

International cancels supervision hearings

BC Carpenters thwart hostile takeover

The United Brotherhood of Carpenters and Joiners of America (UBCJA) has cancelled its trusteeship hearings that were designed to take over the BC Carpenters Union. The American-based UBCJA had scheduled a trusteeship hearing for the end of September that could have resulted in the BC Carpenters Union being placed under supervision by its parent organization.

The cancellation comes on the heels of a British Columbia Supreme Court decision that prohibited imposing immediate trusteeship over the provincial union.

The cancellation also provides more time for the BC Labour Relations Board to decide whether a new Canadian union council has the right to represent BC workers. If the Board approves the council, BC Carpenters Union members will have made a significant move toward autonomy from the US union. The BC union voted last November to join the newly formed Construction, Maintenance and Allied Workers Bargaining Council along with the Communications, Energy and Paperworkers Union of Canada.

BC Carpenters Union President Len Embree said his members are now "another step closer to

achieving an autonomous and democratic Canadian union."

Embree said, "Decisions affecting our members will no longer be dictated from Washington. We insist on being able to elect our own representatives and vote on policies that are right for Canadian workers."

The BC Carpenters Union, also called the BC Provincial Council of Carpenters, is a diverse union of over 7000 members, the largest organization representing construction workers in British Columbia. The union also represents workers in various other industries across the province.

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ON THE LEVEL



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Raids against Canadian Local Unions not going well for UBC

International Agents Showing Desperation

In an act of desperation the United Brotherhood of Carpenters and Joiners of America (UBCJA) is now employing heavy-handed American-style bully tactics in their current raid attempts against local union members of the BC Provincial Council of Carpenters.

For several weeks a troop of UBCJA agents have been in BC campaigning to convince Provincial Council union members to raid themselves back into the UBCJA, an international union headquartered in Washington, DC.

A mêlée erupted this week when seven UBCJA agents trespassed onto a Provincial Council construction site to interrupt a scheduled meeting being conducted by three Provincial Council union and pension plan representatives.

The construction workers had invited the Provincial Council in order to learn more about various union issues. Seven UBCJA agents attempted to hijack the session, hurling insults at the elected union representatives, including John Davies, the Chair of the Carpentry Workers Pension and Benefit Plan.

Towards the end of the meeting the UBCJA agents, frustrated that they were losing the support of the construction company employees, instigated an incident between themselves and Mr. Davies.

Predictably, the UBCJA called the Vancouver City Police and has laid trumped-up charges against our union representatives. Provincial Council's legal counsel is confident that the charges will lead to a dead end.

"Our members are smart enough to smell a rat so the US-trained UBCJA agents have resorted to last-minute bully tactics. It's quite pathetic," says Len Embree, elected President of the Provincial Council.

Previously, Provincial Council members had voted overwhelmingly to leave the UBCJA and to chart their own course as an autonomous Canadian union.

See RAIDS page 2

Warning!

International agents working for the UBCJA Abbotsford Local 1907 are talking to members and representing themselves as being from Vancouver Local 1995. The American-paid International agents are asking members to sign "Voter Registration Cards" when in fact the forms are an Application for Membership into UBCJA Abbotsford Local 1907 and away from your home Local Union.

Please call 1-888-646-6473 if you suspect you have been approached by any one of these International agents:

Brent Mayne	Doug Urquhart	Lonnie Gorrill
Mike Christensen	Mike Shaughnessy	Gord Canavan
Robert Hirst	Fred Brown	Kris Bothe
Greg McMahon	Shan O'Hara	Carlos Pimentel
Gary Murphy	Mike Autzen	Dave Wright
		Wayne Cox



CHARTER PRESENTATION. CEP President Brian Payne (left) presents CMAW charter to BC Carpenters Union President Len Embree and CMAW President Brian Zdrilic while CEP Western Region Vice-president Dave Coles looks on. Local 1928 BA Pat Haggarty and Local 506 BA Bob Eaton offer support in the back row.

CMAW charter granted

CEP convention welcomes CMAW-Carpenter delegation

by Brian Zdrilic, president CMAW and Millwright Local 2736 Business Representative.

On October 17, 2004 a delegation of BC Carpenters Union members (including Provincial Council officers and executive members) were invited to attend the 6th National Convention of the Communications, Energy and Paperworkers Union of Canada (CEP) held in Quebec City.

For a National Union that has over 150,000 members in some 600 locals that work in diverse sectors of the Canadian economy, I was sincerely impressed by the level of understanding and cohesion of the delegates. The presence of grassroots participation at the convention was a breath of fresh air.

On the third day of the convention we were exhilarated when an emergency resolution was unanimously supported by all 1,400

delegates welcoming the Carpenters and pledging support. That resolution concluded: THEREFORE BE IT RESOLVED: That the CEP take all necessary steps to support our affiliate members in CMAW in their struggle for a democratic progressive Canadian union. (See story inside page 3)

Following this resolution we were presented with a charter from the CEP for the Construction Maintenance and Allied Workers (CMAW) Bargaining Council.

What does this resolution mean to the BC membership? Presently the International is attempting to raid the BC Provincial Council. As of today the position of the CEP is that the raid on the BC Provincial Council is a raid on the CEP. This position is not only being supported by the CEP but also by some of the employers that hold certifications with CEP.

LEVEL LETTERS



Canada can become a third-world country

To *ON THE LEVEL*:

On June 9, I received the December 2003 edition of *ON THE LEVEL*. I was a little taken back at the cost of postage, \$1.75. At 40 pesos Philippines money to the CDN dollar, that's P70.

The daily wage here is about P200 for unskilled labour. Carpenters are considered unskilled labour, and most are. Postage for three issues would pay a man's daily salary.

However, I was grateful to receive the copy and read every article.

One that particularly interested me was about workers from India hired to dismantle the Gold River pulp mill. I can see the logic — that mega corporations want the cheapest labour possible. But I think the powers that govern the province and the country have no insight as to the path (where) this could lead.

Here in the Philippines, where wages are deplorable and few unions exist, the morale of the population is low. The labouring population, that is.

Crime is rampant. Security guards are prevalent at every bank and at most businesses. There was a coup attempt on the government last year. Income tax is virtually non-collectible from the labouring class (and) most are alcoholics.

So — go for it Canada and BC. Turn all the blue-collar workers into peons and soon Canada will become another third-world country. And when that happens you can declare martial law like Ferdinand Marcos did.

