
ODYSSEY OF A GREAT LAKES SAILOR



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RANGA IYER

**The Untold Story Of Canada Steamship Lines
Paul Martins Shipping Empire Years 1973-1994**

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Library of Congress Number:	2005910026
ISBN:	Hardcover 1-4257-0271-6
	Softcover 1-4257-0270-8

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DEDICATION

THIS BOOK IS DEDICATED TO MY DEAR WIFE MYTHILI WHO SPENT MANY A SLEEPLESS NIGHT SHARING THE TRAUMATIC TIMES THAT WE AS A YOUNG COUPLE SHARED TRYING TO FIND A NEW LIFE IN CANADA. IT WAS A TRYING TIME FOR BOTH OF US IN A NEW COUNTRY THAT PROMISED MUCH HOPE BUT THE HOPE WAS FOR WHITE PEOPLE AND NOT FOR MINORITIES SEEKING LIFE LIBERTY AND THE PURSUIT OF HAPPINESS IN A LAND OF OPPORTUNITY.

THERE WAS PLENTY OF LAND BUT WITH LITTLE OR NO OPPORTUNITIES. THIS MY DEAR CANADIAN FRIENDS AND FRIENDS ALL OVER THIS PLANET EARTH IS A STORY OF ONE MANS PURSUIT FOR JUSTICE AND TRUTH IN SPITE OF GREAT ODDS AND A DETERMINATION TO PURSUE HIS GOALS AND DREAMS WITH ALL THE COURAGE OF HIS CONVICTIONS AND LEAVE THIS A BETTER PLACE FOR FUTURE GENERATIONS.





TO MYTHILI, WITH LOVE:

“Sunrise, Sunset . . . Sunrise, Sunset . . . Quickly go the years.
One Season following another, Laden with happiness and tears.”

Fiddler on the Roof.

How true those words are—

We wake each morning to Sunlight peeking through the blinds in our
bedroom, only to realize its another morning and Mythili is gone from us.
Such a beautiful life—gone prematurely from the Earth.

God, how we wish she was still here.

We wish to dedicate this to a beautiful Spirit who once live amongst us—A woman
with a beautiful smile that lit up the room; Loud laughter that made you smile; Long
arms that wrapped around you in a big hug; Long hair that flowed in the
wind; Perfume that surrounded her and let you know she was near or passing by.

These are few of our favorite memories of the love we shared as a family, and the
ache within our hearts from wanting her back.

“If tears could build a stairway
And memories a lane
We’d walk right up to heaven
And bring you home again”.

**To our dearest Mythili:
This one is for you.**

Love and Kisses
In Fond Remembrance of
a loving Mother and wife.

Raj, Nandini, Bhavani.
29th February, 2000.





INTRODUCTION

“You shall judge a man by his foes as well as by his friends. When there is no enemy within, the enemies outside cannot hurt you.”

I WOULD LIKE to start this odyssey by introducing a letter, which I wrote to Mr Martin, when he was a rookie member of the Canadian Parliament, and for which he did not have the decency to respond. His legacy is not what is written about him by others. If future generations of Canadians are to believe history of what makes a great nation, it is by examples set by others who provide a great moral and ethical leadership.

I am not a journalist. All that I had learnt has been self taught. I had learnt in my early years as a young man growing up in British India that through non violence many things can be achieved and that all things in life are negotiable and I truly believe that the “pen is mightier than the sword.”

This is not the Canada I once knew. I am a first generation Canadian who immigrated to this country seeking to make a better life for my family and I, and I am sure like most other immigrants and a lot of people in this country believed that this great country had much to offer. I was truly disappointed, shocked and dismayed utterly that such things could happen to one man seeking to make use of opportunities that were available to others but denied to him.

Yet today he is the Prime Minister of Canada and on his path of self destruction, caused by his own folly. Canada deserves better and this man is an insult to this great

office. Read on then my dear friends—such is life, for what its worth—it is like Shakespeare’s Macbeth—

“Life’s but a walking shadow, a poor player
That struts and frets his hour upon the stage
And then is heard no more: it is a tale
Told by an idiot, full of sound and fury,
Signifying nothing”.

As Prime Minister, Pierre Elliot Trudeau espoused participatory democracy as a means of making Canada a “Just Society.” His desire for greater citizen involvement in government appears to have been frustrated by lack of support within his party, and he later opposed greater involvement for citizens in representative democracy.

Trudeau’s most enduring legacy is the 1982 Canadian constitution. Some hail his creation of the Canadian Charter of Rights and Freedoms in the 1982 constitution as having had a profoundly positive effect on the nation. It is seen as advancing civil rights and liberties and, notwithstanding clause aside, has become for many Canadians a deeply respected institution.

But in spite of all this we were still considered second class citizens in this so called number one country and as such had to put up with all the hardships that go towards making this an unjust society.

The following letter was written to the newly elected Member of Parliament from Quebec, Mr Paul Martin, whom I had known since I joined his Shipping company since 1973, and soon after my wrongful dismissal from this Company where I had given my life blood, sweat and tears.

Mr Paul E. Martin.
Member of Parliament Room 481,
Confederation Building OTTAWA, Ontario, K1A 0A6
“FOR YOUR EYES ONLY”

Feb 3. 1993.

Dear Sir:

After twenty years of dedicated service with your company and carrying forty million tons of cargo on your ships, top management has finally seen fit to terminate my service—,with your company. It seems very obvious as per the

attached letter that the company is downsizing but it fails to mention as to what they are down sizing. Let me tell you what it is. It is downsizing, "Canadians of Indian origin and make C.S.L. "Corporate White."

This is like the phrase from the book "Bury my heart at wounded knee," where it says, "The white man broke every promise except one. He said I will take your land and he took it." My lawyer is looking into the so called downsizing, whether it applies to me alone or a host of others. I was promised a ship at the end of the 1992 navigating season. When it was time to deliver, top management decided to terminate my services.

Attached lawyer's letter is self explanatory.

I thought for a moment in time that Canada was a great country and that such things happened only in South Africa.

Now I tend to believe otherwise. This is definitely not in line with the principles on which this great country was built on. It is people that make the difference. Your company's top management has absolutely no business or work ethics. This definitely is not a way to enter the twenty first century.

I have slaved and slogged for the last twenty years in spite of being harassed in a sick industry. The company's undesirable list speaks for itself. My case is strictly a witch hunt and a case of corporate lynching.

When the new company G.L.B.C. was formed in 1991, a select committee was responsible for pushing most of Canadians of Indian origin out of C.S.L. and hiring in their place, whites. It is a story of ten little Indians repeated.

I thought I was one of the fortunate few left to carry the CSL Flag. But I have been so harassed by Mr. G. Buchanan, the director of Fleet operations, in the last two years that I had to go to a Civil Litigation Lawyer to secure my job with your company. What about minority rights?. There must be laws in the country of Canada against violation of Civil rights, harassment and discrimination. You, as a lawyer, should know this. You should take some responsibility to what happens in your shipping company.

I am next in line to become a Commodore Chief Engineer and my family and I was looking forward to flying the C.S.L. flag high. Now I am about to drag it in the mud. If you want to be Prime Minister of Canada, Sir, you should think again.

The news is going to be a “Media Blitz.” I am definitely not part of the “SILENT SUFFERING MINORITY.”

Awaiting your response, I remain,

Yours Sincerely
Roger Ranganathan

Mr. Martin never responded to my letter, as we were only small fishes in a big pond. My prophecy though a little late but not too late, is coming true. I am bound by my code of ethics to see through this unjust ordeal so that I can be free once again. This is my Karma in this life. As you can see the glorious path of self destruction and the path to hell is truly paved with good intentions.

Now they are self destructing before our very eyes as this country is led by a leader who is morally corrupt. You can read about this so called leader who is leading this country to destruction in the following pages of my Odyssey. I know this to be true as I was unfortunate to work for him for over twenty years.

All I was guilty of was trying to make it a better world by being a true professional. This was a huge task and in the end it was worth the effort as people realized that in the end nothing succeeds like success. I was able to survive the great hardships as I had the courage of my convictions.

Even though most of the members of the ethnic minorities were terminated from the so called “great white fleet”, and the fleet became white again, they could not break our spirits

So begins my Odyssey.

“Ephesians 6:12 For we wrestle not against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high (places)”.



SOURCES AND ACKNOWLEDGEMENTS

THE MAIN SOURCE of materials for writing this true story as a Chief Engineer with this once upon a time great company has been drawn from my own personal experiences during the years I was employed with this company.

History has to be rewritten if one needs a true account of what a company does to individuals and who together with others make it or break it. History is not made by one mans account of what is great but by taking together many pieces of the puzzle and putting it together. Some of the pieces of the original puzzle was missing from the book by Edgar Andrew Collard in his “Passage to the Sea” and I am providing the missing pieces.

These documents which are a true account of my personal experiences of twenty one years of my life at sea with this company must belong together with the original documents which were deposited in the library of Queens University at Kingston by Canada Steamship Lines. Since Mr Paul Martin had asked Mr Andrew Collard to write the book “Passage to the Sea”, I wish to state that the book does not give a true account of the history of the company.

I am giving the final touches to a true Sailors story so that people get to know as to what really happens inside a corrupt corporation, how it makes it money and how it functions, a true inside workings of what makes them tick.

This account is from my personal diaries that I had kept all these years and I wish to share this especially with the Shipping World and how sailors are treated even today in the dawn of the twenty first century.



CHAPTER ONE

THE EARLY YEARS

THIS BOOK IS written to expose the inside workings of a Shipping company during the years that I toiled to make a living as a man seeking to make a livelihood in supposedly a great country. It is not the country that is to blame but people like Mr Martin who are so twisted that they lose sight of the common man and use them and abuse them for their personal gain.

People do matter and they are the ones that make a difference. Most of the sailors who sailed the Great lakes during my period in the Great lakes will be in denial as they wish to be known as do-gooders. I do not think there are any books today giving you a full factual history of the inside workings of a shipping industry.

One wonders, in the grand scheme of things, whether we were all pawns in a big chess game of life, whether we mattered at all, if one believes in conspiracy theories and the Illuminati and the Powers that be. This is me against the world, where there are no compromises and it is the fight to the last, good against evil, truth and justice with the winner taking all and the loser falls. If one looks at the clichés at the end of the book, one would understand as to where I come from.

I am a soul searcher and only in search of kindred souls, trust men but I do not trust the devil in them. My philosophy—You know the Greek adage “Those whom the Gods would destroy they first make angry”? It is not good for a person to be as mad underneath as I was. I think if people have unresolved anger it makes them do nonrational, destructive things. We look at reality backward but we live it forward. It is everything against what I stood for all my life and it is self destructing—there is a total disconnect here—people deserve what they get and get what they deserve—my

philosophy in life—get back to old religious values—respect humans—not divide and rule like how the British once ruled the colonies around the world—but it is a trait—finally—to be human is not just to have bodily and mental needs as defined by the human sciences.

From Shakespeare's Julius Caesar.

“There is a tide in the affairs of men, Which, taken at the flood, leads on to fortune,omitted all the voyage of their life Is bound in shallows and in miseries On such a full sea are we now afloat And we must take the current when it serves Or lose our ventures.”

It is also to be a person with purpose and intentions that transcend the here and now, reach across into the mysteriousness of the future and involve us in deep and treasured relationships of love with other people and with God, in ways articulated within different traditions of faith. In short, we are people of spirit as well as mind and body.

Across the globe seven major religions account for eighty three per cent of the worlds population. Human rights legislation requires that people are not denied opportunities to practice their faith.

Sadly for Canadians, they too are blind to the fact that they do not dwell deep in finding out the qualities of the leaders they elect into high office. They too cannot see the forest for the trees as whosoever rules a country will have a profound effect in the future of a great nation. They are so involved in their day to day mundane lives that they do not or cannot see beyond.

So read on my dear friends and make of it what you may. These are all factual and I am sure a lot of my fellow Sailors went through similar experiences but were afraid to speak out.

The Shipping fleet is a Dinosaur industry in Canada, thanks to people like Mr Martin who have no foresight to use the largest inland waterway in the world for the purposes of Transportation.

Mr Martin has made his millions at the expense of the Canadian Sailors. He has fired Canadians who made decent wages and hired slave wagers to work in his sweatshops or Sweat ships.

He is also responsible for firing most of Canadians of ethnic origin from his ships and hiring whites instead. You will see evidence of this later on in this book

This then is my Odyssey and it has taken me these last ten years of my life in Canada, to put together a manuscript that is mind boggling. I truly do not wish others to go through the same trauma that my family and I went through in order to make a life in this number one country of the World.

I have included in this book, various copies of letters and documents that I had used in my lawsuit for wrongful dismissal against Mr Martins Shipping company, the so called great white fleet and I truly believe that the truth shall set me free.

The lawsuit was lodged by me with Labor Canada in 1993. Little did I know at that time, how power corrupts and absolute power corrupts absolutely.

How a finance minister of the country could change the constitution of the country without a reading in parliament truly amazes me. The Canada shipping act, which is there to protect all sailors from ruthless Ship owners, was turned upside down by those in power just to win the case against an individual who was fighting to survive against all odds. I shall present copies of all documents from this case during the course of this book for the avid reader so that he can get a first hand view of what took place. This is my fight for truth and justice.

The allegations are as follows.

Canada Steamship Lines inc., has under the chairmanship of Mr Martin-He was president and CEO of the company and as such is answerable to people who slaved and slogged in his company to make him rich, and as such should be held responsible for his actions.

He ran a racist organization as is evident in the company's dismissal of Canadians of ethnic origin from his fleet.

While he was finance Minister, he was able to change the constitution of the country of Canada-by passing laws that made Chief Engineers in his company as managers and not as Sailors, as Sailors were directly responsible to the Master of the Ship and who signed articles of agreement with the Captain of the ship.

By doing this with the help of the labor minister Mr. Lloyd Axworthy, (Please see letter-page) he was able to prevent me from suing him for wrongful dismissal in the federal Labor court of Canada. After nearly two years of litigation, I was told in no certain terms that I could not bring a legal action against his Company with the federal Labor court of Canada, as I was being deemed a manager, which I was not under the Canada Shipping act. I was just a seaman and as such had no rights under the Canada shipping act to carry on the duties of a manager.

His company prevented me from getting a normal pension after a wrongful dismissal from his company after twenty years of service with his company unless I signed a release agreeing not to pursue a litigation against his company in the following courts—
A) Human Rights Commission. B) Canadian Supreme Court. C.) Any other court.

His company withheld part of our wages every month since 1985, so that he had enough cash flow for his campaigns as a politician. It was illegal for his company to do this as the Canada Shipping act says that a sailors' wages cannot be withheld and has to be paid to him when he leaves the Ship when he signs of the articles of agreement. These letters to prove the above facts are included in a later chapter in the book

By doing this venomous act, he not only withheld a lot of our moneys and without paying any interest on the money collected jointly from all the Captains and Chief Engineers, but also prevented us from collecting unemployment insurance during the winter months when we were laid off work for three months. Since he was CEO, during this period, he should have been made liable for such unethical actions on his part, but since he ran a private company, we could not do anything except put up or shut up. Such was the way that he ran his company.

Since I was the first and only individual who had any guts to bring on a civil litigation for wrongful dismissal against a one hundred and fifty year old Shipping company, his Company made sure that I would never work in the Shipping Industry in Canada. Because of my litigation, his company made me a pariah in the Canadian Shipping industry. They took away my life, liberty and the pursuit of happiness. I was never able to work again in Canada, because of my civil litigation against his company. I was not able to get any gainful employment in Canada since 1993. It is now 2005. This was done subtly as one can imagine the ways of the white man.

Because of his company's actions, I lost everything that I had worked for in this country, all the years of hard labor had gone to waste as my life was taken away from my family and me. I eventually ended up on the welfare system in this country, because of the actions of a ruthless ship owner. He did not give a damn as to what happened to individual Canadians as long he was able to fill his coffers.

The Company took away my civil rights and civil liberties, even though I had paid over 400,000 thousand dollars in taxes to the Canadian government. What about Human rights that this country claims to have one, to provide every citizen the rights to life, liberty and the pursuit of Happiness. Under the Canadian charter of rights, we all have equal rights under the law, whether we are black, white, yellow, or of any other color. One cannot continue to believe the age old saying as gospel truth, as the following quotation is not the one to follow to achieve ones ends.

“The white man broke every promise except one—he said he would take my land and he took it “—excerpts from *Bury My Heart at Wounded Knee*”.

“that supports the Native American cause. Through the use of council records, autobiographies, and first-hand accounts, each of the book’s nineteen chapters deals with a certain tribe, battle, or historical event. Brown goes into deep and explicit detail throughout, as evidenced by the book’s almost 500 pages.

Brown made sure to include songs, quotes, and portraits which are sprinkled throughout the book. These are very important as they break the monotony of the text. The portraits are well selected and placed, as are the quotes, and help present a wider picture of this point in American history. **Bury My Heart at Wounded Knee** helps to open a door into our past. It forces us to look at the dark side of our American history and the lengths white men went to fulfill our “Christian manifest destiny.” With the exception of a few soldiers and civilians, the white man is portrayed as an indiscriminate murderer and sadist. They killed Native Americans regardless of age or sex often scalping and mutilating the bodies, and even going as far as cutting their genitalia from their bodies. These bizarre and shocking revelations give the reader a horrifying view of the birth of our great nation.”

Dee . . . please also see chapter 18

If the white man can carry out these kind of atrocities as I am sure it also happened in Canada to the natives, and wipe out a whole race of people, then what happened to us as **Indians** in this company is pale in comparison. I just wish to point out that such things did happen and it is time to wake up. I think it is a genetic makeup. The true nature as the ugly beast rears its head.

I wrote Mr. Martin a letter, which is self explanatory-(Please see above) about how he should have been responsible for his actions as to what happens in his shipping company. He did use our hard labor over a number of years to make his fortune and as such should have been more ethical and honest in his ways.

Now he is Prime Minister, because he was able to use his money to buy favors to get him where he is at, he is just another ruthless ship owner and Canadians should not be fooled into thinking the following—“You can fool some of the people, some of the time but you cannot fool all the people all the time.”

I had over the last ten years, written to a lot of individuals and the media regarding the state of affairs in Canadian shipping. But no one wanted to hear what I had to say as I was a nobody, just another ethnic minority. What happened to us as a family, took a

heavy toll on our lives. My wife got cancer and I had to take care of her during her illness of two years and finally she passed away in the year 2000. I had to fight with the medical system of socialized medicine for what they did to her but that is another story for another day.

Canadians, those who read this book and those who are ethical and moral and those who value truth and justice, as those are the values that are eternal and everlasting, hope they remember that the future of Canada lies in the people and that people do matter and that people make the right choices and I am sure that in the end justice will prevail. In the end nothing matters except the truth and the truth shall set you free. Vote with a good conscience and for the future of this great country, think with both your head and heart.

Finally I would like to thank the many people who made this book possible, specially my Grandfathers, both of whom gave me the courage to carry on in spite of great odds and persevere for truth and justice, my wife, were she here today would have been proud of my many accomplishments to share in the glory and the courage of my convictions and my two daughters who stood by me during all these years of injustice in an unjust society.

Following is a letter which my grandfather wrote to me when he was ninety three years old. This a letter to his first grandson. He never left the shores of India. He always told me that he wanted to and now I am glad that he did not. He would have been shocked at the decadence of the western world.

Here then is my grandfathers letter which was in a sense a true waking for me and helped in the pursuit of truth and justice.

My First Lesson in Life

Know Thyself: He alone knows who knows that he does not know; and above all, be true to thine own self-God is truth, the truth that is:

The origin of life is divine energy-it has no independent existence. The source of such energy is clouded in mystery and remains unexplained except that it is divine and is only the ultimate reality. Ultimate has nothing beyond.

That life is not independent—never so. While under incarceration in the mothers' womb, it has to depend on its mother. Later, after its own existence, it has to depend on the several internal and external agencies while continuing to exist.

At no time, has it independence. The air we breathe, the water we drink, the Earth that we are on and the several other factors in life make us depend on the several external agencies while life lasts. Bereft of such agencies life cannot continue to exist. At no time

has it a claim to independence—so while life lasts seek to renounce and detach. There is no half way house to achieve liberation when alone can independence be secured.

That eternal truth has been vouched for us-the little man. The conquest of self is not while life lasts. The two are mutually exclusive and independent of each other. Endeavor to make life independent other than to God and realize the ultimate reality-the soul independent of the body-which may rest in peace.

Our ancients have prescribed the needs of Man. Man wants but little here below nor wants that little long; so be content and seek no more. Contentment is a virtue and virtue has its own reward, the reward being liberation and consequent independence and resurgence of eternity. Lust, greed and anger are enemies and such frailties of human life have to be conquered in order that the soul may rest in peace.

The conquest is through constant meditation of God as long as life lasts . . . That is the way out and thus has conquest been achieved-so, think of God and do the right.

While life lasts there is a conflicting attraction of the Human soul for both earthly and heavenly love. Lured by passion and enriched by human misery—sumptuous tables, beds of roses, clouds of perfumes, concerts of music, crowds of beauties; all these cherish life while it lasts. There is however, the inevitable certainty that life is impermanent and ephemeral. It must end one day. Knowledge of this factor can be had only through divine inspiration, and this can be had only through the grace of God. If you have the grace of God, you have got everything and if you have not got that but everything else, you have got nothing.

That symbolizes as eternal truth which is God given. So seek to win the grace of God. Confine your needs to the minimum; Concentrate your thoughts on the almighty and such concentration will help you to weed out other worldly considerations. This involves renunciation and detachment. The conquest of the Soul is thus secured and it may rest thereafter in peace and at this stage no mourning, no tears and no obsequies ceremonies as these will be inconsistent with the liberation sought and had by the conquest of the soul:

Om Tat Twamasi (That thou art-that is true knowledge)

“The goal which all the Vedas declare, which all austerities aim at, and which men desire when they lead the life of continence . . . is OM. This syllable OM is indeed Brahman. Whosoever knows this syllable obtains all that he desires. This is the best support; this is the highest support. Whosoever knows this support is adored in the world of Brahma.”

~Katha Upanishad I~



The Om (or Aum) sign is the main symbol of Hinduism.

Most religions indicate that creation began with sound—In the beginning was the word . . . For the Hindus & Buddhists, Om is the primordial sound, the first breath of creation, the vibration that ensures existence. Om sign signifies God, Creation, & the One-ness of all creation. The Om symbol is a sacred syllable representing Brahman, the impersonal Absolute—omnipotent, omnipresent, and the source of all manifest existence. Brahman, in itself, is incomprehensible; so a symbol becomes mandatory to help us realize the Unknowable. Om, therefore, represents both the unmanifest (nirguna) and manifest (saguna) aspects of God.

That is why it is called Pranava, to mean that it pervades life and runs through our prana or breath.

Aum is said to be the essence of all mantras, the highest of all mantras or divine word (shabda), Brahman (ultimate reality) itself. Aum is said to be the essence of the Vedas.

By sound and form, AUM symbolizes the infinite Brahman (ultimate reality) and the entire universe.

A stands for Creation

U stands for Preservation

M stands for Destruction or dissolution

This is representative of the Trinity of God in Hindu dharma (Brahma, Vishnu and Shiva)

The three portions of AUM relate to the states of waking, dream and deep sleep and the three gunas (rajas, satva, tamas)

The three letters also indicate three planes of existence, heaven (swarga), earth (martya) and netherworld (patala)

All the words produced by the human vocal organ can be represented by AUM. A is produced by the throat, U & M by the lips

In the Vedas, AUM is the sound of the Sun, the sound of Light. It is the sound of assent (affirmation) and ascent (it has an upwards movement and uplifts the soul, as the sound of the divine eagle or falcon).(1)

From the Bhagavad Gita

For the protection of the good, for the destruction of the evil and for the establishment of *dharma* (righteousness), I (the Lord) am born from age to age.

When a person dwells longingly on sense objects, an inclination towards them is generated. This inclination develops into desire and desire gives rise to anger.

From anger proceeds delusion; from delusion, confused memory; from confused memory the ruin of reason; due to ruin of reason, he finally perishes.

Let a man raise himself by his own efforts. Let him not degrade himself. Because a person's best friend or his worst enemy is, none other than his own self.

For a person who has conquered his lower self by the divine self, his own self acts as his best friend. But for that person who has not conquered his lower self, his own self acts as his worst enemy.

When there is decay of *dharma* (righteousness) and rise of *adharma* (unrighteousness), then I (the Lord) am born in this world.

A person has the right towards action alone and not towards the fruit of action. Let not the fruit of action be the motive for acting. Also, Let there not be any attachment to inaction.

Just as a person casts off worn out garments and puts on others that are new, even so, the embodied soul casts off worn out bodies and takes on others that are new.

Arjuna, whatever you do, whatever you eat, whatever you offer (in sacrifice), whatever you give away, whatever you do by way of penance, offer it all to me. Arjuna, My birth and activities are divine. He who knows this in reality is not reborn on leaving his body, but comes to Me.

I accept the offering of even a leaf, a flower, fruit or water, when it is offered with loving devotion.

(Therefore) You must always fulfill all your obligatory duties without attachment. By performing actions without attachment, one attains the Highest.

Desire and anger which are born out of passion are insatiable and prompt man to great sin and should be recognized as enemies.

By whatever cause the mind, which is restless and fidgeting, wanders away, the yogi should bring it back from that and concentrate only on the Self. He who offers all actions to God, without attachment, remains untouched by sin, just as a lotus leaf by water.

Give your mind to Me, be devoted to Me, worship Me and bow to Me. Doing so, you will come to Me alone, I truly promise you, for you are so exceptionally dear to Me.

Hardly one among thousands of men strives to realize Me; Of those who strive, again, only a very rare one (devoting himself exclusively to Me) knows Me in reality. He who departs from the body, thinking of Me alone, even at the time of death, will definitely reach Me. My determined devotees constantly chant My name and glories, strive for realizing Me and worship Me with single minded devotion.

(Arjuna,) Know that every being that is glorious, brilliant and powerful is nothing but a manifestation of a small part of my glory.

Even If the radiance of a thousand Suns, bursts forth all at once in the heavens, it would still hardly approach the splendor of the mighty Lord.

He, by whom the world is not agitated and whom the world cannot agitate, he who remains calm in times of joy, anger, fear and anxiety, is dear to me.

In the decline of a clan, its ancient traditions perish. When traditions perish, the entire family is indeed overcome by lawlessness.

Death is certain of that which is born. Birth is certain of that which is dead. Therefore, you should not lament over the inevitable.

The mind, which follows in the wake of the wandering senses, carries away a man's discrimination just as a gale tosses a ship on the high seas.

Arjuna, In this world all actions become causes of bondage, unless they are performed as an offering to God. Therefore, work for the sake of God, without personal attachments. Oh Arjuna, there is no destruction either in this world or the next, for a spiritually fallen yogi. No man who does good can ever come to ruin.

Even a confirmed sinner, if he worships Me with unwavering faith and devotion, must be considered righteous, because, he has decided to reform himself. Abandoning all paths, come to Me as the only refuge. Grieve not, for I will liberate you from all sins. Wherever there is Krishna, the Lord of Yoga and the bow wielding Arjuna, there reign good fortune, victory, prosperity and justice. Such is my conviction

Everyone has choices. When you come to the fork in the road, you do the right thing to maintain the status quo. Either you follow the easy path, which is to do nothing and walk away or you follow the path whereby you do not compromise the courage of your convictions and take the high road, which is only traveled by a few who uphold what is dear to them, their moral and ethics.

My life at Sea has been very similar to the one that Odysseus in Homer's Odyssey experienced. The only difference was that he faced mythological beasts in his voyages whereas I faced real ones in my voyages. He had the help of the Gods to face and overcome his demons and adversities and I also had my guardian angels to guide me through the turbulent waters of the Oceans of the world.

The Odyssey is revered, not only as a narrative and linguistic masterpiece, but also as an expression of central truths about human nature and their place in the great cosmic scheme of things.

Odysseus' story is about his long voyage home to his kingdom (Ithaca) and family as well as the adventures and misadventures he encounters.

Emerging Themes

Quest
Hospitality
Revenge
Loyalty
Identity
Right action
Truth

“Sing to me of the man, Muse, the man of twists and turns
driven time and again off course, once he had plundered
the hallowed heights of Troy.

“Many cities of men he saw and learned their minds,
many pains he suffered, heartsick on the open sea,

fighting to save his life and bring his comrades home.
 But he could not save them from disaster, hard as he strove—
 the recklessness of their own ways destroyed them all,
 the blind fools, they devoured the cattle of the Sun
 and the Sun God blotted out the day of their return.

“Launch out on his story, Muse, daughter of Zeus,
 start from where you will—sing for our time too.”

Thus begins the great, epic poem the “Odyssey” by Homer. In this introductory paragraph Homer calls for the muse of poetry to help him in reciting properly the story of brave Odysseus. It is, as the paragraph reads, the tale of a man who has overcome many enduring experiences since the Trojan War in his attempt of reaching home. The “Odyssey” is an epic story that has been a significant piece of literature since it was first composed and will remain so for ages to come. One of the reasons it has been so is because of the hero, Odysseus.

Odysseus is one of the first Greek mythic heroes renowned for his brain as well as his muscle. Indeed he is a man with an inquiring mind, and he is also a man with outstanding prowess and bravery. We also must not forget that he is a top-notch athlete which only adds more to this seemingly insuperable character. It is no wonder why many scholars refer to Odysseus as a powerful mythic hero.

Odysseus often hesitates before acting, because he uses his reason and gift to evaluate things. This patience is one of his most important additional attributes. This has saved him and his men many of times, and it can be easily seen in various instances throughout his travels such as when he disguised himself as a beggar when he finally reached Ithaca, waiting for the right moment to reveal himself.

As great as he was, Odysseus still had some weaknesses that prolonged his voyage back to Ithaca. His most important weakness that he possess is that of his pride. Pride is good to have, but in Odysseus’ case he had too much of it. This is clearly evident in the episode on the Cyclops’ island. When Odysseus and his men are clearly safe away from the island Odysseus brags about his exploit.

Polythemus hears this and hurls giant boulders in the direction of the ship. A couple came very close to sinking the ship. Still that was not enough for Odysseus. Carried away in his pride he unwisely gave away his identity to Polythemus.

With that Polythemus called upon his father, Poseidon, to punish the man who had harmed him. That incident hurt Odysseus more than losing a few men, because Poseidon made his travel home ever so longer and arduous.

Nonetheless, Odysseus survived all that happened to him. His courage, wits, and endurance enabled him to come through each and every difficulty and arrive home safely.

In similar fashion, I was also able to survive all that happened to me. My courage, wit and endurance enabled me to come through each and every difficulty in the real world of the twentieth century in a first world country that is Canada.

It was 1972. The war in Viet Nam was still raging and it was bound to come to a humiliating end for the United States. Nixon was in the white house. It was Trudeaumania still in Canada. I was a qualified marine engineer in search of a new world and new opportunities.

I had heard from many sources that Canada had great opportunities, specially in the Marine Field and I felt that I had great things to offer and I went in search of those opportunities. I had also decided that as a new immigrant, this would be my place of choosing as we had heard a lot of good things about this new country, new because it was hardly a hundred years old. We were coming from a country that had five thousand years of History.

While I was In London, England, I came across an advertisement from a Company in Canada seeking Marine Engineers to work in the Canadian Arctic. The company belonged to the then Finance Minister of Newfoundland, Mr John Crosbie. His family was involved in running a fleet of Ships to the Canadian Arctic from the ports of Montreal, Halifax, Corner Brook and St Johns.

I was allowed to come to work in Canada with a work Permit which stated that there was indeed a chronic shortage of qualified Marine Engineers in Canada. Soon after my arrival in Canada from the United Kingdom, I was allowed to change my status to a resident of Canada. So I became a new immigrant in a land full of opportunities for those who dared.

So together with my wife I started on a journey that was to have deep repercussions in my life. It was a journey that I believed would leave to better things but alas I found it full of challenges and disappointments. I was getting an education in the western mans thinking and ideas as to how to make money. I had to put my values of ethics and morals on the back burner in order to be accepted but I was not the one to compromise my ideas and beliefs that I had learned from my grandfather.

Before I started to work in Canada, I need to refresh the readers here that I was a qualified professional Marine Engineer and I had studied both in an Indian Marine establishment as well as a British Establishment and I had a varied experience of 10 years sailing the oceans on Indian, British and Greek Ships. I had even sailed on

British Ships carrying arms and ammunition to the Americans during the Viet Nam War in 1968 to 1969, travelling to Saigon and Cambodia during those troubled days of the Viet Nam War.

So on a bright summers day in may of 1972, I made the journey to Canada to start a new life. I was quite proficient in English and together with my education, qualification and experience made my transition easy. We arrived in Montreal, a great fine city in the province of Quebec. I was assigned a ship called the Andrew Crosbie, a freighter that carried goods to the people living in the Canadian Arctic, during the summer months as it was not easily navigable during the winter months due to the ice conditions prevalent in the Arctic and surrounding areas of the frozen North.

I left my wife in an apartment In Montreal and set sail to the Canadian Arctic, a first of many trips that I undertook, in my sea career. Life on board a Canadian Ship was different as had to adjust to the food, culture and the weather. But I soon adapted to the life on board. The only thing I could not understand was the discipline on board. Authority was dying and people on board had no respect for authority. It was difficult to run the vessel as most of the people were on some form of mind altering drugs, mostly alcohol. I could not understand this western phenomenon coming from an eastern country, as alcohol seemed to be a staple part of their daily intake, like some sort of vitamins that they needed to consume in order to survive.

I did not make any waves or try to change the policy, but I took a note of this, as firstly it was against the company policy which they had put out on the safe operations of vessels and secondly it was my responsibility as well as the Captain's to run a safe ship.

This was my first introduction to a vessel under the influence of alcohol and had a profound effect on my life throughout my sailing career in Canada, as I tried to change the working conditions on board Canadian Ships, Ships that I had sailed during my career of twenty two years on board Canadian Ships.

I continued sailing for this company, in spite of many adversities and finally had to leave them in June 1973 as I had been away from Home for more than a year and I was not able to get any vacation. I had been married for little more than a year and had spent little or no time with my wife. In fact we had spent eight weeks together in the last year of sailing with this Company. I was glad to get some time off after resigning from this company and after a good long vacation, decided to seek another career. As the great Lakes had many ships operating, I decided to venture into the Great lakes area of Shipping.

Since I was living in Montreal, Canada at that time, I decided to approach Shipping companies in Montreal. But everywhere I went it was difficult for me to get a job as racism reared its ugly head once more. I had left England because of this ugly human vice, and it was like jumping from a frying pan into a fire. I was well qualified as I had my British Qualifications as a First Class Marine Engineer, well suited to sail on any commonwealth countries' ships as a Chief Engineer. Since Canada belonged to the British Commonwealth of Nations, I found it hard to believe that people would not hire me as a Chief Engineer, in spite of the chronic shortage of qualified Marine Engineers.

To be hired in any other rank beside a Chief Engineer, one had to belong to the Canadian Marine Officers Union. I approached them and I was told in no certain terms that they were not taking on new members. So I tried a few other companies with not much luck. Finally I had one company left where I had applied for jobs previously when I was in England. This was my final effort to gain entry into the Canadian Great Lakes arena. This company was Canada Steamship Lines and they had a large fleet of over thirty ships in 1973.

I made an appointment with one of the Superintendent Engineers, Mr Ed Deroche who after seeing me said that I indeed had a great experience and qualification but they had no immediate openings and he sent me on to the Human services manager, Mr John Evans. Mr Evans asked me to leave my resume with him and said he would call me if there were any openings but not for Chief Engineers, but for a lower ranking positions and he said that I should contact the Union for such jobs as the company does not hire junior engineers.

I was being shunted back and forth between the company and the Union as the union manager had told me that I had to approach the company.

At this point in time, I was getting very dejected and disappointed in my pursuit of a job in this new country of Canada. So I went home and started to reassess and rethink my future in this country. I had a few options open to me at this time. I could return to my old country that was India or return to Sea to sail again on Ocean going ships belonging to other Seafaring nations of the world or wait for opportunities in Canada.

While I was pondering the situation, I got a telephone call from the Canadian Marine officers Union, asking me if I would be interested in joining a ship belonging to Canada steamship lines limited as a junior most Engineer. I would not only be accepting this low ranking job, but I would also have to pass an examination to obtain a fourth class engineers steam certificate in Collingwood, in the province of Ontario.

I accepted all these conditions, just to gain an entry into the Great Lakes arena knowing full well that I had a superior certificate to sail as a chief engineer in any number of motor vessels on the Great Lakes and being also aware that the company was hiring directly, Chief Engineers from the United Kingdom, with certificates similar to mine.

I was never a quitter and with all the courage of my convictions decided to stay on and fight the unfairness of the system, of how it treats its citizens and new immigrants who are members of the so called visible minorities. Welcome to the real world of the Canadian Shipping Industry.



CHAPTER TWO

THE GOOD YEARS

I DID A research of various shipping companies that were operating the Great Lakes of Canada. There were a number of companies and there were a number of options. Lot of the managers and superintendents at that time were of United Kingdom origin, mainly, English, Scottish or Irish. As such lot of them were still not used to seeing a member of the visible minority or an ethnic person seeking a high position in the industry. I had just returned from the United Kingdom having faced discrimination, people refusing you a position based on the color of their skin. I was soon to face the same situation over the next twenty years in this number one country called Canada.

I finally decided to seek my employment and my future with Canada Steamship Lines, which at that time seemed to be the best choice as it was based in French Canada and not English Canada.

Here is the history of the company I was about to join.

“Canada Steamship Lines can trace its history to 1845 when, as a river-boat company on the mighty St. Lawrence, it began delivering the materials its customers would need to build a nation. From those early beginnings, Canada Steamship Lines steadily rose to a position of prominence in the North American marine industry. The pursuit of innovation strengthened that position throughout the 20th century.

In 1924, Canada Steamship Lines introduced its first self-unloader, the Collier, and a new era of quick and efficient cargo delivery was underway. The prototype was followed by successive generations of self-unloading systems, winning the company a leadership

role in the application of cargo-handling technology on the Great Lakes-St. Lawrence Waterway. In the early 1980s, the company began exporting its expertise to world markets.

Today, the CSL Group, with Canada Steamship Lines in Montreal and CSL International in Beverly, is a dinosaur having left the Canadian Great lakes in shambles, having destroyed the Canadian maritime industry and having moved offshore. Hundreds of Canadian jobs have been lost because of the lack of foresight by greedy Ship owners.

It builds its ships in China and is the great member of the FOC Group, flying flags of convenience to avoid Maritime laws, hiring cheap crews and avoiding taxes by having offshore offices in various parts of the world.

What they put out to the industry is all false news. People who are of average intelligence can see the writing on the wall. Best of all this Shipping company is owned by the present Prime Minister of Canada who is presently being brought down for alleged crimes committed in the name of the Canadian people. Ensuring customers receive the best was a priority at CSL Group—it was true in 1845 but is not true today as you shall see by reading my book,

For further information on the illegal operations of this once upon a time Great Shipping Company, one should access the website www.cbc.ca/disclosure/anchorsaweigh.

So, on a bright Monday morning in July 1973, I went to the offices of the Canadian Coast Guard and appeared for a fourth Class Steam Certificate Examination, so that I would be able to get this junior Engineers job, which I had been offered by Canada Steamship Lines Inc. I got the results the same afternoon and after hearing the good news that I had indeed been successful in passing this examination, I proceeded to the vessel, the S. S. Fort York.



Upon arrival, I proceeded to the Chief Engineers office who directed me to my cabin after examining my documents. I was also instructed in my duties as a fourth Engineer and what the duties and responsibilities were.

Soon, I settled down in my new job and I started to wonder, if I was doing the right thing by taking on this junior Engineers job and what the future might hold for me in this country.

The first thing I noticed in the work place environment was that the people were all mostly under the influence of alcohol. Upon investigating I found to my surprise that people were allowed to consume alcohol on board Canadian Ships.

This was against the Canadian shipping rules and the Canada shipping act where the consumption of alcohol was forbidden.

But who was I to change the rules. This was up to the Captain of the ship. Many a time, the Captain himself broke the rules. This practice carried on for years till the ecological disaster of the Exxon Valdez in March 1989.

(<http://encarta.msn.com/encnet/refpages/refarticle.aspx?refid=761568901>).

The following is an excerpt from the site.

Exxon Valdez, American oil tanker that went aground on a reef in Prince William Sound, Alaska, at night on March 24, 1989. The 301-m (987-ft) tanker started to leak oil, and the leakage continued for two days, totaling 260,000 barrels, the largest oil spill in U.S. history. The tanker's remaining 1 million barrels of oil were removed from the hold of the damaged vessel and transferred to other tankers operated by the Exxon Corporation.

The cleanup of spilled oil was slow to be organized because Exxon and the Alyeska Pipeline Service Company were not prepared for the disaster. The oil slick eventually coated about 1770 km (1100 mi) of the Alaska shoreline, including numerous islands in the sound. Tens, possibly hundreds, of thousands of shore-nesting birds were killed by the slick, as were several thousand sea mammals, especially sea otters.

The biggest economic concern was for Alaska's important salmon and herring fisheries. These were seriously affected in 1989 but subsequently recovered.

The captain of the Exxon Valdez, who had a history of substance-abuse problems, lost his job after the accident and faced criminal charges for leaving command of the ship to an officer not certified to handle it inside the sound. In 1991 the state of Alaska and the federal government came to an agreement with Exxon and the Alyeska

Pipeline Service Company regarding damages caused by the Exxon Valdez oil spill. The settlement covered civil and criminal claims as well as restitution.

Fines and restitution payments totaling more than \$1 billion were agreed upon, to be paid over a 10-year period. This disaster was a wake up call to the Marine Industry as such. I had been fighting for over twenty years to make the workplace on board in the Engine Room department a drug and alcohol free environment but only after a disaster like the Exxon Valdez that people in the industry realized the cost it had been paying all these years for having no sets of rules in place, to be followed, as there were no in authority to instill these rules, for a clean work place environment, even though the policy dictated it.

If the consequences of one's actions are felt only by one's self, one will take optimal precautions to avoid accidents. Economists predict that a rational person will invest in accident avoidance just enough resources so that the marginal cost of accident avoidance equals the marginal benefit of accident avoidance. This minimizes the total of the two costs: the cost of accidents plus the cost of precautions.

In the case of accidents that affect others, the individual's incentive to take precautions is not optimal, unless the liability system acts to "internalize" the costs of accidents. Various liability rules (such as strict liability, negligence, and no fault) affect people's incentives to take economically appropriate precautions. If people know that they can be held responsible for some or all of the costs or damages sustained in an accident, they will change their behavior to make the accident less likely to occur or to reduce the damages should it occur.

This was not the case with the company I worked for as these people were protected by the society of free Masons where these people could do no wrong

Some liability systems produce too much precaution; others produce too little. An excessively cautious individual may reduce the chances of an accident to zero by staying home in bed all day, but the cost in lost income would be very high. Similarly, a liability system that yields too much precaution may lead manufacturers to produce the only perfectly safe Ships—one that never leaves the Harbor. Conversely, if the liability system did not allow people involved in automobile accidents to sue the responsible party for damages, drivers would have less incentive to be careful.

Any liability system that seeks to optimize the trade-off between the costs of accidents and the costs of preventing them must take into account, among other things, all the costs associated with accidents.

If some important category of costs is ignored by the system, individuals will tend to take too little precautionary action. By the same token, if the system exaggerates the costs, there will be a tendency to take too much precaution.

I carried on sailing on this vessel under these strange set of circumstances. After about six weeks, I decided to call the superintendent engineer in the company and ask him for a promotion as I was not about to sacrifice my years of expertise and knowledge while sailing in this position as a junior engineer. I had much to offer the industry.

So after much convincing, I was offered a job as a Second Engineer on board a self unloading Bulk Carrier. The Ship was the Motor Vessel Saguenay. The Second Engineers duties are very intense.

He is in charge of all machinery on board the ship reporting to the Chief Engineer. Also it was my first job on board a Self-Unloader as it was called.



From the Great Lakes and Shipping Magazine, here is a write up about this vessel.

“Ordered by Canada Steamship Lines of Montreal, QC in 1963; this vessel was originally constructed as a Great Lakes straight deck bulk carrier and was one of many similar vessels (known as “730-footers”) built for Canadian owners in the early 1960’s as a result of the opening of the new St. Lawrence Seaway in 1959. Built as

hull #647 by the Davie Shipbuilding Ltd. of Lauzon, QC, the new laker was launched as the Saguenay (2) on June 18th, 1964. Being the 2nd ship to bear the Saguenay name in the Canada Steamship Lines fleet; the new vessel was named to honor Saguenay County, Quebec.

Throughout the Saguenay's career on the Great Lakes, the laker set several cargo records as well as established a couple of innovative "firsts" for the Canadian Great Lakes shipping industry".

"The Saguenay was the first "730-footer" Canadian bulker to be diesel powered instead of the tradition steam turbine power. The use of diesel power saved valuable space due to the smaller engine room and combined with the use of alloys and plastic piping reducing weight, allowed for increased cargo weight and cubic capacity. The bulker was powered by 4 Fairbanks Morse 2,000 b.h.p. 12 cylinder opposed piston diesel engines built by the Canadian Locomotive Co., Kingston, ON plus 2 auxiliary V-12 cylinder Caterpillar diesels for a combined 9,400 b.h.p.

These engines were coupled via clutches to a final drive gear box with the power being fed to a single controllable pitch propeller. Fueled by marine diesel oil, the bulker's rated service speed was 17.25 m.p.h. The Saguenay could be said to have pioneered this engine arrangement as several Canadian lake boats built after were similarly equipped. Examples would include the Manitoulin, Canadian Miner, Algocen, Agawa Canyon and others. Six holds were serviced by 17 hatches where the Saguenay could carry up to 26,850 tons at her assigned mid summer draft.

As originally built, the Saguenay's overall dimensions were 730'00" loa x 75'02" beam x 39'08" depth, 18,058 gross tonnage, and 13,009 net tonnage

"After sailing in ballast from Lauzon, QC to Sept Isles, QC; the Saguenay set a Welland Ship Canal iron ore record on her maiden voyage carrying 25,469 tons of Labrador ore from Sept Isles to Cleveland, OH having passed upbound through the Canal on Aug. 17th, 1964. On her 2nd laden voyage, the Saguenay carried a record 28,252 net tons of coal from Ashtabula, OH to Hamilton, ON. Other records followed shortly after including 945,597 bushels of grain downbound from the Lakehead and 1,361,643 bushels of oats. On June 16th, 1966; the Saguenay carried a record 25,279 tons of ore from Picton, ON to Lackawanna, NY only to be followed on Sept. 25th, 1966 with a new Seaway iron ore record of 25,910 tons". "The Saguenay was converted to a self unloader by Port Arthur Shipbuilding Co. during the 1971/72 winter lay up at Thunder Bay, ON. Included during the conversion was the lifting of the top deck thus increasing the molded depth by 5 feet.

The self unloader consisted of a belt conveyor system feeding the cargo to a forward mounted 250' discharge boom that could swing 105 degrees to port or starboard and discharge iron ore at a rate of up to 6,500 tons per hour or coal at a rate of up to 5,200 tons per hour. The Saguenay could now carry 30,500 tons at mid summer draft of 30'09" and 23,900 tons at the old Seaway draft of 26'00". The Saguenay had the cubic capacity to carry 28,000 net tons of coal. The "new" self unloader's overall dimensions became 730'00" loa x 75'02" beam x 44'08" depth, 20,148 gross tonnage, and 14,947 net tonnage. The Saguenay returned to service Aug. 9th, 1972 departing Thunder Bay with 24,070 tons of iron ore for Hamilton, ON. The remainder of the 1972 season saw the self unloader manage 41 cargoes of which 36 were coal".

"The Saguenay was noted on April 24th, 1975 to have collided with the saltie Festivity while crossing Lake St. Clair, the laker sustaining only minor damage. On March 26th, 1976; a smoldering fire was noted in numbers 2 and 6 holds while at Montreal, QC.

In the mid 1970's, Canada Steamship Lines was called upon to move coal from Sydney, NS (on Cape Breton Island) back into the Great Lakes. As it stood at the time, Great Lakes vessels were only strengthened enough to allow them to operate from Lake Superior to Anticosti Island (located at the mouth of the St. Lawrence River). Lake boats were not strengthened enough to allow for the wave-bending stresses imposed on similar sized vessels sailing on the North Atlantic".

"One solution was being negotiated with Lloyd's and the Canadian Coast Guard to allow lake boats to take an indirect "Gulf Corridor" route to Sydney through sheltered waters including passing between Prince Edward Island and the Canadian mainland. CSL did not see this as a viable solution both economically and on a transit time basis. Ships designed for unrestricted ocean service were built with a strength factor of 100 whereas lake vessels, due to their restricted service limits, were built with a strength factor of 50.

After many discussions and analysis, an agreement was reached between CSL, Lloyd's, and the Canadian Coast Guard that a strength factor of 80 would be sufficient to allow for the sailing from the mouth of the St. Lawrence River directly across the Gulf of St. Lawrence to Sydney, NS; thusly the origin of the "Nova Scotia" class of ship in the Canadian fleet".

"The Saguenay was brought to Collingwood Shipyards, Collingwood, ON for the required strengthening and, in April of 1977, became the first Nova Scotia class vessel in the Canadian fleet. Following the successful operation of the Saguenay on

the Sydney coal run, vessels built to the Nova Scotia strength standard were permitted to operate within the North American continental shelf of the eastern seaboard thus allowing for operations as far south as the northern part of South America. The Saguenay managed 48 trips bringing coal from Sydney back to Great Lakes over the years”.

But what they forget to tell you was, when the shipyard strengthened the vessel's hull, they forgot to strengthen the Rudder of the ship and the Rudder nearly fell off on one of the trips I was making from Sydney, Nova Scotia to Hamilton Canada.

“Into the 1980's, the Saguenay continued to achieve or set standards for the industry. On June 23rd, 1981; a record port coal cargo of approximately 26,000 tons was loaded at Erie, PA. Following the completion of a new dry bulk storage and distribution facility at Toledo, OH; the Saguenay delivered the facility's first load, a 14,051 ton shipment of potash from Thunder Bay”.

“On November 21st, 1992; the Saguenay loaded 23,499 metric tonnes of stone at Meldrum Bay, ON for Port Cartier, QC. After completing the unloading, the self unloader departed Port Cartier November 27th arriving in Toronto, ON November 30th for lay up. The Saguenay never sailed under her own power again”.

“As a self unloader, the Saguenay managed a total of 954 cargoes. Coal, the most common, accounted for 530 loads while iron ore accounted for 246 trips. The most significant of the remainder of the shipments were those of wheat, stone, salt, and corn. Other loads included those of coke, sand, quartzite, gypsum, slag, potash, bentonite, and sand”.

“In 1997, the Saguenay was sold to Pierre Gagne Contracting, Thunder Bay, ON for use as a storage barge in a dredging project to clean up contaminated sediment from the Thunder Bay harbor. The retired self unloader departed Toronto on September 28th, 1997 under tow of Purvis tug Avenger IV arriving in Thunder Bay early on October 8th being moored at the old CN Rail ore dock. The Saguenay was renamed M.A.C. Gagne in 1998”.

“By 2004, the M.A.C. Gagne had outlived her usefulness and was sold for scrap. Late on May 20th, 2004; the M.A.C. Gagne left Thunder Bay harbor under tow of McKeil Marine's 2,150 b.h.p. tug Doug McKeil. The tow would meet up with the Netherlands registered 8,200 b.h.p. ocean tug Simoon at Montreal, QC. The Simoon will take the M.A.C. Gagne, once the pride of the Canada Steamship Lines fleet, to Bangladesh to meet her fate with the scrappers' torches”.

I spent many months on this vessel in 1973 and was later asked to relieve on this vessel as a Chief Engineer in 1976 and 1977. Please also see chapter-21-Marine Disasters—ship accidents with regard to this vessel.

It was a ship that was using a new technology, developed in Canada. Ships were able to discharge its cargoes at a high rate, close to six thousand tons an hour of bulk cargoes. I spent quite a lot of time in learning this new technology. This helped me in operating these ships for the next twenty one years of my shipping career in this Company as a Chief Engineer.

After about a year of sailing as a second engineer, I approached the company again asking them if they would consider promoting me to a Chief Engineer. I now had the knowledge and the experience to operate self unloading vessels. Their reply was that I did not have enough self unloading ship experience and they would consider this at a later time.

So in the spring of 1975, I received a letter from the Superintendent Engineer, offering me a Reserve Chief Engineers position. I was asked to sign a contract if the foregoing was acceptable to me. I jumped with joy in getting this opportunity and knew after a lot of hard work and separation from my family that at least I could start building a life for my family and myself in what I called Trudeau's Canada. It had been Mr Trudeau's liberal policies that had opened the doors to Canada to ethnic minorities.

It had taken me nearly three years of conscientious work to get where I wanted to be, a Chief Engineer in the biggest Canadian Great Lakes Shipping Company. We had at that time a fleet of over thirty ships, (Pl see ship lists for 1975) which included Self Unloaders, Bulklers which were called flatbacks, Package freighters and Cement Vessels. Most of the vessels were trading on the great lakes but some like the M.V.Eskimo and the M.V. St Lawrence were also trading to the Canadian Arctic.

Mr. Paul Martin was the new President of the company and as such was responsible for the management of the fleet of ships. I am sure that Mr Martin knew of the inside working of the fleet and he cannot be ignorant of the fact that he saw the decline and the beginning of the end of the Great Lakes Fleet under his stewardship.

He must surely be proud of his achievement and now he can do to the country what he did to the shipping fleet.

My first job assignment as a Reserve Chief Engineer was to fit out the M.V.Rimouski, a Bulker carrying grain from Thunder Bay to Montreal, Quebec city and down the St

Lawrence River to Sept Isles, a journey of about ten days, depending on the traffic on the Great Lakes, from one end of lake superior to the mouth of the Atlantic Ocean-where the great lakes ended and the Atlantic Ocean began.



I was given this assignment by Mr Robert Reid, who was then the superintendent Engineer for the Canada Steamship Lines Fleet of Ships. My wife and I were invited to take part in the company meeting, which was called the Captains and Chief Engineers meeting. It was the first of many meetings that we attended. It was mostly held in Montreal, close to the company head offices of Canada Steamship Lines.

It was a venue that lasted three days and here is where we would meet all the big Whigs of the company. All the Captains and Chief Engineers and their wives would have a chance to meet once a year with all company officials.

This was also the first time that I would have a chance to meet Mr Paul Martin. He was at that time the President of the company. The meetings were conducted in large five star hotels in Montreal and no expense was spared to make it a success. There was plenty of Alcohol available and if one needed to see drunken sailors wandering the aisles of the hotel lobbies, his wishes would come true at these company meetings.

Those were the days my friends when it was okay to be under the influence of mind altering drugs and command 60 million dollar ships It was the order of the day.All the Great Lakes Vessels, needed fitting out and laying up. These were procedures that

were strictly adhered to, since there was no winter navigation in the Great lakes due to extreme cold weather conditions that did not permit safe navigation. Ships were laid up soon before the St Lawrence Seaway closed its doors for Navigation. This varied from year to year but it occurred mostly from the end of December to the end of March.

These procedures usually took about ten days depending on the amount of work that needed to be performed by the Engineers.

The ships had to be made ready for the Canadian Coast Guard inspections and all preventive maintenance of machinery on board the vessels completed prior to setting sail and carrying cargoes of various kinds. Bulk Cargoes consisted of Barley, Soy Beans, Sugar, Corn, Grain, Coal, stones, Iron Ore.

Most of these were Canal size Bulklers carrying a maximum of twenty six thousand tons on each large size Bulker.

Bulkers were of two types, Flat backs which depended on longshoremen on Various docks to unload cargoes and Self Unloaders, which discharged their cargoes at any convenient location by means of equipment carried on board each vessel. The turn around time was much faster for these ships, as these ships did not have to depend on shore based facilities to discharge its load of cargoes. There was a lot more work involved for a chief engineer and his team on these Ships as they had lot more machinery to take care of and as such, more responsibilities.

So began my journey as a Chief Engineer on the Great Lakes of Canada. I was indeed proud to sail under the Canadian Flag. It was an eventful trip and I proceeded to perform my duties to the best of my abilities. The year 1975 was momentous in my sailing career as it was a stepping stone to success and it was also a year in which I came to understand the forces of Nature. The last vessel that I sailed in 1975 was the H.M.Griffith.

I had helped in launching this vessel from Collingwood shipyards in 1974. The vessel was on its way to pick up a load of Grain from Duluth for Montreal. It was the winds and gales of November that we encountered in Lake Superior that fateful year. We had sailed from Sault Ste Marie on the 8th of November and had docked in Duluth, Minnesota on the 9th of November.

There was very heavy winds and a big snowstorm on the 10th of November in Duluth and we decided to stay in the Harbour at Duluth. The next big item of news that we received on that fateful day was the sinking of the Edmund Fitzgerald. Website

address: It was a sad day for all, especially men who sail the Great Lakes. t was a day of reckoning and taking stock of our lives at sea. We were indeed very lucky for not having ventured out on Lake Superior that fateful day and we thanked the good lord for having saved us from what would have been fateful.

I ended the season of 1975, after serving as a relief chief engineer on four ships and I was indeed very proud, having achieved a certain sense of accomplishment in my sailing career. We had learnt to respect the forces of Nature.



CHAPTER THREE

THE LEAN YEARS

I HAD ALSO learnt that having been a professional Marine Engineer and having had the training and having learnt all laws governing pollution and trying to follow maritime laws, I was indeed surprised to see all the ships were polluting the great lakes The whole of the Great Lakes was just a garbage dump for all these ships plying the great Lakes.

Companies did not have the wish to spend large amounts of money on taking care of pollution and they left it to the Captains of all these ships to take care of business. This continued on well into the late eighties. I shall describe later how pollution occurs and what needs to be done to secure the great lakes and an eventual clean up costing millions of tax dollars is at stake here.

Ship owners like Mr Martin did not care how they made their money. It was highly unethical and these ship owners should be made to pay to clean up the Great Lakes as they were responsible partly to the ecological damage caused to one of the major waterways of the world. What does the future hold, you might ask. Unless we as part of the human race take action, the future looks bleak indeed.

The 1976 year began thus. I was asked to go to thunder bay, a Canadian port in Lake Superior to fit out a ship. The vessel was the M.V. Frontenac



ODYSSEY OF A GREAT LAKES SAILOR







Here is a write up of the Frontenac from the Seaway Shipping Magazine. Great Lakes and Seaway Shipping

“Frontenac spent five years as a straight deck bulk carrier before being rebuilt as a self-unloader in 1972-73.

The vessel was constructed by Davie Shipbuilding and launched at Lauzon, Quebec, on December 12, 1967. The ship began service the next year bringing 25,492 tons of ore from Pointe Noire to Hamilton.

Canada Steamship Lines sent the 730 foot long freighter to Collingwood in 1972 and it emerged the next year as a 17,808 gross ton self-unloader. During the experiment with year around navigation on the Great Lakes, Frontenac operated into the winter. It was noted to close the Welland Canal on January 18, 1975 ending the waterway's longest season. Sailing had been extended due to the accident that destroyed Bridge 12 at Port Robinson after a collision with the Steelton.

Frontenac technically ended the 1974 shipping season at Sault Ste. Marie April 1, 1975, proving they could keep the locks open all winter.

Frontenac handles her share of ore and coal but has also been especially fitted for the cement clinker trade between Picton, Ont., and Essexville, Mich. Stone is another popular cargo and this was the first ship to load at the new stone dock at Bruce Mines, Ont., arriving on May 24, 1996”.

Before the start of the shipping season, a letter of appointment is sent out to all Captains and Chief Engineers as to the various vessels they are appointed to and given a contract guaranteeing them wages for a fixed period of time at a daily rate of pay.

Reserve Chief Engineers are used to relieve the regular appointed chief engineers during vacation periods and during sickness periods. Once this was over, the relief Chief Engineers rode shotgun with the other Chief Engineers.

I also found out that I was being used to do all the work done by the regular Chief Engineers, like fitting out two and three ships in the Harbor and when the regular Chief Engineers returned from their vacation in the sun (Usually from the Caribbean and Florida) to take over the Ships just before it set sail, these regular Chief Engineers also were given the fit out bonuses—a cash bonus depending on the type of ships they sailed and I found it was highly unethical for the company not to have paid the Reserve Chief Engineers, a share of the bonus. That was the order of the day and so I took note.

I performed my usual tour of duty for 1976, taking into account the various things that were happening. It was my second year as a Chief Engineer and I was learning the ropes.

The company at that time belonged to the Power corporation of Canada, a large conglomerate and I was happy to be part of the team of players that played various roles to keep the future bright and prosperous. I was a small player playing my part.

Shipping accidents were very common in the seventies and eighties. This was mainly because of substance abuse by a lot of Captains, Chief Engineers and crews of all the great lakes ships. Nothing was being done to cure this problem. Shipping companies were losing millions of dollars in lost time, cargoes and insurance costs because of negligence and a total lack of care and shirking of responsibilities.

Please see a detailed list of undesirables that sailed the great lakes on these ships plying the Great Lakes under the Canadian flag in CHAPTER ELEVEN. By viewing this list one can imagine the working conditions that was prevalent on most if not all these ships belonging now to the finance minister of the country and a member of the Canadian Parliament. He must have been a proud man indeed.

It shows one the lack of respect and intolerance and the abuse of basic human rights in the Canadian Shipping Industry and it says a lot about Canada's national policy on Human rights issues. They profess to be the leader amongst all nations of the world on Human Rights issues and yet such things are allowed to go on, depriving one of the basic needs of life liberty and the pursuit of happiness.

Manning these ships with proper crews were also a major problem on the great lakes. Any barber or tailor, butcher, baker or a candlestick maker could apply for a job with the unions on the Great Lakes and be hired to work on these ships as sailors. There were no proper training schools for sailors.

Also most of the officers both deck and engine came up the ranks so they lacked the professionalism required to sail these ships. Certification required to sail these lake vessels was the minimum required. Everything seemed like a fraternity and outsiders were not easily allowed to come in and change things. It seemed like protectionism everywhere.

I was also to learn later of the fraternity of free masons that was very prevalent in this Shipping Company, how no one of that denomination could do no wrong and there were major cover ups. I could not understand for a long time why no one in the industry ever got fired for causing accidents to these million dollar vessels, by being under the influence and for being substance abusers.

Companies and insurance companies who were underwriters for these vessels were losing millions of dollars, yet nothing was ever being done. These incidents continued till the Exxon Valdes disaster in 1988-which was a wake up call to the industry in north America. Please see www.

Companies also did not care as most ships were being built on subsidies from the Canadian Government. The last ship that was built was the Louis R Desmarais from Collingwood Shipyards in 1979 and the Jean Parisien from Davis Shipyard in Lauzon, Quebec. These were built in company owned shipyards and were built with Canadian Government subsidies.

For example, a Captain required only a Inland Masters certificate and a Chief Engineer required only a Second Class certificate to Sail in these lake ships, no matter what size it was. So when some of us came to join these ships and work with superior foreign going masters and chief engineers certificate in the great lakes, it posed a major threat to the others with lesser qualifications.

Some in the Head office, like Mr Robert Reid the Superintendent Engineer and Captain Joseph Smith the Marine Superintendent, welcomed this change and had the foresight to hire professionals like us, as they saw a bright future on the horizon.

I was one of the first member of an ethnic minority, a member of the visible minority to be promoted to the rank of a Chief Engineer. Once the company was made aware of the professionalism that we brought to the fleet, it made it easier and paved the way for others members of the ethnic minorities to come to work for this company. This was in the early seventies and the shipping tonnage was on the increase, fleets were expanding. The world seemed to be at peace since the end of the Viet Nam War and Watergate.

I continued my work relentlessly. I wanted to make this company a great company, by working hard and by following the work ethics of a professional Marine Engineer.

Following is an excerpt from the Society of Naval Architects and Marine Engineers code of ethics that we as marine engineering professionals practiced. Engineering work has become an increasingly important factor in the progress of civilization and the welfare of the community.

The Engineering profession is held responsible for the planning, construction and operation of such work, and is entitled to the position and authority which will enable it to discharge the responsibility and to render effective service to humanity.

That the dignity of their chosen profession may be maintained. It is the duty of all Naval Architects and the Marine Engineers to conduct themselves according to the principles of the following code of ethics.

The Naval Architect and Marine Engineer will carry on his professional work in a spirit of fairness to employees and contractors, fidelity to clients and employers, loyalty to his country and devotion to high ideals of courtesy and personal honor.

He will refrain from associating himself with or allowing the use of his name by an enterprise of questionable character.

He will advertise only in a dignified manner, being careful to avoid misleading statements

He will regard as confidential any information obtained by him as to the business affairs and technical methods of a client or employer.

He will inform a client or employer of any business connections, interests or application, which might interestedly influence his judgment or impair the disinterested quality of his services.

He will refrain from using any improper or questionable methods of soliciting professional work, and will decline to pay or accept commission for securing such work.

He will accept compensation, financial or otherwise for a particular service from one source only except with full knowledge and consent of all interested parties.

He will not use unfair means to win professional advancement or to injure the chance of another Naval Architect and Marine Engineer to secure and hold employment.

He will cooperate in upholding the profession of Naval Architecture and Marine Engineering by exchanging general information and experience with his fellow Naval Architects and Marine Engineers and students and also by contributing to the work of Technical Societies, Schools of Applied Science and the technical press.

He will interest himself in the public welfare in behalf of which he will be ready to apply his special knowledge, skill and training for the use and benefit of Mankind.

Unfortunately, this was not practiced by a lot of professionals in the fleet as it turned out, because of conflict of interests and being members of the society of free masons,

they were not bound by these ethical philosophies. This was my biggest challenge as a Chief Engineer, to try and bring some professionalism and ethical values. I tried this during all the years I worked for this Company, but I must say I failed because there were more people against this kind of new philosophy as I tried to carry out my job with all the deepest courage of my convictions.

I am sure there were similar rules and code of ethics and conduct for Navigating Officers in the Maritime Industry. But there were not too many professionals practicing this kind of ethical behaviour as we had a Chairman who had the finest mind of the twelfth century and they always blamed it on inexperience and being a young country that was in its infancy and were allowed to make mistakes in its infancy, while growing up to be a great Nation. They could not learn from History, the mistakes made by other Great Civilizations before them, they needed to learn from their own mistakes.

1976 Started out very badly. It is the practice of Ship owners to use Ships that are laid up for the winter months for storage purposes especially with bulk cargoes like grain. This is due to the fact that there is no navigation on the Great Lakes from the end of December to the end of March each year and the Company gets paid for this service. One of the company's ship called the Saguenay was used for such a purpose.

It had loaded twenty six thousand tons of Grain and was laid up with this storage in the Port of Montreal. Usually these ships are used as storage as the granaries are full. Sometimes when the granaries get empty during the winter months, these ships unload the grain into the hoppers ashore. On this occasion when it was decided that this procedure had to be carried out, a team of people usually a Chief Engineer, a tunnel man and a Chief officer were sent to unload the grain from the ship to the shore facility.

After a few weeks after the ship had been laid up in the Port of Montreal, On a routine inspection, there was excessive heat being generated in the tunnel of the ship. On further investigation, it was found that the grain in the Cargo hold was on fire. This was due to the fact that the cargo lights in the hatches were left burning in the Cargo holds of this vessel. Proper lay up procedures were not carried out as the lights in the cargo Hold should have been shut off before the crew went home for their winter holidays. The ship, a fifty million dollar entity was left in charge with an unqualified person as a shipkeeper. Shipkeeper is just a watchman who is left on board a ship for about two months while the crew went on a winter lay up. All ships personnel were laid off their jobs during the winter months when there was no navigation in the Great lakes system.

This concentrated heat from the lights had set the grain on Fire. As usual there was a cover up to hide the fact that it was sheer negligence on the part of the officers of the

ship who had laid up the vessel prior to leaving the ship. All I know was there was a major investigation. The regular Chief Engineer was replaced by a new one for answering questions to the investigators. The grain was on its way to Europe and finally it was sold to Belgium for feeding farm animals.

I do not know if the facts ever came out that the fire was caused by negligence and I wonder if the insurance underwriters ever got to know the true facts of the case. This was my introduction to one of the unethical business practices carried out by Ship owners. Nothing was ever said or done to the people who had caused this accident amounting to millions of dollars.

Ship building at that time in Canada was being subsidized by the federal government and the government continued its subsidies till the late nineties as is evident by the latest disclosure by the present prime minister Mr Martin, whereby his company received close to one hundred and sixty seven million dollars. How can one condone such actions by a leader of a great nation, the nation I emphasize is great but not the leaders. Please see the www.cbc.ca/disclosure/anchors_away and read all about Mr Paul Martin in the archives—"Anchors Away"

It was a good year for shipping. I managed to finish the season without a mishap. It was a indeed a very tiring year I relieved as a Chief Engineer on five ships that year and it was also a learning experience, specially on self unloaders. We as chief engineers were called to do extra work and as such we had less time at home with our families. The captains went home, once the vessel was laid up and secured to the Dock. They went on holidays in the sun while we toiled in the cold Canadian Arctic air to prepare the ship for the next season. As relief chief engineers, we were at the mercy of the company's whims and fancies.

We were the new kids on the block and as such had to cater to the immediate needs of the company as a whole. The senior chief engineers did not seem to care for the company as much as we the new immigrants as often is the case cared because we were still learning the ropes. So we toiled and sweated for the good of the company and as we were concerned about the future of the shipping industry. I still fail to understand how one man for political gain can willfully damage the lives of twelve people, Canadian tax payers who came to seek a better life in this country.

I shall go in detail how one man, namely myself, who took on the might of the finance minister of the number one country in the world—CANADA, namely Mr Paul Martin. You will read all about how he deliberately changed the Constitution of Canada by undermining the Canada Shipping Act in order to prevent me from getting my job back after I had filed a case for wrongful dismissal by his company with the federal labor of Canada.

I will present documents to prove my case in this book, even though I was not allowed to pursue life, liberty and happiness in this country of Canada.

By the time it came for ethnic cleansing of this “great white fleet” as quoted by Mr Collard in his book, “Passage to the Sea”, there were twelve members of ethnic origin who were forcibly let go by Mr Martins Shipping Company and in their place Caucasians were hired to replace them. This book mainly deals with the race issue, and how race came to play a major role in the wrongful dismissals of a whole group of mainly Canadians of Indian origin.

The professionals who were asked to leave forcibly had together as a team with over 200 years of expertise in the MarineTransportation Industry worldwide.

1977 turned out to be another year where I was asked to go on relieving other Chief Engineers on various ships. I did not question anyone and continued to do as asked.

The senior Chief Engineers were given newer ships to sail on and the junior Chief Engineers” the so called reserve Chief Engineers’ were mostly given older Ships’ to sail and were used mostly for relieving purposes.

The fleet was expanding and the company started to hire more Engineers from the ethnic minority, specially after seeing what we as professional engineers’ were capable of doing.



CHAPTER FOUR

CHIEF ENGINEER— DEFINITION AND DUTIES— GREAT LAKES STYLE





THE TRADITIONAL STYLED self-unloading Great Lakes bulk carrier Manitoulin was built by Davie Shipbuilding Co., Lauzon, PQ for Canada Steamship Lines, Montreal, PQ. Being the first self-unloader built at this yard, the Manitoulin was launched May 26, 1966 and delivered to her owners on July 6, 1966. She is powered by 4 Fairbanks-Morse 38D8-1/8 diesel engines with a total installed horsepower of 8000 and is equipped with a bow thruster. Her 22 hatches feed into 6 holds where she can carry 24,500 tons at maximum Seaway draft of 26 feet and is capable of carrying 28,100 tons at her maximum mid-summer draft of 29 feet. The Manitoulin's bow-mounted self-unloading discharge boom can be swung 100 degrees to port or starboard and unload at a rate of up to 6,000 tons per hour.

The Manitoulin's first cargo consisted of 22,000 tons of manganese ore from Contrecoeur, PQ to Ashtabula, OH. On Dec. 13, 1966, she carried a record 22,446 tons of limestone from Port Colborne, ON to Cleveland, OH; the previous record having stood since 1953. Her career on the lakes has seen her carry millions of tons of coal as well as cargoes of ore, salt, grain, stone/aggregate, and cement clinker; all on behalf of Canada Steamship Lines. The Manitoulin has been noted as having delivered the first bentonite shipment to a new taconite ore pelletizing plant in Port Cartier, PQ in 1977. The Manitoulin has also participated in an ongoing project where CSL vessels load or top-off large ocean-going bulk carriers in the deep waters of the Gulf of St. Lawrence. Over the years, the Manitoulin has had only a few

notable grounding and minor mishaps; none of which resulted in any major damage or injury.

Some of these events include a minor collision with the ocean vessel Saint Marcell in December 1971, a conveyor fire at Port Weller Dry Docks in January 1977; grounding off Sandusky, OH and west of Montreal, PQ in the St. Lawrence River in 1986, and a grounding in the Rouge River, Detroit, MI in 1998.

The Manitoulin was one of the first of CSL's self-unloaders to have her hull repainted red from the tradition black. This was completed during the winter lay-up of 1996-97 in Erie, PA. Until recently, CSL's self-unloaders traditionally had black hulls and their straight-Decker's had red hulls. Rumors of retirement started late in the 1999 season. The Manitoulin may not be sailing on the Great Lakes for too much longer. In late spring, 2000 she has been a busy carrier; having given her owners 34 years of productive sailing's. If she is retired, her red hull, throbbing diesels, and distinctive whistle will certainly be missed.

TRANSITTING THE WELLAND CANAL

The Welland Canal links Lake Ontario to Lake Erie. The canal is the gate way to the upper lakes allowing ships to by-pass Niagara Falls as they are lifted over the Niagara Escarpment.

