

I thank the membership for allowing me to be present at the Critical Incident Stress Management (C.I.S.M.) Conference in Alliston.

Before leaving, I attended a luncheon, which was hosted by Dave Falconer. Also in attendance were: Ron Pearson, Jim Grandy and Rudy Grosz at the St. Agatha Children's Centre in St. Agatha. At this event I had the privilege of receiving a certificate honouring the Transit Drivers for supporting the St. Agatha Children's Centre for the second year in a row.

This money allows children to have a Christmas dinner with all the trimmings. When the certificate is framed, it will be kept on display in the trophy case. Keep up the good work guys!

I found the C.I.S.M. Conference to be both informative and enlightening. On the first day we learned several ways of handling difficult situations. We also learned from the Peel Board of Education, how

children inherently view death; whether it be their own, that of a family member or the loss of a friend and/or classmate.

We also learned that the Workplace Safety and Insurance Board (W.S.I.B.) recognizes there actually is a classification for "Post Traumatic Stress Disorder." The W.S.I.B. acknowledges that stress in the workplace, and at home, is capable of many ailments such as irregular heart beats, headaches, high blood pressure, and substance abuse - only to mention a few. All of which can, and will lead to lateness, procrastination and absenteeism in the workplace, and possibly violence at home.

On the second day we discussed the right to privacy, not to breach the confidentiality of the client and the importance of staying current. We also discussed not to trivialize the importance that your client finds in any difficulty that they are having. Each person has a different solving problem's mechanism than ourselves, and

may be much stronger given a different circumstance.

There was a discussion on how we should not let ourselves be "trapped" in the others predicament; because if we are both 'there', than we both would require assistance. We also learned several aspects of self care, such as role consumption and compassion fatigue, and how to overcome these.

Emergencies can be caused by forces of nature or human error. Local responders such as police, fire, ambulance, public works and transportation, are usually the first ones called upon to bring an emergency under control. We had the occasion to discuss C.I.S.M. with our own local police who were also at this conference. We are to be invited to attend some of their team

(Continued on page 3)

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Milestones

30 Years

George Hartung
May 31, 1968

25 years

Jim Cannon
April 16, 1973
Edward Simon
April 24, 1973

Charlie Straeten
May 30, 1973

Brian Sauder
June 4, 1973

Steve Remias
June 11, 1973

Paul Longstaff
June 13, 1973

John Kalka
June 18, 1973

John Polillo
June 20, 1973

20 years

Edward Bate
June 12, 1978

15 years

George Bauman
February 21, 1983
Andrew Rester
April 18, 1983

10 years

Joy Becker
June 6, 1988

In Memoriam

Roy Struke

Fruit Baskets

The following members received fruit baskets since January.

Rose Bergmann*
Mary Kudlik
Jim Landry
Mike Laurence
Bill Miller
Steve Remias
John Supczak
Ken Thibodeau**



**Donation made to K-W Humane Society*

*** Donation to charity*

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Condolences

The executive and membership wish to extend our deepest sympathy to the following members who have suffered the loss of loved ones.

Dave Havill
Kathy Klein
Trudy Mayne
Greg O'Shaughnessy

*Next Issue
Deadline:
June 19, 1998*

Contributors

Local 4304 members helping out with this issue were:

Warren Bell
Wayne Bell
Laszlo Bori
Jim Charters
Ricki Germann
Rudy Grosz
Paul Mennie
Jacky Eng

New Members

Michaela Bielik
Paul Kavanaugh
Maurice Levesque

Welcome!

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.



<http://www.golden.net/~wbell/informer.html>

(*Stress-Continued from page 1*)
meetings, and may have the opportunity to become involved with them in the future. This in itself is very exciting; just think what we could learn from people who use C.I.S.M. on a daily basis.

Finally on Saturday we learned that C.I.S.M. does not work in every case, and we had a first hand example from a Firefighter from Bowmanville. We learned why things don't always work out and what to watch for. Some things are out of our control, and it is important to be able to identify the things we cannot change.

Once again I wish to thank you for allowing me to attend such a prestigious and informative conference. I hope that I will be able to use any additional information that I have gathered for the assistance of our own drivers and peers.

Jacky Eng

Adjustment necessary

At the March general membership meeting, it was decided that the operating expenses of our local be curtailed. Many items, including this newsletter, will have a limited budget or eliminated entirely. Therefore, this issue has been reduced to 100 copies from 200 copies. It was also agreed that the following issue be published one month later.

The deadline for the July issue will be on June 19.

Wayne Bell
Editor

New bill — new forms

I attended a Workplace Safety & Insurance Conference and Education Course at the Port Elgin CAW Family Center. I have given a copy of the *Bill 99 Policy Manual* to Wayne Bell to put in the Local's Library. There are extensive changes to the old Compensation Act. It is completely gutted as far as injuries are concerned, after January 1, 1998.

