



Providing information to our members and fellow unionists

ILWU Canada

January 2021

Waterfront News

Official Publication of the International Longshore & Warehouse Union Canada

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ITF — They're not home for Christmas

Most members of ILWU Canada locals know that life onboard the world's cargo ships is always tough. Most also know that ports in British Columbia are seen by the world's seafarers as ports of refuge. That's because our union - the ILWU - has a well-earned global reputation for solidarity.

That solidarity dates back to the formal launch of ITF Seafarers' support programs by Tommy McGrath, who was President of CBRT & GW Local 400 Marine Section. Tommy was the fiery, 5'3" leader of Local 400. He had a reputation that was larger than his physical size. Tommy was revered in the BC labour movement. He was at the forefront of many progressive fights of the day - including the establishment of what has become a place seafarers turn to for help.

Today, the biggest issue seafarers face is the lack of respect, and response, for their human rights during the COVID pandemic.

Many of the world's airlines have reduced services and many countries where seafarers tend to reside have imposed border restrictions - or even closed their borders to returning citizens.



What does this mean to seafarers? Well, it means it's hard to get them home and hard to get replacements aboard. However, just because something becomes hard, it doesn't mean seafarers should have their basic rights stripped from them.

Today, we routinely see seafarers who are trapped on ships for up to 20 months. I'll say that again. Twenty months. Think about that. If you agreed to work on a ship for nine months and some 11 months have passed since you were allowed to leave, what would you do? We know what you are thinking: you'd just walk down

that gangway and head home.

Think again. These workers are on ships because they are exploited. That's right. They are hired exactly because they are exploited - and usually cheap. If you are an exploitable worker, even though you do

have some rights, most often you will choose to not ask that your rights be respected. That's because your demands may mean you are blacklisted from future employment. Maybe you have a brother or sister employed through the same agency, or someone in your family is trying to get their first ship. They might be blacklisted too because you have demanded to go home to the Philippines, or to India, where there are still flights.

That is what the world's seafarers are facing this year. Most likely next year, too. It is not a great life for most working on

ships in the best of times. It is an enormous sacrifice to leave home for eight months to fend for your family. When their contracts are finally up, and they can head home to see families they have missed and meet children born in their absence and visit the graves of parents who were buried while they were at sea, it is crushing to these workers to be told they can't go. To remain imprisoned on their ships because shipowners won't fork out for scarce, expensive flights.

Over the holiday, reach out to a seafarer while you are at work. Give them a friendly wave, let them know they are part of our family, and that if they need assistance, the ILWU and ITF Inspectors Peter Lahay and Nathan Smith are here to help. Let them know our ports have always supported them.

Hope you had a wonderful and safe Christmas with your families and spare a thought for those that bring so much to Canada in ships.

*Peter Lahay
ITF Dockers - London
International Transport Workers Federation -
Canada*

*** The 12 Days of Christmas for Seafarers ***

On the first day of Christmas a sailor sent to me a bar of chocolate shipped by sea.

On the second day of Christmas a sailor sent to me, Two hair driers and a bar of chocolate shipped by sea.

On the third day of Christmas a sailor sent to me, Three fairy lights, Two hair driers & a bar of chocolate shipped by sea.

On the fourth day of Christmas a sailor sent to me, Four toothpaste tubes, Three fairy lights, two hair driers and a bar of chocolate shipped by sea.

On the fifth day of Christmas a Sailor sent to me, Five gold rings, Four toothpaste tubes, Three fairy lights, two hair driers and a bar of chocolate shipped by sea.

On the sixth day of Christmas a sailor sent to me, Six Belgian beers, Five gold rings, Four toothpaste tubes, Three fairy lights, two hair driers and a bar of chocolate shipped by sea.

On the seventh day of Christmas a sailor sent to me, Seven pairs of socks, Six Belgian beers, Five gold rings, Four toothpaste tubes, Three fairy lights, two hair driers and a bar of

chocolate shipped by sea.

On the Eighth day of Christmas a Sailor sent to me Eight New Zealand lambs, Seven pairs of socks, Six Belgian beers, Five gold rings, Four toothpaste tubes, Three fairy lights, two hair driers and a bar of chocolate shipped by sea.

On the Ninth Day of Christmas a sailor sent to me Nine iPhones, Eight New Zealand lambs, Seven pairs of socks, Six Belgian beers, Five gold rings, Four toothpaste tubes, Three fairy lights, two hair driers & a bar of chocolate shipped by sea.

On the Tenth Day of Christmas a sailor sent to me, Ten first aid kits, Nine iPhones, Eight New Zealand lambs, Seven pairs of socks, Six Belgian beers, Five gold rings, Four toothpaste

tubes, Three fairy lights, two hair driers and a bar of chocolate shipped by sea.

On the Eleventh Day of Christmas a sailor sent to me Eleven Bales of Cotton, Ten first aid kits, Nine iPhones, Eight New Zealand lambs, Seven pairs of socks, Six Belgian beers, Five gold rings, Four toothpaste tubes, Three fairy lights, two hair driers and a bar of chocolate shipped by sea.

On the twelfth day of Christmas a sailor sent to me Twelve hugs and kisses, Eleven bales of Cotton, Ten first aid kits, Nine iPhones, Eight New Zealand lambs, Seven pairs of socks, Six Belgian beers, Five gold rings, Four toothpaste tubes, Three fairy lights, two hair driers and a bar of chocolate shipped by sea.

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President's Report

hope this edition of the Waterfront News finds you all as well as can be in these trying times.

This year has proven to be a year of adjustments for all of us. We have all had to learn new ways to do what usually came naturally in our lives. Like most offices around the world ILWU Canada had to transition, as best we could, to work remotely where we could. We have been conducting business via web-based video conferencing applications more than ever before and we are always looking for new ways to reach out to the membership with these technologies. COVID has given us an opportunity to think outside the box. Dan Kask our 2nd Vice President, through virtual educational sessions was successful in reaching our workforce from all sectors of the ILWU family.

Since our last edition where I introduced new workers in our ILWU family namely, Open Road Mercedes Benz, SGS and Tidewater, I am happy to say that they all now have strong collective agreements in place that will benefit the current members, as well as their future workers. I would like to thank those that put in the long hours and stressful days to get these completed. As we move forward, ILWU Canada is always looking to organize more workers, to help better their lives by being part of this rank and file Union. If you know of any workers that are seeking to organize please reach out to ILWU Canada directly. ILWU Canada has been fortunate

enough to have taken part in many different sets of collective bargaining, with an assortment of Locals over the past year, and we continue to do so into the Christmas season. This has taken up much of my time over the last few months as we have been in some fairly heavy rounds of bargaining. We enter the new year hoping to get good settlements for the members in the ongoing rounds of bargaining. Where ILWU Canada is not directly involved in bargaining, we are always ready and able to support the Locals where needed.

Through the hard work of the ITF and others, Canada now has a Seafarer Welfare Board which is mandated by Standard A4.4 of the Maritime Labour Convention (MLC 2006). The mandate for this board is to ensure the welfare and wellbeing of seafarers, the promotion of seafarers' welfare facilities in Canada and seafarers access to those facilities and other services that they may require. This board contains ship owners, port representatives, government and seafarers welfare and labour representatives. Currently the labour representatives for this board are the ILWU Canada, the International Longshore Association (ILA), the Canadian Merchant Service Guild (CMSG) and the BC Ferries and Marine Workers Union (BCFMWU). Along with these labour representatives are seats held by the four ITF Inspectors in Canada: Peter Lahay, National Co-Ordinator, Nathan Smith, West Coast, Vince Giannopoulos, Quebec and Ontario and Karl Risser for the East Coast. With this team in place I know that seafarers will be pushed to the top of the agenda at all times!

We started fostering more of a relationship with the Mission to Seafarers, so much so, that we now have three seats on their board, one for ILWU Canada, one for ILWU Local 400 and one for the ITF in British Columbia. Through this committee

1st V.P. Report



reetings Brothers and Sisters, I hope you are all well in these trying times while the world has had to change to battle the COVID 19

pandemic. ILWU Canada has on your behalf been working tirelessly to stay in tune with changes brought on by Federal and Provincial Health Authorities. We have found out through this process that both Health Authorities did not understand the challenges on the Waterfront to keep goods and services moving for the rest of Canada.

