

July, 1969—Council of Canadians renamed Confederation of Canadian Unions (CCU) held their first convention in Sudbury, Ontario



CCU

DECEMBER 2019 -
SPECIAL EDITION

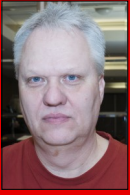
CONNECTIONS

Connecting Independent Unions Across Canada!

Affiliates recognize the CCU's 50th Anniversary with Convention in
Ottawa, Ontario on October 5 to 8, 2019



President's Point of View



CCC President,
Kelly Johnson

"We can invest in forest health to ensure a more stable, fire-resilient and sustainable timber supply"

A Commitment to Save Forestry Jobs in British Columbia

The perfect storm has been looming over the BC forestry industry for the last two decades. General economic uncertainty, U.S. tariffs, corporate free trade, the export of raw logs and processing jobs, along with increasing wildfires, the pine beetle infestation, which destroyed millions of hectares of forest, have all culminated into a series of devastating blows to the industry. Reporting on staff cuts, layoffs, closures, and mill shutdowns have become a regular occurrence throughout the BC media.

The BC Ministry of Finance illustrated that forest revenues are down 11% so far this year and the projected harvest volumes of 46 million cubic metres are the lowest in years. The ongoing struggle of the BC forestry industry doesn't only mean misfortune for workers and their families; the ripple effect to secondary and tertiary industry is devastating. The real tragedy is how preventable all of this really is.

BC is a world-class leader in sustainable forest management. By working with the government, Indigenous communities, conservationists and labour unions, we can turn this situation around and save forestry jobs. Yes, the industry is in transition; but we can use this to our advantage. We can make a series of policy choices in order to attract investors, protect workers' rights, empower Indigenous communities and workers, and create jobs throughout the province.

What will this look like? It will define and protect the forest land base as a top priority, along with diversifying the forestry-based products that workers produce, helping us move away from an outdated single-commodity mindset. This can only happen when the government institutes a ban on raw log exports. For years, PPWC have been leaders in calling for this! We will continue to be active on this front. Research from the Canadian Centre for Policy Alternatives has shown that almost 26 million cubic metres of wood has been exported since 2013, worth an estimated \$3 billion. That's \$3 billion that could have gone toward processing jobs in BC. These value-added jobs would create entire spinoff industries for struggling small towns and communities throughout the province.

Sure, the corporate media will yell the dirty word of "protectionism" every time they hear this. However, even the most competitive economies around the world (China, Germany, Japan, and South Korea) have governments that do the same thing during temporary challenges - and spend hundreds of billions of dollars doing so. Even Canada has built in protection for the auto, oil, and banking industries. Why can't the BC government do the same for the forestry industry?

This past summer NDP premier Horgan unveiled a two-year plan to revitalize the industry. He agreed to limit the amount of wood waste that gets left behind following big harvests. Each year, millions of tons of excess fibre is burned, accounting for 16% of the total harvest. This material could be transported to mills for processing into wood pellets, which would both create jobs and help preserve our environment. As well, the government has promised to create fibre recovery zones and the introduction of penalties to companies that leave behind too much fibre. The government is also looking to develop specific policies that will hinder the export of raw logs, but there haven't been any specific promises about an outright ban.

BC already has the infrastructure to do all of this, and the government promises to invest more in it. Also, the government has guaranteed that existing government projects that demand wood and wood products, more of them will come from BC forests and mills, and not imported. This is a good start, but more needs to be done!

We can invest in forest health to ensure a more stable, fire-resilient and sustainable timber supply. We can also implement lessons learned from the pine beetle infestation and monitor other infestations and take prompt action to prevent their spread.

We can also help grow the fibre resource by using modern technologies like artificial intelligence and drones to enhance an updated Standing Timber Inventory and improve yields and mitigate timber supply impacts. Government should also implement an intensive second-growth program that improves seed stock, which will create economic benefits and additional employment.

Investing in forest jobs means investing in forest sustainability. Similar to models in New Zealand and Sweden, who have transitioned their respective forestry industries and improved yields. This way, we can sustain forestry jobs and the environment.

Today, 9% of the forestry workforce in BC are Indigenous. Their communities should share in the stumpage revenues generated by the forestry sector. We also need to increase community forest agreements and Indigenous woodland licenses in areas near their communities, which ideally, will lead to building respectful relationships with Indigenous communities.

Creating forestry jobs inevitably means preparing the next generation of forestry workers. The government must invest more in training: expanding high-tech, skills development, the Forest Education Program, Natural Resource Management camps and the Women in Trades program.

Labour unions and workers in BC must understand the importance of remaining competitive in the global economy. The BC government must continue to develop new, overseas markets for our high-quality wood products. In turn this will reduce our dependence on the US market, where we continue to face unfair, punishing tariffs on softwood lumber products.

Around the world, there's a growing need for low-carbon, renewable products from sustainably-harvested forests, produced by a diverse, unionized workforce whose rights are protected. This is the strength of the BC forestry industry, and it is exactly what will protect and sustain it for generations to come.

Forestry workers and unions are prepared, the Indigenous community is ready, and conservationists are all on board to save an industry that has given our province and our country so much over the past decades. KJ

CCU 50th Anniversary Convention, Oct. 5-8, 2019

A Union Built on the Shoulders of Giants - By Sean Cain

CCU 50th Anniversary Convention Kindles Renewal and Purpose for Next Half Century.

1969 was a very big year. Astronauts walked on the moon, the Woodstock festival attracted over 400,000 fans for three days of peace and music, the Stonewall riots in New York City sparked the LGBT movement, and UCLA student programmer Charley Kline delivered a three-letter message to Stanford programmer Bill Duvall over a telephone line, marking the beginnings of the internet. Also, in July of that year, 56 delegates met in Sudbury, Ontario and founded the Council of Canadian Unions, renamed the Confederation of Canadian Unions (CCU) in 1973.

Recently, the CCU honoured those individuals and held its 50th anniversary convention in our nation's capital. This time, 57 delegates, as well as additional guests, were in attendance. Much was on the agenda, including several keynote speakers from progressive political and social organizations presenting on a wide range of issues, debates on economics, politics, the environment and organizing, structural changes to the constitution and the CCU's administrative structures, and an enduring commitment to the organization's original values of democracy, independence and workers' rights.

CCU delegates were first treated to a tour of the temporary House of Commons and Senate. Both houses on Parliament Hill are under construction, and have been moved to temporary locations, with the House of Commons relocated to the West Block, and the Senate moved to the Senate of Canada Building. After the Senate tour, CCU members were pleasantly surprised to venture outside the building and notice a large commemorative photo exhibit honouring Canada's pioneering women of gender equality and human rights, named "A Greater Sisterhood: The Women's Rights Struggle in Canada." One of the women featured, of course, was Madelaine Parent, founder of the CCU.

Convention delegates from each affiliate made turns taking photos of themselves next to the memorial of Madeleine, herself in a large photo from the 1950s, marching alongside striking workers in Quebec. And just before heading back to the hotel, all 57 CCU delegates huddled into one big photo of themselves next to Madeline. It was quite the display of pride.

At the start of convention, first things came first, and President Kelly Johnson opened the event with an acknowledgement that it was being held on the lands of the Haudenosaunee + (Iroquois), who first began living and thriving here tens of thousands of years ago. There was also a moment of silence in the

convention hall for workers in Canada who died or were injured on the job during the last year.

The keynote speakers were sprinkled throughout the schedule during the four day meeting. First to present was Tim McSorley, National Coordinator of the International Civil Liberties Monitoring Group (ICLMG), a national coalition of Canadian civil society organizations that was established after the adoption of the Anti-Terrorism Act of 2001. The CCU has been a proud supporter of the ICLMG for years, and we were happy to have Tim address our convention. He discussed human rights and civil liberties in Canada, how legislation by recent federal governments is affecting them, the Charter of Rights and Freedoms, and how so called "anti-terrorist" laws are leading to racism and division, which all led to an active discussion period.