The canal is a 27 mile long highway for ships that consists of a series of eight locks lifting or lowering a vessel a total of 326.5 feet between the lakes. Each lock is filled and emptied by water flowing from Lake Erie toward Lake Ontario

Ships up to 740 feet in length and 78-feet wide can pass through the canal with a draft loaded as deep as 26-feet 3-inches. Iron ore and grain are the most important commodities carried through the canal. A wide variety of other bulk products such as coal, cement and significant quantities of manufactured and packaged goods also contribute to the traffic on the Welland Canal.

During my sailing days with Canada Steamship lines, I made over two thousand trips through the welland canal. Since I was on a short hop between Lake Erie nad Lake Ontario. We left the port of Hamilton, after discharging 26000 tons of Coal from Ohio ports. The ship was in a ballast condition. In the early days, The ballasting process consisted of filling water from the lake into the twelve ballast tanks on the vessel. The pumps on the ship was used to fill these tanks. The only way to make sure the tanks were full was to overflow these tanks. Once the tanks were full then the overflowed water flowed back through scuppers on the ship back into the lake. This water was polluted as it took with it all the debris, the oil from the Hydraulic winches and any othe pollutants that was contained on the deck of the vessel as the overflow pipes was on the deck. Overflowing

the tanks also caused a pressure to these tanks. This process caused the side tanks to crack and leak. This water, mixed with the coal in the cargo holds and it eventually ended back in the tunnel of the Ship from whence it was put back into the lake again as there was no other place to put the trash. These lakes became a garbage dumping ground for these so called “Lakers”. Please remember we were a first world nation and supposed to set an example to the third world countries. But we were criminally negligent.

Foreign ships from around the world use the canal, many carrying steel products manufactured outside North America. After unloading, their cargo holds are cleaned out and loaded with grain from the North American heartland for shipment overseas. The Chief Engineer is in charge of all running and maintenance of machinery on board a ship. He is given the license to operate by the ministry of transport of Various Governments. It takes a lot of years of working experience and studies in order to achieve this qualification.

In countries like India, only people with a University undergraduate degree can become a Marine Engineer. In Canada, there were and never have been till the early eighties a professional course of study to become a Marine Engineer. The country did not emphasize the importance of having a Merchant Marine fleet and did not see the importance, the unions destroyed this by demanding wages which were out of this world and as such the Ship Owners were forced to leave the business to other countries to import and export their commodities. This happened in the forties and fifties.

The only thing that was going for the Canadians was the inland water fleet whereby they were allowed to trade within the confines of the Great lakes. There was an incestuous relationship between the great lakes shipowners. Their narrow and short term policies were instrumental in the destruction of the inland transportation industry. Today they are a dinosaur industry, thanks to people like Martin, who is directly responsible for the demise of the shipping industry in Canada. They kept it very clannish and only Canadians were allowed to sail these so called “great white Fleet”.

Also since most of the people who sailed the inland water ships were not professionals in the true sense of the word as most of them rose from the ranks, they prevented professionals with a wider knowledge and education to penetrate this arena as it was a great threat to their jobs.

Lesser certificates were required to sail these ships for both captains and Chief engineers. The captain required only an inland masters certificate and the Chief engineer required only a second engineers certificate of competency. The country had to do with what it had.

When I entered this arena with great difficulty, it was a serious threat to the industry as people were afraid of the changes that was to take place in the next twenty years in the

industry. I was one of the first member of an ethnic minority with a superior qualification to enter the shipping industry in Canada. I paved the way for other professionals of the ethnic minority to enter the industry to bring some sense of professionalism and a welcome change to the industry.

Some people with foresight saw these changes and welcomed us with open arms as this was the Trudeau years in Canada and he as a world leader with a vision welcomed ethnic minorities into the country as immigrants.

The Chief Engineer's duties consisted of the following.

The responsibilities of a Chief Engineer are set out in

The Fleet Operations Manual as follows:

“The Chief Engineer is responsible for the administration of the Engine Department for the safe, efficient and economical operation and upkeep of all machinery throughout the vessel, and for the maintenance of compartments and equipment hereinafter specified. He shall operate the main propulsive machinery as required by the Master, subject to the limitations of its power, speed, and fuel consumption.

The Chief Engineer has authority over the entire Engine Department personnel, and has full charge of the operation and maintenance of all machinery, subject to the provisions of these instructions.

Responsibilities of the Chief Engineer

The Chief Engineer, when joining a vessel, shall take charge as per the Company's Procedures. He shall make a complete check of all the documents and data that he is responsible for, and familiarise himself thoroughly with the operations of the vessel. He is required to make himself fully acquainted with the Safety Management System, Instruction Manuals, Company Circulars, and the operational history of all equipment on board.

The Chief Engineer is responsible to the Master for all matters concerning the engine department. He is to maintain a close liaison, and work in full co-operation, with the Master. He is to personally inspect all machinery spaces at regular intervals whilst the vessel at sea and in port, thereby becoming thoroughly familiar with the conditions under which all machinery is operated, and the manner in which it is being maintained.

The Chief Engineer is personally responsible for all Bunker Management, and is to supervise all bunkering operations. The Company's guidelines on bunkering are to be

followed in full. The Chief Engineer is to liaise with the Master with regard to bunker requirements and specifications of all fuel to be stemmed.

There are major conflicts between what the company policy dictates and what the union agreements between company and Union states.

The union policy clearly states that the chief Engineer is not allowed to carry out any work normally performed by other union members but given the nature of the business and the state in which the union members were at any give time, mostly incapacitated and under the influence of mind altering drugs constantly, it was indeed a major requirement of Chief Engineers to be constantly aware of such situations and take evasive actions, which I did all the time.

Evasive action was as follows to make sure that all policies were followed as during those early years of my time spent in the fleet as a chief Engineer, there were no set policies. My first agenda was to make sure that no one got hurt by following these steps which I had to take in order to keep the fleet operational and with minimum costs. A sytem of warnings was instituted whereby the individual is given three written warning and then his job is terminated. It is like in baseball, an American game in which the saying goes "Three strikes and then you are out". It is a simple legal procedure wherby the legal precendence is followed to the hilt.

Then,sometimes the human element comes in and compromises are made as emotions sometimes takes over and then that becomes a weakness issue wherby one loses the whole purposes of the initial agenda and everything is compromised.

I was appointed as a Chief Engineer on the Motor Vessel Manitoulin in 1978, a ship that was built in the great lakes-please see the following website and articles for information on this Great Lakes Vessel:

<http://www.boatnerd.com/pictures/pictures.htm#M>

From the Great Lakes and Seaway Shipping

By George Wharton

The traditional styled self-unloading Great Lakes bulk carrier Manitoulin was built by Davie Shipbuilding Co., Lauzon, PQ for Canada Steamship Lines, Montreal, PQ. Being the first self-unloader built at this yard, the Manitoulin was launched May 26, 1966 and delivered to her owners on July 6, 1966. She is powered by 4 Fairbanks-Morse 38D8-1/8 diesel engines with a total installed horsepower of 8000 and is equipped with a bow thruster. Her 22 hatches feed into 6 holds where she can carry 24,500 tons at maximum Seaway draft of 26 feet and is capable of carrying 28,100

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Overall dimensions	
Length	730'00"
Beam	75'00"
Depth	41'00"
Capacity (tons)	28,100 tons

Isolation and Mystery.

<http://continuouswave.com/north-channel/manitoulin.html>

All islands seem to evoke feelings of mystery and timelessness. Manitoulin may only be located a few hundred miles due north of Detroit or Toronto, but reaching it—other than by boat—has always been difficult.

Hard to Reach

Manitoulin approaches the mainland of Ontario only at the island's extreme northeast corner, and, even then, it actually only makes contact with two other islands, reachable only at the end of a mountainous peninsula. To reach Manitoulin from Mackinaw City in Michigan's lower peninsula, you must cross the Straits of Mackinac, travel 50 miles across Michigan's upper peninsula, cross the international border at Sault Ste. Marie, bridge the St. Mary's River, traverse 200 miles of Ontario mainland forest, and wind your way down the rocky hills to the Little Current passage.

When you consider that many of the bridges along this route were not built until the mid 1950's, you can see the historical difficulty in reaching the island from the south via automobile.

- *MANITOULIN—This name implies the residence of MANITOES, or geni, a distinction very commonly attributed to the Islands.—HENRY'S TRAVELS.*

Indians

The presence of its native people adds to the mystic and spiritual quality of Manitoulin. I believe that for the Indians, Manitoulin was a sacred place. Today there is a large Indian population on the island, which was once entirely an Indian reserve.

Relics of the Past

It is probably safe to say that 100 years ago more people lived and worked in the Manitoulin Island region than today.

The Total Magic of Manitoulin

When you mix these elements together—Island, Isolation, and Indians—you get a powerful combination.

An Indian To His Love (Excerpt)

Here we will moor our lonely ship
And wander ever with woven hands,
Murmuring softly lip to lip,

Along the grass, along the sands,
Murmuring how far away are the unquiet lands:

... when we die our shades will rove,
When eve has hushed the feathered ways,
With vapoury footsole by the water's drowsy blaze.

From *Crossways*, Wm. B. Yeats, 1889.

I took the above signs to be very positive as I had the spirits with me in this great lakes vessel called the "MANITOULIN", where I was to serve as a chief engineer for the next eleven years.

It was my responsibility and because we had come from third world countries to so called first world countries to make a living as immigrants we were constantly being pressured to give our best and be true to all that is good in this life. We had to be vigilant and be able to give 120% whereas people who were working under us were able to give maybe 30% and get away with it as they did not give a damn about the future of the company or the country, constantly being able to bite the hand that fed them.

I had slowly but surely worked my way up and now I was to be given command as a Chief Engineer on a vessel of my own to manage. People who had come from the United Kingdom were given the first pick before ethnic people were ever considered. We had proven that we could do the same job much more efficiently as we had something going in our favour, we were sober.

So in the spring of 1978, I was appointed as Chief Engineer on the Motor Vessel Manitoulin. This ship was deemed the worst ship in the fleet because of the work involved and because of the run, she was on a short hop between Lake Erie and lake Ontario, carrying coal from Ohio to Hamilton, Ontario on a coal time charter to the Steel company of Canada.

The round trip usually took seventy two hours and the vessel was constantly in confined waters and had to transit the welland canal almost daily on its journey from Canada to the United States and back.

Also the machinery on the vessel was antiquated, having a system of bucket elevators which was originally installed in the initial stages of self unloading technology in 1966. This was used to convey the cargo the vessel carried to discharge in various ports.

I was the eleventh Chief Engineer in eleven years, as there had been one Chief Engineer for every year during the last ten years. None of these Chief Engineers,

wanted to sail this Ship, because of the work involved. This Ship carried more cargoes than any other vessel because of the short hop and as such entailed more use of the machinery and more wear down and more overhauls and repairs. Why would anyone in their right mind want to sail on this Ship, you must start to wonder when as a freemason and a wasp you can have your pick. We as Ethnic Canadians had little or no choice, we were happy to have a job.

So I settled in and started to make improvements. First order of the day was to make sure I had sober crew. This was a major task as everyone of the crew were a "Happy bunch of Sailors" and unless I had the company's backing, I could do little or nothing to make the changes that deemed necessary.

I even went so far to institute a warning system to start a trend to get rid of the so called undesirables, from the "GREAT LAKES SHIPPING INDUSTRY" as the general term used to describe people under the influence and substance abusers and people unable to perform their duties because of their conditions.

I had to go alone as I had no backing from the Company or the Captain of the vessel. In fact the Captain of the ship had to uphold the law but he was unable as he himself was breaking the law. The Canada shipping act states that there is a "Zero Tolerance Policy" on board all Merchant vessels in Canada. The Company themselves were breaking the rules by supplying alcohol to the vessels as an entertainment item. All the Master or the Chief Engineer had to do was send in a requisition to the Company for Alcohol together with mixes. This continued right up to the mid eighties, I would say till the Exxon Valdez disaster.

So one can see the difficulty I went through to institute a NO drug, alcohol policy. This was a very sick industry and I was stuck in it as I had no where else to go. So I decided to stay and fight, whatever the outcome.

I endangered my family as the person or persons I was firing were very vengeful. In one case One engineer try to run me over with his Car, when I had terminated his services. He was chasing my family for a prolonged time and I had to literally put a restraining order on this Man. Guess what, the company rehired this man on another ship. This was indeed against all Company policy but, I suppose Mr Martin was looking for votes from his drunken buddies to get elected to Parliament. What a shameful state of affairs, this land one calls Canada, the so called number one country in the world.

This is how it started, my life aboard a Canadian self-unloader. I managed to hire people who wanted to work and who were sober. I eventually hired some ethnic minorities in the engine room department. This was the only way I could run the Engine room department, but I still had to put up with a lot of drunken sailors during the next eleven years of my life on board this vessel.



CHAPTER FIVE

LIFE ABOARD A GREAT LAKES SELF-UNLOADING BULK CARRIER

SELF-UNLOADERS OPERATE WITH a mix of high-tech and simple gravity. The cargo falls through controlled hydraulic gates onto conveyor belts located beneath the holds. The belts carry the cargo toward the stern of the ship where it's transferred to a loop-belt system and lifted toward deck level. Once there, it is released onto the discharge boom, which is slewed to either port or starboard—up to 65 meters from the side of the ship—and then is off-loaded to the shore, either directly onto a stockpile or into a receiving facility a range of unloading rates up to 5,000 tons per hour. The ability to discharge on shore or off shore with no, or at least minimal, capital investment at the receiving facility. These advantages translate into the following benefits for the end user: Speed—Discharge is faster than conventional dry-bulk carriers. This reduces turnaround time by freeing up congested berths, thus reducing port costs and demurrage while providing more cargo in a shorter time.

Versatility—Requiring no shore-based unloading systems, self-unloaders can operate and discharge cargo in any accessible waterway, thus reducing the need for large capital investments shore-side.

Efficiency—Self-unloaders can operate 24 hours, day and night without the expense of stevedores or clean-up crews, which speeds up cargo handling, reducing port costs and demurrage.

Cost-Effectiveness—Self-unloaders are able to deliver more useable product than conventional vessels by virtually eliminating waste and contamination. With their high

unloading speed and the reduced capital and labor costs required on shore, self-unloading vessels can reduce the cargo's overall delivered cost per ton.

“24 hour a day operations, 7 days a week. elimination of cargo wastage and degradation. environmentally responsible discharging with enclosed booms, dust collections systems, water sprays and dust suppressants.”

The highlighted in Red above declaration came into effect only in the late eighties, early nineties of the twentieth century. Till that time for almost a hundred plus years, most of the great Lakes Ships' were in fact polluting the waters of the Great lakes as well as violating the clean air act by polluting the atmosphere and causing damage to the Ozone layer.

All of the above being said by this company was an advertisement by the marketing department trying to promote their business while at the same time, trying to fool the public, and as we all know, the majority of the public are naive and so involved in their day to day activities, as they cannot see the forest for the trees. You can fool some of the people some of the time but not all the people all the time.

Life aboard these ships were tedious, lengthy and was on a continuous basis from start of fit out to end of lay up, usually from beginning of March to the middle of January.

Engineers had to come early to get these Ships ready for sailing and get a coast Guard inspection done. Usually the machinery inspections were done during winter lay up, so as not to interfere with the Ships cargo movements and contracts. Most of these ships were contracted to various businesses, like grain, cement, coal, iron ore, etc, mostly all bulk cargo's.

In some instances during my sailing career, I was asked to take the Coast Guard inspectors out for entertainment. Ended up with the inspector getting incapacitated usually and then I would get my inspections passed with no problem. This was done with the full knowledge of the company's top management.

Also some of these Coast Guard inspectors, who were in charge of students examinations for a certificate of competency, would take bribes from engineer's and would give these engineers the certificate necessary to sail these Ships as Second and Chief Engineers, thus endangering the lives of other sailors by not having the competency or the knowledge to carry out their responsibilities.

Since this is a continuous operation, and since the vessels are always in confined waters, we had to be cautious and diligent. It was a very difficult task to keep the vessel-"shipshape" as it required tremendous effort on everyone's part to do their

duty—just like LORD NELSON ON THE TRAFALGAR—“England expects every man to do his duty”.

Unfortunately no one followed these rules and this led to massive accidents, mishaps and what have you.

Let me describe a typical voyage on a self unloader starting from an entry to a loading port in the United States, where most of the coal was loaded on ships to Canada.

The ship was made ready to receive cargo, usually 26000 tons, the maximum load one of these large ships was able to carry. The load was restricted to a draft of 26 feet as these ships had to transit the St Lawrence Seaway system, between lake Erie and Lake Ontario, a system of eight locks on its passage through the welland canal.

Before the Manitoulin, the ship I was a chief engineer on, arrived in Sandusky Ohio or any other Ohio ports in the USA, the holds had to be spotless. All the cargo left over from the previous trip, be it coal, grain, iron ore—which mariners call sweepings or spillage—had to be cleaned out and dumped. it would be time to clean out the ship. This meant dumping into the water all debris from the cargo holds, either coal or tens of thousands of marble-sized ore pellets that didn't make it off at port.

The excess cargo would coat the bottom of each of the six enormous cargo holds. Below the holds was a 650-foot tunnel. Inside it, three giant conveyor belts would carry the cargo down the length of the ship, up the unloading tower at the stern, out over a 250-foot discharging boom and into a concrete well on the Hamilton dock.

Half a dozen deckhands would start washing the cargo out of the holds by means of water from the great lakes and into the tunnel. In the bowels of the ship, the tunnelmen had the nastiest task. Squeezing into the narrow work space between the conveyor belts, their job was to shovel the left over cargo onto the belts and make sure the machinery in the tunnel ran smoothly. The tight spaces in the tunnel would be choked with dust.

By the time the tunnelmen were done, the *manitoulin* would be in Lake Erie. The ship's master would swing the boom out over the water and pass the chief engineer the word to have the electrician start the conveyor belts. The belts would whirl into motion, and the sweepings would pour off the boom into the waters of Lake Erie for half an hour, leaving a trail of coal or iron-ore dust in the ship's wake—the only visible sign of the environmental degradation.

It was a routine task and it happened before every cargo loading, to run spillage into the waters of the great lakes.

Following is an excerpt from “Alex Roslin”-Sweeping it under from “THIS MAGAZINE”, A CANADIAN MAGAZINE.

“CSL is only one shipping company dumping sweepings into the Great Lakes. Ships have discharged cargo residue there ever since armadas of cargo carriers started criss-crossing the lakes in the 1870s. No one knows how much has collected on the lakebeds travelled by major carriers, but cargo sweeping is routine for the 130 lakers that ply those waters today. Fourteen of these lakers are owned or operated by CSL, the company held by Paul Martin from 1981 to 1993, when he became finance minister and transferred management duties to a trustee.

Canadian and US shipping companies pump an estimated 2,500 tons of cargo residue into the lakes each year during 11,000 ship transits, according to a 1999 report by the US National Oceanic and Atmospheric Administration. Data from a study commissioned by the US Coast Guard in 2003 suggests that 80 percent of the dumping takes place in shipping lanes that pass through sensitive-species habitats. Its numbers imply that 45,000 to 64,000 tons of cargo—the equivalent of 6,000 to 9,000 garbage-truck loads—has been dumped into the lakes since the practice started. And nearly all the discharges qualify as pollutants under guidelines of the Ontario government, according to a 1993 study commissioned by the Canadian Coast Guard.

Once the vessels cargo holds and in the case of the Manitoulin, also the bucket elevators, there were over two hundred and fifty six buckets. had to be cleaned in order to receive the next cargo. Also sweepings from these elevators would fall down into the tunnel from where these remnants of previous cargo along with contaminated water would be eventually discharged by means of Trash pumps into the lake. This would be done at night when no one was looking and monitoring the pollution that was taking place.

One other item of interest. Sometimes the Chief officer would load too much cargo on to the vessel, because he could have had too much to drink in the “BUM BOAT” that would come alongside these ships when the ship was in Conneaut, Ohio. Ashtabula, Ohio and Toledo, Ohio. whereby the ship would be basically in an overdraft condition and could not possibly enter the Seaway system.

So the next thing would be for the Captain to order the chief Engineer to dump some cargo into the lake to bring the vessel to the seaway draft of 26 feet. So the boom would go out again and the belts would start and the cargo would go over the side into the lakes again. Also before the ship reached its destination port of Hamilton, Canada, spillage would have to be run off again in order to coat the belts and the bucket elevators, in the case of the Manitoulin, with the cargo so that fresh cargo could be received by the company receiving it.

These procedures carried on for the twenty odd years that I sailed the Great lakes as a Chief Engineer and it is a shameful chapter in the annals of the Canadian Maritime History, a part of the legacy of the Present “Deck Hand” Prime Minister of Canada. I have no respect for this man who had no respect for my well being. He singlehandedly was responsible for denying me my ability to pursue a decent life in Canada. No man is above the law, no matter how powerful he or she may be, specially in a democracy where the people give them the power to rule a country in an ethical manner and not abuse power for personal gain. He is our servant as we put him there to serve us.

“Once a deck hand, always a deck hand”—a famous sailors Quotation

The passage through the welland canal was also interesting as most of the sailors who were off work would end up going ashore to their favourite bar, The Infamous, “THOROLD INN”, where sailors from all the ships in the welland canal during that day would congregate and “shoot the breeze”, as the sailors would call it and discuss the various items of news happenings, “a grape vine agenda”. Some in my department would get warnings from me and some would eventually get fired as they would return incapacitated or under the influence and were unable to perform their duties as the cargo had to be off loaded three hours later.

My job as a Chief Engineer was to make sure, that the machinery was in good condition and that I would be able to unload the cargo in the estimated time of usually six to seven hours, depending on the type of cargo, the vessel carried.

Sometimes, there would be sabotage by the men working as they were on their last warnings and would damage the machinery by opening the tunnel gates and overloading the belts causing a heavy spillage.

Then I would have to call on extra men and pay them overtime to shovel the cargo from the tunnel on to the conveyor belts. Sometimes I would have to call officers to do this dirty work and pay them overtime. This was the system and no one cared about the outcome. It was lonely at the top but it was a challenge.

Lot of the chief engineers did not care about the costs of running these vessels as overtime was not a great concern to them as they were running a so called “buddy system” operation and did not want to take the responsibility of operating their ships efficiently. All they wanted to was party with the boys as one time they had had no formal education and had risen from the ranks and as such could not command any respect or authority. I was basically in “shark infested Waters”.

I was conscientious and that came with a heavy price.

Sometimes, engineers would also sabotage machinery in order to get overtime. One engineer called it mortgage money. He would routinely break ballast pipes in the tanks of the vessel, while on inspection and would have to be paid sometime 24 hours overtime in order to get these pipes fixed. Eventually he was fired by he managed to get a job in another Great Lakes shipping company.

During the early days of my sailing career with this company, soon after I had learnt all the ropes, I came to realize that this was a sick industry and if I had to survive, I had to use all my wits. I was not a one to give up easily as I had perseverance to carry on in spite of all the odds that were stacked against me.

Once the vessel had transited the welland canal seaway system, the vessel left for the port of Hamilton, Ontario, a three hour passage. While in Lake Ontario, the Ship took on fresh water for consumption directly from the lakes. This was standard practice for all the time I was employed with this Company. The company did not have to pay anyone to get one hundred tons of fresh water every trip. These Ships normally filled up their fresh water tanks, in Lake Superior, Huron, Erie, Ontario and Lake Michigan. Only time these Ships had to pay for fresh water was when they were in the St Lawrence river in Quebec. There were no proper filtration systems and the Ships were taking on fresh water in the same lake that they were polluting. (SEE CHAPTER ON POLLUTION).

Once the vessel docked in the Port of Hamilton, the unloading of the cargo commenced. This was a procedure that took about seven to eight hours. The coal was discharged onto the dock facility of the Steel Company of Canada.

The ship also took on fuel at the same time that she was docked. A fuel barge belonging to the company would come alongside the Ship and the "Bunkering" as it was called in Marine Terms, would start. The ship would take on fuel that would last two to three trips depending on the length of passage. The ship consumed approximately thirty tons per day and a round trip would passage consumption would be around 100 tons of diesel or gas oil. The ship had no way of knowing the quality of the fuel as I am sure it was being adulterated by someone who was also trying to make some money on the side. I know of one individual who was eventually fired for this kind of action. Sometimes, I would get less fuel than what I should have received. At two hundred dollars a ton, a few tons here and there would line up someones pockets.

Once the vessel had discharged the cargo, She would leave on her passage fully ballasted with fresh water from the lakes. The ballasting procedure would rupture some tanks and this polluted water would end up back in the lake. This ship carried a team of welders, constantly doing repairs to her tanks every trip, close to one hundred trips a year. These service people were organized by the company and I am sure some

commission was always paid to people in the top management. For close to twenty odd years,I had failed to understand why these people were always repairing these ships constantly. Instead of damaging and fixing, she should have been fixed and operational- The reason I was to find was someone in the higher echelon was constantly getting bribes-They call it commission and in North America it was a kind of providing services to and by a “lobby group”.

This continued on for years and I am sure it still does. But I had left the sharks to swim by themselves, over thirteen years ago.

This operation continued. We went back to get another load of Coal from the US and normally we would make close to a Hundred trips a year.

During the late season of december, the coal sometimes would be frozen, because of the moisture content and it would take sometimes two days to discharge the cargo.

The company used the Manitoulin as an experimental ship. They installed, while I was a Chief Engineer, plastic lining in cargo holds to make the coal discharge easier as coal would not stick to the plastic lining. Overtime had to be paid to maintain these sheets of plastic as sometimes they would come loose.

Also three coal reclaimers were installed to cut the coal that was hard to discharge. The blades from the reclaimers would cut through the coal pile.These reclaimers were on rail tracks and could traverse the lenth of the ship from number one cargo hold to number six cargo hold. There were hydraulic doors built on the vessels bulkheads for easy passage for the reclaimers.

Eventually these reclaimers were removed from the vessel as there were no proper maintenance. I remember one time, the reclaimer broke down and it could be brought back to its shed. The Chief officer decided to load his cargo on top of the reclaimer, collapsing and damaging the machine to such an extent that it became useless and it was left there for a few months before it would be removed.

The machinery in the unloading tunnel of the Manitoulin consisted of the following, 1000 steel rollers, 300 air operated vibrators for vibrating the coal during unloading, 256 bucket elevators with links and pins and bearings, two ridler machines which used to break down about twenty times every unloading,ten scarppers,three reclaimers, 80 plastic sheets in each hold, a total of 480 sheets4x6 sheets, one quarter inch thick with rivets to attach them to the steel of the cargo holds, twin trash pumps and 2000 feet of rubber belting and hydraulic cylinders and three high pressure air copressors which supplied air to the vibrators. As well as five large Vulcan-sinclair hydraulic fluid drives and five Hamilton gear boxes.

As a Chief Engineer it was my duty to take care of these machineries as well as the engine room machinery which consisted of four main engines with ninety six pistons, eight crankshafts, five caterpillar generators and a whole lot of pumps for operating the vessel. To help me initially or hinder me as I would put it were a bunch of “drunken sailors”. I took it on myself to make the working place a clean and safe environment. I started cleaning house and no one likes changes. But change is good and it is called progress. But I had opened a can of worms. No one liked what

I had stated to do, and a lot of people were intimidated by my presence in the fleet.

The company did not interfere as I had stated to do their dirty work but neither did they back me up. It eventually ended up this way.

The company thought I had a problem managing “drunks”, my favourite word for sailors under the influence and decided I needed psychological assessment and sent me for a “management training course”, towards the end of my assignment of eleven years on the good ship Manitoulin. You will read all about this in the later chapters in this Odyssey.

While transiting the welland canal, most of the crew would disappear except for the people who were on watches. This left a skeleton crew on the vessel and we had to make do during the passage with little or no help. This continued for a long period of time till the company realized that the ship was being endangered for lack of manpower and the company finally instituted a shore leave policy where a minimum manning number was required for the vessels safe passage through the seaway system.

Then there was this interesting passage through the welland canal of the st Lawrence seaway system. Entry upbound into Lock one of the Welland canal, most of the off duty sailors would jump off the vessel to go ashore. Till the mid eighties most of these personnel were allowed to leave and join the vessel in Lock eight at the other end of the welland canal, in Lake Erie.

This created a major problem as the Vessel was undermanned and not enough personnel left to take care of a fifty million dollar ship, but no one seemed to care, specially not the people in top management. All they caredw as a pint of bitter at the end of a day, soon after their luncheon martinis.

Some sailors would not make it back to the vessel as sometimes they were drunk, sometimes the Ship would move too fast during the transit. During the early years, these sailors would join the vessel in the next port of call, depending on their excuses. I had to pay overtime to the other people who would have to carry out the duties of the person who missed the ship.

This policy soon changed after repeated happenings and the cost of operations had increased substantially. I started to dismiss persons who missed the ship in my department and this was not a standard policy followed by a lot of Captains and Chief Engineers', as it was a buddy system of operations and it was bound to fail eventually.

Soon I set a precedent that any one who wanted to work conscientiously was welcome aboard the Manitoulin. Soon the word got around that I was running a strict ship and not too many people would venture to come on board to work. The company took this to heart and asked me to slow down and expect to be happy if I got thirty percent effort from my men and yet they expected 120 per cent from me.

They said that I had the highest turnover of crew on the vessel and they decided to reprimand me for my effort, firstly by sending me for six months to a management training course—"How to deal with Monkeys" and secondly after eleven years decided to move me on to another Ship and eventually dismiss me from my job after close to twenty one years of dedicated service and after having carried forty million tons of bulk cargo on the vessels that I had sailed as a Chief engineer and generating close to four hundred million dollars to the company coffers.

I was stuck in this rut but I carried on doing what I was trained to do as a professional with the courage of my convictions.

I could write many many chapters and anectodes of my life on these vessels but I will keep it short and not create a boredom to the readers who will be reading this manuscript.

These ships were run by drunks, bums and stiffes as I would put it. This was a young country and the people were not preapared for any progress. By putting on a fancysuit and having a toupee hair piece and smoking a pipe and backstabbing people is not considered progress. Nor is it considered progress when you steal another mans possessions. To build wealth one must share wealth and not hoard it like these greedy shipowners.

It was sad to see the Canadian Shipping industry go down the tube and people stood by and watched it disintegrate. Canada had one of the largest inland waterways in the world and was unable to use it because people could not see the forest for the trees.

The economy was thriving, the country was at peace and these were the Trudeau years in Canada. I was proud to be a part of this great country, hoping I could make some improvements and try and make a sailors life a lot easier. As we were always throughtout the centuries considered to be secong class citizens and always known be drunken sailors, I tried to change that perception, but going it alone was a major task and

needed some backing but it was never there. I was the only one making waves and no one seemed to understand.

But it was a losing battle. If I lost it was OK, but if I won then I could raise the bar a little. That was my philosophy.

But on to the next chapter, the beginning of the end of the Maritime Industry in Canada, “demise of the Shipping Industry”, a dinosaur.



CHAPTER SIX

MERGERS AND ACQUISITIONS

CANADA STEAMSHIP LINES INC.

Montreal, P.Q. August 11, 1981

TO: ALL MASTERS & CHIEF ENGINEERS

FROM: J. M. SMITH

RE: CANADA STEAMSHIP LINES—NEW OWNERSHIP

AS YOU HAVE probably all heard or read in the newspapers, the ownership of Canada Steamship Lines has changed, effective August 1, 1981. The attached letter from our President, Mr. Paul E. Martin, is self-explanatory and emphasizes that there will be no changes of any kind in the operations or basic organization because of the new ownership.

Capt J. Smith.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

PAUL E. MARTIN

President Chief Executive officer—The CSL Group Inc.

August 10, 1981.

This is to announce that on Saturday, August 8th, Mr. Lawrence Pathy, President of Federal Commerce and Navigation Limited (Fedcom) and I, signed an agreement to

purchase all of Power Corporation's interests in transportation, including Canada Steamship Lines Inc., Kingsway Transports Limited, Voyageur Enterprises Limited, Canadian Shipbuilding & Engineering Limited, SSF Distribution Inc. and all other transportation or related affiliates. Mr. Pathy is a personal friend of long-standing, Fedcom (Canada's largest domestically-based ocean shipping operation) and I, will each have a 50% interest in the new company to be formed. This new company will be called The CSL Group (1981) Inc.

There will be no changes of ANY kind in the operations or basic organization of the companies being purchased. CSL and Fedcom will remain entirely separate organizations. The CSL Group (1981) Inc.'s main thrust will be to concentrate on transportation and to ensure that all the companies in the group continue to be the finest of their kind anywhere. The senior officers of the company and I look forward to answering any questions you may have. Please do not hesitate, in the weeks to come, to seek us out. The CSL Group Inc., Canada Steamship Lines Inc., Canadian Shipbuilding & Engineering Limited, Intercan Logistical Services Limited, Kingsway Transports Limited, Quebec Tugs Limited, SSF Distribution Inc. and Voyageur Enterprises Limited.



Paul E. Martin-President and CEO.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Québec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

Letter from Mr Martin to Fleet Captains and Chief Engineers

To: Canada Steamship Lines Inc., Copy w: Voyageur Enterprises Ltd.

From: Paul Martin

Subject: THE CSL GROUP Ownership

This is to announce that effective March 31, 1988, and subject to certain regulatory approvals, The CSL Group Inc. ('CSL Group'), has repurchased the 50% common shareholding in CSL Group formerly held by Fednav Ltd. As a result, Passage Holdings Inc., the company holding my shares of CSL Group, becomes CSL Group's sole common shareholder.

CSL Group further announces the creation of a new wholly owned subsidiary company which will hold all of our non-bulk shipping assets. These consist principally of our share holdings in: Voyageur Enterprises Limited, CSL Realty: Partnership, Canadian

Shipbuilding and Engineering Ltd., ACE—Atlantic Container Express Inc., ASL Atlantic Searoute Ltd., Oceanic Finance Corporation Ltd. and Argyll Energy.: Corporation.

Fednav has acquired an option to acquire a 50" interest in this new subsidiary which will continue to develop as a diversified investment company. In recent years, CSL Group has expanded substantially into deep sea shipping and, as a result, competitive pressures arose between CSL Group and Fednav,—making it advisable to make these changes.

September 29, 1988



With the collapse of Great Lakes Bulk Carriers, on April 8th, 1994 Algoma Central closed a deal purchasing the Winnipeg (2) and her fleet mates Richelieu (3) and Simcoe (2) from Canada Steamship Lines for approximately \$4.5 million. In June of 1994, following a refit at Port Weller Dry Docks, St. Catharines, ON; the bulker entered service for new owners Algoma Central Marine Group, St. Catharines, ON sailing under the management of Seaway Bulk Carriers, Winnipeg, MB bearing the new name Algotario.

The Algotario takes its name from the standard Algoma fleet prefix "Algo" Tand the Province of Ontario being the home province of the vessel's owners.

The Algotario's fleet mates were renamed Algocape (2) and Algostream respectively. During the 1997 season, the Algotario carried 27 cargoes consisting of 12 grain, 8 iron ore, 6 cement, and 1 sugar (for winter storage at Toronto)

No too many from the group of ethnic minorities were hired back from GLBC, where CSL had in a corporate restructure had deliberately designed to write off their bad debts, together by moving most of the Canadians of Indian origin to this fleet, which remained in force for about three years before declaring bankruptcy and eventually becoming a dinosaur in the Canadian Shipping Industry.

This was also a political move as Mr. Martin, did not want to enter politics by having his fleet which was close to his heart, senior officers in his fleet being managed by non-white officers. Did not look good on his Resume'.

So he did what he had to do. He had others do his dirty work-kind of waspish, wouldn't you say-I would say gutless, sheepish and tragic. There were no forward thinkers in his group of leaders, mostly people with the finest minds of the twelfth century.



CHAPTER SEVEN

DISMISSALS AND CORPORATE LYNCHING

ESTABLISHED 1913

Canada Steamship Lines Inc.

P.O. Box 878, St. Catharines, Ontario L2R 6Z4. Tel: (416) 688-1341

R.G.Buchanan, Director Fleet Management & Operations

PRANGANATHAN

CHIEF ENGINEER, MV FRONTENAC,

Cc: MASTER

08 MAY 1991,

DEAR MR RANGANATHAN,

FOLLOWING MY RECENT visit to the vessel at Midland on Friday 03 May 1991, I wish to clarify the some points which we discussed at that time.

- a. The practice of controlling the lubricating oil pressure by adjusting the relief valve on the pump **MUST** be discontinued. By doing this the system is being by passed and there is extreme danger of damaging the crosshead and or crankshaft and their associated bearings. Furthermore if this valve has been disturbed for any reason you are to ensure that it has been returned to its original pressure setting and that it operates at the desired value. Please confirm and state values.
- b. The lubricating oil purifier on your vessel **MUST** be on line 24 hours per day at sea and in port. The only exception to this is when it is down for cleaning. This means that you may wish to assess the level of spares on your vessel and if necessary requisition sufficient parts to ensure adequate coverage.

- c. Kamewa will be contacted on your behalf with respect to the leaking seal on the oil distribution box for the propeller pitch system. Meanwhile you are requested to maintain the bilge area in a clean and safe condition.
- d. Towards the end of last season one of our vessels while operating in adverse weather conditions lost the main propulsion. Various damages were sustained because of a lack of good seamanship. You are to ensure that all loose items within the machinery spaces are adequately secured for rough weather at all times.
- e. Quotations are being taken now for the provision of a 3-way control valve to be fitted to your sea water cooling system. The idea of this valve will be to sense and control the sea water recirculating temperature and not the sea water outlet temperature from the jacket cooler. It is hoped that in this way the possibility of liner failure due to thermal stressing will be greatly reduced. You will be advised when this work is to be carried out, in the meantime you are to ensure that your staff are exercising proper vigilance. A schematic of the proposed installation is attached for your information.
- f. In the very near future you will be receiving a computer system which will accommodate CSL's new management program. One very important aspect of this new program will be inventory control of the spare parts. You are to commence taking an inventory as soon as possible so that when the system is up and running the transition delay period is minimal. It is strongly suggested that when you commence this inventory, you label each part and record the storage location. Let me know when you have started.
- g. The engineroom was at the time of inspection in a fairly clean condition and you are urged to maintain this standard. It was gratifying to note that the pump coupling guards had been replaced and that the sounding pipe caps refitted with the weighted cock handle in the correct position.
- h. With respect to the tunnel ventilation problem, there is no simple solution. It is sufficient to say that it is being discussed at the highest level within the operating department. In the meantime mask type respirators are being sent to the vessel by Captain Pace and you must ensure that any personnel working in the tunnel during discharge of cargo wears them. Lastly I wish to bring to your attention the high turnover rate which is a fact of life in your department. I am told by personnel, that we are fast approaching a situation where by we cannot get anyone to accept a position on this vessel. Obviously this cannot continue and you are requested to reflect on the situation. In short Roger cool it because if it continues I will have no option but to take you off. We discussed this subject verbally during my visit and you requested that you are given the benefit of the doubt. The fact that you are still on board means that I have given you the benefit, however the fact still remains that your turnover is the highest in the fleet and one of the highest in the industry.

Yours sincerely,

G. Buchanan, Director Fleet Management

Conversation between Mr. G. Buchanan, Director Fleet Management and Chief Engineer Roger Ranganathan in the office of CSL at Port Weller on 1st August 1991 at 1400 hours.

Gerry:Hi Roger. I have decided that you are not going to the Frontenac.

Roger:Okay

Gerry:Two reasons. I'm not happy with your performance on the Frontenac and based on reports I'm getting from service engineers and what I have perceived myself we have to do something. The initial step is to take you off. We were going to do that in the beginning of the season anyway, put you on one of the other ships. Time has now come that we have to do it.

Roger:I see.

Gerry:And where I'm going to put you initially is your going on the Manitoulin which I believe you are well acquainted with.

Roger:Oh Jeez, Not again!

Gerry:No, no, no. You are going to go relieving for the rest of the season at the moment anyway. You've got to go on the Manitoulin and what sort of a program after that I don't know.

Roger:Oh!

Gerry:Walter Hildebrand has sent me a service report on the last problem you had on board—exhaust problem and I just feel the things with that and other things that have gone on in the past have allowed me to do this of which you know. Whether I did this at the beginning of the season or half way through the season, I am firm in my resolve but that's what's going to happen.

Roger:Do I have any say in that?

Gerry>You can say what you want. That's what I'm here for. Nothing is going to change. Anything that is put on the table is put on the table. You don't need to wonder after you go, Roger.

Roger:I spent three years. I'm trying to improve things. I did a lot of improvements on that ship.

Gerry: Sometimes people hit a peak, you know. For some people peak can be four years five years, not very much. Some people, peak can be three years and that is an optimum value for hitting the peak. I am new to the Lakes but I'm not new to shipping and as far as I'm concerned, people hitting their peaks on ships is two to two and a half years. And then the graph may go down again.

Roger: Ok. Ok.

Gerry: I feel that's where I got you. You may have done improvements on the ship but I don't know. I wasn't here before, Roger and I don't know what the ship looked like before or operated before. All I know, there is a problem now.

Roger: Is it only happening to me or any other Chief that you're going to move every three years? A lot of Chiefs have been more than three years on ships.

Gerry: It is my intention to move Chiefs around shorter period all the time and at this time being the policy in CSL. I can't say anything more than that because that may come down to man power and we would have to look at that.

Roger: OK.

Gerry: Yes it is my intention to move people around, it's not strictly you.

Roger: Yes, but I have been on the Manitoulin for twelve years. Why would I want to go back?

Gerry: You are relieving Roger. You're not going to stay on the Manitoulin. You are not relieving.

Roger: I have worked my ass off for CSL all these years. I have worked quite hard. I think I am getting a hell of a deal on this, Gerry.

Gerry: You will have a chance to reply to my letter when you get it if you have to and basically what we are talking about today and what the reason I am doing that, I'm putting it in black and white and you can reply to that if you want.

Roger: What is my future here in CSL.

Gerry: Good. If you feel it is our intention to keep you out of the door. That's not true. That's not true. You are not the only Chief Engineer I have had this conversation with. In fact, all of them have told me the same things. That sometimes it is a change

that people have needed in many cases that those particular individuals have needed and responded too.

Roger: Now you know the Frontenac have caused me a lot of headaches.

Gerry: All the ships have caused us a lot of headaches.

Lot of issues are coming up that there is a pressure on you for taking greater and greater control of the plant, the unloading gear and everything else.

Roger: Look at the type of people we get. We are stuck with people we have no great control over. Unions and anyone else you know. We're stuck with people. Right now my answer is I can't do anything to anybody like you already told me not to do anything. I can't discipline guys.

Gerry: I did not tell you not to do anything.

Roger: My job is on the line.

Gerry: Wait a minute. Wait a minute. Let's get it straight. I did not tell you not to do anything. I never told you not to do anything. I told you to cool your heels cause you have a reputation with the company, right? You're a hot head.

Roger: OK.

Gerry: Everybody's fed up with this. It is on the record, Roger. I know it is there. You are a hot head.

Roger: That's because of the Manitoulin. For twelve years. That's the only way I could run that ship.

Gerry: OK. Irrespective then. Perhaps fault lies with the Personnel Dept. for keeping you there too long.

Roger: Then my reputation preceding me naturally when once you set up a reputation, it goes with you all the time.

Gerry: It's up to you to irradicate it.

Roger: How do I do that?

Gerry: Cool your temper.

Roger:But then it is always there. People get a pre-set notion knowing me. They conceive that's the way it is.

Gerry:My only promise is cool your heels. Keep that up. Keep that up and go relieving and things work out and which I hope they do Roger. You will get a permanent ship back again if that's what you want OK? OK? And that's my promise to you. I'll give you that in writing too. And if you cool your heels and continue to do the good job that you were doing a couple of years ago on the Frontenac, then you would get your permanent ship again.

Roger:You're telling me right now that I'm not doing a good job for you right now. You are not happy with me. Why?

Gerry:I'm not happy with you because of the state of the ship.

Roger:I have new guys there, new second, new fourth, new Mechanical Assistants, I can't be doing five guys jobs.

Gerry:You're not doing five guys jobs. That's not the case at all. The way I perceive it the ship is having more problems than I would expect it to have and the reports I get back from people that I send on the ships tell me a lot of things have been neglected on the ship and I can't allow that to happen. Serious problems since you've gone off on vacation, more things have come to the forefront when you've been on leave, Roger. Lots of problems on that both with unloading gear.

Roger:Because there is not any personnel there, nobody with any experience. New electrician, tunnelmen etc. I can't expect to run without problems,Gerry.

Gerry:Lot of problems, Roger. Unloading gear, main engine plant. I know you've had problems with the main engine temperature control system but there are other problems too, and a lot of other problems which are coming up too, which I expect you to have nailed it down and you have not nailed it down.

Roger:Like what Gerry?

Gerry:Exhaust valves, oil leaks everywhere, service reports. I am going to send you a copy of the service report by the service engineer. He's the guy who said it. Walter was there. He's the guy who wrote the report and he tells me that the problems should have been done by the ship staff. My main concern that is final. You won't be going back to the Frontenac.

Roger:I understand that. I just wanted to know the reasons why.

Gerry: That's the reason why. It is up to you wherever we put you in the future and you are going to start off on the Manitoulin and we don't know where after that. You have to get back into the groove. Again, as far as I'm concerned You're future is looking fine. You are doing a good job for us.

Roger: This does not look like a promotion. You're putting me back where I was.

Gerry: This is not a promotion or a demotion.

Roger: I'm a senior Chief in the Company.

Gerry: You're not a senior Chief in the Company. There are a lot of Chiefs who lay claim to that.

Roger: I have been nineteen years in the Company. You can look at the senior list.

Gerry: Well that may very well be.

Roger: You don't consider all these things.

Gerry: No I don't. I consider them purely on the ship's performance, technical. That's what my decisions are based on. You are going to go relieving. It's up to you how long you stay relieving.

Roger: What do you mean by that. Do I have to start all over again and prove to you that I can do the job or what is it?

Gerry: I have to see that you're doing a good job and if I see that I will offer you a job back again permanently. In retrospect perhaps I should have taken you off in the spring back on the Rimouski. That's where I was going to send you. You really had to go there. That's where I had to send you.

Roger: I had a better ship then.

Gerry: You would not have had a self unloader. I was going to put you on a Bulker.

Roger: I haven't got a contract. You haven't given me a contract.

Gerry: You will get a contract

Roger: OK.

Gerry: So when you leave here Roger, I don't want you to have any bad feelings on your mind because we still have to work together.

Roger: I understand that.

Gerry: And we have to work closely together whether your relieving or not. And you have to go out and get the job done, and that's what I want from you.

Roger: I'll give you 100, 110 percent.

Gerry: I need 120 percent effort from all Chief Engineers and from Shore staff. I know you're going through a bad time at the moment as we all are. And we all have to work together. I just want you to wait for the ship in the next couple of days in the canal. There is no way we can take you off the ship and expect you to join another. You still have your gear on board. At the moment, you are scheduled to join the ship in Montreal and I'm not sure where the ship is.

You contact Maureen Harris. And I will appreciate it to get your gear from the Frontenac when she's coming through the canal in the next couple of days. If you cannot join the ship for some reason in Montreal, we'll send you to seven island.

Roger: That's fine.

Gerry: You've got to look at it positively. Both of us.

Roger: How do I look at it positively, Gerry. I'm getting shafted.

Gerry: If you are getting shafted, Roger, you would not be here.

Roger: You're pushing me out. That's the way I feel. I worked quite hard for CSL, I worked my ass off. I worked 12 years on the Manitoulin with all the problems. Nobody listend to anything.

Gerry: Roger, if you are getting shafted, you'd be gone before that OK. It does not take half the brains to know. What I'm saying to you, you would've been long gone.

Roger: You have to have reasons for firing people right?

Gerry: You're going sideways since last year. You are not being shafted. If you were being shafted, you would not be sitting and talking to me.

Roger: It is a feeling I get. I may be wrong I don't know I guess. You have any problems on the Manitoulin right now? You are going to tell me something right now. All kinds of problems, elevator, main engine.

Gerry: There are problems on the Manitoulin. There are problems on every ship. Some problems are related to the nature of the parts. Other problems are related to other things. Manitoulin's problems are with cracked liners. These engines should have been discontinued years ago. Of course there are problems with bucket elevators.

Roger: Alright. OK. Bye Gerry.

Gerry: You're not being shafted. You're being put sideways. You are now being put sideways. We wouldn't be sitting here having this talk.

Roger: That's what they do in North America. Talk to you and . . .

Gerry: I'm not a North American.

Roger: This is Corporate North America.

Gerry: It is not correct that Corporate North America that brought you in here, believe me. You have to trust me on that. It is not Corporate North America that brought you in here. I haven't been here long enough to think like you guys. I am European and I shoot straight from the hip, Roger.

Roger: OK. I'm straight forward too. You'll always know where you'll stand with me okay. Thanks, Gerry. You look after the Manitoulin, Tony?

Tony: No! Chris King does.

Roger: Thanks, Gerry.

Gerry: You have to work well with me too.

Roger: Anytime.

Gerry: You are going to hear from me. I'll send you a recap what we're talking about. Contact Maureen Harris. She'll tell you when to join the ship.

Roger: Thanks, Gerry.

ESTABLISHED 1913

Canada Steamship Lines Inc.

P.O. Box 878, St. Catharines, Ontario L2R 6Z4.Tel: (416) 688-1341

R.G.Buchanan, Director Fleet Management & Operations

CHIEF ENGINEER RANGANATHAN

CC: MASTER—MV MANITOULIN—22 AUGUST 1991

DEAR ROGER,

Please find attached a copy of the defects which you sent to me, with my comments attached. These have been noted and will be resolved either during the winter or within the operating season. Where necessary you are to place an order for any parts required and if ship staff are capable of eliminating you are to put repairs in hand. Let this office know as defects are eliminated.

Your current problems with No 5 stb longitudinal bulkhead has been noted and this will be replaced this winter.

As for the water in the bowthruster shell, please check the line which connects into forward sanitary pump. I understand this connection is used to pump out this shell space. It may be that the water is back flooding. If not then it becomes a warranty claim against PWDD. Obviously time is of the essence here so please get back to me ASAP.

Roger on a private note, your letter has been received and all your points are well noted.

R.G.Buchanan

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Canada Steamship Lines Inc.

P.O. Box 878, St. Catharines, Ontario L2R 6Z4.Tel: (416) 688-1341

R.G.Buchanan, Director Fleet Management & Operations

06 AUGUST 1991

Dear Mr Ranganathan,

This letter is a written confirmation of the points discussed and decisions taken at our meeting of 01 August 1991, at the CSL St.Catharines office. It has been discussed and

decided that you will not be returning to the MV Frontenac. Your new position will be that of a relieving chief engineer and your first appointment will be to the MV Manitoulin, a vessel in which I understand you have considerable experience.

The tenure of your *appointment* will be for the remainder of the 1991 season and for all of the 1992 season. At this time your position as a relieving chief engineer will be reevaluated and you will be considered for a permanent appointment. I understand from your records that you have served on Frontenac for 4 years.

The company policy regarding length of appointment is under review and it is the consensus that for chief engineers three years is about right. You are not the first chief engineer to be re-appointed as a result of this policy. For some time now we have been concerned with the Frontenac and some of the technical problems which have arisen.

This was highlighted recently with a variety of defects, the cause of which were only determined following visits from a service engineer and which in my *opinion* should have been determined and rectified by ship staff. Following the last visit of a service engineer to the vessel a report was received which underlined an unsafe operating condition with respect to excessive oil leakage from the exhaust valves. Pipe connections were slack spraying lube oil dangerously across hot pipework.

In addition plugs were present blocking the oil path and resulting in excessive leakage from the seals. The above came soon after a previous condition with respect to a faulty jacket water control valve which ended up being oil contamination in the jacket water system from slack lubricator quills. All of this leaves me with the impression that the required degree of technical management does not exist on the Frontenac for whatever reason and hence one of the reasons for this decision.

I wish you every success in your new appointment and I trust that you will respond with renewed commitment. Please be assured of my support for you in the future and I look forward to seeing you on board.

Yours sincerely,

R.G.Buchanan

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

Roger Ranganathan,

8th August, 1991

Dear Roger,

The letter sent to you contained a type error which in its original form may leave you with some questions. I regret this and have enclosed a corrected copy.

I understand that you have spoken with Mr Ireland and that you are concerned about being singled out. I can assure you that it is not my nature to single anyone out. Your assumption is totally incorrect. As I stated in my letter to you it is my intention to give you a permanent vessel posting at the end of the next navigational season. Perhaps we can discuss this less formally when I see you on board.

Yours faithfully,

R.G.Buchanan

20th sept, 1991

Mr Erling Rodin.

Vice President-Fleet Management

Canada Steamship Lines Inc.

Montreal

Dear Erling,

After eighteen years of dedicated service with Canada Steamship Lines Inc, I am ver unhappy the way I am being treated. I feel I am being treated very unfairly by top management.

I wish to have the following points, which is of great concern to me clarified.

I have no sailing contract after it was agreed by Mr. G.Buchanan that I was to sail th Frontenac for the 91 season. It was a Gentleman's agreement and it was never honoured. I was taken away from the Frontenac while I was on vacation, reason given was that I had been there more than three years and there was no technical management. Yet I was led

to believe at the end of June 1991, by Mr Buchanan the marketing was very pleased with the way the Frontenac was operating. Since leaving the Frontenac, I have been on two of your vessels and it boggles the mind to see how badly managed these vessels are.

Since I have no vessel to sail, I stand to lose a lot of money, namely.

- a) After contract sailing days.
- b) Early and late sailing Bonus
- c) Lay up and fit out work
- d) Winter Work.

I would like to know at this juncture what prompted top management to take such a drastic action whereby junior engineers have more rights than I have.

There is absolutely no justification in what top management is doing to me. I am a qualified experienced and a conscientious Chief Engineer and I expect to be treated fairly. I have been pushed around since spring of this year. I have packed and unpacked my gear three times on the Frontenac and I do not see why I should go and fix your other Ships for Chief Engineers who have neglected to do their job.

In conclusion, I would like to know "what my future" is with CSL Inc.

Yours Very Truly,

P.S. Ranganathan

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Canada Steamship Lines Inc.

759 Victoria Square, Montreal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

ERLING RODIN VICE PRESIDENT FLEET MANAGEMENT AND OPERATIONS

October 25, 1991

RE: Roger Ranganathan Chief Engineer Canada Steamship Lines—

Dear Sir.

We are in receipt of your letter dated September 20, 1991 and apologize for the belated response. We acknowledge your comments as stated in the correspondence and appreciate your many years of service with Canada Steamship Lines.

We are sure that you 'recognize the obligations of top management and the corresponding decisions that must be taken to reach those objectives. We have noted a significant improvement in your performance over the last three months and are confident that this will continue.

We wish you the best and trust that you find this satisfactory.

Sincerely,

Erling Rodin.

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551 FAX (416) 641-1830**

January 31, 1992—

Canada Steamship Lines Inc. Box 100, Station "A" Montreal, Quebec, H3C 2R7

Attention: Erling Rodin, V.P. Fleet Management

Dear Sirs:

Re: *Roger Ranganathan*

I have been consulted by Mr. Ranganathan concerning his employment relationship with C.S.L., and have received his correspondence with the company on the subject.

As you know, the 1991 sailing season was a difficult one for Mr. Ranganathan; he had an initial letter of assignment to Rimouski, was then placed on the Frontenac and finally (as a relieving chief engineer) to the Manitoulin. The relieving position was surprising given his substantial seniority and skill. In addition, he suffered a substantial loss of income in failing to be eligible for after-contract sailing days, early and late sailing bonus, lay-up and fit out work and winter work. He estimates the direct financial loss to be over \$20,000.00.

Mr. Buchanan has indicated the company's intention to continue Mr. Ranganathan in the relieving chief position through the 1992 season, and then consider him for a permanent assignment in 1993. Assuming that to be the case, Mr. Ranganathan will have suffered a significant "demotion" and corresponding financial loss. The file correspondence gives no reason for the company position. For his part, Mr. Ranganathan remains a dedicated employee who has much to offer the company. Undoubtedly, his value to the company is recognized by you.

At this point before the 1992 assignments are made, I would urge you to reconsider the intention to continue Chief Ranganathan's demotion this year. At the very least, he is entitled to know the reasons for your decision in order to make any necessary adjustments.

Failure to communicate on these matters will only lead to an increasing dissatisfaction on the part of Mr. Ranganathan and the possible loss to the company of a valuable asset. I would appreciate your early response to this inquiry setting out clearly:* the company's intended assignment of Chief Ranganathan for the 1992 sailing season.* the detailed reasons for continuing him in the relieving position, if that is the decision.* your commitment to regular assignments in the future.

Trusting to hear from you shortly, I remain, Yours very truly

LANCASTER, MIX & WELCH per:

Robert B. Reid-RBR/ j gcc—Canada Steamship Lines-'

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Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

ERLING RODIN—VICE PRESIDENT FLEET MANAGEMENT AND OPERATIONS

REF: P.Ranganathan 10th March-1992

Dear Mr. Reid:

Further to your letter of January 31st, 1992 and our subsequent telephone conversations, this will confirm our Company's position as set forth in Mr. Buchanan's letter to Mr. Ranganathan of August 6th, 1991. A copy is enclosed herewith for your information.

Subsequent to the August 6th letter, there was an exchange of correspondence between Mr. Ranganathan and myself, reiterating our position and noting a significant improvement in Mr. Ranganathan's performance in the previous 3 months (copy enclosed).

We are all sincerely interested' in seeing Mr. Ranganathan succeed in his career with our Company and are encouraged by the progress he has demonstrated to date. However, in our *judgement*, it is still too early to assign him to a permanent position and

further proof of his continued progress will be necessary. I understand that Mr. Doug Ireland had discussions with Mr. Ranganathan on the week-end of March 06th, 1992 in Quebec City and this position was clearly articulated.

As stated in Mr. Buchanan's letter, it is anticipated that Mr. Ranganathan's assignment will be reconsidered for the 1993 navigation season. However, should his performance continue to improve in the way which we have witnessed this past season, his situation could very well be re-evaluated before that time. This will of course depend on him as well as on the availability of a suitable opening. I trust that this meets with your satisfaction.

Yours Truly,

Erling Rodin.

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ERLING RODIN VICE PRESIDENT FLEET MANAGEMENT AND OPERATIONS

March 13th, 1992—Roger Ranganathan 109 Westgate Park Drive St. Catharines, Ontario L2N 5X1

Dear Mr. Ranganathan:

Enclosed please find our response to the letter from Mr. Robert Reid, dated January 31, 1992. We would hope that in the future problems of this nature can be dealt with within Canada Steamship Lines. We encourage a good working relationship between shore-based and sea-going personnel and it is important that this be maintained. We are confident that these problems can be put behind us and we can work together to make Canada Steamship Lines the most efficient operator on the Great Lakes.

Sincerely,

Erling Rodin

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759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

ERLING RODIN—VICE PRESIDENT FLEET MANAGEMENT AND OPERATIONS

April 27, 1992

Mr. Robert B. Reid—LANCASTER, MIX & WELCH Barristers & Solicitors 55 King St. St. Catharines, Ont.

RE: ROGER RANGANATHAN

Dear Mr. Reid:

Further to your letter of April, 1992, Mr. Doug Ireland met with Mr. Ranganathan on April 18, 1992, in St. Catharines, Ont.

Mr. Ireland informs me that Mr. Ranganathan now has an understanding for the company's action in assigning him to a relieving role. Assurances were given that, should an opportunity arise, Mr. Ranganathan would certainly be considered for an appointed position. Mr. Ireland feels that the meeting was quite constructive and that any misunderstanding was clarified.

We trust that Mr. Ranganathan will find this satisfactory and this will conclude the matter.

Sincerely,

Erling Rodin

c.c.—Mr. Roger Ranganathan

Lancaster, Mix & Welch

B A R R I S T E R S & S O L I C I T O R S

P.O. BOX 790 55 KING ST. ST. CATHARINES, ONTARIO CANADA L2R 6Z1-
TEL. (416) 641-1551

Mr. Palghat Ranganathan 109 Westgate Park, St. Catharines, Ontario L2N 5X1—
May 12, 1992

Re: Canada Steamship Lines—*Our File* No. 10513-

Further to our telephone conversation of April 23rd, 1992, I understand that you had a lengthy conversation with Doug Ireland as a result of which you received some assurances that by the end of this year, you can expect to be placed onto a ship on a regular basis, rather in a relief capacity. You have advised me that you are prepared to accept Captain Ireland's assurances and not proceed further.

I concur with your view on the matter and, by way of a response to the company's dislike for the involvement of lawyers, you may be able to threaten a return for legal advice if the company fails to deal with you fairly in the future.

It would appear that our involvement in the matter was of some assistance in bringing it all to a conclusion. I hope you have found our services to be satisfactory. If we receive any other correspondence from the company, we will, of course, forward it to you.

In the meantime, I believe it is appropriate for me to close our file, and I am enclosing our account which, again, I trust you will find to be satisfactory. If you have any question with the account, or with any aspect of our handling of the file . . . or if we can be of assistance to you in the future, please do not hesitate to contact me.

Thanking you, I remain,

Yours very truly,

Robert B Reid

Copy of Transcript taken from a tape recorded conversation-between Mr. Jim Andrews, Vice©President CSL and Roger Ranganathan, Chief Engineer on October 19th 1992 in Montreal.

R: __ _ Good Morning

A: __ _ Have you been waiting long, Roger.

R: __ _ About 10 minutes.

A: __ _ Coffee

R: __ _ No fine thanks. I just had one

A: __ _ You sure you wont have one. No

A: __ _ The reason I have asked you to come in Roger, I am fully aware of what's been happening in the last year, year and a half. As you know I have taken over from Erling Rodin. I have, we have got some reports since we looked through, guess it was in the spring of this year, like in march there was a letter that went out from Erling saying that you are improving and he will reconsider and everything else and I have read through that and that I'll go through that, I followed up on that in the file and that you are treated fairly.

R: OK

A: And look at it objectively

R: Ah Ah.

A: And I must say that I am disappointed in the fact that there has been reports of problems.

R: OK.

A: And the problems I am referring to are, I am going to shoot them from the top of my head and I know again and I notice that you are dealing with a Lawyer on this matter but I want to make sure that I want to reassure you that I deal absolutely fair and above board with everybody.

R: OK.

A: There is a couple of incidence lets talk about on the Tadoussac, ok where I said that basically things are clear that you should have handled on board.

R: Ah Ah.

A: I don't want to get into details

R: Okay.

A: We both looked at it, we know what we're talking about. I am and you know the fact that I have been an engineer on a ship before. Let's take that away for a minute but I believe the fact is that something that should be handled onboard.

R: Okay.

A: Checking air filters, setting valves, adjusting valves, changing fuel injectors.

R: That was all done, I joined the ship that way. It was like that when I joined the ship.

Â: Not withstanding that. Not withstanding that. I'm not referring to the ability to the other people that we have as well.

R: Well, you're questioning my ability.

- A: I am questioning some of the actions that were taken because I see the reports, I look at the reports that come in. I look at the reports that came in from the ship and say What is this?. Gerry Buchanan gave an explanation of that and that I don't like to see.
- R: I did talk to the caterpillar people. I did have a conversation with them before they came on board. We changed everything. The tappets were all set wrong at 10 and 25 mm. Should have been 15 and 35 and I changed the tappets to normal settings. This is the way it was set up before.
- A: All those things kind of disappoints me when we see the kind of talents we have out there. It kind of disappoints me
- R: I would not call a caterpillar serviceman if we had tappets. Come on . . . I should know more than that. We checked that with them. You think I'm stupid or something. I'm not wasting your money just to call a service man. Surely I can do that. We did all that. Only thing I as concerned about was we had only two generators and we were trying to get the load off. I was not advised of this when I joined the ship. they should have called the service guy before I came onboard.
- A: There is a lot of things. It comes down to this. This is the point. When you are on board a ship my feelings s that the Chief Engineer should take charge. When you are chief engineer on a ship the time you set foot on a gangway you have to take charge.
- R: Okay,okay.
- A: he point whether or not we use shore contractors to rectify problems on the ship. We would like to know how well we are doing on board.
- R: okay.
- A: That's what I'm saying here I know. Look it. I'm not hereto say I'm going to say Roger, how you relate to this particular ship on that particular day, that I don't way to say. Maybe you are on board that ship I don't care if you took over ten seconds before. You are responsible and hereon end you take over.
- R: Sure I understand that. Did you look at all the stuff I did to look at the ship.
- A: Sure I looked at that. Sure I did. I looked at all the letters that were written down. This is the situation that I see. That's normal. Why look at that that's normal, that's what I see. Everybody has to do that.
- R: Okay, okay
- A: Also, that was the other point that we talked about. The boom at Duluth. What is happening here. Again I looked at that one, What's happening here.
- R: Explanation that I have for that is that there were some bad meters.
- A: I understand that is not true. This is what I have asked the questions. Well how could we, I know about the incidents. I'm telling you, look it.
- R: The things caught fire. It was all smoking. The brakes caught fire. The electrician went up, checked it, Meggered it. He found the coil was gone. Checked it two three times. Coil was gone. I said take it out. We took it out to the engine room. There was no brake shoes. We put new brake shoes. This is after I joined the ship

two three days later. 3 days later after I joined the ship, we took down the coil and checked it. It was okay. Some other problems; tried to get hold of Mr. King. I sent them a paging message. In the mean time he's already on the plane. I could not get a hold of him to tell him this.

A: (Telephone interruption. Andrew says he's right in the middle of an interview)

A: Go Ahead.

R: This is what happened. In the mean time the electrician came in Duluth, he checked it all out. He found all the contractors were bad. There was no indication. We could not even find out where the boom control boxes were. They were not even marked. This is the first time I was sailing the Tadoussac where the boxes were. I looked all over for the control boxes. Normally they are in the control room. This was hidden away in the boom. There was nothing marked. I will give you a report on that meter that was sent a shore.

I will give you a copy of the damaged meter that the electrician used. There are two sides to every story.

A: Okay, there are two sides to every story.

R: But the other story. Salt water in the piston. Did Gerry tell you that. Look at that. This is all inherited problems. I'm just there three weeks or a month.

A: Well the point is, I'm trying to get away from that. I think when you are board a ship, you take over and do whatever is necessary and do.

R: I do that all the time.

A: Those are the kind of technical items that are making you aware, that came across my desk

R: Al right.

A: Situation is that really bothers me that you should be aware of it. I know you are aware of it. Situation on the Ferbec. Last time there was a problem of the personal relationship skill. What I mean by that is how you deal with your crew.

R: Ah, Ah

A: And I got a situation know I followed up on which was reported through and I'm going to bring it to your attention. I followed up on it and find what they say has meant the situation that I find is that you have an abrasive nature with the crew. The point is I happened to agree with them. This is on the Ferbec, abrasiveness with the crew.

R: I see, I see.

A: To the point where this could be a dangerous situation on that ship. It is an engine room control ship. You have got to have communication. And because of your abrasive approach with the crew, is not there. They feel that they are unable to talk to you, or afraid to talk to you

R: I see. Al right.

A: This is the situation that I see. I personally call the ship and I have spoken with the people who made those complaints. And I said what is it. And they told me and I happen to feel that is correct

R: Ah,Ah.

A: I know that back in 1989, you went through quite an extensive training that you went on. Trying to improve part of your behavior, I'm not quite sure that worked.

R: I see.

A: There is you know on file, I happened to look at 89. An incident in 1989 that I was aware of. You ran a foul of Mark Nakhooda. This was again after the training. Again. I saw your explanation of what happened.

R: I see.

A: What is comes down to is not so much semantics of what is going on here, is that you got a problem dealing with your subordinates and peers. I believe that to be absolutely true. We spent a lot of time and effort to correct that. That is the most important point when we look at you as a manger on a ship. If you cannot get your people to work for you because of your nature, in the way you deal with these people, then you are far from effective. Then I would suggest, that is one of your largest problems.

R: I see, Okay.

A: I think that I absolutely feel that is performing as a Chief engineer or any kind of manager is half of the battle being technically competent is half of it. The other half is managerial and the ability to deal with people. What I am saying to you in that regard in what I'm looking. There has to be a real marked improvement.

R: So why are you putting me on different ships if that's the case, then why do I have to deal with different kinds of people. Most of the problems I have is trying to instill the company policy. You see what goes on the Ferbec. May be you're aware of it or maybe you're not. All these guys go shore all the time and they drink and they come back to work. That is the normal procedure on the Ferbec. How am I supposed to deal with it. I'm not trained to deal with these things. You said company policy is zero tolerance. Now why are these guys doing all these things. Surely they don't want me there.

A: Look it. I am not looking at one particular incident. We all know that. that's where that training took place and Ideal with one particular ship and I see it happening again, and I have to make you aware of it. No we won't tolerate.

R: Naturally I'm a threat to those guys. When I see it happening and I tell them you can't do it and they are doing it all the time. Surely if I am there, they are going to be upset.

A: I am referring to that because it is part of the problem. It is a problem that has to be dealt with. Eg. people are coming on board a ship in an intoxicated condition going to work. We have a problem and that has to be dealt with.

R: How do you deal with a second engineer who is drunk all the time on board that ship. The guy goes ashore with a bag. He drinks and comes back to work. That is normal on the Ferbec.

R: I keep my mouth shut. I'm not saying anything.

Â: Why don't you though.

R: Because I'm supposed to cool down, I'm cooling down. I'm not saying anything. Gerry told me to cool it down. That is the only way I can cool down, is to shut my mouth.

A: That's not right.

R: That's what's going on. They do not want me there because I'm a threat. I tell them they can't do it. If they do it they're going to lose their jobs. This is basically it. They second runs the engine room, I don't interfere.

Absolutely not, I don't interfere. I am with the computers and I am with the skipper. I don't even go down to the engine room to see what the second is doing. The two months I spent on that ship that's what I have done.

A: You don't go down to the engine room?

R: I go for my rounds. I don't tell the guys what to do. I'm not on the guys back. You have to get everybody together on this and talk. You're going to get different story from somebody else. You're going to get a different story me. —Â There is a problem on that ship?

R: there is definitely a problem.

Â: If that's the case, it definitely should've been dealt with.

R: There is a situation on that ship. It is hard to deal with. I have done it over the years. That's why I have become a bad boy. On the Manitoulin. I was there ten to twelve years. I was going through the canal everyday. You know what the situation was in the seventies and eighties. It was a disaster. I ran through all kinds of stupid situations when everybody was drunk on that ship. Come on. And they blame it all on me.

A: No, I don't think that's the case.

R: I have to do six guys' job on the ship. I can't do a chief engineers job. When the winch breakdown the Chief is running with a bloody wrench. There was nobody around. That was the situation on the Great Lakes, for 15 to 20 years I have been here and everything comes down to me. You give me a good competent engineer, I have no problems. You do a job, I do a job. I have got a job to do, come on that's the situation.

A: Is that the situation you find now.

R: Uh huh.

Â There is not competent engineers right now?

R: I did not say that.

A: You've got to find that no matter where you go. Everybody's working under union contracts. We are aware of that. R: There is a lot of cover up going on. Nobody says anything. If you don't hear anything bad, you're okay. Nobody says anything.

A: You know nothing is perfect.

R: If nobody else complains, Roger complains. Roger is the only guy with a problem.

A: That's not true.

R: I have not had any union problems in the last two years. I have not fired anybody. I have not reprimanded anybody in the last two years. Look at my file, guaranteed. I get the job done. I have to watch out for my job. If I do it, you say you cannot get along with this guys. That's it. I'm going to cool it down. That's what Gerry told me. I'm going to cool it down. I have no problem with the crew not at all. As far

as I know I don't scream, I don't shout, I don't do anything. I just write letters, give it to the guys and say kindly get this done.

A: You are communicating in writing?

R: Yes.

A: Surely you are having problems talking to people.

R: I'm scared they might twist things around so I don't talk no more to people. I just send a note saying, kindly get this done, this is not working. Give the chit to the second engineer so I shouldn't have any problems dealing with people. That's the way I'm doing it right now.

A: So you don't think you have nay problems at all dealing with any people.

R: I don't think so. I don't have to talk to the guys. All I say is, in letter form, I want this done if it's not working, kindly get back to me. I want a feedback. I don't argue with the guys how it's done, why it's done. Come back and let me know. That's the way it is. Gangway doors on the Tadoussac. That was the major problem. Guys started screaming at me. As soon as you come, you want to shut the gangway doors. I said listen, it is a coast guard regulation right here. The skipper wants to know. You have to call the skipper right away. It has to be shut. It says so. These guys were not doing it. It was hot in the engine room. They got upset. That's a no no right?

A: These are the things you have to be doing. These are the things you have to be doing. That's exactly what you should be doing.

R: that's what I told them. This is what they're going to tell you. Listen, this guy is no good. This guy is a problem guy. We don't want him on the ship.

A: Well, that is not what I'm getting at here.

R: It builds up. I put the law down, this is mandatory" coastguard regulations." The other ships are all open. How come we can't keep it open? Right now they're open guaranteed.

A: There is a policy on this, Roger.

R: Three notices everywhere.

A: And they are still open?

R: I see it and tell them I don't want it open, shut it. Now they say the generator exhaust temperatures went up because the doors were shut. That has nothing to do with it. That's not the case. You have enough fans to take care of it. That is the way it is designed.

A: Should work. I'm concerned. I'm still concerned that you still have that reputation. You have to change.

R: I'll try like hell. I don't want to lose my job. I'll try like hell.

A: I don't think that this is what we're talking about. We are not talking about job threatening. We are not threatening jobs, your job or anything of that nature. Okay? What I'm saying to you.

R: Ah, Ah! It is not fair. "You are saying that if you don't improve we don't need you right?" That's been said.

A: No. I didn't say that. I'm not going to mix words with you on that.

R: You are only inferring then here. You said you had to improve.

A: What I'm saying is this. One of the things on the Ferbec. We can't have you relieve on the Ferbec. Is one of the reasons because you are coming there and starting knocking on these people. They are afraid of you.