During the first wave of the pandemic we ran into a situation at Delta Port where a container ship arrived with crew members on board that had COVID 19 exposure. Unfortunately, the ILWU was forced to do

a work refusal in order for GCT Delta Port to take the situation seriously. By midday of the first shift we were all satisfied that appropriate cleaning and quarantine measures had been put in place and work was able to continue. On that note I would personally like to applaud the efforts of Delta Port's Site Safety Committee and the Officers of Local 502 that helped make clear to Employers, Transport Canada, and the Health Authorities that ILWU members' health and safety was of first and foremost importance.

We have had numerous issues since that time, but with ongoing communication with the pilots, tugs, longshore locals and with the Public Health Agency of Canada (PHAC) the number of cases in our industry remains very low. We all want to keep our families safe in these difficult times, so please help keep our numbers low and follow the advice of Local Officers and the BC Health Authority.

Much of my time has been taking care of main industry's BCMEA drug and alcohol challenges in the form of industry arbitrations. This process unfortunately

we have been able to draft and get approval from Ottawa for a policy on crews being able to attend the Mission where they can relax and enjoy a few hours away from the vessel. Since COVID struck, seafarers worldwide have been forced to stay aboard vessels when they come into ports across the globe. This we can all agree is inhumane treatment of workers, all workers need some type of relief from their jobs, even if only for a few hours in the case of seafarers.

ILWU Canada longshore in partnership with the Canadian government, the BCMEA, and Ending Violence Association of BC (EVA BC) is putting together a program that goes hand in hand with the new regulations the federal government is rolling out on Violence and Harassment in the workplace. The program is called "Be More Than a Bystander," it was created approximately 10 years ago within the BC Lions, to change the locker room culture to help stop instances of bullying, and violence and harassment within the team. It worked for the BC Lions and continues to work today, not only for CFL teams, but in other historically male dominated workplaces such as, oil and gas, forestry, mining and construction just to name a few. I am happy to announce that it's the waterfront's turn to "Be More Than Bystanders!" This training teaches us how to defuse situations when fellow workers are being bullied or harassed, of when to act and how to act, or if we will even have the ability to act in the moment.

This course will assist us to live up to our Guiding Principle #3:

"Workers are indivisible. There can be no discrimination because of race, color, creed, national origin, religious or political belief, sex, gender preference, or sexual orientation. Any division among the workers can help no one but the employers. Discrimination of worker against worker is suicide. Discrimination is a weapon of the boss. Its entire history is proof that it has served no other purpose than to pit worker against worker to their own destruction."

This endeavour will strengthen us and help make us a more united Union, the

type that Harry Bridges knew we would become!

During the first week of December I was fortunate enough to take the training course put on by EVA BC along with our longshore members who will become the trainers for this program when it rolls out into the Longshore Locals in early 2021.

During this course we learned about two different types of bias, conscious and unconscious. Without going into too many details, except to say that I learned something unsettling about myself, that I have an unconscious bias. Now having a bias does not make me a bad person, it makes me human, we all have biases. But now I recognized my bias, I will try my best to educate myself properly to change this unconscious behaviour. I will continue to better myself to be a better husband, dad, and president. If you want to talk to me about my bias and how I am working on them let's talk. I want to be the change I want to see in my Union and my workplace.

When the initial roll out is complete, we look forward to holding classes for all ILWU Locals and our Affiliates. This training shows us ALL that violence, harassment and bullying DOES NOT belong anywhere, including the workplace.

Our Union is a great Union, our Union has done many great things for humanity, and the world! We stand shoulder to shoulder with each other in our greatest struggles. I have marched with hundreds of you, standing up to those that would harm our Union and the rank and file that it represents, and we will always do this because we are the ILWU, the greatest and most militant Union!

As you go through your day remember not to react harshly towards one another, you just never know what people's situations are in life. If you are having a tough time, any time of the year, reach out for help, there is no judgement, if you need a hand up, that is what families are for.

In Solidarity
Rob Ashton
Stay Safe Comrades

is needed to bring clarity on cases where the association has taken liberties with the rights of our members in an effort to gain more unfounded control of the workforce. It is obvious, that this is an attempt by the BCMEA to gain more rights over our members instead of bargaining in good faith at the bargaining table. ILWU Canada will never give up the fight on your behalf, remember "An injury to one is an injury to all".

I would like to wish my entire union

family Happy New Year. We are all facing times that make regular days appear different. With the current restrictions on gatherings. Remember drugs and alcohol are not a great way to cope. Stay healthy, call family and friends to see how they are doing, they are still the most important reason for you to remain positive.

In solidarity
Pat Bolan



2nd V.P. Report

Greetings fellow workers,

I would like to start by again thanking all ILWU workers for continuing to do the important work on BC's waterfront, by ensuring that the world keeps spinning in the face of a pandemic. Thank you to all the workers who pushed back to make sure that our workplaces are safe.

I would like to congratulate the SGS workers in Prince Rupert and Vancouver for ratifying their first collective agreement. I was lucky enough to spend some time with the workers in Prince Rupert and know first-hand what they were willing to sacrifice to achieve a fair deal. I also want to acknowledge and thank Barry Holloway and Genevieve Lorenzo for the time and effort they each put into achieving this win.

The ILWU Canada Young Workers are excited to announce and launch their new



Community Solidarity Project. This project is designed not only to raise money but is also an opportunity for our young workers to enlist other ILWU workers into volunteer opportunities connected with the campaign. This campaign focuses on the challenges associated with food scarcity directly tied to the COVID-19 pandemic. The ILWU is guided by a cardinal set of principles adopted in 1953. Principal #4, Part IV reads: "To help any worker in distress" must be a daily guide in the

3rd V.P. Report



CRIMINAL CHARGES LAID

Within a three-month period in 2018 our ILWU Canada family felt a profound loss caused by two separate fatal workplace accidents. On July 21, 2018, Everett Cummings, 44-years old died at Fraser Surrey Docks, followed by the death of 53-year-old Don Jantz at Neptune Terminals in North Vancouver on October 22, 2018. Earlier in 2020 it was announced that charges had been laid in both cases. If it were not for the hard work of each Site Health and Safety Committee these charges under the Westray Act would not have been possible. If you are interested in attending the proceedings in person check in the Surrey Provincial Courthouse website or North Vancouver Provincial Courthouse website for dates.

They will be listed as criminal cases, keep in mind COVID Protocols will most likely still be in place, seating could be limited. Please allow our Brothers' family members the opportunity to witness the trials first.

COVID 19

At the beginning of 2020, the world as we knew it changed, with the introduction of a virus that would reach pandemic proportions in the following weeks. Countries one by one began closing their borders then eventually shutting down almost completely. Canada was also forced to follow suit and shutdown all but essential services. In Longshore we are not considered essential services although we are deemed a critical part of Canada's supply chain, that is very important to remember.

life of every trade union and its individual members." The ILWU has a long history of working in the community. That work starts with the understanding that everyone in the community is a "worker" and "distress" is not just referring to workplace issues. Distress is food scarcity, housing issues, isolation and lack of access to basic human needs. The ILWU Canada Young Workers are continuing these traditions by partnering with the United Way of the Lower Mainland to combat some of these distresses that workers in the community face. Not through "Charity" but through Community Solidarity!

COVID-19 has posed some problems when it comes to some of the annual education courses ILWU Canada puts on. The ILWU Canada Leadership Course will not be part of the CLC Winter School this year. We look forward to being part of Winter School again when the COVID-19 situation is resolved. In the meantime, we are discussing ways to still deliver our Leadership Course. Third Vice President, Cliff Wellcome and I are in the early stages of building an Oc-

take what has been developed here and apply it to the East Coast ports.

