



Photo: Sheri Eng

***Members of CAW Local 4304, family and friends, ski for The Children's Wish Foundation of Canada.***

Back Row left to right: Predrag Mudrinic, Steve Huebner, Dave Meyer, Graham Moore, Wil Wirtz, Paul Eckmier, Bernie Schubert, Jack Bosman, John Newfeld, Bob Marshal, Greg Eng, Brock Parker, Tim Parker. Front Row: Tim Biemann, Dan Biemann, Klaus Biemann, John A. McDonald, Becky Moore, Alex Schubert, Shawn Scheidel, Lloyd Hurlbert, Kyle Parker. Jacky Eng and John Brown are holding the banner.  
***Story on back page.***

CAW  TCA  
CANADA

Local 4304

[www.caw4304.ca](http://www.caw4304.ca)

# The Informer

Region of Waterloo  
Volume 11, Issue 3

April  
2002

## Milestones

### 15 Years

**Brent Crichton**  
April 22, 1987  
**Dorothy Halley**  
May 25, 1987

### 10 Years

**Rick Lonergan**  
April 1, 1992

### 5 Years

**George Tanzola**  
June 5, 1997

## Condolences

The members of Local 4304 wish to extend our deepest sympathy to the following members who have suffered the loss of loved ones.

Wil Wirtz  
Rick Lonergan  
Peter Hewitt  
Shelley Taylor  
Tom Kurevija

## Contributors

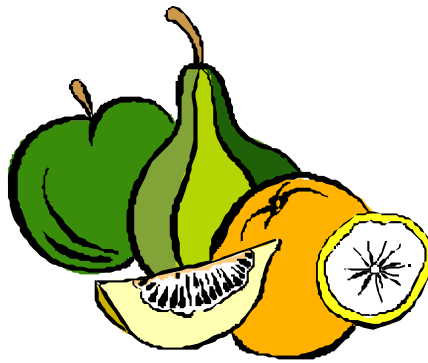
Local 4304 members helping out with this issue were:

Warren Bell  
Wayne Bell  
Klaus Biemann  
John Brown  
Fred Creed  
Jayson Davies  
Paul Eckmier  
Ricki Germann  
Maurice Levesque  
John A. McDonald  
Perry Van Arsdale  
Wil Wirtz

## Fruit Baskets

- \*John Supczak
- \*John MacKay
- \*Nirmal Mattu
- \*Terri Robertson
- \*Colleen Caines
- \*Barry Phillips

*\*Donations made to Children's Wish Foundation*



*Next Issue  
Deadline:  
June 21, 2002*

**Elections will be held  
April 17 for the  
following positions:**

### Local Chair

*Candidates:*

- Harold Klooster
- Rick Lonergan

### Steward (South)

*Candidates:*

- Gord Whyte
- Jayson Davies
- Cliff Vandicten

Watch the bulletin boards for voting times and locations.

**Attend your  
union  
meetings:**

**April 17  
May 15  
June 19**

**CAW Hall  
Wabanaki Dr.**

## Policy Statement

The Informer is a publication of CAW Local 4304 and is intended to educate and inform the members. The views expressed are those of the writer and not necessarily those of the CAW or Local 4304. The newsletter committee reserves the right to edit for clarity or fact. Material of a sexist, racist or defamatory nature will not be printed.

*Commentary*

# Let's put the gloves on, Mr. Ziegler

Once again Councilor Jim Ziegler has resorted to bus driver bashing. He seems to have a personal vendetta against transit operations and its' employees. If that is the case, then maybe he should not sit on the regional transit board, for personal conflict of interest reasons. Besides, he is standing in the way of transit progress.

According to his statement in The Record a few weeks ago, he says, "It is wrong to increase local wages to match those of larger transit systems." We are the sixth largest transit property in all of Ontario. Is it not fair, then, to earn the sixth highest wage? Who would Ziegler compare our wages with? Lab monkeys or maybe circus elephants. The latter would have us working for peanuts.

Ziegler also fears that the increase of our wages will, in turn, prompt the region to raise the wages of other staff to match transit wages. If the regional negotiators bargain with other staff unions with that same mindset, then the region negotiators are unwise. I would think that every union within the region is a separate unit, and that every union would bargain with a separate set of demands.

With Ziegler's "small town" way of thinking, maybe he should move to a small town — perhaps Elmira. Then he could keep Harold Klooster in check.

Warren Bell



Photo: Wil Wirtz

*Three of the 8 NewFlyer's are lined up at the back of the garage in Kitchener. They are awaiting some parts before they are put into service.*

## Update on Henry Friesen

For those of you who know Henry Friesen, I have a little update for you.

Two years ago Henry retired from Kitchener Transit. Last May Henry had a minor stroke and recovered completely except for the side effects of having depression.

This January, Henry had another minor stroke. Two weeks later Henry was admitted to St. Mary's Hospital after a series of more serious strokes.

A few weeks later a bed was available at Freeport Rehabilitation Hospital. With therapy 5 days a week, Henry is recovering quite nicely.

His mind was not scrambled, just his motor skills on the right side of his body. Henry's speech is improving

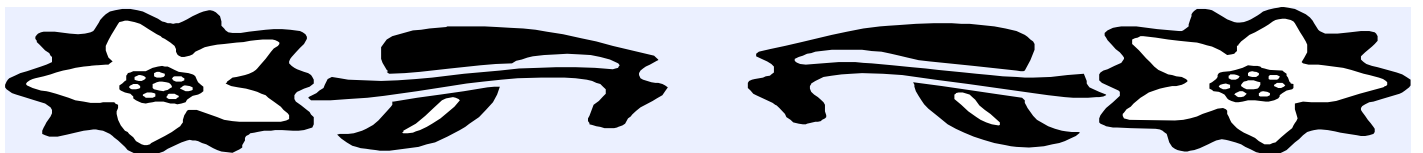
and he is tapping his right foot. His arm is more stubborn like he is. He guarantees us he will be walking soon.

We are selling the house to move into a bungalow. The present house is a five level side split with too many stairs. Henry was a soccer player in his early years and arthritis and injuries make climbing stairs a pain.