But Philipinos are pushovers. They seem to have lost their spirit to rebel against the conditions. Canadians are not pushovers and if conditions in Canada get too bad the history books of the next century may tell of the Canadian Revolution.

Yours

T. Phipps

Palawan Philippines

Road-runners dominate

Canadian independence is the real issue

Dear Brothers

The struggle for Canadian independence and sovereignty is the real issue undertaken by the Carpenters Local 1995 in Vancouver BC against the dictatorial interference by a foreign based organization, the so-called UBC in Washington USA. The issue is not just a matter of one local taking on the fight-back through the courts but to mobilize the carpenter locals across the country for Canadian independence and democracy.

The problem lies with the leadership of each local being dominated by a handful of Canadian road-runners employed by the UBC and paid with Canadian dues money without any benefit to its rank and file membership.

Romeo Platschick
Local 343 (since 1957)
Winnipeg

ON THE LEVEL

Is dedicated to representing Carpenters Union members' views and news and reporting on social issues of interest to working people in British Columbia.

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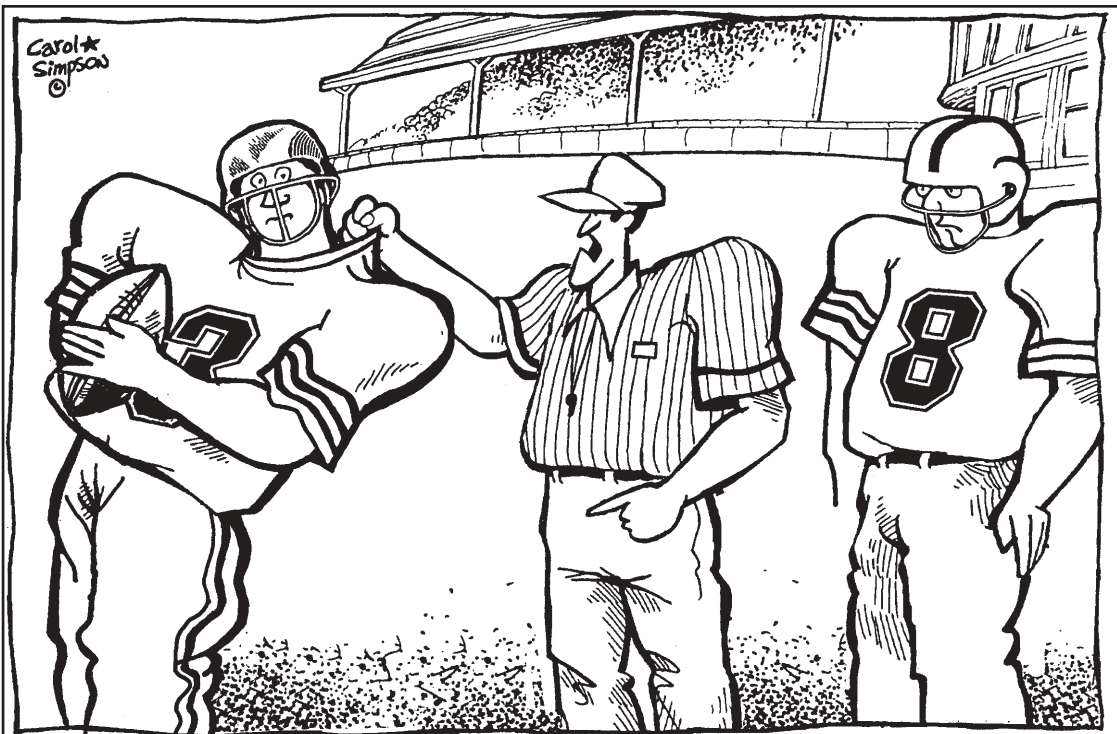
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"15 yard penalty for wearing a uniform made by a Third World sweatshop."

BC Carpenters Union calls on Campbell Liberals to halt transfer of BC jobs and privacy to US

Privacy Commissioner's report confirms outsourcing to US-linked companies will put British Columbians' personal and confidential information at risk

The BC Carpenters Union is asking that the BC government cancel any plans to contract out the administration of the personal and confidential information of British Columbians in wake of the B.C. privacy commissioner's report released last week.

"The BC labour movement was right. The privacy commissioner's report confirms the USA Patriot Act is a huge threat to the privacy of British Columbians. There is nothing stopping the FBI from accessing our personal information once it's handed over to American-linked companies," said Len Embree, BC Carpenters Union President.

"The right thing for the BC government to do is not send our data south. It is the only way to defend ourselves from the USA Patriot Act," Embree said.

Embree praised the privacy commissioner for his thorough investigation, which must have been "a monumental task" given the complexities of the issues and the huge number of submissions from civil liberties groups, academics, unions, advocacy groups, the legal community, and individuals concerned about protecting the public's right to pri-

vacy.

In efforts to raise the alarm about the implications of the USA Patriot Act, the BC Carpenters Union, along with the B.C. Government and Service Employees' Union (BCGEU) and others, has joined with the Right to Privacy Campaign in court challenges to the contracting out of the administration of the Medical Services Plan (MSP) to the Arizona-based Maximus corporation. The government is also contracting out PharmaCare, government payroll, Provincial Revenue, disaster recovery, and workstation support services.

Personal information at risk through the outsourcing of Provincial Revenue functions alone includes everything from name, address, telephone number, social insurance number, family history, employment history, income, credit card and bank account numbers, and even charitable donations and mortgage details.

The contract to administer MSP and PharmaCare includes access to an individual's medical reports, doctors' names, psychological and mental health reports, x-rays, photographs, details of surgeries, and prescription history.

Raids not likely to be successful

UBCJA raiding BC Carpenters

Cont'd from page 1

"The UBCJA is getting desperate because they have made just over a dozen raid applications but they need to get all of our 110 union employers in the next five weeks for the US-funded campaign to be successful," says Embree.

Embree says that, by law, the UBCJA has only two months to raid the Provincial Council's construction sector. The raiding period concludes December 31, 2004.

"After Christmas the UBCJA agents should just pack their bag full of dirty tricks and go home," says Embree. "All they'll have in their stockings is a lump of coal."