There are changes to the forms that employees must fill out before being paid for an injury at work. The forms that need your signature before they pay a claim are posted at the Strasburg Road and the downtown terminal. The Form #7 that the employer requests that you sign, will release the medical information back to the employer for the injury that you are reporting. There is also a Functional Abilities form that must be taken to your doctor to be filled out and signed by the employee at the bottom of the page. The doctors hate these forms already! The Employers Form #7 must be returned to the employee. The employers Form #7 is important. If there is enough information on it, there will be no need for a Form #6 that will take several days, if not weeks, for the worker to receive. The Form #7 will delay the first week payment of benefits if there is not enough information.

There is a new manager at Human Resources at City Hall. The person's name is Christina Ball.

There will also be a new

Workplace Safety & Insurance Board Administrator starting shortly. The person is someone from out side the City.

We have had several buses involved in Motor Vehicle accidents in the past month. These are also Compensation Claims. I am going to have to assist the members in filling out their paper work so that they will be paid. These types of injuries at work take a very long time before the worker is paid for the time that they were injured.

We should be looking at a Short Term Disability clause from our insurance carrier. The majority of our membership have less than 12 years seniority. The average use of sick leave being considered, these people do not have enough time built up to survive a claim of any magnitude. I feel that the time is now to approach the employer for a request through proper channels to look at a Short Term Disability that is joined to our Long Term Disability carrier. The long term is not sufficient because you must be totally disabled, and there are not many doctors that will put that in writing, and back it up with the necessary medical information for the insurance carrier.

Paul Mennie



Media Watch

Tobacco ads morally corrupt, activist says

The Record, February 20, 1998

A local doctor is accusing Kitchener city hall of “greed and moral corruption” for accepting cigarette ads that completely cover three public transit buses.

Dr. Terry Polevoy says public institutions should not accept tobacco ads because of the deadly health effects of smoking.

“What does this say to our kids?” asked Polevoy, an anti-smoking activist who lives in Waterloo.

He’s launching a protest on the Internet in which he criticizes Kitchener for taking ad money from tobacco companies and for allowing cigarettes to be advertised on buses that travel throughout the community.

The ads were arranged by Urban Outdoor Trans Ad on behalf of Rothmans Benson and Hedges Inc.

Under the ad contract, the buses will carry the Craven A design until July 5.

The city normally charges \$30,750 for a 26 week superbus ad, but it knocked nearly 30 per cent off the Craven A price — a standard discount when ad agencies are involved, said Sandy Roberts, marketing administrator for Kitchener Transit.

The total price, including taxes, was \$23,772 for the 26 week period.



Kitchener Transit has no formal policy about the kinds of ads it accepts, said Ed Kovacs, the city’s general manager of public works. “It’s just basically been if it isn’t illegal, if it isn’t something that’s obscene or vulgar, we’ve generally approved (the ads),” he said.

Recent budget cuts have put even more pressure on Kitchener Transit to boost ad revenue, Kovacs said.

All ads are approved by staff, but Kovacs said the issue may go to council because the city has received several complaints about the Craven A buses.

In 1996, Kitchener and Waterloo withdrew cigarette ads from bus shelters near schools after complaints that the ads were aimed at young people.

Those ads caused many people to question the tobacco industry’s voluntary code of advertising ethics, which included a restriction on the distance ads are permitted from schools.

Similar questions are being asked about the Craven A bus ads since children use public transit and the buses travel past many

K-W schools.

A Rothmans spokesman said the Craven A ads promote country music and have nothing to do with smoking.

“Our position is clearly that we do have the right to advertise our sponsorships and that those sponsorship advertisements have absolutely nothing to do with smoking initiation,” John McDonald said.

Tobacco ads gone as soon as contracts expire

The Record, February 24, 1998

Kitchener Transit plans to ban tobacco ads from its buses as soon as existing advertising contracts expire.

City councillors made the decision Monday following complaints about three buses that are completely covered with ads featuring the Craven A cigarette logo.

The public works committee voted 9 - 1 for a proposal by Coun. Tom Galloway ordering transit staff to accept no new tobacco ads.

However, the three “superbus” Craven A ads will stay in place until the contract with Rothmans Benson and Hedges Inc. expires July 5. As well, other tobacco ads that have

been sold but haven't appeared yet will be allowed to go ahead.

BB gun fired at city bus

The Record, March 7, 1998

Someone fired several shots from a BB gun at a Kitchener Transit bus in Kitchener Friday night.

The shots were fired at the side of the bus just before 8:30 p.m. on Highland Road near Fischer-Hallman Road, close to the Highland Hills mall. No one was injured.

Surprise windfall for city transit

The Record, March 12, 1998

Kitchener taxpayers may be the big winner from a surprise transit grant from the Ontario government.

The \$2.4 million windfall announced this week nearly cuts in half the 8.4 per cent tax hike that city staff had forecast as the fallout from provincial downloading.

But city officials are still waiting to hear whether all of the money can be used for operating costs, which directly affect the property tax bill. And they point out that the grant is a one time offer that won't be available next year.

Last year, the province gave

Kitchener Transit about \$4 million — a significant part of the city's \$20-million transit budget.

The grant announced this week was a "total surprise" to Ed Kovacs, the city's general manager of public works.

"It's definitely a shot in the arm."

