



# FEBRUARY PEACE MARCH IN WINNIPEG AND AROUND THE WORLD



*Charlie McDougall,  
CEP Local 191  
Board member,  
and Paul McKie  
participate in the  
Peace March in  
Winnipeg.*



**A**n estimated 5,700 people protesting the looming War in Iraq walked in a peace march from city hall to the Legislature on a freezing February winter's day. Many trade unionists were present at the rally on February 15, but also many, many people from all walks of life and backgrounds, illustrating the widespread opposition to impending war.

The march was part of a co-ordinated series of protests held across Canada and around the world.

Demonstrations in Montreal saw over 100,000 people in the streets, while Toronto's protesters numbered over 80,000. Across the country, numerous smaller communities organized their own peace marches.

Huge demonstrations in Britain, Australia, U.S.A., France, Germany, Italy, South America were only a few widely-covered events on that day. There have been subsequent peace demonstrations throughout March after the outbreak of war. The actual number of people – millions – speaking out against the war throughout the globe can only be speculated.

For the national Canadian Labour Congress position on the War in Iraq, see [www.clc-ctc.ca/web/menu/english/en\\_index.htm](http://www.clc-ctc.ca/web/menu/english/en_index.htm). For the national CEP position, see [www.cep.ca](http://www.cep.ca), and search out news releases. For International Labour's coverage, see [www.labourstart.org/iraq/](http://www.labourstart.org/iraq/)

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## IN MEMORIAM GERRY CAMPBELL

Peacefully on Feb. 25, newspaper carrier Gerry Campbell passed away at home at the age of 56. Gerry worked for the City of Winnipeg for 30 years and had recently retired. He had been a newspaper carrier for about 2 years, working out of the Kildonan Depot.

He was always ready with a helping hand and enjoyed working with family on their homes and yards. Gerry will be sadly missed by family and friends.

Computer Monitoring - continued from page 1

Some employers have very strict definitions of what is acceptable use and what is not. You should check with your immediate supervisor if you are unclear at all on what is inappropriate use of the computer.

Despite the existence of policies, most employees feel safe e-mailing friends and family. OK, so they don't view porn on company time – but they fire off e-mails about work and friends and lovers. And they do so feeling safe from prying eyes.

Wrong again. Employers have the right to monitor your Internet and e-mail use. Many of them do. They do it because they can. The technology that makes it easy for you to fire off an e-mail to a friend in Aruba also makes it easy for the employer to spy on you. Worse, they don't even have to tell you that's what they're doing. That might suck, but so far it's all legal.

The Local came face to face with Big Brother at one of our shops recently when an employee was terminated, in part, for violating the company's e-mail policy. The company intercepted private e-mails from the employee to the employee's partner (an innocent third party).

Worse, the company showed those e-mails to other employees. Think about that the next time you fire off an e-mail home calling your boss a moron. At press time we were still awaiting an arbitrator's decision on this termination.

It might not surprise anyone that the above employee was active in the union. Union people are put under the electronic microscope more often than others are.

A recent case in Alberta involved a CEP local president who was fired for inappropriate Internet use. The CEP president's indiscretion was forwarding unsolicited porno e-mails from his work address to his personal address on company time. An arbitrator ordered the CEP president to be reinstated in his job because far worse infractions were dealt with less harshly or were ignored completely.

But the reality is that the employer can monitor your use of the computer. Even if they don't have the ability, personnel or technology to watch everyone at once, they CAN watch YOU. And they don't have to tell you that's what they're doing.

This is nothing new to many of our members who are used to having their telephone calls monitored when they do customer service work. But even in those circumstances, a third party calling in is warned that the call could be monitored. Not so with e-mail. Your spouse could send you a personal e-mail at work - an e-mail you had no control over - and the employer could read it.