Make the Internet connection

Internet news and views of interest to Carpenter Union members can be reached through the BC Carpenters Union website at www.bccarpentersunion.com or at the union friendly website run by Local 2300 member Dave Livingston at: www.carpentersunionbc.com

Other sites of interest include:

BC Federation of Labour	www.bcfed.com
CLC home page	www.clc-ctc.ca
Canadian Autoworkers	www.caw.ca/index.asp
CUPE BC	www.cupe.bc.ca
Labour Start (labour news)	www.labourstart.org/canada/
Straight Goods (news)	www.straightgoods.com/
Working TV	www.workingtv.com/index.html
Carpentry Workers Plans:	www.cwbp.ca/index.shtml
David Shreck (analysis)	www.StrategicThoughts.com/

Contact your Local Union for Local Union websites



Letters promise unqualified support

CEP's Dave Coles backs Carpenters autonomy fight

CEP Western Region Vice-president Dave Coles has firmly allied the BC locals of the Communications, Energy and Paperworkers Union of Canada with the BC Carpenters Union in its fight with the UBCJA (International). In letters sent to CEP Locals throughout British Columbia as well as to Pulp & Paper and Energy employers about the raids being conducted by International agents, he declares quite

firmly that the CEP is standing behind the Carpenters.

He tells the employers to stay out of the campaign and not allow access to worksites for the raiders. He warns them that "an attack against the BC Council of Carpenters is an attack against the CEP. As you know, we defend the interests of our members to the fullest extent."

In Coles' letter to the CEP locals he points out that the BC

Provincial Council of Carpenters is directly affiliated to the CEP through the Construction, Maintenance and Allied Workers bargaining council (CMAW). He calls on his members "in the strongest possible terms" to provide assistance in the Carpenters struggle to be free and independent from the International.

Pointing out that the struggle of the Carpenters is similar to their own fight for democracy

and independence from American unions, he said:

"We want you to understand that with the creation of CMAW an attack against the BC Council of Carpenters is an attack against CEP."

Coles calls for assistance in this struggle from his members. "This may include leafleting, letter writing or attending a meeting or rally. This fight is our fight, please join us," he concludes.



Quesnel School Board delegate travels to Quebec City for CEP convention

By Sandra Backer Local 2545

I was the fortunate candidate to attend the Communications Energy and Paperworkers National Convention in Quebec as a Provincial Council Affiliate Delegate and thought I'd share some of my experiences with my brothers and sisters of Local 2545. For those of you who may be asking the question "why would you attend this convention?" the answer is simple — this is our sponsoring Canadian Union.

My first exercise, after being informed that I'd be an Affiliate Delegate, was to learn as much French as possible before October 15, 2004. The extent of that was "un café," which means one coffee, "bonjour" which means hello, "est-ce que vous parlez anglais?" which means do you speak English? Thankfully, as soon as you said bonjour the French speaking residents immediately knew you were obviously incapable of communicating in French to any extent and reverted to English. Quebec is a beautiful city with a great deal of history, a place I'd recommend you visit.

All that said, the 6th National (CEP) Convention was attended by over 1400 union brothers and sisters across Canada. CEP covers a broad spectrum of workers from film and media, school board, telecommunications, pulp mills, MDF plants, oil and gas Companies, along with many other sectors. They are a very proactive union representing over 157,000 members across Canada. CEP has a National Women's Committee, a Young Workers committee, a National Equity Committee representing women, people with a disability, gays, lesbians, bi-sexual and transgendered people, aboriginal people and people of colour. Groups or committees are formed across Canada to bring issues and collective agreement language to the local levels to assist them in dealings with their employers and to educate members alike. CEP members contribute to a CEP Humanity Fund; this fund has concentrated its international partnerships on the Americas. In 2003, the Fund cooperated with groups in Mexico, Nicaragua, El Salvador, Cuba, Peru, and Brazil. The Fund also continues to provide support for community development and emergency aid projects in Canada.

In March, a delegation of members visited Fund partners in Central America. This Fund has provided worker education in Nicaragua, and El Salvador both of which have free trade zones, where most maquila (export assembly)

plants are located. In El Salvador, the **Maquila Federation of Independent Unions and Associations of El Salvador (FEASIES)** federation made progress in organizing a new union in the maquila sector. Although only about one per cent of workers belong to a union in El Salvador, unions like FEASIES are using new ways to reach workers and fight to improve difficult working conditions.

CEP President Brian Payne gave a wonderful speech (to the convention) on the work of the CEP since the last convention. Brother Payne also introduced Provincial Council and CMAW delegates to the convention as follows:

"I also want to introduce some other new delegates on the floor of this convention - the delegates from our newest affiliate member the Construction, Maintenance and Allied Workers Council, representing 8,000 carpenters, millwrights, shipyard workers, and school board workers in British Columbia. They remain at this time involved in a critical struggle for democracy and independence from their American union. I want to recognize Brother Brian Zdrilic, President of CMAW, and Brother Len Embree, President of the BC Provincial Council of Carpenters. Let me assure you and your members that you have our full solidarity in your struggle for a progressive, Canadian union. Welcome to this convention and welcome to CEP." (Editors Note: The CMAW-Carpenter delegation received a standing ovation from the 1,400 delegates and report they ran out of CMAW T-shirts to give away in record time).

The Fight Continues for our Canadian Union.

Currently we are awaiting a decision from the Labour Relations Board on our applications to transfer to CMAW. Once the decision comes down and is approved we'll count the votes. Just a reminder to members that, as explained at numerous meetings, this fight has been a long, drawn-out process that doesn't seem to be getting any easier. Many of you have received letters in the mail recently from

Provincial Council President Len Embree as well as letters from James Smith from the UBCJA (International Rep) — try not to lose your focus. Remember that we are fighting for our rights to democracy and independence from the American union.

This article by Sandra Backer appeared in the Quesnel School Board Employees Local 2545 newsletter "Local Level" earlier this month.



Sandra Backer, Local 2545 points out a closed school in the Quesnel District



CEP supports Canadian Autonomy

Communications, Energy and Paperworkers Union of Canada (CEP) president Brian Payne, in his opening remarks to the 6th Annual Convention in Quebec City in October, welcomed the delegates from the British Columbia Carpenters Union with a ringing endorsement. He told the delegates that:

An important affiliation to CEP are the members of the Construction, Maintenance and Allied Workers Council (CMAW). This Council is a joint body between CEP and the BC Provincial Council of Carpenters. In December of 2003, the membership of the BC Provincial Council of Carpenters voted 82.9% to say yes to the question "Do you wish to transfer the affiliation of the British Columbia Provincial Council of Carpenters and its affiliated Local Unions from the United Brotherhood of Carpenters and Joiners of America to a Canadian Union?" Following the vote, CEP and the BC Carpenters announced the formation of a new bargaining council, and in June 2004, the bargaining council voted to affiliate to CEP.