Compiled and condensed by:
Wayne Bell



Accident Review

On a sad note, Mike Smith has decided to resign his position on the accident review committee. He did an excellent job and he will be missed by us all. I have taken over his duties until the next union elections.

Our last meeting was on February 24 and we looked at 30 cases. Out of these, 17 were incidents, 9 were non preventable, 3 were preventable and one was put on hold pending further information.

I would like to remind you that if you admit guilt in your report, there is no way to put a shadow of a doubt into the minds of the people sitting on the committee. You have the right to appeal any unfavorable decision within five working days.

If you are involved in an accident please let me know so that I can be prepared at the next meeting of the committee.

Laszlo Bori

St. Catharines Day of Action:

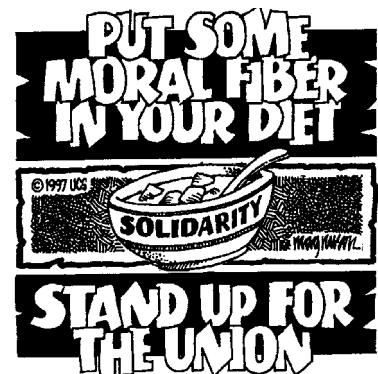
CAW president Buzz Hargrove is asking local union leadership in Ontario to work hard to make the May 1 St. Catharines Day of Action a success.

"Reflecting upon the previous shutdowns, these protests have, without question, brought together our communities and social action partners," Hargrove states in a letter to CAW local leadership in Ontario. "We have raised the temperature of the debate on important issues; education, health care, the attack on the working poor and the constant onslaught against labour's rights."

"Fighting back has made a difference. The teachers' protest is clear testimony to that. We must continue to oppose governments who are dismantling every social program we have fought so hard to bring about and protect," Hargrove said.

St. Catharines will be the 10th Day of Action to be held in protest of the slash and burn agenda of the Harris Tories in Ontario.

CAW Contact



Public services, unions gain support

Recent Ontario public opinion polls commissioned by CUPE and other Common Front unions show a shift in attitudes about public services, privatization and unions.

Focus groups were held in Peterborough, Thunder Bay, Windsor and Toronto, and a thousand people across the province were then polled by telephone.

By far, unemployment was the number one concern of Ontarians. People felt that Harris has not delivered when it comes to job creation. The polling also showed that even people who voted for Harris opposed his policies on many specific issues. Eighty-one per cent said they disapproved of the government forcing laws without discussion. Many didn't like the Harris government seizing more power.

The poll showed Ontarians are against service cuts, especially in health care and education.

Seventy-seven per cent said they disapproved of closing hospitals to save money. Many voiced concerns about child care and roads. Most believed that public service jobs with decent wages are good for the economy.

Many of the focus group participants spoke of unions in positive terms. One person said, "I've never joined a union and I don't want to but I'd hate to think

where we would be without unions."

Management polls are getting similar results. In September, the management consulting firm Ernst and Young released the results of a poll it had commissioned about attitudes towards Ontario's municipal services.

The poll showed that the public is against using private contractors to provide municipal services. The most prominent areas where Ontarians want added services are roads and homes for the aged.

CUPE Ontario Our Space/CALM

Winners

50/50 Draw

January

Parking Spot	Dale Boyd
Cash	Bob Lauer
Crystal Chicken	Wayne Yandt

February

Parking Spot	Lois Yandt
Cash	Dale Boyd
Bottle	John Brown

aaa

Circle

Route 3 has changes

As usual the minutes of the last meeting are posted. Some of the highlights are:

- 1 Folders for bus registration have been ordered.
- 2 Dave Anderson asked the rep. from Flyer to drive a 94 and a 96 and compare the feel of the steering. The rep. was asked to explain, why the steering on the 96 is so stiff?. The Flyer people will get back to us.
- 3 Dave Anderson is looking at buying Recaro seats with lower pedestals because most drivers find the seats to be too high.
- 4 Route 3 change: Laurentian to

right on Block line to right on Westmount to left Williamsburg, rest of the route stays the same. (Time will be tight.)

- 5 Soon we will have to take a C.V.O.R. course. The time required is 1 1/2 hours. This will be paid by the City. This will show us how to fill out a pre-trip inspection form. Buses will not be allowed to leave the Garage without this form being filled out.
- 6 We requested that a hot air hand dryer be installed in the washroom at the garage.

As always we would like to have your suggestions in writing prior to the next meeting.

Laszlo Bori



<http://www.golden.net/~wbell/caw4304.html>

Local 4304 and the internet

As many of you are aware, our local has a web page on the internet. Recently, the City of Kitchener has agreed to link our local's page with theirs.

I believe that it is very important that our message be made available on the world wide web. Think of the internet as a broadcast medium. The internet gives our local and others a presence and allows us to broadcast local labour information.

To give you a sense of what has happened in the past, I have quoted from a workbook on the internet from a course that I took last year.

☐☐☐☐☐☐

Why should we go online?

A century ago, the same arguments were probably being made for and against the telephone.

One can almost imagine the debate within the labour movement around the turn of the century. Radical proponents of

change were urging unions to dig into their small treasuries and experiment with the newfangled technology that allowed you to talk with someone at the other end of town without raising your voice.

