

A NEWSLETTER FROM THE UNION OF CONSTRUCTION MAINTENANCE AND ALLIED WORKERS

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THE WRITE ANGLE

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CMAW HOLDS FIRST CONVENTION

AS ALL-CANADIAN UNION

Close to 100 delegates from around the province gathered to discuss, debate and vote on more than 30 resolutions at CMAW's second convention – our first as an all-Canadian union.

Led by Joyce Holmes, CMAW Council's office assistant, delegates stood proudly to sing O Canada and Solidarity Forever.

In his opening remarks, president Jan Noster thanked participants for their commitment. He said, "While time spent debating issues

can make convention days long, policies set are for the well-being of our union."

He highlighted union efforts over the last year. "CMAW-funded training will continue and improve. Lobbying efforts with the B.C. Ministry of Labour will also continue. CMAW is lobbying for changes to the Labour Relations Code that will potentially help our union grow."

Brother Noster told participants that the establishment of a

CMAW, CEP, FTQ National Construction Cooperation Committee provided thousands of hours of employment for the three unions.

And, CMAW gained 1,000 members through our work in Alberta. In recognition of achievements there, we also received the Construction Owners Association of Alberta award for workplace innovation, beating out world-known construction organizations.

"During the past year, CMAW also signed new collective agreements with Spire Construction, Myco Construction, Shanahans, Richlieu, and DL Electric, just to name a few.

"And, while building trades tried to keep our members shut out of the Allied Hydro Council, CMAW challenged the move with the Labour Relations Board. The board ultimately ruled in favour of CMAW workers and contractors having access to allied Hydro jobs," said Noster.

... convention continued on page 4



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There is no doubt that 2008 has been a year of challenges and growth. Looking back over the past year, I can say we've accomplished a lot. And as I look ahead I realize we've still got a lot of work to do.

CONVENTION

CMAW held its second convention in October at the Holiday Inn in Vancouver. Overall, it went well and delegates enjoyed the debates, gained a greater understanding of how our union works, learned about challenges we face, had their say in issues that affect all of us, and listened to some great speakers.

This year, we had many first-time delegates, along with members who have attended more than 25 conventions. If you've never attended a convention as a delegate, I urge you to get involved in your local union and run for the opportunity to be a delegate at our 2010 convention. Remember that this is your union.

Delegates to convention debated and voted on more than 30



JAN NOSTER

resolutions over the course of three days. Although there were some contentious issues, most votes passed by wide margins. Resolution highlights are featured on page 4.

One of the most hotly debated issues was reciprocity – details of which you'll find on page 15.

The CMAW office has prepared a complete convention report package that will be sent to each convention delegate who requested one. If you are interested, contact your local union office and ask them to make you a copy, or lend you their copy, to read.

I want to thank each and every delegate who attended our convention, CMAW staff who took care of important behind-the-scenes details, and all speakers and guests who took time out of their busy schedules to join us.

ECONOMY

I know most of you have been reading the papers, listening to the radio or watching TV and are hearing about what is one of the greatest economic meltdowns in more than a generation. Maybe you've been recently laid off as a result of the downturn in the housing industry, or affected by the huge decline of commodity prices, or other symptoms of the general malaise we're in right now. We've been here before and the solution now is the same.

When confronted with the crisis of the Great Depression, Franklin D. Roosevelt, asked a young Canadian economist by the name of John Kenneth Galbraith what he should do to pull his country out of the Depression. Galbraith presented Roosevelt with this scenario: If the American government took every last dollar in the U.S. Treasury and paid people

to stuff those dollar bills into pop bottles and then paid other Americans to bury the money-filled pop bottles in abandoned coal mines, and paid further people to then retrieve those bottles, the sum total of all this economic activity would be worth more than those dollar bills stuffed inside those pop bottles.