The struggle of BC carpenters to pursue their own democratic course is not yet over, and we anticipate various legal challenges and other maneuvers to frustrate their wish to merge with CEP. I extend our continuing solidarity and a hearty welcome to the CMAW affiliate delegates who will be present at our national convention.

Softwood Lumber a pivotal issue

In his remarks, Payne also touched on the Softwood Lumber situation. He said that after their 2002 convention the CEP felt "an urgent need to confront an imminent sell-out of Canadian interests in the softwood lumber dispute with the United States."

The US had imposed damaging tariffs on Canadian sawmills and negotiations were taking place over a tentative resolution to the dispute based on a US "Policy Bulletin." The policy bulletin was named after Grant Aldonas, the US Under-Secretary of Commerce, and it set out how Canadian provinces should change their forest practices in order to comply with US wishes and have the tariffs lowered or eliminated.

"As we feared," said Payne, "the Canadian government eventually negotiated a tentative deal with the US based on the Aldonas policy, and a return to a 'quota' system for Canada." CEP condemned the proposed softwood deal with the US, and the deal was never ratified by the provinces.

CEP campaigned strongly against this sell-out of Canadian forest policy by running radio and newspaper advertisements and erecting billboards. They held rallies in Québec, occupied Ontario government offices in Thunder Bay, formed community based coalitions in Alberta, and held town hall community meetings throughout BC. The CEP worked with the NDP to pose direct questions in the Federal Parliament and in Provincial Legislatures across the country.

"Only one province, the right wing BC government of Gordon Campbell, has agreed to implement the Aldonas forest policy," said Payne.

A continuing frustration of CEP, and for Payne personally, is the unacceptable exclusion of labour from inclusion in the softwood talks, or even from meaningful consultations.

See **SOFTWOOD** page 4

Freedom of information request shows BC Ferries CEO David Hahn and BC Transportation Minister Kevin Falcon intentionally misled public about BC government not being involved in decision to build ferries in Germany

Hahn gave advance copy of material for "media blitz" to Falcon, thanked minister for "patience"

A freedom of information request released in September shows that BC Ferries CEO David Hahn and BC Transportation Minister Kevin Falcon intentionally misled the public in saying there was no involvement of the provincial government in the decision to build three new Super C Class ferries at a German shipyard, says the BC Shipyard General Workers' Federation.

Federation president George MacPherson says that while both Hahn and Falcon publicly stated that the government was in no way involved with BC Ferries in the \$542 million decision, an email obtained through an FOI request shows that Hahn was reporting to Falcon and providing the minister with advance copies of information about the deal.

"David Hahn and Kevin Falcon both said the government was not involved in BC Ferries and this information clearly shows that they were and that they deliberately misled the public about the so-called independence of BC Ferries," MacPherson said. "It is now obvious that there is a very close relationship between the provincial government and BC Ferries, despite what Hahn and Falcon told the public."

MacPherson said an email from David Hahn to Kevin Falcon dated July 28, 2004 shows that BC Ferries was reporting directly to the government about its plans to build the ferries in a foreign shipyard. The email tells Falcon that Hahn will launch an "all out media campaign" on July 30, with Hahn to "lead the media blitz myself" and that Hahn will "arrange for your office to receive an advance copy" of the material.

MacPherson said both Hahn and Falcon had said numerous times that BC Ferries was completely independent of the government.

In a letter to MacPherson dated May 4, 2004, Falcon wrote that: "British Columbians told our government very clearly that they don't want politicians interfering in how new ferries are built ... That is why we had to change course, and in April 2003, we transformed BC Ferries to give it the independence it needs and the ability to exercise its best business judgment."

In response to a question from CKNW radio's Bill Good August 4, 2004 about possible provincial government involvement, Hahn said: "I think it's been helpful that the minister of transportation and the premier have supported our ability to make an independent decision but they've had no input in the process other than that."

Vancouver Sun columnist Vaughn Palmer reported that in responding to a question on whether it might have been better to allow the Washington Marine Group to make a bid on the Super C-class ferries Hahn said: "It might have been politically better to do it that way but I don't worry about politics."

MacPherson said the email release under an FOI request by the Federation may just be the tip of the iceberg regarding collaboration between BC Ferries and the Liberal government.

"We have no idea how many telephone or direct conversations may have taken place between David Hahn and Kevin Falcon over a long period of time, but it is obvious that this email is a response to complaints from the minister about BC Ferries doing a poor job communicating this controversial issue," MacPherson said. "It is clear that David Hahn was reporting back to Kevin Falcon, not acting as CEO of an independent corporation, which he always claims."



Shipbuilders and Carpenters helped organize a rally protesting BC Ferry sell-out in Victoria this summer. From left: Warren Eggleston (Victoria), Jack Layton NDP leader, Noreen Hall (Carpenters WCB Advocate) Jim Senior (BA Local 1989) Jack Sutherland (member of Local 506) Bob Eaton (BA Local 506)

CEP emergency resolution supports CMAW-Carpenters autonomy battle

An emergency resolution was presented on the floor of the CEP convention supporting CMAW and the Carpenters fight with the UBCJA. It was endorsed unanimously with a resounding standing ovation by the 1,400 delegates present.

PRESENTED BY CMAW

WHEREAS British Columbia Carpenters Union members have voted by 84% to leave their American union to form a Canadian union; and

WHEREAS the British Columbia Carpenters Union have now affiliated with CEP through the Construction, Maintenance and Allied Workers Council; and

WHEREAS on September 28, 2004 the International Union attempted to hold trusteeship hearings against the British Columbia Provincial Council of Carpenters; and

WHEREAS this attempt to remove the leadership and take-over the British Columbia Carpenters Union was prevented by an order of the British Columbia Supreme Court;

THEREFORE BE IT RESOLVED THAT CEP will take all necessary steps to support our affiliate members in CMAW in their struggle for a democratic, progressive, Canadian union.



Softwood issue still burning

US Senator makes grab for lumber duties

Cont'd from page 3

"We will not accept this treatment from government or the industry and we will continue to do whatever is necessary to influence the course of events on this vital matter for CEP members," he said.