Now if a vessel enters Canadian waters with sick crew onboard it should be stationed at an outer anchorage, PHAC and CBSA will take control of the situation. Testing crew for COVID will be performed, if negative the ship will be able to continue. If the test result is positive the infected crew will be removed from the vessel and placed into Canadian quarantine. The vessel will be required to undergo a deep sanitizing deemed acceptable to PHAC then be released to carry on to the terminal for loading/discharge. If ILWU Canada feels at that point in time, that there still may be infected crew onboard that are not yet showing symptoms of COVID, the Labour Code is clear, it is the responsibility of the employer to ensure the safety at work of every person employed. In this instance the employer must bring in the workplace committee to perform a risk assessment, put corrective measures in place to eliminate the hazards that may lead to the transmission of the virus, and develop temporary safe working procedures. This is the Hazard Prevention Plan referred to in Part 7 of the MOHS Regulations. It was already put into action at Delta Port by the workplace committee and proven very effective.

THE LABOUR PROGRAM – ESDC

Harassment and Violence, Update The newly amended regulations on Harassment and Violence come into effect as of January 1, 2021 and will affect all federally regulated employees and employers. As a part of these regulations the employer is responsible to supply training to every employee regarding the new regulations and the employer's Harassment and Violence policy. Jessica Ibbister of ILWU Local 502 and Angela Talic of ILWU Local 500 are the two longshore Harassment & Violence (H&V) co-ordinators who have been working together with the BCMEA presenting at workplace Health and Safety Committee meetings and developing the future training program. In October they created posters that were circulated requesting applicants for the position of H&V Trainers. Recently the

cupational Health & Safety course with the BCFED OH&S Centre for workers in federally regulated jurisdictions. Lastly, on the education front, we completed a 5-week Zoom series of workshops with Victory Square Law Office. These were one-hour courses on Monday nights that covered topics like, privacy, union liability, and internal affairs. These workshops were very informative and well attended.

In closing, I would again like to thank the ILWU rank and file. We are challenged in the workplace to remain safe and to make sure the employers are doing the same, with the pressure of being ground zero for the country's economy. We are also challenged in our locals to uphold the democratic functions of our union. Thank you all for putting in the work and thank you all for participating in the processes of the union as best you can in these strange times.

"We Are All Leaders"
In Solidarity
Dan Kask

successful candidates took part in a Train the Trainer course specially designed to meet the aspects of the new Harassment and Violence regulations. Training for longshore will begin in the new year.

CLC PART IV, ADMINISTRATIVE MONETARY PENALTIES (AMP), UPDATE

The first consultations started in fall 2017 and concluded in February 2019. The draft regulations were then published in Canada Gazette Part I in the summer of 2019. Publication in the Canada Gazette Part II of this new Code was expected in the fall of 2020, coming into enforcement was to follow in the winter of 2020. Due to COVID these dates have all been subject to change with no dates confirmed for the future. The creation of Part IV of the Code will attempt to promote compliance with Occupational Health, Safety, and Labour Standards requirements and will also authorize the publication of names of employers that have committed a violation. The idea of the new regulations is to implement a new administrative penalty for repeat or continuous violations (not to exceed \$250,000) after the use of Assurance of Voluntary Compliance (AVC) and/or directions have been written. Transport Canada already has an AMP system in place for chemical spills and pollutants that effect the waters and environment, the difference is Transport Canada can apply an AMP to a first-time violator! Something ILWU has lobbied hard for since discussions began on AMP's.

CONFINED SPACE UPDATE

Between November 2015 and January 2017 five consultation meetings were held between federally regulated employers, employees, and the Labour Program. Stakeholders, will have the opportunity to comment on proposed amendments during pre-publication in Part I of the Canada Gazette in 2021. Part XI of the COHS Regulations prescribes the health and safety requirements for employers and employees that work in areas where it meets the definition of a confined space. Future proposed amendments would address several issues identified in a review of the current confined space regulatory provisions and would harmonize the

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Continued from page 3

definition of a confined space in several provincial jurisdictions.

LEVELS OF SOUND, Part VII

Proposed amendments to Part VII of the COHS Regulations are expected to come out in Canada Gazette Part I in the Spring of 2021. Once again tri-parti consultation meetings have been ongoing since Spring 2019 to discuss changes that would harmonize the federal regulations with the CSA Standard Z1007-16 and most Provincial Regulations. The current definition of noise exposure level in the regulations is a confusing conglomerate of mathematical formulas and verbalizations that confuse most readers. The proposed new noise exposure level concept will be easy to use and understand and the definition will align with the CSA Standard. The future amendments will have a reduction of 2dBA on most sound exposures and where it is not feasible for the employer to reduce the employee's noise exposure to 85dBA the workplace committee shall develop, implement, and maintain a Hearing Loss Prevention Program (HLPP). Baseline audiometric testing for exposed workers within 6 months and at least once every 12 months after the initial test.

CANADIAN MARINE ADVISORY COUNSEL

The outbreak of COVID led to the cancellation of both Spring and Fall sessions of CMAC in Ottawa however in September the decision was made to host online sessions instead. The opening plenary session was well attended with more than 120 participants that concluded with a question period. Once again hard questions from the ILWU and ITF were ignored in favour of easy non-political questions.

Later that week Transport Canada held the MOHS Working Group session. Labour regulatory updates were given by representatives of ESDC on Part IV of the Canada Labour Code, COHSR, MOHSR Regulations and H&V Prevention Regulations.

We then turned our attention to the newly created MOHS Sub-Working Group (SWG) – National Tripartite Committee. During the November 2019 Working Group session TC MOHS Advisor, Nicole Dube asked for volunteers to come forward and add their name to the list for a future sub-committee that

would work on regulatory issues. This was the sub-committee she spoke of. Nicole, with the aid of a power point presentation went over the SWG terms of reference and future working plan, I have copied them here.

MANDATE

- Members agree to a national strategy with a view to promoting and practising a preventive health and safety culture and continuously improving health and safety of all workers in the marine industry of Canada.

- The SWG is a tripartite effort between unions, employer representatives as well as the regulators from Transport Canada Marine Safety & Security (TCMSS) and ESDC-Labour Program (Labour) to develop, review and implement preventative safe work procedures, corrective actions and opportunities for continual improvement in the marine industry.

OBJECTIVES

- The SWG is a tripartite effort between unions, employer representatives as well as regulators from Transport Canada and Labour Program to initiate a strategic review of the MOHS Regulations.
- The SWG will work with TCMSS and ESDC-Labour for developing guidance material, information products and tools as needed.

NEXT STEPS - WORK PLAN - AREA OF CONCERNS

- Lashing/unlashing containers (ITF representation at fall 2019 CMAC)
 - Ship to shore checklist - site inspections not under the control of employer? (submitted by parties at Fall 2019 CMAC)
 - Stand alone tackle regulations? (submitted by parties at Fall 2019 CMAC)
 - Cargo hold and confined space (guidance document for Spring or Fall 2021)
 - Integrate standards for personal transfer apparatus (TBD)
 - Safe mooring operations (submitted by stakeholders at Fall 2019 CMAC)
 - Safe access to vessel (submitted by stakeholders at Fall 2019 CMAC)
 - Grain cargo loading (submitted by stakeholders at Fall 2019 CMAC) and will add trimming operations)
- I am looking forward to participating on this sub-working group and expect to make significant changes to improve our

safety onboard vessels.

BCFED OH & S

On August 23, 2020, the NDP government Labour Minister finally released the report written by retired labour lawyer Janet Patterson regarding the worker's compensation system. The Patterson Report, as it has become known, is 517 pages which contains over a hundred recommendations and calls for an organizational shift to a worker centered system that treats all injured workers with dignity. About 60 of the over 100 recommendations are operational and process-based changes within WCB alone. With the re-election of a NDP majority government this past November the prospects of implementing a major portion of Patterson's recommendations are promising.

JOINT INDUSTRY SAFETY COMMITTEE - JISC.