Galbraith's point, was that in order to get an economy back up and running in a crisis, governments must invest money in infrastructure, health care, education, and other labour-intensive parts of our economy and put people back to work. It's interesting that Barack Obama's first priority (besides ending the war in Iraq) after being sworn in as president of the United States will be to ask Congress and the Senate for a massive economic stimulus package that includes tons of money to repair roads, fix bridges, build schools and invest in healthcare and education. He too is heeding Galbraith's advice.

The time has now come for our own federal and provincial governments to do the same. Roosevelt followed that young Canadian's advice and built,

among other things, the U.S. Interstate Highways, the Grand Coulee Dam and the U.S. Parks System. As a result, the U.S. and Canada prospered as a result of Roosevelt, and Mackenzie King, following that strategy. The private sector alone will not fix this. We need big public investments now to pull the country out of what could be a long recession. We need a New Deal for B.C.

RAIDING PERIOD

This year's raiding period is in full force until the end of December. Some prowlers have made an appearance at our work sites. Please see my comments on page 14.

CIVIC ELECTIONS

Councilor Raymond Louie attended our convention in October. We're really happy he was re-elected and his party, Vision Vancouver, along with COPE, dominated the election, winning the mayor's seat and nine out of 10 City Council spots.

In Burnaby, Mayor Derek Corrigan was re-elected and his Burnaby Citizens' Association swept 10 out of 10 council seats.

In Surrey, Mayor Diane Watts and her team captured the majority in their city. In Prince George and other places in the interior, progressive mayors and councilors who support labour were also elected. As union members and voting citizens, it's important to now hold their feet to the fire and make sure they don't forget what's important to us.

HAPPY HOLIDAYS

At this time of year, I find myself thinking about the most important things in life. Like you, I know it's our families and friends, who throughout the year support the work we have chosen to do, who really matter. So, take some time with your loved ones to relax and celebrate the season. Merry Christmas and Happy New Year!

Work safe,

Jan Noster

President

jannoster@yahoo.ca

CMAW CONVENTION FOCUSED ON RESOLUTIONS

Over the three-day convention, delegates heard from guest speakers CEP president Dave Coles, Murray Dobbin, (Board member of Canadian Centre for Policy Alternatives), Raymond Louie (Vancouver councilor) and BC Fed president Jim Sinclair who made a surprise appearance.

Copies of these speeches are available as part of the book of Proceedings of the Second Convention of CMAW and you can request a copy through your local union office.

During the three-day convention, committee reports were presented, including those from the Credentials Committee, Resolutions Committee, Constitution Committee and Apprenticeship & Training Committee.

While this was not an election year for CMAW officers, elections were held for three vacant positions for the Carpentry Workers' Benefit and Pensions Plans board of trustees.

GENERAL RESOLUTION HIGHLIGHTS

The group participated in active debate on the many resolutions written and submitted by our locals, as delegates presented the views of the brothers and sisters they came to the convention to represent. Resolution topics included:

- Merge construction locals into one
- All CMAW local units to affiliate to CEP
- Expansion of CMAW into other provinces

Affiliate with CEP

A resolution, submitted by Local 1995 Vancouver, asked that all CMAW Locals be required to affiliate to the CEP.

While the resolution was not supported it was understood that CMAW officers will be conducting further discussion between non-affiliated locals and CMAW/CEP in the New Year.

CWBP/CWPP Trustees

Resolution X6, which called for the election of regional CWBP/CWPP trustees to be elected in their regions, as opposed to regional delegates electing them at convention, was adopted.

The new method enables all CMAW members in good standing in a region to have the opportunity to elect their trustee to the plans, rather than limiting the voting to a small contingent of delegates at our convention.

CONSTITUTIONAL RESOLUTION HIGHLIGHTS

Our CMAW constitution is still very new, and so it was anticipated that there would be various new resolutions presented and debated at our convention. Resolution topics included:

- No capping of convention delegates
- Addition of vice-president executive position (to represent CEP 3000c)
- Mandatory retirement

Right to recall

Delegates passed a resolution that gives members and officers the right to recall officers.