Tim McSorley

Ontario MPP from Ottawa Centre, Joel Harden, provided an energetic presentation about voter organizing and democratic participation, and how unions can fight anti-labour propaganda in the media. Joel also answered questions about workers' rights, proportional representation, public education and a guaranteed annual income.



Kelly Johnson & Joel Harden

Also presenting was Katrina Miller of Press Progress, an innovative online media platform of the Broadbent Institute. Katrina discussed fighting corporate propaganda and the well-funded social tactics of the Alt Right. During a lively discussion period, she answered questions about how progressives and unions can better use Facebook and other social media, the divisive campaign tactics of the Right, newspaper bias, and how to partake in discussions with those who oppose labour unions.



Katrina Miller

Later in the agenda was Réal Lavergne from Fair Vote Canada, another organization the CCU has supported proudly for years. He discussed efforts to reform Canada's electoral system to one that is proportional and democratic, unlike the system it has today, as well as how working people and unions can better educate others about the need for proportional representation.

Also presenting was Michelle Branigan from Electricity Human Resources Canada, who spoke about the future of the electricity industry in Canada and its job market, and how the industry is becoming more diverse in the changing economy of the 21st century. During the discussion period, CCU delegates focused on the issues of training and bringing younger workers into the industry. Cont'd

CCU 50th Anniversary Convention Report



Michael Etherington

Finally, Indigenous relations consultant Michael Etherington spoke about the similarities between Indigenous and non-Indigenous peoples in Canada, and how they can

overcome historical obstacles and work together for the common good of all. Michael has spoken to the CCU before, and is a close friend of the association. Delegates once again thoroughly enjoyed his presentation. Resolutions were on the convention agenda, and some very important ones were passed, including those committing the CCU to promote the social and economic development of workers throughout the country, to support a fair and equitable standard of income and working conditions for all who work for a living (including immigrants and new Canadians), and to contribute in organizing the unorganized, among others.

One resolution submitted by AESES (Association of Employees Supporting Education Services) called on the CCU to oppose the privatization of crown corporations across Canada and support important investments in public infrastructure.

It passed successfully, as did another submitted by YusApuY (York University Staff Association) advocating for the protection and promotion of legal rights and equality for all people, and urging the CCU to fight “discrimination and disproportionate targeting of people based on race, ethnic origin, colour, religion, disability, sexual orientation, and gender identity.”

Another related resolution, also submitted by YusApuY and eventually carried, called on the CCU to stand in solidarity with the Indigenous Peoples of Canada

and encouraged the government to “continue its enquiry into the Missing and Murdered Indigenous Women and Girls.”

One resolution that raised vigorous debate was related to Canadian companies operating abroad, urging the Canadian government to “continue its investigation on human rights abuses involving Canadian companies operating abroad. We support the withholding of legal and financial support from the mining, oil, gas and garment corporations that have committed human rights violations and continue to operate their business without consequence.” After a motion to rewrite some of the wording, the resolution was carried.

This convention also created a new Political Accountability Committee, which would have the task of organizing letter campaigns, assist in the lobbying of elected officials, helping to prepare the CCU’s “Raise Your Voice, Cast Your Vote” campaigns for all provincial and federal elections, and acting as the voice of the CCU on important political positions.

A heartfelt goodbye was provided in an emotional speech from Jan Noster, former President of CMAW (The Construction, Maintenance and Allied Workers) for almost two decades, who is leaving the union after so many years of dedication and struggle. “The position I’m most proud of is union goon,” he said with a smile.

As Jan finished, he left the CCU with some kind words. “Going forward, I see nothing but good things for this organization,” he said. “Keep that going, and thank you.” CCU President Kelly Johnson provided Jan a gift, and it was spirited hugs all around from members of the executive and other comrades in the CCU. In a similar note, the Sunday night Gala Dinner honoured two former Presidents of the CCU, Jane Grant and Jim

Streb, both from YUSAPUY. They addressed the hall with some important stories from the past, and lessons for the future, some shocking, and others hilarious that had delegates in laughter. And both continued to play important roles as guests at convention throughout the week, raising their voice during debates and offering their decades of expertise. Jane and Jim were happily surprised at the recent growth and participatory democracy of the CCU.

The current CCU membership stands at almost 20,000, and has more than doubled during the past six years alone, which led to a constitutional change of creating additional executive positions to handle this increase in size and scope.

The next Executive Board Meeting in Halifax will elect three 2nd vice presidents, one from each region. The regions are divided into the West (British Columbia, Alberta, Saskatchewan and Yukon), Central (Manitoba, Ontario, North West Territories and Nunavut), and the East (Quebec, Newfoundland and Labrador, New Brunswick, Nova Scotia and Prince Edward Island).

The next Executive Board Meeting in Halifax in January 2020 will elect these three new executive members, and their roles will include assisting executive with planning labour schools, conventions and other events, providing help in organizing, and assisting in lobbying elected officials at the local, provincial and federal levels, among others.

As for the current executive, all of them were re-acclaimed, and congratulations to President Kelly Johnson, Vice President Michael Belanger, Secretary Leanne Shumka and Treasurer Scarlett Farquhar. The CCU thanks you all once again for your dedication and service.

The 50th anniversary convention was about the CCU’s past, but it also looked

CCU 50th Anniversary Convention Report Cont'd

boldly to the future. The debates and discussions that took place on the convention floor were later transferred to the hotel and hospitality rooms, and focused on a large variety of subjects.

These included using more online communication and social media, not only to confront corporate power and lies about the labour movement, but to market our brand of independent, democratic labourism.

Many of the affiliate reports from convention concentrated on saving forestry jobs, stopping raw log exports, protecting and expanding public services, protecting the environment, fighting discrimination in all

its forms, acting globally to protect workers' rights, and creating a more democratic and equitable Canada.

But these ideals must be communicated to the larger public and policy makers if they are to be realized. This is why the CCU convention committed itself once again to engage in politics, and lobby government officials to have them understand the issues and values that matter to working people.

Growth in the CCU inevitably means not only organizing the unorganized, but also reaching out to the hundreds of smaller and medium-sized, independent unions throughout Canada who don't yet have a

home. President Kelly Johnson has promised to make this a priority.

The CCU has more than doubled in membership size during the past seven years. During the next decade of the 2020s, who says we can't double the membership once again? While we don't have 20/20 vision or foresight we can strive towards this lofty goal. Those brave pioneers who founded our organization fifty years ago in Sudbury would expect nothing less.

It's a big responsibility managing a labour union association built on the shoulders of giants.



THE CONFEDERATION OF CANADIAN UNIONS

1969-2019

Nov. 25—International Day for the Elimination of Violence Against Women

**16 DAYS
OF ACTIVISM**
Against Gender-Based Violence
#OurActionsMatter



To this end, many labour organizations worldwide have been working to make a difference on this cause. In order to honor this day, Global Labour Justice created this video highlighting three women labour leaders on the frontlines of the global fight to end gender-based violence in the world of work. The video uplifts the narratives of women organizing within the global labour movement and explains the importance of the recent historic adoption of the C190 ILO Convention.

What are the 16 Days?

The 16 Days of Activism against Gender-Based Violence is an international campaign that runs annually from November 25 (International Day for the Elimination of Violence against Women) to December 10 (World Human Rights Day). The 16 Days are an opportunity to unite with partners around the world and reflect on what we can each do in our own communities and in our own lives to eliminate the disproportionate violence faced by women, girls and LGBTQ2 individuals.

The 16 Days also include Canada's [National Day of Remembrance and Action on Violence against Women](#) on December 6, in remembrance of the 14 young women who were brutally murdered at l'École Polytechnique de Montréal in a shocking act of gender-based violence.

What is Gender-Based Violence?

