





## GOLFING FOR A CAUSE? Sign Up Soon!

Sunday, Sept. 12 has been set for the 2nd annual CEP Spina Bifida Golf Tournament at Kingswood Golf and Country Club in Lasalle. The entry fee is \$100 per person, and teams of four or singles may register to play. Space is limited.

Call the union office at 949-2770 if you would like to participate. Last year's tournament raised over \$10,000.

## Stalwarts Bow Out

Many thanks to Sisters Kelly Mazur and Irene Pohorécka for all their hard work with Local 191 over the years. Their absence from the executive board, and a raft of other committees, has left a void that will be very difficult to fill. By example, they epitomize what solidarity and unionism are all about.




Winnipeg Free Press employee Kelly Mazur, a member of the Local 191 executive board for a number of years and active on several major projects of the union since the early 1990s, has accepted a position with the provincial government and has left the newspaper. Kelly's membership in the Media Union of Manitoba expired with her departure from the Free Press. She will be sorely missed. We wish Kelly all the best for her future career.

*(Local Representative Adolph Setek has been appointed to complete Kelly's term as prairie print media representative on the CEP Media Council Steering Committee.)*



Irene has been active on the executive board for six and a half years, setting up the Local's first Web page in 1999. *(Anyone interested in working on the Web page or newsletter, email ireneska@escape.ca).* Irene is stepping down from executive board work in order to fulfill other responsibilities.

The participation of women in all levels of the union is vital to the progress of the Union movement. Both Kelly and Irene are currently working on Wendy Sol's campaign for Administrative Vice-President of the National CEP union. Wendy's election would be a further milestone in the inclusion of capable women into union positions. Local 191 encourages women to step forward for executive board elections in the Fall. 

## Union Wins Important Arbitration at Naylor Publications


The union chapel chairperson at Naylor Publications is back in his old job and has received full compensation after being suspended by the company for two weeks and then assigned to a shift posing serious day care problems for the worker's child.

The chapel chair, who had worked permanent nights, lost several months worth of night differential pay and had to secure day care after the suspension.

The employee, who works in the company's bindery, had been assigned a job putting together a book even though an insert which was to be part of the book had not arrived at the plant.

The matter went to arbitration earlier this spring and the arbitrator found that the assignment had not been handled properly by Naylor management and supervisors.

"We are really happy with the outcome on this one," Local Rep Adolph Setek said. "This was absolutely unfair. In fact, we were kind of suspicious why this person, our chapel chair, had been assigned this job when there was a high likelihood that there was a problem with it. It really looked as if they were going after our chapel chair person here.

"This was a warning shot from the employer. They were going to teach somebody a lesson. Fortunately, the arbitrator found in favour of the union. The member was awarded everything back one hundred per cent. We're obviously very pleased with that." 



## Local 191 Delegates Participated

Activists in Local 191 contributed to the debates during several conferences recently, exploring women's and family issues affecting all members.

In December 2003, Al Sansom (Free Press carrier), Kelly Mazur (Winnipeg Free Press Advertising) and Cindy Garofalo attended the CEP National Women's Conference in Montreal. Discussions included the CEP Medicare Program, mental health, the urgency of developing mentorship programs, negotiating women's issues and strengthening women's leadership roles in CEP.

In March 2004, delegates Nayda Northage and Mary Agnes Welch (both of the Free Press) attended the CEP Western Region Women's Conference in Vancouver in March. The conference focused on women helping women with housing and food, substance abuse, and included spending time at one of Vancouver's women's shelters.

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*continued* Workshops explored balancing home life with work and union life, as well as developing female leadership in the union.

Thunder Bay Chronicle members Joan Hand-Logozzo and Jodi Connor attended the CEP Ontario Women's Conference and the OFL Women's Conference, respectively, in Toronto in May. Through workshops and plenary discussions, sisters learned about pension and retirement plans, pay-equity issues, reducing stress and addiction treatments.