Opponents thought it was a waste of money. You could pay a boy to run across town and deliver a message for a lot less than the cost of a telephone. In some parts of the world, that's still true today.

Probably one day someone realized that while the unions were saving money, the company bosses were using telephones every day – to blacklist union organizers, to organize scabbing during strikes, and to successfully crush the labour movement. Without the advantage of telephones, unions were going to lose strikes and were going to lose, period. So the newfangled contraption was purchased, the union activists learned how to use it, and the rest is history.

That's how the labour movement always gets into a new technology. It never explores the

new technology first. The corporations get a head start every time. Which is only natural – the corporations have the capital to play around with the new gadgets, to see if they work and if they are useful. The unions have to be more careful with their money.

Ironically, this technology was almost designed for the labour movement. It fits us perfectly. That is not what its inventors and developers had in mind, of course. But the fact is that computer communications technology is very cheap, easy to learn and use, and promotes decentralization.

☐☐☐☐☐☐

Our union web site contains all kinds of information for, and about, our local. It is maintained by myself and has several pages including; a current news page, local stories from The Informer, and a list of committee and executive members with e-mail links.

The address for our main page is:
<http://www.golden.net/~wbell/caw4304.html>

I have entered the December 1997 issue of our newsletter in the upcoming 1997 CALM Awards being held in Saskatoon May 1 - 3 1998. The publication classification that I have entered is: Local union/labour council, circulation up to 500. The award categories are: *Best overall publication* and *Excellence in layout and design*. I have also entered our web site in the *In-house Best web site*.

Wayne Bell

Gaukel Street to become overhauled

At a recent meeting, representatives from the Region, Waterloo and Kitchener were present. As always the minutes are posted at the garage. If you have any concerns please let us know in writing.

1.....Dept. 2 requests that all drivers filling out defect reports include the mileage. This is important, they need this so they can determine how often a particular bus has had a repeat problem.

2.....Our management reps had a meeting with Jim O'Rourke, who is responsible for snow removal. We were assured of better bus stop clearing and better road service. Some vehicles will be equipped with a cell phone.

3.....Who says that tax dollars are wasted on politicians on Waterloo City Council? It was decided that the Route 5 bus bay at Willis Way was too small for car parking and bus parking. We requested the elimination of one parking spot. Therefore they

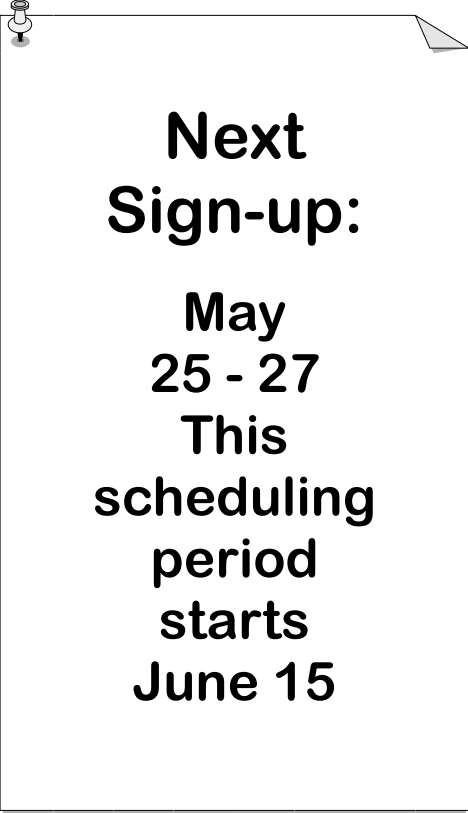
decided that only "2 SMALL" cars may park in the bus bay. What is a small car? Who will enforce the size rule? Does someone looking for a parking spot care? No by-law exists. 4.....We requested a "no right turn on red light " sign be posted at Weber and Krug and Lancaster intersections, making it easier for the Route 1 bus to turn out of Krug onto Weber. This was approved.

5.....The bridge on Ottawa St. crossing the express-way will be removed, so that the highway can be widened. All ramps will remain functional.

6.....We talked to representatives from the Downtown Business Association about plans to redevelop Gaukel St. into a tree lined boulevard, from City Hall to the Clock Tower in Victoria park. Their plans called for a fountain, more lights, a side walk on our side of Gaukel St, and a traffic island in the middle of our driveway. Our objections to the

side walk and the island were strenuous. More meetings will be held.

Laszlo Bori



**Next
Sign-up:
May
25 - 27
This
scheduling
period
starts
June 15**

Picture
Downtown Terminal

Welfare Committee

This committee gets it's funds from the 50/50 draw each month. Please support them by buying your ticket every month. The committee members are:

**Lois Yandt
Harold Klooster
Earl Stanley**

Take this job...

"Take this job and shove it," goes the song, and sometimes the temptation can be pretty overwhelming.

But no matter how tempting it may be, it's not a good idea to say something like this unless you really mean it. That's because in law, you may not be able to change your mind.