With the love, support and understanding of family and friends he will make a comeback.

Henry enjoys any and all visitors. He currently resides at Freeport Hospital at Union terrace 2 Room 218. He might even enjoy a game of cards.

Monica Friesen



# Expansion into Northlake area

This month's Operations Committee meeting was held on Tuesday, March 12, 2002.

The G.P.S. system for use in Mobility Plus dispatch is still under review. A notice will be posted for Mobility Plus operators regarding radio use while driving. There has also been concern expressed regarding the sound quality of the new radios. The committee has been informed that there will be more ABS information included in future defensive driving courses. There will be a binder available for M.P. operators that will hold new notices/detours etc. Windex bottles and paper towels will be put into the M.P. vehicles for the operators. It has also been requested that the annex lighting be adjusted on the south side, so that the lights come on earlier for M.P. operators.

Bus #533 in the South has had roller blind sun visors installed in it. We have requested that remaining buses in the fleet also have this added, however, this request has been denied due to budget constraints. Hopefully we can get these at some point in the future.

It has been requested that the front door interlock feature be removed from the newer buses so that all buses are consistent. This request has been refused, as it is a manufacturer's safety feature.

The 8 new buses that arrived from NewFlyer have 2 wheelchair positions installed. Current policy states that we only carry one wheelchair at a time. This policy will be reviewed, and revised, if necessary.

South operators have raised concerns about the poor

condition of the washrooms at the Cambridge Centre facility. Paul Ariss will investigate this issue.

A passenger survey has been completed on route 2, Forest Hill. A report will be going to council on May 22 to recommend using Greenbrook on the inbound trip of route 2.

The route 52 stop at Fairview Park Mall has been moved back an additional 7 meters from the crosswalk. This greatly improves visibility for pedestrians and motorists when approaching the crosswalk, and will significantly reduce the likelihood of someone being struck while crossing.

The bus shelter on route 11 at Highland and Heiman has been removed due to ongoing vandalism and loitering. Complaints have been received and passengers would like to see the shelter reinstated. This will be done as soon as a suitable new location for the shelter is found.

The bus stop at King and Scott for the inbound buses will be moved to the far side of the intersection. This will once and for all solve the problem of cars passing buses stopped at the crosswalk.

The route 9 bus stop Conestoga-bound on Albert Street at Greenbrier will be moved forward to line up with the concrete walkway.

There has been a "No Parking" request made for South Street at Chalmers in Cambridge.

The current route 41 (Bus Plus) will be replaced with conventional bus service in September. There will also be an expansion into the Northlake area possibly utilizing Conservation Drive and extending to Superior Drive.

Public Open Houses will be held in April to get customer feedback about these new routes.

Tara Gunn will post road project drawings in the drivers' room for information purposes regarding all road projects that will affect transit in the year 2002.

Our meetings are held on a regular basis. As always, your input is greatly appreciated.

Wil Wirtz

## The following positions were filled at the last union meeting:

Financial Secretary	Dorothy Halley
Chief Steward Department 2 (South)	Jayson Dargie
Steward Department 2 (North)	Walter Jadro
Chief Steward (North)	Dan Roth

# Winners

## February

Parking Spot	Greg Pytlik
Cash	#535 South
Certificate	Kathy Klein

## March

Parking Spot	Phil Whitehead
Cash	Lorne Smith
Certificate	Paul Longstaff

# Circle

# Safety first for hand held radios

Computer upgrades are still in the works. We do not know how far along things are for program upgrades. The person involved has not reported any progress as there may be no progress to report.

The quality of sound from the new radio systems was brought up. It was suggested that Al Whiteland look into this.

The spare bus #904 has a radio installed. Again safety should be considered at all times when using the hand held units of the radios. Glenn is to post a notice regarding this.

M.P. bus stop signs are still being differed to a sub-committee. Which at some point is going to be put together.

There was discussion about ABS driver training. That the defensive driving course should have covered — this was suggested by Glenn Hughes. Peter Janzi asked if there was a dedicated course like ABS training offered through the region. It was unsure if there was, or how many courses a driver would be entitled to take in a given year. Peter asked for

clarification about whether there is a practical course on ABS, i.e. skid school, and if we could attend.



The phone system functions in dispatch will be revisited to assist in setting up a third workstation for dispatch of M.P.

A checklist of items to be checked in the M.P. vans have been posted and laminated. The list was submitted for the approval of the committee. Glenn Hughes has done a time trial and concluded that it only takes 8 minutes to check the vans. It was suggested that Bruce Boshart be responsible for setting up the time trial.

Also to reconfirm that it is

the responsibility of the driver/supervisor taking a relief van to a driver out on the road to do a C.V.O.R. (pre-trip inspection) and the receiving driver does a circle check at change off. This applies to afternoon drivers taking over a vehicle from a morning driver. The original driver does the C.V.O.R (pre-trip inspection) and the afternoon driver does the circle check, and informs their supervisor of any problems missed in the C. V.O.R. (pre-trip inspection) Glenn is to post information to this.

The soapy film on the buses is still on going in some cases. A pail with a squeegee was set up. With some discussion leading to perhaps having Windex spray bottles and paper towels set up instead of the pail. Fleet manager will be needed to confer on this.