Members will remember that prior to our CMAW Constitution, we were governed by the BC Provincial Council of Carpenters Constitution (commonly referred to as the Red Book) which contained a “right of recall.”

This provision enabled local unit members to recall their elected representative and/or executive board members if they believed that they were not adequately performing their duties, provided that there was sufficient membership and local executive board support. This same wording has now been added to our CMAW Constitution.

Convention timing

A resolution was passed to change the timing of our conventions. Conventions will now be held every other year, and in springtime (rather than yearly, and in the fall). To coincide with this change, delegates also voted in favour of officers being elected to serve a four-year term rather than the current three-year term.

The question of how local elections will be held has been referred to the newly established standing Constitution Review Committee. In addition to this, the committee will also review our CMAW Constitution for codifications and shortcomings. This committee will submit recommendations to our CMAW Executive Board, and to the next convention, after a review of the current guidelines.



Glen Warcimaga (left) and Tony McKellar



Delegates at Holiday Inn



During our convention, interested delegates were taken on a tour of Vancouver Shipyards. Many thanks to tourguide Toby Charett.

Secretary - Treasurer's Report

ELECTION OF CWBP/ CWPP TRUSTEES

The following plan trustees were elected at our convention for a three-year term:

- John Davies (Lower Mainland)
- Olaf Duemler (Thompson-Okanagan)
- Fred Kuhn (Vancouver Island)

CMAW TRUSTEES

Two positions were open for CMAW Trustees, one more than usual as a result of brother Mike Lang's retirement and resignation from his position. Brother Colin Cusworth from the Thompson-Okanagan Region and Brother Frank Smith, from the Vancouver Island Region were elected as new trustees.

LOCAL QUESTIONS MISSING EXECUTIVE REPORT

Questions were raised by some members of Local 1995 who asked why brother Randy Smith's report to members was not included in the convention Executive Board Report.



The sole purpose of these reports is to require all vice-presidents to report on the work they have done throughout the year, in their respective areas, as they are accountable to the members they serve.

Unfortunately, the report submitted by Smith was offensive to CMAW members and also contained profanity. In a meeting prior to the convention, our CMAW Executive Board reviewed Smith's report, and by majority vote, decided that it would not be included in the Executive Board Report.

2008 CEP ELECTION RESULTS

At the end of October, brother Jan Noster and I, along with 14 other CMAW delegates, attended the CEP annual convention in Montreal.

Convention highlights included the re-election by acclamation of Communication, Energy and Paperworkers' Union president Dave Coles and secretary-treasurer, Gaétan Ménard.

Jim Britton was elected as Western Regional vice-president. (Britton replaces Don McNeil who stepped down earlier this year.) Don Boucher and Wendy Sol were re-elected as administrative vice-presidents.

The following officers were elected for rank-and-file vice-presidents:

- **Media**
Mark Cameron (Vancouver)
- **Communications**
Donna Fauchoux (Saskatoon)
- **Pulp**
Brent Reid (Campbell River)
- **Energy**
Terry Schneider (Regina)

During the convention, CEP election candidates were invited to address CMAW delegates. This provided an opportunity for them to ask questions regarding our “construction affiliation.”

We are very pleased with how the session went. Candidates fully support our construction relationship and we are looking forward to working closely with all Western Region CEP representatives.

ADAMS RECOGNIZED FOR SHUTTING DOWN PORTS

International Longshoreman and Warehouse Union secretary-treasurer, Willy Adams, was honoured at the CEP convention for his efforts to coordinate the shutdown of all ports in the U.S. by refusing to unload firearms and munitions to be used in the war in Afghanistan.

CMAW delegates were particularly proud of brother Eugene Stewart – a carpenter member of CMAW, and native of Kitimat – who presented a hand-carved five-foot talking stick to Adams and explained the significance of the four heads to convention participants.