Let's say a worker in a fit of rage or frustration tells his supervisor "I quit." Later on that day when he cools down, he realizes that unless he pulls a winning lottery ticket, he's going to need that job. He calls the supervisor and tells him that he didn't really mean it. The supervisor, who wanted to get rid of him anyway, replies that it's too late. Is there anything that can be done?

In some circumstances, the worker may still be able to file a grievance. Arbitrators have said that to quit, a worker must have intended to end the employment relationship.

So, if what happened was that the worker simply lost his temper, that may not be enough to mean that he quit, at least in legal terms. Then if the employer refuses to let him come back to work, that's really a discharge, and a grievance can be filed.

On the other hand, if the worker also took some action, he may be out of luck. Let's say that as well as telling his supervisor he quit, he also turned in his keys and identity card. Then an arbitrator is more likely to say that he really did mean to quit, and the worker can't file a

grievance.

What if the employer actually pressures a worker to quit, telling her that if she doesn't, she'll be fired? By itself, this isn't enough to invalidate her resignation. However, arbitrators will still try and assess whether she really meant it or not.

Overall though, you're probably still better off biting your tongue or letting off steam outside the workplace. Of course, if you do get a winning lottery ticket, that's another story.

Judith McCormack/CALM

Judith McCormack, a former chair of the Ontario Labour Relations Board, is a lawyer with Sack, Goldblatt, Mitchell in Toronto.

For an Informed Opinion...

Read

The Informer

*A
newsletter
like
no other!*

Did you ever wonder?

1. If you throw a cat out a car window does it become kitty litter?
2. If corn oil comes from corn, where does baby oil come from?
3. When a cow laughs does milk come up its nose?
4. How did a fool and his money GET together?
5. How do they get a deer to cross at that yellow road sign?
6. If it's tourist season, why can't we shoot them?
7. What's another word for thesaurus?
8. Why do they sterilize the needles for lethal injection?
9. Why is abbreviation such a long word?
10. Why do kamikaze pilots wear helmets?
11. How do you know when it's time to tune your bagpipes?
12. Is it true that cannibals don't eat clowns because they taste funny?
13. When you choke a smurf, what color does it turn?
14. Do blind eskimos have seeing eye sled dogs?
15. Why is there an expiration date on my sour cream container?
16. What do they use to ship styrofoam?
17. Why do they call it a TV set when you only get one?
18. Do radioactive cats have 18 half-lives?
19. If you shoot a mime, should you use a silencer?
20. What was the best thing before sliced bread?

Earn more, work union

On payday make sure there's a union card in your wallet. Recent studies conclude that American union workers average 20 per cent more on payday than non-union workers.

And if pay isn't enough, union members' benefits average two to four times as much as non-union workers. For example, 85 per cent of union workers have health insurance, while only 57 per cent of non-union workers do.

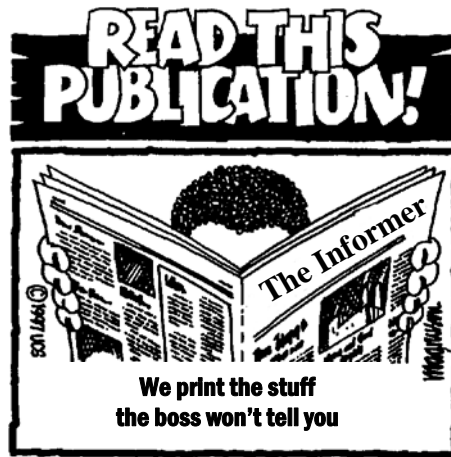
The union card's financial advantages are most pronounced for women, Hispanic, and African-American workers, and those with little formal education. Unionized workers without a high school education made 22 per cent more than their counterparts.

Even professor Leo Troy of Rutgers University, no friend of unions, commented to the *New York Times*, "From a standpoint of wages and fringe benefits the answer is yes, you are better off with a union."

Some fear union organizing might push the boss to close the door. No effect, said professors Richard Freeman of Harvard and Morris M. Kleiner of the University of Minnesota. In companies that went bankrupt between 1983 and 1990, the failures were evenly split between union and non-union workplaces.

"Is a company with a union more likely to go out of business?" Freeman asked. "The answer is no," he said.

Solidarity/CALM



Alternative federal budget sends message to Martin

The Alternative Federal Budget is a blue print for building a country based on the principles of sustainability, fairness and equality, instead of a budget that focuses on the bottom line for bankers.

Economists and organizations across the country recently released the 4th annual AFB in Ottawa and more than 20 communities.

"We have called our document *The Time is Now* because we believe that the time is now for the federal government to restore economic stability and social fairness with their next budget," said CAW economist Jim Stanford, who helped develop the AFB.

In "*The Time is Now*" a comprehensive budget proposal calls on the Chretien Liberal government to:

- 1 sustain economic growth through a combination of low

interest rates and reinvestment in federal program spending;

- 2 reinvest \$13 billion in 1998 in areas identified as priorities by Canadians including stronger health care and education;
- 3 maintain the balanced budget in 1998 and target a budget surplus of \$1 billion for 1998;
- 4 freeze federal taxes at their 1996-97 levels starting next year, while significantly increasing fairness in the tax system; and
- 5 reduce the federal debt burden to below 60 per cent of GDP by the year 2000.