[Gender-based violence](#) is violence that is committed against someone based on their gender identity, gender expression or perceived gender. Every day, women, girls and LGBTQ2 individuals continue to face crisis levels of violence. Over half of Canadian women have been victims of at least one act of physical or sexual violence since the age of 16. Lesbian and bisexual women are 3.5 times more likely than heterosexual women to report spousal violence. Women with a disability are nearly twice as likely as women without a disability to have been sexually assaulted in the past 12 months. Intimate partner violence and sexual assault cost our country over \$12 billion a year. Given these statistics, almost certainly, you know someone in your own life who has been touched and forever changed by this pervasive, yet preventable epidemic.

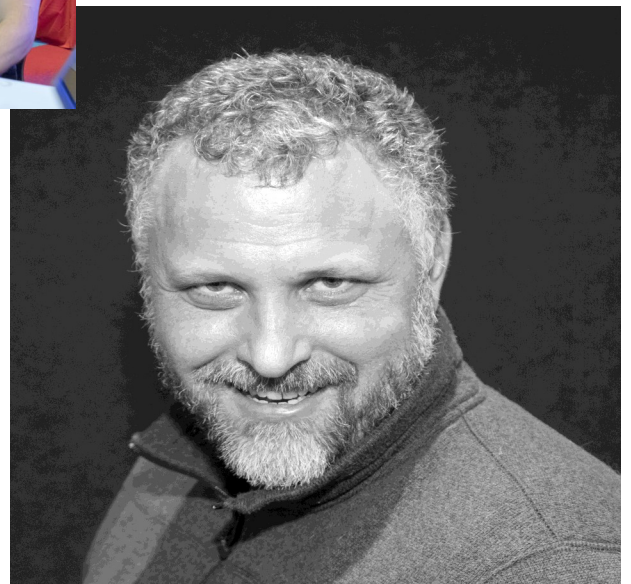
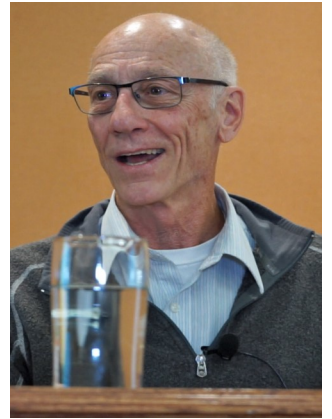
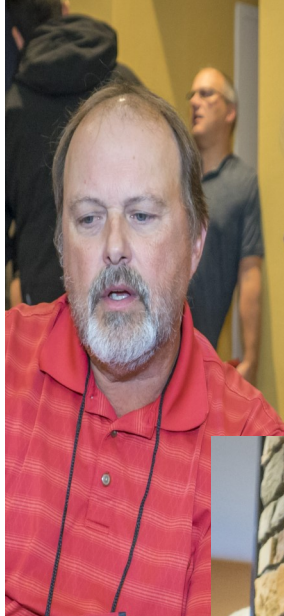
Joining the Conversation: #OurActionsMatter

We all have a role to play in preventing and addressing gender-based violence, which is why this year's 16 Days theme is **#OurActionsMatter**. Between November 25 and December 10, we encourage you to join the conversation and reflect on the concrete steps you can take to question, call out, and speak up against acts of gender-based violence.

- Wear purple on November 25 to raise awareness about gender-based violence.
- Add your voice to the growing chorus of survivors, advocates and partners and share what actions you are taking to end gender-based violence using the hashtag **#OurActionsMatter**.
- Start a conversation with our [social media shareables](#) on your networks and channels.
- Follow us, retweet [@Women_Canada](#) or regramm [@women_canada_femmes](#).
- Become an ally by:
 - ◇ **Listening:** be open to learning from the experiences of others
 - ◇ **Believing:** support survivors and those affected by violence
 - ◇ **Speaking out:** add your voice to call out violence
 - ◇ **Intervening:** find a safe way to help when you see acts of gender-based violence
 - ◇ **Acting:** give your time to organizations working to end violence

Images from Ottawa, ON





CCU Affiliate Reports

Assoc. of Employees Supporting Education Services (AESES)

By: Laurie Morris, President

First, congratulations to the CCU for another successful Convention held on their 50th Anniversary. It was a wonderful opportunity for AESES to bring along several of our Board members who had never attended a CCU meeting. The education offerings, the chance to be involved in the direction of the CCU, and the comradery of like-minded attendees was amazing.

It has been just a month since we returned to Winnipeg and it didn't take long for all of us to get back into the swing of things. I wish I was referring to this in a positive sense but, unfortunately, I am not as AESES continues to address safety issues at both universities.

We recently sent a letter to the Chief Risk Officer at the University of Manitoba regarding a member at our Bannatyne Campus who had been robbed while on the way to her car. The victim, and a co-worker who had come to her aid following the attack, tried to find a working emergency call button. While they eventually found one, and Security Services did ultimately arrive to provide assistance, the delay resulted in increased anxiety for both of our members. Had the member been physically harmed as well, this could have been quite the tragedy.

The University advertises the Code Blue Poles and Emergency Red Phones as being a safety resource for the university community – one that can presumably be relied upon. When these resources aren't working, it makes a terrifying situation that much worse for the victim. The letter we wrote requested an update on which code blue poles or emergency red phones are not presently working and the expected date those that are not operational will be fixed.

At the University of Winnipeg, two incidents involving the Student Services area have occurred. The first involved a member of the public who was on a tirade and verbally abused one of our members. When I heard about this, I quickly remembered NSUPE's win in getting something in their collective agreement about their members' being able to remove themselves or ask

for help in this type of situation.

It seems like this office was supporting the member because, following this event, the UW moved to permanently lock the second-floor elevator doors and made them accessible by key fob access only. They also made all Directors part of a security audit meeting to discuss short- & long-term safety measures for their building.

We were pleased that the UW acted on this so quickly following the incident; however, a second incident (a break & enter on Sunday, October 27th) has served to remind us that we must remain vigilant and to stay on top of security issues. This second incident involved thieves breaking into an alarmed and secure area and rummaging through desks, breaking open locked filing cabinets and spreading material all over the place. At some point, security was alerted, and senior university personnel were made aware of the situation. However, no one bothered to inform staff working in the area that a break-in had occurred. The area was not taped off and no one was stationed at the offices to advise staff of the break-in. Understandably, staff showed up and were shocked and frightened, thinking that the burglary might still be in progress.

A letter has been sent to the Chief Human Resources Officer at the UW requesting an explanation on why staff weren't notified and what steps are being taken to ensure the safety of our members in the area going forward.

What is next on our plate? The Partnership to Defend Public Services (PDPS) is finally getting their day in court as we proceed into 15 days of testimony and cross-examinations to challenge the unconstitutionality of the Public Services Sustainability Act (PSSA). While AESES will not be required to provide testimony at this point in time, we very much look forward to hearing from many of the other union groups who have been affected by the legislation. I am sure we will have more to report on this in a later issue of the newsletter or at an Executive Board meeting.

We look forward to seeing all our brothers & sisters at the next EB meeting in Halifax.

Assoc. of Employees Supporting Education Services
103-900 Harrow Street East
Winnipeg, MB R3M 3Y7
Phone: 204-949-5200
Fax: 204-949-5215



CCU Affiliate Reports Cont'd

Canadian Union of Skilled Workers (CUSW)

By: Geoff Denstedt

Fellow Members of the Confederation of Canadian Unions,

The Canadian Union of Skilled Workers would like to extend a thank you to everyone involved in making this wonderful Convention happen. Special thank you goes out to Leanne Shumka for helping our delegates with providing all the important details as we prepared for our first CCU Convention.