Menstrual Products

The availability of hygienic menstrual products was discussed once again at the JHSC on October 20, 2020. The Labour Program is currently busy with ongoing amendments to noise levels, confined space, psychological health, finalizing the work on the new Harassment and Violence Regulations, and have put this issue temporarily on the back burner. During the October JISC meeting on Zoom we stressed to the employers how unacceptable this was that there are still work sites where hygiene products are not readily available to female employees. The employers acknowledged the fact that in the future, legislation would be introduced, and it would be wise to address the issue now. If you run into any issues, please call the ILWU Canada office, and leave a message for me with our office staff to follow up on. Please include the date, time, terminal, and location.

CRANE EMERGENCY

EGRESS UPDATE

The request for re-training on emergency egress training for topside rated workers was forwarded to the Joint Industry Safety Committee in December 2019. Since that meeting the employer located a different egress device that is less complicated to use compared to current units we've had for well over three years. It is called the Salla Rollgliss R550 and 3M representatives were at the Maritime Training Center February 14, 2020 demonstrating the new device. While training with the unit it was discovered that if the recovery wheel encountered another object it could stop

the users attempt to repel any further. Some 45 units had been purchased by the BCMEA but after initial testing by the topside trainers the decision was made to change models and go with the same units, but without a recovery wheel on them. Training on the new egress device has begun at the training center on Mitchell Island and is expected to continue into the new year as there are over 300 people to be trained on the West Coast.

FEMALE FITTED COVERALLS UPDATE

The JHSC have discussed the introduction of female fitted coveralls to eliminate the hazards faced by female workers trying to perform their work while wearing men's oversized coveralls. When this subject was first brought up by the Union it was well received by the employer but since the initial discussions, their opinions have changed somewhat. The reasoning for this is due to the employer's overall supplier not carrying female coveralls and the cost to purchase coveralls from other sources. We have asked to keep this on the agenda and continue to search for a supplier, but in the meantime the current overall service provider has agreed to launder female coveralls when we locate them.

NATIONAL MARITIME SAFETY ASSOCIATION NMSA

NMSA conferences are held quarterly by longshore employers and are very informative to attend. The BCMEA was one of the first employers to invite union representatives to these meetings and although it was frowned upon at first by the American employers, it became more and more common to invite employees. I would sometimes contribute information but always left these conferences gaining knowledge that I was then able to share with other safety representatives and committees. Unfortunately, since the Montreal conference in June 2019 and the onset of COVID I have no longer been invited to attend.

Remember Your Rights Under

The Canadian Labour Code

The Right to Participate

The Right to Refuse Unsafe Work and,

The Right to No Reprisal

In Solidarity
Cliff Wellcome

out. Hopefully, we can all return to more normal lives soon.

I hope all the members and their families have a safe 2021.

Stay Safe Everyone!
Bob Dhalwal

Sec-Treasurer's Report

2020

has been a year none of us will soon forget.

COVID 19 has turned our lives upside down and forced us all to change almost every aspect of our day to day routines. At ILWU Canada we have had to adjust as well, we have closed the office to visitors, and when in the office we wear masks and maintain social distance. Most meetings are now being held over video conference apps. We even had to postpone the ILWU Canada 2020 convention, since the founding of ILWU Canada in 1959 this has never happened.



We have not sat still; we keep doing the business of the union. The executive board still meets quarterly, and the officers are continuing to push ILWU's progressive agenda.

COVID explained in gay terms; You and 10 friends are in your apartment getting ready for the Pride Parade. One has glitter. How many end up with glitter on them?

FOR THE KIDS



In 2018 a foreman for the Steel Gate at Fraser Surrey Dock, Shaun Felton (ILWU 514) along with his brother and our Coach, Mike Felton (ILWU 502) and a few ILWU Local 502 Longshore workers decided to start a softball team for fun and socializing. We call ourselves the Steel Gate Hookers, pitching in our own money to start a team and little did we know that this would rapidly grow into a dedicated yearly fundraising event for the Children's Hospital.

Our team was invited to a couple tournaments that really touched our hearts. One was the Make-a-Wish foundation softball tournament, the other is the steel industry tournament that has been running for 27 years, which is put on by a customer of Fraser Surrey Dock and owner of Amalgamated Steel named Bill Miller. He puts on a tournament every year to raise funds for the Children's Hospital and the I'm a Hippy Foundation, he has a personal reason why he is so dedicated to the cause.

Our team bought many items the first year that went towards the tournament and we were inspired to do more. The second year we decided to start fundrais-

*Patit Fontaine
Local 502*

Juneteenth Shutdown – June 19, 2020

This year, we have seen worldwide protests against racism and hatred. The ILWU has a proud history of defending the rights and dignity of people and lifting those up that need to be lifted in their time of need. To bring awareness to the day called Juneteenth, the ILWU International and ILWU Canada Longshore workers took the day shift on June 19th off.

'Juneteenth' refers to June 19, 1865, when federal orders freed all enslaved people in Texas, one of the most remote and resistant of the Confederate states. Though the Emancipation Proclamation formally ended slavery more than two-and-a-half years prior, the freedom it declared was far from immediate. In fact, we still see systemic racism built into all levels of life to this day, and this must end! Racism and division are weapons used by those in power to keep the working class down. A divided class is a class that can never rise and bring true prosperity to us all. That is why ILWU Canada Longshore division took part in this coast-wide shut down on Juneteenth. Canada's hands are not clean either, in the past or the present. We also have the legacy of slavery, internment of Japanese Canadians, the incident of the Komagata Maru and the intergenerational impact of residential schools. In present day we have the missing and murdered indigenous women and girls (MMIWG) and we also see systemic racism in Canadian society. This Union,

OUR Union, has been a part of many movements throughout it's lifetime to help end hatred and racism. Whether it was ending apartheid in South Africa or working with Martin Luther King Jr. in the 60s the ILWU stood in solidarity.

Our history against racism goes back to the creation of our Union, when Harry Bridges went to black churches and promised black workers a place in our Union if they did not scab on us during work stoppages. This was an incredible act of solidarity by black workers who were discriminated against in every walk of life, and who still chose to stand beside longshore workers rather than take jobs they would otherwise be excluded from based on their race.

On June 19, 2020, ILWU Canada Longshore in solidarity with the anti-racism movement ILWU International, and Guiding Principle #3, shutdown for the 0800 shift in a stand against racism.

ILWU Guiding Principle #3

"Workers are indivisible. There can be no discrimination because of race, color, creed, national origin, religious or political beliefs, sex, gender identity, or sexual orientation. Any division among the workers can help no one but the employers. Worker-against-worker discrimination is suicide. Discrimination is a weapon of the boss. Its entire history is proof that it has served no other purpose than to pit workers against one another, to their own destruction."

Taking it to the Streets Fundraiser

By Paul Gill

For the past five years ILWU Local 502's Youth Movement has organized a street hockey tournament to raise money for the Surrey Food Bank. Due to the COVID-19 situation, it was not possible to host a tournament in 2020. Recognizing that during times like these the food bank has an even greater need for our help, and to continue our annual tradition of supporting the Surrey Food Bank we decided to move this fundraiser online.

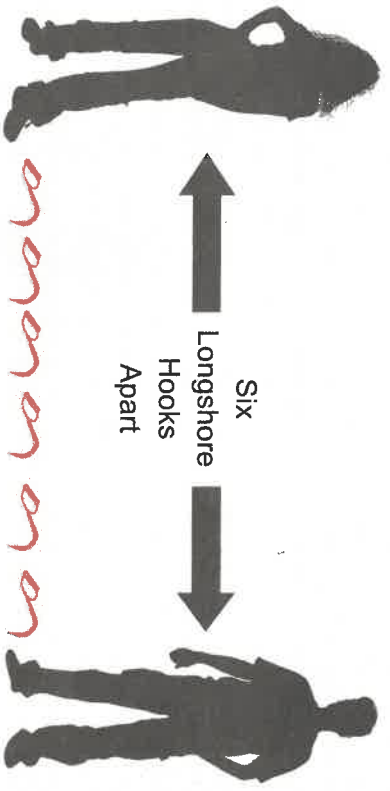
The support we received was overwhelming and we would like to thank all the unions and teams from past years and first-time donors for their support. Prior

participants were more than happy to donate what would have been their entry fees to continue this fundraiser.