The Canadian Centre for Policy Alternatives coordinates the AFB with Choices: a coalition for social justice in Winnipeg, Manitoba.

Despite repeated claims by federal Finance Minister Paul Martin that "Canada's economic house is in order," the AFB sets out real alternatives for the millions of Canadians who are forced to deal with a falling standard of living and a widening gap between the rich and the poor.

The projected outcomes of the AFB strategy by 2001 include:

- reduction of official unemployment to five per cent or lower;
- creation of 1.8 million new jobs, 800,000 more than likely under current policies;
- reduction of the poverty rate by six per cent.

CAW Contact

Mike Harris and the common sense Psalm

The following letter appeared in The Record on January 16, 1998 and has been published here in its entirety.

Mike Harris is my Shepherd, I am in want.
He maketh me to lie down on park benches.
He leadeth me beside still factories.
He restoreth my doubt in the conservative party.
He guideth me in the path of unemployment for his party's sake.
Yea and Tho I walk through the valley of soup kitchens. I am hungry! I do fear for thou art against me.
Thou hath anointeth me with new bills, user fees, downloading and many cuts. My expenses runneth over!
Surely hard living and poverty shall follow me all the days of the conservative administration. And I shall live a cardboard house forever!

Five thousand years ago Moses said, "pick up your shovel, mount your camel or ass, and I will lead you to the promised land."

Five thousand years later the N.D.P. said, "lay down your shovels, sit on your camel or ass, for this is the promised land."
Now be careful boys and girls, Mike Harris will take your shovel, sell your camel, kick your ass and tell you, "There is no promised land."

The Mike Harris Schedule

- 1995 - 1999
- Cut Welfare
- Cut Health Care
- Cut Worker's Compensation
- Cut Rent Control
- Cut Education
- "Give money to the already well off — The Rich"
- Down Loading
- and cut, cut, cut, cut, cut
- and more cuts

Lynda Longstaff

Quotable Quotes

Man is the only animal that blushes -- or needs to.
-- Mark Twain

It is not enough to succeed.
Others must fail.
-- Gore Vidal

Sex without love is an empty experience, but, as empty experiences go, it's one of the best.
-- Woody Allen

"Hey! Who took the cork off my lunch??!"
--W. C. Fields

"I have the simplest tastes. I am always satisfied with the best."
--Oscar Wilde

For Sale: Parachute. Only used once, never opened, small stain.

Corduroy pillows: they're making headlines!

Hard work may not kill you, but why take chances?

A well adjusted person is one who makes the same mistake twice without getting nervous.

Don't get even -- get odd!

A truly wise man never plays leapfrog with a unicorn.

One nice thing about egotists: they don't talk about other people.

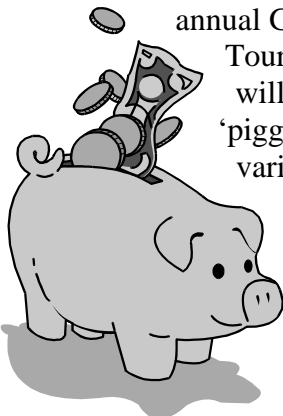


CAW Local
4304

Lots of events coming up

Pennies for people

On February 6th, we had our first meeting for the "Pennies For People Campaign" which is to be May 9th, 1998 to June 12th, 1998. We will be having the



annual Golf Tourney, and will be placing 'piggies' in the various workplaces. There will also be a couple of draws during this event to help

raise money for the Food Bank. As this campaign progresses I will be able to give your further information.

Civic Contribution Committee

The Civic Contribution Committee has approached Sean Strickland of the K/W Food Bank with the idea of filling the Rotunda at the City Hall with food donated by City employees. There will be a contest to see who can bring in the greater number of pounds, involving Kitchener, Waterloo and Cambridge. It was agreed by the Committee that this Food Drive will take place the week of June 8th, 1998.

The Committee is still working on putting a main plaque downstairs at City Hall, and giving each local a certificate for

their contribution to the various charities. This certificate will be updated each year. As they are still working on these, we do not have the completed information to give to you, but this will be forthcoming shortly.

Driving for dreams

The "Driving For Dreams" event is once again in motion. It is to take place at the Auditorium on Sunday, May 31st in conjunction with the annual Professional Roadeo. Please check your calendars to see if you would have any time to donate to this worthwhile cause.

There are lots and lots of prizes. Along with the Professional and Public Roadeo, we have a dunk tank, bust-a-balloon, a wishing well, crown and anchor wheel, 5 live bands with line dancers, an archery, and a kung fu demonstra-tion; along with the children's centre where



the kids can have fun tossing the bean bag, throwing sponges into mounted tin cans, pulling for lollipops, and even fishing in jello for gummi worms.

Bring the whole family along with you to this event, and have a great day while helping some child who's time is limited.

Jacky Eng

Critical Incident Stress Management

What is a critical incident?

It is one that has significant impact on a person from a serious accident, any act or threat of violence or the death of a fellow worker or passenger.

