

You and me and 603

Volume 2 Issue 8

Fall 2011

WARNING

This paper is intended to be read by union members only!!! If you are reading this paper and are offended by it, please do not read it!! The opinions expressed here are not necessarily those of the UNION.

*This issue edited by:
Published by Jack Kyrein*

Bill Hickey Local 603

Communications, Energy and
Paperworkers Union of Canada
Fall 2011
Volume 2 Number 8

Your Union is meeting
Wednesday, December
14th

At 8:00 pm
The Carpenters Hall
9009 5th Ave.
See you there!!!

Up coming Events:

December Union meeting
Swearing in of
•New Executive



Winter: the great leveller -
when your yard
looks just as good
as your neighbours'

Labour Day's Feisty Origins

Workers created the holiday to signal their strength. We can't take their victories for granted.

By [Mark Leier](#). Today, [TheTyee.ca](#)

Everybody knows this one:

Q: If there's a Mother's Day and a Father's Day, why isn't there a Children's Day?

A: Because every day is Children's Day!

The same logic holds if you ask "Why is there a Labour Day but no Boss's Day?" Every day is Boss's Day. But Labour Day isn't much used as a day to celebrate labour anymore. It's a day to watch sports on TV, to hold a barbecue, maybe close up the cabin or get to the lake one last time.

It wasn't always that way. In years long past, workers held parades and marches and picnics and sports days to show that labour and the labour movement were crucial components in the community and to take a day for recreation at a time when the 10-hour day and the six-day week were common.

Labour Day was also a day to send a powerful message: that labour was a political force at the polls and in the streets. Vancouver's first Labour Day was held in 1890, four years before the holiday was officially proclaimed. Marching under the banners of several unions and accompanied by musical bands, workers formed a parade nearly a mile long that wound through the city core. The parade was led by Joseph Dixon, the head of the Vancouver Trades and Labour Council, (now the Vancouver and District Labour Council), who sat astride a bay horse to marshal the parade. At the finish of the procession, ferries took people to Brockton Point, where a

speaker reminded everyone that "the worker... produced the wealth of the world." Only when workers united to change "unjust laws" would they receive the full value of what they produced. Celebration, recreation, and politics were combined as the city's workers took their first Labour Day without official recognition or sanction.

A day to display political power

It was labour's political power that led the Canadian and U.S. governments to make the day a statutory holiday in 1894. In the U.S., the violent crushing of the Pullman strike by federal troops that year pushed President Grover Cleveland to proclaim the holiday in a futile attempt to make the government look less hostile to labour. In Canada, there was no single precipitating event, but the growth of craft unions and

In This Issue

- Trade ? (2)
- Robin Hood (4)
- HST Results (5)
- News in Short (7)
- Humor (8)

more radical unions such as the Knights of Labor, the increasing numbers of strikes, and the rise of labour candidates in municipal, provincial, and federal elections demonstrated that Canada's workers were increasingly disenchanted with the growing gap between the wealth they produced and the little that trickled down to them.

The rising militancy and radicalism pushed John A. Macdonald to respond in typical Canadian fashion: in 1886, he created the Royal Commission on the Relations of Labour and Capital. The commission heard the testimony of nearly 2,000 workers and documented the long hours, unsafe conditions, and changing gender roles that marked Canada's industrialization. The commission, which included several male workers, made a number of recommendations about factory inspections, sanitary conditions, wages, the cost of living, arbitration, workers' compensation, and the like. Five years after the commission's report in 1889, only one recommendation had been acted upon by the federal government: "that one day in each year be set apart by proclamation, to be observed throughout the Dominion as a statutory holiday, and that it be known as Labor [sic] Day."

'A hollow sham'

While the labour movement deserved the credit for the holiday, Labour Day soon lost much of its political significance. By 1898, the Vancouver parade was no longer called "the procession of trades"; it had become "the Industrial Parade." Union floats were outnumbered by those of merchants and manufacturers. Instead of listening to militant speakers declaring that labour

was the source of all wealth, celebrants took part in athletic events, with prizes supplied by local businesses.