CEP ENERGY POLICY MERRY CHRISTMAS

A controversial resolution hit the floor and delegates debated arguments over jobs versus protecting the environment. The resolution called for an update to the CEP Energy Policy. After a referral back to the Resolutions Committee, it was recommended to concur with the amendment to Article 42.6 of the energy policy which now reads as follows:

Resolution G-26 Energy Policy

Whereas: the current CEP Energy Policy was adopted six years ago at the 2002 convention; and

Whereas: many changes have occurred in the environmental, political, economic and geographical fields related to energy since then:

Therefore be it resolved: That the updated policy document entitled CEP Energy Policy be adopted by the Convention in 2008 to include,

Work to promote environmental sustainability and the resolution of aboriginal rights in the development of the tar sands.

This past year has been memorable and productive. We should all be proud that we have come through a long bitter battle with our former international union.

At this time of year, we should reflect on our achievements. And, anticipation of a new year provides an opportunity for us to take stock of the tasks still ahead. I’m looking forward to a new year of more work, more jobs and more members. I am particularly looking forward to united cooperation – this is key to helping to achieve our goals – as we continue to grow our union.

I would like to extend greetings to you and your families for a very Merry Christmas and wish you all the best for a safe and prosperous New Year.

The very best of the season to you all!

In solidarity,

Pat Haggarty

SANTA SAYS WEST BROS HAS THE FINEST WOODWORKERS



If Santa could see them he'd probably give his head a scratch and wonder how this group of hardworking elves escaped being a part of his wood shop in the North Pole. Hmm, perhaps there is no collective agreement, or perhaps it's just too cold up there. Whatever the reason, Santa would agree that West Bros Frame & Chair (1976) is home to some of the finest woodworkers outside of the North Pole.

Just like Santa's shop, West Bros has a long well-known history. In this case, the name of the company, formed in 1964, reflects the story of two Italian brothers who first immigrated to Quebec and then headed west in pursuit of dreams and opportunities.

But unlike Santa's workshop, this shop doesn't make toys. This shop specializes in commercial

woodwork – chairs and tables made of solid B.C. maple destined for restaurants, hotels, and even casinos throughout North America.

Customers often show up with just a picture of a chair from a magazine. What begins as a concept moves to a design, prototype, pattern, and finally in a series of manufacturing steps becomes a piece of the West Bros brand of furniture.

Each day, the 16 employees busily cut, sand, finish and paint chairs and tables – each step of equal vital importance to the end product. West Bros employees have been certified to Local 1928 of our union since 1975. In these 33 years, the company has changed ownership a couple of times, but much of the real talent behind the woodwork is still there.

Robert George has owned West Bros since 2000. He says that the company, now the only producer of custom commercial chairs and tables in B.C., has a loyal following of customers. George says that while some might try cheaper Asian-made products, or products from eastern Canada, generally they return for West Bros quality.

While we did not have space in The Write Angle to interview all employees, we'd like to introduce you to four of the workers at West Bros and tell you a little about the job they do in the manufacturing of a chair.

Brother Lester Hendry is a 33 year employee, and while at a glance this doesn't seem possible, when he explains that he first started working for the company sweeping shop at the age of 14, his years are revealed, along with his work commitment.

Hendry takes care of the rough cutting (known as break-out) of the maple wood. In this primary step in manufacturing, blocks of wood are cut into shorter pieces and glued together so that there is no bowing in the finished product.



LESTER HENDRY

He says he loves to work with wood because it transforms into many different things. (At home he recently built a new kitchen, from scratch, out of maple.)

Once past brother Hendry the wood goes to the sanding room for the first time. Here brother Joe Demelo, a 37 year employee, passes each piece of wood through a drum sander.

Not unlike the other long-time staff members, when needed, Demelo can easily fill in for workers at many of the other manufacturing stations. Demelo prides himself on being flexible and accepting of changing times. He says he's adapted to each of the three bosses he's worked for during his time at West Bros and recognizes the qualities of each of them. He's also been union shop steward twice over the years.

Once past Demelo, the dowels and mortise are carved into



JOE DEMELO



NABIL GERGES

the component pieces. Then they are ready for more hand sanding – now at the finishing step where brother Nabil Gerges, a 32 year employee, makes sure the finished product is snag free. This finishing step is done entirely by hand.

