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Daryl Watch

Treasurer:

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Sergeant at Arms:

Dan Devers

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Sherri Cebry

Abe Mejia

Inside this issue:

Anthropologist for ...	2
Women and education	2
Big media means less news	3
Military spending	3
Refinery Artists Site	4

The Conciliator

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[Http://cep594.sasktelwebsite.net](http://cep594.sasktelwebsite.net)

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Shop Steward training seminar

By Bruce Eastuke, CEP 594—BH Steward

On December 14th 2007, our local arranged to have a training seminar for shop stewards. This seminar was held at the union hall and was attended by 14 union executive members of our local. This included our Union President, a couple of the Vice Presidents and Shop Stewards.

Darla Leard whom is a Canadian Labour Congress representative facilitated the seminar. Also in attendance as a guest speaker was Larry Hubick, Larry is the President of the Saskatchewan Federation of Labour.

The seminar was very informative. It gave a brief but fairly comprehensive description of what unions have done for the work place historically. It also went into the future direction of unions and labour in general. We then went into roles and responsibilities of shop stewards, including such things as

the Duty of Fair Representation and grievance protocol. We went into a fairly extensive discussion on what entails a grievance and on the different types of grievances. We reviewed how our own procedure works and what our locals protocol is for a grievance.

I am not sure how other people felt but I thought it was a very worth while seminar, and personally learned a lot. Darla put on a good seminar and Larry is a very impressive font of knowledge on the labour movement. The stories and experiences which they both shared with us were impressive. I must compliment our upper executive for making this seminar available to union reps.

In closing , if you get the chance this is a seminar well worth attending and I hope it will be offered to more members in the future.

General Union meetings are held on every **fourth Tuesday** of the month in the Union hall at 4:45 PM. Upcoming Union meeting: January 22, 2008 @ 4:45 PM

• **SHOP STEWADS**

Section I:

Lee Hanrieder

Section II:

Jason Kelly

Section III:

John Mitchel

Section IV:

Jeff Yakimchuk

Relief Pool I&II:

Jeff Roffey

Relief Pool III & IV:

Vacant

Yard:

Rodney Geiss

Pipefitters:

Wayne Globisch

Mechanics:

Blair Owen

Stores:

Brenda Oleskiw

Electrical:

Greg Huculak

Instrumentation:

Daryl Schwartz

Inspection:

Ivan Tosh

Fire & Safety:

Wayne Lozinski

PDD Office:

Vacant

Administration:

Lois Spencer

Lab:

Vacant

Pumpers:

Ryan Dzioba

Decokers:

Jon Javorik

Welders:

Greg Schultz

PDD Warehouse:

Steve Ripplinger

Construction:

Wayne Fields

Anthropologists for labour

The Guild Reporter/CWA/CALM

Anthropologists rarely get any good press; indeed, since Margaret Mead's death they rarely get any press coverage at all. Viewed by the public as musty researchers of dead or dying civilizations, most people don't realize anthropologist insights can be applied to contemporary society.

Now the American Anthropological Association (AAA) has issued its very first policy brief—and the policy issue it chose is the right of employees to organize unions.

The brief notes that that income inequality in the U.S. is at historic highs, that

worker self-organization is at historic lows, and that anti-union consulting firms have become a multi-million dollar industry. It summarizes ethnographic fieldwork by examining management-labour practices in the U.S. workplace to determine underlying dynamics. Their findings won't surprise any union activist.

"This ethnographic research exposed a previously concealed dimension of management-worker communication: actions of consultants that are often extreme and highly coercive," the brief observes. But, it adds, "Because ethnographic research makes visible such factors, it is necessary for making fully-informed policy decisions

regarding labour organizing practices." Translation: Let's stop being ivory-tower academics for a minute and verbalize the real-world implications of our research, which the AAA proceeds to do, in a comprehensive endorsement of employee free choice.

"Anthropology provides sound evidence that current organizing processes do not allow employees to express their desire to join unions because: 1) there are insufficient disincentives to managerial lawbreaking in its resistance to unions; and 2) management uses tactics of intimidation and fear to coerce workers to vote against unions."

Women and education CCPA Monitor/CALM

Women account for two thirds of the world's illiterate adults, and girls account for two thirds of the world's children without access to education.