By 1909, militants in Vancouver's labour and socialist movements were denouncing Labour Day parades, seeing them "as a hollow sham." Increasingly radicals argued that Labour Day had ceased to be a day of protest; it had instead become a sign that the labour movement was unable or unwilling to mount a successful campaign against capital, that it had been incorporated into the system, that it had been bought off. Instead, radicals celebrated May Day as a day of international solidarity, and one that was more meaningful because, like the original Labour Days, it was a day workers took for themselves rather than one that was given to them by their class enemies.

Ironically, the very success of the labour movement also contributed to the decline of Labour Day as an explicit workers' holiday. By the 1950s, many workers -- mostly male, white, and in occupations considered skilled or semi-skilled -- had won longer vacations and better pay, and so the day of rest in September became viewed as the last chance to enjoy summer rather than a special day. And by the 1950s, people were being pushed to think of themselves as consumers rather than workers, that is, to define themselves by what they could purchase, not how they earned their money. The idea that they were "labour," rather than some part of the middle class, just didn't seem to fit with that new vision of consumerism.

At the same time, it was easy for many in the labour movement to believe that the post-World War II trends would continue, that the law would make it easier for workers to join unions, that collective bargaining would continue to improve wages and conditions, that life for working people would continue to improve. A day for labour to reflect and inspire the rank and file didn't seem so necessary. That era, however, came to an end in the 1970s.

Since then, workers have been under attack by corporations and governments, in Canada and around the world. The laws have been changed, and it is harder to organize a union in Canada today than it was in the 1950s. The percentage of workers in unions has dropped, people are working longer hours and earning less pay, workplaces are more

dangerous, social welfare protects fewer people and provides less to those in need.

Reinvigorate the day, and the movement

Labour has not been able to stop this. One reason it has been unable to mobilize more effectively is that the radicals and militants have largely been isolated and purged. Most of the breakthroughs and innovations and new directions of the movement came from the radicals, from the Knights of Labor, the Industrial Workers of the World, the Communist party, the left wing of the CCF, and others. They were the ones to first organize women, immigrants, the so-called unskilled, all the workers the conservatives in labour said could never be organized. The radicals and militants were the ones who gave labour a larger, more inclusive vision, who pioneered new tactics such as the sit-down strike and the sympathy strike, who forged new solidarity with those who needed it most.

Without that rebel energy no movement can adapt to new conditions. A movement that is not creative cannot inspire or lead. A movement that cannot think outside the box will find itself trapped inside that box. So perhaps the best way to think about Labour Day is not to bemoan that we have forgotten its history but to consider how to recapture the present and to build the future.

*Mark Leier teaches labour history at Simon Fraser University. His most recent book is *Bakunin: The Creative Passion, and a new edition of Rebel Life: The Life and Times of Robert Gosden, Revolutionary, Mystic, Labour Spy*, will be published by New Star Books in 2012.*

A big deal, but a bad deal for Canada

by Heather

Fraser/Counterpoint/CALM

THE CANADA-EUROPEAN Comprehensive Economical Trade Agreement is big deal and Canadians should pay close attention. So far, negotiations have been quietly taking place behind closed doors. But this trade deal threatens public services, gives extensive powers to corporations and limits local democratic control for municipal governments.

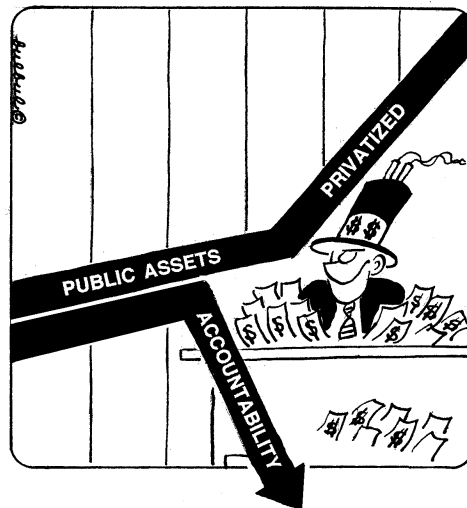
CETA is a corporate power grab. It will take power from local governments and gives it to large multinational corporations whose primary interest is in profit, not service delivery.