In addition to these donations, the 502 Youth Movement, with the help of our friends in the community, put together a gift basket of prizes that were raffled off. We would also like to thank ILWU Canada and the individual Locals who all made generous donations. Through the contributions of everyone involved we were able to make a donation of \$7,842.

We hope that next year we can return to playing hockey in person and continue to support charities in our community like the Surrey Food Bank.

What does physical distancing look like?



Note that it is recommended to never leave your hook laying around.

(or 2 metres / 6 feet)



FEEZAH JAFFER, the Executive Director of the Surrey Food Bank on the left, with ILWU Local 502 Young Workers PAUL GILL, HAYDEN ENQUIST, and MARK RONDRÉ.

JOY LANGAN SOCIAL JUSTICE 2020 AWARD RECIPIENT

Submitted by Douglas Lea-Smith, President, GWU Local 333 – ILWU



First met this year's Joy Langan Social Justice Award 2020 Recipient - Sparrow Taranov while working in Prince Rupert for GWU Local 333 - ILWU. She

was outgoing and welcoming, everything you want when you are working as a Union Rep on the road, but when talking with Sparrow you realize that she is

Joy Langan was a labour leader and Member of Parliament who was passionate about Social Justice and bettering working conditions for women.

Local 522 Workers Win First Collective Agreement

by Genevieve Lorenzo



After a year and a half of sluggish bargaining, ILWU Canada was

two hours away from a picket line action in Prince Rupert when the Employer decided they were ready to make a deal. The Bargaining Committee for ILWU Local 522 agricultural members in both Prince Rupert and Vancouver, represented by ILWU Canada's Organizer, Genevieve Lorenzo, Spokesperson Barry Holloway, and ILWU Canada President Rob Ashton, held an all-nighter, reaching a tentative 4-year deal with SGS Canada Inc. at 6:10 am. Shortly after, the workers at both sites ratified their Collective Agreements with

unanimous approval.

The agreement marks an historic win for ILWU Canada, as the Union's turbulent history with SGS goes back decades to when the company closed their sampling business to shut out the Union. This contract secures fair working conditions for the grain graders, grain inspectors and weighers at two of the West Coast's major ports. It will also reinforce the Union's jurisdiction in the industry, preventing 3rd party contractors from scabbing our work.

In May of 2020, the Employer tabled \$10 wage cuts with \$0.04 wage increases on 7-year contracts. In July, the Union served strike notice to demonstrate the

seriousness of the Employer's insulting "offer" and commenced ongoing job action in Prince Rupert.

With the support and patience of the workers, the bargaining committee finally secured a major win for the most vulnerable workers seeing wage increases of up to 100%. With some "full-time" workers previously getting only 8 hours on their pay cheques, they can now pay their bills and live comfortably with a weekly 40-hour guarantee. Other workers who were forced to deal with management's sexual and physical harassment are now protected under strong anti-harassment language and grievance language. (No

more managers threatening workers with knives or telling workers their menstruation would attract bears!) With the pandemic still impacting their lives, workers can feel safe at their worksites with strong Occupational Health and Safety language and full access to Union representation.

With solidarity and perseverance, these workers successfully won a precedent-setting contract that will be a strong foundation for the next round of bargaining.

Congratulations to our hard-working sisters, brothers, friends, and comrades in ILWU Local 522!

Slave-free chocolate campaign

from ILWU International

As you all know, the ILWU has a rich history and commitment to fighting exploitation and injustice, both in the United States and in countries around the world. For these reasons, the ILWU has joined the leaders of Slave Free Chocolate in a



campaign against the Mars and Nestle Corporations who have relied on child slave labor and exploitative business practices in their cocoa supply chains.

Here's how you can help:
1. Sign this petition asking Mars

and Nestle to stop using child slave labor in your chocolate products: www.ILWU.ca
2. Add your local to the attached sign on letter to Mars and Nestle to show your support.
3. Boycott Mars and Nestle products, especially going into the holiday season.

As always, the ILWU advocates for a more humane world, free of corporate exploitation and needless human suffering in the pursuit of corporate profit. Do your part to end corporate greed and support a world with Slave Free Chocolate!

Sign our petition to demand that companies like Mars and Nestle stop using child slave labor in their chocolate products!

WHY IS THIS IMPORTANT?
Americans consume almost 3 billion pounds of chocolate each year. We enjoy our favorite chocolate brands, like Hershey's, Snickers, Milky Way,

and Twix, but most people do not know about the exploitative origin of these products.
Shockingly, most of the chocolate products consumed in America are made using child slave labor. For too long, multinational chocolate producers have relied on child slave labor to harvest the millions of tons of cocoa beans needed for chocolate. In West Africa, tens of thousands of children are enslaved on cocoa plantations and forced to harvest cocoa beans in unsafe, exploitative working conditions,

with little respite, and meager pay. We demand that this injustice must change. We cannot allow companies like Mars and Nestle to claim they value black lives when their supply chains are riddled with human rights violations and slave labor in West Africa. We need to join together and make our voices heard to stop this outrageous humans rights violation.
Sign our petition to demand that companies like Mars and Nestle stop using child slave labor in their chocolate products! Go to www.ILWU.ca



WHY PHARMACARE?

Borrowed with permission from the Canadian Labour Congress

Canada's unions are proud that we've won health insurance coverage for many of our members. But we believe anyone with a health card should have coverage for the medicines they need. That's why we're working to win a universal prescription drug plan that covers everyone in Canada, regardless of their income, age or where they work or live.
In the 2018 federal budget, the government announced the creation of an Advisory



Council on the Implementation of National Pharmacare, which will be headed up by former Ontario health minister Dr. Eric Hoskins. The Advisory Council is tasked with developing a plan for the implementation of a national pharmacare system with the provinces, territories and key stakeholders.

Today, the only place where all Canadians are covered is in the hospital. The federal government covers the cost of prescription drugs for members of the Armed Forces and the RCMP, veterans and Indigenous people.

The provinces and territories all provide different coverage. Most subsidize the cost of medications for vulnerable Canadians like those over 65 and recipients of social assistance and disability benefits. Many also provide catastrophic coverage for those with astronomical medical costs.

Almost 1 in 4 households reported that over the previous 12 months, they or someone in their household did not take their medicines as prescribed, if at all, because of the cost.

- ★ About one third of working Canadians don't have employer-funded prescription drug coverage.
- ★ The less you earn at work, the less likely you are to have prescription drug coverage.
- ★ Women and young workers are less likely to have the coverage they need.
- ★ Even those with drug plans are paying ever-increasing co-payments and deductibles.

Canada is the only developed country in the world with a universal health care program that doesn't include a universal prescription drug plan. Our patchwork prescription drug system is inefficient and expensive. It has left Canadians with wildly varying prescription drug coverage and access. Many are paying different rates for the same medications.

We aren't benefitting from the current system, but pharmaceutical and private insurance companies are. Pharmaceutical companies can charge higher prices for drugs because they sell to so many buyers. Private insurance companies benefit by charging employers, unions and employees to administer private drug insurance plans.

Sleep hygiene to fight COVID-19

Borrowed from the Tebus Health Website

While Canadians are seeing some heartening signs that social distancing is having an impact on flattening the curve of COVID-19, this is not yet the time to let down our guard. As we see other countries struggle under the burden of this pandemic, we should heighten our resolve to protect each other, especially frontline healthcare professionals, first responders who protect us every day, and those most vulnerable to this virus, including the elderly and those with chronic illnesses.

We're all facing varying degrees of stress right now, whether it's because we feel trapped at home, the pressure of stretched finances, feeling a lack of control, or worry about our own safety or that of our loved ones. Chronic stress impacts our physical and mental health and often rears its ugly head by negatively affecting sleep.

I don't need to tell most adults how important sleep is. While sleep is necessary to feel refreshed, its benefits extend far beyond that. Good sleep is essential to

maintain physical and mental health, but it's also critical for learning and retaining new information, to protect our brain from dementia and much more.