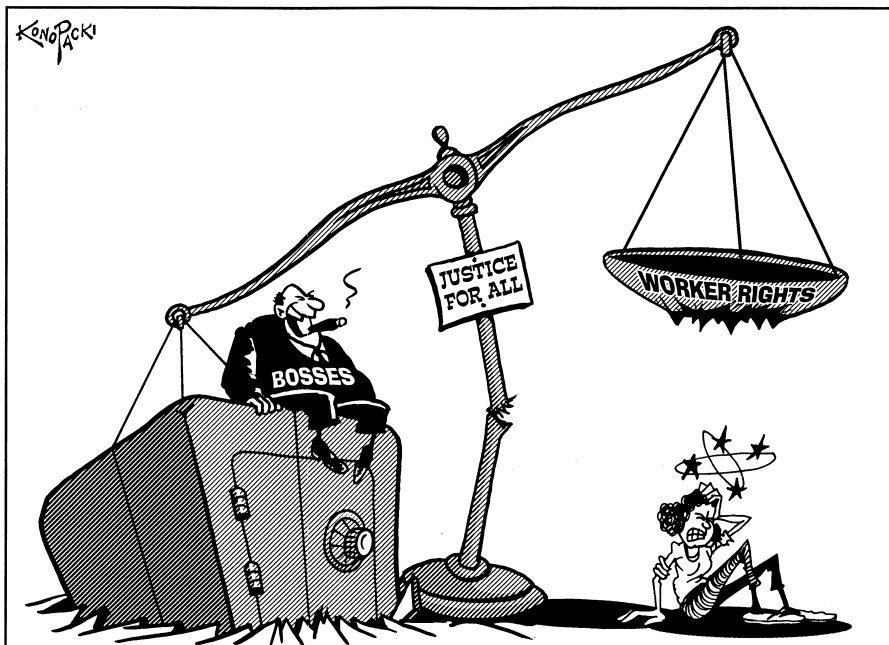
Glenn mentioned one more time the issue of seat belts not being put away in the buses. The belts are to be put into their bags when not in use. Period. This will lead to management invoking discipline. Glenn was asked to post that information as well for the drivers to read.

There is still no headway on equalizing the training for drivers for restraining wheelchairs in the MP buses. Also QRT straps are being ordered for all the new buses of M.P.

Having a small cardholder box to contain all the employees pay stubs and mail was not sufficient. A larger box will be looked into.

The lights, at the extension of the building, do not seem sufficient for the morning start up.

Perry Van Arsdale



# Recycling boxes to be installed in Cambridge

This is to let everyone know what I am doing to fulfill my responsibilities.

- Implemented recycling boxes to be in use at the Cambridge garage and terminal. If there is a concern please notify me and I will deal with the proper people. This was a request from the management in the building division.
- Requested a coat rack hanger to be installed at the Cambridge Centre washroom. Work order has been submitted.
- Fluorescent light recycling under review by the Region.
- I am doing some research into getting some trees planted around the platform in Cambridge.
- I'm looking into getting Satellite TV in the South as cable cannot be installed. I will be bringing this up at the union meeting for membership approval.
- I have had some driver and customer complaints concerning garbage not being looked after at the bus stops. I will be looking into this matter with management.
- I am also looking into not idling spare buses at the various locations when the temperature permits to help protect the ozone layer.

I have not had any response from the Kitchener drivers. However, if you have any concerns, please write them down and inter-office mail them to me in Cambridge.

Jayson Davies

## *Vote for experience, commitment and change Rick Lonergan for Local Chairperson*

I will provide effective representation on all matters pertaining to the application and administration of the collective agreement. Grievances will be dealt with quickly and assertively by adhering to the prescribed time limits. My knowledge of Regional policies and procedures along with the collective agreement enable me to interpret and challenge all matters that could be detrimental to the membership. Along with my training and experience, I have also negotiated with the Region in the past; therefore I am confident that I can effectively represent the membership as Local Chairperson.

I have successfully worked alongside President Dewsbury, performing Union duties in the past, so you are assured that I will strive to improve working conditions for all members in the future.

### *Experience*

- President ATU 1608
- Health and Safety Committee Co-Chair
- Worker WSIB advisor
- Chief Steward
- Worked in the North and South
- Mobility Plus training and experience
- 21 years transit experience

### *Training*

- Canadian Labour Congress (collective bargaining certificate)
- George Meaney Labour Centre (arbitration techniques certificate) (communications and leadership certificate)
- Omers Pension Plan (pension implementation)
- George Brown College (Workplace Safety and Insurance Act)
- Health and Safety (core certification)

Please call or email me if you have any questions.

(519)743-1391  
ricklonergan@rogers.com

Thank you,

Rick Lonergan



# Kitchener Junction



Photo: Vern Hett Collection (KW Record)

*The Kitchener Junction Station at the present site of Rockway Senior Citizen Centre. Grand River Railroad line is in the foreground. Trolley coach overhead switches are in the background.*

## The early history of Grand River Transit (1886 – 1954)

Public ownership in Kitchener is the story of public utilities. It goes way back to the days when the community was known as Berlin, with its quaint slogan, "Busy Berlin."

Public ownership of utilities grew out of the general character of the people. From the inception of activity along the cow path, now King Street, they were thrifty, industrious and far seeing.

Early records show that in 1886 the Town Council gave a 20-

year franchise to a Col. Burt, an American, to operate a horse car system between Berlin and Waterloo. Tracks were laid and cars left each end of the line every hour from 6 a.m. to 10 p.m. There was an all night schedule from 10 o'clock until 6 a.m. with cars running every two hours.

It is unfortunate the night driver of 68 years ago (currently 116 years) failed to keep a nightly report of what went on in the easy - going car. Much of the warmth and colour of old

Berlin has been lost through the lack of the diary keeping habit.

The horse disappeared in 1894 when Col. Burt replaced it with the trolley car, as thrilling at the end of the 19<sup>th</sup> century as the television was in the mid 20<sup>th</sup> century.

In 1901 more rolling stock was purchased and a 20-minute service began between the twin communities. The directors of the company were W. H. Breithaupt, (President) A. L.

*(Continued on page 8)*

Breithaupt, (Vice - president) A. Miller, J.S. Anthes, G. E. McLean and George Bruce.

In 1906 Berlin took over the Berlin - Waterloo Street Railway Company. Arbitration proceedings concluded in 1907 when the ratepayers ratified the purchase price of \$83,200. Its operation as a publicly owned utility started May 1<sup>st</sup>, with V. S. McIntyre in charge as superintendent - manager.

The trolley car is gone. In 1939 the commission introduced the cross-town bus system. In 1947 Kitchener was the first in Ontario to utilize trolley coaches. The trolleys disappeared from the streets of Kitchener in 1973.

This brief history is an excerpt from an article titled, "Public Ownership Started Here" The source of the article is a small book, "1854 -1954 Kitchener's Centennial," produced in 1954 to commemorate Kitchener's centenary.