The members of CUSW are finishing their 20th Anniversary year with a celebration dinner and dance at the Sheraton Hotel in Niagara Falls. The event will be taking place on November 2nd with anticipated attendance of 250 plus members. The most recent anniversary event, a family day BBQ was held August 17th at Cedar Park, located north of Bowmanville. Despite the threat of inclement weather, the members enjoyed a wonderful day of fun. Thank you to the Greater Durham Region Unit and the Social Committee for pulling this together.

The annual CUSW Health, Safety, and Wellness Conference will be taking place November 1st and 2nd at the Sheraton Hotel in Niagara Falls. This is a well-organized event that brings our members together to discuss topics such as mental health and changes that are taking place that have an impact in the workplace. We are hoping for great participation and it shall be taking place at the same venue as our 20th anniversary finale.

October 24th, the Women in Trades, Technology and Engineering will be hosting their annual symposium in Vaughan. The WTTE is open to any Hydro One employee, female or male. They have various chapters throughout Ontario and CUSW and the CUSW Training Trust are proud supporters of the Symposium. The event is attended by Hydro One employees and guests of Hydro One. CUSW has approximately 850 plus members that work for Hydro One, performing Construction across Ontario.

Labour Day weekend saw various units participating in events in their communities. The Bruce Unit attended the Port Elgin Labour Day parade with the support of Andrew Gressal and one of his Late Model Stock Cars. The Central Unit participated in the Toronto Labour Day parade that made its way up to the CNE. Even though there was resistance from the local building trades, our members could come out and show their support with the rest of the Unions (at the back of the parade). The Hamilton/Niagara Unit continued their participation in

their local parade with many showing support for the Union movement.

November 5th-7th is the upcoming date for the Aboriginal Apprenticeship Board of Ontario annual conference. CUSW has been a proud partner of AABO since its inception and will be sending three members to participate at this year's event. It is being held in the lovely town of Thunder Bay, located on the shores of Lake Superior.

Apprenticeship orientations shall be taking place in November and the anticipated new format will be rolled out to the Units that will be hosting the daylong event. This is a great opportunity for members to get out and share their experiences they have had in the Union and the workplace while providing support as mentors to the new apprentices. CUSW has seen significant growth in the apprenticeship program and as the work program begins to get stronger, the need to grow the skilled workforce through recruitment shall be important.

Our work program that we are about to undertake has provided many challenges surrounding Recruitment. Major Component Replacement is about to accelerate at Bruce Power and as we have new partners expressing interest the need for certain skill sets will be an ongoing topic of discussion. Engaging our partners on those needs will provide training opportunities. Darlington Nuclear Generating Station is anxiously awaiting the completion of Unit 2 as they prepare to open the breaker on Unit 3. A lot is riding on the successful completion of Unit 2 as all eyes will be focused on the budget and timelines. This could have a profound effect on future work on the Nuclear Fleet in Ontario. Work in Northern Ontario is about to get underway and will require a significant workforce to complete the new transmission line (480 km) between Thunder Bay and Wawa and the 1600 km transmission lines to the many Northern Indigenous communities. Valard Construction along with various Indigenous communities shall be working in tandem over the next three years to complete this monumental project. This will remove the dependency on Diesel Fuel to many communities in the North, proving reliable electricity for the future.

On behalf of the members of the Canadian Union of Skilled Workers, we would like to wish the Confederation of Canadian Unions a Happy 50th Anniversary and we hope to participate in many more celebrations as we grow stronger together. We are proud to be affiliated with the best Independent group of Canadian Unions in Canada!!

CCU Affiliate Reports Cont'd

**Canadian Overseas Telecommunications Union/Syndicat
Canadien des Télécommunications Transmarines
(SCTT-COTU)**

By: Rosa Borreggine, President

As most of you know, SCTT-COTU members are working for an international company, which is TATA Communications with over 10 000 employees all over the world, but mainly in India. TATA Communications is part of the big TATA Conglomeration; with TATA Steel, TATA Motors, Jaguar Land Rover, TATA Consultancy Services TCTS, Tata Global Beverages, such as Tetley tea, TATA Indicash ATM. So you can see that TATA is very big. In Canada we are approximately 175 employees which 37 are part of SCTT-COTU union.

Presently the Human Resources, Director and Vice President for North America, are in the USA, they have been with the company for 2-3 years now. However, the person who we work with in Montreal has been in place for 9 years now and she is very respectful to our group; there is good communications between us.

Last time when we met in 2018, I mentioned that we were able to create a new department with new union members, this one is still active however with less employees as the Indian trainers left and unfortunately their positions were not replaced in Montreal, due to a restructuring. This surveillance team is working the "follow the sun schedule", which is corresponding to the late Europe and day time North America business hours. TATA is keeping this team in Montreal, and they are handling the 30 top customers such as Microsoft, Facebook, Google and Uber. Because of our professionalism, costs, this team was moved from India to Montreal.

TATA has not been hiring for so many years in Canada due to several restructurings. The lack of new hiring of workers due to pending retirement has put station operations in jeopardy. As an example there is one site where the 3 members have less than one year difference in seniority, and because of their date of hire and their age, all 3 of them could leave the company within the next year. This is putting a lot of pressure on them as they can see their future disappearing and they know how long it can take for a new technician to be trained to become autonomous. There is no perspective of hiring in that team for the moment. The company is getting closer and closer to an end date for the complete team. I have brought this issue up several times to higher management, only discussions, but never with conclusion. Sometimes, we have a feeling that there is a hidden agenda for the station, as everything is just surviving with of the costs and revenues as the bottom line.

With restructuring going on all year around, the moral at work has been very low; seeing all the departure of our colleagues. We were lucky, none of the unionized members were cut. However we know

that no new hiring will be done in Canada, as the new jobs are opened in a cost manner, so they are opening them only in India. Even our last CEO resigned and move to another company, Vodafone. This has created another level on insecurity among Canada's employees.

Last year around this time we were in negotiation for a new collective agreement, which we signed officially in December 2018, and it will be ending in March 2021. We were able to gain an extra week of vacation and maintain mostly all of our articles. However, the biggest discussion was around the pension plan, as TATA was modifying it during the same time of our negotiation. Since the Pension plan is part of our benefits and is in our union contract they had to inform us during the negotiations.

TATA informed all Canadian employees that our Pension plan was modified from a Defined Benefit to Defined Contribution plan. This was representing a big loss, as 70% of our membership has more than 20 years of seniority. So, this point became one of the most important issues during our discussions. The modification of our pension plan was done as a "soft freeze", which in our case means our pension will be calculated using credited service up to December 31st, 2018, the service for eligibility to an unreduced pension will continue to accrue, and the salary increases will still be recognized in the calculation of the pension.

So now we are all on an RSP plan so the company will match our contribution up to 5% of base salary we can decide the level of our contribution (voluntary participation). As an extra to the modification, the company will contribute an additional percentage for the first two years depending on our years of service on January 1st, 2019

- 1% for less than 20 years of service
- 2% for 20 years of service, but less than 25
- 3% if you have 25 years of service

So you can imagine that we have consulted lawyers and actuaries to make sure the union was having a clear opinions on these actions and taking the correct decisions for the future

Over the years we have seen a lot of our tasks move to India, we are now left with 3 stations with minimum staffing. Des Laurentides station in Québec with 3 technicians, Montreal station with 3 technicians and Toronto Station with 4 technician. The rest of the memberships are Level 3 technicians, and located in Montreal.



CCU Affiliate Reports Cont'd

Construction Maintenance Allied Workers Canada (CMAW)

Since mid-June, CMAW Local 1995 has built a highly successful recruitment campaign for Carpenters and Scaffolders of all experience levels.

Public interaction, job fairs and presentations to high-school and trade school students have brought positive results already. Continued outreach to Indigenous training groups and organizations that promote and expand the role of women in trades have not only raised our numbers but raised the profile of the Union as a whole.

To date, our two full time Recruiters, Josip Lovric and Mike Chimenti, have added close to 200 new members to our ranks, pushing the Local membership above 1,000 active members, and we've only just begun!