You have insomnia if you're struggling to get to sleep quickly, you're awakening through the night and you find it difficult to get back to sleep, or you're awakening too early in the morning. Insomnia can turn any bedroom into a house of horrors, where being unable to sleep becomes an all-consuming concern. Just worrying that they won't sleep is enough to keep some people from sleeping.

The following guidelines are essential first steps for managing insomnia and key to achieving good sleep hygiene:

1. **No caffeine after noon**
If you're very sensitive to caffeine, switch to non-caffeinated coffee or tea (note: green tea contains caffeine). Caffeine hangs around in the bloodstream for 12

continued on page 11

Waterfront News

International Longshore and Warehouse Union Canada

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Hours of Operation
8:30 a.m. to 4:30 p.m.,
Monday through Friday.
We are closed
on all Statutory Holidays.

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Rest in Power Brother Copan

by Jeannie Magenta



On a sunny September 6, 2020 we honoured our Brother Les Copan with his final wish.

Les worked on the Vancouver waterfront from 1953 to 1988, being sworn in to the International Longshore & Warehouse Union in 1956.

Brother Copan's final wish was for his remains to be released from a working terminal. While in discussions with his family, it was decided that we would utilize Tidal Transports services and have the ceremony out in the harbour on one of their barges. Tidal was very helpful in setting up the final farewell for our Brother.

Our brothers at ILWU Local 400 transported everyone over to the barge safely where a private ceremony was held with family, close friends, and a handful of officers from the ILWU. Due to pandemic restrictions, it wasn't quite the big turnout Les would have gathered.

Stories of praise and yester years were shared, painting a life well lived and a labour activist through and through.

Brother Les will be forever remembered in our hearts.

Les Copan, FRCNA FCRNS died peacefully on May 12, 2020 in Burnaby, BC at the age of 93 years. In celebration of Les Copan, please consider contributing to



"That, once again, the ILWU, in standing firmly on principle, won important gains, not only for its own members, but also for the whole labour movement"

Les Copan

a food bank, school, or political party that advances his values.

Predeceased by Ivy Beaton, his loving partner of 30 years, and by his children Lee, Michael, and Stephen, he is survived by his daughter Gail, grandson Robert and granddaughter Willow, and great-grandchildren Anthony, Kaitlyn, and Adam.

ITF International Solidarity Fund - Port of Beirut



We all witnessed the tragic events in the Port of Beirut on August 4, 2020. The blast from an ammonium nitrate explosion levelled buildings and left extensive destruction in its wake. Hospitals were quickly overwhelmed, and numerous lives were lost.

The impact has been far reaching and the need for support greater than ever.

ILWU Canada heard the ITF's call for support to assist the families and workers whose livelihoods and communities were devastated by this workplace tragedy. ILWU Canada was able to raise \$23,037 CAD.

We hope our donation along with others will help those in need in the months ahead. We would like to make a special mention of ILWU Locals 400, 500, 502, 517, GWU Local 333-ILWU and RWDSU Saskatchewan for their generous contributions toward this tragic event.

While our prayers go out to a community that is grieving, we hope the world has taken notice so similar tragedies can be prevented in the future.

We send our sincerest condolences and sympathies to the families of the workers and seafarers who have lost their lives and the 1000s who were injured. May Beirut have the fortitude and resources to rebuild.

Beirut Port Union

Dear Union Leaders

International Longshore and Warehouse Union

We have received your solidarity donations to the ITF affiliates transport union in Lebanon after the massive explosion in the Port of Beirut. Your support was received well by our members and used to support the union members families who lost a member of the family, or support members who got injured; in addition to rebuild the union offices which was patially or totally affected. Your contribution means that we weren't alone in the disaster, and we are part of a gobal tranport family.

On behalf of the union members and families, and the people of Lebanon, allow me to appreciate your solidarity support, which made us able to act to give the minimum support to our members. Once again, we wish you, your members and families very happy and safe days.

In solidarity

Bechara El Asmar

Head of Beirut Port Union



PETER LAHAY, ITF, BOB DHALIWAL, and ROB ASHTON, ILWU Canada

"Be More than a Bystander" Training for ILWU Canada Members

Submitted By: Jessica Isbister and Angela Talic, Violence & Harassment Program Co-Ordinators

ILWU

Canada
and the
B C -

MEA have been jointly developing a Workplace Violence and Harassment Prevention training program in order to comply with the changes to the Canada Labour Code introduced by Bill C-65. This training will be delivered to all long-shore workers in the province of British Columbia. It will be delivered in the format of a one-day course, and it will cover a range of topics pertaining to creating a respectful workplace.

The ILWU Workplace Violence and Harassment Prevention program is centered on inviting our brothers, sisters and friends to join together in a concerted effort to change the culture of the waterfront. ILWU Canada wishes to impart a positive message to longshore workers rather than creating fear and unease around the topic. Thus, ILWU Canada has partnered with the Ending Violence Association BC (EVA BC) to develop a curriculum focused on bystander intervention and the prevention of violence. The Be More Than a Bystander campaign stemmed from a partnership between EVA BC and the BC Lions Football Club. In BC, 195,000 people have been trained in person.

The power of EVA BC's Bystander program is centered in its focus on empowering positive change and fostering solidarity among people. Unions adopting this program's approach for their workforce will utilize bystander intervention as



a crucial part of the solution to resolving issues of discrimination and harassment. The Be More than a Bystander presentation will be an integral part of the Workplace Harassment & Violence Prevention (WHVP) training.

From December 1st to 3rd, 2020, EVA BC provided an intensive 3 day Be More Than a Bystander Train-the-Trainer program to twenty-seven LWU Canada Harassment & Violence Prevention Industry Trainers from across the province. The President and 2nd Vice President of ILWU Canada also participated in the training. To ensure that ILWU trainers

and leaders are equipped and confident to take on this new role, EVA BC developed a tailored program specific to the longshore industry. The Bystander training included:

- * In-depth understanding of the bystander intervention model.
- * The power of stepping in and stepping up.
- * The role of bystander intervention in the workplace.
- * Understanding what options there are to speak up/interrupt abuse and violence; with people they know and with strangers.

This program built the necessary skills, competencies, and abilities to prepare

trainers for their roles as leaders for the organization in this program – for their roles as champions of change. They will be able to effectively educate the rest of the workforce on how to utilize bystander intervention as a tool to mitigate possible issues and effectively provide solutions for harassment and/or discrimination.

Effective bystander intervention has the potential to diminish issues prior to the issues escalating to the point of employer intervention. All members of the ILWU can work together to create a respectful workplace, and endorse our motto "An Injury to One is an Injury to All".

The new training is expected to launch in early 2021.

ILWU PENSIONERS

This is just a short note to say that the Pensioners Club is still here and active. Right now, we are working on our scholarships and how they can be selected and given out.

To date we have not heard of any pensioners contracting COVID-19, and hope that it stays that way.

There have not been any meetings since March, with none scheduled in the foreseeable future.

We have not given out any donations (schools, etc.) so far this year but will be renewing COSCO and BC FORUM soon.

At this time of year pensioners start paying their annual dues to the club for the next year. This year will be different along with everything else in this world.

To renew your \$45 membership, you can mail them or drop off your dues at Local 500's office, they have a box outside their office door, and one of our officers will pick them up for deposit.

The mailing address is:
ILWU Pensioners Club
#400-111 Victoria Drive
Vancouver B.C.
V5L-4C4

If you would like a membership card sent to you, make sure to leave your name and mailing address, otherwise cards will be available at our next meeting.

PLEASE PRINT CLEARLY

At this time, the officers would like to wish everyone and their families a very healthy, safe, and Happy New Year.

Herb Howe – President
Al Le Monnier – Vice President
Ted Grewcutt – Secretary Treasurer



LISTEN TO NIGEL.

COMMUNITY SOLIDARITY PROJECT

by *Brittini Paquette*

This ILWU Canada's Young Workers Committee was elected in September 2019 at the ILWU Young Workers Conference in Vancouver, BC.