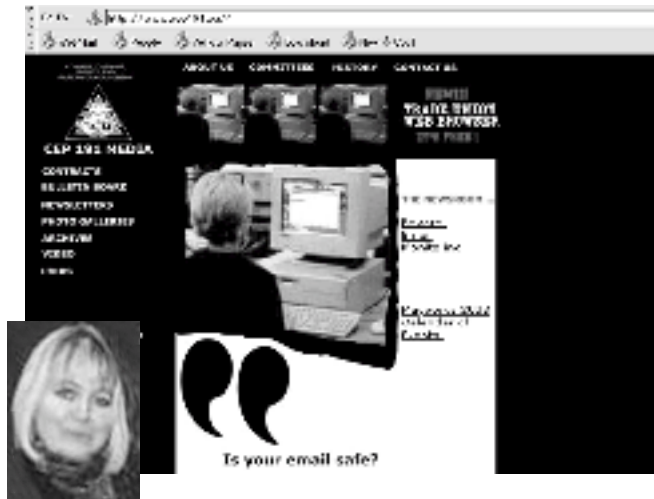
True, you could kill the e-mail as soon as you receive it, if you deemed it inappropriate. But many systems have central servers. While you have killed the e-mail from your mail program and maybe even from your trash, it still resides on the server.

If this all sounds spooky, it is. Labour law is in its infancy in these areas. Hopefully, arbitrators soon will begin to see there should be expectations of privacy in certain electronic use and correspondence.

Until then, be careful. Big Brother isn't just watching -- he's lurking and waiting to pounce on any electronic correspondence that he feels doesn't fit the corporate image. Keep the water cooler talk at the water cooler.



# cep191.ca



By Irene Pohorčeka



As of April 7, the Local will have a new Web page design. This is in addition to our new URL **cep191.ca** which we have been occupying since January 1, 2003.

The new Web site will offer a more easily accessible and interactive approach to the Local's activities, as well as a more modern visual design.

Charlie McDougall and I have worked out the framework for a Web page which will work to serve our members' needs better. We hope to have new regular departments such as contracts and negotiation news joining the history and structure segments. We also plan on a monthly "lead story" which would be centrally featured, together with links to related issues and outside discussion forums. A more comprehensive photo, newsletter and video archive will also be presented.

A Web page is always "a work in progress," and we look forward to your comments about the new page, and your input about how we can improve it. Take a look and tell us what you think!



## HUMANITY FUND HELPS VICTIMS OF BADGER FLOOD

The union representing forestry workers and retirees who live in Badger, Newfoundland, has donated \$20,000 to help the beleaguered townspeople recover from massive flooding. Residents were forced out when floods from three rivers pounded through their homes on Feb. 15.

The National Executive Board of the Communications, Energy and Paperworkers of Canada voted today to match a \$10,000 donation from the CEP Humanity Fund, for a total donation of \$20,000.

This is an act of solidarity with the people of Badger from all members of the Communications, Energy and Paperworkers Union," says CEP President Brian Payne. "It's what trade unionism is about – standing by one another in times of need."

CEP is the largest industrial union in Atlantic Canada, and CEP families make up about 25 per cent of the population of Badger.

CEP negotiates contributions to the Humanity Fund from employees and employers across the country. More than 90 CEP Locals are members of the Humanity Fund.

In the past, the fund has assisted victims of the ice storm in Quebec and Ontario, of flooding from the Red River Valley in Manitoba, and from the Saguenay River in Quebec



– Press Release: February 27, 2003



- THE NEXT GENERAL MEMBERSHIP MEETING WILL BE HELD ON SUNDAY, MAY 25, 2003, AT 1 PM AT THE VISCOUNT GORT HOTEL, LODGE ROOM



- FREE PRESS BENEFIT COVERAGE

- During the last round of bargaining at the Free Press, the company agreed to reappropriate the cost of benefits to allow members to pay 100% of the cost of LTD coverage, while retaining the current premium contribution level. The intent of this proposal was to allow members on LTD to receive benefits tax free. The employer would pay a higher percentage of extended health and/or dental premiums to offset this. The intent was to leave the employee and employer costs the same. However, when the Free Press implemented the changes, the contribution levels changed significantly. A grievance has been filed and the parties have agreed to utilize benefit and tax experts to determine a fair and equitable method of achieving the union's proposal.