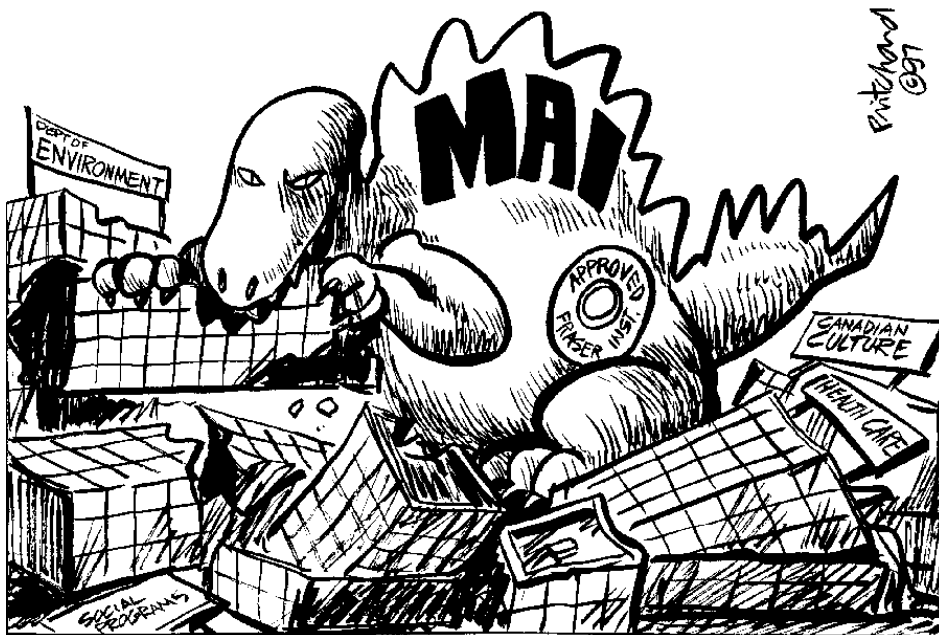
If you are under stress from any incident and would like to talk to someone get in touch with one of your committee people.

Jacky Eng
Rudy Grosz
Steve Skinner



**W.S.I.B.
problems,
Questions on
E.I. or
pensions?**

**Call Paul
Mennie at:
744-5659**



What is this monster called the MAI?

1. What is the MAI?

MAI stands for the Multilateral Agreement on Investment. It is a treaty being negotiated by the 29 countries of the Organization of Economic Co-operation and Development. This includes Canada.

The MAI has been called a charter of rights for transnational corporations in the 21st century.

2. What does the MAI do?

The MAI is designed to establish rules for investment. These rules would prohibit so-called "discrimination" against foreign investors.

The key rule of the MAI is "national treatment." This means a government must treat investors from countries that sign the MAI no less favourably than they treat their own investors.

3. What's wrong with that?

A lot. They undermine a government's ability to use investment policy to promote social, economic and environmental objectives.

4. What would it mean for Canada?

The MAI could undermine our ability in the things that matter to us.

Take child care for instance. Some provinces provide public funding to not-for-profit child care services. Under the MAI, a foreign investor specializing in for-profit day care could claim this is discriminatory. They could argue that this kind of public funding is a subsidy that undermines their ability to compete.

A CLC analysis says, "The MAI will, as drafted, further undercut

our ability to protect jobs, undermine our ability to maintain Canadian culture, and threaten our ability to maintain public and not-for-profit services like Medicare. It could further undermine the scope of implementing strong environmental and labour standards."

5. What's the penalty for discriminating?

The MAI would give foreign investors the right to sue government over any breach of MAI provisions "which cause loss or damage to the investor." It would also give them the right to be compensated for violation of the agreement.

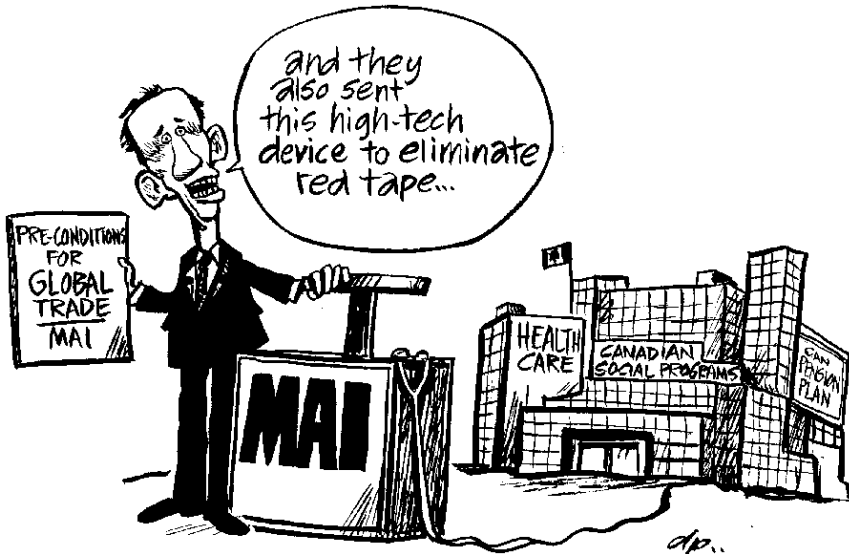
6. This isn't all that new, is it? Isn't the MAI similar to NAFTA?