Gerges, is originally from Egypt where he was also a furniture finisher. He says he came to Canada for a better life and beams from ear-to-ear when he talks of his daughter who studied and became an eye specialist.

Once the chair materials are properly finished they're ready for assembly and off the pieces go to brother Geraldino Raposo. Raposo is West Bros longest serving employee.

Raposo was first a shoemaker in Portugal and came to Canada in pursuit of love. Soon after, he started to work for the furniture manufacturer. That was 41 years ago.

Today Raposo skillfully assembles up to 45 chairs a day and holds his glue brush in his hand with the finesse of an artist.

Once chair dowels have been hammered together, and joints glued, the chair goes into a case clamp press machine that ensures it's solidly together. After this, it's off to the finishing/painting department.

(Assembled chairs that require upholstery are sent upstairs to an independent company.)

Outside of work, Raposo works some more. He's a part-time janitor at the Portuguese Club and enjoys participating in all their events.

Well Santa, there's no doubt you missed out on some great workers. The next time you need to order a custom-made bench for your sleigh, no doubt you'll think of West Bros Frame & Chair (1976).



GERALDINO RAPOSO



HE'S A STEELFITTER AND BIG HOCKEY FAN

It's Hockey Night in Canada up to six days a week for brother Tom Johnstone – a steelfitter with our Marine & Shipbuilders Local 506 at Vancouver Shipyards.

There was no ice rink in Woodfibre when Tom arrived in 1963 as a young boy. He could only get his time on the ice during the few weeks a year when it was cold enough to flood and freeze the local tennis court.

Twelve years later, an arena was built in nearby Squamish, but there were no refs. So, Tom not only learned to play hockey, but developed an interest in becoming a referee, too.

“I ref and still play hockey. I was fortunate enough to be part of a team that won the Old-timers’ World Championships in Vancouver in 2000, and also in Quebec in 2008,” he says.

But hockey isn't actually Johnstone's first passion. He once played semi-pro soccer in Scotland, until a broken foot ended his dream.

After this, he became a student under coaches for F.C. Barcelona



Tom Johnstone (right)
Shipbuilders Local 506

and Olympic teams, and obtained all his coaching levels. He used these new skills to run soccer schools – for 15 years.

One of his accomplishments was to build a men's and women's tournament for up to 90 teams for the annual Squamish Soccerfest.

“I was recently shortlisted to ref a Mexican tournament and the nationals in San Jose, California,” he says. In 2009, he'll also ref the Western

Regional in Vancouver, and the Police and Fireman Games.

But Johnstone still spends most of his free time on the ice and says that his biggest thrill was to ref a final game at GM Place for a hockey league. “Nothing beats standing at centre ice, helmet in hand listening to our national anthem – as a player, or ref.”

Hockey tickets, to a Canucks vs San Jose exhibition game were raffled at our CMAW convention, compliments of our Write Angle editor.

Johnstone won the tickets and said that the game was great, because the Canucks beat San Jose.

This great hockey fan reports that he's gone to several games since then.



KUHN – FOUR DECADES OF FIGHTING FOR CMAW

With four decades of union service tucked under his carpenter's belt, brother Fred Kuhn has been a big part of our union's struggles and ultimate Canadian victory. He says that CMAW's departure from UBCJA turned up his interest and rekindled his will to keep fighting for CMAW.

Kuhn is proud to have been a part of the 2020 merger (featured in the summer issue of *The Write Angle*) but says that what gives him the greatest satisfaction is having been a part of the leadership that worked to get CMAW back on its feet and to leave our former international union – UBCJA.

“Breaking away from them made me want to get seriously involved in this union, all over again,” says Kuhn.

Kuhn first got involved in our union by attending meetings and volunteering when needed. “In 1975 I was asked if I wanted to be recording secretary for what was then the Duncan local. I did this job for five years and then moved to Campbell River to become business agent. I was elected the following year and re-elected to serve two three-year terms.”



