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# 355 lose their jobs at K-C mill

With that aim in mind, the company has also decided to give the laid-off employees an "attractive" separation package, including a minimum of four months severance pay, continuation of certain benefits, and financial planning assistance.

"As part of the survival plan, the company will offer a voluntary retirement package to salaried and mill hourly employees eligible for early retirement," Lavallet said. A total of 48 salaried and 61 mill hourly employees are eligible for the plan.

Lavallet explained that for every employee who voluntarily retires, one less employee will be laid off.

"We recognize the hardship a decision of this kind

can impose," he said, explaining with that in mind, this is why K-C is offering such a "generous retirement package" to help ease the impact on affected individuals and on the communities "of which we are proud to be a part."

In a letter to all K-C employees also sent out on August 25, Lavallet said the company did not take such a "drastic measure without considerable agonizing on our part and only after an exhaustive study had been made of our problems and prospects."

He also pointed out that all employees being laid off will be treated fairly and justly, in many cases far beyond the legal requirements. A copy of the letter was obtained on Monday

by the News.

"While we believe our plan will enable the mill to operate more efficiently, we must now turn our attention to (our) woodlands costs," Lavallet said. "We have made a start by reducing the number of salaried and hourly employees from our ranks and suspending our harvesting operations for the next two months, but much more needs to be done."

He said only when K-C has reduced these costs will the company feel confident that it has a secure operation.

"We'll know right away if we are in the right direction," Lavallet said at the conference. He added that as the plan takes effect there could be other changes

at the mill, but that the announced lay-offs are "the big hit" and the most important piece of the plan.

"Truthfully, we are not going to get a second shot at this," he said. "We don't use the word 'survival' lightly. We either pull this off now, or face shut-down or sale."

Chisholm told the press gathered at the meeting that he and Lavallet had met with UPIU representatives earlier that day.

"Their response (to the announcement) was very positive," Chisholm said. "We stressed with them that this is a survival plan."

"We are making a major effort to be a good corporate citizen," Lavallet explained. Chisholm said many union members were

"very pleasantly surprised" with the improved pension benefit and other severance bonuses.

According to the letter sent to employees, K-C will assist those who are laid off to find other employment. The company also promised to provide counselling on such matters as job search, benefit plans, pensions, and unemployment insurance.

The lay-offs of permanent employees include 155 hourly and 51 salaried employees at the mill, plus 24 hourly and 25 salaried woodlands workers. The hourly employees affected by the lay-offs at the mill will be determined by a joint union-management committee in accordance with a policy formulated by

both groups in 1956.

"These employees will be notified as soon as possible," Lavallet said in the letter. "In addition...further action (at the woodlands operation) will be considered in the new year, depending on wood requirements at that time."

He said at the meeting that the survival plan's objective was to keep the mill doors open, and "this is the plan to do exactly that."

The plan was approved recently by K-C Chief Executive Officer and Chairman of the Board Darwin E. Smith.

## Meeting held

Following a presentation from representatives of Terrace Bay Public School, including Principal Don Davey, the Lake Superior Board of Education decided at a recent meeting to continue the "Feeling Yes/Feeling No" sexual abuse prevention program at the school this year.

According to the minutes from the meeting held in Schreiber, the Board made the decision due to the positive comments and feedback from students, parents and teaching staff. The second year of the program will be conducted in Grade 2, with program reviews planned for Grades 3 to 8. The program was developed by the National Film Board of Canada.

Later in the meeting, the Board approved a number of appointments for the upcoming school year, starting on September 1.

L. Lage was appointed to the teaching staff at Lake Superior High School, and D. Malashewski was appointed as a teacher at the Terrace Bay Public School. J. Wilson was also appointed to the Public School as a teacher, on a part-time basis. That assignment will increase her position to a full-time teacher effective Sept. 1.

Support was given by the board to a petition from the Kapuskasing Board of Education to the Minister of Education.