Deadline for the next *Conciliator* is February 10, 2008.

Please send your articles or letters to
cepwebmaster@sasktel.net

Big media means less news diversity

The Guild Reporter/CWA/CALM
The newspaper industry's main market-driven coping mechanisms—mergers, acquisitions and “repurposing content”—are accelerating its demise.

When the Canadian Radio-Television Commission held another round of hearings on the subject of media consolidation, representatives of the Canadian Association of Journalists and the Canadian Media Guild pulled few punches. Media consolidation, they declared, is forcing an inevitable decline in the quality of journalism.

The equation is pretty straightforward. Fewer journalists are working longer hours, but much of that work consists of reshaping the same few facts for a proliferating variety of news platforms. The trendy catch-phrase is repurposing content, but the reality is superficial and even stenographic reporting.

“Fewer people are working harder to produce and repurpose the same content for a variety of formats,” CMG president Lise Lareau told the commission. “This has a real impact on journalism. It means that in many cases fewer people are out there on each story asking the hard questions, doing

the background research and digging beyond the press release or the sound bite from the scrum.” Repurposing becomes especially insidious, the CRTC was told, when one organization owns all or most of the media outlets in a particular market, resulting in a news monoculture. A document signed by 30 journalists and freelancers from the Vancouver area, where loss of media diversity has been especially acute, claimed the decline in journalistic quality is forcing many of the industry's best talent to leave the profession.

Military spending exceeds Cold War peak

CCPA/CALM

Canada is spending more on its military today than it has since the Second World War, says a study by the Canadian Centre for Policy Alternatives.

According to the study, by Steven Staples, director of the Rideau Institute and CCPA research associate, and Bill Robinson, senior advisor with the Rideau Institute, Canada's military spending will reach \$18.24 billion in 2007–08, an increase of nine per cent over 2006–07, and will continue to rise to \$19.42 billion by

2009–10.

“Military spending is higher now than it was in the peak of the Cold War, when Canada was at war in Korea,” says Staples.

Canada is the thirteenth highest military spender in the world this year, up from sixteenth. Within the 26-member NATO alliance, Canada has moved from seventh to sixth highest military spender.

“One of the public's greatest misperceptions is about how much Canada now spends on its military,” Staples says. “Canada's military spending is so substantial that it outspends the lowest

12 NATO members combined.”

Since September 11, 2001, Canada's military spending has increased by 27 per cent, and after the next two years of planned increases, will be 37 per cent higher than 2000–01.

By the end of this fiscal year, Canada will have spent \$7.2 billion on the full cost of military missions in or related to Afghanistan, or \$3.3 billion on incremental costs which exclude fixed costs, such as salaries, equipment depreciation and attrition.

Refinery Artists Site

**By Wanda Redman, CEP
594—Stores**

A group of employees has started up a refinery art site to display featured work from refinery employees and or their families. This is an opportunity to make your work known if you desire. Any and all submissions in any media will be considered with as much freedom of expression possible subject to a very few rules. It is a free, (as in dollars) service to you the artist. Watermarks and copyrights are included if you wish to maintain the rights to your work.

To check out and navigate the site, go to:
www.refinedart.deviantart.com.
This should get you to the refinedart home page.

(Occasionally a “Deviantart” add pops up first so you just have to click on the “refinedart” button just below the “Deviantart logo” at the top to carry on to our site.) You can view the gallery by clicking the “browse gallery” button located just below the “recent deviations” area on the page or by clicking the “gallery” button at the top right toolbar. To view any thumbnails larger, simply click on the thumbnail. Information regarding the artists, their comments and comments from other viewers can be read. As well, on the gallery page there are sub-folders containing more of a particular art-

ists work.

The site is in its infancy, and our small board is made up of employees in and out of scope. We know there are a lot of hidden talents out there, so here is your opportunity for others to view your work. We can help anyone interested in copying their work to jpeg format for display and can make it easy to submit.

Contact Sharlene Stanley, Jeff Roffey, or Wanda Redman or any other members of refinedart for help or more details and if you have any suggestions for improvements.

The Conciliator is a newsletter that you can trust because it knows that the greater the sense of trust in an organization, the more negative the impact when that trust is violated.

Trust your articles to *The Conciliator* and send them to cepwebmaster@sasktel.net