Recent developments in the United States confirms Payne's concerns about the Softwood deal. A bill introduced in the US Senate by Montana Democrat Max Baucus last week would make a grab for the more than \$3 billion in Canadian softwood tariffs that have been collected so far. The Baucus bill would "liquidate" the duties sitting in trust and turn them over to American lumber companies under the Byrd Amendment that allows those parties that bring an action under US trade laws to confiscate the duties collected. The World Trade Organization has ruled that the money should be returned to Canadian producers, but the Americans are resisting and trying to make an end run around the WTO's ruling that the Byrd Amendment violates international trade rules.

Enough is enough

CLC sues National Post for libel

CLC/CALM

The Canadian Labour Congress has begun a libel action against the National Post and the CanWest-Global chain of newspapers.

In a September 2004 story linked to a policy conference in Ottawa, the National Post and CanWest-Global newspapers reported that the CLC had officially changed its policy on free trade.

It was an error, drawn from a single sentence in a background paper that, in fact, detailed how free trade has cost Canada good-paying jobs.

The CLC quickly sent a letter to the National Post and CanWest-Global demanding a correction and a retraction. Regardless, a string of editorials appeared the following day that further distorted the facts.

"They distorted their own distortions and started making up news," said CLC President Ken Georgetti. "Some wrote that I had actually said free trade was good for the country, which was simply untrue. Others used their own claim that we were 'wrong about free trade' to suggest that we were wrong about everything, knowing full well the confusion this would cause among our membership and the harm it would do to the reputation of our organization and our staff."

The response from the National Post and CanWest was not satisfactory and gave Georgetti no recourse but to take legal action. Repetition of the lie in the Ottawa Citizen and the Vancouver Province reinforced the need for such a response.

"They are printing fiction. They know it is fiction, yet they continue to repeat it as fact to back up their own assertions. Most Canadians have gotten used to the National Post brewing its own news and spreading it around the country to fertilize its own strange view of the world. This time, they've just gone too far," says Georgetti.

U.S. earns low marks

BCTGM Report/BCTGM

The U.S. earned low marks for workforce economic security in a new global survey, published by the International Labour Organization.

The rankings of 90 countries are based on income security, workplace security, job security and collective bargaining and union representation. The ILO said the low U.S. ranking mainly is due to the poor score it received for domestic labour policy because the U.S. has not ratified key ILO conventions and has no legal notice periods prior to termination of employment.

The U.S. ranking was below that of countries such as Portugal, Hungary and Slovakia.

Wal-Mart on trial

Local 1518 Update/UFCW 1518/CALM

Wal-Mart's so-called open door policy for personnel doesn't open wide enough to let women into better jobs or management positions, according to allegations in a lawsuit against the company.

Six women have stood up to challenge pay and promotion practices at Wal-Mart stores across the U.S.

A federal court judge has certified the case as a class-action sex discrimination lawsuit covering the 1.6 million women who worked at a U.S. Wal-Mart store since December 26, 1998.

In issuing his decision, the judge referred to the overwhelming evidence that showed a pattern of lower pay, fewer promotions and less opportunity for women at Wal-Marts.

Despite denials and legal manoeuvres, Wal-Mart will have to stand trial and face the charges of pervasive sex discrimination in the largest civil rights class action case in history. Women, who had worked longer for Wal-Mart and had higher job performance evaluations than the men they worked next to, received lower pay. The judge described the legal action as "historic in nature, dwarfing other employment discrimination cases before it."

Wal-Mart has aggressively focused on dissuading workers from connecting with each other or acting as a group. Workers are repeatedly told they do not need "third party representation" and that Wal-Mart has an open door policy that allows workers as individuals to resolve their problems with management.



"What I really want for Christmas is the elimination of all paid holidays."

Vancouver City Council supports Union Apprenticeships at Woodward's

BC Carpenters Union Representative Jan Noster made a spirited and successful presentation to Vancouver City Council in September during public hearings on the Woodward's project.

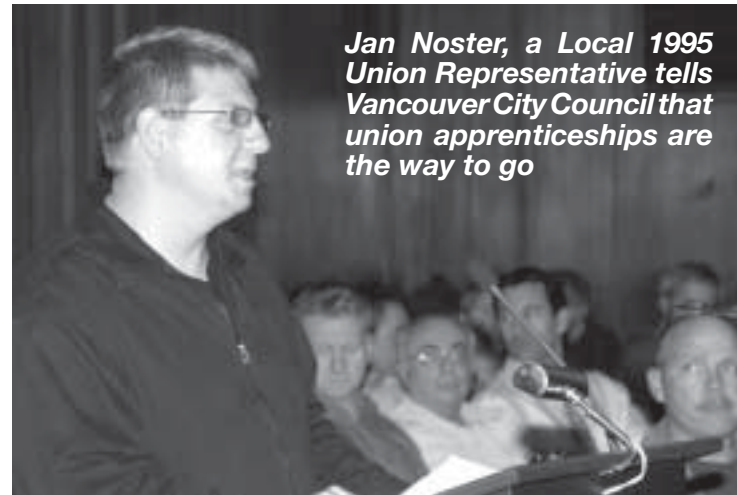
He urged city councilors to ensure that the \$310 million redevelopment of the old Woodward's building in Vancouver's Downtown Eastside includes a proper apprentice recruitment program for disadvantaged youth.

"The city staff's recommendation for the Westbank proposal did not address proper apprenticeships. Westbank's proposal only promises employment for the project, yet life-long career building is what Woodward's is all about," said Noster.

"Union apprenticeships last longer than any single project, and lead into long-term careers," he added.

Noster told city council and a capacity audience of carpenters and other interested trade unionists as well as concerned citizens: "We have a saying in the job shack about these kinds of reports that exclude talk about apprenticeships: 'Architects scheme and bankers dream but it takes the people who build the projects to pick up their tools to make it real.'"

Councilors later that evening voted to instruct staff to open discussions with the developer Westbank, the general contractor PCL, and the union to find ways to assist local area residents into trades training and union apprenticeships. Those talks are ongoing.



Jan Noster, a Local 1995 Union Representative tells Vancouver City Council that union apprenticeships are the way to go



BC Carpenters Union

AUTONOMY – DEMOCRACY
SOLIDARITY



Top Four Reasons to stay Canadian in the face of the current International Attack

1. The right to conduct elections and other votes based on democratic principles established by our membership.
2. The right to join an autonomous Canadian union that sets policies which reflect our members' interests rather than having American interests imposed from the top.
3. Put an end to American interference in collective bargaining with our British Columbia employers.
4. Distance ourselves from an international union that is dictatorial and lacking in fundamental trade union principles.