"They are not saying that you write letters to them. It is your attitude down in the engine room where you are creating confusion down in the engine room by coming down there and shouting at people.

R: The only think I was doing there was when we had a breakdown of one of the generators with a broken gear. I was in the engine room 48 hours. That's the only time I was in the engine room.

A: Not even when the manouvering.

R: I go down, I answer the movement book, I sit down, I don't talk to anyone, I have three relief's and a second the last time I was there.

A: I look at this whole thing and say, "I believe you have an attitude problem!"

R: Going back to what I was and use that and say I have not improved. I feel that I have improved. I do deal with people well after this thing I went for. I don't treat anybody bad anymore. Listen, a drunk comes to me and tells me he's going to beat me up. What am I supposed to do. I cannot manage these kind of people. I got to do his job.

A: Is that happening now?

R: Not right now. Except the second engineer on the Ferbec. He has a few beers and comes and talks. Naturally you did not want me there. He smells of booze, that's a normal guaranteed. Jim says he's a nice guy. I did not say anything. I just shut my mouth.

A: Did you see him intoxicated when he's on board?

R: He goes ashore as soon as the ship docks. He's gone. Comes back in the afternoon for his watch and he smells of booze That's normal for the second engineer on the Ferbec. He can't do without beer.

A: If he's intoxicated he should not be allowed.

R: I'm only a relief, the steady chief engineer should take care of the problems. I don't want to upset your system. If he wants to do it, it should be up to him. I'm only there for a month, I do not want to start anything.

A: I don't see it as that. You notice the situation that we are in now. I am talking about a relief engineer on a rotating basis. I don't see the difference between a relief and a steady.

R: I don't see that. There is a difference. I talked to Jim. He says talk to the chief engineer whatever his name is, Raymond. Talk to Raymond. Why should I have to talk to Raymond. I shouldn't have to discuss jobs with Raymond when he's on vacation. Why should I have to talk to Raymond. I should be able to talk to Jim. I shouldn't have to talk to Raymond to get the job done while he's on vacation. Jim is saying "He's taking care of the ship. Since you are relief, you just relieve." That's what Jim told me. So I'm just relieving.

A: Well, that's not the way it is. You know that, you should know that. When you're on board the ship, you're on board the ship.

R: I do my job as a chief engineer. I rectify problems but hiring and firing I do not do. I'm not doing it because I've had problems before with this. I spent four months, he spends eight months. He should be taking care of his crew. I think so. He might get along better with them.

A: You don't think that people might be doing it when you are there only.

A: Could be right. That could be a problem too. Sure, yeah.

A: Well, this is still a big concern of mine. Avoiding the issue is not a way of dealing with it.

R: I got branded, Jim. All the years I was on the Manitoulin, I got a bad name. I got branded. I can't do anything about it okay? I can't take it away. It won't go away. No matter what I do, it's going to stay. I was on the Manitoulin ten to twelve years. It was a disaster. I ran the ship to the best of my ability.

That's all I can do. That's all I did. That was bad. Geez. Everyday in port unloading bucket job, elevators, FM engines. Left me there too long and they wouldn't give me anything. I got branded. I'm a bad boy, it won't go away. No matter what I do, I'm a bad boy guaranteed.

A: Why is that?

R: Because, I was stuck with all these guys, I was firing these guys. The only way to get rid of these guys with warning letters and firing. You know I had guys in the canal chasing my wife and kids for six months. Stuff like that. Nobody took care of me. Nobody did anything. I had to go to court to haul these guys up. The guy tried to kill me in all this.

This is the way I ran Ships in the seventies. With the union and everything. It was a disaster. What a way to do a job. A professional marine engineer. Sickening.

A: Well I think we all went through the seventies.

R: And the eighties.

A: We all knew what the seventies were like as far as the marine industry was concerned. People in the seventies. I agree with you. There was not a time, it was the time of the year you got somebody that way.

R: You fired somebody, he went on some ship. He got fired for somewhere, he came on your ship.

A: We're not in that now.

R: But then, because I was branded, they left me on that ship. Before I went there, there were ten chiefs. Every year. there was a chief engineer on the Manitoulin. I went there and I got stuck there for ten to twelve years. 76 to 88 I was there.

A: What I would like to do from here on end. I don't want to look backwards Okay? That's what I'm going to do. I'm not looking backwards on you. I'm looking ahead on you, al right?

R: You are going to get these stories. Guaranteed, you're going to get them. You are not going to hear from somebody saying "Roger is a good guy." Never. How do you expect a guy to say I'm a threat to these guys. They don't want me there.

- A: You don't have to be a good guy. You don't have to go onboard a ship to win a popularity contest.
- R: Right, okay. They are going to say "This guys no good," and you are going to listen to all those guys.
- A: Roger, I just fired just as many guys as you did. I was a chief engineer on a ship and I had people come to my door and it was a revolving door. I did not except anything like that either. I never accepted that kind of behavior.
- R: We have to get backing from top management.
- A: We'll back you okay, we'll back you. There's one other thing that you have to do. You have to get people working with you as well.
- R: Okay.
- A: And have to be able to, I said before. This is not a popularity contest. I don't want you in the engine room trying to say I am trying to be popular.
- R: I don't do that. I'm not one of the boys.
- A: That's fine, that's fine. You can decide which ever way you want to treat that. Various people treated in various ways.
- There is only one thing that concerns me. You cannot be abrasive with the people in the engine room. I'm not talking about being firm. There is a difference.
- R: I know I'm not abrasive at all. I thought I was doing a much better job now, Jim. Another problem is the over time. When I'm there, the guys don't get too much over time.
- A: So the point is, from here on end, operating next year. The managers on board the ship, it is the discretion of the mangers on the ship to pay OT. It has nothing to do with keeping crews happy or whatever.
- R: That's the way it is on the Tadoussac. It is a field day for those guys when I'm away.
- A: I'm making notes here. And let the ship manager know.
- R: You have an open cheque book for those guys. I asked Chris, why is there so much OT on the ship. When I come, I don't need to pay that much. He said he was going to talk to Jim(C/E) about this.
- A: If you have a problem aboard the ship, the only thing I can say, drinking on board a vessel. If you have reason to believe that there is drinking on board a ship, which I think you don't have. I don't believe that's the case. If there is, R:I know there is.
- A: That is one of your strengths. But if you find it so, that the company's policy is zero tolerance, it is up to you to then there is zero tolerance. state the fact, no liquor on board the vessels.
- R: No liquor on board. Is it okay to go ashore and have a beer and come back?
- A: They cannot be visibly impaired, they cannot be visibly impaired. That's a tough question for a manager to deal with. We all know that. We don't have girl guides and boy scouts working at sea. There is a change that is occurring that is becoming less and less acceptable. It is also little bit different going to sea as well. That these

guys do not get the opportunity to have a beer sometimes during the week or whatever. Maybe once a week they get in.

The same is true here. When they are coming back from shore, they cannot be visibly impaired. If they are visibly impaired. They cannot go down that engine room. That's dangerous.

R: Okay.

A: If you find that situation in the future, we have to take a course of action on it. We find the person visibly impaired, we cannot allow the person to go down the engine room. You're going to be relieving on the Tadoussac Oct.22,to the year end. When I say year end, that is an open line. You will be there until year end, approximately two months.And you are familiar with the vessel. I don't see any problem with that. I still have a very strong concern about your abrasive nature.

R: I get along fine with the fourth engineer, and the third engineer. They know their jobs. I don't have to worry about those guys not doing their jobs. When the guy does not know the job, naturally he's afraid. I will be afraid if I didn't know my job, Jim. These guys get away with a lot of things.

A: Who are these guys that you mentioned?

R: I'm referring to the second engineer on the Tadoussac and the second engineer on the Ferbec.

A: What is the problem with the second engineer on theTadoussac.

R: I don't think he knows the jobs running the Sulzer engines He does pipe work, fixing, fabricating.

A: How long has he been there?

R: Two years I think. That's all he does, pipe work and ballast work. That's all he does. He does not take care of the main engines.

A: What about the Ferbec?

R: Ferbec, second engineer is good. He knows the engines. I will give him that much. Only thing is he has got a problem with drinking. I did not tell him that. I did not tell anybody that. I just kept my mouth shut. I don't want to stir up an hornets nest again. He does have a problem with drinking. I'm sure Raymond knows that. Maybe he does not do it when Raymond is there. Their all gone. As soon as the ship is docked, everybody is gone. I have no crew on the ship. All I have left is one mechanical assistant and one engineer on the ship, when she docks at Sorel.

They all stand there, watch us on the ship and go home.

R: They take turns. One guy is there, two guys are gone. That's the way it is. Home away from home for those guys.

A: Ferbec is a different operation.

R: If they want to do any maintenance, there is nobody around.

Â: They have been fairly successful. That ship is okay.

R: That ship is okay. Nice short run, long time in port.

A: They made more money than any other ship this year. No down time this year.

R: Only problem I had was with the generator. The stupid generator went. I had a hell of a time.

A: You notice when I talk to you about all this I'm aware of fit. Normal problems.

R: I was down in the engine room 48 hours trying to get that thing going. I had no problem with those guys. I don't know why they're saying I had a problem. I was pretty decent with everybody wishing them good morning. I used to have coffee with those guys everyday, second engineer, electrician.

A: What about when you were relieving, you got into a shouting match with Lacquerre.

R: I had no shouting match. He accused me of stealing his computer discs. Come on, you can't do that to me. I don't need your stupid floppies. I can buy these things for ten bucks. Maybe somebody took it. He wanted to now why I took his discs. All I did was copy a few of his programs enough money to buy floppies.

A: He never mentioned anything like that. You have to deal Come on, a chief engineer. I don't have to steal. I make with your peers as well as you subordinates. This is something I mentioned, the problem you had with Mark Nakhooda.

R: The guy wanted to beat me up.

A: I have seen that report. I got the other side too on that. When you get into situations. I know these people. I know quite a few people and what their personalities are etc.etc. Mark Nakhooda, I look at him and say, there must be another side to this too. These confrontations that we see.

R: These guys set me up when they worked with me on the ship. You heard about the previous story. The money I supposedly I took from him. You know that? Nobody wants to listen to those things. Are you aware of it?

A: I heard about it. But I'm not talking about that.

R: It all builds up. You better have some proof when you accuse someone. Otherwise you'll probably end up in court.

No way you're going to defame my character for nothing. This is what happened. His wife went to the office and said that I had blackmailed the guy and took money from him. I said, you better have some more proof than that.

A: What do you think, why is that all these guys have a run in for you.

R: The Manitoulin problems again.

A: I have never seen so much of this.

R: Just carried over the years, the reputation that I have. It carries on. It never stops. It is sad. They really screwed me up this way. By leaving me there too long. Try to do a job with all the stress. Unloading everyday, bucket jobs, FM engines. Not a very nice job. Canalling, go ashore and come back drunk. Mates, engineers.

A: These are exactly the kind of things that we can't have anymore if we are to survive. I'm very concerned about how well the managers deal with such situations. We have to clean up shop, clean house and start.

- A: I'm very concerned as to how people handle people. People are our biggest resources.
- R: Right now, I'll tell you what I'd do. I don't talk too much. Anything I want done, I send a note to the engine room what I want done. Less talk the better. "My grandfather's 100 yrs. old tomorrow.
- A: I want to make sure that what we have spoken here.
- R: I'll give you 100% cooperation. I have no problem with anybody in top management.
- A: What I'm talking here is your relationship with me. With the crew.
- R: Isn't that a relationship that you build up over the years with the people. You put me with new crew, it takes sometime to build up a relationship. It is difficult. He has something in his mind. This guy is an SOB. It takes a longtime to build up a relationship. These guys are all in the union. They hear stories and they carry on.
- A: I'm not saying that being a relief engineer. I want to change that word.
- R: We're all chief engineers.
- A: chief engineer. It takes a lot of talent going from one place to another. I want to stabilize that. If I get to a situation, if I feel. Look it here, Roger. There could be a situation developing that could be a communication problem. I'm not talking about that. You communicate as well as I do and anybody else. And these people understand English there too although they're French Canadians. Generally speaking they are French Canadians and they understand you too.
- R: Okay.
- A: It's how we talk to people, how we deliver message to
- R: I have not been abrasive since I've had this training Jim. I'm pretty nice to the people. You talk to all the mates, you talk to Alan Dodge. Maybe you should talk and find out how I'm dealing with people over there. I'm very nice to people.
- A: I have asked the people. That's why I brought you in here. I've asked the various people what is happening here.
- Â: I DON'T DO WITCH HUNTS. OKAY? I DON'T DO WITCH HUNTS.
- R: I'm not going to ask the oiler how the second engineer is doing.
- R: Correct. That the way it was over the years. That's what they did.
- A: When I have a complaint, I ask "Is there anything to this?" This is what I'm saying. I'm not going to go around asking. If I go on the Tadoussac, I'm not going to go around asking.
- I may get a feeling.
- R: You can ask any skipper that I sailed with in the great lakes. How my relationship is with the skipper. They all like me and I like them, MacGregor, Lars Bowman, and the whole bunch. You can ask them about Roger.
- A: I'm more concerned with how your department is being operated. I'm more concerned about that.
- R: Look at the Frontenac, all the problems I had. Guys were shacking up with people and all the problems I lived with.

I did not say anything. Everybody knew about it. Why do I have to go on board a ship and clear house. It should have been done before I come. Everybody should do it. Right? Just not me. So I get a bad name by not doing it. By doing all these things. The rest of the guys all just cover up.

A: I never said anything about the Frontenac.

R: This is last year or year before. There is a third engineer everybody knew. They had to take him off and fire him on the Tadoussac this year. He was bad. I lived with these guys and I still ran the ship with these guys. I made over 300 trips on that ship.

A: All the fleet has to be more self reliant.

R: You have to be a team player and everybody has to be on one team.

A: Those are kind of buzz words you know. Those are words that are sometimes overused in some cases.

R: This is nice to get together. Because we are trying to make a living. We all have to put bread on the table.

A: So what I'm saying to you is.

R: I'll make another 200% improvement and talk to the guys. No problem there. I'll do it to the best of my ability, whatever I can do. Whatever I have learnt. I still read management books, I still go through all these things to see if I can do any better. What I learnt at home, the way I treat my kids the same way.

A: You can't use, be careful not to use your home base. You're running a business.

R: More or less you've got to be friendly right? You've got to motivate the guys. That's basically it. You can't buy them by paying OT. They all do a whole bunch if you pay them OT. But then a lot of guys are doing it. That's not the way to do it. It is money after all, Jim. It is a big thing right? If they can make a \$1000 more this month than last month, surely it is a plus for them.

A: You think that is a major thing here.

R: It is a major, major thing. If they can get a lot of OT, it will be fantastic. I sail on British Ships. We had a built in OT. 30 hours. a month and you do your work. That is all you're going to get. If it is not too much work, they did not work, but if there was work to be done, they worked. But here the OT business has been a "bug bear." Geez, all these years, Oh that chief, he gives me 100 hours.

A: You think the OT has been your biggest problem.

R: It is my biggest problem. Bill Brown told me in the office. Why don't you give the guys 50 hours. a month and get them on your side. Listen, it is not my money to give away. I can run a ship efficiently for you. Why do I have to give it away. You see what you have to in order to get them on your side.

A: I'm more concerned as I got back down. If it requires a particular skill then it's all right outside the working hours. If it can be done during the normal working hours, you have to do whatever makes sense you do.

R: I think so. Times are bad, Jim. We're all trying to save money. I would not call a service man for no reason at all.

I don't want to lose time unloading. If you want to run two generators. That is what they did. I was very concerned.

A: Do you know when I say that is up to you.

R: Yes, definitely.

A: Let us not put this aside and say this is not my fault.

R: No, no, no way. I check it 100%.

A: I look at something. It is a reflection of a chief engineer and this is why you have to motivate your crew. We all know that if we had and want the three best engineers in Canada, we will have the best ship. Wouldn't that be nice. We don't. I would like to get hold of for CSL and say, let's get hold of the absolute best. You have what you have. When you go on board you have to look at that through and you look at the third engineer when he has changed the filters, you ask how did you do that?

R: He changed the filters, twelve filters were bad, all the filters were garbaged.

A: All technical things. Can't have that.

R: One more thing, Jim. Sometimes I have to make a decision, I'm going to that Port and I need to lift the boom. I have problems. I'm not able to figure out maybe the serviceman will help me save time.

A: CSL has never been left in absolute critical in need of service.

R: I know that.

A: I can't believe it, we are still using far too many more service people on board.

R: Another thing is that the service man comes and does the job and something goes wrong. Then the service man is no longer involved. We get involved, we get blamed. I don't know how you work that out.

A: I'll tell you one thing. You are a chief engineer.

R: We still have authority over that guy?

A: You are still responsible for everything.

R: As long as we know that it's nice to know.

A: You call a service man, you exhausted all your knowledge of everything that you do. I need help. You also have to know what you need help for. I looked at everything critical. Eg. I look at the incident on the boom, and somebody comes up and says the coil is gone. I need to get a service man.

R: No, No. I said I needed a spare coil.

A: I know that. This is what I'm getting at. This is a big deal. There is a fellow coming up from St. Catharines with a coil in his pocket.

R: I try to get hold of Chris that day, he was already on the flight by the time we found out.

A: That does not make good sense.

R: There was a misunderstanding I would not want Chris to fly all the way for no reason at all. We found out too late. It was 6:00pm in the evening.

A: Anyway what this was all about was that we have to work together and see that we have a future.

R: Thanks Jim, It was nice talking with you. I shall do my best like I always have as long this is not a witch hunt and a corporate lynching.

This was the last conversation I had with the vice president of the company in October 1992. It was typical of him, the ways of the white man shines right through. It was like I said, a witch hunt and a corporate lynching. I lost my job exactly four months later, the same person who sat in his Montreal office and swore that he does not do witch hunts, did exactly that. He put the company through a lawsuit which I brought against Mr Martin and his bunch of cronies, liars and cheats, they do exactly the opposite of what they say. This is corporate North America and we are all numbers. This then is the final conversation before he gave me the pink slip after close to twenty one years in a Company.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

February 1, 1993

Dear Roger:

I regret to advise that due to a downturn in the shipping industry on the Great Lakes, we have had to re-evaluate our requirement for Chief Engineers, and as a result of this evaluation, we unfortunately are not in a position to offer you a contract. Consequently, your current contract which expires March 31, 1993 will not be renewed and your employment with Canada Steamship Lines Inc. will cease as of that date. In view of your past service, you will receive compensation in accordance with the details recorded in Appendix "A" attached, upon the Company receiving your signed release on the form which is also attached. Please return the signed release by February 15, 1993. Decisions such as this are always difficult, and we sincerely regret the conditions which make this action necessary. Nevertheless, I do want to thank you for the contribution you have made while in our employ, and wish you every success in your future endeavors. Should you have any questions or require any assistance, please feel free to contact me.

Yours sincerely

F.J. Andrews-Vice-President, Fleet Management

Conversation between Mr. J. Andrews V.P. fleet operation and Chief Engineer Roger Ranganathan at the CSL office on 1st Feb. 1993 at 1015 hrs. St. Catharines.

JIM. Hi Roger, sit there

ROGER. ya thanks

JIM. I've got a very unpleasant task

ROGER a ha

JIM. just to let you know that uh we're reducing our staff in the company and I'm offering you this package here and I'd like you to read this, and I want you to read thoroughly and come back here. I'll answer any questions you have.

ROGER. do you have any reason that you have selected me instead of somebody else or based on what john

JIM. what we have uh, what we've done is uh we've got a survey of the company

ROGER. ok

JIM. and uh we've looked at all the various factors

ROGER. right

JIM. like we went to the a pool of chief engineers and that's the criteria we used. I want you to read that very thoroughly though and if you have any questions. make sure you understand what's being offered.

ROGER. yeah right. I'm allowed to ask questions right. I'm on the other end. right now that means what other alternatives do I have. you're letting me go. i have no choice right

JIM. that's correct

ROGER. Ok, I have only two more years before pension

JIM. that's correct

ROGER. Is there anybody else affected by this or just me?

JIM. this is the uh, just assume, just to discuss your position

ROGER. yeah, are there any other chiefs being let go.

JIM. there's quite a number of, there's quite a number of positions that we've lost this year, yeah!

There is a risk of low tiered chief engineers being retrenched in that regard and being addressed in that regard that you see.

ROGER. Right

JIM. those are very uh, those packages being offered there, there uh very much probably higher than normal in that you see in a few instances

ROGER. yeah okay, what are my options now? I have no job right?

JIM. your options are this. that's stated in there, you're contract will not be renewed

ROGER. right

JIM. so you'll be paid up until the end of your contract, the first contract you have now.

ROGER. right

JIM. and there is a time limit on the response for accepting that package.

ROGER. oh yeah 15th march, I see that. okay

JIM. so as of february, no as of the end of your contract now your job will be finished at this time and your contract, what you have this year, whether or not you've earned a contract this year you won't be employed again until the rest of your contract

ROGER. so you're saying a lump sum payment. okay

JIM. there's a lump sum payment in one option and there's the other option, that's normal the other option is a payment and an increased pension at 55.

ROGER.okay

JIM.substantially increased pension and what you'd normally be allowed if you chose early retirement.

ROGER. Al right,ok, I have to

JIM. obviously, no I'm not asking for an answer

ROGER. right okay all right

JIM. I want you to look at another fact, I want you to go back, have a good look at that

ROGER.sure

JIM. and if there's any questions you can present them to me in Montreal

ROGER. ok

JIM. or if I can't answer them I'll make sure somebody will be around

ROGER.ok, now when is my date of termination with, when does it start? the day I sign it? when am I terminated? right now?

JIM. you will, ok, your services will not be used again

ROGER. that means I'm finished as of now then.

JIM. you can, yes, you can do whatever you wish right now. if you wish to start looking for another job right now you can do that right now

ROGER.yeah but that will not affect my compensation

JIM. no it won't

ROGER.ok

JIM. I'm saying now that we will not make any more demands for the remainder of this year, of this contract, company contract that you have now.

ROGER. ok

JIM. so you're finished your employment as of now. that's not written in there but i can make that happen

ROGER.uh, I'm still 52 Jim. and the other, you have guys who are 60 and 58. and age has nothing to do with it. what is this based on? can i ask?

JIM.you can ask but all i can say is that i looked at all options and this was not just my own personal view on this and all of the various factors like i said that go into making up and deciding on a reduced staff were looked at

ROGER. ok

JIM.and that's the way

ROGER. Ok, let me study this and I'll get back to you by 13th of feb, so I've got a couple of weeks

JIM. Yeah,ok

ROGER.now, if I don't accept this what is my position?

JIM. your position will be the same.

ROGER. Same, yeah same. Al right now you guys going to give me a letter saying my services were okay with the company

JIM. we'll give you a letter of reference.

ROGER. if i want to go look for another job

JIM. yeah we'll give you a suitable recommendation

ROGER. okay

JIM. okay Roger, my option here is not to prevent you from getting other employment

ROGER.okay

JIM. that's not my business, that wouldn't be my.

ROGER. now the reason for termination is downsizing right, that's what you're telling me right?

JIM. that's exactly what it is.

ROGER. Okay Jim,I have nothing to say. I mean what can I say. really. When you tell me I have no job, I have no recourse. I've got to go I guess. look forward to sailing in the future somewhere.

JIM. yeah

ROGER. thanks a lot,nice talking to you.

Lancaster, Mix &Welch-

P.O. BOX 790 55 KING ST. ST. CATHARINES,

ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551FAX (416) 641-1830

February 10, 1993

“WITHOUT PREJUDICE”

Canada Steamship Lines 759 Square Victoria Montreal, Quebec

H2Y 2K3

Attention: Mr. F.J. Andrews,Vice-President, Fleet Management

Re: Chief Engineer, Palghat (Roger) Ranganathan

Our File No: K10513-001

Dear Sir,

As you may know by correspondence with Erling Rodin in Spring, 1992, I have been consulted by Mr. Ranganathan from time to time as regards his employment situation.

I have discussed with him your letter of February 1, 1993 by which the company has chosen to terminate his services effective March 31, 1993 prior to the commencement of the 1993 sailing season. I have reviewed with him the proposals contained in your letter and have also considered the detailed background in the case and his employment relationship over the last several years. I have advised

Chief Ranganathan of the various options available to him, including a civil action for wrongful dismissal a claim for unjust dismissal under the Canada Labour Code, and a complaint on the basis of discrimination based on age and/or race under the Canadian Human Rights Act. I have also advised him that neither of the severance packages proposed in your February 1st letter are sufficient compensation for the termination of his employment after 21 years of service, shortly prior to his 53rd birthday. As a corollary matter, Mr. Ranganathan advises me that he is owed 11 Vacation days from the 1992 year at \$325.00 per day.

Robert B.Reid.

OGILVY RENAULT

Montreal, February 18, 1993

WITHOUT PREJUDICE

Mr. Robert B. Reid
LANCASTER, MIX &
WELCH P.O. Box 790
55 King st.
st. Catharines, ontario L2R
6Z1

Dear Sir:

Re: Chief Engineer Ranganathan

We have received instructions from our client, CSL, to reply to your letter of February 10th in the above matter.

As mentioned in Mr. Andrews' letter of February 1, 1993, the depression in the shipping industry has affected all the companies plying the Great Lakes—st. Lawrence Seaway system and has resulted in a substantial downsizing in manning requirements.

CSL has probably been affected more than others and has had to terminate the employment of some 60 employees over the past couple years. Your client, Mr. Ranganathan, happens to be one of them.

Contrary to the “suggestion” in your advice to Mr. Ranganathan, he was not let go on the basis of any prohibited ground of discrimination such as age or race. In fact, a cursory review of the Company’s staffing would quickly convince you of this.

The severance packages proposed are both generous and entirely in keeping with the packages offered and accepted by the numerous other employees who unfortunately suffered the same fate as your’ client. Mr. Ranganathan’s case was considered and evaluated using the same objective criteria as all the other employees who were terminated; to have treated him otherwise—with either more or less generosity—would have exposed the Company to a charge of discrimination.

We are somewhat at a loss to understand your request that he be paid on the basis of his 1991 salary rather than his 1992 salary—they are identical. It may also interest you to know that the offer of \$101,565 represents 15 months’ salary. By adding the 2 months’ notice received by Mr. Ranganathan prior to his termination (February 1—: March 31) we arrive at a total of 17 months’ notice which is very close to the 18 months you mentioned in your letter.

The Company’s records do not indicate any vacation days owing to Mr. Ranganathan. However, if upon verification this is found to be in error, the necessary correction will be made. with respect to the pension plan, the options which are proposed are a function of the cash compensation and are not subject to “mixing and matching”.

Finally, we understand that you have in your possession some of the correspondence with Mr. Ranganathan relating to his performance and attitude. We would like to assure you that this factor did not weigh in the determination of the appropriate severance package which was offered to him. That will not be the case, however, should this matter be litigated.

We trust that this explanation will satisfy Mr. Ranganathan and we invite him to seriously reconsider the options offered in Mr. Andrews’ letter of February 1st and to advise Mr. Andrews of his choice.

Yours very truly,

Casper M. Bloom, Q.C.

March 1, 1993

Lancaster, Mix & Welch-

**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551 FAX (416) 641-1830**

Ogilvy Renault

Barristers & Solicitors

1981 McGill College Avenue Montreal, Quebec

H3A 3C1

Attention: Mr. Casper M. Bloom. Q.C

Dear Sir:

Re: Canada Steamship Lines and Chief Engineer Ranganathan
Our File No. K10513-001

Thank you for your letter of February 18, 1993. I have now had an opportunity to discuss the contents of your letter with Mr. Ranganathan.

My information is that the downsizing at C.S.L. over the past few years has been almost exclusively in shore-based personnel. In fact, I understand that three chief engineers were hired for the first time in 1992, and that the fleet will not be significantly downsized in 1993.

As to Mr. Ranganathan's earnings, his T4 slip for 1992 shows employment income before deductions of \$82,865.00. His 1991 and 1990 income was approximately \$30,000.00 in excess of that figure by virtue of the fact that he was working a regular assignment that included winter work, pay for lay up activities, etc., rather than the relief operation to which he was assigned in 1992.

I appreciate your comment that Mr. Ranganathan's job performance and attitude had nothing to do with the decision to terminate his services. Naturally, we are not concerned about those allegations in any event, because they would appear to be ill-founded. However, I do not see that they are relevant now or at any time since they did not factor into the company's decision to terminate Mr. Ranganathan's position on the company's original offer is unchanged in that he does not consider it to be an adequate termination package. That being the case, it is his intention to proceed with a claim against the company as outlined in my Feb 10th Letter. My suggestion is that we consider the possibility of mediating the dispute through the mechanism of an independent

neutral third party in an attempt to resolve the situation before any further steps are taken. Perhaps you can seek the instructions of your client in that regard and advise me if it is prepared to participate in mediation. If so, we can discuss the terms. If not, kindly advise me at your early convenience so that we can commence the necessary proceedings without further delay.

Thanking you, I remain,

Yours very truly,

LANCASTER, MIX & WELCH Per:

Robert B.Reid
ROBERT B. REID. RBR/bms
Copy—Mr. Palghat Ranganathan

Lancaster, Mix &Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551FAX (416) 641-1830**

Dear Sir,

Prior to Mr. Ranganathan making a decision as to how to proceed in this matter, I suggested that he explore the possibility of arriving at a financial settlement prior to the incurring of legal costs by both parties, and in order to avoid a delay in arriving at a reasonable resolution of the matter. I have instructions to propose a final settlement of matters related to Mr. Ranganathan's employment based on the lump sum equivalent to 18 months' pay at his 1991 salary level. As you know, the 1992 year represented an unusual reduction in pay owing to his temporary assignment as a Relief Chief. As well, Mr. Ranganathan would require a full, unreduced pension at age 55, and \$500.00 for costs. Although it has been Chief Ranganathan's intention to work through to his normal date, he is prepared to make the foregoing offer of compromise in order to bring the employment relationship to a conclusion. Please contact me with your response as soon as possible.

Thanking you, I remain,

Yours very truly,

Robert B.Reed

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551 FAX (416) 641-1830**

March 08, 1993

Ogilvy Renault Barristers & Solicitors 1981 McGill College Avenue Montreal, Quebec
H3A 3C1

Mr Casper M. Bloom, Q.C.

Dear Sir:

Re: Canada Steamship Lines and Chief Engineer P. Ranganathan
Our *File No. K10513-001*

Further to our telephone conversation of March 31, 1993, and your letter of the same date, I am forwarding to you for your information a copy of the complaint sent this day on behalf of Chief Ranganathan to Labour Canada. I expect that your client L-J will be contacted by Labour Canada in due course as the complaint is processed.

Thanking you, I remain,

Yours very truly,

LANCASTER, MIX & WELCH Per:

Robert B. Reed

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551 FAX (416) 641-1830**

Copy—Mr. Palghat Ranganathan

April 28, 1993.

Robert.B.Reid,Lancaster,Mix&Welch—P.O. Box 790
St. Catharines, Ontario L2R 6Z1

RE: CANADA LABOUR CODE PART III

Dear Sir:

As we discussed in our conversation of April 27, 1993, your client Mr. Ranganathan would be advised to complete the enclosed managerial questionnaire. I will proceed with the investigation upon receipt of this questionnaire and a copy of all termination correspondence—C,oi',] Canada Steamship lines. I also require confirmation Mr. Ranganathan is not a member of a union or association.

I will be unavailable the week of May 3, 1993, but look forward to speaking with you the week of the 10th.

Sincerely,

Edna Burri

Labour Affairs Officer 519-542-2250

Return Address: Labour Canada 6700 Century Ave. Mississauga, Ontario L5.

SCHEDULE “B”

Statement of Complaint:

- (a) I will be 53 years of age in May, 1993.
- (b) I have 20 years of service with Canada Steamship Lines Inc., the past 18 of which have been as Chief Engineer.
- (c) The position of Chief Engineer is a senior management position second only to the ship's Captain as the most senior sailing officer. The responsibility of the Chief Engineer includes all aspects of maintaining and operating the mechanical and engineering operation of the ship. The proper functioning of a Chief Engineer has a significant impact on the safe and efficient operation of the ship.

- (d) By virtue of my seniority with the company, I am entitled to the status of a "Commodore Chief". In the entire company fleet, I am the second most senior Chief Engineer.
- (e) My seniority is recognized by the company through a Length of Service Supplement of \$10.00 per day, and through a guaranteed vacation period of 65 days. As well, seniority has typically been the basis for the assignment of ships, as well as extra working days both before and after the sailing season.
- (f) Until 1992, I was consistently called on by the company for additional work, including the pre-season fit-out of ships, lay-up after the shipping season, and winter work maintaining the fleet.
- (g) To my knowledge, there has been no downsizing of the fleet in recent years. Any reduction in staff by the company has been in shore-based personnel only. It may be that there is a slight downsizing in the shipping fleet for the 1993 season, but there have been seven new Chief Engineers hired by the company in recent years, with three in 1992, and it is not typical for the company to lay-off out of the order of seniority.

I received a written notice dated February 1, 1993 from the company notifying me that my employment was terminated as of March 31, 1993, and that no new contract for the sailing season was to be offered to me. h)I received a written notice dated February 1, 1993 from the company notifying me that my employment was terminated as of March 31, 1993, and that no new contract for the sailing season was to be offered to me. i)I am capable and qualified to continue working as a chief Engineer for the company.I believe that the company has failed to pay me for eleven vacation days in 1992 to which I am entitled. Despite my requests, no payment has been made to date.

- (j) I believe that the company has failed to pay me for eleven vacation days in 1992 to which I am entitled. Despite my requests, no payment has been made to date.
- (k) As a result of the termination of my employment with the company, I have suffered great emotional and financial stress, as has my family. I anticipate the need for medical treatment and psychological counseling, and have had to make arrangements to sell my home, and make other financial compromises that would not otherwise have been required.

The severance package offered by the company with the termination letter of February 1, 1993 is not an adequate recognition of my services over the years, and represents an unreasonably short period of pay in lieu of notice. In addition, the compensation offered was based on my 1992 income which was a one year aberration, during which I earned approximately 25% less than the previous year. Historically my income has increased for each year of service. (See Schedule "A").

I have attempted to find alternative employment, both in Canada and beyond, but the state of the shipping industry is such that there are virtually no positions available.

- (n) I believe that I have been unjustly dismissed by the company.
- (o) I seek reinstatement to my position as Chief Engineer, together with full redress from April 1, 1993, or in the alternative, damages equivalent to 24 months' pay in lieu of notice, together with a full unreduced pension at age 55, compensation for eleven days holidays not paid in 1992, and a letter of reference.

SCHEDULE "A"

Method of Payment: (a) In 1992, I received an annual salary of \$81,250.00 based on a daily rate of \$325.00 with a guarantee of 250 sailing days. I was entitled to a guaranteed vacation of 65 days as part of the 250 day sailing season. My actual employment income as per the 1992 T4 slip was \$82,865.01.(b) In 1991, despite an annual guaranteed salary of \$96,500, my T4 slip was in the amount of \$113,862.00 based on additional work performed for the company before and after the sailing season, as was typically the case. Similar extra work was available in 1992, but was assigned to Chief Engineers more junior to me. My 1990 T4 slip indicated income for that year in the amount of \$111,593.43, and my 1989 T4 slip indicated employment income of \$107,231.75.

© Based on my seniority with the company, and the company's past practice,

I believe my compensation for the purpose of this complaint should not be based on the 1992 compensation alone, but rather on the amount to which I should have been entitled in 1992, being the equivalent of my 1991 income, or alternatively the average of my past three years' income

Seniority is recognized by the company through a Length of Service

Supplement of \$10.00 per day, and through a guaranteed vacation period of 65 days. As well, seniority has typically been the basis for the assignment of ships, as well as extra working days both before and after the sailing season.

Robert B.Reid

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551 FAX (416) 641-1830**

Mr. Palghat Ranganathan

May 4, 1993

Dear Sir:

Re: Ranganathan, P. vs. Canada Steamship Lines Inc.
Our File No. *K10513-001*

Enclosed please find most recent correspondence from Labour Canada, together with a questionnaire, which I would ask you to complete. When you have done so, please call my secretary to arrange a mutually convenient time to come in to see me to discuss same. If you have any questions, please do not hesitate to contact me.

Thanking you, I remain,

Yours Very Truly,

Robert B. Reid

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551 FAX (416) 641-1830**

Mr. P. Ranganathan 109 Westgate Park St. Catharines, Ontario L2N 5X1

Dear Sir:

Re: Labour Relations Advice *Our File* No. K10513-001

Further to our conversation at this office of May 1, 1990, I confirm that we discussed the details of your employment situation with Canada Steamship Lines, particularly as it relates to an ongoing concern that you have had with one of the other Chief Engineers and the company's response thereto. I can further confirm that we provided some general advice concerning the security of your employment

as well as potentially practical advice as to how to deal with the company and properly document your employment file. I hope that our services in that regard were of assistance to you and I would be happy to discuss the matter further should the need arise in the future.

In the meantime, I am taking this opportunity to enclose my account for services which I trust you will find to be satisfactory. Thanking you for having consulted us on the matter, I remain,

Yours very truly

LANCASTER, MIX & WELCH, Per:

ROBERT B. REID

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551FAX (416) 641-1830**

May 10th, 1993

Labour Canada
6700 Century Avenue Mississauga, Ontario L5N

Attention: Ms. Edna Burri
Labour Affairs Officers

Dear Ms. *Burri*:

Re: Ranganathan, P. vs. Canada Steamship Lines Inc.
Our File No. K10503-001

Thank you for your letter of April 20, 1993.

I can confirm that Mr. Ranganathan is not a member of a union or association involved in any collective bargaining.

Enclosed please find a completed managerial questionnaire signed by Mr. Ranganathan, together with the amended Record of Employment which was received recently by Mr. Ranganathan.

I trust that the foregoing is satisfactory for you to commence your investigation into this matter, and would be happy to discuss any aspect of it further with you in due course.

Thanking you, I remain,

Yours very truly

LANCASTER, MIX & WELCH Per:

Robert. B.Reid

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551FAX (416) 641-1830**

June 2, 1993

Casper C. Bloom Q.C./o Canada Steamship Lines Limited 759 Victoria Square, Montreal,
H2Y 2K3

Dear Mr. Bloom:

Re: Part III of Canada Labour Code Complaint of UWust Dismissal *Palchat Ranganathan
VS Canada Teamship Lines Limited*

A complaint has been filed with Labour Canada pursuant to Section 240 (1) of the *Canada Labour Code—Part III*, by Palchat Ranganathan who alleges that he was unjustly dismissed from his employment on March 31, 1993. A copy of this complaint is enclosed.

It is my understanding that Mr. Andrews has requested you will be my contact on behalf of the company. I have a request for reinstatement from Mr. Ranganathan and would like to discuss this option with you.

Sincerely,

Edna Burri
Labour Affairs Officer Telephone: (416) 542-2408
Enclosure. Ranganathan, F.J. Andrews

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551 FAX (416) 641-1830**

June 30th, 1993

Labour Canada-6700 Century Avenue Mississauga, Ontario L5N 6A4
Attention: Ms. Edna Burri
Labour Affairs Officers

Dear Ms. Burri:

Re: Ranganathan, Palghat. v. Canada Steamship Lines Inc.
Our File No. R10503-001

I acknowledge receipt of and thank you for a copy of your letter of June 2, 1993 directed to Mr. Casper Bloom in the abovenoted matter.

If there is any way I may be of assistance in expediting the matter, please do not hesitate to contact me.

Thanking you, I remain,

RBR/bms

Copy—Mr. P. Ranganathan

Yours very truly

LANCASTER, MIX & WELCH Per:

Robert B. Reid.

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551 FAX (416) 641-1830**

Sept 5th, 1993

Labor Canada,

6700 Century Avenue
Mississauga, Ont.L5N 6A4,
Canada.

Ms Edna Burri.
Labor Affairs Officer,

Dear Ms. Burri:

Re: Ranganathan, Palghat v. Canada Steamship Lines Inc.
Our File No. K10503-001

I would be pleased to know the status of this matter since Mr.Ranganathan is understandably anxious to bring it to a conclusion.

If I can be of any assistance, please do not hesitate to contact me.

Thanking you, I remain,

Yours very truly

LANCASTER, MIX & WELCH Per:

ROBERT B. REID

* Robert B. Reid.' Certified by the Law Society as a Specialist in Civil Litigation

Mr. Palghat Ranganathan 109 Westgate Park Drive St. Catharines, Ontario L2N 5X1

Mr. Casper M. Bloom, Q.C. Ogilvy Renault Barristers & Solicitors 1981 McGill College Avenue Montreal, Quebec, H3A 3C1

Re: Adjudication under Division XIV—Part III of the Canada Labour Code—Complaint of Alleged Unjust Dismissal—Mr. Palghat Ranganathan against Canada Steamship Lines Limited, Montreal

Dear Messrs. Ranganathan and Bloom:

This is with reference to Mr. Ranganathan's request and is to advise you that the **Minister of Employment and Immigration and Minister of Labour, the Honorable Lloyd Axworthy**, has appointed Mr. Kenneth A. Hinnegan, Barrister & Solicitor, P.O. Box 995, Chatham, Ontario, N7M 5L6, telephone (519) 674-0601, as Adjudicator to hear the above-noted complaint of alleged unjust dismissal.

I have told Mr. Hinnegan that you would arrange to furnish him with all the pertinent documentation and information he may require in this matter.

Would you please consult with Mr. Hinnegan as to the time and place of the hearing.

Yours truly,

Sincerely,

Edna Burri—Labour Affairs Officer Telephone: (416) 542-2408

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551 FAX (416) 641-1830**

Dear Mr. Reid,

If reinstated I would require the following in order to bring this civil litigation case to an amicable conclusion.

1. Back as a steady Chief Engineer.
2. Full Back Pay at 1993 rate of pay for Chief Engineer, including what I would have earned as a steady Chief Engineer. (Lay Up and Fit out Bonuses and

winter work wages as well Late & Early Sailing Bonuses and seniority pay,telephone costs,(\$60.0 per month)

3. Payment into the pension Fund sufficient to restore its entitlement to what it would have been if I had not been Dismissed.
4. Provide any training to regain previous competence and efficiency.
5. Reimbursement of expenses looking for another job after termination.
6. Interest on all moneys.
7. Full payment of all legal costs.
8. Removal from company files and records all documents and correspondence relating to dismissal and the reasons.
9. Payment of all fringe benefits.
10. FUTURE. In case of dismissal for any reason other than Unethical, would require a Twenty Four Month salary at a Daily rate of pay and not at the reduced rate of pay which is currently in force and a Unreduced Pension equivalent to Pension at sixty five.

Thanking you,

Yours Very Truly,

Roger Ranganathan

Lancaster Mix & Welch.

P.O. BOX 790,55 KING ST.ST CATHARINES. ONTARIO,CANADA L2R 6Z1Counsel: Robert S.K. Welch. O.C. LL.D.

TEL. (905) 641-1551.FAX (905-641-1830)

St. Catharines, Ontario L2N 4H6

Attention: To whom it may concern.

Dear Sirs:

Re: Palghat (Roger) Ranganathan Our File No. K10513-001

Please be advised that we act for Mr. Ranganathan as regards a claim which he is making under the Canada Labor Code arising from the termination of his employment with Canada Steamship Lines Limited.

We are in the process of attempting to schedule an adjudication hearing, at which hearing we will be requesting a reinstatement of Mr. Ranganathan to his former position as Chief Engineer with Canada Steamship Lines, together with full redress, being his lost wages since March 31, 1993.

I am not able to predict with certainty the result of an adjudication hearing. However, as I have advised Mr. Ranganathan, the ultimate result in the case, whether under the adjudication or a subsequent court action, at its worst, should be the amount previously offered, less any legal fees that are incurred.

At the time of his termination, Mr. Ranganathan was offered a severance package by way of pay in lieu of notice.

Robert B.Reid

Certified by the Law Society as a Specialist in Civil Litigation

MEMORANDUM

DATE: **November 3, 1993**
TO: **Rob Reid**
FROM: **Nancy Shea Nicol**
RE: **Ranganathan File No. 10513-001**

This is in response to your request for research pursuant to the above-noted file. As I understand the facts, the client was a non-union employee within the jurisdiction of the Canada Labour Code. He is bringing a complaint under the C.L.C. for unjust dismissal. Specifically, you wanted to know:

- 1) When an employer is downsizing and a non-union employee is laid-off even though he has more seniority than the other employees of similar job classification who are kept on, does that qualify to take the matter outside the provisions of s. 242 through (3)(a), being the exception dealing with lack of work?
- 2) What has been the range of awards made to chief engineers, employees with 21 years seniority and in managerial positions, and shipping officers generally?
- 3) Does the C.L.C. allow complaints through arbitration for non-unjust dismissal situations (eg. disputes over wage payment, vacation time etc. or do they just deal with those matters internally like the Employment Standards people in Ontario?

1) Limitation on Complaint:

Under the provisions of the Canada Labour Code, a dismissed employee must register a complaint of unjust dismissal within 90 days. However, section 242(3.1) provides as follows:

“No complaint shall be considered by an adjudicator under (3) with respect of a person where:

- (a) that person has been laid off because of lack of work or because of the discontinuance of a function; or
- (b) a procedure for redress has been provided elsewhere in or under this or any other Act of Parliament. Subsection (3) states, in part, as follows:

“(3) Subject to subsection (3.1), an adjudicator to whom a complaint has been referred under subsection (1) shall

- (a) consider whether the dismissal of the person who made the complaint was unjust and render a decision thereon.

A review of the cases indicates that adjudicators use a two fold test to ascertain whether or not a dismissal outside the scope of adjudication—that being where a person has been laid off because of lack of work or the discontinuance of a function. In *Devine v. Canadian Airlines International Ltd.*, 1991 the following is referred to at p. 21 of the decision:

“The lay-off must not be a sham by which the employer seeks to avoid the consequences of the Act, nor can it be discriminatory, dishonest or arbitrary; instead, it must be a veritable layoff justifiable on economic grounds.”

The test it would appear is as follows:

- (a) The adjudicator must determine the existence of a bona fide shortage of work to justify a reduction in staff.
- (b) If a shortage of work is established, then the adjudicator will look at the choice of the complainant as the particular employee to be laid-off, to determine whether that choice was exercised in a way that is “arbitrary, discriminatory, frivolous or dishonest.”

(a) Bona Fide Shortage of Work

The employer bears the onus of establishing, on the evidence, that the complainant was dismissed as a result of lack of work or the discontinuance of a function. see

Devine, supra at p. 22. In *Donald E. Horne and Cerescorp Inc.* (Outhouse 1985) the adjudicator referred at p. 13 to some general principles to be followed when assessing whether or not there was a bona fide shortage of work as follow:

“... employer takes the position that the aggrieved employee was laid off because of a lack of work, then the burden is on the employer to establish to the adjudicator’s satisfaction that there was in fact a lack of work. The burden is not an onerous one; however, where the adjudicator is unable to decide, on the balance of probabilities, whether a lack of work exists, then the employee must be given the benefit of the doubt. Second, in determining whether or not an employer has discharged the burden, adjudicators must, . . . , rely on objective indicators Consequently, unless an employer can demonstrate by objective evidence that a lack of work exists, adjudicators should, as a rule, reject that explanation and proceed to determine the complaint on its merits.”

The types of objective indicators adjudicators consider in assessing whether the employer can establish a bona fide lack of work as reviewed in *Donald E. Horne*, supra at pp. 14-19 include:

- a reduction in the hours worked in the area of operation from which the employee was laid-off;
- no move by the employer to replace the employee;
- an *indication* that other employees in the same area of operation were not asked to work additional hours as a result of the lay-off;
- the absence of motive, other than lack of work, for the complainant’s lay-off;

In assessing the merit of a lay-off resulting from the discontinuance of a function, adjudicators have held that to support a dismissal on this basis, it must be proved that the dismissal was because of the abolition of the position. See *Haldwin* (462-Ont).

(b) Criteria for Selecting Who Should Be Dismissed

As referred to previously, if the employer can establish that there was a bona fide shortage of work, then the second aspect of the test is whether the employer, in exercising its right acted in a way that was arbitrary, discriminatory, frivolous or dishonest.

In *Sylvie Jerome* (Dupuis, 1989) at p. 8 of the adjudication, it is stated that “According to the preponderance of precedents, determining the criteria for selecting employees to be laid off is the exclusive right of the employer. The court has no jurisdiction to act as a substitute for the employer in selecting criteria or employees”.

Harris on Wrongful Dismissal notes at p. 6-26 that it is within management’s rights to effect cuts in staff because of lack of work or discontinuance of a function using

performance as a basis 'to determine the individuals that are to be the subject matter of the reduction. In situations where the employer has used performance as the basis for deciding which positions were to be eliminated, the employee is not entitled to assert a claim under the Code. The author cites as an authority for this proposition, the decision of the adjudicator in *Courchesne v. Canada Mortgage, and Housing Corporation* (July 15, 1981) where in the adjudicator states:

"... concludes that the corporation terminated Mr. Courchesne's employment because of budget restraints and, given the choice it had to make between Mr. Hudon and Mr. Courchesne, it used the performance criterion ... Many witnesses testified regarding the quality of Mr. Courchesne's work and, after having analysed their testimony and the various documents including evaluation reports, produced in connection with this testimony, the undersigned concludes that Mr. Courchesne's performance was inferior to that of Mr. Hudon, the other superintendent in the Hull branch."

Based on the above, the adjudicator concluded that this was a case of a lay-off because of discontinuance of a function, and under s. 61.5(3), the complaint could not be accepted.

Similarly, in *Geoffrion v. The National Bank of Canada* (Sept. 28, 1981) the adjudicator was deprived of jurisdiction to hear the complaint where as a result of a merger of two banking operations, the plaintiff's position was eliminated. In deciding which employee to lay-off, again performance criteria were applied. Given that the selection that was made did not appear to the adjudicator to be arbitrary, discriminatory, frivolous or dishonest, the employer was within its rights to eliminate a position based on performance.

(2) Quantum of Awards:

As I recall, the computerized discs for researching at the Ministry of Labour resource centre catalogued information of awards by a number of categories. More specifically, the information dealing with unjust dismissal was catalogued in accordance with length of service, and size of award, perhaps by gender.

As such, the information that I was able to locate on this issue does not really match the specificity of your question—that is I wasn't readily able to find awards just for chief engineers who had been wrongfully dismissed, or shipping officers.

The information that I was able to find summarized amounts of awards for wrongful dismissal by length of service. Although the information that I was able to get may not be exactly what you were looking for, I have summarized it and attached it as a schedule for your review.

(3) Arbitration for Issues Other Than Unjust Dismissal

The final issue to be reported on is whether the C.L.C. allows complaints to be resolved through the arbitration process for issues other than unjust dismissal.

I spoke with an officer at Labour Canada who advises that the arbitration process does not include the resolution of disputes other than those dealing with unjust dismissal. He indicated that any complaints for things such as wage payment, or vacation time are dealt with internally.

I trust that the above information is sufficient. If you would like any additional assistance on this file, please let me know.

SCHEDULE A-SUMMARY OF AWARDS FOR UNJUST DISMISSAL BY LENGTH OF SERVICE

Decision #	Name	Length of Service	Award
0226-ONT	Ward	23 yrs.5 mos	\$10,536.64 being 13 wks full compensation
0932-ONT	Chisolm	22 yrs.5 mos.	\$1,600 being conditional reinstatement + legal costs
0133-ONT	Corneau	22 yrs.2 mos.	Reinstatement with full pay from dismissal, being 16 weeks
1035-QUE	Larouche	20 yrs.8 mos.	\$6,156 being full comp. less earnings
0692-NFLD	Lidstone	23 yrs.2 mos.	Reinstatement and partial comp.being 56 weeks
1135-QUE	Gagnon	25 yrs.7 mos.	Reinstat. + comp. equivalent to salary that would have been earned
1186-SASK	Maurice	22 yrs.6 mos.	\$10,679.89 being 26 weeks
0623-BC	Burke	19 yrs.6 mos.	Reinst. + full comp.

0158-ONT	Domagalo	18 yrs.8 mos.	Reinst. No Comp. Seniority
0959-BC	Adam	18 yrs.5 mos.	\$32,794. being 60 wks less earned income + legal fees
0952-BC	Mah	18 yrs.10 mos.	Reinst. No comp.

Dear Mr.Reid,

The following points of interest are very relevant to our case.

- A. Mr. J. Kennedy, who came into the fleet in 1992 from a shore based position has a Combined Chief Engineers Certificate. His Certificate is # C2090,where C denotes a Combined Certificate. If you look at the Company's Document, Chief Engineers length of service list for 1993,it shows Mr.Kennedy having a Motor certificate, which is in Error Since he had not sailed for a number of years he could have relieved on either a steam or a Motor Vessel.
- B. Would you require a Shipping Master to appear as a Witness. He is in St.Catharines and if I ask him he might be able to appear as a Witness. I have already talked to him regarding who a MASTER on a Ship is. According to him a MASTER is God, with supreme authority and the rest of the people are servants, on board a Ship.
- C. I have put together two files containing documents pertaining to my Cross Examination, which should be given as Exhibits. I do not know how you would go about doing it. May be we could discuss the legal aspects of it, since you mentioned that I could not give it in as Exhibits. The documents are detailed and substantiates all the points raised in cross examination. It is as follows.
 1. Chief Engineers length of service list, Chief Engineers seniority list from 1985 showing Mr.Kennedy having a Combined certificate and a Canadian Coast guard document showing an Examination Timetable for Examinations.
 2. COMPANY POLICY DOCUMENTS.
 3. COMPANY HIRING PRACTICE DOCUMENTS.
 4. DOCUMENTS from My Discharge Book which is a FEDERAL GOVERNMENT DEPARTMENT OF TRANSPORT DOCUMENT showing that I am a SEAMAN.
 5. COMPANY BUDGETARY DOCUMENTS showing degree of responsibilities of the Director of Management and Engineering, which Mr.Buchanan is, the Director of purchasing, and the superintendent Engineers. Also enclosed, documents put out by the Company regarding Budgeting.
 6. COMPANY,COASTGUARD and International Shipping,Federation DOCUMENTS regarding ZERO TOLERANCE.

7. DOCUMENTS from the Company's FLEET OPERATIONS MANUAL.
8. COMPANY DOCUMENTS pertaining to Shipboard paperwork.

Thanking you,

Yours Very Truly,

P.S.Ranganathan.

Mr. Robert B.Reid.
Lancaster Mix & Welch. 24th March.1994.
St Catharines. Ont.

Dear Mr.Reid,

With reference to my adjudication please be advised of the following.

I have enclosed copies of various job descriptions of Superintendent engineers and Director of engineering as was in existence when I was sailing for CSL.

I would like to take this opportunity to highlight some of the points relevant to the adjudication.

1. The Master of the Ship has a Mandate from the Company(CSL) to operate the ship as per the Canada Shipping Act and as per Shipping Company Rules.
2. I being a Seamen as per the Canada Shipping Act along with the rest of the Crew sign an article of Agreement with the Master. I am bound by the articles of agreement at all times and I am responsible to the Master.
3. Being a Chief Engineer a term used in the Canada Shipping Act to describe a person who is in charge of all Machinery on board a Ship and who has a Certificate of Competency as a Chief Engineer, I take care of all such Machinery and report to the Master on a daily basis the condition of the Machinery on board the Ship. I also have working with me junior engineers and mechanical assistants who also have signed articles of agreement with the Master and who carry out various repairs and maintenance under my supervision but who also have certificates of competency to sail in their particular positions.
4. The following is a list of UNFAIR LABOUR PRACTICES which I was subjected to while I was Sailing as a Chief Engineer in CSL.

A). I was Laid Off Work on the 19th of December 1992.I was not provided with a Separation Slip till the 14th.April.1993

- B). My wages were held back by the Company till the end of March.1993.This contravenes the Canada Shipping Act where it says the Seamen is entitled to all his wages within three days of leaving the Ship or after the final discharge of Cargo.
- C). I was given a termination notice on the 1st of February 1993, stating that my contract will not be renewed on the 1st April,93.I did not get my Separation Slip from the Company after repeatedly asking for one.(Letter in my File to Ms.Cathy Camilli, Manager, Payroll).
- D). Unable to get Employment elsewhere after lay off in December as the company said I was employed with them since I was still on the Company payroll.
- E). Reduce my Salary(Daily rate of pay of \$325 vs Monthly rate of pay of \$225) and base my severance pay on the reduced rate.
- F). Use my own Monies as a notice period when severed.(FEB &MARCH1993 wages,which IncomewasalreadyearnedinthepreviousYear.)
- G). The Company by doing all of the things above has taken away my BASIC RIGHTS as a CANADIAN CITIZEN under the CHARTER OF RIGHTS to seek Employment,to collect Unemployment Insurance, even withholding my wages, paying no interest on the amount of monies withheld.

One of the documents which the company produced during the last hearing was from the Seafarers International UNION collective agreement and not a CSL document, where it said that the Chief Engineer did a lot of things. finally as to what Mr.Buchanan said in the Labour Canada hearing namely that I had a short fuse and I verbally abused people is only hear say. He has no firsthand knowledge of these accusations or the circumstances and should be made accountable.

Yours Very Truly,

P.S.RANGANATHAN

Following is a list of Chief Engineers who to the best of my knowledge had left CSL for one reason or another.

1. Bert Olafson left in 1990/1991.
2. Garnet Shearer retired in 1991 though returned to relieve on the Frontenac in the Summer of 1991 for a short period.
3. Hans Thun went on Long Term disability in 1989/90.
4. Kilty joined in 1989,left,returned and left again in 1990.
5. H.Coughler retired in 1991,replaced by Mr.R.Lightfoot who eventually went with the Ship, the M.V.RIMOUSKI,to GLBC.

6. The following Retired Chief Engineers relieved in the fleet in 1991.
 1. Mr.Phillip May.(Pl see the seniority list for date of retirement.)
 2. Mr.J.Edwards.
 3. Mr.J.O'brien

Mr.Ed.Brown was promoted in 1991, took ill later on in 1991 and went to the office in Montreal. He has since Died. This brings to a total of only four Chief Engineers that had left CSL from 1990 to 1992.

Mr. Robert B Reid St. Catharines.
Lancaster Mix & Welch 8th. July, 1994.

Dear Mr. Reid,

With reference to the offer made by the Company to settle without reinstatement, I after further discussions with my wife have arrived at the following.

1. My average of the best five years income was \$107783.00.My years of service for pension including this year is Twenty. Based on that I would get an unreduced pension of \$43113.00 This is the amount I would require at age 55,[May1995] with full BENEFITS [similar to other pensioners.]
2. Twenty Four Months wages at the 1991 rate of pay which was \$113862. This would amount to \$227724.
3. Eleven Days wages at \$325/Day-\$3575. Which is Balance of Moneys Owed from 1991 Year,plus interest costs.
4. Costs for DISTRESS and MENTAL ANGUISH.
4. All legal costs.5.A reference.

I would require all of the above in order to come to an amicable settlement Otherwise I would like the Adjudicator Mr.K.Hinnegan to decide the necessary rewards in this case.

Thanking You,

Yours Very Truly,

P.S.Ranganathan.

Mr.ROBERT REID 5.OCT.1993
LANCASTER MIX & WELCH,
P.O.BOX 790. 55 KING ST,ST.CATHARINES.ON L2R 6Z1

Dear Mr.Reid,

Please find enclosed a copy of a letter listing in detail all the points relevant to my civil litigation case and which I have discussed with you during the course of this litigation. I have also enclosed a copy of a transcript taken from a tape recorded conversation with Mr. J. Andrews. I have in my possession another transcript of a tape recorded conversation with Mr G. Buchanan that took place in August 1991,when he demoted me to the position of a relieving Chief Engineer. Th is a lengthy Document and I shall make it available to you whenever you wish.

Also enclosed please find a letter listing all companies where I have applied for a job in the last seven months and where I have had a negative response, and a letter explaining all the compromises and drastic adjustments to my life that I have had to make since my job loss. One other item of great importance to my career in the shipping industry is my certificate of continued proficiency and updating of knowledge.

As per the International convention on Standards of training, certification and watch keeping for Seafarers 1978, a certificated officer in the Merchant Marine has to have a continuous service in the rank he holds. f the above condition is not satisfied then the officer has to sail in a lower rank till all the necessary requirements are met. I may be greatly affected because of the unjust dismissal by the company I worked for, since I will not be able to satisfy the above requirements.

Thanking You,

Yours Very Truly,

P.S.Ranganathan

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551FAX (416) 641-1830**

April 7, 1994
BY FAX #506-632-0116
Kent International Lines New Brunswick

Attention: Mr. G.S. Payne

Dear Mr. Payne:

Re: Roger Ranganathan and Canada Steamship Lines *Our File No. K10513-001*

As I mentioned to you by telephone on April 7, 1994, I act on behalf of Mr. Ranganathan in a Canada Labour Code adjudication regarding the termination of his employment with Canada Steamship Lines.

Mr. Ranganathan's employment with Canada Steamship Lines ended at approximately the same time that John Shipp's employment ended, in Mr. Shipp's case because he chose to join your company as a Chief Engineer and sail on the ocean.

An issue which has become relevant in the proceeding is when Mr. Shipp terminated his employment with C.S.L. He advised me by telephone that his recollection was that he wrote in March 1993 advising C.S.L. of his *intention*. *C.S.L. has* no record of that document, and Mr. Shipp did not keep a copy.

I would be obliged if you would review your personnel file and any related materials and advise us as to the date of hire when Mr. Shipp joined your firm. As well, if there is a copy of a contract or other document which is dated in that regard, I would be obliged to receive such a copy. Further, if there is any indication in your file that a communication was made between Mr. Shipp or your office with C.S.L., I would be pleased to know the details of that, including the date. This would include any reference checking or other indication that might shed light when the matter first came to the attention of C.S.L.

Robert B. Reid

Certified by the Law Society as a Specialist in Civil Litigation. Counsel: Robert S.K. Welch, C.C. LL.D. P.O. BOX 790, 55 King Street, St Catharines, Ontario.

I understand completely that you are not at liberty to provide all this information without Mr. Shipp's agreement. However, he was very co-operative in speaking to me earlier, and I am obliged to you for your agreement to contact him onboard ship in order to secure his consent to forward the documents to us.

Because the matter will be coming up for the conclusion of the Hearing on Tuesday, April 12, 1994, I would appreciate you giving this matter your urgent attention, and once again, thank you for your co-operation.

Thanking you, I remain,

Yours very truly,

LANCASTER, MIX & WELCH Per:RBR/bms

ROBERT B. REID

Lancaster, Mix & Welch-
**P.O. BOX 790 55 KING ST. ST. CATHARINES,
ONTARIO CANADA L2R 6Z1-TEL. (416) 641-1551FAX (416) 641-1830**

July 4, 1994

Mr. Palghat Ranganathan, 109 Westgate Park
St. Catharines, Ontario L2N 5X1

Dear Sir:

Re: Ranganathan & Canada steam Ship Lines *Our File No. K10513-001*

At long last, it appears that the Adjudication in this matter is coming to a conclusion. As you know, the final day of hearing of the evidence and submissions by counsel was Wednesday June 22, 1994. I was pleased that, by a series of lucky coincidences, we were able to schedule the 21st and 22nd to complete the matter given that the previous scheduled dates (June 9th and 10th) had been cancelled due to the death of the arbitrators father.

As the matter now stands, the Adjudicator will need to consider the evidence and make a decision and it would be my hope that the decision will be received by us by approximately the end of July or early August 1994 at the latest. If his decision is favorable, namely that you are not a "manager" in keeping with the case law under the

Canada Labour Code and there was no "layoff for lack of work", then you will have been successful in your case and the only aspect that will remain is the issue of redress. That means that the arbitrator will be called on to determine whether or not you are to be reinstated and whether or not you are to receive full back pay to date, or as an alternative, some other form of compensation. The parties have agreed that, short of any consent in advance, we will reconvene on August 11, 1994, to consider that matter.

Please do not hesitate to contact me if you have any questions with the status of proceedings in the meantime.

Thanking you, I remain,

Yours very truly,

LANCASTER, MIX & WEICH Per:RBR/bms

ROBERT B. REID



CHAPTER EIGHT

LEGAL ISSUES—ONE MANS SEARCH FOR TRUTH AND JUSTICE

To Whom it May Concern

March 1991

GREAT LAKES BULK Carrier Formed.This was a formation of three Great Lakes Shipping Companies, namely CSL, Misener and Richardsons.

Most of Canadians of Indian Origin were told to leave with a promise that all working conditions were to remain the same.All of them signed letters of release stating that if they did not go to the newly formed Company they had no job with CSL and had to resign. Since then most of them have suffered a severe loss in income and poor working conditions. Following are the names and rank of Canadians of **Ethnic origin** affected by the above move;

ORIGIN

1. Captain Benjamin Powell	Joined CSL 1975	INDIA
2. Chief Engineer Sohn Parmar	Joined CSL 1974	INDIA
3. Chief Engineer Prabhakar Rao	Joined CSL 1975	INDIA
4. Chief Engineer Jerome D'Souza	Joined CSL 1978	INDIA
5. Chief Engineer Trevor D'Souza	Joined CSL 1980	INDIA
6. Suptd Eng. Brendan D'Silva	Joined CSL 1988	INDIA
Job Terminated August 1992.		

7. Chief.Engineer-H.Welcome—Joined-CSL.1986.-**AFRICA** Took leave of absence in 1992.Sept and was not allowed to return to fleet. CSL by the above actions became strictly a Self Unloader Shipping Company with all the Bulklers going to the new Company, with the exception of the M.V. Rimouski and the M.V. Ferbec, being the remaining two Bulklers.

I suppose it was the understanding that the M.V. Rimouski was to join the GLBC fleet at a later stage in the game.

At that time I was given a contract as a Chief Engineer and my appointment was to the M.V. Rimouski at a reduced rate of pay.

The following are the names and rank of persons hired and promoted to replace persons who were told to leave CSL.

ORIGIN

- | | | |
|--|------------------|--------------------|
| 1. Chief Eng William Kay | Joined CSL 1991 | U.K |
| 2. Chief Eng David Mellor | Promoted 1991 | U.K |
| 3. Chief Eng Ed Brown | Promoted 1991 | U.K |
| 4. Chief Eng Robert Chambers | Joined CSL 1992 | ENGLISH |
| 5. Chief Eng Mark Juffs | Promoted 1992 | ENGLISH |
| 6. Chief Eng H. Hansen | Joined CSL 1992 | NORWAY |
| 7. Chief Eng K. Renault | Joined CSL 1992 | FRANCE |
| 8. Chief Eng J. Shipp | Joined CSL 1992- | NEW ZEALAND |
| 9. Chief Eng J. Kennedy-Shore superintendent who was brought into the fleet when management changed to Barber Ship Management from Constellation Ship management. ENGLISH | | |
| 10. Chief Eng Paul Juricko who was on a years leave of absence from the company and was brought back into the fleet as a Chief Engineer in 1992. SLAVIC | | |

Even though I was given a contract to sail as a Chief Engineer on the M.V. Rimouski, I did not go to that Vessel since the Chief Engineer who was given a contract to sail the M.V. Frontenac, where I had been Chief Engineer since March 1988, had no experience on Self Unloaders and declined to take over as Chief Engineer on the M.V. Frontenac.

I was asked to stay back as Chief Engineer on the M.V. Frontenac, even though no contract was forthcoming from Management after repeatedly asking for one. I sailed on the M.V. Frontenac till the first week in July of 1991 when I went on vacation.

Just before I left I had a conversation with the fleet operations manager, Mr. G. Buchanan in which he stated that the Marketing department was very happy with the way the Frontenac was running. There was also a write up in the Seafarers international union paper where it mentioned that the engine room crew swore that the Frontenac's engine room was the best in the whole of the Great Lakes. This was in June 1991.

On the first of August 1991, I was called into the office by Mr. G. Buchanan, while I was still on vacation and in no certain words told me that I was doing a lousy job on the Frontenac and that I was not to return to the vessel but to go as a relief Chief Engineer.

My first ship was to be the M.V. Manitoulin where I had spent 12 years as Chief Engineer and I had a certain amount of expertise. His other reason was that Chief Engineers reach their peak performance in two and a half years on one Ship and that it is to become a Company Policy that no Chief Engineer was to remain on the same Ship for more than three years. I found out later that this ruling only applied to me in the fleet.

Because of the above actions taken against me by the company and other actions namely by demoting me, my monetary losses were close to \$50 thousand dollars from December of 1991 to December 1992, when I left the M.V. Tadoussac on the 18th of December (my last sailing date), I had no choice left but to bring a civil litigation case against the Company, for UNJUST DISMISSAL.

The Company has not paid me as yet for 11 (eleven) days vacation pay at the rate of \$325.00 per day (\$3575). My contract started on the 1st of April 1992 and my last day of work was the 19th of December 1992, a total of 263 days. I have been paid for only 254 days and I received only 55 days holidays instead of 66 days. Please note that holidays are during the actual contract days and inclusive and not outside the contract days. This is clearly stated in the contract.

The Company also withheld my wages from December to end of March 1993, approximately \$21 000 and used this amount as part of my notice period when my job was terminated. Withholding of a seamen's wage contravenes the Canada Shipping Act Article 185-189 of the Canada Shipping Act (Chapter S-9). Wages to be paid in full to the seamen upon termination of services on board a Canadian ship—Article 206 of the Canada Shipping Act.

My wages were paid on a daily rate of pay of \$325.00 per day or \$9750 per month and not \$6770.00 per month as stated by the company, which reduces the daily rate of \$225.00 per day and which was used for calculation of severance pay. As per my

complaint to Federal Labour Canada it is clearly spelt out by my solicitor Mr. R. Reid, the amount of money we are claiming is 24 months wages calculated at a daily rate of pay, i.e. 325.00 for 730 days being equal to \$237 250.00.

One final note. M.V. Rimouski did finally leave the CSL fleet in March of 1992 and with it went the Chief Engineer to GLBC.

With reference to the record of employment, this is the document provided by the Company to an employee at the time of termination to give to the UIC. I was not given one till the 14th of April 1993 although I was laid off on the 19th of Dec. 1992 and my job terminated on the 1st of Feb.1993.

In it is clearly stated that the reason for Termination is “CONTRACT NOT RENEWED.” All other reasons are not relevant to the case.

I have in my possession various letters of commendations from the Shipowner, President, Vice-President, Director-Fleet Management and Engineering Superintendent of the Company till 1991. I was even promised a ship at the end of the 1992 shipping seasons, in writing by Mr. Buchanan.

None of the facts such as, I was a Senior Chief Engineer, I was qualified, experienced and an asset to the Company, was ever recognized by the new management. Instead I was treated like a Pariah.

Following is a list of ships and Chief Engineers who were in charge, at the time of major mishaps. Nothing ever happened to them other than a minor warning. They are still in the CSL fleet.

M.V. H.M.GRIFFITH—Major fire on board in 1989 at a cost of approximately 4 million dollars—Chief Eng—Mr. J. Pyke

M.V. NANTICOKE—loss of unloading boom in 1991 at a cost of close to a million dollars. Chief Eng—H. Hansen and Chief Eng B. VanDuzee.

M.V. FRONTENAC—Fire in engine room in June 1992 at an approximate cost of \$250 thousand. Chief Eng—Mr. B. Pyke.

M.V. FRONTENAC—Damage to unloading boom gear box in July 1992 at a cost of \$100 thousand. Chief Eng. Mr. L. Good.

M.V. SAGUENAY—Chief Engineer Mr. P. Juricko suspended for a month for possession of alcohol in 1992.

M.V. MANITOULIN—Chief Engineer Mr. J. MacDonald suspended numerous times for possession of alcohol and disorderly conduct, in 1990, 1991.

Based on all the above facts, it is clear that the Company constructively dismissed me with **MALICIOUS INTENT**.

It is strictly a case of WITCH HUNT and CORPORATE LYNCHING.

All other items of complaint remain the same as stated in my complaint form to Labour Canada.

Yours Very Truly,

Palghat S. Ranganathan.

Canada Steamship Company Inc.-Self Unloaders was formed as an independent Self-Unloading Shipping Company in March 1991.

The Following is the Full Compliment of Chief Engineers in March 1991.

1. Ken.Burgoyne.
2. Ed.Brown.
3. Lloyd Good.
4. W.Kay.
5. R.Laquerre.
6. R.Lightfoot.
7. D.Mellor.
8. J.Murden.
9. J.MacDonald.
10. M.Nakhooda.
11. J.Pyke.
12. B.Pyke.P.Ranganathan.
14. H.Welcome A.Smith.
15. R.Stockman.
16. T.Taylor.
17. B.VanDuzee.

The Following Chief Engineers were Hired for the First Time in 1991.]

1. H.Hansen. May 1991.]
2. J.Shipp. Sept 1991]
3. K.Reneault.Sept 1991]
- 4 A.Norman. July 1991.[Promoted]

The following Retired Chief Engineers were used for relieving in 1991.

1. Mr.Phillip May.
2. Mr.G.Shearer.

3. Mr.J.Edwards.
4. Mr.J.O'Brien.

The Following Chief Engineers were hired or Returned to the Fleet in 1992.

1. R.Chambers. April 1992.Hired.
2. P.Jurichko. April 1992.Returned from a leave of absence.
3. J.Kennedy. August1992.returned from shore based job CSL.Ocean Fleet.
4. Mr.R.Lightfoot went to the GLBC fleet with the Rimouski in 1992.

The Following Chief Engineers left CSL for one reason or another.in 1993.

1. P.Ranganathan. Presently being established.
2. J.Shipp. 993.Resigned.
3. H.Welcome.1993.Leave of Absence.
4. L.Good.1993.Retired

Only One Chief Engineer is known to have been replaced, this being Mr.Ed.Brown who took sick and went ashore to CSL's office in Montreal.

Let us now assume the Following.

K.Reneault replaced Ed.Brown.
J.Shipp came and left.