## Garofalo Runs for Rank & File Board

Assistant Local Representative Cindy Garofalo has thrown her hat into the ring for Rank & File Board Member on the CEP National Executive Board. Four members, of which one will be a woman, will be elected from the Western Region.



"This is a wonderful opportunity to participate at a national level," Garofalo said. "This means fighting for the rights of working people across the country, in all sectors. I look forward to the challenge."

The election will take place during the CEP National Convention in October in Quebec City.



## Wendy Sol for Western Region Administrative Vice-President

Winnipeg National Representative Wendy Sol has announced her intention to run for Administrative Vice President.

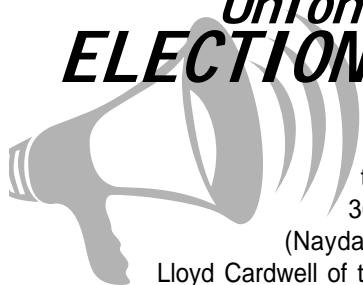


Wendy comes from the Manitoba Telephone System unit, having served as CEP Local 7 president, rank and file board member and chair of the Western Region Council, as well as serving on many other committees over the years. Wendy brings energy and enthusiasm, with a determination to build solidarity for an even stronger union.

The executive board of CEP Local 191 has whole-heartedly endorsed Wendy Sol in her campaign for Administrative Vice-President, Western Region. See [www.wendysol.ca](http://www.wendysol.ca).



## Union Local ELECTIONS Coming Up!



The general membership appointed a Nominations Committee at its May 30th meeting. The committee

(Nayda Northage, Corinne Fix and

Lloyd Cardwell of the Free Press, Rick Palmer and Janet Washington of the Brandon Sun, and

Jamey Rosdobutko of the Thunder Bay Chronicle) will be instrumental in finding candidates to run in the Local 191 election, scheduled for this Fall.

by Glen Dawkins



the news

In late June, voters in Winnipeg and the rest of the country headed to the polls.

On June 22, Winnipeg voters chose a new mayor and two new city councillors. As well, a federal election was called for June 28.

It will be a heady time for political pundits and those who print election signs and campaign leaflets. But there is another election coming up this year that I would like to talk about. Later this year, Local 191 will hold its own election of officers and executive board members. While this vote can't compete with the federal or civic contests, this is an important election nonetheless.

Members will be asked to elect five table officers (President, First Vice-President, Second Vice-President, Secretary-Treasurer, Assistant Secretary-Treasurer) and 14 executive board members to serve two-year terms. Candidates must be members in good standing. The only other prerequisite is a willingness to serve the best interests of this local and its members.

Nominations will be accepted at the General Membership Meeting at the end of September. A Nomination Committee will be recruiting nominees during the summer.

I'm asking that members consider running for one of the positions on the executive board. Meeting on the last Sunday of every month, the executive board conducts the business of the local and determines the direction the local takes. The local constitution allows for the make up of the local but that only works if people are willing to put their names forward to run.

If you want to have a voice in the running of this local, this is your opportunity. People talk about how they don't like the way the local is doing things. This is the way to do something about that. This is your union and your local, and this is the chance to have a role in shaping the future direction of this union of ours.

The union belongs to all of us and we all have a responsibility to be a part of running it.



Local 191 members intending to let their names stand should get in touch with a nomination committee member or the union office. Nominations will be confirmed during the September general membership meeting. Candidates will either be acclaimed in their respective councils or a run-off mail-in ballot will occur in October and November.

The executive of Local 191 is comprised of five table officers and 14 board members. They serve two-year terms and can be re-elected as many terms as they wish.

**THIS IS YOUR UNION SO FREE UP A SUNDAY AFTER-NOON!! NEXT GENERAL MEETING WILL BE HELD IN SEPTEMBER, TO FINALIZE NOMINATIONS FOR LOCAL 191 EXECUTIVE BOARD POSITIONS.**

the president's message

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# THE BARGAINING UNITS AT A GLANCE ...

By Ted Kinsella

Carrier Viewpoint ...