If CETA is signed, we could see large multinational corporations take over delivery of essentials like water, transit, energy and health care—whether our local communities like it or not. That’s because the proposed agreement may include a dispute resolution system that would give large European corporations the right to sue Canadian governments for public policies with which investors disagree. Policies that promote buying local goods and services, hiring local workers or ensuring services like wastewater treatment are provided locally could be deemed unfair.

This deal is important because it’s the first time that a trade agreement will include

municipal activities like purchasing, infrastructure projects and the delivery of municipal services. Because it expands the rights of corporations, it could lead to increased privatization.

CETA will cause drug costs to skyrocket. The European Union wants to use CETA to make it harder for Canadians to have access to low cost prescription drugs. A study by the Canadian Generic Pharmaceutical Association warns that this deal could potentially add nearly three billion dollars to Canadian medication costs annually.



CETA puts Canada’s water up for sale. CETA could open up public municipal water systems across Canada to privatization. At the request of Europe’s large private for-profit water corporations our governments are considering including drinking water and wastewater services under CETA.

CETA threatens local job creation. Our tax dollars should be used to create jobs and business opportunities in our local communities. One way governments do this is by deciding to purchase the goods and services they need from local companies. But under CETA, European corporations would have unrestricted access to purchasing contracts—and that means creating jobs in Europe, instead of here in Canada.

It’s time to stop this deal and protect our public services.

What do Canadians think about CETA?

- 77 per cent oppose the deal if it causes prescription drug prices to rise
- 60 per cent oppose the deal if it opens up government purchasing to EU corporations
- 52 per cent oppose the deal if it opens up water treatment services to competition from European corporations.

Source: CUPE/Environics Research poll May 2011

Buffett says tax the rich

Unions.org/CALM

BILLIONAIRE WARREN

Buffett is urging U.S. lawmakers to raise taxes on the country’s super-rich to help cut the U.S. budget deficit, saying such a move will not hurt investments.

“My friends and I have been coddled long enough by a billionaire-friendly congress. It’s time for our government to get serious about shared sacrifice,” Buffett wrote in an opinion article in *The New York Times*.

Buffett, one of the world’s richest men and chairman of conglomerate Berkshire Hathaway Inc., said his federal tax bill last year was \$6,938,744. “That sounds like a lot of money. But what I paid was only 17.4 per cent of my taxable income—and that’s actually a lower percentage than was paid by any of the other 20

people in our office. Their tax burdens ranged from 33 per cent to 41 per cent and averaged 36 per cent,” he said.

U.S. lawmakers engaged in a partisan battle over spending and taxes for more than three months before agreeing on to raise the \$14.3 trillion U.S. debt ceiling, avoiding a U.S. default.

Buffet says higher taxes for the rich will not discourage investment. “I have worked with investors for 60 years and I have yet to see anyone—not even when capital gains rates were 39.9 per cent in 1976–77—shy away from a sensible investment because of the tax rate on the potential gain,” he said. “People invest to make money, and potential taxes have never scared them off.”

Robin Hood Tax

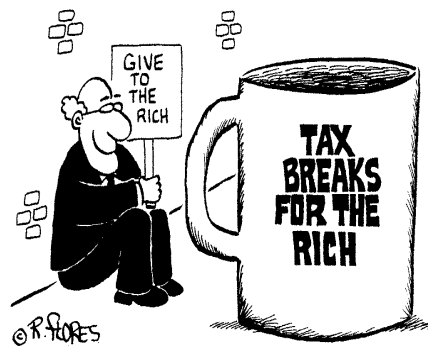
NUPGE/CALM

EUROPEAN

CAMPAIGNERS for a Robin Hood Tax are optimistic that France and Germany will continue to push for the tax in upcoming meetings.