Delegates were chosen from among 150 Locals, International and worldwide representatives. A large portion of this committee's work is union activism and learning to fight for those in need. The Young Workers have faced challenging times, as many have had to adapt and overcome many obstacles with tasks that were once considered easy. Community outreach has become a struggle this year with large events and gatherings being put on hold. This lack of community interaction has become a problem for many, and people don't know where to turn for help. Due to COVID-19 many people in our communities have lost their jobs or may feel unsafe returning to certain work conditions based on the health of themselves and loved ones. This kind of disruption in

people's day to day lives is creating a lack of security for some and leading to hunger among many.

ILWU Canada's Young Workers Committee is stepping up to help in the community, and for the first time ever, partnering with **United Way of the Lower Mainland** to provide support in areas we deeply feel is necessary. United Way has launched over 130 Local Love Food Hubs around the Lower Mainland, Fraser Valley, and the Sea to Sky corridor. They are working tirelessly to supply food and other essential supplies to many vulnerable neighbourhoods, while connecting people with other needed support throughout their communities.

Historically, the ILWU has always taken pride in its community involvement and outreach opportunities. One of the "10 Guiding Principles of the ILWU" that we honour and value so much is, "to help a worker in distress." We, the Young Workers want to continue this tradition

to represent our union and support our communities. Through this project we acknowledge that everyone within these communities are workers and we stand to help with distress of any kind. "For me, it's about bridging the gap, whether it be knowledge from past to present or providing support from those who are in a safer circumstance than others." Our goal was to encourage the participation and help of longshore workers by donating or volunteering their time by supporting this solidarity program that was set up to help many struggling people within our very own communities such as the downtown east side and Surrey.

The **Solidarity Project** was launched on social media and the ILWU Canada website www.ilwu.ca on Monday, November 30, 2020 through to December 14, 2020. All proceeds went towards the Local Food Hubs to support our community's workers in need!

The Community Solidarity Project in Joint Partnership with ILWU Canada's Young Workers Committee and United Way of the Lower Mainland.



Sleep hygiene...

Continued from page 7

hours or longer. Highly caffeinated drinks are very popular, and they are notorious for disrupting sleep. Be careful with all brown soft drinks they contain caffeine and they're really bad for you anyway, so it's a good time to quit drinking pop! While you're at it, consider quitting smoking – it also impairs sleep.

2. No alcohol

Alcohol really does a number on normal sleep architecture – the phases of sleep everyone goes through every night. If you want to fix chronically bad sleep, drop the alcohol. Once the sleep problem is fixed, limit alcohol as much as possible and don't drink too close to bedtime. Alcohol's negative impact on sleep tends to worsen with age.

3. No screen time within an hour of bedtime

This includes TV, cell phone and computer screens. What else can you do with your time? Lower the lights, have a bath, read an enjoyable novel, have a pleasant conversation with someone you live with or meditate. While you're leaving your screens behind for the night, be sure to turn off all unnecessary beeps and notifications from

your devices. If possible, keep your phone in another room while you sleep.

4. Sleep in a cool, dark, quiet room

Warm, loud, well-lit rooms are made for being awake. Your body is programmed to sleep when it's dark, so you can encourage that rhythm by dimming the lights, or switching to a soft bedside lamp. Also, your body temperature naturally drops as you drift into sleep, so cooling down your bedroom can jump start the process and make it easier to doze off.

5. Exercise regularly but not too close to bedtime

Exercise, even mild to moderate intensity, such as a brisk walk, reduces fatigue and also improves the quality and depth of sleep. But, if you don't have enough time between exercise and bedtime, you might feel too revved up to settle into a good night's rest. Schedule exercise with enough time for your body to relax before bed.

6. Keep a regular bedtime and wake-up time, even on weekends

As a serious nap lover, it pains me to say this, but if you're struggling with your sleep, you should avoid naps – they are the enemy of insomnia sufferers. However, if it feels impossible to get by without a little shut-eye, a nap should not extend beyond

20 to 30 minutes, and it should happen as early in the day as possible – set your alarm!

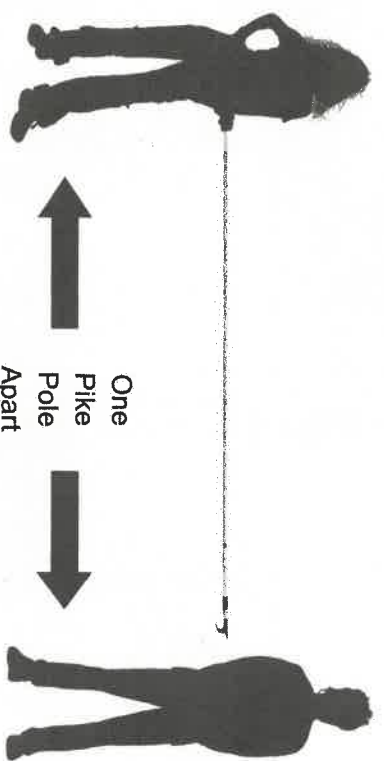
7. Change the topic

If you wake up and start worrying in the middle of the night, it's important to move your thoughts on to another topic, which is difficult but not impossible. My personal favourite: try to think of the U.S. states, in alphabetical order. There is actually research showing this can help! If you don't know more than 20 states, try alpha-

betizing Canadian capital cities or cities in your province. Making yourself focus on a long, boring list helps shift your mind away from worry and get you back to sleep. Take good care of yourself and those you love. Keep up the social distancing. We'll get through this together.

*Dr. Diane McIntosh, BSc Pharmacy, MD, FRCPC
Psychiatrist
Chief Neuroscience Officer, TELUS*

What does physical distancing look like?



(or 2 metres / 6 feet)

*Based on an average length of a pike pole.
Note that it is never recommended to poke your comrade with it.*



Retired Longshore Members

RETIREMENTS - LONGSHORE

LOCAL NAME	AGE	SERVICE	DATE
500 Michael Sinclair	67.75	25.58	01-July-20
502 Bryce Hurst	70.83	19.5	01-July-20
500 Mike Francik	65.17	19.74	01-July-20
500 Shaun Cohan	60	36.64	01-July-20
500 Joseph Bankier	59	35.5	01-July-20
500 Wayne Higney	63.17	29.5	01-July-20
514 Denis Steblin	63	42.5	01-July-20
514 Gary Wiens	59	32.54	01-July-20
508 Warren Smallwood	65	15.87	01-July-20
500 Glen Brown	58.08	35.58	01-Aug-20
500 Michael Ringrose	65.17	35	01-Aug-20
500 Allan Dombrosky	60	39.78	01-Aug-20
500 Lawrence Olsen	64.5	29.58	01-Aug-20
502 Merrick Bruce	65	16.58	01-Aug-20
502 Mike Desjardins	59.42	31.26	01-Aug-20
500 Don Kirk	67.25	14.67	01-Aug-20
500 Jack Adair	63.25	34	01-Aug-20
502 William Reynolds	71	25.66	01-Aug-20
500 Sabino Debenedetto	60.67	41.23	01-Sept-20
500 Warren Scheelar	64	34	01-Sept-20
500 Elmer Mckeigan	65	26.67	01-Sept-20
500 Jasmer Jheeta	60	25	01-Sept-20
500 Sia Alghasi	65.5	25	01-Sept-20
508 Rick Berry	62.75	33.68	01-Oct-20
500 Michael Walker	65.58	28.44	01-Oct-20
502 Arthur Ocean	66.08	39.75	01-Oct-20
500 Santo Spitale	60	16	01-Oct-20
505 Marilyn Dudoward	69.17	33.75	01-Oct-20
500 Jeff Boyd	65	32.74	01-Oct-20
508 Arthur Wilton	60.17	15	01-Oct-20
508 Ramon Ordano	65.42	22	01-Oct-20
500 Gurdy Panesar	66.58	16.64	01-Oct-20
502 Larry Prevost	63.42	8.77	01-Oct-20
502 Robert Lewin	69.58	32.32	01-Oct-20
514 Douglas Lenning	55.33	33.61	01-Oct-20
514 Robert Ramanzin	55	35	01-Nov-20
508 Randy Smith	60.08	18.76	01-Nov-20
502 Charanjit Dhaliwal	65	30.61	01-Nov-20
502 Gordon Robilard	63.42	22.16	01-Nov-20
502 Paul Kidd	60.17	33	01-Nov-20
500 Gary Moorman	65	40.92	01-Dec-20
502 David Lawlor	66.33	21	01-Dec-20
500 Raymond Smith	71.67	49	01-Dec-20
502 Surjit Brar	70.08	41	01-Dec-20
500 Larry Kalish	71.17	15	01-Dec-20
500 Harjit Randhawa	71.83	32.8	01-Dec-20
502 Daniel Brewer	71.33	18.71	01-Dec-20
502 Glenn Fillingham	65		
500 Amerjit Sokhl	71		

