and better housekeeping.

Norbord: In 100 Mile House the plant committee has been successful in working with the new plant manager in resolving a number of outstanding grievances. Three of these grievances were from the devastating fires of last season and the subsequent shut down of the mill. This year's curtailment seen one grievance, stat pay issue, which has since been resolved in our favour. Currently the plant has 100,000m3 of wood in the wood yard. This is about 2 months of wood for the plant. The wood mix is stable. We have set aside some time next month to deal

with two outstanding issues from last year's negotiations.

Pacific Bio Energy: Currently the plant is running to fiber inventories. Still some issues with their new fiber cleaning system. The company has started hauling in whole logs to be chipped on site this should help with fibre shortages happening throughout the region, and with the grinding happening on site there can be control on the rocks and dirt in the fibre so the mills won't take so much damage. We will be meeting with the membership shortly to elect a negotiation committee. An agenda will follow shortly thereafter for approval. The CA expires April 15th, 2019. We have a jurisdictional issue that has cropped up that needs to be investigated.



Pacific BioEnergy Inks Two Contracts to Supply

Japanese Power Plants

Pacific BioEnergy Corporation (PacBio) has entered into two new long-term pellet supply contracts with Japanese power producers. Starting in 2020 and 2022, respectively, PacBio be supplying a combined 170,000 metric tonnes per year to them by 2022.

"These new contracts, which extend to 2030 and 2035, represent a major extension to PacBio's existing contracted sale portfolio," said Don Steele, CEO, in a news release. "This new business assures the continued strong presence of our Prince George and affiliated manufacturing operations in the dynamic and growing Asian market."

*solidarity
matters*

Affiliate Reports Cont'd.

PPWC Local 15

By: Tim Strachan

The Liaison meeting is scheduled for Jan. 24, 2019. Gavin Baxter informed the Local they are again recruiting a new HR manager as the last hire has developed a serious illness. There are currently nine grievances to take to Third Stage. Jeremy and I met with the new VP of Operations (Stewart Gibson), many concerns were brought up and we hope the Company will now start dealing with them. The Local sent a letter informing the Company of the membership's decisions stemming from our December Special meeting dealing with 16 unresolved grievances dating back to 2016

There are still no dates set for the Shop

Steward Arbitration and our lawyer is still awaiting the Company's rep to respond on the Harassment of a Union Official Arbitration. The Local have also sent three grievances to our lawyer for a legal opinion.

The motion to change our Bylaw: SECTION 17: EXPENSES (A) was passed at the January 8th General Membership meeting. \$70.00 per day is the new per diem. We sent the National Secretary Treasurer our application and hope to have it passed in April. Our change of Bylaw regarding discipline was passed at the December NEB meeting.

Thank you to Leighton Wilson for stepping up to the Chief Shop Steward position, Len Pepper (Cranbrook Guard) and-

Sam McCurdie (Kimberley Guard). We are still seeking volunteers for the Apprenticeship, Contracting Out and Job Evaluation Committees.

It seems we have gotten ahead of ourselves as nominations for PPWC Convention Delegate Alternate opened before we have filled the full-time position. We will have to reopen nominations for CCU Delegate also due to a resignation.

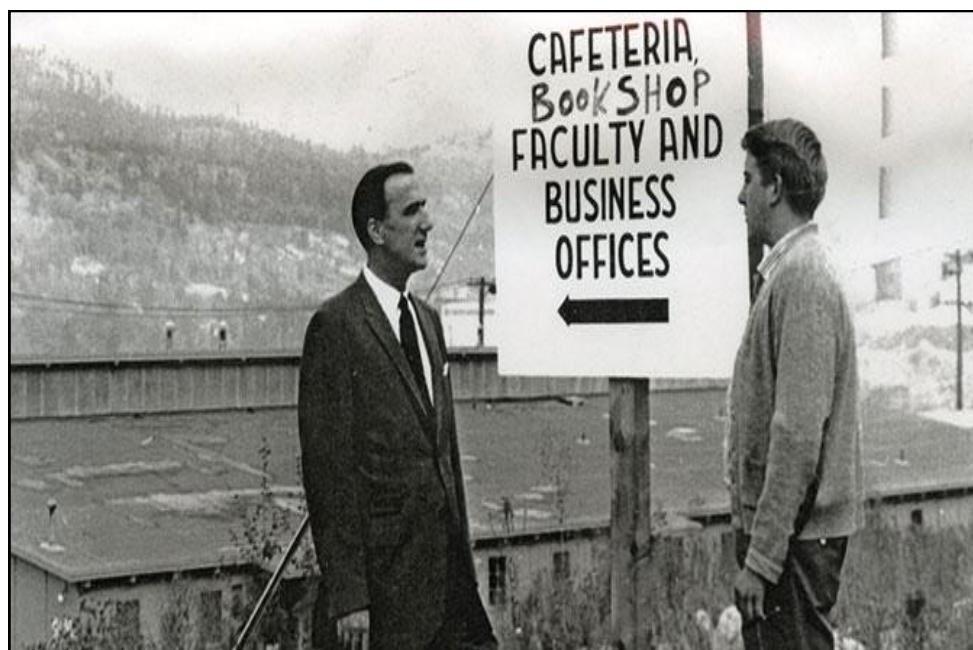
Nominations for NEB Alt and Wage Caucus Alt will also take place, once we have those positions full we will open nominations for CCU Executive Board Alternate and PPWC Convention Alternate.