French and German finance ministers sent European Union Commissioners a letter making formal proposals for a broad-based Financial Transaction Tax (FTT but also commonly referred to as a Robin Hood Tax). They say “We believe the European Union should lead the global mobilization on this issue.”

The FTT is a tiny tax, a fraction of a per cent, on financial transactions that could be used to fund efforts to fight poverty and climate change.



Supporters think it would also dampen financial speculation, one of the main drivers of the recession that started in 2008. The tax would not apply to the overwhelming majority of citizens.

The finance ministers wrote, “A global financial transaction tax would achieve the two-fold objective of establishing fair burden-sharing and economic efficiency. ... [But] we strongly believe that the implementation of a financial transaction tax at the European level would be a crucial step on the path to reaching a global consensus in a way that does not affect European competitiveness.”

“The tax base should be broad and cover all financial transactions related to financial instruments such as equities, bonds, currency transactions and derivatives. A low tax rate should be considered in order to minimize the risk of distortions and circumvention.”

One in four workers

could be 55+ by 2021

by Crawford Kilian/The Tye/CALM

CANADA’S WORKFORCE will barely grow over the next 20 years, according to a Statistics Canada report. And it will be a much older, more diverse workforce.

Using a number of population-projection scenarios, StatsCan foresees labour-force growth by 2016 to fall to under one per cent per year. By comparison, growth was around four per cent in the early 1970s as the baby boomers began to enter the labour market.

As the growth of the labour force loses momentum, the population of seniors aged 65 and over is projected to grow increasingly rapidly as a result of population aging and the entry of the baby boomers into this age range.

Consequently, according to all scenarios, the overall participation rate is projected to decline during the next two decades.

In 2010, the participation rate was 67.0 per cent; by 2031, it is projected to range between 59.7 per cent and 62.6 per cent, which would be the lowest since the late 1970s.

Between 2001 and 2009, the proportion of people in the labour force aged 55 and over rose from 10 per cent to 17 per cent, an increase of seven percentage points in nine years. The first baby boomers reached the age of 55 in 2001.

This increase is projected to continue from 2010 to 2021, when the succeeding cohorts of baby boomers in turn reach 55. By 2021, according to three of the five scenarios,

age or over, the highest proportion on record.

Also, by 2031, the ratio of people in the labour force to seniors aged 65 and over not in the labour force, that is mostly retired people, is also projected to decline. In 1981, there were roughly six persons in the labour force for each retiree. By 2031, or 50 years later, this ratio is projected to decline to less than three to one, according to all five scenarios. The ratio is projected to decline in every

province.

By 2031, roughly one in every three people in the labour force could be foreign born. Between 1991 and 2006, the percentage of foreign-born people in the labour force rose from 18.5 per cent to 21.2 per cent. If recent immigration levels were to continue, that proportion is projected to reach almost 33 per cent in 2031, according to most scenarios.

For more than 20 years, Canadian immigration has come mainly from Asian countries. Consequently, between 1996 and 2006, the proportion of people in the labour force belonging to a visible minority group rose from 10 per cent to 15 per cent. According to most scenarios, this proportion could more than double to 32 per cent by 2031.

• *Crawford Kilian is a contributing editor of The Tyee.*

B.C. HST result a win for tax fairness

CUPE BC/CALM

THE RECENT provincial referendum result rejecting the harmonized sales tax (HST) by a nearly 10 per cent margin sends a clear message that British Columbians are fed up with tax changes that favour corporations and the wealthy.