If you suspect the International has lied to you about any paperwork you have filled out, please do not hesitate to call us toll free at 1-888-646-6473

Go to www.bccarpentersunion.com for more info

BC Carpenters

AUTONOMY – DEMOCRACY
SOLIDARITY



SOME QUESTIONS & ANSWERS ABOUT THE RAID AGAINST BC CARPENTERS

- Q. Must I leave my BC Carpenters Local Union if the International's raid is successful?**
- A.** Unfortunately, yes. Even under the International's constitution you cannot belong to two Local Unions at once. You are being forced to choose between a democratic Canadian union and an American led puppet.
- If you want to stay in your Local put an X beside the name of the BC Provincial Council of Carpenters on the secret ballot.
- The International has forced this decision by raiding your Local Union. We are using every legal avenue we can to stop this unfair switch but in some cases you will be forced to choose. The best way to stay with your Local is vote for the BC Provincial Council of Carpenters.
- Q. What happens to my pension and benefits if the International Raids are successful?**
- A.** A successful raid means your company's union agreement will be transferred to the International, and will not be with the BC Provincial Council of Carpenters. The BC Carpenters Union is not obligated to accept pension and benefit contributions from other union's contractors unless we have an agreement with them. There is no agreement with the International.
- So, if a raid succeeds, your employer can only contribute to whatever pension and benefit plan the International may or may not set up. We encourage you to try to get a written guarantee from the International that the raid will not interrupt your future pension and benefits.

Go to www.bccarpentersunion.com for more info

Chilliwack apprentice wins both provincial and Carpenter-Lather contests

The 26th Annual Provincial Lather Apprenticeship Contest was held June 24th at the Painters School in Surrey, BC. Each competitor was required to write an exam and complete a practical project to demonstrate their knowledge and skills.

The six contestants were Timothy Forstbauer, Michael Mason, Darren Pouwells, Derek Rae, Daniel Ross and Larry Unger.

Tim Forstbauer of Chilliwack took first place; second place went to Mike Mason of Vancouver; and in third place was Daniel Ross of Victoria.

The four judges were Bill Shields, Bill Duck, Randy Freeman and Will Neish, winner of last year's provincial contest.

Tim Forstbauer went on to represent BC at the National Drywall Contest in Saskatoon where he won first place, beating five other contestants from across Canada.

The National Drywall Competition is held

in conjunction with the National Carpentry Competition and the National Apprenticeship Training Advisory Committee meetings for all the apprenticeship coordinators across Canada.

The competition, open to fourth year apprentices, gives them the opportunity to represent BC at the National Contest. Next year's provincial competition will be held in St Johns, New-

foundland.

"The contest features the materials generously donated by the sponsors and promotes the wall and ceiling industry. It also improves the status and public image of the trades" says apprenticeship coordinator William (Guy) Kiss.

The Carpenter-Lather Joint Advisory and Apprenticeship Committee extends thanks to the

sponsors of this year's provincial contest:

- Association Of Wall And Ceiling Contractors Of BC
- Bailey West (Bmp)
- BC Ceiling Systems Limited
- BC Provincial Council Of Carpenters
- Carpenters Union Local #1995
- C.G.C. Inc.
- Dryco Building Supplies Ltd.
- D.I.Y. Marketing Ltd.
- Estwing
- Falcon Ladder & Scaffold Manufacturing
- Gallagher Bros. Contractors Ltd.
- Georgia Pacific Canada Inc.
- Grabber - John Wagner Associates Inc.
- J & L Digital Studios
- Keyline Marketing
- Makita Canada
- Modern Drywall
- Norwite Contracting Ltd
- Optima Building Systems
- Painter's Trade School (District 38)
- Raicor Contracting Ltd
- Turner Bros Plastering

For more information on the lather apprenticeship or the committee, contact William (Guy) Kiss at 604 630-9424



Lather apprentice contest participants (L-R): Tim Forstbauer, Derek Rae, Larry Unger, William (Guy) Kiss (apprenticeship coordinator), Dan Ross, Darren Pouwells, Michael Mason, Bill Duck (judge), Randy Freeman (judge), Bill Shields (judge) and last years winner Will Neish (judge)

Carpenter Website offers email newsletter

The Provincial Council of Carpenters has established a new website which now provides members and others with quick, up-to-the-minute news on what's happening in the union.

The new web site – at: BCCarpentersUnion.com (it works with or without the capital letters)— will also be used to send you fast-breaking news from Locals or the Provincial Council.

A **News Flash** will be sent out with news that members need to see immediately. A **Bulletin** carrying three to five items of interest will be sent out regularly to all members.

All you need to do to receive these electronic messages is sign on at the web site. You need to type in your name, your local, your email address, and your postal code. That's it. We need postal codes so we can send a message to members in a particular area – the Island, the Okanagan, Lower Mainland, etc.

On The Level will continue coming to your home by regular mail, and will contain the announcements, columns, regular features, news stories and other information you have relied on The Level to provide.

Stay informed! Sign up today. And urge your buddies to do the same.

Need help with Alcohol, Drug or Family Problems?

The Construction Industry Rehabilitation Plan is set up to assist you with any problems you may be experiencing with alcohol and other drugs, family or spousal conflicts and emotional dilemmas relating to your substance abuse problem.

Confidentiality is guaranteed. In no case will your name or circumstance be made public.

In most situations we can offer full or partial financial assistance.

We at the PLAN are here for you and your family—Confidential and Caring.

If you are experiencing any problems with substance abuse, please:



Call the Plan

**Our number is 604-521-8611
toll free 1-888-521-8611**

Even Frosty uses the new BCCarpentersunion.com website for news about the Carpenters Union So should you.



Take the training and see the results at the bargaining table

Capilano College
Collective Bargaining Course

Participants, experienced and new, systematically explore the different facets and techniques of collective bargaining. Participants learn how to do basic research, analyze key contract proposals, cost compensation proposals, communicate clearly, plan strategy, know their union's and employer's bargaining strengths and weaknesses, and apply the law. Participants demonstrate their ability to use the theory, concepts and information in a simulated contract negotiation.

LSP. 181 Ed Lavalle
1.5 credits Thur - Sun
December 9- 12
8:30 am -5pm
CC Room BR 126
\$495

NOTE: Credits apply both to the Labour Studies certificate and the Canadian Studies specialty, General Studies diploma.

Seats are still available!
Phone 604.984.4901 today to register.