This still leaves three extra Chief Engineers, namely Mr.H.Hansen Mr.R.Chambers and Mr.J.Kennedy. who were hired and who did not replace anyone in the fleet.

This confirms my complaint to Labour Canada, where in I had stated that CSL had hired three Chief Engineers.

Because of this above Hiring, CSL found themselves with Extra Chief Engineers, and I was Unjustly Dismissed.

Yours Very Truly,

P.S. RANGANATHAN

LEGAL AID

1. Appeal labour Canada Judgement Regarding Decision Made by Adjudicator Mr.K.Hennigen.

2. The Judgement was that I was a Manager and could not Complain My Unjust Dismissal case to Labour Canada.
3. My View is this.I am not a Manager Under the Canada Shipping Act and that my case for unjust dismissal should have been allowed.

There was no due process.

The adjudicator does not have the power to Override the CANADA SHIPPING ACT.

It has to be given a reading in Parliament and Has to be Legislated before it becomes a Law.

The Shipping Company has the Mandate to run their Ships as per Shipping Company Rules.

There is a Tripartite Agreement between Owners, Union and Master.

“ULTRAVIRES” to the Shipping Act.

All other Crew Members including the Chief Engineer sign Articles of Agreement with the Master of the Ship,who alone has the authority given to him by the Company to act on their behalf.

I as a chief Engineer carry out the Masters order and I am at all times Governed by the Canada Shipping Act and not by any Labour Canada Rules.

There has been a Severe Miscarriage of Justice in my Case, and a case of Nepotism

My case has been Influenced by the Finance Minister of Canada, who has abused his powers given to him by the People.

His Shipping Company is a RACIST ORGANIZATION run strictly by WHITE SUPREMACIST.

I have Documentation with me to prove the Race Issue and a case of Discrimination.

If I fail here to have my day in court I shall pursue my case with the Canadian Human Rights Commission and the Media.

Witness available is Mr.Jack Daniels, Shipping Master in Ottawa. Ontario, regarding the Definition of a Ships Master.

- A. I have no assets.
- B. My liabilities are close to \$160,000.00(Negative net Worth)
- C. I am close to being Bankrupt.

Yours Very Truly,

Roger Ranganathan.

9th April, 1994

Mr.Robert.Reid.

St.Catharines.Ont.CANADA.

Dear Mr.Reid,

Further to our meeting on Thursday April 8th, 1994,the following points may be of relevance to our case.

PERFORMANCE ISSUE.

1. Will you be raising the question of Mr.Erling Rodin's letter to me saying I was doing a good job and that we should put everything behind us and work together to make CSL a great Company.
2. Your letter to Mr.Erling Rodin asking from the Company as to why I was demoted and what I must do now to improve on any faults that I might have had.There was no response from the Company regarding this letter.3.While I was CHIEF ENGINEER with CSL I have Supervised the Discharge of approximately FORTY MILLION TONS OF BULK CARGO.
4. CSL recognized my Performance till 1991 by Putting my Picture at the Top of the First ever Calender made by CSL.
5. I was one of the few Chief Engineers called on to do Extra work at the end of the season from 1976 to 1991.The Company used my services to Lay up and Fit out and do winter work on Numerous Ships from Windsor, Thunder Bay, Montreal, Port Colborne, Welland.St.Catharines and Hamilton.I was available to them even during the Lay Off period when most Captains and Chief Engineers were Basking in the Caribbean Sun from End December to End March.

For this services the Company paid me extra money on a Daily rate of pay.[Please see attached List.]

6. I was one of the two Chief Engineers from the whole fleet of forty Chief Engineers who was sent to Denver,Colorado, USA, to get specialised training in Woodward Governors in 1984.The Company did recognise my abilities as a Chief Engineer at that time.

7. The SIU [seafarers Int Union] recognized the Vessel Frontenac as having the Best run Engine Room in the Great Lakes, in July 1991, prior to my being removed from the Vessel by MR. G. Buchanan in AUG. 1991.
8. Regarding Steam Certificate or Steam Endorsement, I have the necessary steam—time in order for me to write an endorsement.

Examinations are conducted every two weeks by the Coast guard.

In fact Steam Certificates are being redundant in as much as that Mr. Lloyd Good could see the writing on the wall as far back as 1987 when he sailed as a Third Engineer on the Motor Ship the Louis R Desmarais in order to obtain his Motor time. This he required in order for him to write a Motor Endorsement. That is how important Motor Certificates are in the Marine field.

7. If my Performance was all that bad why was I not sent out to the GLBC fleet in 1991 when the Company sent out a number of Captains and Chief Engineers to the Newly formed Company and who have all lost their Jobs as of March 1994.

This is reason enough for the Company to admit that they did know that I was a Good Engineer and they used me to learn their Jobs and used me to fix most of their problems on the three worst Ships in the Fleet, namely the MANITOULIN, TADOUSSAC and the FERBEC. I sailed on these Ships in 1991 and 1992. I sent to the Company's Superintendent Engineer, PHOTOGRAPHS of the all the above VESSEL'S CONDITIONS.

Also Enclosed Excerpts from Transcripts of Tape Recorded Conversations of both Mr. G. Buchanan and Mr. J. Andrews.

DOWNSIZING ISSUE.

1. If the SHIP is Considered as a UNIT and the Unit has both a Master and a Chief Engineer and if the Company did not require Two Ships in 1993, the Company said it did not require Three Chief Engineers. At the same token it would not also not require three Captains. Yet the Company Promoted Three Chief Officers to Captains, their names being,

1. Wayne Livingston. 2. Gerry Ferrao. 3. Brian Hudson.

This left a Fleet Complement of Twenty Four Captains and Twenty Chief Engineers for the 1993 season. [Enclosed List of Masters and Chief Engineers]

2. Captains with a Foreign Going Masters Certificate were not used in 1993 to sail any of CSL's Ocean Fleet Ships. This has come into effect only in 1994 after one

of the Ocean Ships, the CSL ATLAS, ran aground late in 1993.[Around December 1993].

Mr.G.Buchanan admitted to this fact in his evidence. CSL have hired Capt.Powell last week from GLBC as a Master for their OCEAN FLEET.

3. The way the Company let Captains and Chief Engineers go to GLBC was they went along with their respective ships that they were appointed to. This being the case the Chief Engineers of the Saguenay and the Atlantic Huron should have been the ones to go.

Or better still Last one in should be the first one out.

4. The Company could have Used for relieving purposes on the Halifax and the Tarantau, Relieving Chief Engineers with Combined Certificates namely 1. Mr. J. MURDEN 2. Mr. P. JURICHKO. Instead of Mr. Lloyd Good, and I could have relieved on a Motor Ship.Judging by all of the above facts it is apparent that there was no legitimate downsizing at all and it has been a strict case of UNJUST DISMISSAL.

By this UNJUST DISMISSAL the COMPANY has deprived of the ability to LIFE,LIBERTY and the PURSUIT OF HAPPINESS, which is my right as a CANADIAN CITIZEN. One final thought. Will there be a Judgement by the Adjudicator on each of the points raised.

Thanking You,

Yours Very Truly,

Roger Ranganathan.

29th August, 1994
Mr.Robert B.Reid
Lancaster Mix & Welch
St Catharines,Ont.

Dear Mr.Reid,

Further to my letter of the 22nd Aug,94. and in reference to Ms.Polowin's letter to you of the 23rd Aug,94, please be advised of the following.

Item 2, is approximate, subject to verification.

Item 3,is incorrect,in as much as Ms.Polowin does not know what she is talking about.I have pension calculation from the company stating that the factor is close to 78%.

Item 5,the last sentence which reads”the pension he would have been entitled to under the normal rules would have been approximately **\$16,390** per annum payable at age 55,” is totally incorrect.The figure is closer to **\$30,000** and is definitely not a negotiating factor in this case.

Item #8,As a deferred pensioner in option 1,all retirement benefits are available to all retiring pensioners as per CSL inc.Pension rules,and not what Ms.Polowin says.I do not know where Ms.Polowin gets her information from.I am presently in contact with the Federal Pension Regulators regarding all these false and misleading information from a so called reputed law firm. Or is it the Company’s intent to rip me off ?.Looks like a case of discrimination and a case for CHRC.

As per the Employment Standards,no Company can **Withhold my UIC benefits**.It is I believe upto me to pay it back to the UIC,There are special forms available at the UIC office.

Finally regarding the outstanding issue of settling the Severance Issue,please be advised of the following.

I would require as per our discussion and you may present this to the CSL lawyer,the following.

1. Twenty One Months Pay at the 1991 rate of pay,which was as per the **1991 T-4 slip \$113862**,an amount equal to **\$199258.00** plus interest costs.
2. An unreduced pension at age 55,which is the amount stated in the severance package,equal to **\$38740**.(Subject to verification.)
3. Eleven days wages at \$325 per day,a total of **\$3575 plus interest costs from 1991 Year.**
4. A Reference.

Since mine was a case of **Unjust Dismissal** and I was not able to present my case decisively and be heard by anyone so far after all these Twenty one months,I am not willing to go away just as yet,unless there is an amicable settlement.

I will pursue my case with the **Canadian Human Rights Commission**,and the Media(W5,Fifth Estate,etc) if need be.You may if you wish advise Ms.Polowin of my intentions,in order to settle without further delays.I think I have had just about enough with the legal system in this country.

Awaiting your response.

Thanking You,

P.S. RANGANATHAN.

In a message dated 12/30/1998 11:28:20 AM Eastern Standard Time,

Subj: Canadian interested in blowing the whistle

- Date: 12/30/1998 11:28:20 AM Eastern Standard Time
- From: R.NATHAN
- To: webmaster@whistleblowing.org

- Dear Sir,

- I was employed with a major canadian Shipping company in the Great lakes.
- I am a canadian of Ethnic origin.
- In 1993 all jobs of people with ethnic origin were terminated.
- The Shipping company belonged to the finance minister of Canada.
- I sued the company for a wrongful dismissal but the lawyers for the Finance minister went as far as to change the constitution of canada in order to win the case.
- Since then I have reported this to the canadian media,the Mp's in various parties and even to the fifth estate,but no one seems to be interested.

- I have been blackballed in the Marine industry in Canada and have been unemployed since 1993.
- If you have any suggestions,I would appreciate hearing from you,

Yours Very Truly,

P.S.Ranganathan

**IN THE MATTER OF AN ADJUDICATION UNDER SECTION 61.5,
DIVISION V.7, PART III OF THE CANADA LABOUR CODE**

**AND IN THE MATTER OF A COMPLAINT OF UNJUST DISMISSAL
BETWEEN**

PALGHAT RANGANATHAN

Hereinafter referred to as “the Complainant” AND CANADA STEAMSHIP LINES
LIMITED—Hereinafter referred to as “the Company”

Adjudicator: K. A. Hinneqan

Appearances: For the Complainant—R. B. Reid

For the Company—H. S. L. Polowin

Hearing held at St. Catharines, Ontario, on March 1 and 14, April 12, and June 21 and
22, 1994

DECISION

The Complainant was employed by the Company for 20 years, the last 18 in the
position of Chief Engineer on various of the Company’s vessels.

On February 1, 1993, he was given notice that his current contract, expiring on March
31, 1993, would not be renewed and that his employment with the Company would
cease as of that date.

On April 8, 1993, he filed a complaint pursuant to S. 61.5, Division V.7, Part III of the
Canada Labour Code alleging unjust dismissal giving rise to this adjudication.

There was no issue with respect to cause for termination; rather, the Company submitted
that I am without jurisdiction on the basis of three separate and distinct grounds, as
follows:

- 1) The Complainant was a “manager” and Section 167(3) provides that “Division
XIV does not apply to or in respect of employees who are managers.
- 2) Section 241(3) of the CLC provides that “No complaints shall be considered
under this section in respect of a person (a) who has been laid off because of
lack of work or because of the discontinuance of a function . . .”, which was
alleged to be the case here.

- 3) It was submitted that there was no dismissal of the Complainant, unjust or otherwise, in that he was employed under a series of annual contracts, his employment ceasing at the expiration of the term of these contracts, and he was not offered a further contract of employment after the expiration of his last contract which expired on March 31, 1993.

With respect to the issue of who is a “manager” within the meaning of Section 167(3) of the CLC, a number of adjudication decisions were provided by the parties in that the Code contains no definition of that term.

Each case, of course, depends upon its own particular fact situation and the onus is on the Company to establish that the Complainant falls within that definition and is, thereby, excluded from the benefit of the wrongful dismissal provision in the Code.

In the earlier cases, adjudicators were inclined to give a relatively narrow interpretation to the term “manager” and looked for a degree of autonomy, if not absolute, then very considerable. More recently, a somewhat less restrictive test has emphasized the administrative element in the role of the employee under consideration. In that regard, I have the benefit of a decision of the Federal Court issued in May of 1991 in *Canadian Imperial Bank of Commerce v. Batemen*, 91 CLLC, p. 14028. That was a judicial review of an adjudicator’s decision that the manager of the Bank’s Vancouver Regional Data Centre was not part of the managerial hierarchy of the CIBC and, therefore, not excepted from the Code by application of Section 167(3). Being a relatively recent decision rendered by the Court, I have found the analysis of the issue here of some assistance in seeking to rationalize the various adjudicators’ decisions.

The Court, logically in my view, initially considered the basic purpose of the unjust dismissal provisions in Division XIV of the Code and stated that it was to provide a summary grievance procedure for non-unionized workers in Federal jurisdiction that would mirror the protection available to those employees protected by collective agreements.

It was noted that Subsection 167(3) was not intended to exclude from adjudication all those persons who exercise some management functions but, recognizing the modern-day business approach of the “management team” in the context of a hierarchy, the Court held that the adjudicator had erred in determining that the degree of autonomy exercised by an employee must be considerable, if not absolute, in order to be considered a manager within the meaning of the Code. Accordingly, the Court noted its reluctance to read Subsection 167(3) as departing too far from the classifications used in normal labour relations and saw those employees intended to have the benefit of Division XIV as generally analogous to bargaining unit employees under a collective agreement regime.

The Court then stressed the administrative, as opposed to an operational, component of a “manager” and confirmed the previously judicially approved definition of “an administrator having power of independent action, autonomy and discretion”, not necessarily approaching the absolute or independent from outside review.

There seems little question on the facts here and the nature of the enterprise that each of the Company’s vessels must be considered a separate administrative unit or, in essence, a distinct branch of the operation, and that someone must necessarily be in charge of each while plying the lakes and away from on-shore management. The Master is, of course, ultimately responsible for his vessel pursuant to the Canada Shipping Act but that does not necessarily preclude the Chief Engineer from the management hierarchy in the corporate sense.

Neither does his reporting to the on-shore Ship Manager with respect to matters of a management nature or the fact that he is subject to various policies and directives established and issued by upper management. That is, of course, typical of any middle, on-site manager in virtually every enterprise.

The responsibilities of a Chief Engineer are set out in the Fleet Operations Manual as follows:

“The Chief Engineer is responsible for the administration of the Engine Department for the safe, efficient and economical operation and upkeep of all machinery throughout the vessel, and for the maintenance of compartments and equipment hereinafter specified. He shall operate the main propulsive machinery as required by the Master, subject to the limitations of its power, speed, and fuel consumption.

The Chief Engineer has authority over the entire Engine Department personnel, and has full charge of the operation and maintenance of all machinery, subject to the provisions of these instructions.”

The specific duties are then outlined in detail.

On its face, that description of position responsibilities certainly appears to describe “an administrator having power of independent action, autonomy and discretion” over his department and, therefore, a “manager”.

Over the course of this hearing, a great deal of evidence, both documentary and viva voce, was adduced with a view to confirming that management status (the Company) or, conversely, disclaiming that status (the Complainant). I have carefully reviewed and considered all of that evidence as well as the submissions of counsel but, in my

view, it would serve no useful purpose in burdening this decision with an exhaustive, detailed analysis of either.

With respect to most legal issues, there is usually a counter-argument to every argument and that is ceased, he viewed himself as management. In fact, in his Statement of Complaint, he stated that “The position of Chief Engineer is a senior management position second only to the ship’s Captain as the most senior sailing officer.” Also, over the course of this hearing, it was rather obvious from some of his comments that the Complainant was having some difficulty in sublimating his previously held view of the Chief Engineer as a relatively important member of management in the context of this enterprise. He was obviously more comfortable in expressing himself in that role than simply as another co-worker in the Engine Department of the vessel. Who is a “manager” within the meaning of Subsection 167(3) is, of course, a legal question and neither the view of the Company or the Complainant on=1• that question is conclusive of the issue; but, in my view, an adjudicator may not simply ignore how both parties viewed the position during their ongoing, lengthy relationship.

In any event, as indicated, I am persuaded on the evidence of the actual functioning of the position that their common view of the Chief Engineer as a management position was justified.

The Complainant directly supervised, in the full sense of that term, 11 unionized Engineering Department employees with the power to issue disciplinary warnings and to discharge employees in appropriate circumstances. In the SIU collective agreement, the Recognition and Management Rights clause includes the following:

“B. The Union agrees that the Captain or Chief Engineer of a vessel has the exclusive right to direct the crew, determine qualifications, hire, promote, lay off, suspend or discharge employees for cause.”

Also, the Chief Engineer is the first step in the grievance procedure for employees under his supervision and he issues the reply to the grievance at the first level.

The Chief Engineer also administers the overtime and vacation schedules of the unionized employees within the confines of the terms of the collective agreement and prepares performance appraisals for the employees in his department.

The Chief Engineer screens employees sent by the Union through the hiring hall procedure and refuses employment to those on the Employment Selection Program list pursuant to Company policy. He also has the discretion to refuse someone not on the list for technical or other unsuitability.

He attends the annual Fleet Management Conference where, as might be expected from its title, all management personnel reviews and analyzes virtually every aspect of the operation of the fleet for the previous and upcoming shipping seasons. Chief Engineers are full participants in the discussions and have significant input with respect to all operating and budgetary matters pertaining to their department.

At those meetings, there is full financial disclosure with respect to all operating aspects of the Company as well as all strategic corporate planning. Much of what is discussed and disclosed at that meeting is confidential information for obvious reasons and, in my view, that is highly significant with respect to the question of the Chief Engineer as an integral part of the management team.

To find otherwise would mean that the Chief Engineers are the only non management personnel invited to participate in what is clearly a most crucial and generally confidential planning function designed to ensure the most efficient and profitable management of the enterprise for its continued viability and success. It is, in my view, highly unlikely at best that informed management would include in such a crucial management function non-management personnel having no management responsibility and no responsibility for the necessary confidentiality concerning the matters discussed.

There are other management indicia such as the Chief Engineer's input into the winter works repair program, his purchasing authority, albeit within a dollar limit, and his overall responsibility of maintaining and operating the mechanical and engineering operation of his vessel, considered by all as having a significant impact on the efficient operation of what is this company's sole stock and trade.

Analyzing the various functions of the Chief Engineer in isolation and focusing on the limits of his authority, as opposed to his authority, does lend to arguments of non-management status. The Complainant's counsel did so here very effectively and, I might add, quite appropriately and fairly. However, in considering the overall authority and responsibility of the Chief Engineer in the context of this enterprise, while recognizing his various limitations, I am persuaded on a balance of probabilities that the position is, in fact, a "manager" within the meaning of Subsection 167(3) of the Code. In the result, I must find that I am without jurisdiction to deal further with this complaint on that basis. Also, it is, therefore, unnecessary to deal with the other two jurisdictional issues advanced by the Company.

Accordingly, the complaint is dismissed.

Dated at Toronto, Ontario, the 29th day of July, 1994. K. A. Hinnegan

DEC 26 1994

Canada Steamship Lines, December 20, 1994

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

To whom it may concern:

This is to confirm that Mr. Ranganathan was employed with Canada Steamship Lines Inc. as a Chief Engineer from 1973 until he was laid off in 1993. In his capacity as Chief Engineer, Mr Ranganathan was responsible for the operation and maintenance of the engine rooms on the various vessels upon which he sailed. Also as Chief Engineer, Mr Ranganathan had direct responsibility for a crew of eleven, including three Engineer Officers, one electrician, 3 mechanical assistants, 1 head tunnelman and 3 tunnelmen. Mr Ranganathan's layoff was a direct result of the economic downturn in the shipping industry and the subsequent reduction in operating vessels.

Yours very truly

Gerald Carter Director, Labour Relations



CHAPTER NINE

PENSION SURPLUS—MR MARTIN'S HAND IN THE TILL

MR PAUL MARTIN, the present finance minister of Canada was instrumental in the passage of Bill S3, by which he could get his hands on half the surplus amount belonging to the Pensioners of Canada Steamship Lines Inc.

Following information are excerpts from Communication between Ms Kathleen Hunter, Administrative assistant, Private pension plans, Government of Canada.

Kathleen Hunter—Administrative Assistant—Private Pension Plans Division—(613) 990-8124 Thank you Kathleen. My question to you is this. There was a plan already in the works to share in the excess—the actuarial surplus. The parties were waiting for the passage of this bill-S3. The pension in question is the CSL pension. CSL is the company owned by the Finance Minister of this #1 country-Canada.

Does he get the whole pie if he asks the OSFI and since OSFI is the government-how are we the pensioners protected. Does this Bill S-3 protect pensioners and prevent Mr Martin from taking the whole amount. Was he instrumental in passage of this Bill. Are there any conflict of interest. How are we protected after all it was our money that made money in the fund. The last accounting of the actuarial excess was close to 300 million dollars. I would appreciate hearing from you on this as I am a CSL pensioner. Best regards Nathan—

“int_dom\\khunter\\penben” <penben@osfi-bsif.gc.ca> wrote:

There is no simple answer to your question. I'd like to provide you with some background information that may help you understand how surplus works. Surplus only exists when a plan terminates. For ongoing plans, the term used should be actuarial surplus.

Actuarial surplus is the amount the actuary reports as being in excess of the amount needed to fund contributions plus any special payments. The actuarial surplus can vary from year to year.

It can also be depleted if, for example, an economic downturn adversely affects the plan sponsor or a fluctuation in interest rates increases the liabilities of the pension plan. Section 9(9) of the Pension Benefits Standards Regulations, 1985 requires that any actuarial surplus be used to reduce outstanding solvency deficiencies, increase benefits, reduce the employer's contributions or left in the fund. Please note that "refund of surplus" applies to a request by the employer to withdraw funds from the pension fund, which requires OSFI's approval. Using the actuarial surplus to take contribution holidays or to improve benefits does not require OSFI's approval and is not considered to be a refund of surplus.

The Pension Benefits Standards Act, 1985 does not specify who has the right to surplus. Entitlement to surplus should be specified in the plan text. Unfortunately, not all plan texts have addressed entitlement to surplus. It is for this reason that Bill S-3 enacted amendments to the Pension Benefits Standards Act, 1985 to provide a mechanism to share the surplus in situations where clear entitlement cannot be established. Future plans are required to address entitlement to surplus before they can be registered. If you have further questions, please contact me.

Kathleen Hunter Administrative Assistant Private Pension Plans Division (613)

To: "int_domkhunterpenben" penben@osfi-bsif.gc.ca

Sent: Wednesday, August 15, 2001 3:12 PM > Subject: Re: Bill S-3 Thanks Kathleen for the info. At this point I would like to know the rights of the employee regarding the pension surplus. No mention is made in the bill except for the employer needing permission from two thirds of the members of the pension fund. Who should I address this query to. Regards nathan.

The changes have also been incorporated into the PBSA itself. Here's a link to the updated Act: <http://laws.justice.gc.ca/en/P-7.01/index.html> If you have further questions, please contact me. Kathleen Hunter Administrative Assistant Private Pension Plans Division (613) 990-8124.

Original Message From: "raj nathan"

To: "int_domkhunterpenben"

Sent: Tuesday, August 14, 2001 9:52 AM Subject: Re: Bill S-3 Thank you for your info. How do I access the bill on your website. regards nathan.

Sent: Thursday, July 26, 2001 8:17 AM Subject: Re: Bill S-3 Dear Kathleen, Could you kindly give me an update on this bill. Best Regards Nathan

"int_dom\\khunter\\penben" penben@osfi-bsif.gc.ca> wrote: Bill S-3 has been assented to but the supporting regulations have not yet been passed. Please check again in late summer or early fall to see if the regulations have been approved. Applications for refund of surplus cannot be considered until the regulations have been passed. Kathleen Hunter Administrative Assistant. Private Pension Plans Division

Sent: Monday, April 30, 2001 12:18 PM

NOTICE OF CERTIFICATION OF A CLASS PROCEEDING

TO: The Members, Former Members, and Other Beneficiaries of the Pension Fund Society of Canada Steamship Lines Limited, Pension Benefits Standards Act, 1985 Registration No. 55006

RE: Pension Fund Society of Canada Steamship Lines Limited, Pension Benefits Standards Act, 1985, Registration No. 55006

RE: Pension Plan Surplus

Nature of the Proceedings.

JOSEPH SMITH, a retired employee of Canada Steamship Lines Limited, a wholly owned subsidiary of The CSL Group Inc. and a pensioner of the Pension Fund Society of Canada Steamship Lines Limited, Pension Benefits Standards Act, 1985 Registration No. 55006 (the "Plan"), has commenced an Application in the Ontario Superior Court of Justice on his own behalf and on behalf of all members, former members and other beneficiaries of the Plan.

The Application is for, among other things, a determination of the ownership of the surplus in the Plan and a distribution of a portion of the surplus in the Plan.

The outcome of this Application will affect whether you receive a distribution of any of the surplus in this Plan.

The Application was certified as a class proceeding by the Honourable Mr. Justice Winkler on April 9, 2002 under the Class Proceedings Act, 1992, S.O. 1992, c.6.

Representative of the Class

The Court has named Joseph Smith of 276 Rue St. Jacques, Suite 418, Montreal, Quebec H2N 1N3 as the Representative Applicant for the Class.

The Court has defined the Class as: all members, former members, past members, spouses, and other beneficiaries of the Pension Fund Society of Canada Steamship Lines Limited (collectively, the “Class”).

DEPARTMENT OF TRANSPORT MINISTÈRE DES TRANSPORTS CANADA SHIPPING ACT

LOI SUR LA MARINE MARCHANDE DU CANADA It is the duty of every Master to sign and give to a seaman discharged⁷ from his ship either on his discharge or on payment of his wages, a certificate of his discharge in a continuous discharge book, specifying the period of his service and the time and place of his discharge, but not containing any statement as to his wages or the quality of his work, unless requested by the seaman. For failure to comply, the Master is liable to a fine not exceeding \$50.00.

The Master shall also upon the discharge of every certificate'd officer whose certificate of competency has been delivered to and retained by him return the certificate to the officer. Failure to comply subjects the Master to a, fine not exceeding \$100.00.

Section 187, Canada Shipping Act:—(1) Where a seaman is discharged before a Shipping Master, the Master shall make and sign, in a form approved by the Minister, or any form approved by the proper authority in that-part of ‘ty_ Her Majesty’s dominions in which the ship is registered, a report of the conduct, character and qualifications of the seaman discharged or may state in the said form that he declines to give any opinion upon particulars, or any of them, and the Shipping Master before whom the discharge is made shall, if the seaman desires, give to him a copy of such report (in this Act referred to as the report of character),The Shipping Master shall transmit the reports to the Minister or to (3) Every person who (a) makes a false report of character under this- _ Act, knowing the same to be false; (b) forges or fraudulently alters any certificate of discharge or report of character or copy of a report of characters;’ (c) assists in committing, or procures to be committed, any of such offences aforesaid; or (d) fraudulently uses any certificate of discharge or report of character or copy of a

report of character which is forged or altered or does” not belong to him; is in respect to each offence guilty of an indictable offence-

NOTICE TO SEAMAN

This Continuous Certificate of Discharge should be handed to the Shipping Master, Collector of Customs acting as Shipping Master or Consul when signing Articles of Agreement, so that the engagement column may be filled in and the Certificate given into the safekeeping of the Master.

Should you desert or fail to join your ship, your book will be deposited with the Shipping Master, Collector of Customs acting as Shipping Master or Consul at the port where you left the ship, who will retain it for a fortnight from the date of the vessel's departure, at the end of which time it will be forwarded to the Chief, Nautical Division, Department of Transport, Ottawa.

When you apply for your book, it may be returned to you containing an entry in the discharge and character columns that the voyage was not completed. Should you lose this book, otherwise than by shipwreck or fire at sea, you may apply for a new book for which a fee of \$1.00 will be charged. You may apply to the Chief, Nautical Division for a statement of voyages which may be entered in the new book dating as far back as 1 st April, 1949. The charge for each voyage entry is 30 cents.

Any person, other than the rightful owner, who comes into possession of this book is requested to hand it over to the nearest Shipping Master, Collector of Customs acting as Shipping Master, or Officer of the R.C.M. Police, who, if the holder is unknown to them, will forward it to the Chief, Nautical Division, Department of Transport, Ottawa.



CHAPTER TEN

POLLUTION ON THE GREAT LAKES





I SHALL EXPLAIN here in detail how pollution of the waters of the Great Lakes takes place. When I joined the Great Lakes as an engineer in 1973, it was my duty as a professional engineer to uphold all maritime laws, specially those that were linked to MARPOL—marine pollution. Little did I know then that the inland waters of the great lakes did not come under the jurisdiction of Marpol. This law had been signed by close to 119 countries in the world, but Canada and the USA had not signed this agreement. Welcome to the first world and G-7 countries, where they did not have to conform to any laws as they were still in the old wild west and cowboy laws, the law of the jungle.

I had sailed the Oceans as an Engineer for close to eleven years and was bringing with me my expertise that I had acquired. Unfortunately I could not do anything as far as changing the laws as making waves as an individual was surely asking for trouble and the possibility of a job loss and an end to my sailing career. So I observed with great interest the so called happenings—Marine Pollution of the waters of the Great Lakes during all the years I sailed in the Great Lakes. Here in detail is the way the pollution takes place. It is with intent and with full knowledge of the Maritime laws that these ship owners carry on their business without total disregard for the environment. All they are interested in is making money at any cost and they should be made to pay for all the costs of cleaning up the Great Lakes.

Pollution not only takes place on the waters of the great lakes but also ships were violating the clean air act by polluting the atmosphere by using bad fuels in the engines and the boilers of the vessels.

Item1.

Raw Sewage from Ships for years have been discharged directly into the Waters of the Great Lakes. Sewage was collected in a holding tank and once it reached a high level, a switch activated a pump and this started a reaction whereby the pump would start discharging its contents directly overboard into the Great lakes. The pump would cut out once most of the sewage had been discharged. There was no other means of disposing this discharge. The great lakes seemed to be a big garbage dump. The only treatment to this were pellets of chlorine tablets.

Item2.

Bilges—collection of contaminated water from the Machinery spaces of the Ships Engine room were discharged directly into the waters of the Great Lakes. This contaminated water, would consist of Fuel Oils, Lubricating Oils, Chemicals and other contaminants. This was done mostly at night as it would be visible during the day. Also since almost all ships polluted, it was difficult to find out which ship was polluting. This practice continued for years on the Great Lakes. Bilges were also treated with an emulsifier, a chemical used to hide these oil and this emulsified oil and water mixture would find its way into the waters of the Great lakes. Small minded people destroying the Great Lakes, the biggest source of Fresh water that the good Lord had provided for human use and not abuse.

Item3.

Bilges—From Cargo Holds of Bulkers. Cargo Holds are used on these ships to hold cargoes of various bulk items. This includes cargoes of Iron Ore, Coal which has high Sulphur and other chemical contents, sugar, barley, corn, grain, soy beans and any other bulk cargoes. Once the cargoes were discharged, there was this process of cleaning the holds. High pressure water hoses were used in these cargo holds and all of these contaminants were discharged into the great lakes water. This practice still continues today.

Item4.

Almost all these lake Ships were fitted with Hydraulic winches. These winches about eight of them on each Ship contained around 45 gallons of Hydraulic Fluid. A lot of times, high pressure rubber hoses would rupture and Hydraulic oil from this would either drain down the tunnel of the self unloading ships or be hosed down over the ship side if it made a mess on the deck. Unless there was proper supervision, no one cared about the pollution caused by these accidents. From the tunnel of these vessels, these contaminated oil and water would be discharged into the waters of the Great lakes.



Item5.

During my sailing days with Canada Steamship lines, I made over two thousand trips through the welland canal. Since I was on a short hop between Lake Erie nad Lake Ontario. We left the port of Hamilton, after discharging 26000 tons of Coal from Ohio ports.The ship was in a ballast condition.In the early days,The ballasting process consisted of filling water from the lake into the twelve ballast tanks on the vessel.The pumps on the ship was used to fill these tanks.The only way to make sure the tanks were full was to overflow these tanks.Once the tanks were full then the overflowed water flowed back through scuppers on the ship back into the lake.This water was polluted as it took with it all the debris, the oil from the Hydraulic winches and any othe pollutants that was contained on the deck of the vessel as the overflow pipes was on the deck.Overflowing the tanks also caused a pressure to these tanks. This process caused the side tanks to crack and leak.This water, mixed with the coal in the cargo holds and it eventually ended back in the tunnel of the Ship from whence it was put back into the lake again as there was no other place to put the trash. These lakes became a garbage dumping ground for these so called “Lakers”. Please remember we were a first world nation and supposed to set an example to the third world countries. But we were criminally negligent.

Item6.

The newly built vessels, had oil cooled stern tubes. If the seals leaked then the chance of oil contaminating the waters of the great lakes greatly increased. There were a lot of instances where this happened, specially with the Vessel J.W.McGiffin and the H,M Griffith, The Jean Parisien and the Louis R. Demarais. I was a relieving chief engineer on all of these vessels and there were incidences where I was told to cover up the incidents. We kept putting replenishing lubricating oil to keep up the leakages and to prevent the stern tube bearings from seizing.

Sometimes we had to keep sailing for months on end as the company could not take the ship away from the charter, being afraid to lose money and also sometimes the dry docks were not available to fix the leakage problems. So the ships continued to pollute the waters of the Great lakes. Similar situations also arose when the seals of the variable pitch propellers leaked. There were many such instances.

Item7.

Spillages—These were left over cargoes after the discharge of products to the buyer of these products. Most of the buyers were Canadian companies, like Stelco, Dofasco, and Algoma Steel for Iron Ore and Coal products. Lot of these cargoes were loaded on Self Unloading Bulk Ships. Self Unloading ships are the ones that used the machinery on board the ships to discharge the cargo carried without the assistance of shore facilities. Most of these ships carried close to 26000 tons of Bulk cargoes. Once the cargo was finally discharged, there was still a certain amount of Cargo still left on board the vessel. The cleaning up procedure was then put in place so that the ship would be ready for inspection and for loading the next load of cargo.

The cleaning up procedure consisted of hosing down the cargo holds, about six of them on most self unloading bulkers. A team of sailors, called deck hands would start this cleaning up by hosing down the cargo holds. The by product of these would end up on the conveyor belts of these ships and in the tunnels of these ships. Tunnels are spaces below the cargo holds where the actual machinery for discharging the cargoes from the ships were located. These spaces also contained trash pumps. These pumps were used to discharge so called trash, mostly remnants of cargo and other wastes that included contaminated water. The contaminated water would consist of oil from Hydraulic oil leaks that occurs at each unloading from burst pipes and valves and vibrators from the tunnels of these ships.

Once the ship was away from the port and once the clean up of the cargo holds had finished, these ships would start the procedure of running spillage directly into the great lakes. The Captain will inform the chief engineer that he has to run spillage and he will slow down the vessel to a comfortable speed and will inform his chief officer to run spillage.

The spillage would consist of all contaminants and a lot of left over cargo. If one calculated that the ship discharged its cargo at the rate of 5000 tons an hour and if the vessel ran spillage for ten to fifteen minutes after the clean up procedure, then it stands to reason that at the standard rate of discharge, at each spillage, the ship was discharging close to at least 100-200 tons of contaminated products into the waters of the great lakes.

Also the receiver of these products, who has already paid to receive these cargo's was losing at each delivery close to 500 tons of products. One can imagine that the end of each year, the buyer is getting about 30 to 50 thousand tons of less products from each ship that brings the products to him. He is losing about two percent of the cargo that he is paid for and this cost I am sure would be passed on to the consumer.

The Ship that I sailed as Chief Engineer from 1978 to 1988 was the Manitoulin. She was on a regular run from Ohio ports in lake Erie to the Canadian Port of Hamilton in Lake Ontario. The cargo we carried was coal-26000metric tons of Coal to Stelco, a steel plant in Canada. The round trip passage was around three days. Here is a brief explanation of the passage. Ship left Hamilton after a discharge of the coal onto a coal pile on the dock in Hamilton. Once the Ship had left the dock, the cleaning procedure will start. The cleaning consisted of hosing down all the six cargo holds and the bucket elevators.

This procedure will take place all the way from Hamilton to the entry into the welland canal seaway system. The cleaning will stop during the welland canal transit which would normally take eight hours. Once the vessel left the canal and entered lake erie, the cleaning would start again and will continue for another two hours. This was required in order to clean up the tunnel of the ship. The tunnel is the place where the main unloading operation took place, where the conveyor belts and pumps were mainly located.

Once the tunnel was cleaned and all belts hosed, a lot of trash that had been left from the previous unloading of cargo would be shoveled on to the conveyor belts and these then would be run off as spillage into the great lakes. Also whatever could not be run off would be pumped overboard with the help of so called trash pumps.

This way the Ship would be ready for inspection at the loading port in the US. Once the Ship had loaded and was on its way back to the unloading port in Canada, the ship would run some spillage again in order to clean and coat the belt with the fresh cargo that we had loaded.

All in all, the normal amount of spillage that was discharged into the great lakes every trip would be in the order of approximately fifty tons or more, depending on the amount of spillage and cargo left over from previous trips and excess loading of cargo, which sometimes happened and put the vessel overdraft and this was adjusted to the normal seaway draft by running cargo's off into the waters of the Great Lakes.

This ship on an average made over hundred trips a year and one can imagine the amount of spillage that was run off into the waters of the great lakes. This is just one ship and all self unloading ships were all doing the same things, polluting the waters intentionally and getting away with it. This carried on for over twenty years and I am sure it still carries on today. The only saving grace here is that there are fewer ships plying the Great lakes today than twenty year ago. It simply boggles the mind to think that such criminal acts were taking place and were being done intentionally with no care for human lives or the environment. This was a total abuse of authority and against all principles and people in high places should be held responsible and be made to pay for the clean up of the great lakes.

People like Mr Martin who made all his money operating his ships in the great lakes should be made to pay. There should be laws put in place to make sure that we do have a future and that future should be there for our children and grandchildren to enjoy. Pollution is a crime like any other crime.

The Great Lakes transit consisted of a passage that started in Lake Superior and ended up in the St Lawrence river to the point where it met the Atlantic Ocean, near Sept Isles in the province of Quebec. Most all Lakes ships were not designed to go past this location as these ships were not as sturdy as Ocean Ships, structurally speaking.

The cargo these ships carried were all loaded to a maximum of twenty six feet draft. This was determined by the St Lawrence Sea way authority depending on the water levels of the great lakes.

Sometimes, these vessels loaded a larger amount than what was allowed and just before entry into the Saint Lawrence sea way canal system, these ships would discharge part of their cargoes into the great lakes to get the right amount of draft for transit through the sea way system. Nothing was ever said or done about this and I am sure it still continues to happen.

Business that receive their products from self unloading ships have no way of knowing how much of the cargo that they are receiving as there are no measuring devices in place. It is time these people woke up.

I was on one such ship—the H.M.Griffith, where the first officer had loaded the ship with Grain from Duluth, Minnesota in the US. It was record load for that ship and we made the front pages of the local newspaper. But alas, as we approached the SLSA, we found out that we were overdraft as the ship had loaded more than the allowable draft of twenty six feet for transit through the Saint Lawrence Sea way system and the ship ran spillage for about fifteen minutes to get the right draft for passage through the canal system.

That was a loss of close to a thousand tons of grain which the receiver never received. This was the kind of unethical business practices that was continuing in the Great Lakes shipping industry. I am sure this still happens-third world behavior in a first world country. Blame it on a young country.



The 730 foot long by 75 foot wide freighter was registered at 22,722 gross tons. Although ore and coal have been the predominant cargoes over the years, the H.M. GRIFFITH set a record for corn of 1,073,000 bushels from Chicago to Montreal in November 1973 and a corn record of 1,045,000 out of Toledo on December 4, 1984.

Because of the restricted draft for transiting the Welland canal, ships could not pass through the canal with a draft over 26feet, the cargo had to be dumped in the lake to get the proper draft for transiting the seaway system.

I was Chief Engineer on board these ships when such action took place-specially with the H.M.Griffith in 1973 when I had joined this vessel in Collingwood, Ontario.

I remember when the cargo was run off into the great lakes in order to get the right draft. These are the people who are presently members of the CSL's Infamous "Hall of Fame."

This was possible with the self unloaders. I am still amazed at the total lack of knowledge, or is it the "I do not care" attitude that exists in this cut throat, unethical business in Marine Industry in Canada. The ship owner, by these unethical practices is ripping of the consumer.

Mr Martin, whose company, Canada Steamship Lines Inc, was running these ships and is still has a viable shipping business in the Great Lakes should be made liable to pay compensation for the large amounts of cargo that he had promised to deliver on his ships but delivered less to these companies that he was doing business with. Now he is the Prime Minister of this country. God help Canada and Canadians.

Are these companies naive or is it a conspiracy amongst these corporations where each one scratches the other persons back and not their faces. After these many decades of irresponsibility and lack of care for the environment, this shipping company is doing damage control by putting out documents to show that they are a gods gift to humanity and Canada. They have managed to destroy the Great lakes in the last hundred plus years by their lack of sensibility to humans, plants and marine life on the great lakes.

Here then is their letters of damage control.

This is truly hogwash and does not sell as it is all lies and half truths. It is the essence of capitalism. I know the true facts as I was present during all the years these shipping companies polluted the great lakes with chemicals, fuels waste and raw sewage. Who is there brave enough to police a policeman.

Now it is time to clean up the act. Wake up before we destroy the planet and the environment. You can fool some of the people some of the time but not all the people all the time.

This is an excerpt from their corporate website

"Canada Steamship Lines and CSL International are committed to responsible environmental management practices and stewardship in all aspects of its corporate activities. Protecting the environment is a prime corporate objective. Such considerations

anchor the company's approach to all areas of its operations, from technological development to human resources.

Canada Steamship Lines and CSL International operate in full compliance with the International Maritime Association's ISM Code governing pollution prevention standards and safe operation of ships. It is important to note that Canada Steamship Lines Canadian adheres to the Code notwithstanding the fact that as a domestic-only carrier operating on the Great Lakes and St-Lawrence Waterway it is not subject to these environmental standards.

Canada Steamship Lines and CSL International commit to:

Continue to establish environmental policies that deal with discharges into water from ships, the management of hazardous cargoes and other waste, emissions into the air and noise emissions from ships. In its operations, CSL and CSL International strive to comply with or exceed all applicable environmental laws and regulations;

Assess in advance the environmental effects of any significant new development;
Review regularly the environmental performance of its operations;

Continue to follow the International Safety Management Code;

Require that all crews undergo regular internal and external audits to meet International Safety Management Code requirements;

Require that all crews aboard CSL vessels adhere to a fleet-wide Safety Management System that identifies environmental protection as one of its main goals;

Build effective environmental features into the design of its ships, including dust-suppression equipment;

Invest in cargo-handling technology to minimize dust and spills during cargo delivery.

Along with the internal initiative and investment, The CSL Group supports efforts at the community and industry level created to minimize the environmental impact of economic activity. As an example, it is a signatory to the St-Lawrence Code of Ethics aimed at promoting the sustainable development of the St-Lawrence River.

CSL's environmental standards are stringent and surpass many guidelines of an industry recognized not only for being the most cost-effective means of shipping cargo, but also the most environment responsible mode.

A January 2004 newsletter from the Chamber of Maritime Commerce presents astonishing comparative figures. For the same amount of cargo and the same quantity of fuel, the distance covered using maritime shipping is 827 km, 325 km for train and 95 km for trucks.

The Great Lakes Commission has undertaken a study designed to assess the comparative energy usage and emission impact of each transportation mode. The findings of this study show that vessels use less fuel and produce fewer emissions than either rail or truck.

The shifting of 24.7 millions tons of cargo from vessel to rail would result in the additional consumption of 14 million gallons (American gallons = 53.4 million litres) of fuel and the generation of an extra 4,321 tons of carbon monoxide, hydrocarbon and nitrogen oxides pollutants. Total rail emissions were 74 % greater than that of marine transportation.

When truck transportation was considered, the shifting of less than 1 million ton of waterborne cargo to highway would, compared to vessels, increase fuel by 3.4 million gallons (12.88 million litres) and result in an additional 5,870 tons of air pollutants.”

I had sailed on a lot of CSL ships over a twenty year period and every self Unloading Ships continued the procedure of dumping spillage on to the waters of the Great Lakes as is exemplified by the following article below.

Following is an excerpt from an article written by my friend Mr Alex Roslin, in the “THIS MAGAZINE “, a Canadian monthly Magazine, the one and only true Canadian who was brave enough to take on the mighty and the powerful and tell it like it is. I have permission from Alex to use some of the interesting aspects of pollution of the Great Lakes.

“The Tadoussac would head back to the far end of Lake Superior to pick up a fresh ore load at Thunder Bay. After a short catnap while the vessel eased through the locks of the Welland Canal, it would be time to clean out the ship. This meant dumping into the water tens of thousands of marble-sized ore pellets that didn’t make it off at port.

Before the *Tadoussac* arrived in Thunder Bay, the holds had to be spotless. All the stray pellets—which mariners call sweepings or spillage—had to be cleaned out and dumped. The excess pellets would coat the bottom of each of the five enormous cargo holds. Below the holds was a 650-foot tunnel. Inside it, two giant conveyor belts would carry the cargo down the length of the ship, up the unloading tower at the stern, out over a 250-foot discharging boom and into a concrete well on the Hamilton dock.

Half a dozen deckhands would start washing the pellets out of the holds and into the tunnel.

In the bowels of the ship, the tunnelmen had the nastiest task. Squeezing into the narrow work space between the conveyor belts, their job was to shovel the stray pellets onto the belts and make sure the machinery in the tunnel ran smoothly. The tight spaces in the tunnel would be choked with iron-ore dust; Macdonald says the tunnelmen wore artificial breathing devices.

By the time the tunnelmen were done, the *Tadoussac* would be in Lake Erie. The ship's master would swing the boom out over the water and pass Macdonald the word to have the electrician start the conveyor belts. The belts would whirl into motion, and the sweepings would pour off the boom into the waters of Lake Erie for half an hour, leaving a trail of iron-ore dust in the ship's wake—the only visible sign of the environmental degradation.

It was a routine task but, even though he was a seasoned sailor, it never sat right with Macdonald. He is certainly no tree-hugger, but thinks there must be an alternative. "It's been a bone of contention for me for years," he says. "They call this spillage. I love the term."

CSL is only one shipping company dumping sweepings into the Great Lakes. Ships have discharged cargo residue there ever since armadas of ore carriers started crisscrossing the lakes in the 1870s. No one knows how much has collected on the lakebeds travelled by major carriers, but cargo sweeping is routine for the 130 lakers that ply those waters today.

Fourteen of these lakers are owned or operated by CSL, the company held by Paul Martin from 1981 to 1993, when he became finance minister and transferred management duties to a trustee. There were lot more ships during the hey days of the seventies and eighties.

Canadian and US shipping companies pump an estimated 2,500 tons of cargo residue into the lakes each year during 11,000 ship transits, according to a 1999 report by the US National Oceanic and Atmospheric Administration. Data from a study commissioned by the US Coast Guard in 2003 suggests that 80 percent of the dumping takes place in shipping lanes that pass through sensitive-species habitats. Its numbers imply that 45,000 to 64,000 tons of cargo—the equivalent of 6,000 to 9,000 garbage-truck loads—has been dumped into the lakes since the practice started. And nearly all the discharges qualify as pollutants under guidelines of the Ontario government, according to a 1993 study commissioned by the Canadian Coast Guard.

All three studies warn of potentially serious harm to marine life and the environment and say more research is urgently needed. Among the worst substances dumped are petroleum coke, which can be toxic at low doses; coal, which can retard plant growth and cause wetland damage; and lead ore, which can be poisonous and contain trace elements of arsenic.

What's more, the studies say cargo sweeping violates laws in both countries—namely Canada's Fisheries Act and the US Act to Prevent Pollution from Ships—as well as an international treaty on ship garbage. “Technically, this has always been illegal under US law and probably in Canada too,” says Eric Reeves, a retired US Coast Guard commander. “If you read the law, this stuff should have been prohibited or subject to a permitting.”

But many Canadian environmentalists have never heard of cargo sweeping, and questions about it leave them stunned. Elizabeth May, executive director of the Sierra Club of Canada, is amazed when told about the dumping. “If it is going on in the Great Lakes, it is illegal. The Fisheries Act is very, very clear. You don't put anything in the water that is harmful to fish.”

Also upset is Toronto-based Mark Mattson, president of Lake Ontario Waterkeeper, an organization that monitors water quality in the lake. “Are you serious?” he asks when first informed of the practice. “This is quite a serious matter. This is our drinking water.” Mattson says federal and provincial laws lay out strict requirements for permits, monitoring and testing of discharges and, for violations, huge fines and even the possibility of jail time.

The dumping potentially runs counter to the federal Fisheries Act, Ontario Water Resources Act and Ontario Public Lands Act, he says. “You can't put anything on the bottom of the lake without a permit. There is no way around those laws.”

Or is there? Perhaps shipowners have found a way. Even though their vessels have poured heaps of potential pollutants into the lakes, in possible violation of a cluster of laws, they haven't been overrun with angry environmental inspectors demanding to know what is going on. Of course, the shipping companies weren't going to shout from the rooftops about what they were doing. And cargo residue wouldn't necessarily show up in tests of water, unless the water was taken from the middle of a lake, where the dumped material had settled on the bottom.

It seems the regulators have rewritten that old Vegas saying: What happens in the Great Lakes stays in the Great Lakes.

Please see the latest information published by the Toronto Now News magazine of the 19th May 2005. On information on the Great Lakes Environment. Website is as follows—http://www.nowtoronto.com/issues/2005-05-19/news_story.php

Hi Raj—

You can use excerpts, but you must attribute them to me and say they were printed in “NOW magazine, a Toronto weekly newspaper.” Also, please find attached a longer version of the story I did in This Magazine, a Toronto-based monthly. You can read the electronic version here:

<http://www.thismagazine.ca/issues/2005/09/sweepingitunder.php>

Feel free to excerpt this story too, so long as you attribute it to me and “This Magazine, a Canadian monthly magazine.” I also wouldn’t mind a copy of the book. Please let me know when it comes out.

Best regards,

Alex Roslin

Following is an article from a Canadian Newspaper—“NOW TORONTO”—attributed with deep gratitude to my friend Alex Roslin, one of a handful of Canadians who are interested in making this world and leave this world a better place for future generations.

“Dumping in the deep”

Ships sweep toxic trash into our lake—and feds just let it happen

By ALEX ROSLIN

“Under the cloak of darkness, a hulking vessel slips out into deep water, seeking offshore solitude. Suddenly, the crew swings a chute over the side and a mass of debris—iron ore or possibly petroleum coke or potash—is sent shuddering to the lake floor below.

Is this fouling interlude occurring in some Third World country? Some faraway twilight zone beyond the reach of regulations and scrutiny? Actually, no. Try our own Great Lakes.

It’s true we’ve got laws, dedicated ecologists and heaps of public monitoring when it comes to protecting our bodies of water, yet cargo ships’ unleashing of leftover freight on lake flora and fauna is almost completely invisible.

Environmentalists don’t know much about it, and the feds know but seem not to care. The Libs have refused thus far to sign onto an international prohibition against dumping cargo overboard and are about to amend the Canada Shipping Act to legally allow what ships in Canuck waters do anyway, following the same rules as the U.S. Coast Guard. And guess what *they* allow?

Called “cargo sweeping,” this discharging is routine for the 130 vessels that ply the Great Lakes, including 16 owned or operated by Canada Steamship Lines, run by the sons of Paul Martin, the most powerful policy-maker in the country. Indeed, former CSL employees tell NOW they were shocked by the sheer volume of the company’s dumping. In general, it works like this: ships jetison the residue from their old cargos just before they take new freight into their holds. Canadian and U.S. companies release an estimated 2,500 tonnes a year into the lakes, according to a little-noticed 1999 study by the U.S. National Oceanic and Atmospheric Administration.

A U.S. Coast Guard report in 2003 found that 80 per cent of dumping takes place in shipping lanes that pass through sensitive-species habitats. Both studies warn of potentially serious harm to marine life and the environment and call for more study.

Among the worst substances dumped, petroleum coke is toxic at low doses; coal can retard plant growth and cause wetland damage; and lead ore is poisonous and may contain trace elements of arsenic.

“You can’t put anything on the bottom of the lake without a permit. There is no way around those laws,” he says.

Elizabeth May of the Sierra Club of Canada is also outraged: “If it is going on in the Great Lakes, it is illegal. The Fisheries Act is very, very clear. You don’t put anything in the water that is harmful to fish.”

One of the few scientists to have studied the impact of dumping is Vincent Breslin, an environmental scientist at Southern Connecticut State University. He examined the lake beds under shipping lanes in Lake Ontario in the mid-1990s in collaboration with the Canadian and U.S. Coast Guards.

“It literally looked like a paved highway [under] where the ships were going,” he says. “It fundamentally changes the physical properties of the sediment.”

Jennifer Nalbone, who works out of Buffalo for Great Lakes United, an environmental coalition of 170 groups in Canada and the U.S., thinks cargo sweeping “could have a very significant impact. We’re dealing with lakes that are essentially diseased and whose immune system is down,” she says.

Despite the concerns, the Canadian and U.S. governments seem loath to exercise any oversight. Canada has refused to sign a 1978 International Maritime Organization accord called Marpol V. Signed by 119 countries, it stipulates that cargo sweeping should not be done in any inland waters and should take place only in the ocean, at least 12 nautical miles offshore.

The U.S. signed Marpol V in 1987, and as a result Congress banned cargo sweeping in the Great Lakes in a 1988 law. A furious U.S. shipping industry lobbied Congress for an amendment. A few years later, in 1993, the U.S. Coast Guard, which regulates the industry's environmental practices, buckled and quietly pushed through a compromise allowing cargo sweeping in the lakes with certain minor restrictions: it has to be done at least 2.6 to 12 nautical miles from shore, depending on the type of cargo, and can't be done within certain sensitive zones like spawning grounds or wetlands.

The policy places no restrictions on the type or amount of cargo dumped. Canadian shipping companies voluntarily agreed to follow the Coast Guard policy in both U.S. and Canadian waters.

The U.S. Coast Guard acknowledges that there is a “face-value contradiction” between its policy allowing cargo sweeping in the lakes and Marpol V and U.S. law, which prohibit it.

“Effectively, [Marpol says] you can't dump anything in the Great Lakes,” admits the Coast Guard's Washington, D.C.-based Lieutenant-Commander Mary Sohlberg.

Sohlberg is in charge of an ongoing review of policy on cargo dumping, which includes an environmental impact study. If the consequences are bad enough, she says, the practice could be banned when the policy expires in 2008.

Already, there is some indication that things are worse than existing studies suggest. The U.S. Coast Guard in its own study says its estimate of the amount of cargo dumped—300 pounds per ship voyage—is low because it relies on shipping company log books that are “obviously” unreliable and under-report the problem.

Similarly high figures were given independently by two other former chief engineers at CSL: Roger Stockman, who worked for the firm from 1989 to 2000, and Raj Ranganathan, who worked there from 1973 to 1993. The lakes are “not a dumping ground,” says Ranganathan. “If I wanted to keep my job, I had to shut my mouth.”

All three men say the cargo was usually dumped “discreetly,” either at night or, if in daytime, when planes or other ships weren't nearby, to avoid attracting attention.

CSL spokeswoman Annie Paré calls cargo sweeping “a practice that results from the normal operations of a vessel during loading and unloading. The quantities involved vary from 300 to 1,000 pounds depending on the product carried on board.” When told former CSL officers believe the numbers were much higher, Paré says, “That just doesn't make sense. It wouldn't be economical.” She says the CSL voluntarily follows the U.S. Coast Guard rules on dumping.

At the Ottawa-based Canadian Shipowners Association, which represents seven companies with 75 lake-going vessels, Réjean Lanteigne denies his member firms are doing anything wrong. “It’s all dry cargo. It’s non-hazardous,” he says.

The Ontario government, which you’d think might take an interest, doesn’t seem highly motivated. At the Ministry of Natural Resources, spokesperson Steve Payne says the Great Lakes are considered Crown land; written permission for releasing any material is therefore required under the Ontario Public Lands Act. But vessels aren’t routinely monitored for dumping, he says.

So the big question is, how can the feds sign an accord mandating prohibition at the same time they’re endorsing Coast Guard regs that allow dumping?

Transport Canada official Tom Morris suggests Marpol only applies to international waters and does not prohibit dumping in the lakes at all. but that interpretation isn’t shared by the International Maritime Organization (IMO) and U.S. Coast Guard.

Says IMO spokesperson Lee Adamson, when it comes to the feds’ rendition of Marpol, “Canada is not part of the mainstream.”

NOW | MAY 19—25, 2005 | VOL. 24 NO. 38

“God Save Canada from greedy Ship Owners.”

“OH WHAT A TANGLED WEB WE WEAVE WHEN WE FIRST PRACTICE TO DECEIVE”.



CHAPTER ELEVEN

SHIPBOARD ASSAULTS AND LIST OF UNDESIRABLES

THIS SHOULD BE Mr Martins Legacy, running a fleet of Ships with a host of undesirables, alcoholics, substance abusers, the likes of which one would never have imagined to have seen them on Ships of a so called First world country. Gentleman, welcome to the real world of Hypocrisy. This was like Blackbeard* (See Below for information on this infamous Pirate) and his Pirate ships of the eighteen century.

I felt as though I was on board one of the Pirate ships that BlackBeard had commandeered. Or was it from Robert Louis Stevensons Treasure Island—

It was all, *“Fifteen men on a dead man’s chest Yo ho ho and a bottle of rum. Drink and the devil had done for the rest Yo ho ho and a bottle of rum”*.

I had stepped into the pits of hell and this would last for the next twenty years of my sailing career.

I was totally amazed at the lack of respect for authority on Canadian Ships and in the Canadian Shipping Industry. People who worked on board these ships had no formal training as seamen. This was sadly true in the Canadian Shipping Industry as the Government had not spent a whole lot of time in building up the Maritime Industry in spite of having the largest inland waterway in the world.

Most of the industrialized countries of the world had a maritime training program whereby the federal government of the industrialized nations had funding for such programs.

Canada had no such program and as such, the industry suffered in its inability to supply qualified seamen to sail these ships. Most of the Seamen were people who were trained on board ships and did not have formal Seamens training. We, the handful of officers who came to sail these ships had to confront the lack of discipline and authority on board these Lake Ships. We had come from professional institutions from India and the United Kingdom and it was mind boggling to see the goings on, on board these vessels.

Substance abuse was the order of the day. Captains and Chief Engineers were constantly incapacitated and these were the people who were given the responsibility of Commanding these 50 million dollar Ships in confined waters of the Great lakes of United States and Canada.

These incidents of shipboard assaults, accidents costing millions of dollars and pollution of the waters of the Great lakes happened throughout the seventies and eighties and I am sure the times before that as nothing had changed or seem to change and I was witness to all these happenings.

I am sure Mr Paul Martin, who presided over the largest shipping company on the Canadian Great Lakes was very much aware of these happenings but he did not lift a finger as President and CEO of Canada Steamship Lines to better the lives of people who sailed these ships. He was quite happy as long as he was making money at our expense. Nothing was ever addressed during the four days of partying that went on every year at the Company's Captains and Chief Engineers meetings.

The so called meetings was mainly a big drinking binge that lasted four days. These meetings were usually held in five star hotels in Montreal, Quebec City and Toronto. I was fortunate enough to attend most of these meetings from 1975 to 1992.

Only after the disaster of the Exxon Valdez was there a wake up call in the Shipping Industry. Please see the website addressing the issue of the greatest ecological disaster in history.

Once the wake up call was being addressed to the whole shipping industry, did we first see the Shipping companies starting to address the issue of substance abuse as a whole in the industry

I had to undergo a lot of abuse, hardship, death threats, violence, bodily harm from the union employees who worked on these ships. I had to maintain a certain decorum and discipline in order to run these ships economically and without endangering human lives. Discipline was carried out by firstly a warning system, which was instituted by me in the early years of my tenor as a Chief engineer on the Ships of the great lakes. Mostly men under the influence of substance abuse came under this category after which

came the people who were unfit to perform their duties lacking the knowledge and skill as they had no formal training. They included, oilers or so called mechanical assistants and engineers.

Blackbeard!

TWENTY SEVEN MONTHS REIGN OF TERROR, TREACHERY AND THEATRICS

How, one might wonder, is it that almost three hundred years later, his very name brings to mind images of a rogue so evil, so without regard for humankind that were Edward Teach alive today, he would be linked with the Charles Mansons of the 20th century. What part of the legend of Blackbeard is true? What part was merely contrived in the memory of those so fortunate to survive his murderous attacks and what part was embellished by those seeking to elude capture by the fiercest pirate of all? One fact remains, the sight of the skull and crossbones flying on the masthead was enough to bring fear into the eyes and hearts of the toughest seaman afloat during the 1700s.

From the West Indies to New England, Blackbeard's mere twenty-seven month career earned him immortality as the most diabolic villain in the New World. Thought to be part of the 2000-odd pirates who had gathered at New Providence (Nassau) in the Bahama Islands, he made his way up the eastern shores of North America beginning in 1716. Two of his favorite retreats were *Bath Town* and *Ocracoke Island* (North Carolina). *Ocracoke Inlet* as it was known at the time served the port of *Bath Town* which was a principal port of entry. Numerous bays, coves and secluded spots in the *Pamlico Sound* (Pamlico) and the *Pamlico and Neuse Rivers* provided hide outs.

Blackbeard appeared to many as the Devil personified. Long, black hair covered his head and face, curling into small loops which, in time of battle, he stuck lighted matches into so as to light up his face and dark eyes. With a bandolier holding six pistols slung over his equally hairy chest, it seemed as though he might have stepped directly from the pits of hell.

Source: BLACKBEARD, THE FIERCEST PIRATE OF ALL

written by Norman C. Pendered.

Published by: Times Printing Co., Inc., Manteo, NC, 1975

We were then bombarded with all kinds of new regulations and attended meetings with the DEA.

ODYSSEY OF A GREAT LAKES SAILOR





Drug dogs appeared on ships to search for drugs while we were transiting the Saint Lawrence Seaway System. This was the start of something good and it had taken so many years for Shipping Company's and the greedy Ship owners to realize the Human Cost and the dollar cost. It had taken a big toll in the Seamen's life on board these Ships. Men of Steel on wooden Ships had turned to men of wood on steel ships.

It had take a big toll in my life also. I had tried for years to better the condition on board the ships that I had sailed. The ships I sailed as a Chief Engineer had a zero tolerance Policy on Substance abuse. These rules though very difficult to enforce was in place on the ships as sailed and even though I was not a very popular Chief Engineer, I got the job done. I saved millions of dollars for the ship owner Mr Paul Martin but to no avail. Where did it get me. It got me fired.

This is where racism reared its ugly head in Canadian Shipping Industry. There was a big purge in Canada Steamship lines inc in 1989, to satisfy Mr Martins political ambitions. He needed more money for his campaigning and as such decided to break up the company into two units, the money making unit and the non money making unit.

Most of the Canadians of Indian origin were pushed to this non money making unit and after a year this unit went belly up. This was a corporate strategy and by this maneuver most of the Canadians of Ethnic origin had lost their livelihood in the Shipping Industry. Not only did they lose their jobs but also their pensions which they had built up during the twenty plus years of toiling for Mr. Martin.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

From: Mr. R. Groome

Subject: **Disciplinary policy aboard ship-**

Date: January 2, 1985: Copie a:

To: Mr. E. Deroche-Copy-to:Chief-Engineer. P. Ranganathan

I am attaching a memo received from Chief Ranganathan that arises from a recent S.I.U. grievance involving the dismissal of Head Tunnelman D. Oxford for intoxication.

Much of what Roger is saying amounts to frustration brought about because of two reasons. The first involves frustration at being second guessed by me because his only written warning prior to dismissal of this man is unsigned by the employee or the ship's delegate or any other officer and as such is not as solid a piece of evidence as we would like to have for arbitration.

The second reason for his frustration involves what can best be described as a double discipline standard aboard the vessel. The Chief is concerned that he cannot maintain the Company's policy regarding no alcohol consumption aboard ship, no reporting for duty intoxicated or attempting to rejoin the vessel in an intoxicated condition unless the Captain maintains a similar standard for his deck crew. This is particularly true if it is a deck officer who supervises gangway boarding. At this point I am inclined to agree with the Chief that a problem does exist and that it requires attention prior to the commencement of the 1985 navigation season. I believe we should discuss the matter personally with Captain Donnelly and that once again the matter needs to be stressed at our next Captains & Chiefs meetings as this same type of complaint has been brought to me from other vessels as well. Do you agree.

Reg Groome.

Director-Human Resources

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

CANADA STEAMSHIP LINES INC.

Montreal, Quebec H3C 2R7

23 June, 1987

TO: MASTERS & CHIEF ENGINEERS OF ALL VESSELS
FROM: R.A. GROOME
RE: REHIRING UNLICENSED CREW

We have had two recent cases of former employees put on the Company's Employment Selection Program being rehired by us when they were dispatched to another company vessel by the union in a very short period of time before the fleet could receive the E.S.P. up-date.

In the case of Denni s Seymour he quit the TARANTAU without notice May 20 and was rehired May 26 on the J.W. McGIFFIN. Captain Ford's notice to us of the improper resignation was written up May 20 but did not arrive at our office until May 26, already too late to prevent Captain Bouman from rehiring him. On June 18, Mr. Seymour assaulted Captain Bouman.

In the case of James McCoy, he quit the MANITOULIN without notice June 1 and after quitting he threatened the Chief Engineer and blacked out his cabin before leaving the vessel. Ten days later he was hired on the FRONTENAC. Chief Ranganathan's letter outlining Mr. McCoy's actions on the MANITOULIN arrived at our office June 8 and our E.S.P. up-date was sent out June 10, again too late to prevent the rehiring on the FRONTENAC.

Information we have indicates that the turn-around time at the Thorold hall is about 24 hours at present. This requires that further protective measures be introduced to avoid hiring someone who is in the process of being added to our E.S.P. for a recent infraction. So please take the following measures:

For unlicensed new hirings with recent C.S.L. service (within last 30 days)

- 1) Inspect the discharge book closely. Any recent employment with C.S.L. (within the last 30 days) should be questioned closely. Ask for and write down the full reason the employee gives you for leaving the previous vessel.
- 2) If everything appears to be acceptable tell the applicant he/she is hired conditional upon verification of the (reason for leaving the last C.S.L. vessel and whether or not their last service with us was acceptable.

- 3) Verify the new hiring with the Personnel Office in Montreal immediately. If unacceptable for rehiring you will then be given further instructions on how to put the newly hired employee off the vessel.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

MASTERS & CHIEF ENGINEERS OF ALL VESSELS—Sept 29, 1988

FROM: R. A. Groome—:**SHIPBOARD ASSAULTS**

The following has reference to bulletin 1135, dated September 23, 1988 where I set contact my office get in touch with home or in theout the procedure for dealing with assault cases. Where I stated immediately it is most important that you take this literally and either Richard Lagace or myself or Darlene Harvey immediately, at office at any time day or night.

Case illustrates the point. On September 25th on the FERBEC a crew member assaults Q.I.T. gate security guards and is taken into police custody. He is dismissed but I am not made aware of incident before Tuesday, September 27th. On Monday September 26th the judge had heard the case to set a trial date. The crown prosecutor had filed simple assault charges only and bail was set at \$500.00. Our former employee posted bail and was released the same day pending trial October 3rd.

This man is a resident of Alberta so most likely will not return for trial. If he does and he is found guilty he will only get a light fine because the charge is only simple assault. Had we learned of this Sunday evening when it happened our investigator would have been sent early Monday to Sorel and could have arranged with the crown prosecutor to have aggravated assault charges laid with either no bail or a substantially higher bail set. The former employee would have remained in custody, been properly tried and, if found guilty, received a heavy fine with a jail sentence. Since the courts deal quickly with criminal acts you must call us immediately if we are to be able to make any progress in this area. For what its worth the employee involved has a long criminal record over many years and is highly undesirable, the kind of person we should be making an example of. Unfortunately this time, we missed the opportunity, so please ensure timing is very strictly observed.

Reg Groome.

Director-Human Resources.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

To: Chief.Engineer.R.Ranganathan-Copy:to:H.Abruzzese:Messrs.J.F. Pitre

De: From:Reg Groome: Subject:Unlicensed Turnover-May 26, 1988

Dear Roger,

Your note of May 9th concerning unlicensed turnover is noted and you have the Company's assurance those mentioned in your letter and any others that arise during the normal process of managing the vessel will not be held against you in any manner. As you recall in our conversation of April 19th, I pointed out that we wanted you to continue to ensure company policy is enforced aboard ship and we fully recognize that some turnover will naturally take place.

Reg Groome.

Director-Human resources.

RE: MANITOULIN

On October 31, 1980 I boarded the above mentioned vessel along with Patrolman, Fred Pelley and Dispatcher, Doug McLaren, to investigate an alleged unjust firing of a Mechanical Assistant Tim by the Second Engineer Bill Nickel.

My investigation revealed that on October 30, 1980 at 1600 hours Bill Nickel allegedly under the influence of alcohol and or drugs barged into Tim's room to inform him he was fired for incompetence. (Note; Tim was employed as Mechanical Assistant the previous seven weeks and was on a watch other than the Second Engineers.)

I discovered not long after this incident, the Chief_ Engineer ordered Bill out of the Engine Room advising him to sleep it off. On the following morning at approximately 0330, Bill Nickel was still under the influence and allegedly challenged a crew member to fight and verbally abused numerous other members, and in particular the Galley staff. Once again the Chief Engineer after learning of this altercation, ordered the Second Engineer to return to his room.

At approximately 1700 hours on October 31, 1980 I spoke to the Chief Engineer in so much as to inquire as to why there was no harsh disciplinary action taken against Bill Nickel which he answered, "Bill is one of a very few Second Engineers who

possess a Chief Engineer's ticket and if I discharge him it would be very difficult to replace him with an Engineer with equal qualifications and he also stated that he had to follow certain procedures for firing.

At that point T advised the Chief Engineer and the Captain I would be sending a report of my findings and statements from numerous crew members to our President, Mr. Roman Gralewicz.

The following day, Mr. Tom Emerson of Canada Steamship Lines told me Bill Nickel was discharged in the Port of Ashtabula for not being able to report for duty.

Should one of our members exhibit this sort of conduct, I do believe it would be safe to assume his career on that vessel and with the Company and possibly with the entire Marine Industry could very well come to an end.

It is quite obvious there is a double standard, as there appears to be two separate sets of rules for Officers and Unlicensed Crew Members. I believe in recent years S.I.U. members have their act together as far as violence and coercion aboard ship is concerned, due partly to the fear of their careers coming to an abrupt halt, should they choose to assault and coerce other crew members.

I strongly believe any Officer as well as any Unlicensed Crew Member who was involved in an obvious attempted assault and coercion should be subject to the same disciplinary action.

TJm. F. Ross, c.c. R.Thomasson;

G.Gauthier—President, Marine Engineers Union.

With reference to the above, one can see the amount of substance abuse that was taking place on board these ships, and the Master of the vessel continued to let it happen as the Master himself on most occasions was incapacitated and commanding these expensive Lake carriers within the confines of the US and Canadian waters and nothing was ever being done to better the working conditions on board these Ships for people like us who were professionals and who tried to make the work place a better place.

Things started to get better only after the Exxon Valdez disaster, which really shook up the whole Maritime industry in both the US and Canada. It was indeed a wake up call for the industry to realize the cost and the damage it was doing to the environment and the wild life on the planet. This was a first world disaster and there was no one to blame except themselves.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montreal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

Montreal, July 6, 1988

TO: All-MASTERS & CHIEF ENGINEERS
FROM: CAPTAIN B.A. BATEMAN
RE: **U.S. ZERO TOLERANCE POLICY**

There has been a lot of publicity about the U.S. Customs' policy with regard to the possession of controlled substances. The attached press release issued by the U.S. Department of Transportation quite clearly defines the policy with respect to vessels which are found to have illegal drugs on board.

Although no action has yet been taken against any DMA vessels, you should be aware of the powers the U.S. Coast Guard and U.S. Customs have under this policy. Your attention is drawn in particular to page 3 of the release which details what constitutes "reasonable precautions" on behalf of the shipowner.

Your cooperation in observing these precautions is expected.

Regards,

Captain B.A. Bateman, Director Domestic Fleet Operations

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montreal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

October 23, 1989

TO: ALL MASTERS & CHIEF ENGINEERS
FROM: R.A. GROOME
RE: **DRUG SEARCH UPDATE**

The following statistics will keep you up to date on the Company's drug search program:

So far we have searched 14 vessels. Not one of the vessels searched has been completely free of drugs or drug traces. Canada Customs has searched one vessel and found nothing. U.S. Customs has searched one vessel and found nothing. One of the

above vessels has been searched twice (it also happens to have been the ship searched by U.S. Customs).

Most ships searched have two or three crew who have sometime in 1989 had drugs in their possession aboard ship. Three or four vessels show signs of several crew members using drugs (several meaning four or more). At least two ships have severe problems where most of the unlicensed crew are using drugs.

One crew member voluntarily admitted having a drug problem. He was given treatment and has since been returned to work, hopefully drug free. Part of the return to work process requires that this employee be monitored in future so there is an automatic follow-up system in place to keep him clean.