Submitted by: John Brown

# Hargrove urges Oshawa high school to embrace diversity

The CAW National Executive Board endorsed a March 22 letter from CAW president Buzz Hargrove to Monsignor John Pereyema high school in Oshawa, Ontario, urging them to decide in favour of embracing the diversity of the community and to accept all students into all activities regardless of their sexual orientation.

Hargrove wrote the letter to principal Michael Powers in response to the decision to deny student Marc Hall the right to bring a male date to the school's spring prom.

The letter in part reads: "As a union we defend our members' rights in the workplace, and in the community. We have worked hard over the past number of years to ensure that the rights of our gay, lesbian, bisexual and transgender members are protected, and that their

families are recognized when it comes to benefits and, more broadly, to their overall participation in our union and in our communities...."

...Today we spend a great deal of time in our educational programs working to dispel myths and stereotypes about gays and lesbians, and challenging our members to understand these issues as fundamental rights and freedoms. We call upon you as an educator to do the same."

CAW Local 222 president Mike Shields has also urged the separate school board to reverse its stance. Shields spoke out in favour of the rights of student Marc Hall at a Durham Region Catholic School Board meeting - the board refused to listen to Shields or the student and eventually asked police to escort Shields from the meeting.

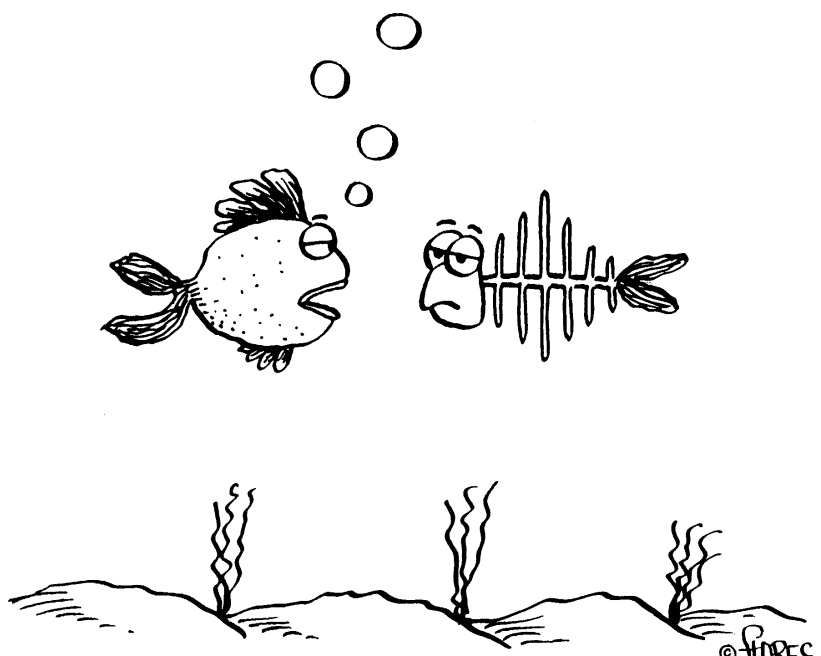
CAW Contact

## Tough shift

You know it's going to be a tough shift when:

1. The bus you are assigned to drive is older than you are.
2. The upper left corner of the first page of your itinerary reads; page 1 of 4.
3. Any supervisor says; "got time for a quick chat?"
4. You taste your morning coffee and discover they also put a tea bag in with the coffee.
5. Your itinerary says: Start day: Monday. Finish day: Wednesday

Maurice Levesque



"Any signs of hazardous chemicals?"

# Safe Driving Awards 2001

Terrence Abbott	26	William Dryden	11	Cam Kemp	1	Wayne Newsome	10	Robert Simpson	1
Jorge Alfaro	7	Jacek Duchownik	1	Roger Key	27	Connelly Nolan	6	Edward Smythe	13
Maureen Ancio	6	Rolf Duldhardt	19	Mark Kind	14	Ken Noland	18	Steve Sollazzo	11
Joni Anderson	2	Paul Eckmier	17	John Klein	1	Krystyna Nuhn	13	Robert Spence	16
Sheila Andrew	5	Michael Eedy	6	Harold Klooster	17			Douglas Staines	6
Morris Andrews	8	Christian Entz	13	Wolfgang Kohnke	25	Brian Oxford	5	Charles Straeton	24
Zeke Baker	11	Ivan Fligg	22	Herbert Kolke	25	Eugene Park	1	John Supczak	10
Mike Barreca	20	Jose Fonte	1	Lucy Kruse	22	Eckhard Pastrik	12	Reto Swaniga	6
Edward Bate	15	Brian Fuller	1	Ed Lackner	7	Tim Parker	17	Ned Tatich	18
George Bauman	16	Carol Garton	1	Mike Laurence	6	Jamie Patterson	20	Fred Taylor	9
Warren Bell	20	John Gauthier	11	John Lawrence	15	Marilyn Pearcey	1	Ken Thibodeau	5
Tony Bissonette	11	Ricki Germann	23	Maurice Levesque	3	Raymond Perkins	14	Andrew Thibodeau	1
Laszlo Bori	20	Stephen Gillies	9	John Livingstone	9	Graham Perry	15	Len Thurnell	1
Dale Boyd	22	Reg Gingras	22	Rick Lonergan	18	Franz Peters	7	Cecil Tomlinson	14
Neil Bricker	20	James Gray	1	Paul Longstaff	23	Barry Phillips	6	Joszef Toth	8
John Brown	16	Tom Gray	18	Cobie Love	3	Murray Pope	5	John Tucker	7
Brent Brunet	8	Tomas Gross	16	Paul Ludwig	30	Ronald Price	19	Gary Ungarian	1
Michael Burley	1	Paul Hagerman	30	Peter Lynagh	1	John Proulx	18	Mike Urschel	1
Thomas Burns	21	Dan Hall	9	Linda Lyon	14	Stephen Purves	20	Carl Van Dincten	11
Colleen Caines	7	David Havill	22	Clair MacDonald	15	Greg Pytlik	20	Cliff Van Dincten	1
Ken Cameron	11	Fred Heidel	13	Nirmal Mattu	19	Lori Queen	2	Joanne Van Dincten	2
Gary Censner	27	John Hepburn	8	Audrey Mayhew	1	Brad Quirke	5	Bruce Vanwyck	1
Joaquim Cipriano	16	Sandy Henderson	18	James McAllister	14	Steve Regan	1	James Vernon	19
Kathy Clegg	17	Peter Hewitt	10	Marge McCue	8	Robert Rintoul	21	Randy Wagstaff	1
Wilfred Clegg	16	Phyllis Hoch	7	Kent McCullough	23	Teresa Robertson	8	Jeff Walford	2
Paul Clemens	19	Michael Hogue	10	Gary McDonald	18	John Robinson	11	Guy Walpole	14
John Coghill	24	Nancy Hounsome	13	Ed McGill	26	Edward Robinson	18	Gordon Whyte	15
Wayne Cooper	26	Ivan House	13	Gary McKeown	10	Donald Robinson	22	Allan Widmeyer	5
Fred Creed	26	Steven Huebner	10	Sheri McMichael	1	Gordon Roth	3	Stephen Wilcox	6
Brent Crichton	7	Maarit Isolehto	16	Paul Mennie	18	Daniel Roth	19	Phil Whitehead	10
Jayson Davies	1	Carol Jacobi	11	Dave Meyer	1	William Ruegg	19	Greg Wilkinson	8
Russel Davis	6	Wayne Johnson	14	Carl Miller	2	Jamie Sabourin	7	Thomas Williams	23
Michael Davis	9	Reid Johnston	8	William Miller	11	Brian Sauder	19	William Wirtz	2
Carol De Costa	1	Paul Kavanagh	4	Wendy Moore	2	Bernie Schubert	8	Lois Yandt	20
Ted Dewsbury	10	Patrick Kavanagh	24	Gordon Morrison	8	Janice Schultz	12	Wayne Yandt	7
Mike Diebel	11	Grant Keller	29	Predrag Mudrinic	2	Keven Shepley	1	Harold Ziegler	2
Jacky Eng	4	Carl Hayes	3	Gerald Nagle	7	Lorne Smith	15	Jannie Zondag	10
		Tom Kurevija	8			George Tanzola	4	Charles Wolf	1