“This is a victory for fair taxation,” said the Canadian Union of Public Employees B.C. president Barry O’Neill, commenting on the mail-in

ballot referendum’s 54.73 per cent “Yes” vote to scrap the HST and reinstate the provincial sales tax (PST).

“The HST was an unfair tax—the wrong tax at the wrong time, introduced in the wrong way. The government made a critical mistake by failing to consult with British Columbians before introducing the tax, and clearly voters saw through its multi-million-dollar advertising attempts to justify it.”

To keep his promise, the finance minister, Kevin Falcon, will have to restore the provincial sales tax with full exemptions. This means that things like restaurant meals, paramedicals, school supplies, dietary supplements, funeral services and a range of other goods and services not subject to the PST will once again be exempt.

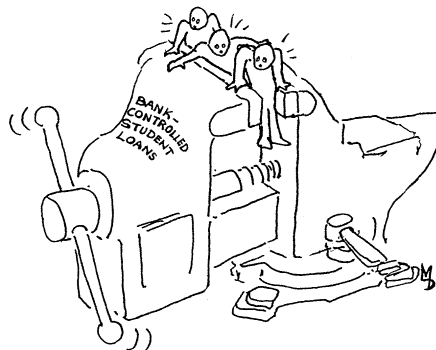
CUPE BC opposed the HST as a regressive tax that hurts poor people the most. The tax forces middle and lower income earners to pay a greater proportion of their income to acquire the same goods and services as those with higher incomes.

Rising tuition fees squeezing families

CCPA/CALM

ONTARIO’S SYSTEM of financing higher education is becoming less equitable and more regressive for families, says a study by the Canadian Centre for Policy Alternatives.

According to *Under Pressure: The impact of rising tuition fees on Ontario families*, if a middle-income Ontario family dedicated every cent of their after-tax earnings towards the cost of their child’s



university tuition starting on September 1, 2011, they would have to work 195 days before they paid for a four-year degree.

In 1990, it would have taken the same family only 87 days. For those students who gain entry into professional programs like medicine or law, it may take a middle-income family more than a year of earnings to pay.

The study offers two alternatives to increased downloading onto families.

“The 2009 Ontario corporate tax cut, could have rolled back tuition fees to 1990 levels, representing a reduction in tuition fees from \$6,500 to \$2,500 a year,” says CCPA research associate David Macdonald.

“If we implemented the reduction through the personal tax system, it would cost an average of \$100/year per family to reduce undergraduate tuition fees to 1990 levels. For an annual average of \$170 a family, undergraduate university tuition fees could be eliminated altogether. This progressively-administered expenditure represents exceptional value and cost-effectiveness for families who otherwise face increased sacrifices and ever higher debt loads.”

• www.policyalternatives.ca

Navigating the world of social media

by Karen Wirsig/CMG/CALM

MAYBE YOU’VE decided to set up a twitter account or a blog. And then there’s Facebook. Or maybe you don’t

want anything to do with social media but your employer thinks you should try it to expand your reach (and theirs). You may well feel you are working without a safety net.

The Canadian Media Guild offers the following tips for using social media and staying out of trouble.

On Twitter

Of all social media that is popular right now, Twitter is probably the one that most blurs the boundaries between professional and personal lives. Twitter works well when the account presents a real, identifiable person who shares information, opinions and ephemera on topics related to their work and non-work lives.

Twitter is packed with celebrities and journalists with large followings who use it to great effect to plug their own stories, pass on news, share tidbits and colour.

If you're on Twitter for work-related reasons, we recommend that you

- tell your boss about your account
- follow any journalistic policies that apply
- ask first, if you are unsure about posting something
- don't ever post in anger or in haste
- avoid expressing opinion on the stuff you are expected to cover in your job, unless your job is to express opinion.

If you are asked to Tweet by your boss, you have every right to

- ask for training on how to do it well
- develop a work plan with your boss to make sure it fits in with your other responsibilities
- ask what other task should be dropped, if your time is already fully accounted for.