### PAUL MCKIE ON LEAVE OF ABSENCE .

Paul McKie, president of Local 191, has accepted a position as Staff Rep for the National CEP. He is temporarily replacing a Rep who is on sick leave. He will be on a Leave of Absence from his position as President of the Local during this time. Glen Dawkins as first vice-president will be taking over Paul's responsibilities as President. The leave is expected to extend for one year.



ANNOUNCEMENT

## THE BARGAINING UNITS AT A GLANCE ...



Local Rep Adolph Setek reports to the membership

**WINNIPEG FREE PRESS:** The Media Union of Manitoba lost an arbitration concerning the Free Press contracting out of jobs in the newspaper's distribution system.

The matter was another step in a long line of grievances relating to the Free Press's escalating use of sub-contractors to perform truck driving, shipping and district checker work.

Arbitrator Hamilton heard evidence in September and December of last year, and in mid-January issued a decision supporting the Free Press's right to reduce work schedules for shipper/driver.

The Union's objection was that when employees left due to attrition, the hours were sub-contracted instead of being made available to remaining part-time employees in the classification. The available hours were then further reduced for part-timers. The issue is: When are employees effectively dismissed? Is it when you are down to five or six hours a week? If the employer offers them next to nothing, are they still really employed?

"What the decision says is that in the last several years people have continued to lose hours of work, and therefore income, but not to the point of losing employment," Setek said about the arbitration decision.

"What this decision basically says is that there are no guarantee of the number of hours a part-time employee works per week. People who worked 30 hours a week at a higher rate of pay in 1998 now work 15 hours a week at a lower classification rate of pay, but are still considered to be part-time employees.

Setek said under the arbitration ruling the Free Press will have to reinstate hours for a number of affected employees. If the parties are unable to reach an agreement on the final details the matter will be referred back to Arbitrator Hamilton for direction.

**MEDIA UNION WELCOMES NEW BARGAINING UNIT AT NAYLOR PUBLICATIONS:** A recent decision by the Manitoba Labour Board gives approximately 10 employees at Naylor the right to bargain collectively. The new certification covers staff working in the NASA area of the operation who coordinate sales and pre-press functions.

The union applied for the new unit last August with a clear majority of employees voting in favour of the union, but a Petition of Objection filed by dissenting employees caused a hearing to be convened. The petition was ultimately dismissed and the union cleared of all accusations.

"This is a giant step forward for these employees," said Adolph Setek. "They now have the opportunity to bargain employment benefits that unionized employees at Naylor have been enjoying for years."

The letter of intent to bargain has been served on the employer, and it is expected that a bargaining committee will be elected shortly to prepare proposals and commence negotiations. The Media Union currently represents 100 members in the Bindery, Press and Pre-Press departments.

**BRANDON SUN:** Bargaining for a renewal collective agreement is underway at the Brandon Sun. Proposals for a new contract, covering about 100 members, were exchanged at the beginning of February. The last contract with the newspaper expired Dec.31, 2002. Bargaining dates were set for a number of days in March and April. The Brandon Sun bargaining committee reached a tentative deal with the Company on Friday, April 4. A new contract was ratified by a large majority of members in late April.

The Brandon Sun is operated by the owners of the Winnipeg Free Press, who obtained both papers from Thomson Corp. in November, 2001.

**TRANSCONTINENTAL PRINTING:** Approximately 80 members at the Winnipeg plant will be commencing bargaining shortly for new collective agreements for Bindery and Pre-Press workers. The current agreements expire on May 15th.