# British expert warns against P3 hospitals

Dr. Allyson Pollock, a British expert on the funding and delivery of health care services, has a clear message for Canadians: the privatization of hospitals will lead to a reduced quality of patient care, fewer beds and higher costs. "This would be catastrophic for Canada," Pollock says. "Canada has something that's very precious. You have nothing like the health care problems we have in the UK. If you go down this route the consequences for health care are very serious. The poor will get poorer and the sick will get sicker. It will lead to enormous inequities in provision and supply."

Pollock was invited by CUPE to Canada in order to brief the Romanow commission on the dismal experience in Britain with public-private partnerships (P3s) in the health care sector. "A decade after Britain began to introduce P3s, we have now seen a massive reduction in the quality of and access to health care services, including a 30 per cent reduction in the number of hospital beds and a 25 per cent reduction in clinical staffing budgets. This is directly linked to the introduction of privatization into the health care system," she says.

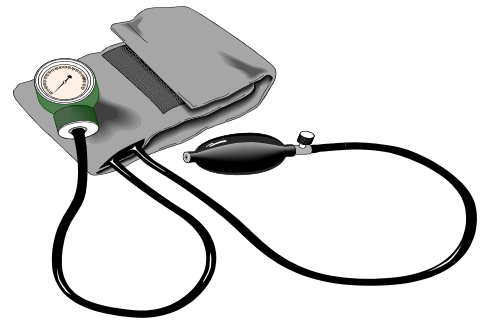
"Mr. Romanow has said there is a consensus among Canadians that universal health care is desirable. Simply put, in Britain privatization has marked the death of universality," she says.

CUPE/Fastfacts/CALM

# Go downhill to lower blood pressure

*(The following numbers and facts are true, the interpretation may be suspect. Very suspect.)*

An independent study by Eckmier & Mudrinic Associates has determined that just one day of aggressive downhill skiing will lower blood pressure significantly.



The guinea pig was a bus operator from Grand River Transit, Paul Eckmier, who has not had regular exercise since parking his bicycle in November.

Before his one day of skiing with fellow operator Predrag Mudrinic at Blue Mountain on Thursday, April 4, his blood pressure readings averaged 140 over 88. The very next morning after their ski day, Eckmier's reading was 123 over 78.

Both men are excited by these findings and plan to use these astonishing results as positive arguments to convince their wives of the need for more skiing excursions.

(And rumor has it that both men plan to study what the effects of one full day of bedroom gymnastics with their wives will do to lower blood pressure values.)

Stay tuned.

Paul Eckmier



## It depends, when

Students today can't prepare bark to calculate their problems. They depend on their slates which are more expensive. What will they do when their slate is dropped and it breaks? They will be unable to write!"

*Teachers Conference, 1703*

Students today depend upon paper too much. They don't know how to write on slate without chalk dust all over themselves. They can't clean a slate properly. What will they do when they run out of paper?"

*Principal's Association, 1815*

Students today depend too much upon ink. They don't know how to use a pen knife to sharpen a pencil. Pen and ink will never replace the pencil."

*National Association of Teachers, 1907*

Students today depend upon store-bought ink. They don't know how to make their own. When they run out of ink they will be unable to write words of ciphers until their next trip to the settlement. This is a sad commentary on modern education."

*The Rural American Teacher, 1929*

# Solidarity

## Builds a Strong Union

Students today depend upon these expensive fountain pens. They can no longer write with a straight pen and nib (not to mention sharpening their own quills). We parents must not allow them to wallow in such luxury to the detriment of learning how to cope in the real business world, which is not so extravagant."

*PTA Gazette, 1941*

Ball point pens will be the ruin of education in our country. Students use these devices and then throw them away. The American virtues of thrift and frugality are being discarded. Business and banks will never allow such expensive luxuries."

*Federal Teacher, 1950*

Students today depend too much on hand-held calculators"

*Anonymous, 1985*

I literally had to go to libraries and turn the pages."