Two ounces of hashish were found in a common area on the M/V Frontenac when searched October 14th. Canada Customs were called to the vessel and seized the drug.

A hash pipe (hooter) was found inside a water fountain on the M/V Stephen B. Roman when recently searched.

A tunnelman from the M/V Jean Parisien was arrested at home on leave when found to be in possession of \$250,000.00 worth of hashish.

In at least two cases, shore supplies coming aboard have been contaminated by shore personnel using drugs and then handling the supplies, leaving residue on the supplies.

Oct23-1989

One may ask what can be done or what is the office doing to help once search results indicate problem areas. Several employees have been confronted with drug use evidence and where appropriate, the employee's activities have been monitored so closely they are no longer employed by us. These people all manage to get dismissed and added to our E.S.P. for other reasons.

Our office conducts criminal record checks. Sailing records and previous incidents are checked and we are often able to develop a pattern of misbehavior with our drug using employee. Sometimes search evidence is circumstantial (a hot spot in a cabin due to a previous occupant, a Captain's bed being hot around the edges due to residue from the fingers of the Second Cook making his beds, etc.). So results are analyzed and judgement exercised before anyone is suspect.

We have found evidence that our search dogs can detect drug presence a long time after the drug has left the worksite (ranging anywhere from two to eighteen months).

We are very satisfied with the quality of our search dogs, they are better than the dogs used by Canada or U.S. customs.

An important part of curbing drug use aboard ship is education of the workforce. This is being approached several different ways. We started with a policy statement, followed by articles in the C.S.L. World. The first few drug searches have been deliberately sloppy so as to serve more as a warning of things to come. We have said before we are not the police, we do not want to find drugs in someone's possession as that will require, by law, calling Customs and RCMP and having the employee charged. We hope that by now that message has come across loud and clear.

Assuming the message is clear, we will now be heading into phase 2 of our program which involves stricter search procedures. This will mean the vessel will have no advance notice of a search. Search times and locations will be varied for maximum surprise value. On problem vessels, we will also look at shutting off the water system so drugs cannot be flushed, porthole and deck watch in case drugs are thrown overboard and stricter crew supervision just prior to dogs coming aboard.

Two final points need comment. First, our unions have given us their complete support in fighting drugs. Their newsletter to their members carry the same message and they are actively helping us establish treatment centers in various provinces. Secondly, we will be doing much more to educate the Captains, Chief Engineers and licensed officers in what drugs look like and how people using drugs act both when high and when straight. Written materials will follow soon and you can expect demonstrations and presentations at our winter meetings by Customs, RCMP and drug rehabilitation centers.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montreal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

TO: MASTERS & CHIEF ENGINEERS OF ALL VESSELS
FROM: R. A. Groome—Sept 29, 1988
RE: **SHIPBOARD ASSAULTS**

The following has reference to bulletin #35, dated September 23, 1988 where I set out the procedure for dealing with assault cases. Where I stated contact my office immediately it is most important that you take this literally and get in touch with either Richard Lagace or myself or Darlene Harvey immediately, at home or in the office at any time day or night.

A recent case illustrates the point. On September 25th on the FERBEC a crew member assaults Q.I.T. gate security guards and is taken into police custody. He is dismissed but I am not made aware of incident before Tuesday, September 27th. On Monday September 26th the judge had heard the case to set a trial date. The crown prosecutor had filed simple assault charges only and bail was set at \$500.00. Our former employee posted bail and was released the same day pending trial October 3rd. This man is a:sesitienJr of Alberta so most likely will not return for trial. If he does and he is found guilty he will only get a light fine because the charge is only simple assault.

Had we learned of this Sunday evening when it happened our investigator would have been sent early Monday to Sorel and could have arranged with the crown prosecutor to have aggravated assault charges laid with either no bail or a substantially higher bail set. The former employee would have remained in custody, been properly tried and, if found guilty, received a heavy fine with a jail sentence. Since the courts deal quickly with criminal acts you must call us immediately if we are to be able to make any progress in this area.

For what its worth the employee involved has a long criminal record over many years and is highly undesirable, the kind of person we should be making an example of. Unfortunately P&S time, we missed the opportunity, so please ensure timing is very strictly observed.

Reg Groome.

DIRECTOR, HUMAN RESOURCES.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montr6al, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

To: Masters and Chie Engineers of all Vessels.

We have had two recent cases of former employees put on the Company's Employment Selection Program being rehired by us when they were dispatched to another company vessel by the union in a very short period of time before the fleet could receive the E.S.P. up-date.

In the case of Denni s, Seymour he quit the TARANTAU without notice May 20 and was rehired May 26 on the J.W. McGIFFIN. Captain Ford's notice to us of the improper resignation was written up May 20 b*ut did not arrive at our office until

May 26, already too late to prevent Captain Bouman from rehiring him. On June 18, Mr. Seymour assaulted Captain Bouman.

In the case of James McCoy, he quit the MANITOULIN without notice June 1 and after quitting he threatened the Chief Engineer and blacked out his cabin before leaving the vessel. Ten days later he was hired on the FRONTENAC. Chief Ranganathan's letter outlining Mr. McCoy's actions on the MANITOULIN arrived at our office June 8 and our E.S.P. up-date was sent out June 10, again too late to prevent the rehiring on the FRONTENAC.

Information we have indicates that the turn-around time at the Thorold hall is about 24 hours at present. This requires that further protective measures be introduced to avoid hiring someone who is in the process of being added to our E.S.P. for a recent infraction.

So please take the following measures:

For unlicensed new hirings with recent C.S.L. service (within last 30 days). Inspect the discharge book closely. Any recent employment with C.S.L. (within the last 30 days) should be questioned closely. Ask for and write down the full reason the employee gives you for leaving the previous vessel. If everything appears to be acceptable tell the applicant he/she is hired conditional upon verification of the (1, reason :: for leaving the last C.S.L. vessel and whether or not their last service with us was acceptable. Verify the new hiring with the Personnel Office in Montreal immediately. If unacceptable for rehiring you will then be given further instructions on how to put the newly hired employee off the vessel.

Reg Groome.

DIRECTOR, HUMAN RESOURCES

MEMORANDUM—

DATE: June 28, 1988
TO: Review Committee—
SUBJECT: U.S. Zero Tolerance Policy

The attached press release by the U.S. Department of Transportation has been forwarded to me by Tom Brooks of the Canadian Coast Guard.

I have not heard of any action being taken against any of our ships but we should all be aware of the possibilities of delays being caused by the new policy.

Your attention is brought to the shipowners possible defence that he has taken “reasonable precautions” on page 2 and the suggestion of what these reasonable precautions may be.

Regards,

L.D. MacArthur—Manager, Marine Operations and Regulations

M E M O R A N D U M

DATE: June 29, 1988

TO: Shore Captains

SUBJECT: U.S. Coast Guard—Operating a Ship Whilst Intoxicated
The attached letter from the I.S.F. deals with the subject that I wrote to you about in January.

I would be interested to hear of any experience that our members have had with enforcement of this new Regulation.

Regards,

L.D. MacArthur

ON VESSELS CALLING IN THE UNITED STATES

Williams Woolley Cogswell Nakazawa & Russell, have drawn our attention to the serious implications that may follow in case the ship’s command is found to be under influence of alcohol while performing duties. As an example, Williams Woolley Cogswell Nakazawa & Russell have supplied us with the Our legal representatives at Long Beach, California, Messrs. following story describing a case they recently handled.

We recently represented the Master of a Panamanian-flag vessel who was arrested by United States Coast Guard authorities for being under the influence of alcohol while the vessel was anchored in Long Beach Harbour. The case provides an example of how United States law will be strictly enforced by the United States Coast Guard against off iccrs and crew members who consume alcohol on board vessels in United States waters.

Under the facts of our case, the United States Coast Guard boarded the vessel at anchorage in Long Beach Harbour to investigate a bunkering barge incident which occurred approximately two hours prior to the boarding. Coast Guard investigators smelled alcohol on the Master’s breath and from his appearance and manner of speech, concluded he was intoxicated.

According to the Coast Guard, the Master admitted that he had three “big” rum and coke cocktails within a period of 30 minutes immediately following the barge incident to calm his nerves. A breath-alcohol test was administered with the result of 0.172. The legal limit is 0.04.

A second test was administered with the result of 0.176. The Master also failed a sobriety test which tested his reflexes and coordination.

The Master was arrested by a special agent of the Coast Guard, taken to jail and charged with one count of operating a vessel under the influence of alcohol. This is a Class A federal misdemeanor which may subject an individual to a fine of up-to \$100,000 (provided the misdemeanor does not result in death), and imprisonment for up to one year. 46 U.S.C. §2302(c); 18 U.S.C. §3571. The government may alternatively impose a civil penalty of not more than \$1,000, in which case, the vessel may also be liable in rem.

“The Master remained in jail overnight and was arraigned before a United States Magistrate the following day. Since the Master was a foreign national without family or other ties to the United States, the Assistant United States Attorney argued the Master was a flight risk and asked the court to detain the Master in jail without bail pending disposition of his case. Alternatively, the Assistant United States Attorney asked the court to order bail at \$50,000. The court eventually set bail at \$25,000 cash or corporate bond but ordered that the Master, if released on bail, remain within the court’s jurisdiction pending disposition of his case. As a condition to bail, the Master was required to report regularly to a probation officer, surrender his passport and not travel outside the jurisdiction.

The Master was unable to arrange for the \$25,000 bail so he remained in jail for six days before a satisfactory plea bargain could be reached with the Assistant United States Attorney. Under the plea bargain agreement, the Assistant United States Attorney agreed not to seek any further jail time beyond the six days already served and not seek a fine in excess of \$5,000 if the Master entered a plea of guilty. The Master agreed to plead guilty and although the Assistant United States Attorney recommended a fine of \$5,000, we were successful in convincing the court to waive any fine against the Master because he had suffered enough by serving six days in jail, no damage resulted from his intoxication and the Master lacked resources to pay any significant fine.”

The statute under which the Master was charged prohibits an individual from operating a vessel while under the influence of alcohol, as determined by standards prescribed by the Secretary of Transportation. See 46 U.S.C. §2302(c); 33 C.F.R. 95 et. seq. The Secretary of Transportation has issued regulations that sets the legal limit for blood alcohol concentration at 0.04 percent for an individual operating a non-recreational vessel. In our case, there was no dispute that the alcohol level exceeded the legal limit. However, there was an issue whether the Master was operating the vessel when he was intoxicated.

The vessel was at anchor awaiting permission to sail when the Coast Guard boarded the vessel for its investigation. The vessel was not under way.

Although the United States Magistrate seemed sympathetic to our arguments on the issue of “operating the vessel”, the regulations issued by the Secretary of Transportation are very broad and essentially provide that an officer or crew member is considered to be operating a non-recreational vessel whenever he is on board that vessel. See 33 CFR §95.015.

According to the government, the rationale behind the strict definition of “operating a vessel” is that an officer or crew member of a commercial vessel must always be prepared to respond to an emergency, whether on or off duty, or whether the vessel is under way or not.

The federal regulation for penalties, 33 C.F.R. §95.055, provides for a maximum fine of \$ 5,000, the relevant statute provides for a fine up to \$ 100,000 for class A misdemeanors that do not result in death. The higher amount set forth in the statute is likely to override the lower fine set forth in the regulation. In our case, the Magistrate concluded that the maximum fine for the violation was \$ 100,000.

Fortunately in our case, the Master’s drinking did not cause any death or injury, or property damage. The penalty nevertheless, for the Master and shipowner, was substantial. The Master spent six days in jail, jeopardized his employment and incurred legal fees and costs. The shipowner had his ship taken off-hire by the charterer and incurred the cost of replacing the Master in order to minimize the delay to his ship.

Shipowners and mariners beware, this is a problem you want to avoid.

Alan Nakazana.

SKULD

3. U.S. COAST GUARD ALCOHOL REGULATIONS

On January 13, 1988, a new series of regulations came into effect in the United States regarding the use of alcohol aboard any vessel in United States waters, be it foreign or domestic, moving or tied up at the dock. These regulations, to be enforced by the U.S. Coast Guard mark a radical departure of the involvement of government with alcohol use aboard every vessel in U.S. waters, and constitute a gross enlargement of the enforcement capabilities and responsibility of the Coast Guard. These regulations should be the topic of concern and review of all vessel owners whose ships call in U.S. waters.

The first truly significant subsection in these regulations is the standard of intoxication. According to these regulations, a person operating a merchant vessel is intoxicated when he has an alcohol concentration of .04 percent in their bloodstream, or when that individual is operating any vessel under the effect of an intoxicant, which can be observed by an individual through a person's mannerisms, speech, general appearance, or behavior. This last subsection seems to leave the standard of intoxication open, because even without any specific knowledge of the alcohol content within a person's body, a violation can be based upon the observation of the person. Thus, it is theoretically possible for a person to have less than the .04 percent alcohol content and be in violation of the regulation, if that person exhibits the apparent effects of alcohol use.

The final section of this series of regulations is .055, which states that an individual is liable if intoxicated while operating a vessel for a civil penalty of \$1,000, or a criminal fine of \$5,000, or imprisonment up to one year, or both.

This series of regulations pose a set of problems, some of which are readily apparent, and others of which cannot be foreseen at this point. Therefore, it is incumbent upon the master of his vessel to insure that the regulations are met with compliance, and that when in contact with U.S. Coast Guard officials nothing occurs to raise their curiosity as to drinking habits aboard vessels while in port or otherwise.

There are myriad of possible other legal issues which are raised by this change of the regulations involving alcohol use. For example, the imposition of penalties on crewmembers and possible arrest and removal of crewmen from vessels could result in undermanning, immigration problems, and vessel delays, even if the vessel was tied up at the dock during the entire time that the alcohol was consumed by the crew.

In personal injury cases, violation of this series of statutes could be used to support a finding of unseaworthiness against a vessel, in that a drunken crew is not fit to carry on its proper duties. This could be utilized in a personal injury case when otherwise there is no evidence of vessel negligence. The standard for unseaworthiness in personal injury cases in the United States is a heavy burden. It is well known that the ultimate monetary award in U.S. personal injury cases can be very high.

In order to attempt to avoid the possible consequences, vessel owners could undertake the following measures:

1. The entire crew should be made aware of these regulations and the possible penalties if they are violated.
2. The crew should not drink at all in port or while subject to U.S. Coast Guard inspection.

3. The hiring of ship personnel with known alcohol problems should be avoided.
4. After a collision or other marine casualty occurs, an immediate investigation as to the involvement of alcohol should be undertaken, so that at least the vessel interests can adequately prepare for the possible consequences.

If due diligence is used in attempting to meet the requirements of these new regulations, the potential myriad of adverse consequences resulting from regulatory infractions can be avoided. While meeting these regulatory requirements might be difficult, ignoring them altogether would be a far worse course.

These are extracts from Messrs. Eastham, Watson, Dale & Forney's submission regarding the USCG regulations relating to alcohol use on vessels. If you wish to have the full wording of the submission, please do not hesitate to let us know. (IL)

US. Department of Transportation
Office of (the Secretary a Transportation)

Transportation Facts

Office of Public AffairsContact: Department of Transportation Wendy DeMockerTel.: (202) 366-0237U. S. Coast Guard Capt. R. Peterson Tel.: (202) 267-1587-US Custom Service vs Dennis Murphy.Tel.: (202) 566-3286

Subject: Zero Tolerance Policy on Illegal Drugs

During the early '70s this country began to turn a blind eye to what was then called "recreational" or "casual" drug use. Americans were experimenting with illegal drugs in record numbers, and many thought such personal use would have no serious consequences for the user or the general public. It has taken many people almost two decades to realize that this mindset was dead wrong. Drug abuse kills thousands of Americans each year. It tears families apart. It has brought violent crime to small town America and made what were already dangerous inner-city neighborhoods drug deathtraps. It has turned children not yet in their teens into pushers and junkies.

The illegal drug trade costs this country an estimated \$64 billion every year. Studies indicate that the average drug abuser functions at 67 percent of normal work potential. Today, there are 8-6 million regular cocaine users, more than half a million heroin users and at least 18 million pot smokers:

We must face the sad truth. The millions of Americans who use drugs—many of whom have a glamorous view of drugs—have made the United States the most lucrative market for the world's drug suppliers.

Consequently, when we make it more costly and more painful for drug users, we gradually make this country less profitable and less attractive for drug smugglers.

With this in mind, earlier this spring the Coast Guard announced the “zero tolerance” approach to drug use on U.S. waters. While the Coast Guard and the Customs Service recognize that their main mission is stopping the large scale smuggler/trafficker, they must also make every effort to reduce consumption of illicit drugs.

THE POLICY

The zero tolerance policy strict enforcement of existing law is to reduce the demand for illegal drugs and improve safety on the water by taking action against illegal drug possession aboard boats.—

Under the zero tolerance policy, discovery of any amount of illegal drugs on a vessel within the 12-mile limit of United States waters will lead to the seizure of the vessel and the arrest, where appropriate, of those on board. Outside the 12-mile limit, seizure will result if there is exportation or an intent to import any measurable amount of illegal drugs. Under zero tolerance, the Coast Guard will be strictly enforcing the law during the normal course of its duties. Boardings and inspections will continue to be conducted, as in the past, as part of these duties.

PROCEDURES

The policy is intended to result in prompt action—to bring into port vessels found to have illegal drugs on board, while making maximum use of limited Coast Guard resources. When a vessel is seized:

- o The Coast Guard may escort the vessel to port, where it will be turned over to the United States Customs Service.
- o if accompanying the vessel to port would jeopardize other Coast Guard missions, the Coast Guard may choose to direct the seized vessel to proceed to port without escort and report to Coast Guard or Customs authorities, who would be notified of the vessel’s expected arrival. Failure to comply with an order to report may result in more severe sanctions.
- o Upon receiving a seized vessel, Customs initiates administrative procedures to determine if the owner should be fined and the vessel released, or if additional action should be taken.
- o Customs will issue a notice to the owner, lien holder or any other interested party telling them if the vessel is subject to forfeiture, if there are any penalties, and listing the rights of the parties and actions they may take to contest a proposed

Customs forfeiture. Any owner or party in interest may obtain release of a seized vessel upon payment of the full, amount of the value of the vessel in cash or in an irrevocable letter of credit.

- o Seizure and forfeiture are civil actions taken against the vessel and should not be confused with criminal charges made against an individual. It is possible that a boat may be seized and forfeiture proceedings undertaken, while those aboard are not arrested or charged.
- o A boat owner may file an administrative petition with the district director of U.S. Customs to present evidence that he or she had no knowledge of illegal drug possession on the vessel and that precautions were taken to prevent drugs from being brought aboard or used on ttt*a, ese mitigating factors will be taken into account, but they are not an absolute defense against forfeiture.

THE INTERNATIONAL SHIPPING FEDERATION

30/32 ST. MARY AXE. LONDON EC3A 8ET.Tel: 01-283 2922, 01-626 8131Fax.
01-626 8135—File—884008 6 BB4768 SMA-G, Ref: ISF 88/18 (IF/14) 3 June 1988

To: All Member Associations and Council Members. JUN 10, 1988.

Dear Sirs,

United States Coast Guard: *Operating A Vessel While Intoxicated*

The Coast Guard Authorization Act 1984, required the establishment of standards for determining whether an individual is intoxicated while operating a vessel. This Act amended Title 46 of the United States Code to provide that

“An individual who is intoxicated when operating a vessel, as determined by the Secretary, shall be liable for a civil penalty of not more than \$1,000 or fined not more than \$5,000, imprisoned for not more than 1 year, or both.” These provisions apply to US owned vessels worldwide and to foreign flag vessels in US territorial waters.

In May 1986 the U.S.C.G. published an advance notice of the proposed rule-making on operating a vessel while intoxicated and invited comments from interested parties. In response to this request ISF made representations to the U.S.C.G. expressing concern at the practical difficulties inherent in their proposals, particularly in respect of the enforcement of the standards and the necessary inspections which are part of the process when considering foreign flag ships and foreign seafarers.

Whilst supporting the general principle of preventing the operation of ships by persons who are under the influence of alcohol or drugs, ISF also warned of the dangers of taking unilateral action in this field, instead of seeking agreement in the international forums such as IMO and IIA.

After having considered over one hundred comments from a wide variety of interested parties the U.S.C.G. produced a final ruling which became effective on January 13, 1988. A copy of the final ruling is attached in the Annex for information. A brief description of the main points is given below:

- i) Purpose: to establish intoxication standards as required. by Title 46 of USC, 2302.

This ruling shall not be construed as limiting the authority of a vessel's owner/manager or shipmaster.

- ii) Applicability: applies to the operation of foreign flag vessels while they are in US waters, and US owned vessels worldwide.

1M International Shipping Federation Limited. Number.5511 London

The rules will apply to a crewmember whenever that individual is operating a vessel, which, in most cases will be whenever the individual is on board the vessel. All crewmembers are considered to be operating a vessel, and as such will be limited in their use of intoxicants.

- iii) Standards of Intoxication: the U.S.C.G. has decided that the standard applicable to all commercial vessels will be a 0.04 alcohol concentration.

The determination of intoxication shall be by the observation of apparent intoxicated behaviour or by a chemical test.

Crewmembers are not permitted to resume their duties within four hours of consuming alcohol. Shipowners/Managers and Shipmasters have a duty to prohibit an intoxicated individual from standing a watch or performing their duties.

In addition the employer or the Master shall determine whether there is evidence of drug or alcohol abuse by individuals involved in marine casualties.

Members comments on any of the above would be welcomed.

Yours faithfully,

A.M. Dickinson, Assistant to Secretary.

REASONABLE PRECAUTIONS

Boat owners have the responsibility to ensure that illegal drugs are not brought aboard their vessels. There are a number of actions they can take in that regard. The following suggestions are provided for bare boat charter operators, fishing boat owner/operators, recreational boat owner/operators, and those engaged in coastal trade:

- o Post a zero tolerance notice in a visible, public area on board the vessel.
- o Ensure that all advertising contains a zero tolerance statement.
- o Make zero tolerance a condition of all contracts for boat leases, rentals, and charters.
- o Have each salaried crew member sign a statement that he or she will not introduce or use illegal drugs on board.
- o Provide drug education for the crew.
- o Establish a written company policy in support of zero tolerance.
- o Report, via radio telephone, to the Coast Guard any possession or use of illegal drugs discovered on board the vessel.
- o Secure those compartments on board the vessel which are restricted to public access.
- o Inform friends and others on board your boat that any illegal drug use will not be tolerated.
- o Provide cooperation and assistance to Coast Guard and Customs officers as they carry out their boarding duties.

It is recommended that boat owners take as many of these precautionary measures as are appropriate. In the event that illegal drugs are discovered by a Coast Guard boarding party, the vessel normally will be seized. The owner/operator's efforts will, however, be considered during the administrative forfeiture proceeding.

For additional information contact:

Commandant (G-TPA) U.S.Coast Guard Washington, D.C. 20593
Commissioner
U.S. Customs Service
1301 Constitution Ave, N.W. Washington, D.C. 20229

In spite of the above documents that were put out by the US Coast Guard, Canadian Coast Guard and the IMF, things continued as usual. There were less people using mind altering drugs, but instead of bringing alcohol and drugs on board ships, the

ships crew was using shore based facilities to cater to their needs, just like the Captain of the Exxon Valdez.

We had to keep watch and police people boarding vessels upon returning from Shore. My job as a Chief Engineer was to be a Psychologist, psychoanalyst, policeman, rather than an engineer. This was because the company refused to hire proper personnel to sail their ships. Because of cronyism, anybody would be hired to sail these ships and we as chief Engineers and captains had no control on the hiring process. We had to cater to the unions, who provided manpower to sail these ships, sadly but true and we were left to their mercies.

LIST OF UNDESIRABLES IN THE CANADIAN GREAT LAKES FLEET

Following is a list of undesirables that sailed the great lakes ships. Please note that all Canada Steamship Lines Ships are highlighted. We as officers had to undergo the trauma of sailing with these hostile crews. One would have thought that these things happened only on board third world country's ships but it is my duty to let the world know that these things happened on a regular basis and throughout the twenty odd years that I sailed the great lakes on Canadian ships. Mr Paul Martin, who is now seeking to be the next Prime Minister of this great country and who made his fortune using ruthless crews to sail his ships, must be answerable and should be held responsible for putting all of us through this kind of trauma and experience.

Now he wants to bring the same sixteenth century ideas that he used to run his shipping empire in the seventies and eighties to the twenty first century Canada of today.

UNDESIRABLES LIST

ADAMS, S. COMPANY: QUEBEC & ONTARIO DATE DISMISSED: SEPTEMBER 30, 77 REASON: NARCOTICS ON BOARD

AIRNS, R. A. COMPANY: QUEBEC & ONTARIO, DATE-DISMISSED: OCT, 08, 78, REASON: POSSESSION OF NARCOTICS

ALDRED, RONALD W. COMPANY: **CSL** VESSEL: HOCHELAGA. DATE DISMISSED: JUL 18, 78, REASON: POSSESSION OF NARCOTICS, DESERTED VESSEL.

ANDERSON, KAREN D. COMPANY: **CSL**. VESSEL: MCGIFFIN. DATE DISMISSED: AUG 05, 82, REASON: UNDER INFLUENCE OF ALCOHOL, HINDERING SAFE NAVIGATION

ARSENEAULT,ASSELIN.COMPANY:**CSL**.VESSEL:16 WHITEFISH BAY.DATE
DISMISSED:NOV17, 85 REASON:REFUSING TO OBEY ORDERS.

ATTARD,CARMAL. LAST POSITION:MECHANIC.DATE IMPOSED:JUL 02,
87 MEDICAL RESTRICTION: SEVERE DEPRESSION.

CRAIG,ROBERT.COMPANY:**CSL** VESSEL:14 SIMCOE.DATE DISMISSED:
JUL21,87 REASON:QUIT WITHOUTNOTICE ALSO DISMISSED: 06/11/86—
PRAIRIE HARVEST—MISSED SHIP 08/03/83—FRONTENAC

CHIASSON,MOISE. COMPANY: HALCO VESSEL:DATE DISMISSED:OCT 07,
82 REASON:THRETNED PUMPMAN WITH FIRE AXE,DATE DISMISSED:
APR 04, 80.REASON:POSSESSION OF NARCOTICS.

CRITCH,DONALDSIN:COMPANY:PATERSON.VESSEL:DATE DISMISSED:
AUG 02, 86,REASON:ATTACKED FELLOW CREW MEMBER WITH FIRE AXE

CULLIGAN,J.COMPANY:QUEBEC & ONTARIO. DATE DISMISSED: SEP 30,
77,REASON:NARCOTICS ON BOARD. CUMMINGS,JOSEPH JRSIN:
COMPANY:**CSL**

VESSEL:HON P. MARTIN.DATE DISMISSED:FEB 09, 87,REASON:FALSIFIED
MEDICALDOCUMENTS TO FRAUDULENTLY OBTAIN EXTENSION OF LEAVE.

CUNNINGHAM,LEO.COMPANY:HALCO.DATE DISMISSED:JUL 13,
82,REASON:CAUSED A FIRE IN HISQUARTERS, SMOKING INBED,
DISMANTLED FIRE DETECTOR AND FAILED TO REPORT FIRE.

DALEY,WILLIAM.DATE DISMISSED:OCT 6,82 REASON:FOR PAST HISTORY
OF INTOXICATION AND ABUSIVE LANGUAGE TO OFFICERS.

DEMERS,REJEAN.COMPANY:MISENER SHIPPING, DATE DISMISSED:
REASON: MISENER SHIPPING JUN 10, 82 FAILING TO TURN TO FOR A
FIRE AND LIFEBOAT DRILL, COMPANY-**CSL** RICHELIEU DEC 26, 87
DESERTED SHIP FRONTENAC SEP 23, 87 ASSAULTED NIGHT COOK,
METIS APR 26, 83 INTOXICATION, SLEEP-ING ON WATCH JUN 27,
87DRUNK, ABUSIVE, REFUSED TO LEAVE VESSEL SOFATI/SOCONAV DEC
25, 82ABUSED AND ASSAULTED 3RD. ENGINEER AND OTHER CREW
MEMBERS,INSUBORDINATION, INTOXICATED.

DESANTICH,LOUIS V.COMPANY:**CSL**,VESSEL:ENGLISH RIVER.DATE
DISMISSED:JUN 12, 87.REASON:MISSED SHIP.

DILLON,JOSEPH J.COMPANY:CSL VESSEL:H.M.GRIFFITH.DATE
DISMISSED:NOV 22, 87.REASON:INTOXICATED,HINDEREDSAFE
UNLOADING OF SHIP,REFUSED TO OBEYCAPTAIN, REFUSED TOLEAVE
SHIP, ESCORTED OFF SHIP BY POLICE.

DITCHAM,STANLEY F. COMPANY:ENERCHEM NAVICAN.DATE
DISMISSED: NOV 07, 87, REASON: ABSENT FROM WATCH, ABUSIVE
LANGUAGE TO CHIEF ENGINEER.

DIXON,FRANCIS.COMPANY:ENERCHEM NAVICAN.DATE DISMISSED:
MAY 27, 87,REASON:INTOXICATED, UNABLETO STAND WATCH,ABUSIVE
TO MASTER.

DODD,MARK:COMPANY:CSL VESSEL:STEPHEN B ROMAN.DATE
DISMISSED:JUN 18, 87REASON:FAILURE TO ABIDE BYCOMPANY
SAFETYPOLICIES—REFUSEDTO WEAR HEARING PROTECTION.

DOREY,ARTHUR R.COMPANY:CSL.VESSEL: STADACONA DATE
DISMISSED: OCT 30, 87 REASON:INTOXICATION.

DORICK,TERRI:COMPANY:CSL,VESSEL:BAIE ST.PAULDATE DISMISSED:
JUL 02, 86,REASON:INTOXICATED WHILE ONDUTY.

DOUCETTE,MATTHEW:COMPANY:CSL VESSEL:GEORGIAN BAY,DATE
DISMISSED:DEC 06, 80.REASON:ABUSIVE LANGUAGE TO1ST MATE,
UNAUTHORIZED POSSESSION OF CO. PROPERTY.

DUBE,WALTER J.COMPANY:CSL VESSEL:SAGUENAY.DATE DISMISSED:JUN
30, 87,REASON:INTOXICATION,POSSESSION OF ALCOHOL.

DUFOUR,SERGE.COMPANY:HALCO.DATE DISMISSED:JUL 30,
80,REASON:POSSESSION OF MARIJUANA.

DURNFORD,CALVIN.COMPANY:CARRYORE.DATE DISMISSED:SEP 04,
80,REASON:ATTACKED 1ST MATEWITH MOORING CABLE.ALSO UNDER
INFLUENCE OF ALCOHOL.

EDMUNDS,KEITH T. COMPANY:HALCO. DATE DISMISSED:AUG 05, 82,
REASON:REFUSED TO WORK,THREATENED CHIEFOFFICER AND USED
ABUSIVE.

EWART,RICHARD T. COMPANY:**CSL**. VESSEL:GRIFFITH. DATE DISMISSED:
AUG 23, 85,REASON:DRUNK AND DISORDERLYCONDUCT ABOARD
SHIP,POSSESSION OF DRUGS.FERGUSON,DAVID R. COMPANY:**CSL**.
VESSEL:TADOUSSAC

DATE DISMISSED:AUG 05, 86. REASON:MISSED SHIPALSO DISMISSED:
(SAGUENAY) AND FOR MISSING SHIP IN (L.R.DESMARAIS)& 1980
(J.W.MCGIFFIN).

FERGUSON,KENNETH.COMPANY:**CSL** VESSEL:GLENEAGLE.

FINN,FREDA M.DATE DISMISSED: MAR 25, 83. CHRONIC BACK STRAIN,LEFT
ELBOW STRAIN,REASON: LAST POSITION:2ND COOK. DATE
IMPOSED:MEDICAL RESTRICTION:NOV 14, 73NOT DOING HIS WORK.DATE
DISMISSED:JUL 06, 82. REASON:ATTACKED CHIEF ENGINEER.

FLEURY,BERNARDIN. COMPANY:**CSL** VESSEL:RIMOUSKI. DATE
DISMISSED:OCT 04, 77REASON:ASSAULTING CHIEFENGINEER.

FOGAL,CLARENCE J. COMPANY:**CSL**.VESSEL:MANITOULIN. DATE
DISMISSED:NOV 19, 80, REASON:DRUNK ON WATCH,ABUSIVE &
THREATENING TO CHIEF ENGINEER.

FORGERON,EDWIN T. COMPANY: **CSL**.VESSEL: HON P. MARTIN. DATE
DISMISSED: MAR 21, 88. REASON: ASSAULTED CAPTAIN.

FYFE,MAURICE J.COMPANY:**CSL**.VESSEL:FORT ST.LOUIS. DATE
DISMISSED:JUL 11, 76REASON: POSSESSION OF NARCOTICS.

GADULA,JOHN F. COMPANY:**CSL** VESSEL:TARANTAU. DATE DISMISSED:
JUL 03, 80REASON: DISOBEYING SAFETY REGULATIONS.

GAGNON,MICHEL J. COMPANY: **CSL** VESSEL: HON P. MARTIN. DATE
DISMISSED: SEP 17, 87,REASON: THEFT OF COMPANY PROPERTY.

GARAND,MARIO. LAST POSITION:ORD SEAMAN. DATE IMPOSED:JUN
27, 84.MEDICAL RESTRICTION: CHRONIC BACK STRAIN.

GARANT,ROSAIRE L. COMPANY:**CSL** VESSEL:45 TADOUSSAC. DATE
DISMISSED:SEP 19, 81,REASON:REFUSING TO WORK.

GARDNER,VERNET D. COMPANY:**CSL**.VESSEL:65 S.B. ROMAN. DATE DISMISSED:JUN 16, 87, REASON:INTOXICATED ON WATCH, SET FIRE TO GARBAGE CAN IN ENGINE ROOM.

GAUDETTE,MARCEL. COMPANY:A.C.R. DATE DISMISSED:JUL 04, 80 REASON:DISOBEYING ORDERS OF OFFICER, BROUGHT ALCOHOLIC BEVERAGES ABOARD, POLICE AS-SISTANCE REQUIRED, DELAYED SHIP.

GAUL,LINDA M. COMPANY:**CSL**.VESSEL:MANITOULIN. DATE DISMISSED:DEC 23, 87—REASON:MISSED SHIP. ALSO DISMISSED:29/09/86-MURRAY BAY-MISSED SHIP.

GEDYANA,ABDOU. COMPANY: **CSL** VESSEL:FERBEC. DATE DISMISSED: AUG 23, 85,REASON: CONTINUOUS WORKERS'COMPENSATION AND MEDICAL FRAUD.

GENEST,MARIO. COMPANY:CARRYORE. DATE DISMISSED:MAY 22, 80REASON:ASSAULTED 1ST AND 2ND MATE.

GINGRAS,ARMAND J.COMPANY: **CSL** VESSEL:RIMOUSKI. DATE DISMISSED:JUL 06, 87REASON:INTOXICATED, REFUSED MEDICAL TREATMENT

GIROUX,ROBERT.COMPANY:**CSL** VESSEL:NANTICOKE. DATE DISMISSED:OCT 12, 87.REASON:ASSAULTED CREW MEMBER WHILE ASHORE,CAUSING 4 CREW MEMBERS TO MISS SHIP &UNNECESSARY OVERTIME COSTS TO COMPANY.

GOOD,STEVE. COMPANY:**CSL**.VESSEL:TADOUSSAC. DATE DISMISSED: DEC 05, 80REASON:ASSAULTED FIRST MATE.

GOSSELIN,ALAIN.COMPANY:**CSL** VESSEL:ARCTIC. DATE DISMISSED:JUN 24, 84REASON:FRAUDULENT WORKERS'COMPENSATION CLAIM.

GRAHAM,STEPHEN T. COMPANY:**CSL** VESSEL:HON P. MARTIN.DATE DISMISSED:JUL 09,87-REASON:MISSED WATCH, MISSED SHIP.

GRAU,HENRY. COMPANY:**CSL** VESSEL:FORT YORK. DATE DISMISSED:MAY 07, 74, REASON:RETAINED ON NARCOTICS CHARGE.

GRAVEL,JEAN-LOUIS. COMPANY: **CSL** VESSEL:HON P. MARTIN. DATE DISMISSED:MAR 21, 88. REASON:INTOXICATED ON DUTY.

GURNEY,ERNEST J. COMPANY:SOO RIVER. DATE DISMISSED:MAY 26, 81,REASON:ASSAULTING A SHIPMATE.

HAMILTON,CARL. COMPANY:QUEBEC & ONTARIO. DATE DISMISSED:JUL 28, 82REASON:REFUSED TO PARTICIPATE IN BOAT AND FIRE DRILLS.

HARDY,K. COMPANY: MISENER SHIPPING. DATE DISMISSED:SEP 20, 77.REASON:USING NARCOTICS.

HARRON,CYRIL W. COMPANY: **CSL**.VESSEL: J.W.MCGIFFIN. DATE DISMISSED:JUL 29, 87-REASON:UNSATISFACTORY.

HARVEY,GLEN P. COMPANY:**CSL** VESSEL:TADOUSSAC. DATE DISMISSED: JUN 30, 86REASON:BROUGHT LIQUOR ABOARD.

HAUGHTON,MARGARET.LAST POSITION:2ND COOK. DATE IMPOSED: DEC 09, 86.MEDICAL RESTRICTION: CHRONIC BACK STRAIN.

HAWKINS,THOMAS E. COMPANY:**CSL** VESSEL:50 TARANTAU. DATE DISMISSED:JAN 02, 88, REASON:THEFT OF COMPANY PROPERTY, CARRYING PET ON BOARD SHIP, POSSESSION OF ALCOHOL ABOARD SHIP.

HAYNES,CHESLEY A. COMPANY:**CSL** VESSEL:41 H.M. GRIFFITH-DATE DISMISSED:JUL 25, 87REASON:QUIT FOLLOWING WRITTEN WARNING FOR INTOXICATION, ALSO DISMISSED-22/07/83, 28/09/83-INSOBRIETY, 04/07/85-MISSED SHIP.

HENDERSON,RONALD G. COMPANY:**CSL**.VESSEL:RICHELIEU. DATE DISMISSED:JUL 24, 87-REASON:INTOXICATION.

HILLIER,F.COMPANY:PATERSON.DATE DISMISSED:OCT 28, 78.REASON: POSSESSION OF DRUGS.

HOPKINS,FREDRIC L. COMPANY:**CSL**.VESSEL:FRONTENAC. DATE DISMISSED:MAR 06, 86-REASON:FAILURE TO REIMBURSE COMPANY FUNDS.

HUGHES,JOANNA. COMPANY: **CSL** VESSEL:ROMAN. DATE DISMISSED: DEC 21, 85.REASON:FAILING TO OBEY SAFETY PROCEDURES ON FOUR OCCASIONS.

HUNT,DAVID R. LAST POSITION:WATCHMAN.DATE IMPOSED:SEP 08, 87 MEDICAL RESTRICTION: ALCOHOL ABUSE, GENERAL POOR HEALTH.

IRWIN,LARRY P. COMPANY:**CSL** VESSEL:18 BAIE ST.PAUL DATE, DISMISSED:
JUN 05, 86 REASON: DESERTION.

JEANNEAU,RICHARD. COMPANY:**CSL**. VESSEL: TADOUSSAC. DATE
DISMISSED: OCT 28, 81. REASON:REFUSED TO LEAVE SHIP.

JENKINS,ROBERT. COMPANY: **CSL**. VESSEL:NANTICOKE. DATE
DISMISSED: SEP 19, 87.REASON:SLEEPING ON WATCH AFTER REPEATED
WARNINGS.

JENNINGS,S. COMPANY: VESSEL:**CSL** FORT YORK. DATE DISMISSED:SEP
14,78 REASON:POSSESSION OF NARCOTICS.

JESSOME,JAMES C, LAST POSITION:WHEELSMAN. DATE IMPOSED:OCT
03, 86-MEDICAL RESTRICTION: RIGHT SHOULDER PERMANENT
DISABILITY.

JOHNSON,EDWARD V.COMPANY:SOO RIVER VESSEL: DATE DISMISSED:
NOV 01, 80—REASON:INTOXICATION, UNABLE TO STAND WATCH.

JOHNSON,MICHAEL R. COMPANY:**CSL**.VESSEL:47 SAGUENAY. DATE
DISMISSED:DEC 12, 87. REASON:CONTINUOUSLY INTOXICATED, ALSO
DISMISSED 11/81 (MISSING SHIP) & 05/82 (REFUSING TO WORK).
MEDICAL OR DISCIPLINARY RESTRICTION LIST

JOHNSTON,GARY W. COMPANY:MISENER SHIPPING VESSEL: DATE
DISMISSED:AUG 03, 86. REASON:UNDER INFLUENCE OF ALCOHOL
ABOARD VESSEL; IN THAT CONDITION PHYSICALLY THREATENED
FELLOW CREW MEMBER.

JONES,WILFRED. COMPANY:ULS INTERNATIONAL VESSEL:DATE
DISMISSED:OCT 30, 80. REASON:CONDUCT UNBECOMING AN OFFICER.
LEFT BOAT DRILL WITHOUT PERMISSION. WHEN SENT FOR TO SECURE
LIFEBOAT, REFUSED.

JORDAN,STEVE A. COMPANY:MISENER SHIPPING VESSEL: DATE
DISMISSED:JUN 19, 87 REASON:INSUBORDINATION.

JULIEN,ADRIEN L COMPANY:**CSL**VESSEL:17 MURRAY BAY. DATE
DISMISSED:JUL 13, 87—REASON:QUIT-WOULD HAVE BEEN FIRED FOR
INTOXICATION.

KARTINEN, EDWARD. COMPANY: SOO RIVER VESSEL: DATE DISMISSED: JUL 02, 80-REASON: STRUCK 2ND ENGINEER, THREATENED CHIEF ENGINEER.

KEAGAN, HAROLD B. COMPANY: **CSL** VESSEL: 46 NANTICOKE. DATE DISMISSED: JUN 06, 87—REASON: INTOXICATED ON DUTY, ABSENT FROM WATCH.

KEHOE, R. COMPANY: A.C.R. VESSEL: DATE DISMISSED: JUL 02, 80. REASON: POSSESSION OF MARIJUANA. COMPANY: **CSL** VESSEL: 41 H.M. GRIFFITH. DATE DISMISSED: AUG 05, 80—REASON: MISAPPROPRIATION OF SHIP'S STORES.

KEIR, JUDITH D. COMPANY: A.C.R. VESSEL: DATE DISMISSED: APR 26, 85—REASON: INTOXICATED, UNAUTHORIZED POSSESSION OF CO. PROPERTY.

KENNEDY, RAYMOND. COMPANY: HALCO VESSEL: DATE DISMISSED: FEB 18, 84 REASON: WHILE INTOXICATED, SET MATTRESS ON FIRE SMOKING IN BED; HAD TO BE REMOVED BY 2ND ENGINEER IN ORDER TO PUT THE FIRE OUT.

KENNEDY, SAMUEL J. COMPANY: **CSL** VESSEL: MURRAY BAY, DATE DISMISSED: AUG 27, 86. REASON: MISSED SHIP; WAS ALSO DISMISSED JULY FROM THE S/S BLACK BAY FOR MISSING THE SHIP.

KIRrane, FRANCIS X. LAST POSITION: MECHANIC. DATE IMPOSED: MAY 12, 87 MEDICAL RESTRICTION: HEART PROBLEM.

KLUCHKOVSKY, BRIAN. COMPANY: N. M. PATERSON VESSEL: DATE DISMISSED: NOV 27, 82—REASON: INCOMPETENT, REFUSED TO LEAVE SHIP, THREATENED CREW MEMBER WITH PHYSICAL VIOLENCE.

KRICHEVSKY, VITALE. COMPANY: **CSL** VESSEL: 39 HON P. MARTIN. DATE DISMISSED: JUL 19, 87. REASON: FAILED TO FOLLOW STANDARD UNLOADING PROCEDURES, CAUSING MAJOR BREAKDOWN.

KUBAT, JOSEPH. COMPANY: **CSL** VESSEL: 52 STADACONA. DATE DISMISSED: JAN 20, 87 REASON: INSUBORDINATION, ABUSIVE, REMOVED FROM VESSEL BY POLICE.

KUKTA, PENELOPE C. COMPANY: **CSL** VESSEL: 43 FRONTENAC. DATE DISMISSED: MAY 15, 87. REASON: INTOXICATION AND INSUBORDINATION.

LAFLAMME,GERALD J. COMPANY: **CSL**. VESSEL:TADOUSSAC. DATE DISMISSED:SEP 19, 81. REASON:REFUSAL TO WORK.

LALIBERTE,GILBERT. COMPANY: **CSL**. VESSEL:MURRAY BAY. DATE DISMISSED:JUN 13, 77.REASON:POSSESSION OF NARCOTICS.

LAMPMAN,HARRY T. COMPANY: **CSL** VESSEL:BAIE ST.PAUL DATE DISMISSED:DEC 25, 87-REASON:INTOXICATED AND UNABLE TO REPORT FORDUTY AFTER SEVERAL WARNINGS, DISMISSED 01/09/82-HM GRIFFITH-MISSED SHIP.

LANDRIGAN,MICHAEL L. COMPANY: **FEDNAV**. VESSEL:JEAN PARISIEN. DATE DISMISSED:SEP 07, 82. REASON:ATTACKED TUNNELMAN WITH A KNIFE.

COMPANY: **CSL** VESSEL:HON P. MARTIN. DATE DISMISSED:NOV 25, 86-REASON:INTOXICATED, BROUGHT ALCOHOL ABOARD,SLEPT ON WATCH.

LANGLOIS,WAYNE. COMPANY:ENERCHEM NAVICAN, DATE DISMISSED:AUG 18, 87-REASON:SLEEPING ON WATCH DURING UNLOADING HAZARDOUS CARGO,GAS.REFUSAL TO CARRY OUT ORDERS GIVEN BY THE OFFICER ON WATCH.

LAPOINTE,MARIO. COMPANY: **CSL** VESSEL:FORT ST.LOUIS-DATE DISMISSED:AUG 02, 78. REASON:CHARGED WITH POSSESSION OF DRUGS BY THE R.C.M.P.

LAVIGNE,WAYNE K. COMPANY: **CSL** VESSEL:TADOUSSAC. DATE DISMISSED:DEC 03, 86.REASON:ASSAULT CAUSING BODILY HARM.

LAWRENCE,WILLIAM N. COMPANY: **CSL** VESSEL:TADOUSSAC. DATE DISMISSED: DEC 19, 87. REASON:INTOXICATED ON DUTY,POSSESSION OF ALCOHOL ABOARD SHIP.

LAZARUS,WAYNE. COMPANY: **CSL** VESSEL:GLENEAGLES. DATE DISMISSED:APR 02, 74. REASON: INSUBORDINATION, DATE DISMISSED: SEP 28, 77,REASON:ATTACKED CHIEF ENGINEER, DAMAGED SHIP'S PROPERTY, REFUSED TO WORK, DESERTED SHIP.

LEMIRE,SYLVAIN J. COMPANY:**CSL**. VESSEL:46 NANTICOKE.DATE DISMISSED:SEP 24, 87 REASON:POSSESSION OF ALCOHOL.

LEVESQUE,DAVID. COMPANY:QUEBEC & ONTARIO. DATE DISMISSED: OCT 20, 80.REASON:ASSAULTED 1ST MATE,INTOXICATION, REFUSING TO WORK.

LEVESQUE,GAETAN T. COMPANY:**CSL**. VESSEL:PRAIRIE. HARVEST-DATE DISMISSED:DEC 12, 87.REASON:QUIT BEFORE DISMISSAL, REFUSED TO OBEY ORDERS, ARGUED WITH CHIEF ENG. ALSO DISMISSED 08/81(FERBEC)& 12/82 (FRONTENAC).

LINTEAU,MAURICE. COMPANY:BRANCH LINES. DATE DISMISSED:FEB 25, 77-REASON:ASSAULTED CHIEF COOK WITH A KNIFE.

LISTER,R. COMPANY:PATERSON:DATE DISMISSED:OCT 28, 78. REASON: POSSESSION OF MARIJUANA.

JUANA LOCKING,GREGORY. COMPANY: **CSL** VESSEL:RIMOUSKI. DATE DISMISSED:JUN 28, 87. REASON:MISSED SHIP.

MAC CORMACK,JAMES R. LAST POSITION:MECHANIC. DATE IMPOSED: APR 08, 87-MEDICAL RESTRICTION: LEFT SHOULDER PERMANENT DISABILITY.

MADDISON,ROBERT W. COMPANY:**CSL** VESSEL:50 TARANTAU.DATE DISMISSED:APR 01, 84. REASON:ASSAULTED SHIPYARD WORKER & WAS REMOVED FROM SHIPYARD BY POLICE.

MAHONEY,LEO. COMPANY:ULS INTERNATIONAL VESSEL: DATE DISMISSED:JUN 30, 86.REASON:INTOXICATED, UNABLE TO WORK, FACING ASSAULT CHARGES,DESTROYED PROPERTY, CAUSED DISTURBANCE, ENTRY TO U.S. DENIED.

MAILLET,NAZAIRE. LAST POSITION:MECHANIC. DATE IMPOSED:MAR 16, 88 MEDICAL RESTRICTION: HEART CONDITION ALSO SUFFERING FROM INDUSTRIAL DEAFNESS.

MANCUSO,PETER.COMPANY: **FEDNAV** VESSEL:49 ATL. SUPERIOR.DATE DISMISSED:SEP 09, 85 REASON: INVENTORY IRREGULARITIES.

MARCHAND,KERRY. COMPANY:**CSL** VESSEL:17 MURRAY BAY. DATE DISMISSED:JUL 08, 86REASON:QUIT WITHOUT NOTICE.

NAME:MARKS,ARNOLD S. COMPANY:**CSL** VESSEL:MURRAY BAY. DATE DISMISSED:JUL 17, 86. REASON:QUIT WITHOUT NOTICE,WALKED OFF SHIP.

MARTIN, R. COMPANY: QUEBEC & ONTARIO. DATE-DISMISSED: SEP. 03, 79-REASON: THREATENED OFFICER WITH BODILY HARM, LEFT WATCH, TEMPER TANTRUMS, ABUSIVE.

MARTIN, ROLAND J. COMPANY: **CSL** VESSEL: SAGUENAY. DATE DISMISSED: AUG 08, 86, REASON: MISSED THE SHIP.

MAYER,ROBERT C. LAST POSITION:FIREMAN. DATE IMPOSED:MAR 15, 83,MEDICAL RESTRICTION: ALCOHOLIC CEREBELLAR DEGENERATION, DIZZYNESS, MEUNIERES DISEASE.

MC COY,JAMES F. COMPANY:**CSL**.VESSEL:48 MANITOULIN. DATE DISMISSED:JUN 01, 87 REASON:INSUBORDINATE; QUIT WITHOUT PROPER NOTICE; THREATENED CHIEF ENGINEER.

MC KINNON,DARROW. COMPANY:**CSL**.VESSEL:52 STADACONA. DATE DISMISSED:AUG 02, 85. REASON:ASSAULT CAUSING BODILY HARM, CONSUMPTION OF ALCOHOL ON BOARD VESSEL.

MCGONIGAL,DONALD. COMPANY: A.C.R. DATE DISMISSED: DEC 30, 87-REASON: U.S. CUSTOMS SEARCH FOUND ILLEGAL NARCOTICS IN CREW MEMBER'S CABIN, NAMELY HASHISH.

MEJARIES,MARCELLUS. COMPANY:SOFATI/SOCONAV:DATE DISMISSED:OCT 24, 87-REASON: ASSAULT WITH A WEAPON ON A FELLOW CREW MEMBER.

MILLS,ALEXANDER. COMPANY: **CSL** VESSEL: 41 H.M. GRIFFITH. DATE DISMISSED: DEC 24, 86. REASON: ASSAULTED CREW MEMBER, INTOXICATED,INSUBORDINATE TO CHIEF ENGINEER.

MISENER,ROY A. COMPANY: **CSL**. VESSEL: 11 RIMOUSKI. DATE DISMISSED: APR 14, 86,REASON: REFUSED TO WORK OVERTIME, REFUSED TO SUBMIT TO COMPANY MEDICAL EXAMINATION.

MOREAU,GUY. COMPANY: A.C.R. REASON: INEBRIATION, HABITUALLY MISSING WATCHES, SETTING OFF SHIP'S FIRE ALARM.

MOREAU,KENNETH C. COMPANY:**CSL** VESSEL:H.M.GRIFFITH,DATE DISMISSED:SEP 06, 81REASON:INTOXICATION.

MORRISON,TERRANCE M. COMPANY: CSL. VESSEL:GRIFFITH. DATE DISMISSED:AUG 07, 87, REASON: INTOXICATED, UNAVAILABLE FOR WORK.

MORRISSEY,LEONARD. COMPANY:**CSL**.VESSEL:HALIFAX. DATE DISMISSED:NOV 22, 78,REASON:ASSAULT.

MULLIN,AUSTIN. COMPANY:**CSL** VESSEL:ARTIC. DATE DISMISSED:JAN 16, 82,REASON:REPEATED REFUSAL TOWORK.

MURPHY,ANDREW. COMPANY:**CSL** VESSEL:TADOUSSAC. DATE DISMISSED:DEC 30, 87,REASON:CUSTOMS SEARCH FOUND ILLEGAL NARCOTICS IN CREW MEMBER'S CABIN, NAMELY HASHISH.

MURREE,PAUL O. COMPANY:**CSL** VESSEL:RICHELIEU. DATE DISMISSED: SEP 28, 81,REASON:INSUBORDINATION,ABUSIVE AND DAMAGING SHIP'S PROPERTY.

MOREAU,KENNETH C. COMPANY:**CSL** VESSEL:SAGUENAY. DATE DISMISSED: SEP 06, 81. REASON:INTOXICATION.

MORRISON,TERRANCE M. COMPANY: **CSL** VESSEL:GRIFFITH. DATE DISMISSED:AUG 07, 87. REASON:INTOXICATED,UNAVAILABLE FOR WORK.

MORRISSEY,LEONARD. COMPANY:**CSL** VESSEL:HALIFAX. DATE DISMISSED:NOV 22, 78,REASON:ASSAULT.

MULLIN,AUSTIN. COMPANY:**CSL** VESSEL:ARCTIC. DATE DISMISSED:JAN 16, 82,REASON: REPEATED REFUSAL TO WORK.

MURPHY,ANDREW COMPANY:**CSL** VESSEL:SAGUENAY. DATE DISMISSED:DEC 30, 87.REASON:CUSTOMS SEARCH FOUND ILLEGAL NARCOTICS IN CREW MEMBER'S CABIN, NAMELY HASHISH.

MURREE,PAUL O. COMPANY:**CSL**.VESSEL:RICHELIEU. DATE DISMISSED: SEP 28, 81,REASON:INSUBORDINATION,ABUSIVE AND DAMAGING SHIP'S PROPERTY.

MYERS,FRANK. COMPANY:**CSL** VESSEL:50 TARANTAUDATE DISMISSED: OCT 04, 87REASON:QUIT WITHOUT NOTICE BEFORE HE COULD BE DISMISSED.

NEWELL,MICHAEL E. COMPANY:**CSL** VESSEL:TADOUSSAC. DATE DISMISSED:SEP 19, 81. REASON:REFUSAL TO WORK.

NICKERSON,S. COMPANY:HALCO. DATE DISMISSED:APR 29, 78. REASON:POSSESSION OF NARCOTICS.

PAGE,JACQUES. COMPANY:**CSL** VESSEL:RICHELIEU. DATE DISMISSED:OCT 05, 87,REASON:QUIT WITHOUT NOTICE.

PAQUETTE,LAURENT. COMPANY:**CSL** VESSEL:SIMCOE. DATE DISMISSED:SEP 11, 86,REASON:QUIT WITHOUT NOTICE.

PARIZEAU,GUY. COMPANY:**CSL** VESSEL:FORT ST.LOUIS. DATE DISMISSED:AUG 02, 78,REASON:BEING CHARGED WITH POSSESSION OF DRUGS BY THE R.C.M.P.

PARK,HARRY A. COMPANY:**CSL** VESSEL: HON P. MARTIN. DATE DISMISSED:FEB 24, 86,REASON:INEBRIATED, UNFIT FOR WORK, UNABLE TO BE AWAKENED.

PARK,P.D. COMPANY:WESTDALE. DATE DISMISSED:AUG 06, 77, REASON:INTOXICATED, DISTURBANCE AND DAMAGE,THREATENED CAPTAIN'S LIFE.

PARKKARI,MARKKU. COMPANY: **CSL** VESSEL:RICHELIEU. DATE DISMISSED:DEC 12, 87,REASON:QUIT WITHOUT NOTICE,DISMISSED 12/ 81(MISSED WATCH) &(REFUSED TO WORK).

PECKFORD,KENNETH A COMPANY: CLCA VESSEL: DATE DISMISSED:SEP 08, 87 REASON:CRIMINAL RECORD FOR DRUG POSSESSION BACK TO 1983; SENTENCED JULY/87 TO 6 MOS. IN JAIL FOR DRUG POSSESSION/ TRAFFICKING.

PERRY,HENRY. COMPANY:**CSL** VESSEL:GEORGIAN BAY. DATE DISMISSED: JUN 01, 82—REASON:INTOXICATION.

PHILLIPS,REYNALD. COMPANY:MISENER SHIPPING. DATE DISMISSED:DEC 04, 87,REASON:ATTACKED CHIEF ENGINEER AND ALSO SWUNG AT THE CAPTAIN.

PITTMAN,M. COMPANY:QUEBEC & ONTARIO. DATE DISMISSED:SEP 30, 76,REASON:POSSESSION OF NARCOTICS.

PUDDICOMBE,ROBERT. COMPANY: **CSL** VESSEL:NANTICOKE,DATE DISMISSED:SEP 24, 87REASON:POSSESSION OF ALCOHOL.

PUDDISTER,JOHN. COMPANY: **CSL** VESSEL: RIMOUSKI. DATE DISMISSED: SEP 13, 81,REASON:FOUND IN POSSESSION OF COMPANY PROPERTY.

RAMBIE,GRANT. COMPANY:**CSL**.VESSEL:ARCTIC. DATE DISMISSED:JUN 09, 82, REASON: DRINKING WHILE ON DUTY AND QUIT WITHOUT REASON.

REID,WILLIAM D.COMPANY:PATERSON.DATE DISMISSED:SEP 12, 81.REASON:POSSESSION OF MARIJUANA, DISORDERLY CONDUCT.

RENDELL,JOHN WAYNE. COMPANY:ALGOMA STEEL. DATE DISMISSED:SEP 22, 81,REASON:POSSESSION OF MARIJUANA, CHARGED BY U.S. CUSTOMS.

REVERT,JEAN-P. LAST POSITION:WHEELSMAN. DATE IMPOSED:MAR 21, 88 MEDICAL RESTRICTION: CHRONIC LUNG CONDITION.

RIVEST,CHRISTIAN.COMPANY:HALCO-VESSEL:DATE:-MAY,20,82,REASON: REFUSED TO WORK.

ROBICHAUD,PAUL M. COMPANY:**CSL** VESSEL:39 HON P. MARTIN. DATE DISMISSED:JUN 13, 87. REASON:INTOXICATION, DRINKING ON WATCH.

RUSSELL,BRUCE. COMPANY:**CSL** VESSEL:DATE DISMISSED:SEP 08, 87 REASON:UNSATISFACTORY WORK RECORD—2 WRITTEN WARNINGS IN A 25-DAY RELIEF JOB PLUS HAS 2 PRIOR DISMISSALS WITH CSL-12/85,08/85.

RUZYCKI,PAUL. COMPANY:ULS INTERNATIONAL VESSEL: DATE DISMISSED:SEP 21, 87 REASON:MARIJUANA FOUND IN HIS ROOM BY U.S. CUSTOMS.

SAGIMA,RICHARD J. COMPANY **CSL** VESSEL:42 JEAN PARISIEN-DATE DISMISSED:DEC 17, 81.REASON:ASSAULTED CHIEF COOK CAUSING BODILY HARM.COMPANY:C.S.L.VESSEL:45TADOUSSACDATE DISMISSED: DEC 03, 86 REASON: INTOXICATION ALSO DISMISSED:18/08/84—STADACONA INTOXICATION.

SAIK,DANNY. COMPANY:**CSL** VESSEL:11 RIMOUSKI. DATE DISMISSED:AUG 08, 87, REASON:WALKED OFF THE JOB, REFUSED TO WORK.

SALTER,WILLIAM A.COMPANY:ALGOMA STEEL VESSEL: DATE DISMISSED:DEC 17, 84,REASON:ATTEMPTED ASSAULT, THREATENED CAPTAIN, INSUBORDINATION, REPORTED FOR WORK LATE, UNDER THE INFLUENCE OF ALCOHOL.

SANTERRE,DANIELLE. COMPANY:**CSL** VESSEL:39 HON P. MARTIN. DATE DISMISSED:MAR 15, 88. REASON:REFUSED TO OBEY CAPTAIN'S ORDERS, UNAVAILABLE FOR WORK.

SAVOY,MARY R. LAST POSITION:NIGHT COOK. DATE IMPOSED:NOV 03, 83,MEDICAL RESTRICTION: CHRONIC BACK, STRAIN, ULCERS, HIGH BLOOD PRESSURE.

SCHOEMAKER,W.COMPANY:SOO-RIVER. DATE: AUG04,80, REASON :INTOXICATED, THREATENED CREW MEMBERS, REMOVED FROM VESSEL BY POLICE.

SEGUIN,MICHEL. COMPANY:**CSL** VESSEL:JEAN PARISIEN. DATE DISMISSED:AUG 02,87,REASON:MISSED-SHIP.

SEYMOUR,DENNIS. COMPANY:**CSL** VESSEL:TARANTAU.DATE DISMISSED: MAY 20, 87, REASON: QUIT WITHOUT NOTICE.ALSO DISMISSED:— L.R.DESMARAIS—MANITOULIN

J.W.MCGIFFIN.COMPANY: **CSL** VESSEL:MCGIFFIN.DATE DISMISSED:JUN 18, 87,REASON:LATE RETURNING FROM SHORE LEAVE, INTOXICATED, ASSAULTED CAPTAIN.

SEYMOUR,REGINALD. COMPANY:**CSL** VESSEL:HON P. MARTIN. DATE DISMISSED:NOV 16, 87. REASON:INTOXICATION.

SKINNER,LARRY. COMPANY:PATERSON.DATE DISMISSED:NOV 22, 82 REASON:ASSAULTED 1ST.AND 3RD.MATES, UNDER INFLUENCE OF ALCOHOL.

SLADE,MAJOR A. COMPANY:**CSL** VESSEL:MANITOULIN. DATE DISMISSED:NOV 03, 74,REASON:ASSAULTED CHIEF ENGINEER.

SMITH,DAVID. COMPANY:**CSL** VESSEL:RIMOUSKI. DATE DISMISSED:AUG 08, 86,REASON:FAILED TO REJOIN VESSEL AS ARRANGED.

SMITH,G. COMPANY:**CSL** VESSEL:SAGUENAY. DATE DISMISSED:SEP 14, 78,REASON:POSSESSION OF NARCOTICS.

SOUTHCOTT,WILLIAM J. COMPANY: **CSL** VESSEL:STADACONA,DATE DISMISSED:AUG 05, 81. REASON:POSSESSION OF MARIJUANA.

ST PIERRE,BRUNO. COMPANY:**CSL** VESSEL:RICHELIEU. DATE DISMISSED:JUL 07, 86,REASON:FAILED TO REPORT FOR DUTY.

STRACHAN,JOHN. LAST POSITION:PORTER. DATE IMPOSED:MAR 25, 83
MEDICAL RESTRICTION: EPILEPTIC SEIZURES.

STUBBERT,EARL E. COMPANY:**CSL** VESSEL:48 MANITOULIN. DATE
DISMISSED: AUG 13, 87.REASON:FAILED TO REJOIN VESSEL AS INSTRUCTED,

SWEETLAND,E. COMPANY:SOO RIVER VESSEL: DATE DISMISSED:DEC
20, 79. REASON:DESTROYING COMPANY PROPERTYCOMPANY:QUEBEC
& ONTARIO VESSEL:DATE DISMISSED:DEC 04, 80. REASON:ASSAULTED
CREW MEMBER, INTOXICATED.

THOMAS,JOSEPH. COMPANY:**CSL**.VESSEL:MANITOULIN.DATE
DISMISSED:MAR 31, 81,REASON:ASSAULTED MASTER,INTOXICATED,
REMOVED FROM SHIP BY POLICE.

THOMPSON,JOHN. COMPANY:**CSL**. VESSEL:GEORGIAN BAY. DATE
DISMISSED:JUN 08, 78.REASON:THREATENED THE CAPTAIN AND WAS
TAKEN OFF THE VESSEL IN HANDCUFFS BY POLICE.

THOMPSON,WESLEY G. COMPANY:**CSL VESSEL**: STADACONA. DATE
DISMISSED: OCT 30, 87, REASON: INTOXICATION AND INSUBORDINATION
TO CHIEF ENGINEER.

TIMMERMAN,HERMAN. COMPANY: **CSL**:VESSEL:TADOUSSAC. DATE
DISMISSED:SEP 17, 85,REASON:FOUND IN POSSESSION OF NARCOTICS
DURING CUSTOMS INSPECTION.

TREMBLAY,ROBERTO. COMPANY:CARRYORE. DATE DISMISSED:OCT 14, 80:
REASON:FINED & CHARGED FOR POSSESSION OF DRUGS BY U.S. CUSTOMS.

TREVISANUTTO,MARK. COMPANY:**CSL** VESSEL:FORT YORK.DATE
DISMISSED:MAY 07, 74,REASON:CHARGED WITH POSSESSION OF
NARCOTICS.

ULLMAN,BERNIE. COMPANY:**CSL**.VESSEL:17 MURRAY BAYDATE
DISMISSED:NOV 27, 87 REASON:DESERTED SHIP, SHIP SAILED
SHORTHANDED.

VAILLANCOURT,VICTOR R. COMPANY:**CSL** VESSEL:JEAN PARISIEN. DATE
DISMISSED:JUN 16, 87. REASON:MISSED SHIP.

VANDERHEIDE,CLARENCE. COMPANY:**CSL** VESSEL:L.R.DESMARAIS.
DATE DISMISSED:AUG 04, 78.REASON:POSSESSION OF NARCOTICS.

WALL,WAYNE J. COMPANY:**CSL** VESSEL:MANITOULIN. DATE DISMISSED:AUG 01, 86,REASON:MISSED THE SHIP.

WALSH,DANIEL J. COMPANY:**CSL** VESSEL:HON P. MARTIN. DATE DISMISSED:FEB 21, 88,REASON:INSUBORDINATION,ABUSIVE TO SHIP'S OFFICERS.

WALTERS,LLOYD A. COMPANY:**CSL** VESSEL:RICHELIEU. DATE DISMISSED:SEP 05, 87,REASON:QUIT WITHOUT NOTICE.

WARK,JOHN. COMPANY:**CSL**. VESSEL:SIMCOE. DATE DISMISSED:JUL 07, 79,REASON:FOUND TO BE IN POSSESSION OF DRUGS BY CUSTOMS OFFICERS.

WATSON,SHERI A. COMPANY:**CSL** VESSEL:STADACONA. DATE DISMISSED:SEP 11, 85,REASON:DESERTED SHIP.

WESTHAVER, VICTOR. COMPANY:**CSL VESSEL:BLACK BAY**. DATE DISMISSED:OCT 20, 86,REASON:QUIT WITHOUT NOTICE,DESERTED POST PUTTING SHIP AND CREW AT RISK.

WHITE,PATRICK W. LAST POSITION:WHEELSMAN. DATE IMPOSED:APR 03, 83,MEDICAL RESTRICTION: CHRONIC BACK STRAIN.

WILHELM,HUBERT. COMPANY:CSL.VESSEL:39 HON P. MARTIN. DATE DISMISSED:JUL 27, 85, REASON:DESERTED VESSEL IN FOREIGN PORT

WILSON,EDWARD.LASTPOSITION:MECHANICDATE IMPOSED:SEP 09, 86.MEDICAL RESTRICTION: CHRONIC BACK STRAIN (NUMEROUS RECUR-RENCES OF WORK ACCIDENT WITH Q & C ON 07/O1/77).

WILSON,GEORGE.COMPANY:ENERCHEM NAVICAN VESSEL: DATE DISMISSED:MAY 17, 87. REASON:INTOXICATED WHILE ON WATCH, FAILED TO CLEAR ANCHOR (PREVIOUS DISMISSALS ON FEB. 21/82 AND NOV. 30/84).

WILSON,RONALD. COMPANY **CSL** VESSEL:88 ARCTIC. DATE DISMISSED:DEC 20, 80,REASON:REFUSING TO WORK, ABUSIVE.

ZINGEL,WERNER W. LAST POSITION:MECHANIC. DATE IMPOSED:APR 01, 85,MEDICAL RESTRICTION: CHRONIC BACK STRAIN.



CHAPTER TWELVE

SHIPS BUSINESS

DEPARTMENT OF TRANSPORT MINISTÈRE DES TRANSPORTS
CANADA SHIPPING ACT/LOI SUR LA MARINE MARCHANDE DU
CANADA

1. It is the duty of every Master to sign and give to a seaman discharged from his ship either on his discharge or on payment of his wages, a certificate of his discharge in a continuous discharge book, specifying the period of his service and the time and place of his discharge, but not containing any statement as to his wages or the quality of his work, unless requested by the seaman. For failure to comply, the Master is liable to a fine not exceeding \$50.00.
2. The Master shall also upon the discharge of every certificated officer whose certificate of competency has been delivered to and retained by him return the certificate to the officer. Failure to comply subjects the Master to a fine not exceeding \$100.00. Section 187, Canada Shipping Act:—
 - (1) Where a seaman is discharged before a Shipping Master, the Master shall make and sign, in a form approved by the Minister, or any form approved by the proper authority in that part of Her Majesty's dominions in which the ship is registered, a report of the conduct, character and qualifications of the seaman discharged or may state in the said form that he declines to give any opinion upon particulars, any of them, and the Shipping Master before whom the discharge is made shall, if the seaman desires, give to him a copy of such report (in this Act referred to as the report of character), The Shipping Master shall transmit the reports to the Minister or to

- (2) such other recorded. may direct to Person
- (3) Every person who
 - (a) makes a false report of character under this Act, knowing the same to be false;
 - (b) forges or fraudulently alters any certificate of discharge or report of character or copy of a report of characters;
 - (c) assists in committing, or procures to be committed, any of such offences as aforesaid; or
 - (d) fraudulently uses any certificate of discharge or report of character or copy of a report of character which is forged or altered or does" not belong to him; is in respect to each offence guilty of an indictable offence-M., NOTICE TO SEAMAN AVIS AU MARIN.

This Continuous Certificate of Discharge should be handed to the Shipping Master, Collector of Customs acting as Shipping Master or Consul when signing Articles of Agreement, so that the engagement column may be filled in and the Certificate given into the safekeeping of the Master.

Should you desert or fail to join your ship, your book will be deposited with the Shipping Master, Collector of Customs acting as Shipping Master or Consul at the port where you left the ship, who will retain it for a fortnight from the date of the vessel's departure, at the end of which time it will be forwarded to the Chief, Nautical Division, Department of Transport, Ottawa.

When you apply for your book, it may be returned to you containing an entry in the discharge and character columns that the voyage was not completed. Should you lose this book, otherwise than by shipwreck or fire at sea, you may apply for a new book for which a fee of \$1.00 will be charged. You may apply to the Chief, Nautical Division for a statement of voyages which may be entered in the new book dating as far back as 1 st April, 1949. The charge for each voyage entry is 30 cents. Any person, other than the rightful owner, who comes into possession of this book is requested to hand it over to the nearest Shipping Master, Collector of Customs acting as Shipping Master, or Officer of the R.C.M. Police, who, if the holder is unknown to them, will forward it to the Chief, Nautical, Department of Transport, Ottawa. Ont. Canada

The following is taken from the company manual-I was privy to these documents during the legal battle with this company. It is a well noted fact that Masters are responsible to the ship owners directly not the Chief Engineers. Mr. Martins lawyers were able to

down play the managers issue with labor Canada and even go as far as to change the constitution, by circumventing the Canada Shipping act.

Canada Steamship Lines Inc.
FLEET OPERATIONS MANUAL

Subject: SECTION 7—PERSONNEL, SHIPS BUSINESS
Date Issued: FEBRUARY 1989

SHIPS ARTICLES

The Master must read and cause to be read the Articles of Agreement before they are signed by a crew member. Every member of the crew must sign the Agreement. No seaman will be engaged beyond the age of 65 without first having successfully completed a Company Medical Exam.

At the completion of the season covered by the Articles they must be completed in every detail and delivered to the Shipping Master either directly or via the Operating Department for delivery. Dates and times of lifeboat and fire drills are to be recorded in the Articles.

Although the Canada Shipping Act does not require a vessel on Inland or Home Trade Articles to engage or discharge the crew before a Shipping Master or Collector of Customs, it is customary when possible to do so. Before engaging a crew member, he or she must produce a Seaman's

Discharge Book, Social Insurance Number, and Unemployment Insurance Number.

CREW LISTS

Immediately after signing on the crew the Master must complete Crew List Form O.D. 153 and send it to the Fleet Operations Department in Montreal. It is important for office purposes that the home address, telephone number, and Social Insurance Number be accurately shown. When crew changes are made during the season, Change of Crew form O.D. 154 must be completed. In the case of a discharged seaman, the specific reason for discharge must be clearly indicated.

When the vessel lays up and crew signed off, form OD 153 must again be completed and forwarded to the Fleet Operations Department in Montreal.