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## LOCAL 191 SIGNS CONTRACT WITH NAYLOR PUBLICATIONS

Some 110 workers employed by Naylor Publications have concluded a new collective bargaining agreement, winning significant pay increases and fringe benefit improvements.

Local Representative Adolph Setek said the new contract, ratified by the membership in early April, replaces an agreement which expired at the end of March. It covers pre-press and press workers as well as members employed in the company's bindery department.

The new contract expires March 30, 2009 (five years).

It provides improvements in general benefits, paid vacations, long-term disability entitlement, sick leave, and contributions to the Communications, Energy and Paperworkers Union of Canada Humanity Fund.

The employer also agreed to a job classification upgrade in the bindery department and will increase the company's pension plan contribution by 1.5 per cent.

The new bargaining agreement provides pay increases of 2 percent in the first year, followed by two wage hikes of 2.5 percent each, with the final two years bringing workers raises of 3 percent in each year.

## TENTATIVE AGREEMENT FOR HEALTH CARE REPRESENTATIVES

Negotiators of Local 191 have concluded a first collective agreement for seven union staffers of the Manitoba Association of Health Care Professionals who are members of Local 191. The employees of the health care professionals association recently joined CEP and are this local's newest bargaining unit.

The 3-year contract, ratified May 27th, provides wage increases of 3 percent, 3.6 percent and 3 percent, improvements to overtime, and participation in the CEP Humanity Fund. Of major significance is a change in retirement plans from RRSP contributions to the CEP Multi-Employer Pension Plan, which is a defined benefit plan. In addition to other excellent language is a guarantee that bargaining unit work will only be performed by bargaining unit members.



I would like to make mention to the recent passing of Steve Hyworren. Steve was driving to pick up his papers when he suffered a heart attack. His car left the road and ran through a fence into a front yard.

He was already on the Local 191 executive board when I was elected to the board. I can tell you that he served us well. No matter what the issue was, Steve was able to make an intelligent contribution to any discussion.


Some early report on this event led to some speculation that perhaps some wrongdoing occurred prior to Steve's car leaving the road. Since then, this has been dismissed, but it should serve as another reminder that we are facing dangers every morning when we set out to deliver papers to our customers.

We only have to think of Mike Antosh, struck down and killed by a drunk driver. I am aware of two more cases at the Free Press depot alone. In one case, a carrier was struck last fall in a hit-and-run incident and I believe he is still unable to work. In another case, a carrier's car was rammed by someone driving a stolen vehicle. In fact, the car thief liked what he had done so much that he returned a short time later and rammed the carrier's car a second time. Luckily, the carrier was out of his car and thus was able to avoid being struck himself and injured. Our union member's car was so severely damaged that the owner could no longer drive it. The car thief and his accomplice fled on foot.

This past winter was not nearly as severe as the one before. We went into 2003 with an extended cold spell and rising gasoline prices. Nobody seemed to care but us -- the carriers. This year, during the cold spell, at least somebody noticed. The new circulation manager, Dean Lytle, expressed his appreciation in a letter to our carriers, knowing they are at the bottom of the wage earning totem pole, but are still people, not just units of work. Units of work don't need anything. They just have to happen. With this simple gesture, Mr. Lytle has recognized us as real people.

We have one really urgent matter of the moment -- it is the cost of doing our work. Gasoline prices are so high and continue to rise that most of us are losing money with every kilometer we drive. Ten years ago, we drove little "klunkers" that were sort of disposable if worst came to worst. The papers are bigger now and so are some of our vehicles. To make matters worse, we are now paying a higher insurance rate as so-called common carriers.

Transportation costs are indeed a growing dilemma we face. Perhaps the Free Press will recognize that this could easily become a major problem for them.

I hope to see you at the next membership meeting. 

### JUST IN CASE YOU DIDN'T KNOW ... ... OUR STAFF



Local 191 Staff:  
Adolph Setek (Local 191 Rep) and  
Cindy Garofalo (Local 191 Assistant Rep)

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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. **Send stories to mum@mb.sympatico.ca fax: 949-2774 or contact the Union office by phone: 949-2770**