*The North-eastern Voice, 1994*

Submitted by Fred Creed

## Trivia: Believe it or not

- The first couple to be shown in bed together on prime time TV were Fred and Wilma Flintstone.
- Coca-Cola was originally green.
- Every day more money is printed for Monopoly than for the U.S. Treasury.
- The cost of raising a medium-sized dog to the age of 11 is \$6,400.
- The average number of people airborne over the U.S. at any given hour is 61,000.
- The world's youngest parents were eight and nine and lived in China in 1910.

- The first novel ever written on a typewriter was *Tom Sawyer*.
- Each king in a deck of playing cards represents a great king from history. Spades is King David, Hearts is Charlemagne, Clubs is Alexander the Great and Diamonds is Julius Caesar.
- A statute of a person on a horse with both front legs in the air means the person died in battle. If the horse has one front leg in the air, the person died as a result of wounds suffered in battle. If the horse has all four legs on the ground, the person died of natural causes.

CUPE 1975/The Skopein/CALM

Your Web  
Browsing  
Starts Here:

[www.caw4304.ca](http://www.caw4304.ca)

### New to our Web site

We are in the early stages of setting up a discussion group for union members. Plans are in the works to have regular live chats as well. If you are interested please sign-up at this address:

<http://groups.yahoo.com/group/caw4304>

Moderator:  
Rick Lonergan  
[caw4304@canada.com](mailto:caw4304@canada.com)

Wayne Bell  
[webmaster@caw4304.ca](mailto:webmaster@caw4304.ca)

## Work Law

# Forcing workers to listen

Union organizers are all too familiar with the tactics employers use to undermine certification campaigns. These include distributing anti-union literature, questioning employees about an organizing drive and circulating rumours that the company will shut down or jobs may be lost if the union is certified. These efforts often succeed in reducing union support and hindering certification.

Although most labour laws in Canada protect an employer's right to free speech, that right is not absolute. Employers are not permitted to use threats, coercion or promises to influence a worker's choice to be represented by a union. When a union complains that an employer has crossed the line, a labour board will examine the employer's actions and statements to determine the probable effect they may have had on workers' freedom of choice.

Labour boards pay particular attention where an employer communicates its views about an organizing drive in a meeting with workers. A recent study indicates that such "captive audience" meetings are the most successful way for an employer to reduce union support. That is not surprising. Not only can the employer address a captive audience of workers who may be concerned about their job security, but the union has no effective way to reply.

You might think that a captive audience meeting is, by definition, coercive and intimidating. After all, it is the employer's economic power over workers that enables it to compel an audience. Most

workers would not feel free to challenge what the employer says or to leave the meeting. But in most jurisdictions, captive audience meetings are not in themselves unlawful. What matters is what the employer says in the meeting. If a labour board finds that the employer did not say anything that was likely to influence employees, the employer will not have committed an unfair labour practice.

This goes too far in protecting an employer's freedom of speech. Employers have many other ways to communicate with workers. They do not need to hold meetings in which workers are forced to listen to the employer's views on unionization. Workers should have the right to decide whether to listen to the employer, just as they can decide whether to listen to union organizers.

We all enjoy freedom of

expression in Canada. But it seems only employers have the right to force others to listen.

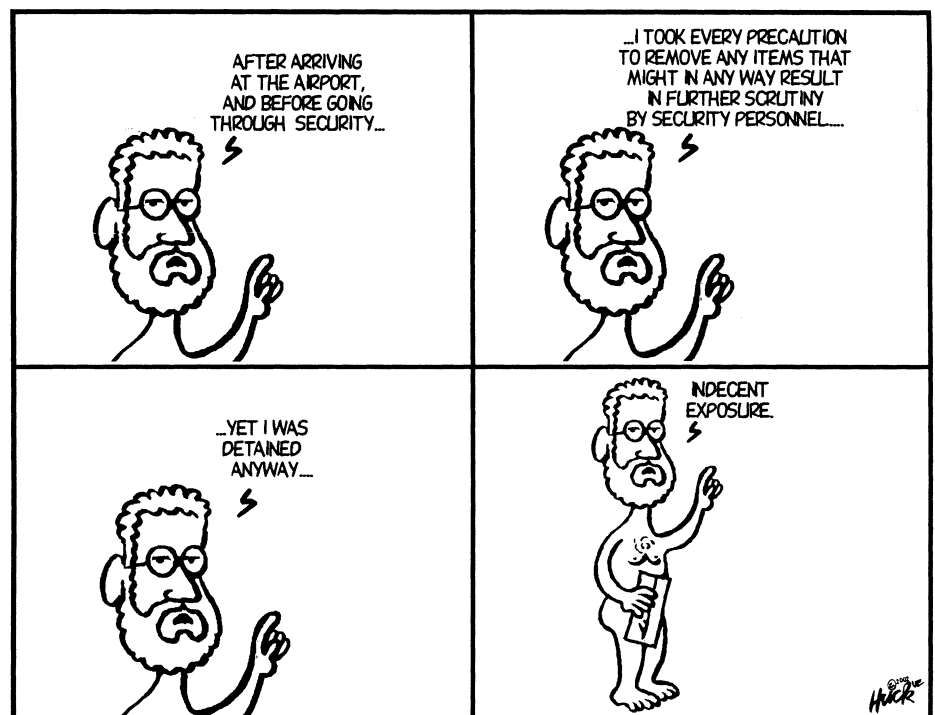
Vanessa Payne/CALM

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Opinion...

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The Informer



# 20 ways you can help reduce global warming

Turn off the lights and any cooling or heating units in unused rooms.

Buy the most energy-efficient appliances and operate them on the economy settings. Run the washing machine, dryer and dishwasher with full loads.

Turn down your thermostat (every one degree less can cut your heating bill by 10 per cent).

Install a low-flow shower-head and take shorter showers. Minimize your use of paper and recycle the paper you use.

Walk, cycle, **take public transit**, participate in a car-pool.

Shop locally rather than in multinational superstores. Buy products with the least packaging.