These efforts have not only raised our membership total but brought hundreds of thousands of dollars into Local 1995 and CMAW. Contributions from our Contractors on behalf of our new members will add \$2.4 million into the CMAW Pension and Benefits plan annually.

The recruiting partnership between CMAW and Local 1995 will continue through the end of the year and into 2020 in order to expand the reach of the Union, fulfill the needs of our local contractors, and build the large public infrastructure projects on the horizon in BC.

Established in 2004, CMAW's role is to establish and maintain the best possible standards of pay, benefits, and working conditions for members; to organize the unorganized; to promote progressive labour and human rights legislation; to cooperate with other unions and organizations to achieve these aims; to encourage social unionism; to promote and champion workers' legitimate struggles; to provide aid and assistance to members so that they may share in benefits of collective agreements and favourable employment legislation; and to inform and educate workers on the principles and policies of the organization and the benefits they may achieve through organization and collective bargaining.

CCU Affiliate Reports Cont'd

Nova Scotia Union of Public & Private Employees (NSUPE)

By: Shelby Kennedy

Hello Everyone,

It has been a tumultuous year. I want to acknowledge that I am here before you as an interim president - I was not voted in for this position but found myself here through some very unfortunate circumstances. Honestly, I didn't want to have this position - I didn't feel ready but people have really come together to make this all work. Thanks to everybody who has been involved through these changes. There have been a lot of tough decisions and conversations had. As tough as things have been since March, there have been some pretty magical things that have happened for us as well:

- We now have a membership package for new members
- We have membership cards
- We have new DYK about strike support
 - We have reviewed and changed policies around finances (credit cards, expense reports)
 - We are implementing a training program for executive council members so they can clearly know their roles
 - We have worked to strengthen the democracy of our union through curtailing the power of the council committee and strengthening the executive council.
 - Had an audit and investigation
 - Improving communication by keeping our lawyers and business agents and staff more involved
- Created a labour library! Any member can borrow books from this library located at the union office in Dartmouth
- Donated money to great causes like the IVWK, Feed NS, The Mi'kmaq Children's Centre, FISH NL, etc.
- Participated in events like Light the Night, the Labour Day March, the Pride Parade,
- Participated in the Confederation of Canadian Unions Executive board in Winnipeg for the anniversary of the Winni-

peg General Strike (lots of education on history, learned of other unions and how they handle things, fellowship)

- Convention in Ottawa (supported lots of worthy causes through policies like opposing the privatization of public industries like hydro, an urge to reopen the investigation into missing and murdered indigenous women.)
- EB in Charlottetown where Nancy herself presented a workshop on mental health in the workplace.

There has certainly been a lot going on, and this isn't even including the things happening on the local level like the multiple locals having completed collective bargaining, regaining lost local 17 members, having to fight bullshit anti-worker legislation, standing up for members who are being bullied. Kudos to everybody for standing up for the rights of workers.

What I want to express is that through all of these experiences I just listed is that I feel so lucky. It's such a privilege to have the opportunity to travel, to meet all these people with different experiences that have expanded my worldview. Even locals within NSUPE seem like we live in a totally different world. But to quote one of my favorite cartoons, the greatest illusion of this world is the illusion of separation. Things you think are separate and different are actually one in the same. Like the different people that make a union. We are together, as one body. While we all have different struggles, I think we're extremely lucky we're NSUPE and not some other union as this union really strives for local autonomy meaning we as the workers get to make the decisions when it comes to things that affect us directly. We strive for democracy and education. And NSUPE has Ron and Nancy and Farrel who are so invaluable, as well as our wonderful staff Sherry and Melissa without whom the union may not function. But of course the union would be literally nothing without the members and I think that we're lucky to have so many members who are involved (on whatever level you're involved - it's just important that you are.)

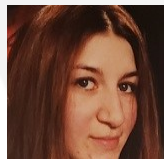
Recently, **Local 14** reached a new agreement. I asked that our new contract be printed in purple because the colour purple has a special significance and portrays my feelings towards this union. Since purple is the last colour of the rainbow, it means that I will trust you and be loyal to you until the very end.



CCU Spotlight—Leanne Suumka

In each issue, we will spotlight a member of the CCU. This issue, Breanne Whitwell sat down with CCU Secretary, Leanne Shumka

Circa 2001 (18-something year old) Leanne!



1. What are your plans after high school? Move to the city and go to university!
2. Where did you grow up? Gilbert Plains, Manitoba.
3. Are you a good student? Yes & no. I do well in some subjects, but not all. I also get myself in trouble with my outspoken ways sometimes.
4. Most memorable job? Hollywood Video Gems Plus.
5. 8-track, cassette or vinyl? CDs. Just got my own CD player with saved up employment income!
6. Favourite band? Favourite song? Rage Against the Machine. Tie between Bulls on Parade and Killing in the Name.
7. If you could go back and change one thing, what would it be? Take French by correspondence in Grade 12, as it was not offered, so I could have continued French language studies in university.
8. Career aspirations? Corporate badass; some sort of female exec/CEO. I was told women had equality but I wasn't seeing it so as a burgeoning feminist, I wanted to be in places women weren't really accepted yet.
9. Most memorable travel destination? Florida.
10. Best friend? Kristie.
11. Favourite food? French fries.
12. Favourite author? Favourite Book? Oh, it's embarrassing... Edgar Allan Poe. I was a theatre kid.
13. Favourite Movie? Never Been Kissed. (Still love that movie.) Now and Then was a favorite too.
14. What makes you laugh? Hangs with Kristie. We did lots of stupid and fun stuff together.

2019 (30-something) Leanne!

1. Did your plans change? Yep! No longer want to be that corporate badass.
2. Where do you live now? Winnipeg, Manitoba.
3. What is your educational background? Self-professed nerd. A 4-year History Honours degree and a 3-year International Development Studies degree, as well as a Master of Arts in History.
4. Most memorable job? Working at the Manitoba Museum as a cataloguer in Human History.
5. CD's, live-stream? Vinyl. Darryl and I have been collecting vinyl for a long time.
6. Favourite band? Favourite song? Any song with sax on it by Greg Rekus & the Inside Job. <https://greg-rekus.bandcamp.com/>
7. Same question. If you could go back in time and change one thing, what would it be? Nada. I am who I am because of where I've been and what I've done. Let it lay.
8. Career choice? I'd love a career working within a union or in any position that keeps me engaged with and advocating for the working class. I also have a dream to run an animal rescue farm.
9. Most memorable travel destination? Trinidad, Cuba - where Darryl and I got married.
10. Best friend? Still Kristie, but Darryl's also my best friend.
11. Favourite food? French fries.
12. Favourite author? Favourite book? The last one I read and enjoyed was Half of a Yellow Sun, by Chimamanda Ngozi Adichie. Anything that is historical, fiction or non-fiction, I'll watch or read.
13. Favourite movie? National Lampoons Christmas Vacation or The Princess Bride.
14. What makes you laugh now? Everything; my reaction to most things in life is to laugh. I find a bit of humour always helps get you through. Also, the Baroness Von Sketch show. Hilarious!



CCU Affiliate Reports Cont'd.

**Public & Private Workers of Canada
(PPWC)National
By: Gary Fiege**

Greetings All and Welcome to Ottawa,

I hope all had a chance to enjoy summer. There has only been a fraction of the fires in BC this year compared to the last two summers. There may not have been wildfires burning this summer but the industry as a whole is burning up. So much has gone on that it boggles my mind that we have been able to cope as well as we have. My time has been spent running back and forth to Mackenzie as well 100 Mile House — both certifications are facing indefinite curtailments. Add to that the efforts needed to produce the Leaflet, dealing with audit issues, badgering government, meeting with forestry executives etc., and our normally quiet summer was anything but.