Yes, we have already been subjected to similar provisions under the North American Free Trade Agreement. But, the MAI would include several new measures that expand the rights of foreign investors to challenge government decisions. What's more, the MAI would establish investment rules favouring corporations, not only in the US and Mexico, but in 26 other OECD countries.

7. Why isn't the MAI being negotiated through the World Trade Organization?

The MAI talks are taking place at the OCED because most developing countries did not want to be part of the talks. Most developing countries still have major restrictions on foreign

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investment and are in no hurry to deregulate.

Its advocates - led by the US government and transnational corporations - hope that, if a smaller group of countries sign the MAI, more will follow

because countries that don't sign won't be able to attract investment.

8. Why hasn't there been a public debate?

Good question. The MAI has received little public attention.

There is a real danger that this agreement will be in place before most people know about the damage it will do. MAI negotiations are expected to be over by May 1998. Once signed, its provisions would apply for 20 years.

9. What can you do about the MAI?

Tell other people about it. Watch for updates. Participate in calls for action. Write to your Member of Parliament and the Prime Minister. Ask what they think of it. Tell them in no uncertain terms what you think of the MAI.

CUPW Perspective/CALM

Workplace spies

Spying on someone is usually considered dishonourable in our society. It's not just that surveillance is an invasion of privacy—there's an element of underhandedness or unfairness to it as well.

All the more reason why a spying employer should get the legal thumbs down.

Unfortunately, the law doesn't always protect workers from management snooping.

Let's take a situation where an employer has set up a video or closed circuit cameras at work. At least one American arbitrator has found that this imposed an intolerable burden on workers and was an insult to their dignity.

However, another arbitrator has suggested that there is no

automatic right to privacy for workers. If an employer can supervise workers through forepersons, he said, why can't he supervise them electronically?

Well, that's an interesting argument. The problem is that it doesn't take into account the psychological stress that constant surveillance by cameras can produce. It also ignores the ethical considerations.

Technology can provide much more relentless monitoring than a human supervisor. In some ways, the real question is how people should be treated in a civilized society. As one Canadian arbitrator has suggested, there is something fundamentally anti-human about electronic surveillance.

Of course, the case law in this area often refers to balancing the privacy interests of workers with the efficiency needs of the employer. However, the idea seems to be that human dignity and making production quotas are equally important. This is a curious thought in a society that claims to value individual rights.

In the workplace at least, it appears Big Brother is still watching us.

Judith McCormack/CALM

Judith McCormack, a former chair of the Ontario Labour Relations Board, is a lawyer with Sack, Goldblatt, Mitchell in Toronto.

Government cuts health & safety training again

The Worker's Health & Safety Center in Cambridge, which has been a source of information and training for the workers in this area for many years, is slated for closure. It seems ironic that a government that wants to reduce workplace injuries and health care costs doesn't want to spend money to train workers how to work safely and effectively in the work place.



With industry depending more on chemicals and stressful repetitive tasks to meet production demands there is more need than ever for training on hazard identification and prevention programs.

Without the proper training, your Health & Safety Committee will not be as effective and our members will loose out on their right to be consulted about safety

programs in the work place. Workers will become more dependent on management for safety related instruction and this will be a problem when the supervisor is promoted from the shop floor and not given any safety related instruction. Our committee has problems now trying to communicate to management what information we are entitled to and what purpose we serve in the workplace. This is due mainly because of a lack of knowledge.

Will the companies go back to the old system of having a safety manager to do assessments and then tell the workers only what they want them to know?

Changing the system will likely save the companies money now and shift the burden onto the taxpayer later when the worker is injured and can't work .

Are you going to like the new system?

Jim Charters

Nursing shortage

The Canadian Nurses' Association predicts a severe shortage of nurses across Canada in the coming years because an aging population is needing more health care at a time when fewer young people are attracted to nursing careers. The main problem is that government health care cuts mean fewer full time jobs for nursing grads, while women who used to be drawn to nursing are entering other professions.

The CNA study says the median age of a Canadian RN is now 44, and enrolment in nursing schools has fallen from 10,000 in the 1970s to less than 6,000 today. Because of management policies, many new grads face years of sporadic work as casuals before they can get regular positions. About 6,000 Canadian nurses are working in the United States.

The study predicts that by 2011 the shortage could be between 59,000 and 113,000 RNs.
BCNU Update /CALM

THE REST OF US

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"Driving for Dreams"

Charity Fundraiser

Sunday, May 31, 1998

Kitchener Memorial Auditorium
2:00 til 4:00 p.m.

Old cars, trucks and motorcycles

Bust-a-balloon for prizes

Crown & Anchor

Wishing Well

Drive a Kitchener Transit bus

Dunk a driver

Professional Roadeo

Media Challenge

5 Live Bands

Children's Centre

Refreshments

Demonstrations:

Archery & Kung Fu

All proceeds donated to:

The Children's Wish Foundation