Eat more plant-based and fewer meat-based meals. Avoid the products of companies like Esso (Exxon) that still deny climate change is a problem.

Convert to energy-saving light bulbs that use only one-fifth the electricity of average bulbs and last 10 times longer.

Increase your attic insulation to a depth of at least eight inches; this alone will reduce the average fuel bill by 20 per cent.

If you have investments in fossil fuel companies, switch to renewable energy ones or to ethical investment funds.

Have your car serviced regularly and keep your tires at the recommended air pressure level. This can cut your car's greenhouse gas emissions by more than 100 kg a year.

Buy organically produced

food whenever possible.

When buying or leasing a new car, choose one that gets most miles to the gallon.

Replace your old boiler with a condenser boiler, by far the most efficient way of heating water.

Reduce your air travel.

Plant as many trees and shrubs as feasible on your property to aid in the absorption of carbon dioxide.

CCPA Monitor/CALM

## Protect your hands, wrists and arms

Your hands, wrists and arms can hurt because of poor ergonomic design of the workplace. This includes poor physical design of the workstation layout, tools, equipment, parts, materials and the environment. Many job designs do not consider different requirements that exist for age, gender, dexterity, or size.

In fact, most who do design jobs ergonomically do so based on old U.S. military data based on healthy and young males from 18-24 years old. Every day many left-handed workers work with workstations and equipment designed for right-handed people, which can also pose a greater safety risk.

Your work can damage the muscles, ligaments and tendons of your hands, wrists and arms. Your work can affect the circulation of blood to these same areas. You can hurt these structures in a number of ways, by

- exerting large forces with your hands such as gripping, handling, pulling, pushing (such as when making electrical

connections or inserting push pins)

- working with them in poor postures such as bent wrists
- working on highly repetitive tasks
- working in the cold or getting cold blow-off from tools and equipment
- working with poorly designed power tools, or tools improper for the task
- working with the hands, wrists and arms in constant contact with other objects causing added stress, such as working over parts to perform your job or leaning on arm or wrist rests
- working without enough rest.

### *Some signs of trouble*

- pain, numbness or tingling
- loss of sensation to touch or pain
- discolouration of hands or finger tips
- swelling or inflammation.

CAW/CALM

## Next Sign-up:

June  
3-6 (North)  
3 (South,  
M.P.)

This scheduling  
period starts  
June 24  
(10 weeks)

# Top five reasons to stop hydro privatization

## No more Walkertons

The Walkerton tragedy reminds us how important it is to keep necessities like water and electricity in public hands. The collapse of the energy giant, Enron Corporation—a driving force in California’s deregulation fiasco—is a lesson we should learn from.

## Your rates will go up

Hydro privatization means Ontarians will compete with Americans to buy electricity made in Ontario. To buy electricity, people will have to compete with the U.S. price. In the American midwest, prices are more than 40 per cent higher than Ontario’s and in New York State, they are more than 100 per cent higher, according to the most recent U.S. government data.

## It’s bad for the environment.

A privatized hydro system will put profits ahead of conservation and pollution reduction. A private owner will run Ontario’s coal plants full time, all the time—that means more smog.

## It threatens jobs

Industry and public institutions like hospitals would pay higher prices for hydro under a privatized utility. Job loss and layoffs in schools and factories would be the result. John Mayberry, president and CEO of steel giant Dofasco, recently compared Ontario’s plan to deregulate the electricity market on May 1 to the sinking Titanic.

## Public hydro is there when you need it

Ontario has enjoyed reliable public power to heat homes and run factories for close to a century. Deregulation in California resulted in blackouts, power shortages and skyrocketing consumer rates.

ONDP/CALM

# Deregulating electricity – what it means to you

The deregulation of Ontario Hydro takes effect on May 1, 2002. What this means is that the government will open Ontario’s electricity market to competition. Currently, as in the past, the Government of Ontario subsidized the Hydro Corporation, and this subsidization was in turn passed on to the consumer as a stable, fixed price on electricity. After May 1, Ontario residents will have two options. One option is to stay with the current supplier. However, the cost of electricity will no longer be subsidized and fixed over extended periods of time; the cost will fluctuate according to changing market conditions. In other words, electricity costs will vary frequently.

The other option is to sign a contract with an electricity retail company that will be legally entitled to operate in Ontario after May 1. Such a contract will allow the consumer to “lock in” to electricity for a fixed term and a fixed price. Like any free market economy, there will be a number of companies offering different contracts to Ontario residents.

According to the Government of Ontario, because of soaring prices in wholesale electricity prices, and subsequent rate freezes to help the consumer and businesses during these recessionary times, Hydro’s debt has grown to over \$30 billion. In an attempt to draw down this burgeoning debt, the Harris government decided to break-up Ontario Hydro into several

## Electricity deregulation Q & A

*Q: Long distance phone rates went down after deregulation. Why would power rates go up?*

*A:* Prior to deregulation of phone services, Bell’s private monopoly kept long distance rates high. Deregulation cut those inflated long distance rates (while basic local rates soared). When the Ontario government deregulated rent controls, it said the supply of rental housing would increase — but the result was a jump in rents and evictions. At present, Ontarians buy electricity at cost from publicly owned utilities. Deregulated suppliers would add a major new cost: profits for

shareholders. This new cost, plus pressure from a continental market, would force our rates way up.

*Q: Publicly-owned Ontario Hydro has relied heavily on nuclear reactors and coal-burning power plants. Would deregulated private producers be better or worse for the environment?*

*A:* Worse. Private producers would oppose higher environmental standards as harming their competitiveness in the continental market. Electrical utilities should be driven by the needs of the public and the environment — not by the desire to extract profits. Making public utilities accountable is the best way to ensure that electricity is produced responsibly.

**Ontario Electricity Coalition/  
OPSEU 417/CALM**

companies (Ontario Power Generation and Hydro One), and open the electricity market to private competition.

At first glance these actions would seem prudent steps to be taken by a government that has been aggressively committed to provincial debt reduction, while at the same time trying to ensure a reliable supply of electricity to the consumer at reasonable prices.