Forestry... During the summer both Mackenzie and 100 Mile House indefinitely shuttered. Members of Local 2-Crofton have faced curtailment, Local 8-Ladysmith, Value Added and Long Ho mills have seen down time due to the USW strike and maintenance. Local 9 has seen both pulp mills take downtime.

I attended Local 18's protocol meeting in Mackenzie to support the local as they entered into contract talks with Canfor. Before meeting with the local and the company, I did 5 interviews for the CBC (Early Edition, On the Island, Daybreak Kamloops, Daybreak South and Daybreak North) I tried to be realistic with my thoughts and words painting a picture as accurately as possible, while showing we cared for our affected members and the communities our locals reside in. The meeting went well and Peter Merkley did a proper job of representing the local. We agreed to put off negotiations while the mill was shuttered and until the USW contract was settled.

On June 26th, Chuck Leblanc and I drove down to 100 Mile House to meet with the members on-site, after they were told their last day of operation would be early August. We met with the company briefly to address equipment being removed, the plan of arrangement (section 54) (meeting set for July 17th), skeleton crew, severance, vacation pay outs, and job openings in other Norbord sites.

In early July, I set up a meeting with Minister Donaldson in Victoria. We had representation from all the pulp locals as well Local 9's Norbord was represented by Thomas Schmid. We invited Unifor's Vince Lukacs and Jon Hawkins to attend, as their concerns mimicked our own. We used this opportunity to ensure the minister understood the gravity of the situation of a diminishing fibre basket in relation to our big pulp mills. We informed him that losing 100 to 200 jobs in a community was hard enough but that if one of our pulp mills shut down, we potentially could lose 500 or more jobs.

Out of this meeting, I put pen to paper and sent a letter to the Minister addressing promises made during the election campaign regarding forest inventories as well the curbing of log exports. A few weeks ago, we received a reply from the Ministry.

On July 8th, I met with Jens Whiting of the Sierra club and we co-wrote an article published in the Times Columnist regarding using science-based learnings from the Great Bear Rainforest in all of Coastal Forestry. We also touched base on letting trees grow longer, increasing biodiversity.

On July 17th, Todd Smith and I drove to 100 Mile House to meet with management regarding the recent curtailment. Discussions took place around care and control of the shuttered plant, other opportunities within Norbord, pension questions, benefits, recall rights as well as outstanding grievances. Later we attended the general membership where frustration and anger at the company actions or inaction was prevalent.

Todd and I attended lunch with Deputy Minister John Allan just after the indefinite curtailment of Local 18 was announced by Canfor. We discussed having ongoing weekly telephone calls for a two-way communication process that allows the government to fill us in on their plans while we have an opportunity to give them feed-back on our own ideas.

On August 8th, I was again meeting in Mackenzie. This meeting with government officials revolved around efforts to keep the industry alive. With both Conifex and Local 18 down, Mackenzie was in peril of losing its pulp mill. Larry Pederson came out of retirement to help steer government through this crisis. He spoke to legislative changes that will be forthcoming this Fall, Bill 22 issues around timber swapping and waste thresholds.

Peter Merkley, Paul Smith and I met with Canfor to go over issues such as the section 54 grievance, retro pay, vacation pay outs, transporter issues, benefits, apprentices, retirement incentives/issues and winterization.

We then attended a planning session for the Mackenzie Matters Rally. Vince Lukacs, Peter and I were able to give valuable input into the implementation of action items such as speakers, funding, logistics etc.

On August 14th, Rod Gallant, Adrian Soldera and I met with Western Forest Products at their Nanaimo office to look at the fibre situation for Local 8's Ladysmith sawmill. As Western had recently lost its appeal to the LRB in regards to USW's hot edict on boomed logs, we knew it would be hard to continue to run. Western had recently bought some booms of fir down to 4" tops (mill design was for hemlock 5" tops) and the guys busted their asses to make it work, right down to production records. During this meeting, Rod informed a surprised HR group that our members at Chemanius Value Added division had said that they too were running out of wood. It will be some time after the strike for any wood to be made available to either of these two mills.

In response, the Government needs do this right; no deal is better than a bad deal. North Thompson First Nations are not happy with the situation as well, citing lack of proper meaningful discussion. At noon that day, an assembled group approaching 1,000 marched from the forestry offices through the streets of Mackenzie supported along the

CCU Affiliate Reports Cont'd

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way by bystanders or workers pledging their allegiance to the movement. The march culminated at the community center where a stage was erected. Over the next few hours, speakers including Doug Donaldson, Liberal MLA's, MP, the Mayor of Mackenzie; Joan Atkinson, mayors from Fort Saint John, Dawson Creek, and union leaders including Todd Smith and myself. There was passion felt throughout the crowd. I was both honoured and proud to represent not only the PPWC National, but also to speak the words of Peter Merkley as he was away working and could not attend. I was especially thrilled that at the end of my speech I received a standing ovation. Upon reflection, I was the last speaker and everyone was just getting up to leave.

Mackenzie should be proud of the mountain of work to pull this off in the time frame they did. It is this spirit, work ethic, and commitment to each other that will go a long way in diversifying the economy and fixing the mess they now face. Mackenzie does matter!

In early September, I met with Stephen Mackie of Canfor to introduce myself and open dialogue so as to help facilitate the reopening of Mackenzie Sawmill. I explained it was discouraging to hear they are not working with government like Conifex and Paper Excellence are. We discussed the term 'indefinite' in relation to the curtailment. Mackie believes there will be a Canfor mill in Mackenzie, to what extent is unknown. Economics will ultimately drive their decisions. If they can make money consistently for the long term they will run, that is the plan.

We discussed the section 54 requirements and both agreed we will await the anticipated Tolko decision of the LRB. As I am writing this report, there has been no decision from the Labour Board.

Since the end of July, our weekly calls to John Allan, Chris Stag, Larry Pederson and our locals designate have progressed nicely. It appears to be a two-way communication aimed at giving us a heads up to what we are facing, as well letting government know that what we are hearing needs to be improved on.

Also in the beginning of September, Rod Gallant, Al Delcourt, Arnie Bercov and I met with Domenico Iannidinardo of Mosaic (formerly TimberWest and Island Timber). Mosaic was upset at our Op-Ed with the Sierra Club. He wanted to understand our position on forestry, which I was happy to oblige. He then explained at a high level the work his company is doing on carbon sequestering, land management, First Nations, etc.

On Monday, September 9th, I met with Ravi Kahlon of the NDP whose mandate letter speaks to community engagement. It was a good meeting as he listened to our concerns. I spoke of changing the labour code to define "indefinite".

On Tuesday, September 17th, the provincial government announced 69 million in funding to help displaced forestry workers, 40 million for retirement bridging incentives, something we heard loud and clear at the 100 Mile House general membership meeting and have been advocating for ever since. Further money is earmarked for Community Placement offices, retraining and other forest related items like fire proofing communities or thinning projects to increase the yield of the forest. This Money will go a long way in easing some of our members concerns both in Mackenzie and 100 Mile House.

We continue to meet with industry in the hopes to mitigate any further closures of our plants. I worry with all the retraction we will continue to lose one of our pulp mills. Unifor is preparing for the same end as their mill in Quesnel faces an uncertain future in an area that has seen its Annual Allowable Cut decline by 40% as the pine beetle killed trees have been harvested or no longer have enough value to be processed.

Collectively we will get through these challenging times. It will take dedication to the cause, at times patience, other times haste. We will educate ourselves as this is key to us making the right choices or decisions. We have an opportunity to help fix forestry for generations to come.....if we do it right!

December 2018, PPWC made important inroads when the decision was made to unionize supervisors and other associated staff at Howe Sound Pulp and Paper Corporation.

The application was filed and then immediately challenged by Paper Excellence Group, the owners of Howe Sound. They challenged the application on behalf of the industry, due to the potentially far-reaching implications. Supervisors, buyers, and planners are unrepresented across the industry so, they struggled to maintain control over this group. After an arduous 6 month hearing, the Labour Board was charged with delivering a ruling.