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(EXCERPTS - FOR A COMPLETE LIST SEE OUR WEBSITE AT cep191.ca)

### MAY 7

**Working in Words • 7:30 P.M.**

Performance by some of Winnipeg's most riveting performing poets. Starring Angelene Jeannette, Gloe Cornie, Ron Romanowski, Sandy Stechisen and also featuring the singer Iliana. McNally Robinson Booksellers, Grant Park Shopping Centre Contact Ron Romanowski for more information at 667-6802

### MAY 9

**Banner Theatre and Maria Dunn • 8:00 P.M.**

The 1st of May Band brings together the best of Banner's issue based documentary traditions with an eclectic mix of folk, blues, klezmer, ska and Middle Eastern music and songs. With a repertoire of over 300 songs, the 1st of May Band explores a wide range of themes. With a 30 year tradition of working in the trade union movement, Banner Theatre provides a proven dynamic cultural commitment to organized labour. With special guest and Juno nominee Maria Dunn. Cosponsored by the Winnipeg IWW. Tickets: \$10.00 regular, \$8.00 student/low income University of Winnipeg, Bulman Student Center Contact Heather Hall for more information at 947-2220

### MAY 10

**United May Day Banquet • 6:00 P.M.**

Guest speaker is Sam Gindin on Sovereignty and Internationalism. The tickets will be \$20.00, with vegan meals by request. Doors open at 6:00 P.M. with Dinner starting at 7:00 P.M. Ukrainian Labour Temple, Pritchard and McGregor. (591 Pritchard Ave) Contact Ken Kaltunyk for more information at 479-8089

### MAY 14

**Beats, Rhymes and Strikes • 9:00 P.M.**

An evening of progressive hip-hop brought to you by the Break Bread crew and friends. Sponsored by the Winnipeg IWW. Suggested Donation \$5.00. Mondragon Cafe & Bookstore 91 Albert St. Contact Patrick McGuire for more information at 478-1261

### MAY 17

**Winnipeg Labour Choir "Peace Train Sounding Loudly" • 8:00 P.M.**

A concert from the Winnipeg Labour Choir with guest artists. Tickets: \$10.00 West End Cultural Center (586 Ellice St.) Contact Loa Henry for more information at 774-8573

### MAY 21

**Art and Struggle • 7:00 P.M. - 9:00 P.M.**

Panel discussion featuring filmmaker/author Noam Gonick (1919, Hey Happy!), choir director/actor Loa Henry (Winnipeg Labour Choir & Nellie McClung Theatre) and a member of progressive-thrash band Propagandhi. Sponsored by the Winnipeg IWW. Mondragon Cafe & Bookstore 91 Albert St. Contact Patrick McGuire for more information at 478-1261

### MAY 31

**Winnipeg Labour Council Picnic • 12:00 Noon - 4:00 P.M.**

The second annual WLC picnic will be an afternoon of family fun, with food and entertainment and lots of children's activities. Vimy Ridge Park For more information contact Larry Pelzer at 942-0522.

### ALL MONTH

**Photos of resistance:** All month long there will be two major displays of photographs depicting struggles. Mondragon Bookstore and Coffee House will be hosting a photo show by Winnipeg artist Jon Schledewitz. The Winnipeg Public Library will host a display of photos highlighting the role of women in the Manitoba Labour movement.

**Radio Broadcasts:** Stay tuned to CKUW 95.9 FM Winnipeg Campus/Community Radio for Audio Resistance the Mayworks Radio from 5:00 - 6:00 P.M. every Wednesday. The show will be rebroadcast Tuesday mornings at 10:00 A.M. plus listen for special coverage of Mayworks events. For more information contact Heather Hall at 947-2220, or mayworks03@hotmail.com

**Tickets for all events available at the Workers Organizing Resource Center 280 Smith St.**

**Contact Heather or Catherine at 947-2220.**

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PrintCEPies is the official news bulletin of CEP Local 191. Chapel chairpersons are encouraged to forward news items to newsletter editor Manfred Jäger at 257-8800, manfredjager@hotmail.com or mail to CEP, Local 191, 23-1313 Border St., Winnipeg, MB R3H 0X4. Email stories to mum@mb.sympatico.ca. phone: 949-2770, fax: 949-2774