We remember them well

DECEASED PENSIONERS - LONGSHORE

LOCAL	NAME	DATE OF DEATH	AGE AT DEATH
502 Norman Folk		25-May-20	85
502 Terrence Matus		12-Jun-20	71
500 Martin Bright		01-Jun-20	95
500 Henry Vike		27-Jul-20	88
500 John Reid		23-Jul-20	81
502 Daniel Walker		28-May-20	71
500 Donald Buiens		04-Aug-20	81
500 Ulrich Brunner		06-Jul-20	75
500 Allan Lowe		22-Jul-20	83
514 James Martin		07-Jul-20	83
502 Richard Gauche		12-Jul-20	63
514 Ronald Gannon		17-Aug-20	75
500 John P. Reid		23-Jul-20	81
500 Brad Bailey		05-Aug-20	64
500 Allan Patan		26-Jul-20	83
514 Ronald Murray		27-Aug-20	87
502 Kenneth Davis		31-Aug-20	78
502 Douglas Stevenson		31-Aug-20	72
514 John Sentt		09-Sep-20	78
508 Wallace Churchill		23-Sep-20	89
500 Clifford Denke		04-Oct-20	83
500 Gerrard Watt		08-Oct-20	78
500 Rocco Morano		30-Sep-20	84
508 Patrick Gregson		04-Oct-20	82
502 Nicolaas Feld		26-Sep-20	90
500 Vito Schinzano		16-Oct-20	94
500 Zvonko Levat		18-Oct-20	70
500 Walter Jones		24-Aug-20	92
502 Daniel Walker		01-Sep-20	91
505 Jack Bains		27-Oct-20	88
500 Alex Leslie		26-Oct-20	95
508 Chester Shepherd		23-Oct-20	87
500 Dale Atkinson		31-Oct-20	65
508 Antonio Morena		09-Nov-20	90
500 Wesley Bodrug		01-Nov-20	85
502 Gary Baker		21-Nov-20	85
500 Gino Reginato		24-Nov-20	91
500 Eric Boone		07-Nov-20	80

DECEASED WIDOWS

LOCAL	NAME	DATE OF DEATH	AGE AT DEATH
500 Dorothy Gregerson		07-Jun-20	94
500 Joyce Marino		29-Jun-20	86
508 Mary Paxton		03-Aug-20	88
500 Mary Mierau		20-May-20	77
508 Elizabeth Roberts		09-Aug-20	89
500 Rita Moyle		01-Oct-20	84
508 Francine Michliessen		05-Oct-20	81
500 Charlotte Harris		18-Oct-20	73
500 Antonietta Vincelli		23-Nov-20	82

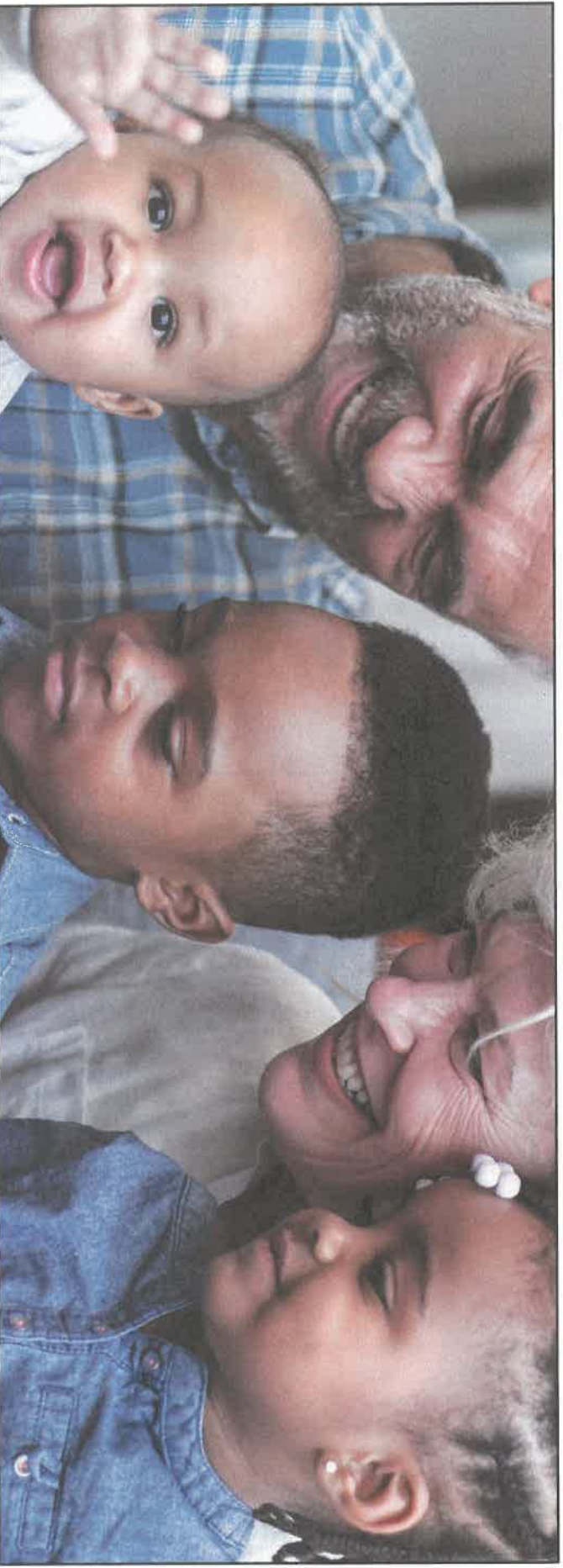
DECEASED ACTIVE MEMBERS

LOCAL	NAME	DATE OF DEATH	AGE AT DEATH
502 Michael Gordon		22-Jun-20	52
502 Arash Naeini		27-May-20	45
505 Cliff Wells		TBD	65
505 Murray Trimble		25-Jun-20	50
505 Robert Mutch		11-Jun-20	51
502 Robert Hansen		16-Jul-20	56
502 Hugh Black		06-Aug-20	64
500 Bevan Footman		05-Aug-20	40
502 Arundeepp Randhawa		10-Aug-20	40
500 April Hurmuses		03-Sep-20	64
505 George Wright		06-Aug-20	57
500 Jason Hundal		31-Aug-20	36
500 Gino Scigliano		02-Oct-20	37
502 Gregory Smithies		06-Nov-20	61

PORT LEGEND

333 - GRAIN WORKERS UNION	514 - SHIP AND DOCK FOREMEN
400 - MARINE DIVISION	517 - PORT OF VANCOUVER
500 - VANCOUVER	519 - STEWART
502 - NEW WESTMINSTER	520 - PILOTS AND DISPATCHERS
505 - PRINCE RUPERT	522 - RIDGE MEADOWS RECYCLING
508 - VANCOUVER ISLAND	523 - RIDLEY TERMINALS
AFFILIATES	
RWUBC - RETAIL WHOLESAL UNION BC	
RWDSU - RETAIL, WHOLESAL DEPARTMENT STORE UNION	
GSU - GRAIN SERVICES UNION	

ILWU Canada, Wishes You a Safe and Happy Family Day



★ Family Day – February 15, 2021 ★