Fred Kuhn at CMAW convention

After this, Kuhn decided it was time to take a sabbatical away from union business and headed back to the tools for about 20 years. “During this time I was a member of the union, but not an officer. I would however act as trustee whenever asked.”

In 2004, his interest in union business was rekindled when talks to disaffiliate with UBCJA were heating up. “I was willing to help in any way I could,” says Kuhn who rejoined the union's leadership as business agent.

Today he serves our members on Vancouver Island. The large area he covers requires

him to spend about three days a week on the road travelling to the many companies and mills.

In addition to his full time duties, Kuhn is also CMAW's Vancouver Island regional construction vice president and a trustee for the Carpentry Workers' Benefit and Pension Plans – which he describes as challenging, and interesting. “I'm currently working hard to get redirection of funds (reciprocity) for our members of CEP 470 Vancouver, on Vancouver Island, and CMAW 3000c in Alberta.”

In his spare time, Kuhn – who received his carpentry apprenticeship in 1968 – enjoys woodworking, and can be found in his shop making Lazy Susan turntables, jewelry boxes, or refinishing furniture. For the last three years he's also been pursuing a new hobby – fly fishing.



ROBBI BOWDEN RETIRES AFTER 44 YEARS

by Robbi Bowden

the Socred's heckled, which infuriated me. Back then I may not have known much about the labour movement, but I recognized social injustice.

Later, my father told me that Strachan was originally a carpenter who became president of the Provincial Council of Carpenters.

As chance would have it, not long out of high school I ended up working for the carpenters. There were two of us – the secretary-treasurer and me. When time permitted, I also helped Dan Miller and international rep Al Staley in the Local 1598 office down the hall. Staley was also president of the BC Federation of Labour, then a part-time position.

Over the years, and through a couple office moves, the role of the Carpenters' Council continued to grow and more joined our staff. I attended many carpenter conventions. And at one of them I got to meet Strachan – there as a guest – and I was able to tell him about the impact his speech had made on me years earlier.

Union officers, and my fellow OPEIU Local 15 members, in

the Carpenters' Centre building also encouraged my own union activities, especially during my two-year term (1978-1979) as my local's president. And, in 2000 I assumed the role of recording secretary, and then councilor, until early 2007.

A highpoint of my years of involvement came when I was a delegate to the founding convention of the Canadian Office and Professional Employees Union – our new Canadian union.

I am very fortunate to have worked for the carpenters all these years. I'm grateful for the benefits of being a part of a unionized workplace. I'm also very grateful for having been a part of a dedicated group of staff and officials committed to bettering the lives of those who make up the labour force. I've loved my job, and my other labour movement involvement has been rewarding.

As I begin my life's next chapter, I leave CMAW my best wishes for a successful future. Although it may sound cliché, it is true that in unity there is strength.

OUR UNION IS GRATEFUL TO HAVE HAD ROBBI BOWDEN ON OUR TEAM FOR SO MANY YEARS. WE'LL MISS YOU ROBBI, AND WISH YOU ALL THE BEST.

In 1964, I accepted a job offer with the carpenters who had just negotiated their first province-wide agreement, and established a welfare plan and a joint apprenticeship board, in Vancouver. While space prohibits the recounting of 44 years, I'd like to share a little about my years of service.

As a teenager, I visited the Legislature in Victoria with my father, and got to hear a debate on Bill 43, a piece of anti-union legislation being enacted by the W.A.C. Bennett Socred government. The leader of the CFF Opposition, Robert Strachan, rose and passionately condemned the bill, detailing social progress made over the years through the labour movement. When he cited the not-so-distant-past deplorable working conditions, including child labour in mines,

DELEGATES BUS TO LOCKED-OUT PETRO-CANADA WORKERS

Montreal CEP members of Local 175 have been locked out for a year over Petro-Canada's plan to break their established bargaining pattern. CEP convention participants boarded buses to attend a rally in support of their brothers and sisters.