Canada Steamship Lines Inc.
FLEET OPERATIONS MANUAL

Subject: SECTION 1—VESSEL ORGANIZATION
Date Issued: FEBRUARY 1989

RESPONSIBILITIES AND DUTIES OF THE MASTER

The Master has authority, within the limitations of the law, over all persons on board the vessel whether they be certificated officers or not. He is in command of the vessel and has full authority over its operation subject to the Owner's direction. The Master is responsible for the seaworthiness of the vessel, its safety together with that of its passengers, crew and cargo.

Many of the Master's responsibilities stem directly from the Canada Shipping Act which outlines such responsibilities, together with penalties for not carrying them out. With regard to safe navigation, the Master must ensure that officers left to conduct the vessel are competent to perform such duty under the existing circumstances and conditions.

The presence of a pilot in the wheelhouse does not relieve the Master of his responsibility. By the Pilotage Act, when a licensed pilot is on board a vessel in a compulsory pilotage area, he should be given conduct of the vessel. Nevertheless, the Master or officer of the watch should not hesitate to take over from a pilot should he judge that the actions being taken are leading to an unsafe situation.

The Master is to ensure that properly manned and efficient watches are maintained on board the vessel and that the lawful requirements of Customs, Immigration, Public Health, Environment Canada, Coast Guard, Port Authorities and local governments, Seaway Authorities, and law enforcement agencies are fully met.

Canada Steamship Lines Inc.
FLEET OPERATIONS MANUAL

Subject: SECTION 1—VESSEL ORGANIZATION.
Date Issued: FEBRUARY 1989.

The Master shall exercise supervision of the three departments on board the vessel ensuring the preservation of the Company's property, guarding against wasteful expenditure and uneconomical practices.

Once weekly, an inspection of all parts of the vessel is to be made accompanied by the Chief Engineer and First Mate. Notation of such inspection is to be made in the Log Book. The Master is responsible for entering and clearing the vessel, obtaining all necessary documents and certificates, and for the ordering of tugs and pilots. Prior to getting under way he should ensure that the vessel has adequate bunkers, water and stores for the intended trip.

The Master shall forward to the Operating Department at the conclusion of the vessel's operating season, a confidential report of the conduct and ability of all deck officers under his supervision. When a Master is relieved he must deliver to the relieving Master, all certificates and documents, safe combination, and all articles that are by common usage in is in safe custody. He should ensure that the relieving Master is briefed properly on the vessel's orders, cargo and any abnormal condition of ship's equipment.

The Master is responsible for entering and clearing the vessel, obtaining all necessary documents and certificates, and for the ordering of tugs and pilots. Prior to getting under way he should ensure that the vessel has adequate bunkers, water and stores for the intended trip.

Can one imagine how when one needs justification to continue to practice ethnic cleansing, the white man creates diversions and confusion to no end to seek his goals.

Here I was left to the mercy of the crew of drunken sailors. I had been dealing with these people who were constantly substance abusers. I had been following strict guide lines and company policies. Yet I was at fault for not being one of them. My upbringing and my discipline and culture prevented me from joining the white mans hypocritic club.

So, instead of house cleaning which I was constantly performing week to week and month to month and year to year, the companys's top echelon, decided that I had flaws in my management style and sent me for a management training course. This course was meant strictly for me to find out how to deal with drunks and substance abusers.

So began another strange chapter in my sailing career with this cowboy company. Which brings me to a humourous anecdote.

We were at a dinner and during the dinner with friends, my friend told us this joke which was so funny and applied to Mr. Martins company.

A father, on his deathbed asked his three sons for their final wishes.

First son wanted a fleet of aircrafts and the father granted his first, his fond wishes and brought him a fleet.

Second son wanted a fleet of cars and this was also granted.

The last son was not very ambitious. Since he grew up in the wild west, he was fond of horses and cows. He asked his father—father I would like a cowboy outfit. So guess what the father did—He bought his last son—Canada Steamship Lines—truly a cowboy outfit run by a cowboy.

Here then is the psychological assessment of my management style. I was the only chief engineer in the history of this once upon a time great company, which Mr. Martin made it into a dinosaur, to undergo this type of harassment and shame. It was another great experience in the annals of my sailing career and gave me some more interesting facts to this odyssey.

KAPLAN and KAPLAN

Psychologists

Ronald Kaplan, Ph.D. C. Psych. 1685 Main Street West, Suite 210 Hamilton, Ontario. L8S 1G5 (416) 521-2100 Ext: 5985

Faith Kindler Kaplan, Ph.D. C. Psych. 1685 Main Street West, Suite 210 Hamilton, Ontario. L8S 1G5 (416) 529-5131

CONFIDENTIAL PSYCHOLOGICAL ASSESSMENT

April 29, 1988

Reason for Referral:

Mr. Ranganathan was referred for psychological assessment by Mr. Frank DeMott of Drake Beam Morrin-Canada Inc. Mr. DeMott had recommended the consultation to Mr. Ranganathan in order to explore psychological factors which might be a source of interference with effective job performance. Recommendations as to ways to enhance Mr. Ranganathan's job functioning were being sought.

Mr. Ranganathan described his problems as “unable to manage people who are inefficient in their work and who lack discipline and who are substance abusers . . .”.

Sources of Information:

Mr Ranganathan was seen for individual assessment on April 21. A joint session was held on April 29, 1988 with Mr. Ranganathan and Mr. Frank DeMott of Drake Beam Morrin in order to review the findings and recommendations.

Observations:

Mr. Ranganathan appeared very motivated to participate in this assessment. He seemed severely troubled by the difficulties which he had been experiencing as inherent in his work situation. He wished to explore the situation and his own pattern of functioning in order to seek some direction as to interventions or strategies which might be of assistance to him. While he indicated that he perceived there to be many factors in the work situation which were beyond his control/ he was eager to learn what possible options might assist him to cope more effectively/ even with the constraints of the job.

Mr. Ranganathan was extremely pleasant and co-operative. He was well groomed and consistently conducted himself in a polite and proper manner.

At times it was necessary to repeat questions to Mr. Ranganathan. When the question was repeated he had no difficulty understanding it and answering. Similarly/ when presented with multiple visual cues to interpret social interaction

Mr. Ranganathan/ at times, seemed to fail to be able to quickly process all of the information. Mr. Ranganathan indicated that the demands of the task to infer social interaction and intention from visual cues was confusing to him.

In contrast/ Mr. Ranganathan appeared most comfortable with tasks which focused on clear-cut or factual knowledge/ for example/ giving answers to factual questions and defining words. It appeared that the more ambiguous the situation and the more possible conclusions/ the less effective Mr. Ranganathan was in the tasks. Mr. Ranganathan appeared to have insight and self-awareness of this pattern of functioning. He indicated that in his work situation, similarly to the testing, he did best in very clearly defined, well structured situations. He also expressed awareness of his lack of skill and discomfort with tasks in which the rules were not explicit.

Results:

The results of the formal testing are consistent with the patterns of functioning described by Mr. Ranganathan as well as those noted in the more informal observations.

Mr. Ranganathan is a bright, knowledgeable man. He demonstrated excellent knowledge of facts and information as well as rules and norms of social behaviour. He has a very well developed vocabulary. In contrast, on a task which required more conceptual inference decision making was relatively more difficult for Mr. Ranganathan.

Similarly to his good verbal skills, Mr. Ranganathan showed many good visual spatial performance abilities. Mr. Ranganathan worked with speed and precision on all tasks requiring rapid, accurate visual motor processing.

He effectively used visual information on the structured tasks to solve problems.

As noted, he had relatively more difficulty if the task itself required that Mr. Ranganathan figure out and define the rules of the task.

In both the interview and in the self-report tasks Mr. Ranganathan expressed awareness of some aspects of his emotional and personal functioning which may have made it more difficult for him to cope with the demands of his job. He reported that his relationship with his wife and children is very positive. He also indicated that he has always been able to work effectively in clearly defined job situations in which he is able to utilize specific skills and knowledge to complete tasks.

He also reported relating well within hierarchical structure and responding well to those who were in authority over him. Mr. Ranganathan also indicated that he has a great deal of energy and he is highly committed to being a productive worker.

In many ways Mr. Ranganathan indicated that the particular demands of his present job most draw upon his areas of least well developed personal functioning. In addition, his education and training prepared him for the technical aspects of engineering—not the personal management components. He experiences a great deal of stress when he feels thwarted in carrying out the management components of his job and he reports that this is often translated into hostile feelings and verbal statements. He is aware that this is an ineffective response pattern that may even further damage the situation.

Mr. Ranganathan appeared very open and eager to translate his awareness of his pattern of strengths and weaknesses into participation in training and intervention which would enhance his functioning.

The following methods of data collection were used in this assessment:

- In terview
- Observation

Categories Test
Wisconsin Card Sorting Test
Rey Osterrieth Complex Figure Test and Memory
Wechsler Adult Intelligence Scale—Revised
Minnesota Multiphasic Personality Inventory
Sentence Completion Test

In addition/ Mr. Ranganathan provided a number of letters and documents.

Recommendations:

- 1) Mr. Ranganathan expressed an eagerness to receive specific training and supervision regarding his management and supervision skills. Areas of special concern also include how to effectively deal with employees with drug and alcohol problems. It appears he would benefit from specific/ supportive skills training.
- 2) Mr. Ranganathan is aware that his hostile responses may compound situations leaving him feeling more troubled. In this area he seems to feel isolated and without support. Individual therapy may be helpful to Mr. Ranganathan in this area.

Faith Kindler Kaplan/ Ph.D. Registered Psychologist.

DRAKE-BEAM-MORIN-CANADA, INC.—

March 17, 1989

77 BLOOR STREET WEST, SUITE 1802 TORONTO, ONTARIO, CANADA
M5S 1M2 TELEPHONE—416/922-7561 FAX—416/922-2563

Mr. Mike Weaver—Canada Steamship Lines 610 Welland Ave.-St. Catharines, Ontario
L2R 6Z4

Dear Mr. Weaver:

An update on Roger Ranganathan in addition to the April 28, 1988 letter, frequent interim telephone calls, a meeting with Mike and Roger in St. Catharines and meetings with Roger. The following is a recap of major sessions in addition to the 1:1 counselling on his management style. Psychological assessment and feedback. Self-assessment manual and its feedback. Reference checking and its feedback.

Discussion of relevant documents. Interview assessment and feedback. Interactive Video—Management Skill Development. Assertiveness Training at Mohawk recommended.

Recommended 3 books in Psychology and Supervision. Role played Supervisory problems and feedback. Conducted 1:1 attitudinal counselling sessions. Open discussions on cultural attitudes.

We have exceeded the time contract and the extent to which 3 consultants worked with Roger. Time will be the evaluator of the success as it takes time for both the manager and staff to adjust to new styles of supervision, instruction and communication. It has been a pleasure working with Canada Steamship Lines. Sincerely,

DRAKE BEAM MORIN-CANADA INC.

Barry Brooks—Senior Vice President



CHAPTER THIRTEEN

LETTERS OF INTEREST

FOLLOWING IS A list of letters to various individuals that I had written and still continue to write regarding my experiences as a sailor on the great lakes and how one mans' corporate greed has taken over and will be the eventual ruination of all of us true Canadians who still believe that this is a good country and we do have good ethical and moral people who can still call themselves good leaders and lead us into the future that we may yet have and are able to leave this country as a good place for future generations of Canadians.

From: Marcel Grimard <MGrimard@ombudsman.on.ca>
To: 'mnathan1@home.com' <mnathan1@home.com>
Date: Wednesday, November 08, 2000 6:38 AM
Subject: RE: Ombudsman of Ontario Complaint and Inquiry Form as requested.
Sent: Monday, October 16, 2000 1:56 PM

To: complaint@ombudsman.on.ca.Cc: mnathan1@home.com
Subject: Ombudsman of Ontario Complaint and Inquiry Form

Below is the result of your complaint and inquiry form.

It was submitted by Palghat Ranganathan (mnathan1@home.com) on Monday, October 16, 2000 at 15:02:47.

Please retain this email message for your records.

Sender: Palghat Ranganathan. Email: mnathan1@home.com
Address: 26-5 Lakeside drive.City:St.Catharines.ont,Canada
Tel/Fax: 905 935 1934
Complaint
Complaint_Inquiry_Information:

Dear sir,

I am a Canadian citizen. I emigrated to this country in 1972 from England. I came on a work permit and later on applied for a landed status. My work permit stated that i was admitted on the>>> basis that there was chronic shortage of qualified Marine. Engineers in this country and I was allowed in to work. I had a job offer from Mr Crosbies (Ex finance minister of Canada) company (Chimo shipping).They were moving government of Canada's cargoes. to the Eskimos and Indians living in the high Arctic. I helped move these cargoes on their ships. After eighteen months i left them as i have had no vacation and i was newly married and had spent two months with my wife during the last eighteen months.

I came to the great lakes and was employed by Canada steamship lines inc-a shipping company belonging to Power Corporation of Canada. I worked there as a chief Engineer from 1973 to 1993. In the late eighties MR. Paul Martin bought the shipping company.from Mr. Desmarais of Power Corp. Mr Martin also became an MP and a finance Minister of Canada in the Liberal Government During the early 1990's there was a purge-purging of Canadians of Indian origin from the shipping company for political reasons. There was ethnic cleansing going on and Mr Martin was. aware of this(I wrote him a letter to which he did not respond. (copy being mailed to you).It was a registered letter requiring Mr Martins signature and which he did sign). I was also laid off and I sued Mr Martin for wrongful dismissal. Even though Mr. Martin was supposed to have no conflict of interest in the Shipping company he did send his lawyer from his Ottawa office

I sued for Wrongful dismissal and my Job back in the federal Labour Canada court. After two and one half years I was told by this court that i could not come to them because I was a Manager. I was never a manager as I was a sailor signing shipping articles under the Canada shipping act where I was totally responsible to the master of the ship.Any way Mr Lloyd Axworthy (Who appointed this arbitrator) and the arbitrator who was a friend of Mr. Martin saw to it that I could not win this case. After two and a half years of waiting I knew I had run out of funds and energy. I decided to settle as the Company threatened me that if I did not settle they would not agree to pay my pension.

Also in the release letter which i signed before a settlement I was told that i could not take any further legal action against the company in a higher court or with the Canadian

Human rights Commission. why would they mention Human rights if they were not afraid of being pointed out as a racist organisation.

Any way I settled. It took a big toll on my Family. My wife got Cancer and I spent two years taking care of her. She passed away early this year. I had lost everything I had worked for in this country. I had paid over Half a million dollars in Taxes to the country. Yet I was denied a life, liberty and the pursuit of happiness.

I was blackballed in the Shipping Industry in Canada.I applied to over a thousand jobs and did not get one.Mr Carter who was a Human Resources Director of Mr Martins company and now he is President, saw to it that every time someone would call him for a reference he would say bad things about me. In the end i did not know where to go. I still had a family to feed. So today I am seeking your help to clear my name.I did no wrong. I try to right a wrong.

I still have the same courage of my convictions I am honest and ethical and hard working. All I was asking was the same rights and opportunities as white Canadians. There is enough to go around for all of us in this number one country.Share and share alike. I shall mail you all documents that I have.I had sent all documents to the following people during the last six years with no response.

Mr Jean Charest—Conservative Member of parliament, Globe and mail, W-5. Fifth Estate, Mcleans magazine—Ms Stevie Cameron, Mr Paul Martin, Mr Gilbert Parent-speaker of the House of Parliament—Canada.

I would appreciate a response from you.

Yours Very Truly,

P.S. Ranganathan.

Following is proof of what the company did to the wages of all Captains' and Chief Engineers.The company withheld our wages to increase the cash flow so that it would help in funding MR Martins political ambition,mainly to run as a Member of Parliament from Montreal and eventually to seek the Top Job as a Top Honcho in Canada

Withholding the wages of a seamen is illegal as per the Canada Shipping act but most Canadians did not care as they were happy to go this route as they were incapable of managing their money.Also the company by doing this deprived us of collecting unemployment benefits during the winter lay off period.

I was the only one amongst all the Captains and Chief Engineers that went and spoke my mind but the company refused to cater to my interests. But I did manage to collect my unemployment benefits by using the letters given to me by the company. They were quite stupid and naive to issue such letters but they left a paper trail which is going to bite them in the behind.

Mr Martin in fact had an interest free loan from all the Captains and Chief Engineers in the fleet, an illegal act by a thief who stole our money and not pay any interest. He had a free ride given to him by stupid people who were afraid to speak out because they would lose their jobs.

Such things are still continuing and these sailors are still at the mercy of these greedy shipowners, sad to say that I was the only one who could see clearly and I was on my way to bigger and brighter and better things.

When did the white man ever create wealth. All he did was get rich by robbing others. This has been the ways of the white man, if one truly looks at the history of the world and I have all right to say it as he stole everything of mine that I had worked for during my working years in this country, but he could not take away my dignity.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

NOTE DE SERVICE INTER-OFFICE MEMO:

March 26, 1986.

Objet: ***CAPTAINS' AND CHIEF ENGINEERS' ANNUAL PAY SYSTEM***

Chief Engineer R. Ranganathan

In reply to your note of March 13 to Mr. E. DeRoche, please be advised that I have looked into this matter thoroughly on your behalf and I regret to advise that we cannot make any adjustments in your case to cushion the impact on your personal finances of going to an annual pay system.

As I am sure you can appreciate, the moment we make an exception in your case we would undoubtedly receive several other similar requests, so how and where could we draw the line? We have attempted to compensate for investment income loss by

adjusting everyone's salary upwards, as a way to resolve the average situation. In your case payment for time worked in March on fit-out, on a daily rate basis, will further soften the impact on your finances and tax shelter plan.

Finally, Roger, I am sure you will agree that an employee's finance and tax shelter schemes are his own business and that an employer should not be expected to in effect participate in your personal affairs by exempting you from our revised payroll system on the basis of personal commitments.

Reg Groome.

Copie a: Mr. E. DeRoche

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

R. A. GROOME—DIRECTOR-HUMAN RESOURCES

TO WHOM IT MAY CONCERN—March 21, 1986.

This will confirm that Mr. R. Ranganathan is employed by this Company as a Chief Engineer. Mr. Ranganathan's annual salary is \$63,500.00, paid in monthly amounts of \$5,291.67. Although his job is seasonal (April to December), regular monthly wages of \$5,291.67 are paid in the months of January, February and March for time worked during the previous navigation season (April to December).

Reg Groome. Director-Human resources.

ESTABLISHED 1913

Canada Steamship Lines Inc.

P.O. Box 878, St. Catharines, Ontario L2R 6Z4-Tel: (416) 688-1341

Feb. 27, 1987

To Whom It May Concern:

This is a note to advise that Mr. Roger Ranganathan is presently employed with Canada Steamship Lines Incorporated and his gross earnings currently due are \$18,227.10 for the period ending January 31st, 1987.

Should you require further information please contact the undersigned.

Yours truly,
E. O'Connor
Marine Services Assistant
EOC:sIj

Date: Wednesday, December 30, 1998 1:57 PM
Subject: Re: Canadian interested in blowing the whistle

In a message dated 12/30/1998 11:28:20 AM Eastern Standard Time,

Subj: Canadian interested in blowing the whistle
Date: 12/30/1998 11:28:20 AM Eastern Standard Time
To: webmaster@Fwhistleblowing.org.

Dear Sir,

I was employed with a major Canadian Shipping company in the Great lakes. I am a Canadian of Ethnic origin. In 1993 all jobs of people with ethnic origin were terminated. The Shipping company belonged to the finance minister of Canada. I sued the company for a wrongful dismissal but the lawyers for the Finance minister went as far as to change the constitution of Canada in order to win the case. Since then I have reported this to the Canadian media, the MP's in various parties and even to the fifth estate, but no one seems to be interested. I have been blackballed in the Marine industry in Canada and have been unemployed since 1993. If you have any suggestions, I would appreciate hearing from you. Happy New Year and best Regards,

Yours Very Truly,

Roger Nathan.

Roger: Thank you for visiting our Father & Son Web Site at www.Whistleblowing.org, and for your E-mail. Since we are unfamiliar with Canadian Law, we are a little confused by some of the things you said "I sued the company for a wrongful dismissal but the lawyers for the Finance minister went as far as to change the constitution of Canada in order to win the case."

We do not understand how lawyers can change the Constitution of Canada. Perhaps you meant that the lawyers brought forth a new interpretation of the Canadian

Constitution provisions in a Canada Court “I have been blackballed in the Marine industry in Canada and have been unemployed since 1993”. Since you have been unable to work for 5 years, we wonder how you provide yourself with food, clothing, shelter, etc. The subject of your E-mail to us is:” Re: Canadian interested in blowing the whistle.” We are trying to understand what it is you wish to do. Usually a whistle blower wants to blow the whistle to stop some sort of wrongdoing, or cause some problem resolution to come about, or the like. Apparently from what you said, there appears to have been some sort of alleged workplace discrimination based on national origin or ethnic origin.

Is your intent to stop a recurrence of that type discrimination at the Company where you worked, or to let the “world”/others know what the Company did to you, or to publicise some alleged lack of Justice in the Canadian Judicial system, or—something else?

In other words, we need to understand what is your present motivation and what specifically are you trying to accomplish in Canada with what you call” Interested in blowing the whistle.”

Next, we need to know what is your present age? That indicates whether you may be nearing retirement or still have many years of working life ahead of Do you have support of a family responsibilities or not? Thus what you do or do not do can directly financially affect others besides yourself. Is your working skills applicable only in the Marine Industry?

Specifically how the Company (or someone else) you last worked for kept you from being employed elsewhere? How long had you worked for the Marine Company before being terminated? What reason did they give for the termination? How many others were let go at the same time you were fired? Did you have a good employee record (no disciplinary record) at that Company?

Are all your legal remedies in Canada now exhausted? If not, do you have the resources: time, money, help, to continue a legal fight?

Are you a Citizen of Canada, was the place of your employment physically in Canada, and is there any Canadian Law or Canadian Constitutional provision that protects against ethnic workplace discrimination? You mentioned that others in the same category were fired; did any of those others ban together to bring legal action against the Company or were you the only one that pursued Court action? Did you have a lawyer? Do you now have a lawyer? Have you contacted any Canadian Whistle blower organisations? Is Canada the only Country you can now seek work in? Before we attempt to tell you what we would do were we in your circumstance, we need to know the answers to the above underlined questions.

5th Oct 2000

Past_ Complaint _Correspondence:

Dear Sir,

Happy New Year.Thank you very much for your propmpt response.Let me be more clear in what I had said.I sued the company through the Federal Labour Canada courts.Normally in Canada one can get their job back for wrongful dismissal only thru Labour Canada if you are not a Manager.I decided to go that route since I firmly believed that I was wrongfully dismissed and I wanted my job back.I was employed in that company for twenty years.Since I was a Seaman I basically signed articles of agreement with the captain of the Ship I was sailing and I followed the Captains orders.This is the Law under the British and Canada Shipping acts and have been in force for over a Hundred years.

When I sued the Company through Labour Canada little did I know that the Arbitration Judge was a buddy of the Finance Minister.The judge is appointed by the Justice minister of Canada and since the Liberals were in power there was a lot of nepotism.The Company which was owned by the Finance Minister of Canada was registered in the province of quebec yet the company was able to appoint a lawyer from ottawa where the finance Minister's office is located and from his legal firm where both the Finance Minister and the Ex prime Minister of Canada Mr Mulroney worked.

Anyway the judge's final decision was made in the company's favour where the judge said i was a manager and after nearly two years told me that I could not seek remedy through labour canada as I was a manager.All in all it was a kangaroo court and I had wasted valuable time and money.The judge ruled that I had to go through the regular courts.In the meantime I had lost my House and all other worldly possessions.All I had left was my dignity. Next the company refused to give me my pension unless I signed a letter of release in which i had to say that I will not sue them either thru the regular courts or through the Canadian Human Rights where all race related cases on discrimination are heard.

I decided to do this as I had no money left to go any further and it was taking a toll on my family.Little did I know that the Company would prevent me from getting any job in Canada.This was a polite way of doing as I was made a pariah in the Marine Industry.I had no where else to go except the Media.But in canada I believe the Media is Chicken and all controlled by the Government unlike the US.

I work outside the country on contract jobs as I am well qualified to work overseas in over Twenty Countries. What the country did to me was take away my rights as a

Canadian Citizen and I would like to expose this matter. I thought I lived in a Democratic first world country but little did I know that when I came here twenty seven years ago to move Canadian cargo to the Arctic on Government Ships as they Required qualified personnel to move it and I came from the UK to do this.

Following are the answers to your Question.

There is an incestuous relation amongst all Marine related Companies in Canada. It is well known that I sued the Company. In fact I was the first person in the company's 150 Years to bring legal action against them. In fact when I applied for a job with another Shipping company I very nearly got the job till such time when the Company called for references, they were told not to hire me because I had put the company in a legal situation.

Yours Very Truly,

P.S. Ranganathan.

Dear Mr Martin,

You should give up the idea of running for the liberal leadership or trying to be the next Prime Minister of Canada.

We presently have a great leader in Jean Chretien and Canada is not a Banana Republic where you can unseat a sitting Prime Minister.

Remember we are the silent majority who you try to shut us up but are making a noise. You got rid of us (Canadians of Indian Origin) all after many years of hardship that we endured in your stinking shipping company, a company run by White Supremacists.

Your shipping Company got rid of all Canadians of Indian origin in the late eighties and early nineties. You took away our livelihood in this country. I was black balled in Canada by your shipping company for taking them to court for wrongful dismissal after twenty three years in your Shipping Company.

Have you no shame having made money by using our blood, sweat and tears. We believe what goes around comes around. Having said that if you believe in destiny remember this is the beginning of the end for you in your political career. All of us can see how shameful it is to the nation to get fired as a Finance Minister. You should have left in dignity rather than in disgrace. What gives you the alienable right to use taxpayers money for your pursuits.

You are no Pierre Trudeau even though you try to emulate him by wearing a rose in your lapel. I am just starting my mission—you will not get any of our Canadian Indian votes—so do not even try as it will be a sheer waste of time. The only reason you got into politics and the House of commons was because of your father. This is a great country—thanks to the likes of Mackenzie King, Louis St Laurent, Lester Pearson and Pierre Elliot Trudeau.

Your money will not buy you the leadership nor the Prime Minister ship of this great Country—it is not for sale.

Please do respond

P. Ranganathan

109 Westgate Park Drive ST. CATHARINES, Ontario
L2N 5X1, February 3, 1993
Mr. Paul E. Martin Member of Parliament Room 481
Confederation Building OTTAWA, Ontario K1A 0A6
“FOR YOUR EYES ONLY”

Dear Sir:

After twenty years of dedicated service with your company and carrying forty million tons of cargo on your ships, top management has finally seen fit to terminate my service, with your company. It seems very obvious as per the attached letter that the company is downsizing but it fails to mention as to what they are downsizing. Let me tell you what it is. It is downsizing “Canadians of Indian origin and make C.S.L. “Corporate White.”

This is like the phrase from the book “Bury my heart at wounded knee,” where it says, “The white man broke every promise except one. He said I will take your land and he took it.” My lawyer is looking into the so called downsizing, whether it applies to me alone or a host of others.

I was promised a ship at the end of the 1992 navigating season. When it was time to deliver, top management decided to terminate my services. Attached lawyer's letter is self explanatory. I thought for a moment in time that Canada was a great country and that such things happened only in South Africa. Now I tend to believe otherwise. This is definitely not in line with the principles on which this great country was built on. It is people that make the difference. Your company's top management has absolutely no business or work ethics. This is definitely not a way to enter the twenty first century.

I have slaved and slogged for the last twenty years in spite of being harassed in a sick industry. The company's undesirable list speaks for itself. My case is strictly a witch hunt and a case of corporate lynching.

When the new company G.L.B.C. was formed in 1991, a select committee was responsible for pushing most of Canadians of Indian origin out of C.S.L. and hiring in their place, whites. It is a story of ten little Indians repeated.

I thought I was one of the fortunate few left to carry the CSL Flag. But I have been so harassed by Mr. G. Buchanan, the director of Fleet operations, in the last two years that I had to go to a Civil Litigation Lawyer to secure my job with your company.

What about minority rights? There must be laws in the country of Canada against violation of Civil rights, harassment and discrimination. You, as a lawyer, should know this. You should take some responsibility to what happens in your shipping company.

I am next in line to become a Commodore Chief Engineer and my family and I was looking forward to flying the C.S.L. flag high. Now I am about to drag it in the mud. If you want to be Prime Minister of Canada, Sir, you should think again.

The news is going to be a "Media Blitz." I am definitely not part of the "SILENT SUFFERING MINORITY."

Awaiting your response, I remain,

Roger Ranganathan

Ms. Stevie Cameron 20th. Jan. 1995 Stoddart Publishing, 30 Les Mills Road. Don Mills Ontario.

Dear Ms. Cameron,

Congratulations on your recent Book "On the Take". You are a very courageous woman and I thought I would take the opportunity of telling my story to you because no one else would care to listen.

I have enclosed a copy of a letter I wrote to Mr. Paul Martin about two years ago, when he was a Liberal MP. but he did not respond to my letter. I am sure he received the letter as I have his signature on the registered form. (copy enclosed).

When I lost my job as did lot of my other friends of Indian origin I was advised by my lawyer to sue Canada Steamship Lines which company Mr.Martin Owned and where I had worked for the last twenty three years as a chief engineer.

He asked me to sue for unjust dismissal through Labor Canada as most cases through Labor Canada takes about Six months, rather than go through the courts or to the Canadian Human Rights. I decided to follow my Lawyer's advise little knowing that in this Country that indeed there was a legal system but absolutely no justice In fact "Justice" had removed her blindfold. My case was thoroughly researched by a team of liberal labor lawyers in Ottawa before it was allowed to proceed for a hearing. It took Labor Canada nearly eighteen months and nearly sixty_ hours of hearing to finally tell me that I could not bring my complaint to Labor Canada. Labor Canada's adjudicator as appointed by Mr.Lloyd Axworthy. who I am sure is a close friend of Mr.Martin the adjudicator hailed from Chatham. a town close to windsor, which is Mr.Martin's home town.

The lawyer representing the Company came from Ottawa and not from Montreal, where the Company's head office is located. All in all the adjudicator ruled I was a Manager even though I was a seamen under the Canada Shipping act In fact the adjudicator made his own laws by—passing the Canada shipping act which is law unto itself, having been in force for over one hundred years. having derived from the British Merchant Navy act. The adjudicator did not have the power to override the Canada Shipping act. it had to be given a reading in Parliament where the country's Laws are made and passed." The Shipping Act Prevails", that is what the act says.

Anyway, I lost my case even though the onus was up to the company to prove I was a Manager they did not bring one shred of evidence to prove that I was a manager It was highly, evident that money talks and that power corrupts and that absolute power corrupts absolutely and. that I was just a pawn in a game of chess.

In the meantime I had lost everything that I had worked for in this country. all I had left was my family and dignity. I could not present my case to the Canadian Human Rights commission as I had run out of funds and time. even though I had a strong case. Please find enclosed copies of my complaint to the CHRC.

The shipping company owned by Mr.Martin had decided to get rid of most of Canadians of Indian Origin before the election, as more and more complaints were coming out of the Seafarers International Union that Canadians were losing there jobs to foreigners, specially on Mr. Martins ships' being under foreign flag and manned by Indians from INDIA.

In fact the "Prairie Harvest" a ship belonging to CSL was brought into the Great Lakes fleet from the ocean just before the Federal Elections and the crew was changed to

Canadian in the Summer of 1992. from Indian and after the election the ship was re flagged and returned to being manned by Indians just after the elections in March 1993.

I have enclosed copies of letters which I had sent to my Lawyer during the Adjudication and which is self explanatory.

Yours Very Truly,

P.S.Ranganathan.

25th April 1997

The Hon.Jean J.Charest Member of Parliament P.C.Sherbrooke
House of Commons Ottawa, Ontario K1A 0A6.
CANADA.

Dear Sir,

Enclosed please find documents relevant to my situation in Canada.

I am ashamed to be a Canadian,after what Caniadians in high office have done to me and my family. am—leaving your country with sadnesss.

Other countries are willing to recognise my education and experience.

Hope there is still hope for Canadians. You have to be outside looking in.

May be you are Canada's last hope.

Yours Very Truly,

P.S.Ranganathan.

Suite 234-111 Fourth Avenue St Catharines,Ontario.Canada.
Ms. Suzanna Mayer 20th.Jan.1995
The Fifth Estate
CBC T. V. Box Station A Toronto.Ont. MSW 1E6.

Dear Ms. Mayer, further to our telephone conversation of the 18th.Jan.1995,please be advised of the following. I have enclosed a copy of a letter I wrote to Mr.Paul Martin about two years ago, when he was a Liberal MP,but he did not respond to my

letter. I am sure he received the letter as I have his signature on the registered form. (copy enclosed).

When I lost my job as did lot of my other friends of Indian origin I was advised by my lawyer to sue Canada Steamship Lines which company Mr. Martin Owned and where I had worked for the last twenty years as a chief engineer.

He asked me to sue for unjust dismissal through Labour Canada as most cases through Labour Canada takes about Six months, rather than go through the courts or to the Canadian Human Rights.

I decided to follow my Lawyer's advise little knowing that in this Country that indeed there was a legal system but absolutely no justice. In fact "Justice" had removed her blindfold.

My case was thoroughly researched by a team of liberal labour lawyers in Ottawa before it was allowed to proceed for a hearing. It took Labour Canada nearly eighteen months and nearly sixty hours of hearing to finally tell me that I could not bring my complaint to Labour Canada. Labour Canada's adjudicator who was appointed by Mr. Lloyd Axworthy, who I am sure is a close friend of Mr. Martin the adjudicator hailed from Chatham, a town close to Windsor, which is Mr. Martin's home town.

The lawyer representing the Company came from Ottawa and not from Montreal, where the Company's head office is located. All in all the adjudicator ruled I was a Manager even though I was a seaman under the Canada Shipping act. In fact the adjudicator made his own laws by—passing the Canada shipping act which is law unto itself, having been in force for over one hundred years, having derived from the British Merchant Navy act.

The adjudicator did not have the power to override the Canada Shipping *act*. It had to be given a reading in Parliament where the country's Laws are made and passed." "The Shipping Act Prevails", that is what the act says. Anyway, I lost my case even though the onus was upto the company to prove I was a Manager, they did not bring one shred of evidence to prove that I was a manager. It was highly evident that money talks and that power corrupts, that I was just a pawn in a game of chess. In the meantime I had lost everything that I had worked for in this Country, all I had left was my family and dignity. I could not present my case to the Canadian Human Rights commission as I had run out of funds and time, even though I had a strong case. Please find enclosed copies of my complaint to the CHRC.

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foreigners, specially on Mr. Martins ships' being under foreign flag and manned by Indians from INDIA.

In fact the "Prairie Harvest" a ship belonging to CSL was brought into the Lake fleet from the ocean, just before the Federal Elections and the crew was changed to Canadian in the Summer of 1992, from Indian and after the election the ship was reflagged and returned to being manned by Indians just after the elections in March 1993.

I have enclosed copies of letters which I had sent to my Lawyer during the Adjudication and which is self explanatory.

Yours Very Truly,

P.S.Ranganathan.

29th Sept.1995

Murray Campbell

The Globe & Mail

444 Front Street West Toronto Ont M5V 2S9 CANADA.

Dear Sir,

I read with interest your article about the Prime Minister Of Canada, "Never Solicited Funds, PM says".

You should be concentrating your time and efforts instead on the Finance Minister, Mr Paul Martin.

I am enclosing certain letters which I had sent to the fifth Estate and Ms. Steve Cameron at Mcleans.

These people do not have the guts to pursue what is decent any more. They either owe allegiance to the Finance Minister or are in the same camp.

Similar to what Johnnie Cochran said yesterday in his closing arguments, "Genocidal Racism" being present in the USA, it is very much prevalent here.

I am very glad that Quebec is separating from this Waspish, Racist atmosphere of what is Anglo Saxon Canada, where people have the finest minds of the Twelveth century.

This country is moving towards a Third World scenario, where corruption and nepotism are the order of the day. I am sure you that if you are investigative reporters you will find some truth in my statements and bring it to light.

I am sending copies to Mr. Lucien Bouchard and to the US media, of what is happening in this country. If Mr. Paul Martin can do what he did to all the Indians in his Company, you can imagine what can happen to minorities in this country on a larger scale. It will be surely "Genocide", just like Adolf Hitler. It will be too late to stop the tide, which becomes a flood and sweep everything in its path. Awaiting your response. Mr. Paul Martin did not respond. I am not a "Happy Camper".

Yours Very Truly

P.S. Ranganathan

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

J. FREDERIC PITRE—PRESIDENT

December 5, 1991

All Captains, Chief Engineers, Officers, Crew as well as office Staff of Canada Steamship Lines Inc.

RE: FRED PITRE'S DEPARTURE FROM CANADA STEAMSHIP LINES INC.

I would like to advise you that I will be leaving Canada Steamship Lines Inc. on December 6th, 1991. I could not leave CSL without letting all of you know how proud I have been to be associated with you over the years.

I would like to thank each and everyone of you for your excellent work, dedication, and loyalty to CSL and to me. Many of you know how I felt—about how important a role our seagoing personnel played in the success of CSL. The extra efforts by all of you were certainly appreciated by me.

For those of you who bought into my vision of CSL, I appreciate your support. I always felt that the more contact between the ships and the offices led to a more united team.

Maybe our paths will cross again in the future. In the meantime, I wish you all safe sailing, lots of success, Happy Holidays and a Happy New Year.

Best Regards,

Fred Pitre.

Mr Fred Pitre was instrumental in bringing about a lot of changes to the CSL fleet which directly affected all ethnic minorities in the fleet. His decision to bring wasps from the UK to the Canadian Great lakes, directly and with the help of the Man who wanted to be King, namely Mr Paul Martin, helped in getting rid of Canadians of Indian origin from this once upon a time great white fleet, which was on the decline. It was soon to become a dinosaur in the shipping industry in Canada as Mr Martin took his Canadian fleet offshore and reflagged them under flags of Convenience of Banana Republic countries like Vanuatu and Honduras and Bahamas and Barbados.

HOW RACE PLAYS A MAJOR PART IN HIRING PROCEDURES

Following is an example of how this company went about doing business by violating all civil rights of individuals. What race do you belong to—the human race of course.

CANADA STEAMSHIP LINES INC. EMPLOYMENT EQUITY QUESTIONNAIRE

C.S.L. INC., as a federally regulated employer, is required to comply with the Employment Equity Act Law as of August 1986. The purpose of this Law is to address any employment conditions that adversely affect women, those of native ancestry, disabled persons and members of visible minorities.

The following are intended as Guidelines only—you may use whatever description you consider appropriate.

F, Persons of Native Ancestry are those who are fully or partially: Status Indian, Non-Status Indian, Inuit, Metis.

The accuracy of your reply and the full participation of all our employees is requested. Be assured that your response will be kept in complete confidence. The information will be confidentially maintained in the Industrial Relations Department, separate from other personnel information, and will be reported to Ottawa only in totals which will not identify individuals by name or employee number.

Category definitions and some examples are provided in the “Guide” section of this questionnaire. If you have any questions or need additional information, please call

THE HUMAN RESOURCES OFFICE-AT: 514-288-0231, EXT. 382

G. Persons with Visible or Non-Visible Disabilities are those who are (or who believe that an employer would likely consider them to be) significantly disabled by a persistent physical or mental condition that substantially reduces their prospects of employment and/or promotion. (Mental disabilities can include incapacities which are significant and persistent but which permit the individual to carry out the duties of the job in a safe and reliable manner, under a reasonable amount of supervision). Some examples are:

A—Physical

B—your Sex—Male or Female

C—Position

D—Vessel

E—Date Hired

F—Do you consider yourself to be fully or partially of Native Ancestry * Non-Caucasian in colour: e.g. who are fully or partially non Caucasian in race, eg, black, oriental, east Indian central or South American, American Indian.

Do you consider yourself (or do you believe,) to be either fully or, partially Physically or Mentally Disabled, Diabetes, Blindness or vision impairment, Muteness or speech impairment, Amputation or prosthesis, Orthopedic condition, Wheelchair reliance, Paralysis

Once you have completed your questionnaire return it to the Master

How it affected us was that our jobs were all terminated. We who belonged to members of the visible minority were part of the ethnic cleansing and corporate lynching that took place in the late eighties and early nineties.



CHAPTER FOURTEEN

REFERENCES

Crosbie & Co., Ltd

Ship Owners, Charterers, Agents and Operators of
Chimo Clarke Northern Services, Goose Bay Service,
Arctic, Costal and Transatlantic Services.

Head Office: Crosbie Road, St. Johns, Nfld. Telex 016-4541

Montreal Office: 4 Place Ville Marie, Suite 414, Montreal 113, P.Q.

Telephone 875-6490. Montreal.

Dear Mr. Ranganathan:

Thank you for your letter of February 4, 1972.

If you can present yourself at our Montreal office at your expense, there will be a position for you on one of our vessels. This position will be no less than Second Engineer. Our salaries at present are, Chief Engineer \$840 per month, Second Engineer \$720 per month.

These monthly salaries are for a seven (7) day week and do not include the value of free room and board. Your leave would be approximately six (6) weeks per year. I trust this information is satisfactory if any additional information is required, do not hesitate to contact me.

Yours truly,

Niels B. Jorgensen, Engineer Superintendent—Montreal. Crosbie & Co., Ltd.

Crosbie & Co., Ltd

Ship Owners, Charterers, Agents and Operators of
Chimo Clarke Northern Services, Goose Bay Service,
Arctic, Costal and Transatlantic Services.
Head Office: Crosbie Road, St. Johns, Nfld. Telex 016-4541
Mr. P.S. Ranganathan, 351 Geneva Street, Apartment 506,
St. Catharines, Ontario,

Dear Sir,

We are in receipt of your letter dated April 13th., 1972 and would now like to advise you that we have wired the Canada Immigration office, Grosnover Street, London, requesting that they expedite your entry to work in Canada. On April 18th., 1972 we received a telephone call from the Canadian Immigration office at St. John's, Nfld. stating that they had received a wire from the Canadian Immigration office in London enquiring as to how urgently we required your services.

We advised them that we required your services immediately and then in turn wired the Canadian Immigration office in London accordingly. We would suggest that you keep in close contact with the Canadian Immigration office in London and in view of the above information, we feel that there is a very good chance that your entry to Canada will be speeded up considerably.

As soon as you have received permission to enter Canada, please proceed directly to Montreal, wiring Mr. N.B. Jorgensen, Chimo Shipping Ltd., Montreal, of your flight number and time of arrival.

Yours very truly,

CROSBIE & CO., LTD.,
Douglas Taylor.
TAYLORX—Shipping Department

Crosbie & Co., Ltd

Ship Owners, Charterers, Agents and Operators of
Head Office: Crosbie Road, St. Johns, Nfld. Telex 016-4541
St. John's, Newfoundland; 9 January 1973.
Mr. P. S. Ranganathan, Chief Engineer,
M/V "ANDREW C. CROSBIE"

Dear Sir:

Mr. Crosbie and the writer have discussed your letter him of 6 December dated at Washington. We have come up with these decisions which we consider will agreeable to you and other parties concerned.

- 1) After you have served one full year with this Company we shall reimburse you for your stand-by time whilst you were at London awaiting your papers to come to Canada. In addition to this we shall also reimburse you for your passage out here.
- 2) Furthermore after one full years service we shall pay your passage back to London if it is your desire to return there for a vacation. When you return from this said vacation you will be required to serve not less than six months with us and we then pay your full return fare.
- 3) Mr. Jorgensen, Engineer Superintendent at Montreal and the writer are now endeavoring to increase the length of vacations for Chief Engineers. In addition to the foregoing, if you serve two full consecutive years you will be presented with a bonus that we are sure has never been presented by any other firms.
- 4) It is not necessary for me to state that the economy you exercise in the operation of your ship would have a direct-relation-to-your-remunerations.

G.F. Hayward.

G. F. HAYWARD-VICE PRESIDENT—ENGINEERING.—Chimo Shipping Ltd
cc. Mr. P. M. Crosbie-President. Mr. N. B. Jorgensen—Eng'r. Supt. Mr. R. Bell—P/R
Officer.

Crosbie & Co., Ltd

Ship Owners, Charterers, Agents and Operators of
Chimo Clarke Northern Services, Goose Bay Service,
Arctic, Costal and Transatlantic Services.
Head Office: Crosbie Road, St. Johns, Nfld.

TO WHOM IT MAY CONCERN:

This letter is to state that Mr. P.S.Ranganathan is at present employed as Chief Engineer on the M.V. "ANDREW C. CROSBIE" at a salary of \$915.00 per month, he commenced working for us on May, 19, 1972.

Our Company is well satisfied with the character, dependability, and knowledge of Mr.Ranganathan, and hope he will remain in our employment for years to come.

Yours truly,

R. G. Bell P/R Officer

Chimo Shipping Limited

Ship Owners, Charterers, Agents and Operators of Chimo Clarke Northern Services,
Goose Bay Service, Arctic, Coastal and Transatlantic Services, Head Office: Crosbie
Road, St. Johns, Nfld. Montreal 113, P.Q. Telex 016-4541.

23 December 1972

Mr. P. S. Ranganathan, Chief Engineer,

M/V "ANDREW C. CROSBIE" 19 Chimo Shipping Limited, P.O. Box 2700—Station
"C", Montreal 133, Quebec.

Dear Sir:

In view of your excellent services and abilities rendered to your ship and this Company this past year, we wish you to accept the amount of \$540.00 as a token of our appreciation*

Very truly yours,

G. F. Hayward.

Vice President-Engineering.

Chimo Shipping Limited
November 14th, 1972

CHIMO SHIPPING COMPANY
Ship Owners, Charterers, Agents and Operators of
Chimo Clarke Northern Services, Goose Bay Service,
Arctic, Costal and Transatlantic Services.
Head Office:Crosbie Road, St. Johns, Nfld.

Dear Mr. Ranganathan:

We take this opportunity to thank you for your excellent work and co-operation during this past Arctic Season.As you are undoubtedly aware, this year has been one of the most severe in history.It gives us great pleasure to acknowledge that our men were equal to the task and without their fine effort much of this year's cargo would not have been delivered.Please accept this small token of our appreciation of a job well done.

Percy M.Crosbie.

CANADA STEAMSHIP LINES LIMITED
Inter-Department Correspondence
PRINTED IN CANADA

May 8th 1974,

TO WHOM IT MAY CONCERN:

This is to state that Mr, P,S, Ranganathan has been employed by Canada Steamship Lines Ltd, as an Engineer Officer from July 1973 to date. We anticipate he will be with us for some time in the future,

Mr. Ranganathan has been receiving a salary of approximately \$1400,00 per month over this period and will receive an increase this year.

Yours truly,

R.C.H.Reed.
RCHR:mf—R.C,H. Reed Superintendent Engineer—
CANADA STEAMSHIP LINES.

CANADA STEAMSHIP LINES LIMITED
Inter-Department Correspondence

PRINTED IN CANADA

St. Catharines, Ontario
November 28, 1974

Memo to: P. S. Ranganathan
From: R, C, H, Reed
Re: Reserve Chief Status

To hand your letter of November 10, 1974 regarding promotion to Reserve Chief Engineer.

Please be advised this is done on a selection basis and not on seniority and qualification alone.

Our enquiries from various sources show you have taken little or no interest in the unloading gear of the vessel, While we have no fault to find with your watchkeeping abilities, we do not feel you are ready for promotion at this time.

c.c.—Captain C. D. Pole—J. Griesbach
R.C.H.Reed

Superintendent Engineer,
The Premier of Ontario
Parliament Buildings Queen's Park Toronto Ontario
December 15, 1978

Dear Mr. Ranganathan:

I have learned that you have recently become a Canadian citizen and I offer my heartiest congratulations.

As Premier of the Province of Ontario, I am very much aware of the important role our new citizens play in the growth and development of our country and of their individual contribution to the enrichment of Canadian culture.

The Ontario Government has jurisdiction over many of those facilities and services which affect the day-to-day lives of those who reside here. We invite you to become aware of those services and to feel free to communicate with me as Premier or with your local Member of the Legislature should you feel we can be of assistance. Above all, we invite you to share in the life of your community and to participate fully in the democratic process. Again, congratulations and warmest good wishes for every happiness and prosperity in this province and country.

Sincerely,

William G. Davis

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

W.H.JOHNSTON Vice-President—Water transportation

February 1, 1979

Ch. Eng. P. Ranganathan

Enclosed is a practical expression of thanks to you for the extra time and effort you have gone, through after December 24 in helping to fulfill our customer requirements.

Trusting you will have a restful and enjoyable winter, we remain

Yours very truly,

W.H.Johnston, President Water Transportation

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

E. H. DEROCHE: VICE-PRESIDENT—MARINE—

January 14, 1980

Mr. P.S.Ranganathan 4 Basch Circle
St. Catharines, Ont. L2M 6L2

Dear Sir:

As a small note of recognition and appreciation for a job well done during the 1979 sailing season, please accept the enclosed cheque with our thanks and best wishes for 1980.

Sincerely;

E.H. DeRoche

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

Chief Engineer P. Ranganathan January 16, 1981
St. Catharines, Ont, L2M 6L2,

Dean Palghat,

The 1980 Shipping season is winding down to one of the coldest finishes we have ever seen, and in many ways this is indicative of the type of year we have just experienced.

Coupled with the earliest start on record, the fleet has carried more grain than ever before, which as you know, is the major reason we at C.S.L. were able to continue running without having to lay-up vessels this past summer.

Our successes this year, as in the past, are made possible through the combined efforts of you and your crews, and we of the management and operating teams would like to again express our gratitude for your dedication and respect for your professionalism.

We wish you and your family a happy new year, and look forward to seeing you at our annual meeting in March.

Best Regards

E.H.DeRoche.

EHD/mp

ESTABLISHED 1913

Canada Steamship Lines Inc.

610 Welland Ave., St. Catharines, Ontario L2R 6Z4 Tel.: (416) 688-1341 Telex 061-5129

H. M. NEIL DIRECTOR—TECHNICAL SERVICES

January 21, 1982

Mr. P. Ranganathan,
Chief Engineer, 4 Basch Circle
St. Catharines, Ontario L2M 6L2

Dear Sir:

As a small token of our appreciation for a job well done during the 1981 sailing season, please accept the enclosed cheque with our thanks and best wishes for 1982.

Yours Sincerely,

N.M. Neil.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

Raymond Lemay President

December 10th, 1982

Dear Mrs. Ranganathan,

Recently we had the occasion to write and advise your husband that, for reasons outlined in the Letter, our 1983 joint Captains' and Chief Engineers' convention had been changed to a one day operating meeting.

We realize how much the Ladies have formed an integral part of our recent meetings and it was with a great deal of reluctance that we chose to change the format for 1983.

May I personally take this opportunity to express our company's gratitude for your understanding and support and wish you and your Loved ones a safe and happy holiday season.

Yours Truly,

Raymond LeMay.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

E. H. DEROCHE—VICE-PRESIDENT—MARINE—January 3, 1986

TO: CAPTAINS/CHIEF ENGINEERS,

Once again the Management of Canada Steamship Lines has decided to have a Captains and Chief Engineers Meeting to be held at Le Chateau Champlain Hotel in Montreal, Que. from March 5th to March 8th, 1986, (wives are invited). As it is the only occasion when all the vessel and Head Office Personnel can be assembled together, it is very important that all persons invited try to attend, as company policies and the efficient operation of the fleet will be topics of discussion. The company therefore expects your attendance. Should you be unable to attend you are requested to inform Mr. E.H. DeRoche with your reason.

ACCOMMODATION

A room will be reserved in your name and upon arrival you should register at the front desk. Hotel charges will be the same method as in previous years, for meals and tips, please sign the chits and charge it to your room, also when checking out, please sign and verify your hotel account. For travelling charges, please make your own arrangements and submit an expense account upon your return home to the attention of Mr. B. Barden. As we have to notify the hotel no later than February 10th, 1986 the number of rooms we will require, we would appreciate receiving the attached questionnaire as soon as possible. For your information the hotel has a new indoor swimming pool plus a health spa which is free of charge for hotel guests.

Regards,

E.H.DeRoche.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231,

Fax: (514) 982-3846

RAYMOND LEMAY President

P.O. Box 100, Stn. A Montreal, Que. H3C 2R7—November 12, 1987

Mr. Palghat S. Ranganathan 109 Westgate Park Drive St. Catharines Ontario L2N 5X1

Dear Mr Ranganathan

In recent weeks you were called upon to provide extra service and effort to the Company to ensure that the fleet kept operating in spite of the work disruption. Largely thanks to your efforts and similar dedicated efforts by your peers and several other key personnel, I am pleased to announce that the Company maintained full operations throughout the problem period without any significant vessel delays. You can take pride in knowing that your efforts were, in large part, responsible for that accomplishment. Your determination to keep operating normally under adverse conditions was directly responsible for resolving our labour difficulties. On behalf of the entire Company, let this letter of thanks and appreciation for a job well done represent a reminder of a successful chapter in your sailing career with Canada Steamship Lines. It represents the spirit on which our Company is built. RL/ap

Sincerely,

Raymond LeMay.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

Dec 21, 1987

Mr Palghat S. Ranganathan
109, westgate Park Drive
St Catharines, Ont.L2N 5X1

Dear Roger,

Earlier this year, you proved your loyalty and dedication to Canada Steamship Lines by keeping the fleet running during a very difficult period of time.

Raymond Lemay has already written to express his gratitude, however, Harry Abruzzese and I would also like to add our own thanks for your efforts.

In addition to our appreciation, and at Harry's request, I have enclosed a cheque in recognition of your extra efforts. We hope it arrives at a time that can help finance some of your Christmas expenditures.

I wish you my very best wishes during the holiday season and I hope your New Year is filled with lots of happiness.

I am looking forward to meeting you at our Captains and Chief's meeting and visiting with you on a CSL ship during the 1988 season.

Warmest Regards,

Fred Pitre.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

Dear Sir:

This will confirm your appointment as Chief Engineer of our vessel M.V. Frontenac for this 1988 navigation season. Your remuneration and benefits will be as follows:

- a) Subject to as hereinafter stated, the Company guarantees you an employment period of 250 days (or its paid equivalent).

Your wages will be paid monthly over a twelve (12) month period commencing April 1, 1988, and calculated on the following basis.

Vessel Rate \$275—Seniority Pay\$5.0, \$ 280.00 rate x 250 days =\$70,000.0

Days worked in excess of the guaranteed 250 days will be paid at your daily rate—

- b) The guarantee referred to (a) in above is applicable provided you are willing and able to work 250 working days during the navigation season; otherwise, you will be paid the daily rate for the actual days worked.
- c) If short of the required 250 days by reason of illness, you will be paid for the actual days worked; and you will be entitled to remuneration in accordance with the terms of the Company's Welfare Plan.
- d) Your vacation entitlement for this year is 60 days. The Company will guarantee 50 days vacation, two (2) periods of 25 days, minimum during the operating season. Every effort will be made to give each person his full entitlement should a shortfall occur, the balance will be paid at the end of the season.
- e) The rate is applicable to the above vessel; however, in the event you are transferred to another vessel, you will be paid the daily rate applicable for that particular vessel.
- f) In the case of "Discharged for Cause", only the actual number of days worked will be paid at the daily rate; and the aforementioned annual wage guarantee will become, null and void from date of discharge. Please sign and return the original of this contract, retaining the duplicate for your records, should the foregoing be acceptable to you.

Yours Very Truly,

Erling Rodin

Erling/Rodin Vice-President Fleet Management and Operations

APPROVED: F. Pitre, Vice President—Marine.

ACCEPTED: P.S. Ranganathan.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Québec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

F. Pitre—VICE-PRESIDENT-MARINE

July 26, 1988

To: Captains and Chief Engineers

I am pleased to present you with a photograph taken at our 1988 Annual Captains and Chiefs Meetings held in Montreal. This should serve as a great reminder of three days of productive and informative meetings as well as a happy reunion for our shore and vessel personnel.

I also enclose a photograph taken in 1953 at one of our earlier Captains and Chiefs meetings. Some of you might recognize a few of the faces.

Let's hope that we are all able to get together at our next Captains and Chiefs meetings and until then, have a safe sailing season.

Best regards,

Fred Pitre.

Vice President-Marine.

ODYSSEY OF A GREAT LAKES SAILOR

HOUSE OF COMMONS CHAMBRE DES COMMUNES OTTAWA.
CANADA

Jan 12, 1989.

Mr. Roger Ranganathan,
Canada Steamship Lines Inc.
P.O.Box.100.Station A
Montreal, Quebec
H 3C 2R 7.

Dear Mr. Ranganathan;

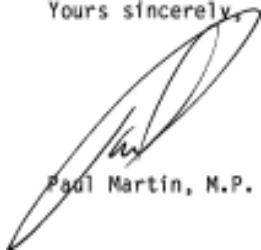
When I was young, I used to sit up on the balcony over looking the House of Commons, thinking what a wonderful thing it would be to be down below where the great issues of the day were being decided.

Well, after all these years, it has finally come to pass. I truly believe in Parliament, and as do you, I believe the debates there will eventually decide whether Sir Wilfred Laurier's prophecies about Canada's greatness will come true—albeit a little later perhaps than expected.

What really makes it all worth while, however, is your support and I am very grateful to you.

I would also like to take this opportunity to—wish you a happy and prosperous New Year.

Yours sincerely,

A large, stylized handwritten signature in dark ink, appearing to be 'Paul Martin', written over the typed name.

Paul Martin, M.P.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

May 11, 1989

Mr. R. Ranganathan Chief Engineer.

M. V. Frontenac.

Dear Roger,

Re: *THE 1989 GRAIN DROUGHT NEGATIVE IMPACT ON CANADA STEAMSHIP LINES EARNINGS.*

I hope that the 1989 navigation season has been a good one for you so far. I am happy to report that this April was a lot more “peaceful” than last April.

As I mentioned to you during our Captains and Chiefs’ meetings in March, the 1988-89 grain drought is having a serious impact on our bottom line in 1989. The reduction in earnings is giving CSL significant cash flow problems this season.

Despite the warnings about the grain situation, we went ahead with the conversion of the Prairie Harvest in 1989 because we felt that if bulkers were going to be laid up anyway we might as well utilize the bulker lay-up time to convert the vessel in order to avoid loss of earnings in the future.

As a result of the lack of grain revenue and the Prairie Harvest spending, CSL must conserve as much cash as possible during the 1989 navigation season.

Since I began working more closely with you, you have been very supportive on a number of new ventures and ideas that I have introduced during the last two years: workshop sessions at the annual meetings; vessel performance reviews prior to the start of each navigation season; medical check-ups; exercise equipment; nutritional meals; hall of fame; etc., etc.

In my new capacity as President, I am again asking for your support in order to help the Operating Department management and your ship managers to hold down vessel repair, deck, engine and overtime costs to as low as you can without jeopardizing the safety and performance of your vessels.

Coming from a marketing background I prefer to be talking to you about more positive cash “generation” programmes to help our cause but this year it’s cash “conservation” that is the only short term solution to our cash problems.

I hope you can get the support of your entire crew in your cost cutting efforts. Certainly, support from the entire vessel would be most appreciated by myself and all of Canada Steamship Lines Inc.

In addition, I am also addressing substantial cut-backs in office overhead. Your ship managers together with the Operating Department management are also working hard to reduce supplier costs and charge-out rates. Our Purchasing Department is making every attempt to reduce the costs of all CSL purchased items.

I hope that this voluntary restraint programme will help reduce costs. I will be monitoring costs closely on a weekly basis. Hopefully, quick positive results will avoid the necessity to take further drastic action during the summer months.

I wish you well in your endeavors and hope that you and your crew have a safe and successful season.

Sincerely yours,

F. Pitre President JFP/ng

Roger,

We need an extra effort on costs this year—Thanks—Fred

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846
TO: PARTICIPANTS OF THE 1991 CAPTAIN'S AND CHIEF ENGINEER'S-
MEETING.

On behalf of CSL, I would like to welcome all of you to this year's meeting. We all have experienced a most interesting and difficult 1990 operating season, hampered by labour problems in the steel industry, high fuel costs, and limited grain shipments. Your cooperation and contribution to the team effort towards reducing operating costs played a significant role in minimizing the negative effect of reduced revenue.

Now we must press forward to a new challenge. In order to meet the needs of a dynamic market, Canada Steamship Lines has pooled the majority of its bulker fleet with that of Misener Shipping and James Richardson & Sons. The new company will be called Great Lakes Bulk Carriers Inc. We would like to take this opportunity to congratulate those of you who will be transferring to the new company and we wish

you all the best in the future. We are proud of the talented personnel who will play a major role in the success of this venture.

As you shall see throughout these meetings, CSL has been listening to the ideas of our on-board Ship Managers. Your ideas have been incorporated into our new operating procedures for 1991. We are committed to the new "Management" concept and we welcome every employee on-board. You will find attached a copy of the program agenda, together with the seating arrangements for the workshop sessions. We wish you all the best for a successful meeting, followed by a safe and productive 1991 sailing season.

Yours truly,

Erling Rodin, Vice President, Fleet Management and Operations

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

VICE PRESIDENT FLEET MANAGEMENT AND OPERATIONS—

TO: ALL MASTERS AND CHIEF ENGINEERS March 4th, 1991

We are pleased to present the new compensation package to Masters and Chief Engineers for the 1991 navigation season.

The increases reflected in the package are intended to address your concerns. We have endeavored to maintain Canada Steamship Lines as a leader in recognizing the contribution of our people.

1. Wages

All Captains and Chief Engineers with a contract guarantee will be paid their basic salary over a twelve (12) month period commencing April 1, 1991. The contract guarantee will be for a 250-day period, inclusive of vacation entitlement. On vessels operating 365 days of the year, the same date will apply.

The daily rates quoted above are the rates that will be used paying late season sailing premium and days worked in excess your 250-day contract guarantee. In excess of any time worked prior to April 1, 1991 will be at last year's daily rate and count towards last year's 250 day contract guarantee, if required (in cases where the employee has not

worked his full guarantee the previous season.) Travelling time and time spent calling crew will be counted as time worked under your contract guarantee with the Company recognizing one day to call crew, one day to travel to the vessel and one day to return home.

2. LATE SEASON SAILING PREMIUM

The premium of 35% of the daily rate for each operating day between December 10th lay-up from commencement of vessel operations to April 1, 1991 will remain as in 1990. Late season sailing premium will begin and end with the signing of the vessel articles.

3. VACATION ENTITLEMENT AND LENGTH-OF-SERVICE BONUS

It is understood that the applicable vacation period, as the case may be, includes all statutory (general) holidays to which the employee may be entitled in virtue of Company policy and the Canada Labour Code.

Likewise, the applicable daily rates have been established so as to incorporate the compensation to which the employee would be entitled for the statutory (general) holidays granted under Company policy and the Canada Labour Code. Consequently, no additional days off or payment will be granted other than that provided for in the vacation entitlement.

If the Company is unable to fulfill all vacation commitments, Masters and Chief Engineers who do not receive their entitlement will be compensated at the end of the season at a rate of one day's pay for each lost day.

Any Master or Chief Engineer doing "winter work" for the Company (not fit-out, lay-up or working on an operating vessel) will receive additional vacation with pay at the rate of one day's pay for each seven days worked.

If a Master or Chief Engineer is unable to fulfill his 250 day contract with the Company (due to illness, retirement or termination of services), then vacation entitlement will be prorated to the number of days worked as per the employee's entitlement rate.

4. PILOTAGE

The pilotage for a complete transit between Cape Vincent to St. Lambert or vice versa will be increased to \$ 325.00.

Pilotage will only be paid to those Masters who perform pilotage duties, at the time that they perform such duties.

5. ENGINE ROOM FIT-OUT AND LAY-UP COMPENSATION, Self-UnloadersBulkers & Cement Vessels

6. LIFE INSURANCE AND SURVIVOR INCOME

The life insurance coverage and survivor's income benefit will be based on \$ 80,000 of coverage.

7. LICENCE INSURANCE

The Company will pay the full cost of a License Insurance Plan which will include the following coverage:

8. TRANSPORTATION ALLOWANCE

When personal cars are used for the purpose of joining or leaving vessels at fit-out or lay-up and vacation times, the Company will pay 30 cents per kilometer driven. On airline travel in excess of four hours flying time, for purposes of joining or leaving vessels only, Business Class service may be used.

9. POINTS OF PRINCIPLE

- A) Each Master and Chief Engineer, after two (2) years of service, will receive a contract guarantee of one full year. In the case of Masters or Chief Engineers with one year of service as Master or Chief Engineer, but longer service with the Company (as First Mate or Second Engineer), the contract guarantee will be issued after one full year of service.
- B) A sum of fifty-five dollars (\$ 55.00) per man per month may be expensed to cover telephone expenses.
- C) On an additional uniform per man, consisting of one shirt and one pair of pants, will be issued on an annual basis.
- D) A rate of \$ 166/day, excluding travel days, will be paid while on Company business or attending company authorized training courses.
- E) A supplement of \$ 3/day will be the rate for holders of a Master Certificate of Competency or Certificate of Competency, to be added to the applicable daily Mariner (Master Foreign Going), a First Class combined Certificate.

Yours Very Truly,

Erling Rodin Vice-President Fleet Management and Operations—

APPROVED: J.F. Pitre President.

Great Lakes Ship Management Inc.

3 Metler Road Wellandport

Ontario LOR 2J0,Tel. (416) 386-6456 February 4th, 1992

To whom it may concern.

Mr. Ranganathan reported to me from 1973 to 1989. During that time I was a Shore Engineer for Canada Steamship Lines Inc and he was a shipboard Chief Engineer. Much of his time was spent on the M.V. Manitoulin on the coal shuttle to Stelco.Hamilton, with a daily transit of the Welland Canal. This was a complex vessel which he ran with a mininium of mechanical failures, and helped keep the winter repairs on budget.

I have no hesitation in recommending Mr. Ranganathan for any Marine Engineering position.

Frederick J.S.Gilbert.

FROM THE DESK OF CANADA—THE PRIME MINISTER
2ND FLOOR • LANGEVIN BLOCK • OTTAWA, ONTARIO • K1A 0A2

Mr. Palghat Ranganathan 109 Westgate Park Dr St. Catharines,ONT

Dear Mr. Ranganathan,

Your Member of Parliament, Ken Atkinson, talked with me last week about the results of the National Direction Survey conducted in your neighbourhood recently.

I want to personally thank you for taking the time to fill out the questionnaire and send it in.

Beyond the key national priority of creating new jobs and economic opportunity, you may be interested to know the views of those in your neighbourhood who returned completed questionnaires to date on a number of other issues:

- The top priorities for government were controlling spending, and making the justice system work harder to protect society.
- Majorities in your area told us to avoid protectionism, resist the temptation to choose more government spending as the means of stimulating the economy, do more to protect innocent people who are threatened by crime, and give more effective help, not just more money, to U.I. and welfare recipients.

- Respondents are split on the question of their level of satisfaction with the federal government.

Clearly, this last result is a challenge for me. Since becoming Prime Minister, I have tried hard to bring a new approach to the leadership of our country. I have spent a great deal of time listening to Canadians. They have told me loud and clear that they want action on creating new jobs and economic opportunities, greater attention to health, education and crime, and meaningful action to cut out waste and show more respect for taxpayers' dollars.

Looking at your responses to a few key issues, there are several points which caught my attention:

- I notice that you indicated that you would prefer to see the federal government spend money to stimulate the economy, hoping that this will reduce the deficit over the long term. I feel that we must avoid the temptation to spend more, especially spending that would produce only short-term, make-work jobs.

Of every dollar in taxes we collect right now, almost forty cents goes to debt interest payments, leaving little more than sixty cents of every dollar for the social programs the country now offers.

My goal is to bring the deficit to zero in 5 years, which will give taxpayers the chance to set new priorities: paying down our debt, reducing taxes, or investing in new ideas. Confidence, new initiatives to help small business and better education and training offer the most hope for new jobs and the stimulation of the economy.

In order to more clearly explain how we can encourage new lasting jobs and get the deficit down, on September 27th, I outlined four specific areas where we could cut \$5.85 billion from the deficit: subsidies to businesses, the government operations budget, international development assistance, and defence spending.

As well, when I took office, it was with a cabinet greatly reduced in size, cut from 33 to 25 ministers, and I have launched a sweeping restructuring of government with many fewer departments. I intend to lead a more frugal government, and am committed to setting a personal example.

In the course of this election campaign, I want to draw Canadians' attention to where their money goes and continue to show what options exist to eliminate the deficit in 5 years. I know very well, that I will need your support to meet that target. We *can* have government that works better, and costs less and that in turn will mean lower taxes.

Like you, I think that the justice system has to do a better job of protecting the rights of victims and the innocent. My new Minister of Public Security, Doug Lewis from

Orillia, has introduced laws to protect people from stalking, from violent repeat criminals, and also has a new mandate to deal more effectively with the small number of immigrants who represent a criminal risk. I have also recently announced initiatives to strengthen the Young Offenders Act.

We both favour moving away from protectionism, and towards world class competitiveness as a way to build real, lasting jobs in the future. While changing world trade patterns have caused dislocation here in Canada and in other countries, we are now poised to take advantage of a wide range of new opportunities.

Canada is exporting more goods and services to the U.S. than ever before and a recent C.D. Howe study pointed out that thousands of high-paying, high-technology jobs have resulted. We are now experiencing an export led recovery that is creating growth and jobs. I'm convinced that now is no time to turn back from the progress workers and businesses have made in winning against international competition.

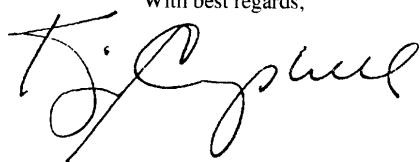
You and I agree that the government needs to do more to help those who are out of work and for whom our social programs are not working. We must urgently reshape our programs so they give a decent standard of living to those who can't support themselves.

One of the most important facts we all need to realize is that today's long-term jobs are requiring more education and specialized skills than ever before. As a result, we have to shift our focus to create new opportunities for Canadians and give them the tools and skills to take advantage of them. *Passive* support programs must become *active* support programs.

Please accept my apologies for the length of this letter: I know everyone is busy these days and investing time in political issues hasn't always been useful. But I intend to try very hard to listen and respond to people, and since you gave so much of your time to fill out the questionnaire, I thought you might want to know a little more about where I stand on the various issues you're concerned about.

I will continue to work hard to earn your trust, to be open and direct, and to use your input to help me bring a new approach to leadership and to make the government work for people again.

With best regards,

A handwritten signature in black ink, appearing to read "J. R. Spence". The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

P.S. On September 27th, I released our party policy plan which is called *Making Government Work for Canadians: A Taxpayer's Agenda*. If you wish to get a copy of it, please contact Ken Atkinson's campaign headquarters.

**HOUSE OF COMMONS CHAMBRE DES COMMUNES OTTAWA. CANADA
K1A 0A5**

House of Commons.Ottawa. Canada-WELLAND—February 4, 1994

WELLAND

February 4, 1994

Mr. Palghat Ranganathan 109 Westgate Park Drive St. Catharines, Ontario L2N 5X1

Dear Palghat,

Just a short note to thank you for your congratulatory letter on my recent election as Speaker of the House of Commons.Your words of encouragement will bring me comfort as I take on my new responsibilities.

Sincerely yours,

Gilbert Parent, M.P.welland-StCatharines-thorold—Ottawa Suite 685 edifice
Confederation Building Ottawa, Ont. K1A 0A6 Tel: (613) 995-9579 Fax* (613) 995-
0244Welland 72 East Main Street Welland L3R 3W3 Tel: (416) 788-2204 (416) 384-
2882 am.

ESTABLISHED 1913

Canada Steamship Lines Inc.

759 Victoria Square, Montréal, Quebec, Canada H2Y 2K3 Telephone (514) 288-0231, Fax: (514) 982-3846

DEC 26 1994 Canada Steamship Lines—December 20, 1994

To whom it may concern:

This is to confirm that Mr. Ranganathan was employed with Canada Steamship Lines Inc. as a Chief Engineer from 1973 until he was laid off in 1993. In his capacity as Chief Engineer, Mr Ranganathan was responsible for the operation and maintenance of the engine rooms on the various vessels upon which he sailed. Also as Chief

Engineer, Mr Ranganathan had direct responsibility for a crew of eleven, including three Engineer Officers, one electrician, 3 mechanical assistants, 1 head tunnelman and 3 tunnelmen. Mr Ranganathan's layoff was a direct result of the economic downturn in the shipping industry and the subsequent reduction in operating vessels.

Yours-Very-Truly,

GERALD CARTER
DIRECTOR-HUMAN RESOURCES



CHAPTER FIFTEEN

HUMAN RIGHTS ISSUES

J. WIESENFELD HUMAN Rights Officer Encl.1002-175. Bloor Street E., Toronto, Ontario M4W 3R8 1002-175, rue Bloor E., Toronto (Ontario) M4W 3R8 Canadian Human Rights Commission Commission. DOUBLE REGISTERED. October 18, 1994 File No. T-43330

Dear Mr Ranganathan,

Your Complaint against Canada Steamship Lines Inc. Please find enclosed three copies of the complaint form. Two copies are to be completed and returned to this office, the third copy is for your records. It is important that you read the form carefully before signing it, as it is a legal document. Should the form not accurately express your allegations or require any other revision, please do not sign it. Instead, make the necessary corrections and return it unsigned to our office. We will then prepare a revised form and send it to you for signature. If you have additional comments to make, please write them on a separate sheet of paper, not on the form itself. If the form is accurately drawn up—even if you are sending us additional comments on a separate sheet of paper—please sign and date each page.