The petition calls for the Minister to provide special funding to school boards to meet the increased demand for retirement gratuity payments over the next three years. The petition also asks for some changes in the sick leave section of the Education Act.

At an earlier meeting of the Board's Education/Operations Committee, the Statement of Purpose prepared by the Board's Technological Studies Committee was acknowledged as received.

A number of additional teaching appointments for Terrace Bay schools were approved at a meeting of the Special Board (Education) meeting held in Marathon recently.

M. Serre was appointed to the Lake Superior High School while L. Marks was appointed to the Terrace Bay Public School.

## Notice

The Disability Action Group will meet on August 28 at 7 p.m. in the lobby of the McCausland Hospital in Terrace Bay.

Representatives from Terrace Bay and Schreiber Councils will be in attendance. Services for retired or disabled persons will be on the agenda for the meeting. The public is welcome to attend.

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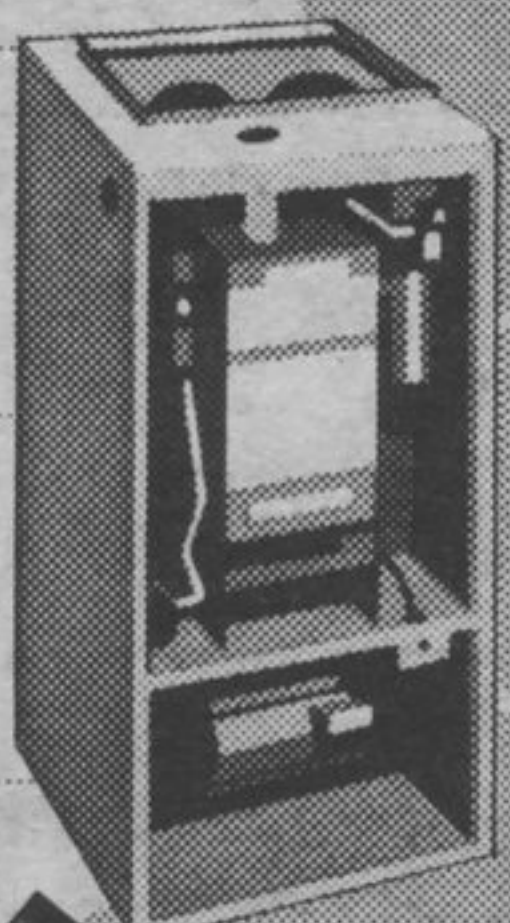
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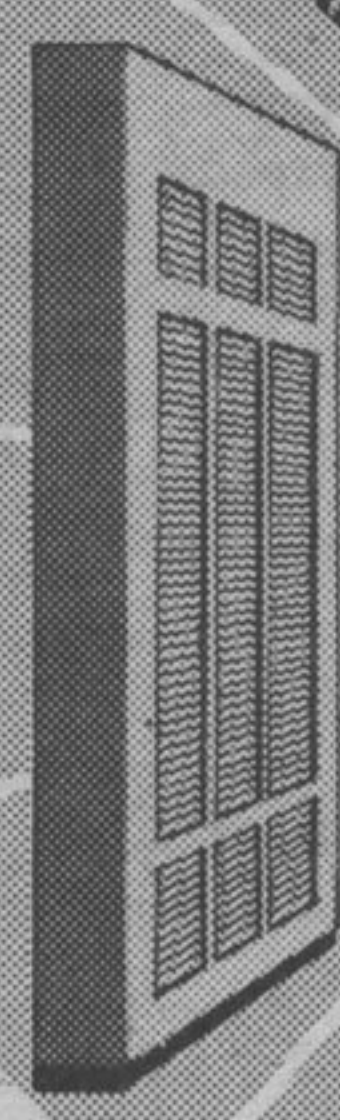
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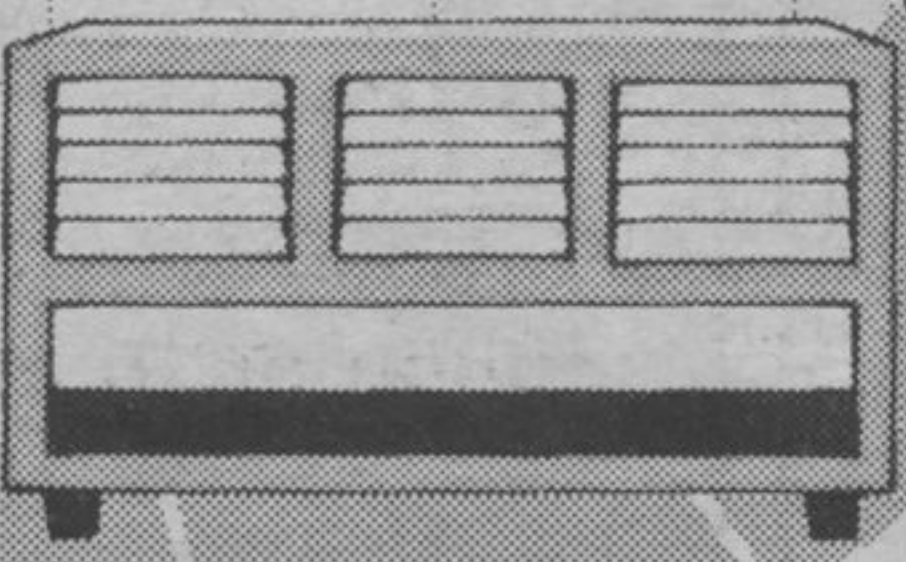