Petro-Canada locked out 260 workers at its refinery in Montreal, refusing to give them the same contract settlement it has already negotiated in other provinces.

Instead, Petro-Canada presented their final position to the local on Nov. 13, 2007, giving them two weeks to ratify the proposal. And four days before this deadline locked out the employees!

At the worksite rally, speeches were delivered by CEP executive board member Joe Gargiso and CEP president Dave Coles who

pledged continued support for the CEP members.

In their May 8, 2008 decision, the Quebec Labour Relations Board found the employer to be in violation by obstruction, interference, and bargaining in bad faith. However, they did not demand that Petro-Canada reverse the lock-out.

This has now escalated to the Fédération des Travailleurs et Travailleuses du Québec (Quebec federation of labour) call to boycott. The fédération has asked all of their affiliates to stop buying Petro-Canada gas for the duration of the lockout.

Petro-Canada recorded record profits of \$2.73 billion in 2007. There's no doubt that it's going to take a considerable amount of human and financial resources to fight them! Local 175 needs our help.

For more information on Local 175, visit www.cep.ca

Please send letters of support and financial contributions to:

Harry Dunn, Financial Secretary
CEP Local 175
PO Box 447
Pointe-aux-Trembles Station
Montreal, Quebec H1B 5P3
Fax: (514) 640-0973
E-mail: scep175@qc.aira.com

CEP passes emergency resolution in response to Petro-Canada lockout.

Therefore, be it resolved that:

- 1) CEP calls upon the Canadian Labour Movement to support a national boycott campaign against Petro-Canada until a settlement is achieved;
- 2) CEP calls on all Local Unions to coordinate consistent and continuous actions in their regions in support of the boycott campaign until a settlement can be achieved.
- 3) CEP calls on all Local Unions to financially support Local 175 on the occasion of the one-year anniversary of the lock-out (November 17, 2007) and to continue to support the courageous members until a settlement is achieved.

In support of our sisters and brothers, we ask that you refrain from using any of the services at Petro-Canada for the duration of the lockout.

UBCJA ACTIVE DURING RAIDING PERIOD

During the November/December raiding period UBCJA was found prowling around construction jobsites, and industrial plants, looking for CMAW members who might be interested in following them back to the United States.

“It never ceases to amaze me,” says CMAW president, Jan Noster. “While the construction industry is primarily non-union, the UBCJA and the Painters’ are completely focused on signing up workers who are already part of a union.

“Come on, the construction industry is 80 per cent non-union. What are these guys doing about that? Instead, these American business trade unions choose to focus money and energy on trying to raid a democratic, Canadian union just because we’ve made the courageous decision to manage our own affairs right here in Canada.”

CMAW officers believe that UBCJA is simply looking for the per capita tax they would receive if they convince members to go back to the USA. “They simply want members’ money,” says CMAW secretary-treasurer Pat Haggarty. “Remember that’s \$13



a month for shop workers, and \$15 per member for construction, that has to be paid to U.S. headquarters on top of regular dues.”

During the raiding period, fancy dinners were offered as bribes to members and their wives who could bear to listen to their sales pitch. “They’ll spare no expense to get your attention,” says Haggarty who likens UBCJA’s sales style to the timeshare pitches tourists get suckered into. “Those who weather the strong sales pitch in order to get the free dinner, or 26er of something, usually decide it wasn’t worth it. And those who actually buy the pitch realize they were conned into something they can’t afford and don’t need. Don’t be fooled.”

Noster says UBCJA still can’t stand the fact that we don’t



send our members’ money to support their overpaid leaders’ lifestyles in a foreign country.

“You’ve got to wonder if these guys are really doing what’s right for you as members, or if they are simply blindly following direction from their American masters to destroy Canadian autonomy.

If approached by one of these peddlers of misinformation, tell them you’re a proud member of CMAW and then contact your local union office to let us know.”