Also, please sign and date the enclosed consent forms, which will enable us to obtain any necessary documentation with respect to your complaint. When we receive the signed and dated forms from you, an investigator will be assigned and Canada Steamship Lines will be notified. You will receive a letter of notification which includes the name of the designated investigator. However, should we not receive your signed complaint forms within thirty (30) days from receipt of this letter, we shall assume that you do not wish to proceed further with your complaint. Under such circumstances, your file

will be closed. Should you have any questions or concerns, please contact me at the following number: (416) 973-5527.

yours sincerely,

J. Wiesenfeld—Human Rights Officer

Mr. J. WIESENFELD CANADIAN HUMAN RIGHTS COMMISSION 22
AUG, 1994 175, BLOOR STREET EAST TORONTO, ONT M4W 3R8.

Dear Sir,

Further to my telephone conversation of the 18th August, please be advised of the following. As you may remember, I first contacted you in early March 1993, indicating my intention to file a complaint under the Canadian Human Rights Act. I also indicated to you at that time that I was pursuing a case of unjust dismissal complaint with Federal Labour Canada, and that it had taken Labour Canada close to Ten months to get me a hearing date, this after I had contacted Mr. Guy Parent, MP for Welland, Ont, to speed up the process. At that time I wrote you a letter saying that I had every intention of pursuing my case with CHRC if my case with Labour Canada did not succeed. Labour Canada hearings took place on the following dates. March 1 and 14, April 12, June 21 and 22, 1994.

It took exactly close to Sixteen months for Labour Canada to inform me that my Complaint was dismissed. By dismissing this complaint the UNJUST DISMISSAL portion was not even considered by the Adjudicator. My Lawyer had initially indicated to me that the easiest and best way to plead my case was through Federal Labour Canada even though the case for Wrongful Dismissal through the Courts and the case with CHRC was available to me but would take very long. He indicated to me that the time period would be close to Six months with Labour Canada. Little did I know how wrong he was.

Since I could not proceed in three different courts at the same time, I did not want to miss the opportunity of getting a hearing or at the very least the chance to find out if there were reasonable grounds to file a formal complaint with your Commission. I would very much appreciate, sir, if you would give me that opportunity, since I had made my intentions known to you before the statute of time limitations ran out. My Job was Terminated as of the 1st April, 1993.

Please find enclosed relevant documents pertaining to my case together with the completed questionnaire.

Canadian Human Rights Commission Commission canadienne des droits de la personnell.

DOUBLE REGISTERED

October 18, 1994 File No. T-43330.

J.Wiesenfeld 27th.Oct.94.Human Rights OfficerCanadian Human Rights Commission
1002-175 Bloor Street E., Toronto,Ont M4R7 3R8File 4t-43330

Dear Sir,

Please be advised of the following. Additional Allegations.

Harrassment:

I was given a cotract to sail as Chief Engineer on the M. V.Rimouski and in March 1991 was told by the Director Fleet Operations, Mr.G.Buchanan that I was to hand over the M. V.Frontenac,which I had been sailing as Chief Engineer since March 1988, to a new Chief Engineer Mr Lightfoot who came to take over the Ship from me. He stayed three days with me while I was showing him how the Ship's machinery operated, at the end of which he turned around and commented that it was a "Bum Deal".

He was able to leave the ship and took over the M.V.Rimouski. as a chief Engineer.In the meantime I had packed and sent all my gear home. Mr.G.Buchanan then turned around and told me to stay back on the M.V.Frontenac without a contract. Even though I asked for a Contract none was forthcoming. I had to retrieve all my gear back from my home in St.Catharines to Thunder Bay. Ont. In July of that year I went on vacation and in August I was called into the office by Mr.Buchanan and in no certain terms told me that was doing a lousy job and took my ship away.

I had to go to the Ship again and repack my gear for the third time in six months.Rest of what happened is in the complaint form.I was then sent on two ships as a relieving Chief Engineer without a contract.One was the M. V.Manitoulin where I had spent close to Ten years as a Chief Engineer and when I asked Mr.Buchanan why I was being sent there because his new policy of Chief Engineers being on a Ship for more than three years did not apply here,his answer to me was not was that I had a certain amount of expertise on that ship.

In fact they used me to do the dirty work of other chief engineers who were not doing their job.I have with me a transcript of a Tape-recorded conversation that took place at the meeting in August 1991,between Mr. G.Buchanan and myself, which I shall make available if you so require.I was the only Chief Engineer who was asked to Fax everyday documents concerning the status of the vessek.

Mr.G.Buchanan insisted that even though everything might be alright, I was still to fax him a document wishing him "Good Morning". Later on I was to find out from another Chief Engineer as to why I was faxing documents on a regular basis as none of the other did it. I have in my possession copies of all documents which I had faxed to the office.

1992.I was sent on a Ship with all French Canadians operating strictly in Quebec for two months, where all of them only spoke french and in no certain terms told by Mr.J. Andrews, the new Vice-President at a meeting in Montreal in Oct. 1992. that I had a Communication problem on that ship and it has become dangerous for them to have me around and that I was no longer to go on that vessel. instead they sent me on the Tadoussac where I was to spend the last two months of 1992,before leaving the ship onDec. 18th.1992,being laid off. (I have with me a transcript of the tape recorded conversation that took place at the meeting in Montreal.between Mr.J.andrews and myself).I did not receive Eleven days vacation pay owed to me for the 1992 season.

1993.I was called into the office on the 1st.Febl993 by Mr.J.Andrews, who handed me my termination papers.No separation Slip was given to me even though my job was terminated while I was laid off.The company also withheld my wages from December 1992 to the end of March 1993,a total amount of \$20,312.and did not pay any interest on the monies withheld. Instead they used the monies withheld as a notice in lieu of for termination purposes,which money I had already earned in the previous year.I did not receive my separation slip till April 14th.By being Unjustly dismissed I lost the following privileges. 1. Commodore Chief Engineer Status.2.Pension amounts and benefits.By terminating my employment before the age of 55 the company reduced my pension amount,by close to 40%

Age Discrimination

There were other people older than me in the fleet who jobs were not terminated. In fact a retired Chief Engineer was called in to replace me after my termination.in March 1993.His name was Lloyd good and he was 55 years old in 1993 and he was given employment for the whole length of the 1993 season.Since I had brought in a Lawyer in 1991 to aid me in keeping my job,I am not able to get a Job in the Great Lakes or other places in Canada in the Marine Field as these Shipping Companies have an Incestuous relationship and I am not able to find employment.

Corrections to the original allegations from CHRC.Cost of Demotion in 1991 was approximately \$31,000. Cost of Demotion in 1992 was approximately \$25,000.All the Indians who were told to go to GLBC have lost their Jobs as of march 1994 as GLBC, is no longer in existence.The Company created a Surplus of Chief Engineers

in 1990 and were able to get rid of most of the Canadians of Indian Origin to GLBC in 1991. They also hired or promoted other Chief Engineers in 1992 and 1993 and one in 1994, even though the fleet did not decrease.

Till today they have only one Chief Engineer who is a Canadian of Indian Origin, just as a token in the whole fleet.

This will make my Allegation to the CANADIAN HUMAN RIGHTS COMMISSION complete

Thanking You,

Yours Very Truly,

P.S. Ranganathan

CANADIAN HUMAN RIGHTS COMMISSION COMPLAINT FORM—
Palghat S Ranganathan

Canada Steamship Lines 759 Victoria Square Montreal, Quebec H2Y 2K3. March 1993.

ADDRESS WHERE INCIDENT OCCURRED (if different from above).

ALLEGATIONS.

I, Palghat Ranganathan, alleges that Canada Steamship Lines (CSL) discriminated against me in employment by demoting me and terminating my employment on the grounds of race and national or ethnic origin East Indian (Indian) in contravention of section 7 of the Canadian Human Rights Act.

PARTICULARS. I am a Canadian of Indian origin and I was employed by the respondent for twenty years, the last eighteen as a Chief Engineer. In March 1991 I was told by the Fleet Operations Manager, that I was to hand over the M.V. Frontenac, a ship I had been sailing as Chief Engineer since March 1988 to a new Chief Engineer. Instead, I was given a contract as Chief Engineer on the M.V. Rimouski.

After three days on board during which I showed the new Chief how the ship's machinery worked, he left to take over the M. V. Rimouski, the ship I held a contract for. He apparently, had the choice of three ships while I had none.

I had already sent my gear home when I was told to stay back on the M.V. Frontenac without a contract. In June 1991, when I was Chief Engineer on the M.V. Frontenac,

I was told by the Fleet Operations Manager that the Marketing Department was very happy with the way the Frontenac was being run. There was also a write-up in the Seafarers International Union paper stating that the engine room crew swore that the Frontenac's engine room was the best in the whole of the Great Lakes. On August 1, 1991, while I was still on vacation, the Fleet Operations Manager called me and told me to report to his office.

He said unsafe conditions were discovered during an inspection of the M.V. Frontenac by a service engineer, and that I was doing a lousy job. In a letter dated August 6, 1991, referring to the meeting of August 1, 1991, the Fleet Operations Manager informed me that he was left with the impression that the required degree of technical management did not exist on the Frontenac and that when I returned from vacation I was not to return to the

Frontenac, but that I was to report to the M.V. Manitoulin as a relief Chief Engineer. He said the new company policy was that no Chief Engineer was to remain on the same ship for more than three years. I found out later that this policy was applied only to me.

This demotion cost me \$56,000 over the two years (1991-2). I have read (or have had read to me) the above allegation and to the best of my knowledge it is true and correct. I consent to the release to the CHRC of all information and documents concerning me that the CHRC considers necessary for its investigation, such as personnel records, documents, data, medical or hospital records which relate to the complaint. I also authorize the CHRC to have such information examined by any person. It retains to provide advice and assistance in dealing with my complaint.

Also in 1991, CSL became strictly a Self Unloader Shipping Company with nearly all the Bulk carriers going to the newly formed Great Lakes Bulk Carrier (GLBC) fleet. The exceptions were the M.V. Rimouski and the M. V. Ferbec. Six (6) Chief Engineers, Canadians of Indian origin, were told to leave CSL with a promise that all working conditions were to remain the same at GLBC.

All of them signed letters of release stating that if they did not go to GLBC, they had no jobs with CSL and had to resign. Since then, they have suffered severe losses in income and poor working conditions.

As of March 1994, GLBC no longer exists and they have all lost their jobs. After getting rid of the six Indian Chief Engineers, the respondent turned around and hired or promoted eight (8) Caucasians of European backgrounds to the position of Chief Engineer. During the period 1989-1992 there were a half dozen mishaps costing millions

of dollars involving the ships H.M. Griffith, Nanticoke, Frontenac, Saguenay, and Manitoulin. The Chief Engineers on these ships were only given warnings. These Chief Engineers were all Caucasian Canadians. On February 1, 1993, I received a written notice which stated that due to a downturn in the shipping industry I would not be offered a new contract after my current contract expires on March 31, 1993. I believe I was terminated solely because I am from India.

Yours Very Truly,

P.S. Ranganathan.

INTAKE QUESTIONNAIRE-EMPLOYMENT. PURPOSE:

The purpose of this questionnaire is to help you provide information to the staff of the Canadian Human Rights Commission. This information will be used to assess whether or not there are reasonable grounds to file a formal complaint under the Canadian Human Rights Act. The completion of this form does not constitute a formal complaint. This form is for the use of the Canadian Human Rights Commission only.

DIRECTIONS:

Please read the questionnaire thoroughly before you begin to answer the questions so as to avoid duplication of answers. 2. Answer all relevant questions as thoroughly as possible. Keep in mind that specific dates and names are especially important. 3. After completion mail to: Canadian Human

Rights Commission 175 Bloor Street, East Toronto, Ontario M4W 3R8 Attn: Upon the return of the questionnaire, the above person may contact you to discuss the contents, and/or the possibility of initiating a formal complaint. If you have any difficulty in completing the form, please contact the person above at (416) 973-5527. WIESENFELD CANADIAN HUMAN RIGHTS COMMISSION 175, BLOOR STREET EAST

J. Wiesenfeld.

5th Sept 1995
Mr.A.Vanagas
General Manager Engineering Algoma Central Marine
610 Welland Avenue
St Catharines.Ont.L2M 5V6 CANADA.

Dear Sir,

With reference to my job application of Sept. 1994, for a Chief Engineers position, please be advised of the following.

I am available for employment immediately and I am willing to offer my services either on a permanent basis or in a relieving capacity.I am also willing to offer my services without any benefits such as pension,medicai and insurance and to accept a lower wage than what you pay vcuregular Chief Engineers and without a guaranteed contract. In fact I am able to offer my expert services at a significant savings in cost to you.

All my certificates including a Canadian Coast Guard Medical are valid.

I would appreciate an opportunity to discuss further my objectives and capabilities with you. Please find enclosed my updated Resume.

Thanking You,

Yours Very Truly,

P.S. Ranganathan

Algoma Central Marine-a division of Algoma Central Corporation
610 Welland Ave., St. Catharines, Ontario L2M 5V6 Phone(905) 708-3800 Fax (905)
708-3841

Gary Gribble, Personnel Supervisor

September 19, 1997—P.S.R. Nathan

Suite 234—111 Fourth Avenue ST. CATHARINES, ON L2S 3P5

Dear Mr. Nathan:

Thank you for your correspondence responding to our recent advertisement for the position of Chief Engineer.

Unfortunately, the available position advertised has been filled and I am therefore unable to offer you a posting.

Your application will be kept on file and should the need arise in the future for someone with your qualifications, you will be given every consideration.

Thank you for your interest in Algoma Central Marine.

Yours Very Truly,

P.S. Ranganathan.

Subj:Employment Equity—Reply Date: 10/10/97 10:38:09AM From:info.com@chrc.ca

I suggest that you contact a lawyer first and obtain some sort of legal advice about your situation. After doing that, and if an effective or suitable solution has not been found, you may wish to contact us collect at 613 995 1151.

Thank you for contacting the Commission.

Dear Sir,

I am a Canadian Citizen. I was involved in a civil litigation with my past employer Canada Steamship lines a Quebec based shipping company belonging to the present Finance Minister of Canada, Mr.Paul Martin] approached the Human Rights Commission in 1993,at the same time i also approached Labour Canada.At the insistence of my Lawyer, I was asked to litigate through Labour Canada as it would have taken lesser time. But my case was dragged on for two and a half years. The laws of Canada was changed by the arbitrator, appointed by Mr. Lloyd Axworthy, a friend of Mr.Martin and by Mr.Martin's lawyers.The Canada Shipping act was bypassed to suit Mr.Martin.I lost the case as I was a small fish in a big pond. I was even threatened that if I appealed the case or went to the Canadian Human rights commission that the company would refuse to give me my pension.I was forced to settle.

I had to sign a release which i did in 1994 december.

Since then I have been blackballed in the Shipping industry in Canada.

Also I find that whenever employers call for reference to my previous company they are told not to hire me. The latest instance was I went for an interview with a Canadian shipping company for an interview on the 8th sept 1997. I had no chance of getting a job with them as they sent me a standard letter saying that they had hired someone else and that they would keep my file open for future opportunities. I have three letters from them for three years saying the same thing. My previous company has hired only white people even though they downsized me for lack of work. I have applied to over five hundred jobs and till today I am unable to find a job. What about my rights. Do I have any in this country? I am a member of the visible minority.

What are the options open to me. Mr. Martins company has become a racist organization. They have “token Niggers” in the fleet. One Captain and one Chief Engineer, just to prove to the world that they are not racists.

Surely your organization should be able to do something. Awaiting your response.

Yours Very Truly,

P.S. Ranganathan.

Friday, October 10, 1997 Canada: Page: 1

On or around the 20th of August I was asked to present myself for an Interview to be held on the 8th Sept 1997 at 0830 Hours at their office at 610 Welland Avenue, St Catharines.

I attended the interview where I was interviewed by the following persons

1. Mr. Robert Parker—Senior Engineering Superintendent
2. Ms. Roxanne Rose—Vice President Human Resources
3. Mr Gary Gribble—Personnel Supervisor

During the interview I presented all copies of testimonials and references. I have over thirty years of Marine Engineering and Management Experience and I was sure that I was the ideal candidate for the advertised job.

I had sailed most of my sailing life in the Great Lakes and this being a Great Lakes Shipping Company, I was sure that I was on the right track.

The interview lasted for about half an Hour and at the end of it I was told that the company would get in touch with me.

I waited till the 26th September 1997 for a response but since I had not heard from them I decided to Call Mr.Parker.I called him and left a message in his voice Mail.I did not get a call from him.I got a letter in the afternoon of the 26th Sept from Mr.Gribble.This was once again a standard letter,There was no mention of an interview.I was appalled at the indecency of the Company Surely they could have been more respectful.I am a Canadian and a member of the visible minority and I feel I have not been given an equal opportunity in pursuing a career in the Shipping Industry in Canada.The only reason I feel I was not given the job was because I am a member of the visible Minority.

Surely as a Canadian I should have equal rights under the Law in pursuing life,liberty and Happiness.I do not have it now Therefore I seek your help in pursuing this end.Canada is a world leader in Human Rights issues trying to solve other countries problems yet it has so many of its own.I have no where to turn.I have explored all avenues, legal,the media, Speaker of the House and I have exhausted all avenues.Please find enclosed all copies of relevant documents.If you wish for any other documents I shall be happy to oblige.

Thanking You,

Yours Very Truly,

P.S. Ranganathan.

23, April 1998

MS MARIE LA TERREUR HUMAN RIGHTS OFFICER COMPLAINTS AND
INVESTIGATIONS CANADIAN HUMAN RIGHTS COMMISSION
320,QUEEN STREET,OTTAWA

ONTARIO K1A 1E1. CANADA.

Dear Madam,

With reference to your letter of the 17th march 1998, please be advised of the following.

ITEM ONE.

1. Algoma has a history of discriminating against ethnic minorities. This is based on facts. When the company GLBC was dismantled Algoma bought over a few ships

from GLBC. None of the ethnic Captains and Chief Engineer's were hired who were Ethnic. In fact all who were hired were WASPS. In fact the names of people who were not hired are as follows.

2. Capt B. Powell—Indian Origin—Not Hired—Sailed on Vessel that Algoma bought over
3. Chief Engineer S.PARMAR—Indian Origin—Not Hired and sailed on the vessel that Algoma took over.
4. Chief Engineer J. D'Souza—Indian Origin—Not Hired by Algoma
5. Chief Engineer Trevor D' Souza—Indian Origin—Not Hired by Algoma
6. Chief Engineer P.Rao—Indian Origin—Not Hired by Algoma
7. Shore Capt Dennis Kooka—Indian Origin—Not Hired by Algoma.

In fact there seems to have been a conspiracy amongst all Great Lakes Shipping companies not to hire any Minority Captains or Chief Engineers. They have token Chiefs and Captains. This is quite obvious if you review the fleet compliment of all the Great Lakes Shipping Companies.

ITEM TWO.

As per the Advertisement that Algoma placed in the Newspaper, I had all the necessary qualifications as I had sailed the Great Lakes as a Chief Engineer for over Twenty Years from 1973-1993 with Canada Steamship Lines. In fact Mr Parker took photocopies of all my certificates including copies from my Seamen's Discharge book during the interview. I do have the certificates copies of which I am enclosing. At this juncture I wish to point out that I was had not sailed in Canada since March 1993. The only thing I did not have in my possession was the Simulator course certificate.

This Course is difficult to obtain as there is a waiting period of over two years. The Canadian Coast Guard give exemptions. In fact a lot of Chief Engineers with Algoma do not yet have this certificate. All so Companies pay for their Captains and Chief Engineer's to obtain this certificate and it was pointless for me to spend that kind of monies when I was in a bad financial situation not being able to get a job in Canada since 1993 unless I had a positive offer of Employment.

ITEM THREE.

I agree that I was Interviewed by the people mentioned in your letter. I was not told that I would not be considered a qualified candidate. This is a blatant lie and It is surprising that people in high places lie. May be they should be asked to take a lie detector test—polygraph test. I am willing to take one.

All I was told by Mr Parker was that he still has some more candidates to interview and that he will contact me later. I asked Mr Parker as to when the work would start.

He indicated that to be sometime towards the end of the year. He also mentioned to me that the position initially would be to sail with the outgoing Chief Engineer to familiarise with the systems. The Salary would be as per Contract of 260 days per year. In fact Mr Parker did not return my Phone calls to him. I had left a number of messages to him in his voice Mail. My only intimation was later when I got a standard refusal letter signed as usual by Mr. Gribble. Why would he send me a letter if he had told me at the Interview that I was not a suitable candidate. Everything they claim to have said is a lie.

ITEM FOUR.

The respondent surely should have a knowledge of my previous applications in 1994 1995. 1996 as Mr Gribble had signed those letters of regret- I had sent you copies of those letters. In fact Mr Gribble recognized me at the Interview as on one previous occasion I had gone to see him to hand over my RESUME.

One other item of Interest.

There was a complaint lodged against Algoma for discrimination with the MP'S office at Welland in the early nineties. The MP at that time was our present speaker of the House Mr. Gilbert Parent.

If you wish to discuss any of the above I am available at home Tel: 905 935 1934 Fax: 905 935 4684.

Thanking You,

Yours Very Truly,

P.S. Ranganathan.

23rd October 1997
Ms. Marie Wankam.
Canadian Human Rights Commission,
111 fourth Ave
Ottawa, Ontario, St Catharines
CANADA. Ont. L2S 3P5

Dear Madam,

Further to our telephone conversation of the 21 st October, please be advised of the following.

I wish to make a formal complaint to you regarding the Shipping company in question- Algoma Central Marine-610 Welland Avenue, St Catharines. Ontario. L2M SV6.Tel 905 708 3800 Fax 905 708 3841.

Ever since my so called downsizing from my previous employer Canada Steamship Co limited in March 1993 where most of the Canadians of Indian Origin were downsized, I have been trying to get a job in this #1 Country in the World-Canada.I have tried all avenues but to date I have had no positive response from anyone. I am still unemployed.

I was involved in a costly and time consuming Lawsuit with my previous employers where unfortunately for me I was pitted against the Finance Minister of Canada, Mr.Paul Martin. I had no chance of winning against him. The countries Shipping Laws were changed so that the Company could win the case against me. The previous company threatened to withhold my pension if I continued to pursue my case either with the CHRC or if I appealed Labor Canada's ruling. So I was forced to sign a release in Dec 1994.

I applied for a job with other Shipping Companies in Canada beginning in 1995.I applied to Algoma Central Marine in 1995,1996 and 1997.Enclosed please find regret letters from the Personnel supervisor Mr.Gary Gribble.

On July 31 st the company in question, Algoma Central Marine advertised for a Chief Engineer's position, the advertisement ran for one day in the Toronto Star as well as the local St Catharines Standard. I called up the Company-Mr Gribble, who asked me to fax my Resume to him which I did.

You may check this item with Mr James Salt who is a Manager-Marine Safety-Transport Canada.Tel613 545 8676 Fax 613 545 8714.

Another fact is that a lot of Chief Engineer's with Algoma do not possess a Chief Engineer's license.

3 November 1997 T46555

Dear Mr. Ranganathan:

Enclosed please find two copies of the complaint form prepared in response to your allegations of discrimination on the ground of national or ethnic origin against Algoma Central Marine. One copy is to be completed and returned to this office; the other (stamped "Copy") is to be retained for your records. It is important that you read the form carefully before signing it. Complaint forms, which are legal documents, are the property of the Canadian Human Rights Commission and cannot, once signed, be withdrawn without its approval.

If the form does not accurately reflect your allegations, please do not sign it.

Instead, telephone me as soon as possible so that we can discuss the matter. If the form does not require revision, please sign and date each page, and return one copy to me.

If you have additional comments to make, I would ask you to write them on a separate sheet of paper, and not on the form itself.

Once we have received the signed and dated form, an investigator will be assigned to your complaint, and Algoma Central Marine will be officially notified. May I take this opportunity to remind you of your obligation as a complainant to mitigate potential damages arising from your complaint, minimize the effect, financially or otherwise, that the alleged actions could have.

If we do not receive your signed complaint form within fifteen (15) calendar days of the date of this letter, we will assume that you do not wish to proceed further and your file will be closed. Should you wish to raise this matter again in the future, you should be aware that under section 41 of the Canadian Human Rights Act, the Commission may refuse to deal with complaints which are filed more than one year after the alleged discriminatory act(s).

If you have any questions or concerns, please call me collect at (613) 943-9103.

Yours sincerely,

Encl.

Marie Wankam.

Marie Wankam Human Rights Officer Complaints and Investigations.
320 Queen Street, 22nd Floor, Place de Ville, Tower "A", Ottawa, Ontario. K1
CANADIAN COMMISSION HUMAN RIGHTS
CANADIENNE DES COMMISSIONSDROITS DE LA PERSONNE-Executive

Secretariat Secretariat executif

Dear Roger,

I am writing to inform you of the decision taken by the Canadian Human Rights Commission in your complaint against Algoma Central Marine (T46555).

Before rendering their decision, the members of the Commission reviewed the report disclosed to you previously and any submission(s) filed in response to the report. After examining this information, the Commission decided to dismiss the complaint. The reasons for the Commission's decision are as follows:

Pursuant to subparagraph 44(3) (b) (i) of the Canadian Human Rights Act, the Commission has decided to dismiss the complaint because: the evidence does not support that the respondent refused to employ the complainant because of his national or ethnic origin; and the evidence is **that the complainant was not qualified to sail as a Chief-Engineer in Canada—**

The Commission realizes that this is not the outcome you were hoping for. I can assure you, however, that the Commissioners examined your complaint very carefully before arriving at this decision. For your information, either party to a complaint can ask the Federal Court, Trial Division, to review a Commission decision under section 18.1 of the Federal Court Act. The application to the Court must normally be filed within 30 days of receipt of the Commission's decision. Ms Lucie Veillette Secretary to the commission Canadian Human rights Commission 344 Slater Street, Ottawa, Ont.

I am in receipt of your letter dated the 10th May 2000. I just returned from India. My wife had passed away in February and I had to go to India to perform religious rites for her. There are no end to bad news. when it rains it pours. I was not very happy with your decision.

It took your commission nearly three years to come to a decision saying I am not qualified to sail in Canada. Madam I sailed in Canada for over twenty three years as a chief engineer and your decision is a flawed, discriminatory one. The company called me for an interview after reviewing all my documents. They had my documents for over three years with them, yet they put me on a short list and took all my references and interviewed me for almost an hour. The interviewer went as far as to even take copies of all my references. Your judgment is very unethical and biased. I need to pursue this matter further. I am very unhappy with your decision. There could have been some form of arbitration on your part.

Please respond soonest. I cannot wait another three years to get a job in this so called number one country in the world—definitely not a number one country for ethnic minorities.



CHAPTER SIXTEEN

INTERESTING WEBSITE ADDRESSES— LOADED WITH INFORMATION ON CORPORATE CORRUPTION AND GREED

www.canadiancoastguard.ca

www.freemason.com

www.walrus.com

Please read the first edition regarding an article on Mr Martin

www.cbc.ca/disclosure-/anchors_aveigh

www.exxonvaldez.com

<http://www.evostc.state.ak.us/>

[http://www.maritimehistory.info/-](http://www.maritimehistory.info/)

www.rankenmarineinc.com

URL: <http://www.lifesite.net/ldn/03/jul/03070703.html>

See the Citizen coverage:

http://www.canada.com/ottawa/ottawacitizen/story.asp?id927E5EEF-64A8-426A-A262-2CD1D_A710AC3

See previous LifeSite reports:

UN'S KOFI ANNAN SENDS ONE-WORLDER MAURICE STRONG TO KOREA

<http://www.lifesite.net/ldn/03/jan/03010703.html>

www.truecosteconomics.org

www.adbusters.org

Playing with the World's Agenda

<http://www.lifesite.net/ldn/1999/sep/990903a.html>

CBC.CA—LETTERS TO EDITOR-JULY 30-31 .2003

Maurice Strong's book—"Where On Earth Are We Going?"/Pages 98 & 99

www.rankenmarine.com—My personal website address-loaded with all relevant information

MY PERSONAL WEBSITE above under construction. Will have a lot of information that I could not include in this book. Pictures, videos, lot more documents and other paraphernalia.

Permission to use maritime clip art—These images are here for you to enjoy, or to use as free Maritime clip art. You have permission to use the clip art in any way you want, except redistributing the images in another format or clip art gallery. Our only requirement is that somewhere on your Web site you link to MaritimeHistory.info,



CHAPTER SEVENTEEN

FRATERNITY—THE FREE MASON SOCIETY OF CSL AND THE LINKS WITH THE ILLUMINATI AND THE PRESENT PRIME MINISTER OF CANADA MR. PAUL MARTIN

Following websites contain interesting information regarding above.

<http://www.conspiracyarchive.com/NWO/Illuminati.htm>

<http://www.topsitelists.com/bestsites/conspire/topsites.html>

<http://www.topsitelists.com/out.cgi?area=bestsites&user=conspire&nocheat=1105682787&ID=20&url=http://www.conspiracyarchive.com/>

“Bury My Heart at Wounded Knee: Summary:

Feelings Bury My Heart at Wounded Knee is a full account on the annihilation of the American Indian from the 1860's to the 1890's.

From reading Bury My Heart at Wounded Knee I learned things that cannot and will not tell you in the history books. Dee Brown tells the story of torture and atrocity not well told in American history. Bury My Heart at Wounded Knee is an important piece of literature because it is one of the very few books supporting the Indian cause.

This outlook is done using council records, autobiographies and first hand accounts. Each of the nineteen chapters focused on a certain tribe, battle, or historical event.

Generally very little is known about the terrible genocide done to the Native Americans and Bury My Heart at Wounded Knee teaches it. Unlike a lot of American literature, Bury My Heart at Wounded Knee teaches what is not taught in the average history book.”

The reason I have to write this chapter is to show the links between the man whom I worked for more than twenty years and the freemason society and the illuminati and how it affected me as a member of the Human race and not as a member of any other fraternity or a hyphenated Canadian.

It is also to let the world know that such things happen to people, and have happened to people and one needs to know why such things happen. I have tried to put together all the facts that I had before me to make sense to a lay person.

Lot of people have written a lot of things. All I have done is to try and put the pieces of the puzzle together.

Who are the super rich “elite” Illuminati and their associates? The Queen of England, her husband Prince Philip and the Royal House of Windsor, the hierarchy on the board of directors of the Vatican, including the Pope; the Rothschilds, Rockefellers, Morgans, Duponts, Fords, Carnegies, Melons, Bush’s etc.

<http://i.am/jah/300.htm>

To get the details of who the Illuminati are, put Illuminati in www.google.com It is not the American people who choose the President and Vice President of the United States of America, but rather the super secret “shadow government” called the Illuminati/New World Order who choose them!

<http://i.am/jah/illumin.htm>

Various researchers, including, David Icke in his book “The Biggest Secret”, point out that all 43 men who were Presidents of the U.S.A. are related, and that 33 of the Presidents can be traced back to the bloodline of Charlemagne, who in the year 800 was crowned by Pope Leo III to be Holy Roman Emperor, the first head of an empire that would last over 1000 years!

<http://i.am/jah/darth.htm>

This should be setting off major alarm bells in your mind. Like this is no coincidence. The odds of all 43 Presidents being related, and this just randomly happening, are billions (trillions) to one. Democratic and Republican candidates are “chosen” by the

“Elitist” super rich organization called the Illuminati. Democrats and Republicans and the Illuminati would not want you to believe any of this. They don’t teach you this in schools and for good reason: the Illuminati want to stay hidden.

<http://i.am/jah/horse.htm#HidHan>.

They do not want the masses to know that their small secret organization even exists so they can covertly continue their rule.

The Illuminati push forward the Illuminati agenda for “total world domination”. This is why actors make such good politicians because this whole covert political charade at this time is an “act” being played out to control all the people in a so-called democracy.

<http://i.am/jah/democra.htm>

There is no “true” democracy in North America, only an illusion that looks like a supposed democracy.

<http://i.am/jah/democra.htm>

Currently democracy is imprisonment disguised as freedom.

In speaking of the Truth, Henry David Thoreau once said: “Any Truth is better than make-believe . . . rather than love, than money, than fame, give me Truth.

“Yet Italian Renaissance statesman and political writer, Niccolo Machiavelli, wrote in The Prince, one of the most influential political works of all time, that governments are **created to lie** to the greatest number of people the greatest amount of the time.

And why do governments lie? Why, to cover up their previous lies in order to protect the perpetrators, of course.

But the Truth is a funny thing. You can distort it, you can even suppress it for a while. Sometimes you discover that it’s been hiding in plain view all along. Eventually the Truth always comes out as unsealed records, and death-bed confessions reveal decades later what really happened.

But once in a while the lie, the fraud or hoax is exposed while the perpetrators are still alive, as is the case today, with this article.

What will **you** do now? What did Winston Churchill say? “Most people, sometime in their lives, stumble across truth. Most jump up, brush themselves off, and hurry on

about their business as if nothing had happened.” Until it is **too** late to do anything about it—

What do you think the rest of the world, who have been forced to adopt democracy, instead of *The Covenant*, are going to do when they find-out it doesn’t work and that the West knew that, **before** it **forced** them to adopt it? And who are they going to **quite rightly** blame for all of their suffering? **YOU**. Then what will they do? Armageddon.

A true democracy is not a two party system. It is many parties with different ideas that represent the will of the People, not the will of a few very rich individuals and the corporations that they own. Why weren’t members from other political parties, who have candidates running for the Presidency, allowed to participate in the Presidential debates? Because the Presidential debates are a “staged Illuminati event” that’s why.

They would not allow any other competing candidates to participate, just like they don’t allow any of the Illuminati controlled mass corporate media to cover and interview the other smaller party candidates.

Deuteronomy 4:2 Ye shall not ADD unto the word which I command you, neither shall ye diminish [ought] from it, that ye may keep the Commandments of the “I AM” your God which I COMMAND you.

How much more blatant can they be than that? When is the last time you checked out the voting record of the candidate you support? The citizens are too lazy to check out their candidate’s voting record. They’ve been brainwashed to trust their politicians who lie, lie, lie, all the time. <http://i.am/jah/politics.htm>

The Illuminati always fund both sides in every Illuminati generated war in order to achieve their “control of the world agenda”, and make billions of dollars for themselves in the process!. For details about this read David Icke’s book “. . . And The Truth Shall Set You Free”, www.davidicke.com

Skull and Bones was founded by the Russel family, who made their huge fortune illegally smuggling opium to China in the 1800’s, thereby causing another war called The Opium War. The flag that was flown on the Russel ships that were smuggling dope was the Skull and Bones emblem, hence the name of the fraternity.

<http://www.fromthewilderness.com/free/ciadrugs/bush-cheney-drugs.html>
<http://www.tarpley.net/bushhb.htm>

Shouldn’t the intelligence agency be investigating Skull and Bones on behalf of all the people to see “what is going on here?” And while they’re at it, they could investigate the

other connected “elite” secret societies, who have an agenda of “total world domination” and who exist all over the world >>>Illuminati, Bildebergers, Trilateral Commission, Committee of 300, Round Table, Club of Rome, Council of Foreign Relations etc. Forget that idea because all the intelligent agencies are controlled by the Illuminati also.

And to anyone who cannot bring themselves to begin to believe any of this, please take the time and put the names of each of these organizations into www.google.com and read about them to your amazement. Yes these connected “elite” secret societies of a few extremely wealthy individuals really do exist and meet on a regular basis to pursue their quest for a One World Government, organized as a global fascist police State, ruled by a so-called “elitist” dictatorship! who currently controls the multi-trillions of dollars of Iraqi oil?” We’re talking about trillions of dollars here, a super amount of money that most people cannot even begin to comprehend. After all the war in Iraq is about oil.

The price of OIL is in the news everyday. Oil just went to over \$70 a barrel. People will do what they are told to do by the “elite” super rich Illuminati. It should be noted that the Illuminati use similar or other tactics in other Nations, in order to control those Nations too in the final quest of their “Great Work Of Ages” for total world control!

Lie, cheat and murder on a global scale—this is the satanic Illuminati way, **unfortunately for humanity.**

WAKE-UP ALL HUMAN BEINGS IN NORTH AMERICA AND THE WORLD!

Hopefully, more and more people will be able to see this blatant Illuminati manipulation taking place right in front of their very eyes? Only then can we stop them!

Michael Shore

The ONLY remedy is to enforce The Plan against the Illuminati/N.W.O. perpetrators of these crimes:—

<http://i.am/jah/plan.htm>

The very word “secrecy” is repugnant in a free and open society; and we are as a people inherently and historically opposed to secret societies, to secret oaths and to secret proceedings. We decided long ago that the dangers of excessive and unwarranted concealment of pertinent facts far outweighed the dangers, which are cited to justify it.

President John F. Kennedy

Address to newspaper publishers—

April 27, 1961

WHO IS MAURICE STRONG?

By Ronald Bailey Published in *The National Review* September 1, 1997

Mr. Bailey is a freelance journalist and television producer in Washington, D.C. He is author of *Eco-Scam: The False Prophets of Ecological Apocalypse* (St. Martin's) and *The True State of the Planet* (Free Press).

“The survival of civilization in something like its present form might depend significantly on the efforts of a single man,” declared *The New Yorker*. *The New York Times* hailed that man as the “Custodian of the Planet.” He is perpetually on the short list of candidates for Secretary General of the United Nations. This lofty eminence? Maurice Strong, of course. Never heard of him? Well, you should have. Militia members are famously worried that black helicopters are practicing maneuvers with blue-helmeted UN troops in a plot to take over America. But the actual peril is more subtle.

A small cadre of obscure international bureaucrats are hard at work devising a system of “global governance” that is slowly gaining control over ordinary Americans’ lives. Maurice Strong, a 68-year-old Canadian, is the “indispensable man” at the center of this creeping UN power grab.

Not that Mr. Strong looks particularly indispensable. Indeed, he exudes a kind of negative charisma. He is a grey, short, soft-voiced man with a salt-and-pepper toothbrush mustache who wouldn’t rate a second glance if you passed him on the street. Yet his remarkable career has led him from boyhood poverty in Manitoba to the highest councils of international government.

Among the hats he currently wears are: Senior Advisor to UN Secretary General Kofi Annan; Senior Advisor to World Bank President James Wolfensohn; Chairman of the Earth Council; Chairman of the World Resources Institute; Co-Chairman of the Council of the World Economic Forum; member of Toyota’s International Advisory Board. As advisor to Kofi Annan, he is overseeing the new UN reforms.

Yet his most prominent and influential role to date was as Secretary General of the 1992 UN Conference on Environment and Development—the so-called

Earth Summit—held in Rio de Janeiro, which gave a significant push to global economic and environmental regulation.

“He’s dangerous because he’s a much smarter and shrewder man [than many in the UN system],” comments Charles Lichenstein, deputy ambassador to the UN under President Reagan. “I think he is a very dangerous ideologue, way over to the Left.”

“This guy is kind of the global Ira Magaziner,” says Ted Galen Carpenter, vice president for defense and foreign-policy studies at the Cato Institute. “If he is whispering in Kofi Annan’s ear this is no good at all.”

Strong attracts such mystified suspicion because he is difficult to pin down. He told Maclean’s in 1976 that he was “a socialist in ideology, a capitalist in methodology.” And his career combines oil deals with the likes of Adnan Khashoggi with links to the environmentalist Left. He is in fact one of a new political breed: the bi-sectoral entrepreneur who uses business success for leverage in politics, and vice versa.

Strong started in the oil business in the 1950s. He took over and turned around some small ailing energy companies in the 1960s, **and he was president of a major holding company—the Power Corporation of Canada—by the age of 35.** This was success by any standard. Yet on more than one occasion (including once in *Who’s Who*), Strong has been caught exaggerating. He claimed, for instance, to have forfeited a \$200,000 salary when he left Power.

The real figure, said a company officer, was \$35,000. Why this myth-making? Well, a CEO is just a CEO—but a whiz-kid is a potential cabinet officer.

And it is in politics that Strong’s talents really shine. He is the Michelangelo of networking. He early made friends in high places in Canada’s Liberal Party—including Paul Martin Sr., Canada’s external-affairs minister in the Sixties—and kept them as business partners in oil and real-estate ventures. He cultivated bright well-connected young people—like Paul Martin Jr., Canada’s present finance minister and the smart money’s bet to succeed Jean Chretien as prime minister—and salted them throughout his various political and business networks to form a virtual private intelligence service.

And he always seemed to know what the next political trend would be—foreign aid, Canadian economic nationalism, environmentalism. In 1966, by now a Liberal favorite, Strong became head of the Canadian International Development Agency and thus was launched internationally. Impressed by his work at CIDA, UN Secretary General U Thant asked him to organize what became the first Earth Summit—the Stockholm Conference on the Human Environment in 1972. The next year, Strong became first director of the new UN Environment Program, created as a result of Stockholm.

And in 1975, he was invited back to Canada to run the semi-national Petro-Canada, created by Prime Minister Pierre Trudeau in the wake of OPEC's oil shocks. Petro-Canada was a sop to Canada's anti-American Left, then denouncing American ownership of the country's oil companies. Strong talked a good economic-nationalist game—but he himself was a major reason why Canada's oil companies were U.S.-owned. Ten years before, while at Power Corporation, he had enabled Shell to take over the only remaining all-Canadian oil company by throwing a controlling block of shares in its direction. As Maclean's wrote, he now returned "amid fanfares" to rectify this.

After a couple of years, Strong left Petro-Canada for various business deals, including one with Adnan Khashoggi through which he ended up owning the 200,000-acre Baca ranch in Colorado, now a "New Age" center run by his wife, Hanne.

(Among the seekers at Baca are Zen and Tibetan Buddhist monks, a breakaway order of Carmelite nuns, and followers of a Hindu guru called Babaji.)

Not for long the joys of contemplation, however. In 1985, he was back as executive coordinator of the UN Office for Emergency Operations in Africa, in charge of running the \$3.5-billion famine-relief effort in Somalia and Ethiopia. And in 1989, he was appointed Secretary General of the Earth Summit—shortly thereafter flying down to Rio.

Strong's flexibility, however, must not be mistaken for open-mindedness. His friends. His allies among Canadian Liberals, his networks in the UN and the Third World, even his long-term business partners (like the late Paul Nathanson, wartime treasurer of the Canadian-Soviet Friendship Committee) all lean left. He has said the depression left him "frankly very radical." Given his ability to get things done, the consistency of his support for a World managed by bureaucrats is alarming. As Elaine Dewar wrote in Toronto's *Saturday Night Magazine*:

Sometimes, indeed, it seems that Strong's network of contacts must rival the Internet. To list a few:

The concept of global governance has been fermenting for some time. In 1991, the Club of Rome (of which Strong is, of course, a member) issued a report called *The First Global Revolution*, which asserted that current problems "are essentially global and cannot be solved through individual country initiatives [which] gives a greatly enhanced importance to the United Nations and other international systems.

"Also in 1991 Strong claimed that the Earth Summit, of which he was Secretary General, would play an important role in "reforming and strengthening the United Nations as the centerpiece of the emerging system of democratic global governance."

Such eminence may help explain a puzzling incident in his early career. Having long had political ambitions, he decided to enter the Canadian Parliament. A candidate was evicted from a safe constituency by the Liberal leadership, and Strong moved in. Then, with only a month to go before the 1979 election, he suddenly pulled out of the race.

Strong's business deals were especially complicated at the time—he was setting up a Swiss oil-and-gas exploration company with partners that included the Kuwaiti Finance Minister and the Arab Petroleum Investment Corporation—and that is the explanation usually given.

But maybe he just decided that for a man who wants power, elections are an unnecessary obstacle. Strong now occupies a PMO (Prime Minister's Office) position as an environmental advisor for Kyoto implementation in Paul Martin's PMO (the Current Prime Minister Of Canada). Prime Minister Martin appointed Strong to this position before he had won the party leadership race. Current Prime Minister Martin and Maurice Strong were employed by Paul Desmarais' PowerCor company where the two met.

Former Prime Minister Jean Chretien (who signed the Kyoto Accord) has a daughter Married to Andre Desmarais Powercor heir. <http://www.canadafreepress.com/2004/main070904a.htm>

Our Global Neighborhood, The Commission on Global Governance (Oxford University Press, 1995), 110-111. 10. Ibid., 240, 241.

Who is really behind the New World Order?

"After researching a little and being exposed to different perspectives, I am convinced that something other than the Illuminati (or anything related to it) is behind the New World Order.

I see it this way. If the Illuminati is against the whole Judeo/Christian ideology, then the Zionist conspiracy makes no sense. Why would the Illuminati help the same people it seeks to destroy? Unless things are more complicated than it seems, it looks to be that way. Also, ruling in the kind of secrecy the Illuminati works with would totally screw things over. The fact that we know the Illuminati, Freemasons, and Masons exist makes them totally ineffective. Which means that somebody else is behind it, somebody we don't know about.

That's not to say the Illuminati and co. are dead. In fact, I think they are more active than ever. I think America and the world's power and financial elite are part of the

Illuminati and it's cohorts. But the guys who influence actual politics are someone else. Like in Metal Gear Solid 2, the real power behind the country are the Patriots. While the Patriots and Illuminati are at odds with each other, the Illuminati, having been in so much control throughout history, and being capable of so many mysterious and potentially terrible things, are basically holding the Patriots to a certain point by actually helping them (the Illuminati are the "special interest" groups).

The Patriots conduct politics and the military, the Illuminati manages finances, religion, science/technology, all the most important parts that make human civilization go.

But ultimately, the Patriots make the calls, but the Illuminati is the source. They discuss it in private meetings and then conduct strange and freaky rituals wearing scary clothing then have orgies. But they are ever aware of potential chances to take power, should the Patriots ever blink.

What do you all think? I am almost 100% sure something else is behind the New World Order and that the Illuminati control certain aspects of it but are mostly waiting for a chance to take power."

"People behind NWO use complex strategies to accomplish their goals, including using smaller enemies to fight bigger enemy. I'm not sure about Patriots but I think that country governments are on certain levels "enemies" of NWO because they are the only ones stopping them from conducting their plans smoothly. Your country's sovereignty is precisely their biggest enemy.

They will engineer various situations of war, disease and poverty to trick people into accepting new order.

While there are no doubt many NWO people infiltrated in various governments it is more important to focus on their agendas.

- They claim Earth is overpopulated and that fall of industrialization in favor of socialistic system with strong ideology is the only way for humanity to survive and protect environment.

This ideology won't be obvious like communism, this one infiltrates subliminally into your mind, making it seem you are the one who came up with conclusion that they want you to believe.

- They believe Judeo-Christian beliefs are biggest evil to survival of humanity because they support population growth and poverty.
- New World Religion Order is a new system based on "global ethics" that is already in its preparing stages.

They claim path of darkness are outdated Judeo-Christian systems of belief and that light is New Age-based system of global ethics, worshipping Lucifer.

They made organization called “Earth Charter” to promote NWO.

3 most powerful men among them that I know of are Maurice Strong, Mikheil Gorbachev and Lionel Jospin.”

You can Google “earth charter”, “maurice strong” to find out more

These are some links, Wikipedia article on Earth Charter

<http://home.sprynet.com/~eastwood01/mstrong.htm>

<http://www.davidicke.net/tellthetruth/facts/globaldemocracy.html>

<http://www.discerningtoday.org/members/Digest/2000Digest/March/Earth%20Charter%20Completed.htm>

<http://conservation.catholic.org/Earth%20Charter.htm>

http://www.meta-religion.com/Secret_societies/Conspiracies/NWO/earth-charter.htm<http://www.crossroad.to/articles2/2002/ark.html>

<http://www.afn.org/~govern/strong.html>

Some quotes:

From one of the websites:

“Maurice Strong hinted at the overtly pagan agenda proposed for a future Earth Charter, when in his opening address to the Rio Conference delegates he said, “It is the responsibility of each human being today to choose between the force of darkness and the force of light.” [note: Alice Bailey, and Blavatsky before her, used these terms often. Their writings state that the ‘force of darkness’ are those who adhere to the ‘out-dated’ Judeo-Christian faith; those who continue along their ‘separative’ paths of the one true God. The ‘force of light’ (Lucifer), in there view, is the inclusive new age doctrine of a pagan pantheistic New World Religion. In the New Age of Aquarius there will be no room for the ‘force of darkness’ and ‘separativeness’.] “We must therefore transform our attitudes and adopt a renewed respect for the SUPERIOR LAWS OF DIVINE NATURE,” Strong finished with unanimous applause from the crowd.”

“Isn’t the only hope for the planet that the industrialized civilizations collapse? Isn’t it our responsibility to bring that about?” Maurice Strong, Head of the 1992 Earth Summit in Rio de Janeiro

“It is simply not feasible for sovereignty to be exercised unilaterally by individual nation-states, however powerful.”—Maurice Strong, co-chairman, UN Commission on Global Governance. “The real goal of the Earth Charter is that it will in fact become like the Ten Commandments.”—Maurice Strong

New World Order Ten Commandments:

From CWNews New World ‘Ten Commandments’ Venerated In ‘Ark Of Hope’
Sep 13,2002

JOHANNESBURG, Sep 13, 02 (LSN.ca/CWNews.com) “Surprisingly, without much media fanfare, the Earth Charter, hailed as the “Ten Commandments” of the New Age, was unveiled at the Earth Summit last week. However, the lack of media attention and public notice may be purposeful. William Jasper, who covered the unveiling ceremony for New American Magazine, reports: “Apparently, the plan is to orchestrate a global stealth campaign for the Charter among a sympathetic core constituency. As the campaign picks up steam, activists will obtain signatures and public support for this new global ethic from local, state, and national governments, schools, and organizations—without stirring the suspicions and opposition of churches, pro-life, and pro-family forces.”

The Charter’s founding proponents, Mikhail Gorbachev and Maurice Strong, both have referred to the Charter as a new “Ten Commandments” to guide the new age “global spirituality.” The religious overtone is intentional. Moreover, the Earth Charter backers, including Stephen Rockefeller, have fashioned an Ark of the Covenant look-alike “Ark of Hope” to house the “sacred” Charter. The Ark was ceremoniously carried to United Nations headquarters in New York last year and was put on display in Johannesburg.

With UN language, the Charter promotes abortion (using the terms “reproductive health and responsible reproduction”) and homosexuality (banning discrimination based on “sexual orientation”). The New American reports that the Charter will soon be making its way to schools, city governments, state legislatures, teachers organizations, civic groups, professional associations, judges, and law schools. The magazine suggests, “Once a critical mass of support has been built among students, teachers, journalists, and public officials, the Charter will appear to be universally accepted and unstoppable.”

Illuminati Conspiracy, Order of the Illumined Wise Men

© Terry Melanson

“May 1, 1776, was the most important date in Freemasonry’s Luciferic New World Order Plans. On that date an obscure Jesuit-trained professor of canon law at the University of Ingolstadt in Bavaria, Adam Weishaupt, founded a secret society called

the Ancient and Illuminated Seers of Bavaria (AISB for short). Illuminati was founded on a mixture of Masonic secrets (Luciferic Doctrine), Islamic Mysticism (Sufism), and Jesuit mental discipline (Hatha Yoga). A unique and dangerous element was its scientific use of the drug, hashish, to produce an “illuminated” state of mind-derived directly through the Knights Templar’s association with the Order of the Assassins (circa 1050 AD).

Illumination had long been a cherished component of Masonry and other occult groups. The Masonic candidate requests, and is promised “light in Masonry.” As he goes up the ladder of initiation, he receives “more light”. It is because of this society’s emphasis on illumination that the AISB became known by its more common title, the Illuminati.

The term Illuminati, is the plural of the Latin, Illuminatus, meaning “one who is illuminated.” Thus, it means a person who has received the full extent of the initiation that is available through Freemasonry.”

MORE ON THIS GUY

Members,

Maurice Strong, Canada, Special Adviser to the UN Secretary-General on Reform. Formerly, Chairman and Chief Executive Officer of Ontario Hydro, and Chairman of the Earth Council. Has received the Order of Canada and is a member of the Queen’s Privy Council of Canada. SecretaryGeneral of the 1992 UN Conference on Environment and Development in Rio, and of the 1972 Stockholm Conference on the Human Environment.

Member of the World Commission on Environment and Development. (WELL SAY NO MORE. EVERYTHING, BUT EVERYTHING THIS MAN IS INVOLVED WITH IS THE ILLUMINATI AGENDA IN DISGUISE. VERY CLOSE TO THE ROCKEFELLERS, THIS CANADIAN OIL BILLIONAIRE HAS BEEN USED OVER AND OVER TO COVER AND FRONT ILLUMINATI OPERATIONS.

AND THE TRUTH SHALL SET YOU FREE HAS MUCH TO SAY ABOUT MAURICE STRONG. HE WAS THE FIRST HEAD OF THE UN ENVIRONMENT AGENCY, THE HEAD OF THE 1992 EARTH SUMMIT IN BRAZIL, AND HIS CLOSE ASSOCIATE, JIM MACNEILL, WAS THE MAN WHO WROTE OUR COMMON FUTURE, BETTER KNOWN AS THE BRUNTLAND REPORT, WHICH CALLED FOR THE ILLUMINATI AGENDA ON THE ENVIRONMENT TO BE INTRODUCED. STRONG HAS MORE RECENTLY MOVED IN ON THE NEW AGE AND IS A “SPECIAL ADVISOR”

TO UN SECRETARY GENERAL, KOFI ANNAN. IN OTHER WORDS, HE HAS HIS HAND UP HIS BACK. OR WHEREVER.)

(PRESIDENT OF THE WORLD BANK IS AN ILLUMINATI APPOINTMENT, CURRENTLY HELD BY THE BILDERBERGER AND ROTHSCHILD PARTNER, JAMES WOLFENSOHN. GIVEN CONABLE'S BACKGROUND IN TRANS-NATIONAL CORPORATIONS AND THE NEW YORK STOCK EXCHANGE, IT BECOMES EVEN CLEARER WHY THE REPORT SEEKS TO ADVANCE THE ECONOMIC POLICIES THAT HAVE DEVASTED THIRD WORLD PEOPLES. THE SMITHSONIAN INSTITUTION IS AN ILLUMINATI FRONT TO SUPPRESS HISTORICAL AND ARCHEOLOGICAL DISCOVERIES WHICH RE-WRITE THE ILLUMINATI'S VERSION OF "HISTORY").

ANOTHER UN CLONE AND INTERNATIONALIST

United Nations site on the Millennium Assembly

Masks of the Illuminati

"Technically, an Illuminatus is a Master Mason who has received all the "light" Masonry can bestow. He is beyond 32° and even beyond 33°! Such people are known as the Masters of Masters of the Temple, and collectively are known by several names other than the Illuminati.

The Society of the Elect, Great White Brotherhood, Argenteum Astrum (Silver Star)

Order of One, Torch-bearers, Invisible College, Custodians of the Plan

The Lords of Compassion, Guardians of the Grail, Society of Illumined Minds

World Mind, Council of Masters, Hesychasts, Order of the Perfectibilists

The Council of All Beings, Wisemen, Invisible Order, Secret Brotherhood

The Brain Trust, Crusaders of the Green Cross, Seekers on the Threshold

Masters of Wisdom, The Hierarchy, Council of Nine, Fraternitas Saturni

Hermetic Brotherhood of Light, All Souls Group, Illuminati Structure

Banking And Money Group, International Money Center Banks

Central Banks, International Monetary Fund, World Bank

International Bank of Settlements, World Conservation Bank, Multinational Corporations, Foundations, Secret Societies Group, Freemasonry

Skull & Bones, Grand Orient Lodge, Grand Alpina Lodge, Knights Templar

Royal Order of the Garter, Priory De Sion, Rosicrucians, Political Group

National Government Leaders, United Nations, Bilderbergers, Trilateral Commission

Council on Foreign Relations, Club of Rome, Aspen Institute, Bohemian Grove

Regional Federations (NATO, EEC, etc.), International Labor Unions

Intelligence Group, CIA, KGB, British Intelligence, Mafia/Organized Crime

Drug Cartels, Interpol, Communist Party, Religious Group, World Council of Churches

National Council of Churches, World Parliament of Religions, Vatican, The Sovereign Military Order of Malta (SMOM), New Age Cults/Groups, Liberal Protestant Denominations

Unity Church, Unitarian / Universalist Church Baha'i, Temple of Understanding

Education Group, UNESCO, World Peace Groups, Planetary Congress

World Constitution and Parliamentary Assoc. Environmental Groups

Lucis Trust, World Goodwill, World Union, Esalen Institute

Media Establishment, The Secret Brotherhood

“There has not been and there will not be a place for the unfit. The fit will lead, and if the unfit are not coming along there is no place for them In the Age of Enlightenment there is no place for ignorant people. Nature will not allow ignorance to prevail.”

Transcendental Meditation guru Maharishi Mahesh Yogi

Most of the elite were born elite. Their upbringing is steeped in tradition and is a kind of secret society in of itself. Their father was a Mason, his father was a Mason, his

father's father was a Mason. Perhaps while growing up the child heard stories of his father's involvement in other secret groups.

"There exists in the world today, and has existed for thousands of years, a body of enlightened humans united in what might be termed, an Order of the Quest. It is composed of those whose intellectual and spiritual perceptions have revealed to them that civilization has secret destiny . . .

The outcome of this 'secret destiny' is a World Order ruled by a King with supernatural powers.

This King was descended of a divine race; that is, he belonged to the Order of the Illumined for those who come to a state of wisdom then belong to a family of heroes-perfected human beings."

Manly P. Hall 33° Mason, *The Secret Destiny of America*

"This man is certainly in the position to know. He is regarded as the number one Masonic authority on these matters. So here again we see the plan of a new 'World Order', only this time we're told the philosophy behind such a belief. He also informs us of the conspiracy's antiquity.

It goes back to their belief in Atlantis and the subsequent migration of priestly kings after the destruction of the continent. This body of 'enlightened humans' settled in the Nile delta, and passed their knowledge to the Ancient Egyptians. Who in turn, kept these secrets safe, only to be revealed to initiates of the mystery schools. This is why Masonry is so rife with Egyptian symbolism. Freemasonry itself, they teach, was originally practiced in Atlantis. Before the destruction of their civilization (either by their own hands, or punishment from God) these Atlantians were said to have a worldwide culture (ruled by one king), a perfect religion and science.

Michael Howard, an excellent researcher of this 'occult conspiracy,' summed up his own findings this way:

"A very important aspect of the work of the secret societies has always been the ultimate unification of the world religions. This aim was based on the restoration of the pre-Christian Mystery Tradition, which had been persecuted by the early Church and forced to go underground in medieval Europe, and the recognition that all religions had originated in a universal spirituality referred to as the Perennial Philosophy, the Primordial Tradition or the Ancient Wisdom. The mystical beliefs of the secret societies were, and indeed are, based on the Hermetic maxim 'As above-so below' which teaches that the natural world is a material reflection of the spiritual.

It forms the esoteric basis for the Ancient Egyptian Mysteries, Gnosticism, Esoteric Christianity, the Cabbala, the Hermetic tradition, alchemy and societies such as the Templars, Freemasons and Rosicrucians.

The occult doctrines of geomancy, alchemy, astrology and sexual magic taught by these secret societies were used as symbolic metaphors illustrating the progression of the individual from material darkness to the spiritual light of understanding.”

—The Occult Conspiracy: Secret Societies—Their Influence and Power in World History (pp. 170-171)

All of these paths eventually leads the initiate into a belief system that he is privileged and chosen to carry on the ‘Great Work’ or ‘The Plan’, that he is above the rest of humanity, he has become ‘Illumined’. Therefore imposed rule is a ‘right’. The ONLY allegiance is to the ‘Light’. It is no coincidence that Illuminati, in its literal translation means—‘bearers of light’—Lumen, derived from Lucifer, ‘angel of light’. That, my friend, is the final secret of the illuminati. One World Government under one World Religion, ruled by one King.

It is nothing but an evil imitation, a counterfeit of the Kingdom of God. In Beyond the Light, William Schnoebelen describes his experiences in witchcraft and Masonry. As he climbed up the ladder in both disciplines, he found himself square in the face of the Illuminati:

“The branch of the Illuminati into which I was inducted was supposedly directly descended from European Chapters of the AIBS Was I not part of a higher form of humanity? This is what I had been deluded into believing by Illuminism. I was told I was the next step up in the ladder of evolution, and that Illumined Ones were as far above human beings as people were above apes!

From somewhere . . . Weishaupt produced the ‘Law of Fives.’ His original inner council was structured around the pentagram (symbol of the Blazing Star, Sirius). According to our teaching, this inner council was made up of five men: Weishaupt’s friend, Kollmer, Francis Dashwood (of the Satanic Hellfire Club), Alphonse Donatien De Sade (where we get our word ‘sadism’), Meyer Amschel Rothschild (founder of the great banking house) and Weishaupt.”

Enforcing secrecy within the Illuminati was done in the same manner as in the Greek Mystery Schools and Super-Masonic Organizations. The candidates were required to confess compromising information about themselves i.e., sexual indiscretions, and previously hidden criminal behaviour as if he were confessing his sins to a Catholic priest.

This reminds one of the rites conducted in another secret society of fame, namely, the Order of the Skull and Bones.

There's plenty of evidence to suggest the orders are one and the same, or at least the modern version of Weishaupt's order. Moreover, if Weishaupt's Illuminati were to survive it's "supposed" abolishment, besides its obvious survival in higher Masonic degrees, the Order of the Skull and Bones would be a worthy and powerful candidate.

It must be realized, however, that Weishaupt's Ancient and Illuminated Seers of Bavaria (AISB) was only an outward manifestation of the Illuminati. The plans uncovered for the overthrow of all the governments and religions of the world were certainly giving to Weishaupt by that most "august body"; here and there only hinted about. They represent the "new man" of marxism; the race of perfected ones that Hitler—after a face to face meeting—had said were terrifying the Secret Chiefs; whether human or some form of higher-intelligent beings.

The Secret Brotherhood who desire to usher in the Golden Age of totalitarian rule.

Supporting Quotes

"Witchcraft never was extirpated in the whole of western history. Moreover, if we need fix a date for the institutionalization of witchcraft in the Christian West, we should look to 16th century Protestant England where, under Elizabeth I, the sorcerer John Dee achieved state power, founded Freemasonry and built upon the occult edifice of Catholic heretics such as Giordano Bruno and Pico della Mirandola in pursuing a "Christian" kabbalah and an alliance with the black magic practitioner, Rabbi Judah Lowe of Prague."

—Michael A. Hoffman II

"If the facts concerning the Royal Institute of International Affairs and the Council on Foreign Relations be accepted, it will be seen that the proper study of political mankind is the study of power elites, without which nothing that happens can be understood. These elites, preferring to work in private, are rarely found posed for photographers, and their influence upon events has therefore to be deduced from what is known of the agencies they employ."

—A.K Chesterton in *The New Unhappy Lords*, chapter XXIV.

"There does exist and has existed for a generation, an international Anglophile network which operates, to some extent, in the way the radical Right believes the Communists act. In fact, this network, which we may identify as the Round Table groups, has no aversion to cooperating with the Communists, or any other groups, and frequently

does so. I know of the operations of this network because I have studied it for 20 years and was permitted for two years, in the early 1960s, to examine its papers and secret record.”

—Carroll Quigley, Georgetown University history professor (deceased), in *Tragedy and Hope: A History of the World in Our Time*, 1966, p.950

“[. . .] In addition to these pragmatic goals, the powers of financial capitalism had another far-reaching aim, nothing less than to create a world system of financial control in private hands able to dominate the political system of each country and the economy of the world as a whole. This system was to be controlled in a feudalist fashion by the central banks of the world acting in Concert, by secret agreements arrived at in frequent private meetings and conferences. The apex of the system was the Bank for International Settlements in Basle, Switzerland, a private bank owned and controlled by the worlds’ central banks which were themselves private corporations. The growth of financial capitalism made possible a centralization of world economic control and use of this power for the direct benefit of financiers and the indirect injury of all other economic groups.”

—*Tragedy and Hope*, p.324

“ . . . I am now quite sure that *Tragedy and Hope* was suppressed although I do not know why or by whom . . . ”

—Carroll Quigley, in a letter to a friend

“The Trilateral Commission doesn’t run the world, the Council on Foreign Relations does that!”

—Winston Lord, Assistant Secretary of State, the U. S. State Department

“The Illuminati have ever led the race forward; the knowers, mystics and saints have ever revealed to us the height of racial and individual possibilities.”

—Alice Bailey *From Bethlehem to Calvary*

“Wise Men, the ancients believe, were a separate race, and to be born into this race it was necessary to develop the mind to a state of enlightened intelligence . . . It is this larger and coming race that will someday inherit the earth . . . the Golden Age will come again.”

—Manly P Hall, *The Secret Destiny Of America*, p. 45

From: *The Illuminati Exposed*

“Rather than obey the dictates of the real, and adjust himself to his reduced limits, late eighteenth-century man took refuge among phantoms; satisfying his nostalgia with

the marvels offered by impostors and necromancers, he fled matter and denied its existence A whole culture was collapsing.”

—A. Viatte, *Les Sources occultes du Romantisme: Illuminisme-Theosophie 1770-1820*

Adam Weishaupt “adopted the teachings of radical French philosophers such as Jean Jacques Rousseau (1712-1778) and the anti-Christian doctrines of the Manicheans. He was indoctrinated in Egyptian occultism in 1771 by a merchant of unknown origin named Kolmer, who was said to have traveled Europe in search of converts.”

—William T. Still, *New World Order*

“Brilliant and well trained by the Jesuits in the conspiratorial methods of access to power, young Weishaupt decided to organize a body of conspirators, determined to free the world from the Jesuitical rule of Rome and help humanity back to the pristine Christian faith of the hermetic martyrs. He is reputed to have been initiated by a German merchant named Kolmer, he had spent many years in Egypt, into a secret doctrine based on Manichaeism. Mayday of 1776, Weishaupt founded his own sect of the Very Perfectibles—better known as the Illuminati—with five original members, self-described as reformist libertarians, partisans of absolute equality.”

—Peter Tompkins, *The Magic of Obelisks*

“Adam Weishaupt, Professor of Canon Law at the University of Ingolstadt, conceived the idea of founding an order which, by mutual helpfulness, counsel, and philosophic discussions, would increase morality and virtue, lay the foundation for the reformation of the world, and oppose the progress of evil, all of which objectives were expressed in the name, ‘Order of Perfectibilists’ or ‘Perfectionists’, which was soon changed to ‘Illuminati’, which is best translated as ‘intellectually inspired’. Modesty and humility seems to have been no trait of Weishaupt, for he was one of the first to attempt to fly with little knowledge of human aerodynamics.

His ambition outweighed his judgement; his ideals were too refined for a rude world. Like many other promoters, Weishaupt sought the aid of Freemasonry to give his machine both propulsion and ballast. But it dragged Freemasonry down without helping Illuminism very much. He was too shrewd and subtle for his own good, though such qualities gave him headway for a time. Although he formerly belonged to the Jesuits, he secured admission to a lodge of Freemasons in 1777. Ironically, that was named ‘Lodge of Caution’.”

“We are not informed as to just how Weishaupt became associated with Adolph Franz Friedrich Ludwig Baron Von Knigge, for the latter lived in North Germany, was of the nobility, and, after his initiation in 1773, showed little interest in Freemasonry. But

noblemen were found in abundance in the most fraudulent orders in Germany claiming some Masonic connections. Weishaupt, in 1780, dispatched the Marquis de Costanzo to propagate Illuminism in the north and Knigge probably then first showed interest in the society. He became more and more enthusiastic as the plan was revealed to him, and, in 1781, accepted the invitation to visit Bavaria and receive full access to all of Weishaupt's materials.

Knigge not only completed the scale of degrees but became a proponent of them, bringing to his aid the assistance of Johann J. C. Bode, a prominent German Mason. The order was at first very popular and attracted, it is said, some of the best men in Germany and some of the worst. It had 2000 names on its rolls and spread to France, Belgium, Holland, Denmark, Sweden, Poland, Hungary, and Italy."

—Henry Wilson Coil, *Coil's Masonic Encyclopedia*, 1961

"Unable in Catholic Bavaria to achieve this utopian goal by direct means, Weishaupt determined to work from within an existing organization: the Masonic order . . . By 1779, there were 54 members of the Illuminati, mostly young noblemen and clergymen, established in four Bavarian cities.

Thereafter, with the help of a Masonic bookseller, Johann Bode, the order branched out through Southern Germany and Austria, and down into France and Northern Italy, intellectuals, such as Goethe, Schiller, Mozart, and Herder were attracted."

—Peter Tompkins, *The Magic of Obelisks*

"Knigge, especially, was a highly religious and intellectual man and would have had nothing to do with that or any other order which was anti-Christian, yet, the vicious attacks and accusations by Baruel and Robison had great influence, and it was even charged that the Illuminati were themselves agents of the Jesuits, though the latter were opposing it in their usual secret manner. The Illuminati were extremely secretive, even identifying themselves and their chapters by assumed classical names; for examples, Weishaupt was Spartacus, Knigge was Philo, Ingolstadt, the headquarters, was Eleusis, Austria was Egypt, etc. Dates were given in a sort of cryptography."

—Henry Wilson Coil, *Coil's Masonic Encyclopedia*, 1961

"The suppression of the Illuminati of Bavaria in 1785 created a tremendous furor whose echoes reached as far as New England, drawing George Washington out in support of the suspect American Freemasons. In fact the Illuminati proved to be the unwilling occasion for the birth of modern conspiracy theory. Wildly exaggerated accounts of their supposed wickedness and of the imminent peril which they represented for society were published in a great epidemic of pamphlets. Their secrecy, their insistence on recruitment of important civil servants, their concealment of the true aims of the society from all but a few highly placed initiates, combined to make them

into the bogeymen not only of the German conservatives but of a wider European public. Four years later, when the French Revolution broke out, the mythical beliefs about the Illuminati of Bavaria were incorporated in a vaster and wilder conspiracy theory, which found room also for the Templars.”

—Peter Partner, *The Murdered Magicians*

“What is today called the conspiracy theory was born in the flood tide of books, pamphlets, and articles denouncing the Illuminati and linking them to an ever-lengthening list of other supposed plotters. The scope of the accusations is reflected in the title of one anti-Illuminati book, published in 1797:

Proofs of a Conspiracy against All the Religions and Governments of Europe, Carried On in the Secret Meetings of Free Masons, Illuminati, and reading Societies, Collected from Good Authorities . . . The 170-year-old *Proofs of a Conspiracy* was reissued in 1967 by the John Birch Society, which apparently considered the Illuminati a clear and present danger.”

—Ancient Wisdom and Secret Sects

Fraternity of freemasons-widely prevalent in the shipping circles of the Great Lakes and how it affected the non masons trying to get ahead in the pursuit of life, liberty and happiness.

Masonry seeks to destroy ignorance under whatever form, and its program may be explained as follows:

Each mason owes obedience to the Order and to the laws of his country; he must live honorably, practice justice, love his neighbor, work unceasingly for the true happiness of humanity and help human beings to emancipate themselves from the thralldom of passion and ignorance.

From the first to the last, to whatever degree the aspirant may desire to be admitted, the first condition to be fulfilled is to have a reputation of unsullied honor and probity.

Members of the Order owe to each other help and support in all circumstances and conditions of life.

To think high, to speak truth, to do well, to be tolerant to others, to search after truth, to practice liberty under law, fraternal equality, justice and solidarity, are the duties which the Supreme Council of American Co-Masonry, prescribes for its members seeking to build to the Glory of the Great Architect of the Universe, to the perfection of Humanity, and to the service of the Head of All True Freemasons, the true Masonic Temple open to both men and women

In the real world, it never works in the same way-no one practices what they endlessly preach.

“HANDS ACROSS THE SEA”: THE MASONIC NETWORK, BRITISH IMPERIALISM, AND THE NORTH ATLANTIC WORLD. by JESSICA HARLAND—JACOBS ABSTRACT. From Montreal to Madras, from Barbados to Burma, the lodges of Freemasons dotted the landscape of the British Empire from the eighteenth century to the twentieth.

Together with the British grand lodges under whose authority they met, these lodges constituted a vast network that extended across the oceans and linked Freemasons in Britain's colonies to the metropole and to each other.

In this article I use the fraternity to demonstrate how the age of empire can serve as a laboratory for studying transoceanic networks, institutions, and identities.

Origins of Masonry. by R. Stephen Doan The foundations of the philosophical principles of Masonry may be traced to the ancient philosophical societies surrounding the building of King Solomon's temple in ancient Israel, to the ancient Egyptian mysteries and others. While tradition and allegory trace Freemasonry to these early sources, history traces Masonry to the growth of Gothic architecture. The Egyptian, the Greek and then the Roman methods of architecture were based upon the column, which supported, at first, only flat or lightly inclined roofs. The Romans also employed a round or semi-circular arch which enabled them to place the columns at greater intervals.

The great Masonic Odyssey: birth of a democracy Second Phase of Masonic Odyssey The second phase of the Masonic Odyssey was played largely by the same persons involved in the military action (the first phase), and who rocked the cradle of democracy at Valley Forge in the winter of 1777-78. About 500,000 Americans remained loyal to Britain between 1775 and 1783 when peace was signed. About 80,000 of them left their homes to take refuge in England, Canada, and Nova Scotia. Their properties, of course, were confiscated largely by the Colonies. The U.S. Constitution did not simply happen, rather it resulted because there was an immediate and urgent need for central authority to wed the 13 colonies. In October 1786 W . . .

And when this cometh to pass, (lo, it will come,) then shall they know that a prophet hath been among them.

—Ezekiel 33:33

O, treachery!—Shakespeare, Macbeth, Act III, scene iii

Freemasonry

North American Freemasonry and related power elites are responsible for a number of murders and provocations to war which happened along or close to the northern 33rd degree of latitude, also known as the 33rd Parallel. Most of the world's wealth is stored north of the north 33rd Parallel. Major financial centers north of the 33rd Parallel include London, New York, Chicago, and Switzerland. Most of this planet's six billion people live south of the 33rd Parallel.

Ironically, due to the power of the Masons and related power elites, the major publishers will rarely, if ever, publish books by any scholar who ventures into the forbidden issue of the Masons and power elites.