On Dec. 9, 2019 at 11:00am the sealed ballots that were cast in 2018 were counted.

The result: 25 FOR and 5 AGAINST joining the union.

PPWC is so happy to report a favourable decision was handed down and proud to welcome it's newest members!!



CCU Affiliate Reports Cont'd.

Public & Private Workers of Canada

(PPWC) Local 1

By: Larry Walker

Mercer is a global forest products manufacturer and a leader among forest producers in pursuing full bio refining. Mercer has invested in the generation of green energy and bio-extractives. Celgar is one of Mercer's pulp producers situated in the west Kootenays bordering the Columbia River in Castlegar. The Celgar Pulp mill produces over 443,000 tons of pulp, 100MW of electrically generated power and is one of the largest biomass power plants in Canada. The mill has been around for over 50 years and has had numerous owners and modernization upgrades. Celgar is one of the West Kootenays largest employers, more than 400 people, 300 of whom are PPWC members. The mill brings in 600 to 900 tradespeople, contractors, equipment specialists for yearly maintenance and shutdowns. This generates a significant amount of the community's revenue. Castlegar is the home for Local 1 Private and Public Workers of Canada. The PPWC is a democratic union that includes thousands of workers throughout the B.C province. Our local union was one of the very first of the PPWC founded in 1963, standing up for workers' rights, environmental sustainability and social justice for all Canadians. Local 1 is a proud member of the CCU and numerous affiliations.

The summer in Castlegar was significantly better, compared to previous year of smoke from wild fires surrounding the mill. Electrical storms brought rain this summer provided great visual shows but gave the mill reason to island off the grid on many occasions. The relief from these storms was finally showing some improved power generation when an untimely electrical strike knocked down the plant. The mill was slow to get back up and running.

On a very positive note Celgar's management and Board of Directors are looking ahead. Celgar has the potential to transform its business from a pulp primary, commodity business into a multi-product bio refinery business that could be a global leader in innovative, environmentally friendly bio-based products. Stage 1 investment in storage tanks and process upgrades will stabilize the mill producing additional electricity and pulp production. With the mill now set up for future projects and investment, there will be stage 2, the potential for a Biomass Gasifier, this will convert bark and other forest waste into renewable bio-gas, replacing natural gas. Stage 3 would see a Bio-Materials Plant producing Lignin glues, cellulose Nano-fibers and compostable bio-plastics.

This investment would provide 50 high paying long term jobs in

the Kootenays, lower CO2 emissions by 187,000 tons annually and make better use of full forest utilization. The waste and mess of unharvested fibre left in burn piles and beetle kill would be used.

Newer mills outside of North America have already started to make use of this technology and Celgar Pulp Mill could be the first to install an industrial scale gasifier on this continent.

PPWC Local 1 Castlegar is very gratified to take part in the CCU 50TH anniversary convention in Ottawa. The commitment of the CCU has helped to improve our country. Success is not the absence of adversity, but the ability to manage it. In solidarity, LW

Public & Private Workers of Canada

(PPWC) Local 2

By: Lynn Lindeman

Greeting to all the affiliates on this the CCU's 50th anniversary, I hope all got to enjoy Ottawa and the convention.

As I reported at the last meeting climate change is creating many challenges for water management of the Cowichan River. Catalyst Paper had to pump water beginning August 29th over the weir located on the discharge of Lake Cowichan to maintain a flow in the river. This is the first time this has ever occurred since the mill was started in 1957. Without pumping the river would have ran dry. Rain has returned to the West Coast so the pumping has ceased.

At the last meeting I announced a curtailment and once again the paper side of the mill is curtailed from September 26th till October 15th. 20 PPWC and up to 80 Unifor members are laid off. There is more curtailments expected before the end of the year. These are very troubling times in the forest industry in British Columbia.

The Steelworkers strike with Western Forest Products is starting to affect the mill. The Steelworker have been on strike since July 1st. The Company is bringing in wood from Northern California and Southern Oregon, the hog fuel supply to run the power boiler is becoming critical with the mill discussing switching to gas now to maintain the hog supply for when gas prices rise.

Contracting out is still an issue in our mill.

Hope everyone will enjoy the fall weather before winter arrives and I hope to see you all in Halifax in January.

In Solidarity, LL

CCU Affiliate Reports Cont'd.

Public & Private Workers of Canada

(PPWC) Local 8

By: Rod Gallant

Local 8 is a multi-certification local. We have a Pulp mill that manufactures Northern Bleach Softwood Kraft Pulp for around the world. They are a unique mill. Back in 2008 the mill went bankrupt and the Union funded the direction to purchase the mill and then with a couple other investors it all came together.

This has grown into an employee share purchase plan with all union and staff employees forming Harmac Employee Ownership Group. (H.E.O.G) which is has been running for almost 11 years with a lot of capital spending on improving the mills production and also including a Power Generator selling produced energy back to BC Hydro.

The other certifications we have are 2 sawmills and a lumber remanufacturing plant. We also have a group of workers in an independent grocery supply plant. They package dry goods for community independent grocery stores.

We have been feeling the effects of the long drawn out United Steel Workers strike. Two of our certifications are now down due to no available wood to process at this time from the Strike. The mills are with the same company that Steel Workers are on strike with. The Steel workers have Hot Edited all wood with Western Forest Products Stamps on it. This has prevented logs from being towed to our mills. With the talks broken down now a few times and mediation not working we are not sure how long this will last. It has been since July 1st now with no end in sight.

The Forestry sector in our Province is in turmoil right now with many indefinite Mill closures. There is a definite fight between the Large Forest companies and the Government and the rules in place on Stumpage fees for timber. Private lands are managed differently. As usual the workers pay the price at the end of the day for the inadequacies of mismanagement. The Government recently has produced funding for forestry workers to bridge into early retirement in the Northern areas where the mills have shutdown. Hopefully these issues will resolve sometime soon so workers can get back to work with more good paying Union jobs developed.

Local 8 Certs:

Harmac Pulp Operations: Negotiations on a collective agreement have now completed. We bargained an 8-year agreement with matching wages and benefits to the rest of the province in the unionized pulp and paper industry. The membership voted and passed the new agreement.

Western Forest Products Value Added: Shut down temporarily with no wood available to remanufacture. They did manage to open for about 3 weeks as they had a large order come in and the company purchased wood elsewhere and brought in to reman.

Ladysmith Sawmill Operations: Shut down temporarily with no available wood. The wage committee has started to meet to set up the road map to contract negotiations with Western Forest Products. This isn't going to be an easy road to travel with the company we are bargaining with on strike with the United Steel Workers.

LongHoh: The mill is coming out of a 2-week maintenance shutdown. So far, they have managed keep logs in their log yard to manufacture. They are back up and running but with orders slow coming out of Japan they are concerned with all the finished wood stockpiling in their yard.

ColdStar Solutions: The plant is running well and safety has been great.

Public & Private Workers of Canada

(PPWC) Local 9

By: Ron Richardson

Things have been moving along here in Prince George B.C., some good some not so much.

100 Local 9 members were put out of work in 100 Mile house. Norbord is calling the shutdown and indefinite curtailment of the mill which officially closed its doors on Aug. 27th. Sadly, this is becoming common practice in BC, including our brothers from Local 18 in Mackenzie BC.

Both Local 9 Canfor pulp mills also took curtailments this summer due to much pulp and paper on the market. The good news is that they are now both back up and running at full capacity.