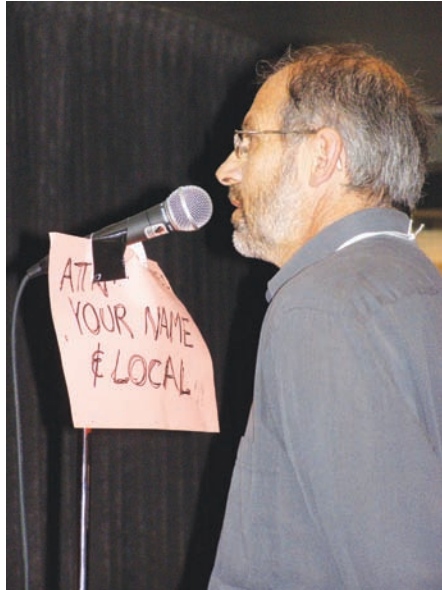
MEMBERS ASK FOR RECIPROACITY

Ninety-four delegates debated and voted on a number of resolutions submitted by locals from around the province at our October CMAW convention. By far the most hotly debated resolution concerned the need to have pension plan reciprocity which would enable members who belong to the Carpentry Workers' Pension Plan, and who work outside the province, to receive credit for their pensionable earnings.

At this time, a CMAW member from British Columbia who works in Alberta cannot transfer pensionable hours to his Carpentry Workers' Pension Plan. Why? Well, this is what CMAW Council has been working to get to the root of for quite some time.

While several other pension reciprocity agreements exist for various other CMAW work sectors, trustees of the CWPP are reluctant to introduce one for carpenters who work in Alberta and on Vancouver Island.

Back in January, our CMAW Executive Board met with the trustees of the Carpentry Workers' Benefit and Pension Plans to raise issues of concern to our members. Items discussed included the possibility of having mini-plan options, MSP



Angelo Marchetto, CMAW 3000c

inclusion in basic benefit plan coverage, direct dental billing, capping of pension credits, the need for regular plan communications, and reciprocity for our members working in Alberta and Vancouver Island.

At that meeting, CWPP trustees, together with actuary Naveen Kapahi and lawyer Don Cooper, told CMAW Executive Board that they saw no reason why carpenters working in Alberta and Vancouver Island could not participate in their pension plan in B.C. They indicated that despite the fact that we have all-employee agreements, and other trades do not wish to participate in the CWPP, they saw no problem with having only the carpenter

trade participate in the plan.

However, almost a year later we still have no reciprocity agreement. It seems that trustees have not taken member concerns seriously.

Members should rest assured that CMAW Council is taking the issue of pension reciprocity very seriously and will continue to insist that CWPP implement such an arrangement.

We hope CWPP trustees will respect convention delegates who voted overwhelmingly in support of an arrangement that ensures that members working outside of the province can contribute to their B.C. pension plan.

Members are reminded that trustees are elected representatives and that it's up to you to help hold them accountable. You are encouraged to contact your local trustee with your concerns.

CWPP Trustees:

John Davies, Chair, Lower Mainland Region; John Voykin, Kootenay Region; Brent Rogers, Central B.C. Region; Bill Penner, Northwest B.C. Region; Fred Kuhn, Vancouver Island Region; Mitch Nowak, Lower Mainland Region; Olaf Duemler, Thompson-Okanagan Region

There's More to Christmas

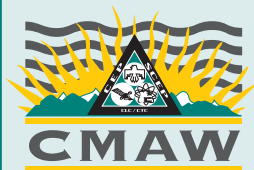
There's more, much more
to Christmas
Than candle-light and
cheer
It's the spirit of sweet
friendship
That brightens all the year;
It's thoughtfulness and
kindness,
It's hope reborn again,
For peace, for understanding
And for goodwill to men!

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MERRY CHRISTMAS!



Along with Santa, CMAW's COPE Local 15 office staff, Isabel Esteves (left) and Joyce Holmes would like to extend warm wishes, for a happy holiday season, to members and families.



This newsletter is published quarterly for the 6,000 members of the Construction, Maintenance & Allied Workers Bargaining Council.

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