Blogs and Facebook

Having a blog or a Facebook account in your own name and being open about where you work and what you do blurs the boundaries between your personal and professional lives. Some journalists set up a page with their public persona that they use in their work as a journalist (to find sources, etc.). Some then have a private account that uses a different name (eg. includes their middle name or a pseudonym) for their non-work life. Remember that what you write on Facebook walls and status updates is considered public.

If you have a work-related blog, the same advice applies as with Twitter. Tell your boss about your account, follow applicable policies, ask first if you're unsure about posting something, and address any workload concerns with your supervisor.

If you have a personal blog, and want to keep it that way, avoid identifying your employer and job.

Union leader arrested over pipeline

CEP/CALM

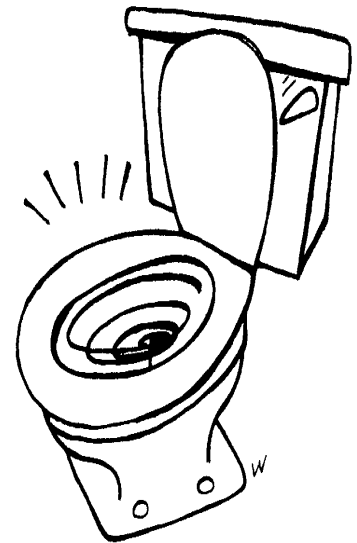
SEVERAL MEMBERS and leaders of Canada's largest energy workers union were arrested on Parliament Hill at the September 26 protest against the Keystone XL pipeline.

Communications, Energy and Paperworkers Union president Dave Coles and his executive assistant Fred Wilson were among the first of about 100 arrests.

"It was an act of conscience because of the pivotal importance of Keystone XL to the Canadian economy and to the environment," says Coles, adding that protesters were treated with respect by the

Ottawa police.

"The XL pipeline is a jobs killer," says Coles, citing an Informetrica study that the increased export of Alberta bitumen by Keystone XL will cost the Canadian economy an estimated 40,500 potential direct and indirect jobs.



"Canadian jobs in upgrading and refining will literally go down the pipe to the U.S. with the 900,000 barrels of unrefined bitumen," he says. "Meanwhile, Canadian refineries are closing. We need an energy strategy in this country that deals with the issues of jobs, sustainability, and Canada's energy security," he says, noting that "most Eastern Canada relies on imported foreign oil."

Coles says there is now a window of opportunity for the Harper government to reverse its decision on the controversial pipeline, because the building permit has expired.

Our water, our choice

by Gary Schoenfeldt and Darwin DeLorme/Labour Reporter/SFL

CPP protects workers from market meltdown

by Ken Georgetti/CLC/CALM

when you thought the 2008 global financial crisis was an ugly memory, the stock market roller-coaster is back with a vengeance, and we're along for the wild ride. Across the world, investor fears over sovereign debt and sluggish growth have ignited a loss of confidence and a flight from risk.

Workers trying to save for retirement are watching in frustration and disbelief. In the space of one week in August, Canadians with equity mutual funds watched 10 per cent of their retirement savings evaporate.

Defined benefit pension plans also lost money during the summer's carnage in equity markets, but only about four per cent of total assets.

The gyrations come less than three short years after the last gut-wrenching plunge in equity markets. In between, indexes like the Toronto Stock exchange did not even manage to return to their previous highs—which is why many RRSP portfolios have failed to recover from devastating market losses three years ago.

Mutual fund investors in Canada have, in the meantime, been charged management fees that are among the highest in the world. Whether you win or lose at the blackjack table, it seems, the dealer takes a cut.

To be sure, all of this turbulence is good for hedge

funds and speculators, who rely on market volatility for outsized returns. But is this any kind of sane way to ensure that retired workers have decent incomes in old age?

The current market swings are a reminder of just how costly and irrational the shift from defined benefit to individual savings plans really is. Think about two individuals retiring this week from a lifetime of work—Steve and Ted.