PPWC Local 26 Selkirk College

By: Susan Kanigan

Well Christmas has come and gone and Selkirk College is back up and running at full capacity, lots of new faces and new staff as well. Selkirk College now has security on the ground Monday to Friday 8am to 5pm. Also, the college has a carpooling program on Castlegar campus which gives car poolers premium parking. Selkirk has gone green and has bought a fully electric car; a Chevrolet Bolt EV for the maintenance fleet. The annual cost for use should be under \$500.00. It can go 383Km on a full charge...

In Solidarity SK



CELEBRATING 50 YEARS!

Selkirk College has been inspiring lifelong learning and transforming lives through education for 50 years.

The college began the 1966-1967 school year with 458 charter students based in Castlegar and has grown ever since. For five decades, Selkirk College has provided learners with a wide range of program offerings well suited to the needs of an evolving workforce. Today, Selkirk College offers more than 60 nationally recognized programs to 2,200 full-time students and more than 9,000 community learners in nine campuses and learning centres throughout the West Kootenay and Boundary regions.

Recommended Reading List

***Split Tooth*—By Tanya Tagaq**

Veering back and forth between the grittiest features of a small arctic town, the electrifying proximity of the world of animals, and ravishing world of myth, Tanya Tagaq explores a world where the distinctions between good and evil, animal and human, victim and transgressor, real and imagined lose their meaning, but the guiding power of love remains.

***The Burning Girl* – By Claire Messud**

This novel is small and soft, pensive and diffident. It sneaks in, and out again, as if on cat's paws. In composing it from the perspective of a 12-year-old girl, the author underwrites so thoroughly that she mostly blots out her own sun. Her virtuosity is in retreat. We burn our retinas on a self-eclipse.

***Washington Black*—By Esi Edugyan**

Set in the 1830s, it follows the journey of a black boy, a gifted illustrator, who escapes slavery in Barbados by means of a hot-air balloon. He is accompanied by his white mentor, a scientist and abolitionist, who suddenly abandons him. Alone in a ruthlessly racist world, Washington seeks a place where he can live in peace and practise his art.

***I Hear She's a Real Bitch*—By Jen Agg**

With equal parts feminist swagger and den-mother softness, Agg's compellingly conversational writing breaks new ground in the (typically macho) canon of restaurant memoirs by exploring the often-dysfunctional relationship between the front and the back of the house

***Anything is Possible*—By Elizabeth Strout**

Wrenching yet delectable, the arresting tableaux and complex architecture of the nine interlacing stories in Elizabeth Strout's second story collection linger long in the mind. As master-class illustrations of causes and effects, they're mesmerizing.

TABLE OFFICERS

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

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

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

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

Trustees: Ron Richardson (PPWC) & Blair Rawlings (CMAW)

We want to hear from you! Communications Committee: Mike Belanger, Dawn Burns, Melanie Gerrior,
Ron Richardson & 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 General Strike Centenary Celebrations

<http://mfl.ca/1919>

Register to attend: <https://1919-2019.com/>



**100 Years
WINNIPEG
GENERAL
STRIKE
1919-2019**

2019 Events

MYERS LLP SOCIAL
MAY 11, 2019
UKRAINIAN LABOUR TEMPLE

MANITOBA BUILDING TRADES GALA DINNER
MAY 15, 2019
CONVENTION CENTRE
With Unifor sponsored Guest Speaker: Steve Patterson from CBC's The Debaters
Wine Sponsor, Manitoba Liquor Mart

UFCW PARADE & CUPE CONCERT
MAY 25TH, 2019
THE PARADE RUNS FROM THE EXCHANGE DISTRICT TO MEMORIAL PARK
Once at Memorial Park, there will be a Family Area sponsored by MTS
and a Food Court Sponsored by MAHCP

MGEU CONCERT
JUNE 8, 2019
OLD MARKET SQUARE

MFL.ca/1919



**1919 WINNIPEG GENERAL STRIKE
CENTENARY CONFERENCE**
BUILDING A BETTER WORLD: 1919-2019
MAY 8-11 UNIVERSITY OF WINNIPEG 2019

Labour Lyrics

WHICH SIDE ARE YOU ON

Which side are you on boys?
Which side are you on?
Which side are you on boys?
Which side are you on?

They say in Harlan County
There are no neutrals there.
You'll either be a union man
Or a thug for J. H. Blair.

Which side are you on boys?
Which side are you on?
Which side are you on boys?
Which side are you on?

My daddy was a miner,
And I'm a miner's son,
He'll be with you fellow workers
Until this battle's won.

Which side are you on?
Which side are you on?
Which side are you on?
Which side are you on?

Oh workers can you stand it?
Oh tell me how you can?
Will you be a lousy scab
Or will you be a man?

Which side are you on?
Which side are you on?
Which side are you on?
Which side are you on?

Come all you good workers,
Good news to you I'll tell
Of how the good old union
Has come in here to dwell.

Which side are you on?
Which side are you on?
Which side are you on?
Which side are you on?

"Which Side Are You On?" is a song written in 1931 by Florence Reece, the wife of Sam Reece, a union organizer for the United Mine Workers in Harlan County, Kentucky. In 1931, the miners and the mine owners in southeastern Kentucky were locked in a bitter and violent struggle called the Harlan County War. In an attempt to intimidate the family of union leader Sam Reece, Sheriff J. H. Blair and his men, hired by the mining company, illegally entered their home in search of Reece. Reece had been warned in advance and escaped. His wife, Florence, and their children were terrorized. That night, after the men had gone, Florence wrote the lyrics to "Which Side Are You On?" on a calendar that hung in their kitchen.

Watch Billy's Bragg's version of "Which Side Are You On": <https://www.youtube.com/watch?>