However, as some critics are now pointing out, the privatization or deregulation of electricity will inevitably lead to higher costs to the homeowner, to those who rent and to industry. They contend that higher, or possibly even much higher, costs in electricity may not only pack a larger wallop in the consumers' pocket book, **but** may also be reflected in higher costs to hospitals, schools, arenas, restaurants, to name a few, only to be passed onto the consumer. In other words, deregulation could end up costing you and I much more than what we have been accustomed to in the past.

As we have seen in this province in the past, deregulation is not unique to the Conservatives. The last premier prior to Bob Rae, Peterson, who was a Liberal, deregulated the trucking

industry. This has had in effect opened the door to numerous "fly-by-night" transport outfits to the Ontario market, who pay low wages to its' drivers, as they constantly attempt to undercut our local transport companies. To remain competitive, local transport and shipping companies have had to adhere to low wage structures for their employees. The record over the years is clear: many local transport companies have simply gone out of business, unable to compete with outside companies, in the process leaving many unemployed.

Critics contend that deregulation of electricity will drastically increase the cost to companies doing business in Ontario. As has been the case with the trucking industry, deregulation of electricity could conceivably lead to these businesses closing their doors here, thereby adding many more to the ranks of the unemployed.

In summary, while deregulation of electricity may seem prudent, it may well prove to be a "double-edged sword" for the consumer and ultimately the workforce of Ontario.

Klaus Biemann

## Protect your back

All workers, wherever they work, are at risk from back injuries.

Your back is made up of 24 main bones called vertebrae. Between each are shock absorbers called discs. Ligaments bind the bones together and muscles make the entire structure move.

The back provides the ability to stand or sit upright, it stabilizes your head and, by protecting the spinal cord, it facilitates the passage of nerve signals that allow you to bend, lift, twist and carry. Damage to the vertebrae, discs, ligaments, muscles or the spinal cord and its nerves will cause back pain. You can hurt these parts of your back in a number of ways.

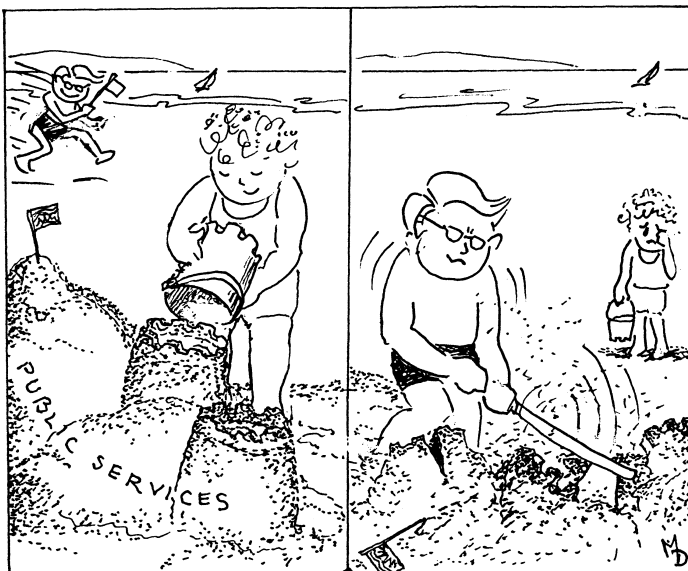
### ***You can hurt your back***

- if you stand or sit at work for long periods.
- if you sit all day with no backrest or on a poorly designed, non-adjustable chair.
- if you sit in a chair so high that your feet don't stay in full contact with the floor.
- if you have to work in a cramped position hunched over a workstation.
- if you have to pull or push objects, particularly, heavy or awkward ones.
- if you have to stretch and reach repeatedly.
- if you are exposed to whole body vibration such as occurs when driving.

### ***You can also injure your back if the loads you carry***

- are too heavy
- are too far from your body
- require frequent lifting
- require twisting
- require you to work too fast
- have no handles.

CAW/CALM



# Conquering Blue Mountain

Pointing our skis and snowboards downhill, 10 bus drivers and 12 guests plunged down the slopes, chutes, and trails of Blue Mountain, Collingwood. With varying degrees of skill, speed, finesse,

were able to ski the resort at ½ price, rent skis at ½ price, and take a 1 hour group lesson at less than ½ price!! To qualify for these deals, each skier had to raise a minimum of \$50.00 in donations for our charity, THE CHILDREN'S WISH FOUNDATION. This wonderful organization works with the community to provide children with high risk, life-threatening illnesses the opportunity to realize their most heart-felt wish... whether it's a trip to

Eng who acquired, organized, and distributed all the prizes donated from local businesses. They came with us to support our efforts, received our donations, and kept us fueled with coffee and Timbits.

After a full day of skiing, our warm ambience continued at Tangs Chinese Buffet Restaurant where we pigged out on all you can eat Chinese food. Then we drove home thru a raging blizzard. Yes!! Good old Canadian winter.

This years' skiers were:  
 GUESTS- Dan and Tim Biemann, Jack Bosman, Greg Eng, Lloyd Hurlburt, Becky and Graham Moore, John Neufeld, Brock and Kyle Parker, Shawn Schiedel, and Alex Schubert.

DRIVERS- Klaus Biemann, Paul Eckmier, Steve Huebner, Bob Marshall, John McDonald, Dave Meyer, Predrag Mudrinic, Tim Parker, Bernie Schubert, and Wil Wirtz.



*Tim and Klaus Biemann*

Photo: John A. McDonald

and bravado, we all conquered the mountain. Our 3<sup>rd</sup> annual "Skiing for Dreams" Charity Ski-a-thon was a huge success.

We had a mixed bag of weather from heavy blowing snow, to sunshine, to overcast, to snow flurries. There were no lift-lines, so we could ski right onto any of the high-speed 6-passenger chairlifts to arrive quickly at the top and choose many ways down.

Thanks to Blue Mountain, we



*Charity Committee members John Brown, Jacky Eng and John A. McDonald.*

Disney World, an NHL hockey game, or getting a new computer.

Special thanks from all the skiers to John Brown and Jacky

Together, we raised from all sources \$4,100. Thank you to everyone for all your hard work and thanks to our sponsors.

Paul Eckmier