Steve is a member of a large defined-benefit pension plan, and knows exactly what his retirement benefit will be. That's because pension plans, which pool risk across generations and spread it over many years, can roll with the market punches and recover from temporary losses far better than individual portfolios.



The Canada Pension Plan is a perfect example. Canadians retiring this week with a CPP pension will get the full amount to which they are entitled, as will those retiring next year and beyond. Large funds like the CPP have professional investment managers who typically secure higher returns than small fry investors, who lack the knowledge and access that institutional investors enjoy.

As a member of a defined-benefit pension plan, Steve can proceed with his retirement plans despite the market turbulence, confident in the knowledge that his retirement benefit is secure, protected against inflation, and provided for life.

Imagine Ted, on the other hand, with a Registered Retirement Savings Plan (RRSP). Unlike many of his friends, Ted has been lucky to have an employer who chose to

offer a group RRSP at work, even if Ted's boss opted not to pay into his RRSP.

Ted has dutifully contributed a portion of every pay cheque for years, in anticipation of his retirement date. But for Ted, as with other individuals with retirement savings in private individual accounts, everything depends on market conditions.

The drop in the value of Ted's retirement portfolio on the eve of his retirement means that he will either have to put up with a permanent loss of retirement income, or postpone retirement until he can recoup his losses—with no guarantee that markets will rebound even three years from now.

Make no mistake, defined-benefit pension plans lost money in equity markets during the summer, but only about four per cent of total assets—far less than the haircut small investors received. But most importantly, time is on the side of pension plan members. This is not so for retail investors with individual retirement savings accounts.

Three years ago, the prime minister reassured us that a tumbling stock market signaled new buying opportunities. Great advice for high rollers, but not so good for Canadians trying to plan for retirement. Amidst persistent market turmoil, it's clear that we need the stability and protection of Canada's secure and enduring national pension plan more than ever. It's time to expand the Canada Pension Plan.

• *Ken Georgetti is president of the Canadian Labour Congress.*

”Remember this while on Facebook and Twitter

CMG/CALM

AS AN employee, you have some obligations to your employer that don't always end when you leave the workplace. At the same time, it's in your interest to keep your life outside of work your own as much as possible.

Here are some things to remember when you post to your favourite social media site even when you're in the privacy of your own home, on your own time and using your own account.

Don't badmouth your employer or colleagues. The B.C. Labour Relations Board recently found that the walled garden of Facebook is not private. Everything you post on Facebook or Twitter is considered public, even if it's just between friends, and you may be subject to discipline for comments that appear to affect your ability to do your job (i.e. "I can't work with that idiot, so-and-so" or "I'm so bored/tired/sleepy/frustrated with work"). Don't even joke about it: the Internet is the place irony goes to die. The same is true for Twitter and any other social networking site.

Avoid being Facebook friends with your boss. You should also avoid friending your supervisor or manager on Facebook. You're not friends, you're in a power relationship.

It's not really necessary, or advisable, to expose the details of your private life to your boss. If using Facebook is important in your work team, set up a work account.

Don't identify your employer on your personal Facebook page, or Twitter page or blog. This is another strategy to avoid blurring the line between your personal life and your work. It will give you some protection against potential claims you are exploiting your employer for your own gain.

You can blow the whistle on unethical behaviour, but not on Facebook or Twitter (or any other website.) Public criticism of your employer is risky business. You have a duty of loyalty under the law. If you have a concern about something that's going on at work, talk to a union rep about how best to resolve it. If you're bothered about the way your employer is handling something, don't vent online.

Don't release info about your employer that isn't already public. If it's not your job to make public announcements, don't make them. You can get into trouble for revealing proprietary information.

Your work computer is your employer's property. Don't assume that what you do on that computer (or mobile device) is private, even if you're using a non-work account. It's company equipment and the company can monitor your computer use. At CBC, their contract says workers can expect respect for their personal privacy and a workspace free of surveillance, unless management has a legitimate reason to monitor you.