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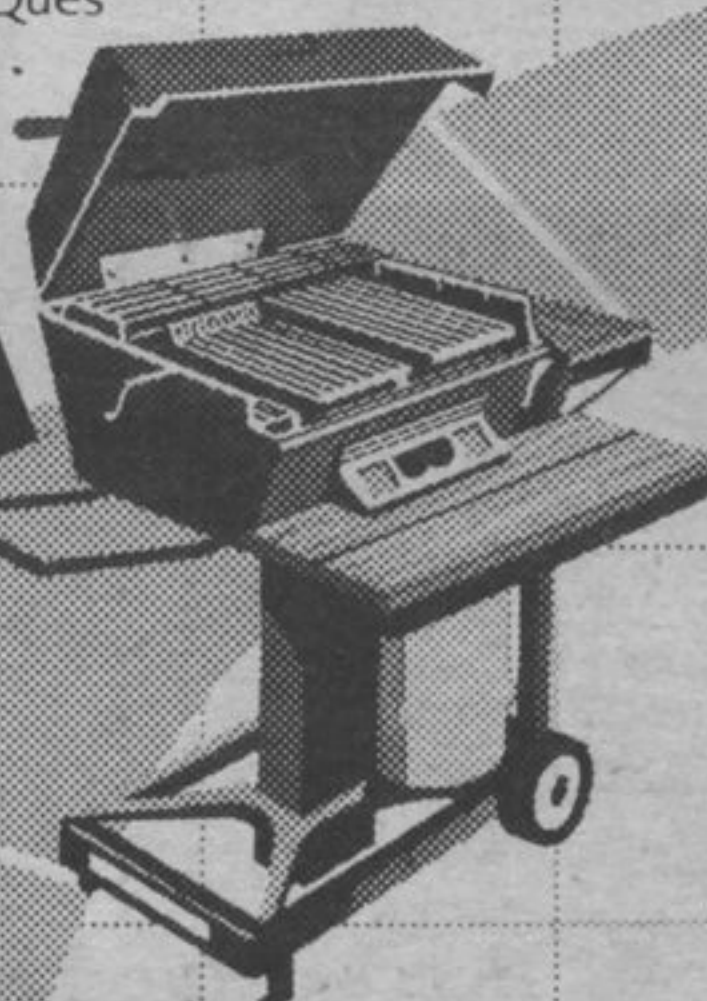
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