Ask about our custom-designed courses

We offer a wide range of affordable courses designed specifically to meet the needs of unions. We specialize in adult education based on solid union values;

Learning Packages

Available

www.capcollege.bc.ca/continuing/laourstudies

 **Capilano College**

Leukemia strikes Secretary-Treasurer

Dave Flynn steps down from union post

I have been absolutely overwhelmed by all the calls, the cards, the visits, the food, the good wishes



This is to be my last Council Comment. After serving over twenty years as a union representative, the last thirteen as Secretary Treasurer of the Provincial Council of Carpenters, my life took an abrupt turn last June 17. That is the day I was diagnosed with acute myeloid leukemia.

Now, five months and three rounds of intensive chemotherapy later, my treatment is over and the cancer has successfully been put into remission. And although I intend to keep the cancer in remission for the next thirty or forty years, I have to acknowledge that there is enough uncertainty in my future that I am unable to commit to run for another three year term.

This is not a decision that I have made lightly. I have always felt privileged and

honoured to be an officer of this union, and I have always tried to represent the membership to the best of my ability. The past eight years have been particularly trying, as the union in BC has struggled to stay out of the grasp of the International's restructuring. I am very proud to have been a part of that fight, and very disappointed that I will not be able to see it through to its conclusion. But my priority for now has to be trying to maintain my health, and that means removing as much stress from my life as possible.

I would like to take this opportunity to say that I have been absolutely overwhelmed by all the calls, the cards, the visits, the food, the good wishes and the numerous offers of bone marrow, including some from friends I had lost contact with years ago. Thank you all. You reaffirm my faith in people.

I would also like to take this opportunity to encourage you to become a hero.

During the course of my treatment I learned that Canada has quite a small bone marrow donor registry. We rely heavily on the International registry, with many donors coming from the U.S. or Europe. Leukemia patients everywhere have to wait until a suitable donor can be found. Often the wait is too long. Pick up the phone and call Canadian Blood Services. Make arrangements to donate blood and platelets, and ask about how to register as a bone marrow donor. I have witnessed the anxiety of people waiting for a donor, and their overwhelming joy and relief when they are told that one has been found. Your simple act could give someone an opportunity for survival. Be a hero. Be a donor.

Canadian Blood Services

Canadian Blood Services (CBS) is responsible for recruiting blood and bone marrow donors as well as collecting blood, plasma, and platelets at 40 permanent locations and more than 10,000 mobile clinics annually. They can be reached at

1 888 2 DONATE

(1 888 236-6283). Call them to find out when a clinic will be in your neighborhood. CBS can also be contacted on the web at

<http://www.bloodservices.ca>

Spotlight on organizing

by Josh Coles, provincial organizer

Raiders from the lost empire trying to recruit the organized

The ongoing raids of construction members by the International will demonstrate, once again, the level of support for the BC Carpenters Union.

We know from previous referendums, elections, and votes that BC members have long supported Canadian Autonomy. But what is different with these raids is that over 16 well-trained, well-funded, International agents are trying to organize the organized.

International organizers are driving by dozens of non-union work places to land at our union's gate because it is easier than actually recruiting new members. With the help of some unscrupulous employers, the International agents are trying to sell-out Canada and return our union back to America.

But instead of crying about these injustices, our union is stepping up to the plate and aiming to hit the ball out of the park. We have engaged our own team of organizers, set-up a bustling War Room, devised a winning strategy, and we are working our butts off to connect with targeted members. We will meet the test of support in the face of the International's high-pressure sales tactics. BC Carpenters will win.

We want to be more than a union that whines about being raided. We are a union that fights

back, works hard, and protects the rights of members. We will meet the test of membership support. After all, if we do not have membership support in this battle with the International then we are just fighting to capture a bag full of air.

Our three point strategy to earn membership support includes:

- 1) Getting ahead of the International and inoculating members about what the International is saying
- 2) Getting members who have signed International raid cards to reconsider
- 3) Winning the vote, which means meeting the support test of members.

Throughout this process we know that we need to genuinely win the hearts and minds of our members on the issue of Canadian Autonomy. That is why we have listed the top four reasons to stay Canadian in the face of the current International attack. They are:

- The right to conduct elections and other votes based on democratic principles established by our membership.
- The right to join an autonomous Canadian union that sets policies which reflect

our members' interests rather than having American interests imposed from the top.

- Put an end to American interference in collective bargaining

with our British Columbia employers.

- Distance ourselves from an international union that is dictatorial and lacking in fundamental

trade union principles.

At our work places there are, of course, many other issues we deal with in response to International lies and misinformation. But we are staying focused on the central issue at stake in these raids: Canadian Autonomy.


Now, if we replace the word International with "non-union employer" it is clear that organizing in defence of raids in non-union workplaces. In non-union workplaces we too need to meet the support test of the workers.

In fact, the International is acting exactly like many non-union employers. They spread misinformation and use lots of threats and intimidation.

That is why once these raids are over we need to be ready to redirect our energy to organizing the unorganized and focus our organizing skills on the employers.

The BC Carpenters Union is becoming a well-oiled fighting machine. Once we take the International, we can take on anything.

Example of leaflet used by BC Carpenters to combat lies of raiders



BC Carpenters Union

AUTONOMY DEMOCRACY SOLIDARITY

What the International Raids Really Mean to Carpenters & Lathers

If you signed the form below, you applied for membership in the International. This is not a "Voter Registration" card. It is an "Application for Membership" in a different union — the Abbotsford Local 1907 of the UBCJA.

The only union at your workplace would be the International

United Brotherhood of Carpenters and Joiners of America
APPLICATION FOR MEMBERSHIP Local Union 1907
CARPENTERS, FLOORLAYERS, & ALLIED WORKERS
Bargaining Council
On behalf of its affiliated Local Unions ("The Union")

In applying for membership I understand that the union intends to apply to be certified as my exclusive bargaining agent and to represent me in collective bargaining.

Last Name _____ S.I. Number _____
First Name _____ initial _____
Address _____ Tel _____
City _____ Province _____ Postal Code _____
_____/_____/_____
(day/month/year)

Signature of Applicant _____ Signature of Witness _____

Fraser Valley (Abbotsford) Local

The International raid means you must choose between the two unions. If you wish to stay Canadian, Vote here

Province of British Columbia
Ministry of Skills Development and Labour
Labour Relations Code

SAMPLE Ballot SAMPLE

Which trade union do you want to represent you in collective bargaining with your employer?