ILCA/CALM
U.S.

Keep it simple

CALM

IT'S THAT simple. In order to have the Canada you want, you have to vote for the Canada you want.

Jack Layton

News in Short :

New President :

Dwaine Patterson moves back into the Presidents chair by acclamation.

603 Christmas Donations same as past year:

\$500 to the Salvation Army.
\$500 Elizabeth Fry Society.
\$100 Indian Friendship.
\$60 Gift Certificate to members on WI and LTD.

Scholarship and Bursary:

The two Scholarships and the Bursary was topped up with the monies from the past years Code of Ethics payments. Years ago the Local created these self perpetuating Scholarships and Bursary. At that time the Contracting Out fine money and the Ethics money was used. We had hoped to create another Bursary or Scholarship. But with the down turn in the economy and dropping interest rates both the Bursary and Scholarships were ailing. The Bursary and Scholarships are administered by School District 57. If you have kids or grand kids graduating this spring check them out.

St. Vincent De Paul breakfast:

A motion was passed at the General Membership meeting to fund and participate in an upcoming St. Vincent De Paul breakfast. The date for our breakfast is Saturday, January 21st and volunteers are welcome. We are hoping for 12 or more volunteers to help out from 8AM to 11AM.. You can donate your time by contacting Karen at our Local 603 office at 250-563-5159 or by sending a note to cep603@telus.net.

Injured Workers Support Group:

This support group is for all Pulp Mill Workers, either WCB, WI, and LTD.

The group offers moral support, education from experienced people, who care. The group meet on a weekly basis and offer a telephone service for those that are house bound. For more information call:

Sue @ 250-971-2469 or

Joan @ 250=561-2749



- Warren G. Bennis (1925–) U.S. scholar and organizational consultant

A collection of short letters

Internet/CALM

Dear Noah,

We could have sworn you said the ark wasn't leaving until five.

Sincerely, Unicorns

Dear Icebergs,

Sorry to hear about the global warming.

Karma's a bitch.

Sincerely, The Titanic

Dear America,

You produced Miley Cyrus. Bieber is your punishment.

Sincerely, Canada

Dear Yahoo,

I've never heard anyone say, "I don't know, let's Yahoo! it..."

Just saying...

Sincerely, Google

Dear 2010,

So I hear the best rapper is white and the president is black? WTF happened?

Sincerely, 1985

Dear boyfriends and girlfriends who have been dumped,

There are plenty of fish in the sea... Just kidding! They're mostly dead.

Sincerely, BP Oil



For submissions and articles for the paper.

E-mail www.cep603.ca, put paper in the subject line to ease the work of our secretary. You can also e-mail me at work or drop a line off in the paper drop box in the main hallway between the change rooms and the mill.

HUMOR

The future

Internet/CALM

THE FACTORY of the future will only have two employees, a man and a dog. The man will be there to feed the dog. The dog will be there to keep the man from touching the equipment.

Dear Saturn,

I liked it, so I put a ring on it.

Sincerely, God

Dear Fox News,

So far, no news about foxes.

Sincerely, Unimpressed

Dear Scissors,

I feel your pain... no one wants to run with me either.

Sincerely, Sarah Palin

Dear World of Warcraft,

Thank you for ensuring my son's virginity.

Sincerely, Parents Everywhere

Dear iPhone,

Please stop spellchecking all of my rude words into nice words. You piece of shut.

Sincerely, Every iPhone

UserNew words in the OED

Internet/CALM

New members: please make an effort to get to the next meeting to be initiated....and remember to fill out your death benefit form.

Union Office : 1012 Cuddie Cres.

Phone 250-563-5159

Fax 250-563-0847

Email cep603@telus.net



CANADIAN ASSOCIATION

CALM

OF LABOUR MEDIA