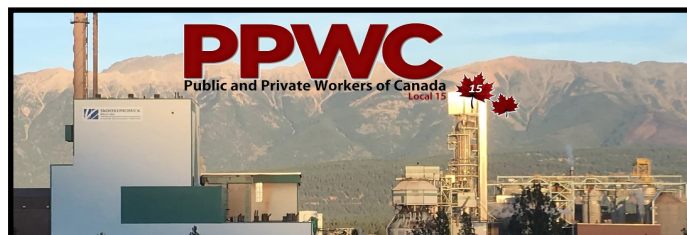
Our members at Pacific BioEnergy have been working hard to bargain for a new contract and with good results. They have ratified a new 5 year deal seeing monetary increases in each year plus some other benefit increases. All in all a great job by President Chuck LeBlanc and the rest of the negotiating committee.

The Local 9 Recreation Committee held another successful Labour Day Picnic in which they served hot dogs and burgers to nearly 200 people. The Rec committee is now hard at work organizing the Local 9 Christmas dance, which is always a great affair.

Well I hope everyone enjoys the winter season ahead and stays warm. RR

CCU Affiliate Reports Cont'd

**Public & Private Workers of Canada
(PPWC) Local 15**
By: Greg Ball



Let's start by saying hi to all CCU affiliates, it was truly a phenomenal experience meeting and talking with all at this year's convention in Ottawa. I would also like to say Seasons Greetings as the holiday season is fast approaching.

With the fast approaching completion of our new wet/dry shower facilities Grinch showed up (Skookumchuck Pulp Inc) and informed us that the long standing practise of cleaning up on company time was no longer going to be accepted, and that we would be doing this on our own time. This is going to add another half hour to the already 14 hour day travel included of course. Membership here is not happy, hopefully we can remain talking and work something out.

On a happier note our social club fun bowl is scheduled for November 16 and should be a well-attended event. The children's Christmas party is on November 30th and I have it on good authority that Santa will attend.

I hope this letter finds all in good spirits.

In Solidarity, GB

**Public & Private Workers of Canada
(PPWC) Local 26—Selkirk College**
By Amy Walters

Greetings from Local 26, Hello from the West Kootenays!

Selkirk College is bursting with fall colors, and bustling with students with first semester in full-swing. Enrolment numbers are up, both domestic and international – if this continues, we will need to expand.

The new payroll system is slated to go live on December 16. This will be the first component of a multifaceted support system upgrade (Aurora Project). Change is difficult, and many members who are working on the project are feeling the pressure as this deadline fast approaches.

The Strategic plan at Selkirk College, includes a critical component, which will again make it a leader by example. The Indigenization Plan (2019-2024) supports Truth & Reconciliation, and decolonization, through systematic changes via governance and policy, curricula and programs, student services, employee development, and facilities and infrastructure.

With the completion of the Silver King campus "Refresh Project," in August, which included three renovated trades buildings and a new student commons building (which houses a new Indigenous Gathering Place), – all LEED (Leadership in Energy and Environmental Design) certified, the near completion of a 100 kilowatt solar project, on the Castlegar Campus, and many other initiatives, Selkirk College, for the second time, received a STARS rating of Silver, for its leadership in sustainability, this October.

We have one grievance going to arbitration regarding the process of selection for our Early Retirement Incentive Program (ERIP) recipient this year. The reasoning for selection given was "departmental downsizing," which would take precedence over a member with greater seniority. Arbitration is set to begin in January, 2020.

With our current contract ending this year, we have submitted our bargaining notice. The committee will meet for the first time this month to go over submissions from the membership, and discuss expectations at the table.

In Solidarity, AW

DID YOU KNOW—The Public and Private Workers of Canada Local 8 has been a proud member of the PPWC since 1967, after breaking away from the International union. They are a proudly democratic, independent Canadian union that is comprised of five certifications representing over 400 workers.

CCU Affiliate Reports Cont'd.

York University Staff Association (YusApuY)

By Breanne Whitwell

2019 has been a busy transitional year with three Full-Time Officers new in their roles. So far in 2019, YusApuY ratified two new contracts: in January the Unit 1 membership ratified a new 3-year contract and in October 2019 the Unit 2 membership ratified a new 3-year contract as well. The Bargaining Committee was able to negotiate salary increases that lead the sector within our province – and which match the wage increases that York's faculty union was able to achieve – and for that the membership was incredibly thankful.

Joint Health and Safety Committees - This year has seen the overhaul of the University's Joint Health and Safety Committee structures across its' campuses as a result of the revocation of its multi-site certificate from the Ministry. This has involved a shift from each union maintaining one Joint Health and Safety Committee that assessed every campus building to the creation of 23 building/complex-specific Committees comprised of management and union representatives from every union with workers within the building in question.

Grievances - We've continued to file many grievances! They include: job posting grievances, failure to accommodate grievances, benefits grievances, exclusion grievances, discipline grievances, job closure grievances, and others.

Job Evaluation Projects - There are 3 ongoing projects related to job evaluation that are keeping the 1st VP very busy!

Steward Training - There's been an ongoing dispute about steward shadowing that was settled in bargaining this year, requiring less expe-

rienced stewards to shadow full-time Officers to get trained-up to take on certain meetings. To ensure that the stewards are actively stewarding, YusApuY devised training teams so that stewards can focus on handling specific matters so that more stewards can start representing members. Training teams are focused on: attendance management meetings, return to work meeting and meetings related to workplace accommodation plans.

Political Action - As I've already reported this year, the current Conservative Provincial government is creating a difficult environment for unionized workers across the province, especially for public sector unions like ours. As a result of the recent legislation and the now quite overt attack on workers and worker's rights, specifically within the broader public sector, we hosted a 'lunch and learn' on June 7, the anniversary of the Ford government. We hosted a session where members could drop-in and discuss their concerns. In small groups, members brainstormed questions that they would want Conservative MPPs to answer. We had around 60 members come out to the event. We've followed up with the membership about ongoing legislative changes that have been proposed and we're hopeful that many more members will contact their MPPs regarding Bill 124, the "Protecting a Sustainable Public Sector for Future Generations Act" that will cap annual wage increases to 1% for a period of 3 years for all broader public sector workers.

Social Events - Recognizing that engaging the membership takes many forms, YusApuY has actively worked to organize more social events this year. In addition to our Annual Staff Appreciation BBQs and Retiree's Luncheon, we hosted an axe throwing evening, a trip to the Art Gallery of Ontario (AGO), a Blue Jays game as well as a Niagara Falls trip that included either a visit to Niagara on the Lake or a winery tour.



Labour Lyrics: Bread and Roses by Judy Collins

Bread and Roses originated in a speech by U.S. labour leader Rose Schneiderman back in the early 20th century. The speech inspired a poem of the same name by James Oppenheim, which eventually led to the song by Mimi Fariña and Judy Collins, which is one of the more popular musical versions. It's often associated with a textile strike in Lawrence, Massachusetts from 1912, now referred to as the "Bread and Roses strike." <https://youtu.be/HKEr5U8ERgc>

As we go marching, marching
In the beauty of the day
A million darkened kitchens
A thousand mill lofts grey
Are touched with all the radiance
That a sudden sun discloses
For the people hear us singing
Bread and roses, bread and roses
As we go marching, marching
We battle too for men
For they are women's children
And we mother them again
Our lives shall not be sweetened

From birth until life closes
Hearts starve as well as bodies
Give us bread, but give us roses
As we go marching, marching
We bring the greater days
For the rising of the women
Means the rising of the race
No more the drudge and idler
Ten that toil where one reposes
But the sharing of life's glories
Bread and roses, bread and roses

TABLE OFFICERS

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We want to hear from you! Communications Committee: Mike Belanger, Dawn Burns, Ron Richardson,
Breanne Whitwell

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You received this newsletter because you subscribe to the CCU listserv. The communications committee 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.

On behalf of the

Confederation of Canadian Unions

*Wishing you and yours
a joyous Holiday season
and a happy and peaceful
New Year.*

**"If it wasn't for union workers and labour unions,
there would be no 40-hour work week, eight-hour
days, pensions or vacations."**

~Thomas Graham