British Columbia Provincial Council of Carpenters on behalf of its Constituent Locals

Carpenters, Floorlayers and Allied Workers Bargaining Council consisting of United Brotherhood of Carpenters and Joiners of America, Floorlayers' Local No. 1561 and United Brotherhood of Carpenters and Joiners of America, Local No. 1907

If you wish to leave your Canadian Local Union and switch to the International, vote here

Go to www.bccarpentersunion.com for more info

Labour Board still has to rule on CMAW applications

CFAW raids started after injunction ruling

Any hearing by the International that called for a trusteeship being imposed... would almost certainly result in an injunction being granted



**PRESIDENT'S
CORNER**

by
Len Embree

Although it's almost impossible to cover in detail the sequence of events over the last couple of months, in the interests of sharing as much information as possible I will try to outline some of the major developments since then.

When we left off in my last column, the International gang had just moved to place Local Union 1995 under trusteeship, and had assumed control of Local Union 1907 Chilliwack-Mission.

Following that came notice of a supervision hearing on the Provincial Council, as reported in my last column, for not appointing their flunkies from Vancouver Island to the Provincial Council Executive Board.

Under the direction of the Executive Board, the Provincial Council initiated a lawsuit against the International for their ruling on the Vancouver

Island District Council elections. In an attempt to halt the trusteeship hearing against the Provincial Council, we went to court seeking an injunction. Although we didn't get an injunction, the judge was very clear in stating that any hearing by the International that called for a trusteeship being imposed before we had an opportunity to appear before her for an injunction would almost certainly result in an injunction being granted. After due consideration with our lawyers, we agreed to make the appointments, without prejudice, to avoid the International's phoney hearing, and continue with our court action.

Shortly after the court proceedings, the International proceeded to begin a raid on our existing construction certifications. The vehicle that they have used is a newly created bargaining council consisting of Carpenters' Local Union 1907

Chilliwack-Mission and Floorlayers' Local Union 1541, called – are you ready for it? – CFAW (Construction, Floorlayers and Allied Workers). This latest raid is fully supported by some employers (CLRA), who obviously think they can get a cheaper agreement with the International.

All of this activity takes place while the Labour Rela-

tions Board has yet to rule on the votes that the Provincial Council has taken to transfer bargaining rights to CMAW (Construction, Maintenance and Allied Workers Bargaining Council). See what I mean about trying to include all the details? Needless to say, it will get sorted out at some point. In the interim, I ask for our members' patience, and want to assure everyone that in our struggle for autonomy we remain committed and focused.

The response to all of this by our membership is extremely encouraging. A new variable has entered the fray with the CEP advising the International organizers (who, by the way, are mostly defeated candidates from the last

Local Union 1995 election) to leave mill premises. The CEP collective agreement allows them to have anyone involved in a raid against the CEP turfed from the site. This should make it obvious to anyone that our CMAW affiliation is paying dividends. It should be especially obvious to those contractors who work in these mills and are supporting the International raid that they are shooting themselves in the foot.

Regardless of all the antics of the International and their collaborators in CLRA, our commitment to autonomy remains steadfast. I don't think it would be a surprise to anyone that generally the employer is going to try to get the cheapest deal.

Our convention is scheduled for Thursday, November 25 to Saturday, November 27. No doubt there will be the usual delegate participation and debate. We will have a number of interesting guests and, as usual, a considerable amount of work.

I look forward to the convention, and anticipate everyone working together to meet the challenges ahead.

Madam Justice Koenigsberg's ruling

...should the hearing be held in such a way or with such a result that the...remedy imposed as a result of that hearing severely undermines the plaintiff's ability to prosecute the action which is currently outstanding...they would have considerable strength given to their case that an injunction should be granted in the form of a stay. ...the (International) said...the hearing...is not in relation to anything which allows the exercise of emergency powers and will be conducted according to the rules of natural justice.

Ontario Bricklayers celebrate independence

*Bacu Herald — September 2004
Brick and Allied Craft Union of Canada*

History has been made! The Brick and Allied Craft Union of Canada has been awarded certificates of ICI bargaining rights with 101 employers across Ontario.

Unfortunately, the International, along with Local 7 Ottawa, has been able to drag out the legal proceedings and delay the issuance of the certificates for almost four months. This gave MIECO (the masonry employers) an excuse, and only an excuse, to refuse to bargain. As a result our new agreement and

wage increases have been delayed while all other trades have been settled for quite some time.

Despite this unholy alliance between the International and MIECO against our nine-year battle to become the first Canadian construction (craft) union, the BACU certificates were issued by the Ontario Labour Relations Board (at the end of August). The fighting is over and Ontario has won.

The International has become an historic artifact without any existence in the province and

has now lost over 60 per cent of its Canadian membership. MIECO has lost most of its active membership and its viability as a relevant employer group is in question. A little cooperation from both would have made our protracted nine-year battle unnecessary and would have prevented three strikes, but apparently the leadership of both MIECO and the International Union didn't have the foresight to work constructively with the bricklayer members in Ontario and would rather have wiped out the progressive leadership of the OPC and BACU.

It is clear that both the OPC

and BACU have the primary obligation to the future of the masonry industry in Ontario.

No one else has a genuine stake in masonry as a trade, nor can they effect meaningful, needed and positive change in the industry.

The Tile Guild (tile employers) has been a refreshing contrast to the brick employers. No strikes, quickly bargained agreements, and a strong constructive partnership with the BACU have meant a smooth running tile industry with a bright future.

The BACU, now newly certified, is not in a legal strike position against the brick employers

and has returned its members to work for all certified employers. The OPC has a moratorium on strike actions in place and has returned its members to work and in partnership with the BACU will now bargain both agreements with the employer groups.

The masonry employers have proven to be untrustworthy and devious. We have been trying to negotiate with them since March of this year with no result. All members are strongly advised to utilize this return to work to prepare themselves for future strike action.



Merry Christmas

ANNUAL CHILDREN'S CHRISTMAS PARTY

Local 1995 Annual Children's Christmas Party
Sunday, November 28, 2004 at 11:00 a.m.
Croatian Cultural Centre
3250 Commercial Drive
Vancouver, BC

Children must be 10-years old and under only please.

RETIRED MEMBERS CHRISTMAS PARTY

Thursday December 2, 2004 (11:30 a.m.)

Carpenters Hall
726 12th Street
New Westminster

The volunteers look forward to talking with you at the party. Please RSVP at 604-437-0491