When a major publisher does publish such a book, the result is censorship. For example, "Tragedy and Hope," written by a Professor Carroll Quigley, an exposé of the Bilderberger Group, was withdrawn by Macmillan, its publisher, within months of its publication. The Internet, talk radio, small presses, and underground publishers have kept information available to those who want to know the truth.

The number of turns in a complete sequence of human DNA equals 33. The Holy Bible, New International Version, uses the word "thirty-three" seven times in seven verses. King David reigned in Jerusalem 33 years (2 Samuel 5:5, 1 Kings 2:11, 1 Kings 5:16, 1 Chronicles 3:4, and 1 Chronicles 29:27). Genesis 46:15 states:

"These sons and daughters of his [Israel's or Jacob's] were thirty-three in all.") Leviticus Chapter 12 discusses purification after childbirth. Leviticus 12:4 states that after the boy is circumcised on the eighth day, "Then the woman must wait thirty-three days to be purified from her bleeding. She must not touch anything sacred or go to the sanctuary until her days of her purification are over."

Jesus Christ, having begun his three-year ministry at about the age of 30 (Luke 3:23), must have died on the cross and rose again at the age of 33. The Catholic Italian poet Dante Alighieri (1265-1321) divided his Divine Comedy into 100 Cantos: one Canto for the introduction, 33 Cantos for the Inferno, 33 Cantos for the Purgatorio, and 33 Cantos for the Paradiso. Masons and their confederates may note that Dante placed the traitors to their guests in a deep pit of Hell in his 33rd Canto of the Inferno.

The seduction of secret societies is as old as the Garden of Eden, when the serpent beguiled Eve, saying to her, "Ye shall not surely die: For God doth know that in the day ye eat thereof, then your eyes shall be opened, and ye shall be as gods, knowing

good and evil” (Genesis 3:4-5). In one form or another, cults and secret societies falsely promise something better than what God has to offer, promising immortality on earth and godhood.

Secret societies often “determine in the depths the changes that take place on the surface.” Arthur Edward Waite, quoted by A. Ralph Epperson, *The Unseen Hand* 126 (1985). Of all the secret societies in the world, the only one in which the number 33 is important is the secret cult of Freemasonry, which mixes a brew of symbols from Egypt, the Bible, Persia, alchemy, and twisted occultists’ imaginations.

Freemasons are sworn to protect their brother Freemasons should they engage in immoral or criminal conduct. The royal arch mason swears, “I will aid and assist a companion royal arch mason, when engaged in any difficulty, and espouse his cause, so far as to extricate him from the same, if in my power, whether he be right or wrong . . . A companion royal arch mason’s secrets, given me in charge as such, and I knowing him to be such, shall remain as secure and inviolable, in my breast as in his own, murder and treason not excepted.”

Chronology of Significant Events at the northern 33rd degree of latitude: 2589 B.C. to 1963 A.D.

1.

2589-2566 BC. The Great Pyramid was built in Egypt by masons at a location not far south of 30 degrees latitude, and on 31 degrees longitude. How the Great Pyramid was built is unknown. Herodotus estimated that it would have taken 30 years and 100,000 slaves (slavemasons as opposed to Freemasons) to have built it.

Another theory says that it was built by peasants who were unable to work the land while the Nile flooded between July and November. The flooded waters would have assisted in the transport of the stones, which were brought from Aswan and Tura and the water would have brought the stones right to the pyramid. It would have taken more than 2.3 million blocks of stone with an average weight of 2.5 tons each.

The total weight would have been 6 million tons, the height, 482 feet. It is the largest and the oldest of the Pyramids of Giza. Little is known about Cheops (Khufu) because the tomb was robbed before archeologists found it. Any information about him was taken with the objects stolen from the tomb. Cheops, the ruler of complex society, must have as wealthy in his time as Bill Gates in ours. Cheops was buried alone in this colossal tomb. His wives may have been buried nearby in smaller mastabas.

2.

1470 B.C. (?) Atlantis destroyed? A continent was reputedly the size of Europe. It boasted gorgeous cities, advanced technology and utopian government. It suffered a cataclysm and was reduced to rubble that sank beneath the sea, lost forever.

The legend of Atlantis has been around for thousands of years, and whatever its factual validity may be, it does claim a noble heritage, for its earliest known proponent was Plato.

The Greek philosopher wrote of Atlantis in two of his dialogues, "Timaeus" and "Critias," around 370 B.C. Plato said that this was a true story which derived from then-200-year-old records of the Greek ruler Solon, who heard of Atlantis from an Egyptian priest. Plato wrote that the continent lay in the Atlantic Ocean near the Straits of Gibraltar until its destruction 10,000 years before. In "Timaeus," Plato described Atlantis as a prosperous nation out to expand its domain:

"Now in this island of Atlantis there was a great and wonderful empire which had rule over the whole island and several others, and over parts of the continent," he wrote, "and, furthermore, the men of Atlantis had subjected the parts of Libya within the columns of Heracles as far as Egypt, and of Europe as far as Tyrrhenia."

Plato then tells how the Atlanteans made a mistake by attacking Greece. They could not withstand the Greeks' military might, and following their defeat, a natural disaster sealed their fate. "Timaeus" continues: "But afterwards there occurred violent earthquakes and floods; and in a single day and night of misfortune all your warlike men in a body sank into the earth, and the island of Atlantis in like manner disappeared in the depths of the sea.

"Plato tells a more metaphysical version of the Atlantis story in "Critias," where he describes the lost continent as the kingdom of Poseidon, the god of the sea. This Atlantis was a noble, sophisticated society that reigned in peace for centuries, until its people became complacent and greedy. Angered by their fall from grace, Zeus chose to punish them by destroying Atlantis. Although Plato was the first to use the term "Atlantis," there are antecedents to the legend.

In an Egyptian legend which Solon probably heard while traveling in Egypt, and which was passed down to Plato years later, the island nation of Keftiu, home of one of the four pillars that held up the sky, was said to be a glorious advanced civilization which was destroyed and sank beneath the ocean.

Another Atlantis-like story is closer to Plato's world, in terms of time and geography, and it is factual. The Minoan Civilization was a great and peaceful culture based on the island of Crete, which reigned as long ago as 2200 B.C. The Minoan island of Santorini, later known as Thera, was home to a huge volcano. In 1470 B.C., it erupted with a force estimated to be greater than Krakatoa, and it destroyed everything on Santorini's surface.

The resulting earthquakes and tsunamis devastated the rest of the Minoan Civilization, whose remnants were easily conquered by Greek forces. Santorini may have been the "real" Atlantis.

Some have argued against this idea, noting Plato specified that Atlantis sank 10,000 years ago, but the Minoan disaster had taken place only 1,000 years earlier. Still, it could be that translation errors over the centuries changed Plato's original writing. Alternatively, Plato may have blurred the historical facts to suit his purposes. Or, Atlantis may be purely Plato's invention.

Just the same, his story of the sunken continent has caught the imagination of succeeding generations. Other Greek thinkers, such as Aristotle and Pliny, disputed the existence of Atlantis, while Plutarch and Herodotus wrote of it as historical fact. Atlantis became entrenched in folklore all around the world, charted on ocean maps and sought by explorers.

In 1882, Ignatius Donnelly, a U.S. congressman from Minnesota, brought the legend into the American consciousness with his book, *Atlantis: The Antediluvian World*. In more recent years, the psychic Edgar Cayce (1877-1945) became the U.S.'s most prominent advocate of a factual Atlantis. Widely known as "The Sleeping Prophet," Cayce claimed the ability to see the future and to communicate with long-dead spirits from the past.

He identified hundreds of people—including himself—as reincarnated Atlanteans. Cayce said that Atlantis had been situated near the Bermuda island of Bimini. He believed that Atlanteans possessed remarkable technologies, including supremely powerful "fire-crystals" which they harnessed for energy. A disaster in which the fire-crystals went out of control was responsible for Atlantis's sinking, he said, in what sounds like a cautionary fable on the dangers of nuclear power. Remaining active beneath the ocean waves, damaged fire-crystals emit energy fields that disrupt ships and aircraft—which is how Cayce accounted for the Bermuda Triangle.

3.

1704-1662 B.C. The Babylonian empire was based in Babylon, near the 33rd

Parallel. The empire stretched from the Persian Gulf to the middle Euphrates River and upper Tigris River regions. Hammurabi, the last great king of the first dynasty, developed his legal code and ordered it to be incised on a basalt column and placed in the temple of Shamash, the god of justice, for all to see.

4.

1500 B.C. Tel Megiddo: One of the most important archaeological mounds in Israel,

Tel Megiddo has the remains of historic Megiddo, a fortified city that sat strategically on the ancient trunk road from Egypt to Syria and Mesopotamia. Near the 33rd Parallel, Tel Megiddo has served as an important junction and battlefield throughout history. It is mentioned in an Egyptian document over 3,500 years old, was one of the chariot cities of Kings Solomon and Ahab, and was the site where Josiah, King of Judah, fell in battle.

Excavations have uncovered the ruins of 25 cities dating from 4,000 to 400 B.C. Ruined structures, now visible, belong to the fortified “chariot city” built by King Solomon in the 10th century B.C. An ancient water system, dating from the 9th century B.C., is well preserved. It is a phenomenal piece of engineering which has a big shaft, sunk 120 feet through rock, meeting a tunnel cut more than 200 feet to a spring outside the city. The spring was hidden by a wall and camouflaged by a covering of earth.

5.

1025-945 B.C. Tyre, Lebanon: Home of King Hiram and the mythological Hiram Abiff, the Terrible Twosome of Masonic legend. Tyre is less than 20 miles north of the 33rd Parallel. Hiram was the King of Tyre in the reigns of David and Solomon. He was on friendly terms with both of them. King Hiram is first mentioned in the Holy Bible at 2 Samuel 5:11, almost at the start of his reign, when he sent messengers to David with cedar trees, carpenters and masons who built David a house. The wood was floated in rafts down the coast to Joppa, then brought overland to Jerusalem.

Hiram, who admired David, sent an embassy to Solomon after David’s death, as recorded in 1 Kings 5:1. Solomon took advantage of Hiram and arranged for Hiram to send him timber of cedar and fir from Lebanon. Hiram’s “stone-squarers” (1 Kings 5:18) were men of Gebal (modern Jebail) north of Beirut. Both Solomon and Hiram were Semites. Solomon supplied Hiram with large quantities of wheat and olive oil annually for food (1 Kings 5:11), and he surrendered 20 “cities” of Galilee to Hiram (1 Kings 9:10-13).

When Solomon had finished building the temple (seven years) and his palace (13 years), Hiram came to Galilee. Hiram was greatly dissatisfied when he saw the cities, and he nicknamed them “Cabul,” a term of uncertain origin which Joseph in his Antiquities (8:5:3) says means “not pleasing” in the Phoenician tongue.

Hiram and Solomon built a navy and equipped it with sailors on the Red Sea. They made expeditions from Ezion-geber at the head of the Gulf of Aqabah south to Ophir, where they purchased gold (1 Kings 9:28). They also had a “navy of Tarshish” on the Mediterranean which brought to them from afar “gold and silver, ivory, apes and peacocks” (1 Kings 10:22). No definite record has been found of Hiram’s death. Hiram had a daughter who became of Solomon’s “seven hundred” wives (1 Kings 11:1, 3).

A century later Ethbaal, who was Hiram’s great grandson, was called “king of Sidon” in 1 Kings 16:31. Ethbaal’s daughter, Jezebel, became Ahab’s notorious queen (1 Kings 16:31). Renewed troubles after Ethbaal’s death led to the emigration of Elissa, the Dido of Virgil’s Aeneid IV, and to the foundation of Carthage.

The Holy Bible does record a Hiram, a worker in brass. King Solomon brought this Hiram from Tyre to help build the temple (1 Kings 7:13, 14, 40-45; 2 Chronicles 2:13, 14; 4:11-16). This Hiram’s mother was a woman of the tribe of Dan who had married first into the tribe of Naphtali, then later a man of Tyre. However, the name “Hiram Abiff” is nowhere in the Holy Bible. His name, and the myth surrounding his death and resurrection, are the product of occultists’ imaginations.

In the period from 587 B.C. to 581 B.C., the Hebrew prophet Ezekiel prophesied that Tyre would “become a spoil to the nations” (Ezekiel 26:5), a place to spread nets upon (26:14 and 47:10), and “built no more” (26:14). In 332 B.C., pursuant to Ezekiel’s prophecy, Tyre fell to ruin when Alexander the Great besieged and stormed the city.

875-848 B.C. The Biblical Mount Carmel is south of the modern city of Haifa and west of the Sea of Galilee in Israel. Mount Carmel is less than 20 miles south of the 33rd Parallel. At Carmel Elijah the Hebrew prophet stood against 850 heathen prophets and defeated them (1 Kings 18).

593-571 B.C. In Ezekiel Chapter 28, the prophet wrote while in exile in Babylon, not far south of the 33rd Parallel. Ezekiel wrote about the ruler of Tyre. Tyre is less than 20 miles north of the 33rd Parallel. The prophecy of Ezekiel called the king of Tyre wealthy and skilled in trading but proud and destined to destruction:

{6} “Therefore this is what the Sovereign LORD says: “Because you think you are wise, as wise as a god, {7} I am going to bring foreigners against you, the most ruthless

of nations; they will draw their swords against your beauty and wisdom and pierce your shining splendor. {8} They will bring you down to the pit, and you will die a violent death in the heart of the seas. {9} Will you then say, “I am a god,” in the presence of those who kill you? You will be but a man, not a god, in the hands of those who slay you. {10} You will die the death of the uncircumcised at the hands of foreigners. I have spoken, declares the Sovereign LORD.”

Ezekiel continues by comparing the king of Tyre to the fallen angel, Satan: “You were anointed as a guardian cherub, for so I ordained you. You were on the holy mount of God; you walked among the fiery stones. {15} You were blameless in your ways from the day you were created till wickedness was found in you.

{16} Through your widespread trade you were filled with violence, and you sinned. So I drove you in disgrace from the mount of God, and I expelled you, O guardian cherub, from among the fiery stones. {17} Your heart became proud on account of your beauty, and you corrupted your wisdom because of your splendor. So I threw you to the earth; I made a spectacle of you before kings. {18} By your many sins and dishonest trade you have desecrated your sanctuaries. So I made a fire come out from you, and it consumed you, and I reduced you to ashes on the ground in the sight of all who were watching. {19} All the nations who knew you are appalled at you; you have come to a horrible end and will be no more.”

8. 605-562 B.C. Babylon was the predominant city in the ancient world during the reign of Nebuchadnezzar II. 9. Circa 29 A.D. At Caesarea Philippi, near the 33rd Parallel, Jesus Christ predicted his own death (Matthew 16:22).

As the *Nina*, the *Pinta* and the *Santa Maria* sailed through the Bermuda Triangle in 1492, Columbus’s compass went haywire and that he and his crew saw weird lights in the sky. This could have been a Bermuda Triangle paranormal event or a sign from God.

These events, however, have mundane explanations. Columbus’s compass’s slight inaccuracy may have stemmed from nothing more than the discrepancy between true north and magnetic north. As for the lights, Columbus wrote of seeing “a great flame of fire” that crashed into the ocean—probably a meteor. He saw lights in the sky again on October 11—the day before his famous landing. The lights, brief flashes near the horizon, were spotted in the area where dry land turned out to be. Although there are rational explanations for what Columbus saw, his experience has contributed to the legend of the Bermuda Triangle, the huge three-sided segment of the Atlantic Ocean bordered by Bermuda, Puerto Rico and Fort Lauderdale, Florida.

11. 1500s In Spain (33rd Parallel?), renegade Jesuits and Franciscans took the name *Alumbrados* (Enlightened). They believed in direct contact between the human soul

and the Holy Spirit. ?? Which prompted the Inquisition to issue three edicts against the group. 12.1756 Charleston, South Carolina, the original site of Scottish Rite Masonry in the United States, is only 15 miles south of the 33rd Parallel.

Masons murdered Masonic whistle blower Captain William Morgan. Captain Morgan was an American Freemason who wrote a book revealing Masonic secrets, “Illustrations of Freemasonry.” One revealed secret was that the last mystery at the top of the Masonic pyramid is the worship of Lucifer, that is, Satan. In the legend of the murder of Hiram Abiff, Abiff represents intelligence, liberty and truth, and was struck down by a blow to the neck with a rule, representing the suppression of speech by the church. Then a square struck him in the heart. This represented the State’s suppression of belief. Last, a maul struck him on the head.

This represented the suppression of intellect by the masses. So, Freemasonry equates the Church, the State, and the masses with tyranny, intolerance, and ignorance. What Morgan revealed was that the Freemasons were pledged to avenge Hiram Abiff and that their plan was to strike down the Church, the State, and the freedom of the masses. Captain Morgan caused a small uproar against the Masons which culminated in a vital anti-Freemason movement causing nearly 40% of Masons belonging to the Northern Jurisdiction of the United States to secede and, in 1829, gave birth to an anti-Masonic political party when the author, William Morgan disappeared. He was apparently abducted and drowned in Lake Ontario, allegedly by his fellow Mason Richard Howard.

The inscription below the pyramid is “Novus Ordo Seclorum,” Latin for “The New Order of the Ages.” Taking the first and last letters of each inscription, and the first letter of the middle word, “Ordo,” in the second inscription, the letters are M-A-S-O-N. Masons, in the original sense of the word as builders and stonemasons, built the Great Pyramid.

The eye of the pyramid on the Great Seal is “the eye of god,” which “watches and pierces the heart. Who knows its name? Call it love, creation, conspiracy,” says the Egyptian Book of Coming Forth by Day, better known as the Egyptian Book of the Dead. The death theme continues with the pyramid itself. The Greek origin of the word “pyramid” derives from fire—especially “funeral pyre.” The King’s Burial Chamber is found in the center of the Great Pyramid. For the Great Pyramid functioned as a giant tomb for the Pharaoh.

33. Soon? In the New Testament book of Revelation, Megiddo is identified as the site of the last great battle of the world, Armageddon, a corruption of the Hebrew “Har Megiddo.” Revelation 16:16 (NIV) states: “Then they gathered the kings together to the place that in Hebrew is called Armageddon.”

Conclusion

The Masons have infiltrated the highest levels of government, business, and media. The astute viewer of world events should watch for significant events to occur on the 33rd Parallel. It is a safe bet that the truth, and what the controlled media present as the facts, will become further and further apart. A revival of the Anti-Masonic movement in some of the G-8 Countries, such as the small movement that has begun in Great Britain, would benefit all law-abiding first world citizens.



CHAPTER EIGHTEEN

ADDENDUM

THIS IS BECOMING a sad world—what goes around comes around—Newton's law—every action has an equal and opposite reaction—evil that men do lives after them—the good is often interred with their bones—what men do to other men—what kind of world we live in and what kind of world are you going to be leaving behind. Scary thoughts—I have been there and done that—I will share my experiences with you at a later time. You live in a world of fear and paranoia. You rule one by fear. Turn around and look and you will be scared to see find what is around you.

http://www.tsb.gc.ca/en/stats/marine/2003/marine03_appendix_b.asp#appendixb

Following are a few anecdotes, expensive to the company and the insurance companies but some definitely humorous. Most of it is from the Grapevine. These were the ships of the present Prime Minister of a great nation and speaks volumes about this man who was a Chairman of this infamous company. This is the way he ran his Ships, Imagine if you let this man continue, what course would he steer this nation. It boggles the mind that a once upon a time deck hand will always be a deckhand. I am allowed to say these factual things because he was responsible in taking away my livelihood in Canada. The white man taught me English and with this power of the pen and command of his language, I hope, I am able to wake up a few people and open a can of worms or a Pandoras Box. Wake up.

It was not unusual for Captains to get speeding fines while traveling the rivers and canals. Speeds are posted and these ships cause major ecological damages to shore lines while speeding. The company usually paid these fines. I know of one Captain who racked up a bill of ten thousand dollars for speeding along St Mary's river on a

continuous basis. He continued to sail and be a part of the fleet of Masters of this infamous company.

ONE.

On board the M.V.Simcoe, the Captain was so incapacitated and was unable to enter the St Lawrence Seaway system. The Chief officer, decides to take command of the vessel and has an accident. His job is terminated. Last I saw the chief officer, he was driving a Cab in the town of St Catharines, Canada.

TWO.

Captain of the Fort William sends a message over the radio-did not know the north end from the south end of the welland canal. One was down bound and the other upbound. He was so incapacitated that he was taken off the vessel. There were similar incidences where the chief engineer was so addicted that he drank rubbing alcohol and had to be removed from the vessel and he was replaced by another Chief engineer, while in transit through the Welland canal.

THREE.

Chief Engineer, while assisting workers working on the propeller was asked to turn the propeller. The chief engineer instead starts the engine and engages the clutch whereby throwing all the men working on the propeller into the water by capsizing their boat. This Chief Engineer is presently in the CSL-"Hall of Fame"

This same Chief Engineer, who is also a freemason, was later instrumental in causing a major fire on board the H.M. Griffith. The vessel could not put out the fire in the unloading tunnel of the ship, as they did not have fire hoses long enough to reach the fire. The fire was caused by men welding in the tunnel. There was no fire watch and these men went for a coffee break causing a major fire. They literally had to sink the vessel in the St Lawrence Seaway system, by ballasting her and flooding the tunnel with water to put out the fire. This fire caused a lot of damage, including ecological damage as lot of the water that was polluted and was pumped out later into the great lakes in order to get the vessel refloat again.

FOUR.

Chief officer of the M.V.Fort William, vessel which was a package freighter, unloads cargo from the bottom instead of the top of the cargo hold of the ship, thereby causing instability and the vessel to heel over in Montreal harbour, killing seven people on board

FIVE.

Captain of the M.V. Manitoulin was so incapacitated that he did not know which Bridge control he was on and has a major collision by ramming the Vessel against the forward Lock Wall of Lock#3 in the Welland Canal. He did not know how to stop the vessel. I was the Chief Engineer and I had just returned to the vessel, half an hour prior to this accident. I had to sign a release saying it was engine failure for insurance purpose, in order to keep my Job intact. This same Captain ran aground this vessel twice in a trip, first in Lake Erie and then the next near Kingston, in Lake Ontario. Even though most of these accidents were caused by Captains under the influence, all incidences were blamed on engine or steering gear failures for insurance purposes. Another time this same captain went to anchor the ship for three days during Christmas so that he could party with the crew. He dropped the anchor in the wrong location and while heaving up the anchor damaged some cable, (dragging the cable for a few miles), belonging to the Nanticoke power plant in Lake Erie. Nothing ever happened. This captain was eventually able to retire with a pension from the company.

SIX.

Another Captain of The M.V. Manitoulin, runs aground and holes the bottom of the vessel while transiting the Welland canal. The vessel is allowed to sail under these conditions, by having air being pumped into the holed tank to keep the water from rising. This continues for nearly two months before the vessel is finally able to lay up in Thunder Bay, Ontario. But alas, the repairs do not get done on time and I being the Chief Engineer, was asked by the superior engineers ashore at the head offices in Montreal, Quebec, to flood all the ballast tanks on the vessel in order to save the 7200 feet of 12 inch pvc ballast pipes.—



Unfortunately, no one considered the extreme harshness of the winter weather. Most of the water in the tanks froze and caused extensive damage to the vessel, costing hundred of thousand s of dollars.

I wonder what MR Martin, who was still a CEO of the company, told the insurance companies who were paying these enormous amounts of money for sheer stupidity. I was not allowed to return to the vessel, even though I had sailed her for the past eleven years as a Chief Engineer. I was given a transfer to another vessel, during the spring of that year.

SEVEN.

The M.V. Manitoulin ran aground once again in Sandusky Ohio, as the Chief Engineer who was relieving me at that time, causes a major power failure by starting the vessels unloading machinery while the vessel was in transit, blacking the ships power while leaving the harbour. Nothing was ever done or said to these people who cause these disasters.

EIGHT.

Chief Engineer was so incapacitated on the M.V Mcgiffin at Sault Ste Marie, Ontario, that the company had to fly out another Chief Engineer from Thunder Bay to take command of the vessel on her passage to pick up another cargo load.

NINE.

The only vessel that is known to have sunk in the dry dock in Thunder bay was the M.V.Mcgiffin.The Chief Engineer flooded the engine room by ballasting the vessel without the valves being closed, while on the blocks in dry Dock and caused extensive damage to the engine room machinery.

TEN.

The same chief Engineer, wiped out a 250000 dollar Generator by putting diesel fuel in the crank case as a lubricant and starting the engine and wiped out all the bearings.

ELEVEN.

Then there was this manager who was stealing the company blind by overcharging for groceries and other items that the company was buying from him. in order to feed the crew on board all the ships, He was a Ship Chandler and he was supplying items, for close to forty ships in the early seventies. God only knows, how many millions he stole

from the company coffers and how many people were with him, but one fine day we hear of this mans firing. He was the one that got away. This man and his wife use to take regular holidays to the Caribbean every year and he had the best tan amongst all the white folks but not as good as our Indian tans.

TWELVE.

Other items of interest that was causing the company a lot of money to keep the vessels running.

- a) Sabotage by engineers and officers and crew to various machinery on board vessels. Items were damaged and overtime had to be paid to fix these damaged items.
- b) Supplying of alcohol to Captains and Chief Engineers by subordinates who had to be paid overtime for services performed from the company coffers.
- c) Services performed by crew members to Gay Chief Engineers, causing the Chief engineers to pay them extra overtime at company's expense-would you not call this humourous-where else but in the Prime Minister Mr. Paul Martins' "white fleet of Ships ".Vessels being commanded by drunken Captains causing millions of dollars in accidents, most of them being reported as damage due to machinery failure.

THIRTEEN.

Finally the most humorous one that I can recall was the last two.You make the choice. The Vessel Rimouski, was laid up in Montreal for the winter. Usuallya shipkeeper is appointed to take care of the vessel during the winter lay up.Imagine one employee being paid a measly sum of a thousand dollars for taking care of a 60million dollar ship, would you call that irresponsible. Well, this is what happened.

The shipkeeper went home after locking up the ship and to make sure the vessel was secure. Guess what. While he was watching the eleven o' clock news, he saw his ship on fire and unluckily for him, it was too little too late. I believe he lost his job or may be he did not, if he was a freemason.

FOURTEEN.

Fort William—This vessel sank to the bottom of the dock while laid up in Hamilton, Ontario, Canada. The Chief Engineer responsible had taken out plugs from the ship side in the engine room of the vessel, causing water to flood th e ngine room and causing the vessel to sink to the bottom.

FIFTEEN.

Fort St Louis-This vessel was laid up one winter in a US port.This ship keeper who was hired to take care of the ship during the winter lay up period was ingenious. He was sending out every week without fail, a whole lot of laundry to be cleaned to the cleaners. After nearly two months, the company was surprised to get a large amount of bills from the dry cleaners.

They were indeed surprised as there was only one person on board the vessel.Upon investigating, they found to their surprise that the shipkeeper had been renting out the ships cabins to the locals in a nearby bar, all winter long. He was making money to make up for the measly income the company was paying him for keeping ship.This poor soul lost his job.

SIXTEEN.

Manitoulin-we are back to this infamous vessel. A shipkeeper was hired by the human resources department and sent to the ship to take care of the vessel during the winter lay up.This was in the late eighties in Windsor, Ontario. The crew had left the vessel in mid January for a much needed vacation. Upon returning to the vessel, we found that the ship keeper had disappeared and lot of items were missing from the Ship and the ship was left in a very bad condition. The police was informed and to our surprise we were to find that this man whom the company had hired was an escapee from a penitentiary in Kingston, Ontario,Canada.This man had been finally caught trying to steal a yacht and sail it across lake Ontario.He was back to the penitentiary.

The irony of it is that all of these documents that are in my possession will also be returned to Kingston,Ontario close to the penitentiary, where lies Queens University.This is where MR.Martin has sent his shipping documents to the maritime archives and these documents will be part of the Maritime History of Canada.

SEVENTEEN.

While all these vessels transit the Welland canal. Usually a passage of about eight hours, personnel who were off duty, were allowed to go ashore. Most of them instead of going home to see their families for a short period of time, usually ended up in bars. The special bar for these sailors was the infamous "THOROLD INN".This was a strip club as well as a bar that catered to all the Great Lakes sailors. A lot of these sailors came back to the vessel intoxicated or were mostly under the influence and were allowed to work on these lakers. Sometimes accidents leading to death happened as these sailors while boarding the ship while it was in the LOCK, EITHER GOING

UP OR DOWN, lost their footing and fell into the lock, missing the ship while trying to get on board, by jumping on to the Ship. These accidents were quite frequent, till the company instituted after several accidental deaths to sailors, new safety measures.

EIGHTEEN.

.Also some of these Coast Guard inspectors, who were in charge of students examinations for a certificate of competency for both a second and first class, would take bribes from Engineer's and would give these Engineers the certificate necessary to sail these Ships as Second and Chief Engineers, thus endangering the lives of other sailors by not having the competency or the knowledge to carry out their responsibilities. I certainly remember one such incidence when an Engineer, whose name I will not mention here, but who is still sailing the Fleet as a Chief Engineer.

He appeared for both his second and first class certificates of competency examination in the Port of Thunder Bay, Ontario. He bribed the coast guard inspector with a large amount of money to get his certificates. He is also known to have bribed another company superintendent engineer, in order to get his promotion from Second Engineer to Chief Engineer. Alas, the coast Guard inspector has since passed away, but the Engineer, an unethical, immoral person seems to thrive in this fleet run by a Cowboy, who also happens to be the Prime Minister of this Land.

NINETEEN.

Then there was this Scottish Chief Engineer, who was a buddy of some big whigs in the Head office. He was a freemason and also was gay. This Chief engineer was able to operate a vessel mostly under the influence of mind altering drugs, from Montreal-Sorel to Havre St Pierre, In Quebec for a few years. At one time he was responsible for causing excessive damage to a local night club and the company was able to take care of his expenses which was in the region of a few thousand dollars. Fancy that. In spite of this he was able to keep his job and get paid high salaries. This could happen only in Canada and in Mr Martin's Shipping company.

TWENTY.

Finally the straw that broke the camels back. There was this cook. He was an alcoholic. It reached a boiling point one fine day in Hamilton. This cook went beserk and was brandishing his Magnum revolver. He wanted to shoot a fellow member of the crew. He was trying to find the member. I informed the captain but for a long time the captain would not do anything. Finally I had to convince the Captain that he had a major incidence on his hand and before someone got hurt, he better called the police. Within half an hour, four RCMP officers with full battle gear showed up and took away this

man from the Ship. Luckily no one got hurt but those were the days my friend when for the sailors on the lakers, it was “, Sixteen men on a dead mans chest,”Yo, Ho Ho, and a bottle of Rum”.

Following is a list of ships and Chief Engineers who were in charge, at the time of major mishaps. Nothing ever happened to them—Got away with a minor warning. They were still in the CSL fleet.

M.V. H.M. GRIFFITH—Major fire on board in 1989 at a cost of approximately 4 million dollars—Chief Engineer—INDUCTED INTO THE HALL OF FAME-FREEMASON

M.V. NANTICOKE—loss of unloading boom in 1991 at a cost of close to a million dollars. Chief Eng—NOTHING HAPPENED-WAS MADE A COMMODORE CHIEF ENGINEER

M.V. FRONTENAC—Fire in engine room in June 1992 at an approximate cost of \$250 thousand. Chief Eng-FREEMASON

M.V. FRONTENAC—Damage to unloading boom gear box in July 1992 at a cost of \$100 thousand. Chief Eng.—INDUCTED INTO THE INFAMOUS CSL HALL OF SHAME.

M.V. SAGUENAY—Chief Engineer—suspended for a month for possession of alcohol in 1992.

M. V. Manitoulin—Chief Engineer—suspended numerous times, for possession of alcohol and disorderly conduct, in 1990, 1991.

These are the type of accidents that were taking place,

There were a total of 2252 accidents on the Great lakes from 1975 to the present, a mind-boggling number. Please see attached excel document from the TSB-Canada in chapter twenty.

So comes to close another shameful chapter in the annals of Canada Steamship Lines History, a chapter Mr. Paul Martin, the present Prime Minister of Canada, can surely be proud of, being presently a leader of a G-8 country of the Western World. “Hurrah”.



CHAPTER NINETEEN

CSL—HALL OF SHAME

CANADA STEAMSHIP LINES—Mr Martins flagship company—A shameful example of a corporation-by creating this shameful hall he destroyed the reputation of this century old company by having it run by fools,firemen and first trippers.

Unfortunately he is doing the same to this so called number one country as he did to his shipping company. Once a deckhand, always a deckhand.

The company during the period of the late eighties started a Hall of fame-which I call it a hall of shame as it does not fully portray the people in this hall as having done anything great. It is a shameful reflection of a shameful industry with a lot of members who had not contributed anything to society other than being physically present as an employee and who should not be there.The major contribution was to make sure that you had commanded ships under the influence of mind altering drugs.

It was a hall created for white men of the great white fleet. Most of the members that I knew were freemasons and drunken sailors, who caused a lot of accidents and who were responsible for the pollution of the waters of the Great Lakes.

Incidentally, the Hall does not contain one name of a member of the ethnic minority, even though the members of this group together had a combined sailing history in the so called “Great White Fleet” of over two hundred years.What more proof does one need that we indeed live in a white mans’ world.It would be foolish not to to think otherwise.

The reason I say this is because of the fact that I was next in line to become a Commodore Chief Engineer of the fleet in 1993 when the Company decided to terminate my services after almost twenty one years of service in Mr. Martin's shameful fleet of ships. It was as termed by the company—"Due to the economic downturn in the shipping industry"—I called it ethnic cleansing. Downsizing Canadians of mainly Indian origin.



CHAPTER TWENTY

ACCIDENTS—CSL AND OTHER GREAT LAKE SHIPS





WRECKS IN THE GREAT LAKES—PLEASE SEE THE FOLLOWING WEBSITE—<http://www.greatlakeshistory.homestead.com/temp.html>

PLEASE ALSO SEE the Government of Canada-TSB website and all accidents reported since 1975, excerpts have been included for the benefit of the interested public. While I was sailing in the so called “great white fleet”, I was privy to a lot of first hand information, which is not usually available to the public, being a nation that practices hypocrisy to the full extent of what it entails.

Following is a summary of my knowledge of blatant irresponsibility by people in high places—Mr. Martin being one of them as he was the CEO of the company—and sheer wastage of tax payers money as lot of these ships built In Canada in the sixties and seventies and even in the nineties were subsidized by the Canadian Government.

This is from one of the ex presidents of CSL, quoted here verbatim.

“The next cost-savings target are vessel accidents. It’s another costly area which can quickly hurt the company’s financial results. And while CSL vessels are working diligently to avoid accidents, with the introduction of electronic charts, Johnston hopes many expensive vessel accidents will stop.

“In our history we have had far too many accidents, and this is a tool we believe will help us avoid accidents,” he says”.

In my esteemed opinion most of the accidents that have happened in the Great Lakes were due to people commanding vessels under the influence and not because they were lacking electronic charts.

My first exposure to these happenings began in the summer of 1973. I was hired as a junior most engineer even though I had a superior certificate having sailed the oceans as a chief engineer and having qualified in the United Kingdom with a first class certificate of competency. It looked as though I had jumped from a frying pan into the fire. People I was to meet were very hostile, seeing a strange face. I had come with high hopes and aspirations, wanting to make a living in a new land that offered some hope at the beginning but those hopes were beginning to fade gradually. But I was not the one to give up that easily.

I was a fighter and with the courage of my convictions, carried on despite the odds. Alcohol flowed freely and all one met and who were commanding these vessels worth millions of dollars, were people mostly under the influence of alcohol and mostly substance abusers. There were no set laws, as everyone was abusing these laws including Captains and Chief Engineers.

Following are a list of accidents that took place, all in sequential order and all occurrences, the causes of which have been tabulated for the benefit of the reading public. All information is available on the TSB website—Canadian Coast Guard-Freedom of information act. This is from Mr Millen from the transportation Safety Board of Canada.

We do have an electronic database of marine occurrences that are reportable to the TSB from 1975 onward. I am sending you a list of marine accidents that were reportable to the TSB that took place from 1975 to present in the great lakes area defined by: Lat. 40.00.00 to 49.00.00 and Long: 076.00.00 to 092.00.00.

There were 2252 occurrences that fit the criteria.

Please see the attached file.

To see what kind of accidents are reportable to the TSB please see the following:
http://www.tsb.gc.ca/en/stats/marine/2003/marine03_appendix_b.asp#appendixb

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If you have any questions about this request, or if you need any further information, please feel free to contact me.

Best regards,

Anthony Millen,
Anthony Millen
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This is to make aware of illegal and unethical business' practices that continues in high places. Such things will continue till some white knight appears over the horizon to clean up the mess and get rid of all dishonest and unethical people from the businesses itself. It must start at the top and it must begin today.

All accidents are from 1975, the year I became Chief Engineer in the Great White Fleet. The causes of the accidents mostly are a cover up of a major magnitude.

I know of the causes because I was there in the fleet with privilege information.

Here are a few excerpts from Mr Swayze's website, published here with permission from mr David Swaze.

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May 2, 2005

Raj Ranken—*rangan27@yahoo.com*

To Whom It May Concern,

Mr Raj Rangan has my permission for one-time use of copyrighted material from my website "Dave Swayze's Great Lakes History" and my database "Great Lakes Shipwreck File" in his upcoming literary work.

Dave Swayze—Great Lakes Researcher—(transmitted via electronic mail—28262)

WRECKS IN THE GREAT LAKES-PLEASE SEE THE FOLLOWING WEBSITE—<http://www.greatlakeshistory.homestead.com/temp.html>

While I was sailing in the so called “great white fleet”, I was privy to a lot of first hand information, which is not usually available to the public, being a nation that practices hypocrisy to the full extent of what it entails.

CSL—The Jean Parisien has been involved in a several incidents of note. On October 10th, 1981; the vessel ran aground in the St. Lawrence River near Comfort Island just west of Alexandria Bay, NY while downbound heavy with coal.

The vessel’s hull was holed and she developed a list blocking the shipping lanes. She was released October 12th, 1981. On February 3rd, 1996, the self-unloader was the victim of a fire while laid up at Port Colborne, ON for winter work. The fire started above the engine room destroying wiring and causing smoke damage.

CSL—Shortly after entering service; early on September 14th, 1965, the Fort William capsized and exploded while unloading at the company’s dock in Montreal killing 5 sailors with 16 escaping. The capsizing occurred as cargo was being moved to the upper deck at the same time as ballast was being pumped making the vessel unstable.

The explosion following the roll over was the result of 300 tons of powdered calcium chloride cargo mixing with the water forming an explosive gas. A salvage contract was awarded to Foundation Maritime Co. on September 30th. The freighter was refloated on November 22nd, 1965 and taken to Davie Shipbuilding for repairs, returning to service in May of 1966.

CSL—On August 10th, 1967; the Fort William was in a head-on collision with Kinsman’s Paul L. Tietjen in lower Lake Huron near the Port Huron Lightship.

The latter was holed in the bow with the Fort William receiving only slight damage. Other incidents followed. On December 17th, 1977; the vessel went aground in Maumee Bay at Toledo, OH in fog. She was freed with the assistance of local tugs. Also in fog, the freighter hit the Detroit River Light while downbound early on October 1st, 1979. Her bow was pushed in by the stone base but not holed. She proceeded to the Port Arthur Shipyards at Thunder Bay for repair. The Detroit River Light, however, sustained an estimated \$100,000 in damages.

CSL—Launched May 29, 1969 as the Tadoussac for Canada Steamship Lines Inc., Montreal, PQ; this traditional styled self-unloading bulk carrier was built by Collingwood Shipyards, Collingwood, ON; her keel being laid June 25, 1968. On the day of her

launch, she slid down her ways 15 minutes prematurely killing 2 workers and injuring 35 others. The accident was blamed on rotting support timbers. Tadoussac departed Collingwood on her maiden voyage October 2, 1969 light for Fort William (now Thunder Bay), ON to load iron ore.

CSL—In 1972, she was the first downbound vessel through the Welland Canal opening the Port of Hamilton, ON for the season on April 4, 1972. She then turned around and the next day became the first vessel to bo upbound through the Welland Canal thus opening both ends of the Canal that season.

On April 25, 1973; the Tadoussac's self-unloading boom collapsed in Sandusky, OH with no resulting injuries. The Tadoussac found herself in an ironic situation on November 10, 1990. On the evening of the fifteenth anniversary of the sinking of the Edmund Fitzgerald, the Tadoussac lost power in a major storm on Lake Superior above Whitefish Bay, the general area of the Fitzgerald wreck. This incident, though, came to a much happier conclusion. On July 8, 1998; the Tadoussac ran aground 2 miles east of Peche Island near Windsor, ON while loaded with coal. The vessel's rudder went hard to starboard causing her to ground outside the shipping channel. The cause was reported to be low voltage being produced by an electrical steering breaker.

CSL—June 24, 1988 saw the Hon. Paul Martin return to the Great Lakes and Port Weller Dry Docks, St. Catharines, ON for repairs to her self unloading system following problems experienced in unloading a cargo of gypsum.

On September 23, 1988; while at the fit-out berth at Port Weller Dry Docks following the repairs, the prop wash from the Hon. Paul Martin capsized Port Weller Dry Dock's tug James E. McGrath which was assisting in maneuvering the vessel. The two crew members of the tug were rescued and the tug was raised the next day.

CSL—During her first year of operating, the Atlantic Superior was noted to have grounded September 29, 1982 in the American Narrows of the St. Lawrence River near Wellesley Island. After lightering 2,000 of her 23,000 tonnes of wheat, the Atlantic Superior was freed, proceeding to Quebec City to unload, and then back to Thunder Bay for repair. While at anchor at Port Hawkesbury, NS on June 24, 1984; a flash methane explosion and fire in the forecabin seriously burned one sailor. After doing coastal work during the 1984/1985 winter, the Atlantic Superior departed from the Bahamas for Longview, WA with salt returning to Baltimore, MD and Norfolk, VA with potash from Vancouver, BC. On August 7, 1985; the vessel loaded a trial load of 30,000 tons of coal at Immingham, UK bound for Sines, Portugal. She returned to Canada where an extensive refit was completed at Davie Shipyard, Lauzon, QC on March 11, 1986.

CSL—Over the years, the Manitoulin has had only a few notable groundings and minor mishaps; none of which resulted in any major damage or injury. Some of these events include a minor collision with the ocean vessel Saint Marcell in December 1971, a conveyor fire at Port Weller Dry Docks in anuary 1977; groundings off Sandusky, OH and west of Montreal, PQ in the St. Lawrence River in 1986, and a grounding in the Rouge River, Detroit, MI in 1998.

CSL—The Saguenay was noted on April 24th, 1975 to have collided with the saltie Festivity while crossing Lake St. Clair, the laker sustaining only minor damage. On March 26th, 1976; a smoldering fire was noted in numbers 2 and 6 holds while at Montreal, QC.

CSL—As part of the Canada Steamship Lines fleet, the Murray Bay (2) only had one recordable incident when she ran aground September 15, 1960 off Ogden Island on the St. Lawrence River receiving no damage. The vessel broke a variety of existing records including the carrying of 27,082 tons of iron ore to Ashtabula, OH and 900,000 bushels of grain from Duluth, MN to Quebec City. She established both of these records in 1961.

CSL—The H.M.Griffith-1990.While trying to Dock at Nanticoke's Hydro facility, the vessel had a major collision with the dock causing extensive damage and loss of cargo to the company.



Other Great Lake vessels.





The Sir Denys Lowson was the victim of a fire in her forward cabin on Jan.13, 1964 resulting in \$250,000.00 damage. The vessel still sailed on time! Her activities for Algoma were concentrated on the iron ore trade from Little Current, ON (Manitoulin Island) to Cleveland, OH and Detroit, MI. She also carried ore from Depot Harbour and Michipicoten, ON as well as Sept Isles and Pointe Noire, PQ.

Updated January 2003

The night of August 11, 2001, appeared to be another routine transit of the Welland Canal for the Windoc.

The 730-foot vessel, owned by N.M. Paterson and Sons Ltd., earlier had loaded 26,000 metric tons of grain in Thunder Bay, Ontario, consigned for delivery to Montreal. As the Windoc approached the Allensburg Bridge, Capt. Ken Strong, wheelsman Alan Hiscock, and the vessel's third mate watched from the pilothouse as the bridge span was raised to allow their vessel to pass underneath.

But as the pilothouse neared the bridge, the span unaccountably began coming down. Capt. Strong quickly ordered his men to abandon the pilothouse, and then he and the third mate scrambled down an external ladder running from the pilothouse wing to the deck below. Hiscock, concerned the boat would drift out of control if he left the wheel, dropped to the floor as the vessel's pilothouse and the bridge span collided with the shriek of ripping steel.

As the Windoc slid under the bridge, the span ripped apart the thin-skinned pilothouse, passing above Hiscock by only two feet. The boat continued on as the bridge span folded back the remains of the pilothouse, then tore off the exhaust stack off and shoved it onto the Windoc's fantail. The 15-foot-by-eight-foot exhaust boiler was ripped free and pushed into the canal.

Hiscock managed to escape the crumpled pilothouse and run down an interior stairway. Once on deck, he joined other crew members who were mustering. There they faced two new threats. Crewmen raced to drop the Windoc's anchors to stop the vessel from careening out of control in the narrow waterway. But the vessel's momentum carried it over the anchors, puncturing the hull and threatening the boat with flooding.

At the same time, flames—probably resulting from the exhaust stack being torn off—began appearing inside the Windoc's cabins. Crewmen began breaking out ship's firefighting gear to battle the rapidly spreading blaze.

The battered boat came to rest near the canal's banks about 1 kilometer from the bridge. With its bow in mid-channel and without propulsion or generator power, the Windoc was a dead ship blocking a key portion of the St. Lawrence Seaway.

Local emergency crews responded to block off the damaged highway bridge and to battle the growing fire in the Windoc's cabins. Most of the boat's 22 crew members were taken to shelter at a nearby community center.

None of the crew members were injured, but perhaps the most fortunate was Hiscock. "All the metal just crunched above him. Some of the metal bits came toward him, but nothing touched him. He was lucky he wasn't hurt," said a union official who later listened to crew members' account of the accident.

By the afternoon of Sunday, August 12, the Windoc's fires were out and work crews from the St. Lawrence Seaway had begun planning the salvage of the vessel and repair of the bridge. The McKeil tug Carrol C1 with salvage equipment was in the canal waiting for the bridge to open. Another tug from Hamilton was expected to assist in moving the Windoc, which had suffered flooding in its forward end. With the Windoc blocking the channel and the Allensburg Bridge unable to raise its span, the Welland Canal was forced to close. Vessel traffic quickly began backing up, with boats tying up at docks or dropping anchor wherever they could.

Vessels delayed in the canal Sunday morning included Canadian Leader and Catherine Desgagnes above Lock 6; Federal Kivalina at Lock 5; barge St. Marys Cement II and the tug Sea Eagle II above Lock 3 wall; CSL Tadoussac below Lock 3; Algobay below Lock 2; Atlantic Huron at the Stone Dock; the cruise ship Cape May Light at Lock 8; and the Canadian Olympic at the Port Colborne Fuel Dock.

By early Monday, August 13, tugs were on scene working to move the Windoc to clear the channel. A generator was lowered onto the stricken vessel's deck, enabling salvage workers to restore some power. The barge Henry T., with a crane on deck, lifted the Windoc's anchor.

Because the boat was fully loaded, four tugs—Carrol C 1, Paul E No. 1, Lac Vancouver, and Progress—were needed for the move. The damaged bridge span was raised about 20 feet to allow the tug Progress to reach the scene.

After Seaway crews had determined it was safe to do so, the the Allensburg Bridge was raised about 8:30 p.m. August 13 to a round of applause from about 100 spectators or After a test lowering and raising, the span was left in the up position, where it was expected to remain for the rest of the navigation season. Waiting vessels were told about 10 p.m. to warm their engines, and traffic had resumed by 11 p.m. Canadian Leader, Catherine Desgagnes, Federal Kivalina and the barge St. Marys Cement II and the tug Sea Eagle II led the upbound traffic while downbound vessels were CSL Tadoussac, Algobay, Atlantic Huron, cruise ship Cape May Light and the Canadian Olympic.

As boats crawled past the Windoc on August 14, two pumps on the boat's bow ran all day as the vessel slowly regained an even keel. Divers worked under the starboard bow off and on all day to place rubber membranes over eight fractures in the hull. The Windoc eventually was moved to a location near Lock 7.

The Windoc's accident was a tough blow to N.M. Paterson and Sons. The 26,000 mt of wheat aboard the Windoc appeared to be undamaged, but vessel was so badly damaged that the company couldn't make an immediate decision on whether to repair or replace it. Early estimates placed the damage at \$5 million to \$10 million. Loss of the Windoc cut 25 percent of the company's of its ability to meet customer demand. For Paterson, the news only got worse.

According to the September 1 edition of the Hamilton Spectator, repairs were estimated to cost more than \$10 million, almost twice the early estimates. The amount was much higher than the reported insured value of the vessel of \$6.5 million.

"The ship can be repaired, that is an option," a company official told the Spectator. "I don't know if that is feasible, but repairs are not out of the question. There's a whole lot of things that have to happen."

One factor in the repair would be insurance money from the St. Lawrence Seaway Corporation. Investigators were still trying to determine why the bridge span was lowered prematurely as the Windoc passed underneath.

The Paterson official said one option the company was considering was to replace the stern of the Windoc with that of another boat. A likely candidate would be the Windoc's sister, Algontario. That vessel was damaged in an April 1999 grounding in the St. Marys River and had been docked in Thunder Bay since then.

The firm had three boats out of its seven-vessel fleet that hadn't sailed since 1996. The Paterson official said, "They present options as well, but I'm not sure that is a high priority."

The Windoc remained docked in the Welland Canal near Lock 7 waiting for a decision to be made on where its \$8-million grain cargo was to be unloaded. Owners of the cargo were looking at unloading the cargo at elevators in Port Colborne and Windsor. Paterson hoped for a decision on a unloading port within a week. Once a decision was made the Windoc would be towed to the selected port. Finally, on September 4, word came that Windoc would be towed from the Welland Canal on September 5. Two tugs owned by McKeil Marine and two smaller tugs owned by Nando Marine took the damaged vessel to Hamilton, where part of its cargo would be unloaded onto a barge.

Paterson had declared the vessel a loss and turned the ship over to the insurers. The insurers contracted with McKeil to handle the salvage operation.

The tugs Josee M., Sea Hound, Vac and Carole C. took the Windoc in tow on the night of September 5. A fully loaded vessel had never been towed that distance through the canal. After a long and careful tow through the canal, tugs took the ship to Hamilton where it arrived on Friday morning and docked at Pier 8 at the foot of James Street. Once unloading in Hamilton was complete, the Windoc was to be towed with a partial load to Montreal. After the remaining cargo was unloaded there, the ship faced an uncertain future.

In May 2002 the Windoc hull was once again sold with her new owners becoming Groupe Ocean of Quebec. The hull remained in Hamilton until early September 2002 when it was towed to Montreal by her new owners. At that time Groupe Ocean was examining three possible uses for the hull.

One would be conversion to a tug and barge combination with a notch at the stern, next would see use as a storage barge and finally they could sell the hull for scrap.

Groupe Ocean owns a dry dock in Quebec and a subsidiary of the company is McAllister Towing. With the range of services available to the company many believe the hull will be converted to a barge.

Through out the summer of 2002 the former owners of the Windoc remained in a legal battle with the St. Lawrence Seaway Corp. seeking damages for the loss of the Windoc. Ontario-based NM Paterson & Sons was seeking \$16.9M (C) damages from the seaway operator. Paterson claimed that the accident effectively forced it out of the shipping business. Paterson's remaining four ships were sold in 2002 ending their long history of shipping on the lakes and Seaway.

Accident Investigation TSB Report—January 2003

In January 2003 the Canadian Transportation Safety Board released a report on the accident involving the Windoc in the Welland Canal. The report was presented to the public January 9 at a press conference in Thorold, Ont.

MPEG, 24MB located on the TSB web site

The Wolverine was named after the small North American mammal and mascot of the State of Michigan; the state of origin and destination of many of Oglebay Norton's cargoes. This is the second vessel to have carried the Wolverine name in this fleet. The

Wolverine(1) was built in 1896 by Globe Iron Works, Cleveland, OH and launched as the Sir Henry Bessemer for the Bessemer Steamship Co., Cleveland, OH.

She was renamed Michael J. Bartelme in 1929 when she was under the ownership of Lakewood Steamship Co. The vessel was renamed Wolverine(1) in 1935 when she was acquired by Columbia Transportation Co. She remained with the fleet until 1954 and was scrapped in Green Bay, WI in 1971. Her dimensions were 432' (loa) x 48' beam x 28' depth.

Although having a relatively uneventful career, the Wolverine is noted to have grounded April 27, 1993 on Surveyors Reef near Cedarville, MI damaging her hull.

She also collided with the Shell Fuel dock at Corunna, ON on November 9, 1997 causing approximately \$15,000 damage to a 3' x 8' section of starboard forepeak shell plating at the 26 foot waterline. The 2000/2001 winter lay-up saw the Wolverine undergo her 5-year survey at Toledo. She departed her Toledo lay-up berth for continued active service in early April, 2001.

The H. Lee White(2) was the third of ten ships constructed under the provisions of Title XI of the Merchant Marine Act of 1970 for the American Steamship Co.

This Act allowed for guaranteed government financing and deferred tax benefits for U.S. shipping companies to build new vessels or modernize their fleets.

This vessel has had several accidents of note. She ran aground at Port Dolomite, MI in June 1974, collided with the Greek salty Georgios in December 1974 near St. Clair, MI, struck the Algoma Steel plant dock at Sault Ste. Marie, ON in July 1976, and struck a section of the toll bridge at Grosse Ile, MI in September of 1992.

The bridge accident knocked down a 150 foot span immediately east of the main river channel. The White was not damaged but a new section of the bridge had to be installed at a cost of \$1.7 million. The bridge was back in service in late January, 1993.

In 2000 Federal Court in Detroit held that the Grosse Ile Bridge Company was the sole cause of the accident. Vindicated in the ruling was Captain John K. Gapczynski of the H. Lee White. Public opinion held the bridge at fault since the accident, but the ongoing legal action caused Capt. Gapczynski a great deal of distress. Capt. Gapczynski passed away in 1998.

The H. Lee White (2) continues to be a favorite of boatwatchers and should provide her owners with many seasons of safe and productive sailings. On May 15th, 1959; the

Townsend and her fleet mates came under the umbrella ownership of National Gypsum Co. sailing for Huron Cement Division, National Gypsum Co., Alpena, MI. following the acquisition of Huron Portland Cement by National Gypsum. About a year later, on May 20th, 1960; the Paul H. Townsend was in collision with the British motor vessel Tynemouth 2 miles north of Port Huron, MI in Lake Huron while in heavy fog. The Townsend was attempting to avoid an earlier collision between the August Ziesing and the Standard Portland Cement when the collision occurred.

In recent years, there have been only a couple of noted incidents. In January of 1999, the Paul H. Townsend received ice damage in the Strait of Mackinac after leaving Milwaukee, WI bound for Alpena, MI. On May 11th, 2000; the vessel grounded in the Saginaw River while attempting to turn around. Strong currents resulting from heavy rains contributed to the Townsend ending up crosswise in the river blocking the channel. The cement carrier was freed with the assistance of tug Kurt Luedtke with no resulting damage.

Even though the Coast Guard had signed off on the construction plans of the sixteen "Maritimer Class" vessels, the George A. Sloan's deck cracked on her first trip in moderate seas on Lake Huron in September of 1943. As a result, her hull had to be strengthened using 3 feet wide x 2 inch thick steel strapping. After a similar problem that nearly caused the foundering of her fleet mate Robert C. Stanley in November of the same year again in moderate seas, the Coast Guard ordered all the "Maritimers" to have their hulls strengthened in a similar fashion.

The John Sherwin's tenure on the Great Lakes was not without incident. On October 30th, 1960; the laker was noted to have struck a large rock in the upper St. Marys River ripping a 300' gash in her hull. She was refloated November 5th. Later, on July 24th, 1970; the vessel ran aground near Six Mile Point in the St. Marys River. She was able to free herself with little resulting damage. On November 28th, 1976; the bulk carrier ran aground 1 mile out of Escanaba, MI while loaded with iron ore for Ashtabula, OH. She was freed from her strand on December 1st. The John Sherwin struck an ice boom anchor in the St. Marys River on November 13th, 1978 sustaining bottom damage. In October, 2003 the Seaway Queen was towed from Montreal heading for scrapping in Alang, India. The Oakglen was paired with the Seaway Queen at Quebec City, where the two tows were joined as one pulled by the tug for their trip to the scrap yard.

The tow took a Southerly route rounding the Cape of Good Hope to escape the rough weather the North Atlantic dishes out that time of year. The tug Seaways 2 with the Mapleglen in tow reportedly took a severe beating in October transiting the North Atlantic.

A towing company spokesperson reported it is more economical going this route with the two vessels in tow, the Suez Canal will only allow one vessel per transit.

The scrap tow of the Seaway Queen and Oakglen ended February 11, 2004 with the safe arrival in Alang, India. The trip was not without incident. The Seaway Queen experienced flooding after rounding Cape Town, South Africa.

Her rivets started to pop and faced the threat of sinking. The salvage tug pulling the vessels carried heavy duty salvage pumps. These pumps kept the Seaway Queen afloat until her arrival in Alang. Of recent note, on December 6th, 2002; the Saginaw damaged her rudder in the channel above Lock 7 of the Welland Canal in Thorold, ON while attempting to turn and dock to unload at the Welland Canal's Wharf 6 in Thorold.

After unloading, the Saginaw proceeded under her own power with the assistance of Nadro Marine's tug Miseford to Heddle Marine in Hamilton, ON for repair. On April 4th, 2003; the vessel became stuck in ice outside Marquette, MI's harbor and was not freed until April 7th with the assistance of CCGS Samuel Risley. The Saginaw was the last commercial vessel to transit the Soo Locks thus closing the locks for the 2003 navigation season on January 23rd, 2004. She had a cargo of coal from Duluth, MN bound for Nanticoke, ON.

After a successful first season the pair settled into routine trade patterns until October 8, 2000. While unbound for Marinette WI on Lake Michigan, shortly after mid-night, the barge's load of 5,000 tons of pig iron, and four pieces of heavy equipment shifted in 15-foot seas. The port sidewall dividing the hold from the wings of the barge collapsed and both cargo and equipment were lost. The tug's crew was forced to execute emergency breakaway procedures, releasing the barge from the tug. As the barge was released it ripped a 2-foot by 1-foot hole in the tug at the waterline. The tug was forced to head for shore where it ran aground 400 yards northeast of Wilmette Harbor. The U.S. Coast Guard Station at Wilmette Harbor, responded to the Mayday call from the Undaunted, and removed four crewmen using their 21-foot rigid hull inflatable boat. A U.S. Coast Guard helicopter rescued seven other crewmen. As the barge Pere Marquette 41 drifted south at 4 knots, a Coast Guard search and rescue helicopter from Muskegon, MI. located the barge and directed efforts to regain its control.

After initial efforts from a second tug failed, the Coast Guard helicopter hoisted a crewmember from the Undaunted and transported him to the drifting barge. At 7:30 a.m., the crewmember dropped the barge's anchor and stopped the barge 3.5 miles northeast of Calumet Harbor, 24 miles south of the position where it was released. At 8:23 a.m. the tug Donald C. Hannah took the barge in tow. The barge was then taken to Calumet Harbor. The tug Undaunted was later freed and towed to Calumet Harbor, Illinois. Temporary repairs were made, and then the pair sailed for Sturgeon Bay WI for permanent repairs.

The Lewis Wilson Foy departed Sturgeon Bay June 8, 1978 on her maiden voyage in ballast to Superior, WI where 57,952 tons of iron ore pellets were loaded on board destined for Burns Harbor, IN. The taconite pellet trade from Lake Superior ports to Bethlehem Steel's lower Lake Michigan facilities were the focus of the vessel's activities in her early years. The vessel sustained some hull damage after hitting an underwater obstruction in June, 1979.

On September 15, 1981; the Lewis Wilson Foy was in collision with Algoma's E. B. Barber receiving three holes in her side. Then, on July 6, 1982; the vessel struck the breakwall and grounded at Taconite Harbor, MN. The bulk carrier had three flooded tanks and was listing; sustaining \$2.5 million in damages to her propellers, shafts, rudders, and hull plates. She arrived at Sturgeon Bay on July 12, 1982 for repairs.

Of recent note, the Gordon C. Leitch grounded August 4th, 2004 on an underwater Seaway rock wall after reportedly experiencing a power failure as the vessel was turning from Lake St. Louis to the approach to the Cote St. Catherine, QC lock. The vessel was successfully refloated late the same day with the assistance of tugs Ocean Intrepide and Ocean Jupiter and towed to a wharf in Cote St. Catherine for temporary patch to be put in place over a 2 foot gash in the double bottom hull. Some flooding in #1 hold also occurred. After inspection, the bulker was allowed to continue August 5th to its destination port of Quebec City to discharge the 25,855 metric tons of wheat taken on board at Thunder Bay, ON the previous week. After unloading, the Gordon C. Leitch proceeded to Port Weller Dry Docks at St. Catharines, ON for repair. The vessel was pulled from the dry dock and returned to service on September 19th, 2004.

The vessel distinguished herself on June 5, 1979 when she spotted the burning Cartiercliffe Hall on Lake Superior and came to her assistance picking up survivors.

She, herself, fell victim to an engine room fire on Nov. 27, 1999 on western Lake Ontario when a hydraulic oil line broke spraying oil over the engines. Though a mayday was sent, the crew was able to extinguish the fire with no reported injuries. After repairs and inspections were completed, she was allowed to continue her voyage. At the time, she was carrying a load of cement clinker from Quebec City, PQ to Detroit, MI.

Canmar Victory Grounds

09/30

The Canmar Victory was pulled free at high tide Sunday afternoon with the assistance of the Groupe Ocean tugs Ocean Delta and Duga. The Canmar Victory was escorted by the tugs eastbound to Quebec City harbor. The slow transit was expected to reach

Section 27 of the St. Charles River estuary around 10:00 p.m. Sunday evening. An inspection of the hull will then be made to determine the extent of the damages.

The container ship went hard aground Saturday afternoon in the St. Lawrence River on North Shore of channel at Deschambault 30 miles west of Quebec City (between Quebec City and Montreal).

The Canmar Victory with over 100 containers had departed Montreal earlier that day and was heading to Baie-Comeau. The reasons for the grounding is unknown but the bow of the Canmar Victory was out of the water on a shield of rock.

Today in Great Lakes History—August 31

On August 31, 1977, the Walter J. McCarthy, Jr. (formerly Belle River) entered service, departing Sturgeon Bay, Wisconsin, for Superior.

In mid-August 1987 a peregrine falcon whom had disappeared from Regina, Saskatchewan two weeks earlier landed on the deck of a lake freighter on Lake Huron. The bird was captured and taken to a bird sanctuary in Vineland, Ontario.

The vessel name is unknown.

In mid-August 1985, the Belgium saltie Federal Thames loaded 25,400 tons of low-concentrate chrome ore at Duluth's Hallett Dock and was bound for Sweden. This ore dates back to World War II when she was mined in Montana. Other shipments were to have been made later as well.

On 31 August 1906, CAVALIER (3-mast wooden schooner, 134'/268GT, built in 1867 at Quebec City as a bark) was carrying cedar lumber when she struck a reef off Chantry Island in Lake Huron and sank. Her crew was rescued by the Chantry Island Lightkeeper. She was bound from Tobermory for Sarnia, Ontario.

On June 1, 2000 at 11:30 p.m., the Algowood encountered serious structural problems while loading stone at Bruce Mines, ON. The hull reportedly had buckled and split just forward of midship.

Being moored alongside the berth at the time, she settled on the harbor bottom with 15 feet of her hull remaining above water. The vessel master immediately activated the Algoma Ship Management Emergency Response Plan.

There were no injuries to the crew and no risk of pollution (though all precautions were taken including the deploying of a containment boom). With the assistance of

Purvis Marine, the Algowood was lightered and temporary repairs were made so that the vessel could safely be taken to dry dock for permanent repair.

The Algowood departed Bruce Mines on July 10, 2000 with the assistance of McKeil Marine tugs Carrol C 1 (lead tug) and Bonnie B. III (trail tug). They took the Algowood through to Thorold, ON where the smaller tugs Progress, Seahound, and Vac took over; taking the disabled vessel through the Welland Canal locks to Port Weller Dry Docks where the permanent repairs were completed.

The repair costs were estimated at \$5 million. These repairs included replacing 30 feet of damaged hull with a new 40 foot section, that increased her length to the new St. Lawrence Seaway maximum vessel length of 740 feet. On April 15, 2002 the Algowood again ran into trouble when she grounded on the St. Marys River in heavy fog. Algowood was downbound below the Soo Locks traveling from Duluth with coal for Nanticoke, Ontario. Algowood grounded on the edge of the shipping channel off Mission Point, this area is lined by piles of heavy rocks.

The vessel came to stop in the middle of the channel and dropped anchor. The number one port tank was flooding with a ballast reading of 29-feet. The stern of the Algowood blocked the shipping channel and the St. Marys River was closed to commercial traffic. The follow morning flooding had been brought under control and the Algowood was moved by tugs to the Carbide Dock in Sault Ste. Marie, Michigan. Fleet mate Algosoo arrived on April 18 and the Algowood offloaded the cargo of coal into the Algosoo.

That evening the Algowood departed the dock, turned in the river and headed for the Soo Locks. The Algowood crossed Lake Superior to Thunder Bay where repairs were made at Pascol Engineering's dry dock.

Crews at the dry dock quickly began repairs. Work consisted of replacing a 70-foot by 8-foot section of hull.

The Algowood was holed in the number 1 port side tank.

The vessel also received large dents at the port side number 5 tank. On May 10 the Algowood was pulled from the dry dock, almost a month after the grounding took place.

A serious fire occurred on board the Algosoo on March 7th, 1986 while she was at her winter lay-up berth at Port Colborne, ON. The conveyor belt fire was possibly started by a welder's torch and spread to the stern gutting the aft accommodations. Repairs were completed by October 6th, 1986 at Port Weller Dry Docks in St. Catharines,

ON after which the Algosoo returned to service. In October of 1987, the Algosoo reportedly unloaded the last cargo to be delivered to the port of Kingston, ON by a commercial vessel. On

March 25th, 1994; the vessel was forced aground in Lake St. Francis in the St. Lawrence Seaway while being overtaken by the vessel Prestigious. The grounding caused approximately \$1.2 million in hull damage.

More recent events in the Algosoo's history include the carrying of the 2 billionth tonne of cargo through the St. Lawrence Seaway. This notable event took place on May 10th, 1996 and the cargo was a load of iron ore from Quebec to Ohio. On February 28th, 1998 while at winter lay up at Port Colborne's Wharf 10, a fire causing serious damage to the self-unloader belts and other nearby equipment occurred taking fire crews from Welland and Port Colborne several hours to contain. Further, on August 11th, 2002; a bow thruster failure at Clarkson, ON resulted in the Algosoo sliding over her dropped anchor. Bow damage included dents, gashes, and a couple of small holes. The vessel proceeded to the Verrault Shipyard in Les Mechains, QC for repair (the closest shipyard available at that time). The anchor was replaced later in Hamilton.

The John B. Aird cleared Thunder Bay on her maiden voyage June 13, 1983 loaded with 31,954 tons of coal for Nanticoke, ON. She is noted to have both opened and closed Thunder Bay's navigation season in 1985 on April 2nd and December 31st respectively. On October 16, 1990; the vessel was the victim of a fire in the loop belt elevator system while loading mill scale at East Chicago. The fire caused over \$500,000 damage burning 1,400' of conveyor belt and was fought by 30 firefighters.

It was fueled by coal dust; the vessel having just unloaded coal at that location. Repairs were made at Sarnia, ON with the vessel returning to service November 15, 1990. During a storm in high winds late on March 9, 2002; the John B. Aird was broken free from her moorings pulling the bollards out the ground while the vessel was in winter lay up at Wharf 18.1 (the fuel dock), Port Colborne, ON.

The winds blew the vessel across the channel coming to rest broadside against the moored Canadian Olympic; also in winter lay up. There were no injuries, nor was there any serious damage done to either vessel.

Of note; on Oct. 6, 1972; the Algorail(2), being heavy with a load of salt from Goderich, ON, was driven by rough seas into the pier at Holland, MI opening a 12 foot gash in her bow. After settling on the bottom, she was patched, refloated, and put back into service in quick order. The Algorail ran aground on April 20, 1999 in the Fox River

Turning Basin, Green Bay, WI. She was not damaged but the prop wash from the tugs attempting to free her damaged two City of Green Bay docks.

Halco renamed the new bulk carrier Cartiercliffe Hall with it entering service in December of 1977. The bulker laid up for the winter in Prescott, ON shortly after, requiring more work before making its maiden voyage upbound through the Welland Canal on April 16th, 1978.

The other two ore carriers purchased by Halco were renamed as follows: the Ems Ore becoming the Montcliffe Hall, later the Cartierdoc, now sailing as the Cedarglen (2); the Rhine Ore becoming the Steelcliffe Hall and later the ill fated Windoc (2). On June 4th, 1979; the Cartiercliffe Hall had loaded 24,830 tons (25,229 tonnes or 993,000 bushels) of corn and departed from Duluth, MN bound for Port Cartier, QC. Early the next morning, while downbound on Lake Superior about 11 miles off Copper Harbor on Michigan's Keweenaw Peninsula, a serious fire broke out in the crew's quarters of the aft end accommodations.

The fire quickly spread throughout the stern accommodations area and consumed the wheelhouse before any distress calls could be sent.

The wheelsman was only able to sound the general alarm before he was forced from the wheelhouse by intense smoke. The fire was spotted by the upbound U.S. Steel vessel Thomas W. Lamont who advised the U.S. Coast Guard station at Hancock, MI of a ship on fire and immediately altered course to lend assistance.

The "abandon ship" order had been given and the Thomas W. Lamont arrived to pick up 17 of the 25 crew who were in the lifeboat. Canada Steamship Lines' self unloader Louis R. Desmarais arrived on the scene shortly after and picked up 2 of the crew from a life raft. Bethlehem Steel's Arthur B. Homer, Inland Steel's Philip D. Block, and U.S. Steel's A.H.

Ferbert also arrived to search for the remaining 6 crew. Unfortunately, the 6 unaccounted for crew members had died in the fire.

A seventh member succumbed to his injuries later. The smoldering vessel was taken under tow to Thunder Bay, ON by Halco's Doan Transport with the assistance of the tug Peninsula, arriving late in the morning of June 6th. Transport Canada later confirmed the fire had started in the crew accommodation area on the port side but could not determine the exact cause of the blaze due to the intensity of the fire.

The cargo of corn which was relatively undamaged by the fire was lightered on June 26th into the Beavercliffe Hall. The tug Wilfred M. Cohen towed the Cartiercliffe Hall from Thunder Bay to the Collingwood Shipyards,

Collingwood, ON arriving September 12th, 1979 for repairs and the rebuilding of the bulker's aft accommodations and wheelhouse. This work was assigned "hull #221" and cost approximately \$6 million to complete. While the final work was being completed, on May 7th, 1980 an on board accident at the shipyard killed one and injured another person. The Cartiercliffe Hall returned to service on May 26th, 1980.

On June 24th, 1980; the Cartiercliffe Hall experienced steering gear failure and grounded in the St. Lawrence River near Cornwall, ON. The bulker was refloated with the aid of three tugs and continued on to Conneaut, OH with the load of iron ore.

On December 11th, 1986; a ruptured fuel line to a generator caused another fire on board the Cartierdoc while the vessel transiting the Welland Canal. This fire was quickly controlled and contained with the bulker continuing her voyage on December 13th.

With the demise of Halco due to economic conditions, Canada Steamship Lines acquired the Cartiercliffe Hall in April of 1988, renaming the bulker Winnipeg (2). From 1991 through 1993, the Winnipeg sailed under the management of Great Lakes Bulk Carriers, a consortium of the bulk carriers from the Canada Steamship Lines, Misener Holdings Ltd., and Pioneer Shipping. In 1993, the Winnipeg carried 23 cargoes consisting of 11 grain, 10 iron ore, and 2 cement.

On April 5th, 1999 the Algontario grounded in the St. Marys River north of Johnson's Point while upbound for Duluth, MN with 18,611 tons (18,910 tonnes) of cement from Clarkson, ON. The grounding effectively blocked the upbound channel (Middle Neebish Channel). The bulker was freed from her strand 18:30 on April 7th with the aid of 3 tugs and the lightering of some fuel and the emptying of ballast tanks.

The Algontario was also carrying 376 tons (382 tonnes) of fuel oil and 96.5 tons (98.05 tonnes) of diesel. After inspection and temporary repairs, the Algontario was allowed to continue on to Duluth to unload then proceed in ballast to Thunder Bay, ON for repair.

The Algontario arrived at Pascal Engineering's dry dock at Thunder Bay on April 13th, 1999. Incident related damages were found to include extensive bottom shell plating

damage with the starboard double bottom ballast tank numbers 4, 5, and 6, the feed water tank, and cofferdams by way of the engine room all breached. The cost of repairing these damages combined with other non incident related damages requiring repair at the vessel's next dry docking as noted by Transport Canada at Hamilton, ON in March of 1999 (Hamilton being the Algontario's 1998/99 winter lay up port) prior to the vessel's sailing again contributed to Algoma's decision to place the vessel into long term lay up in an "as is" condition at Thunder Bay.

Shortly after entering service, on June 9th, 1963 the Silver Isle was in collision with the Dutch saltie Prins Alexander during a rain squall on the St. Lawrence River near Carlton Island (Kingston, ON). The Silver Isle was only slightly damaged but the Dutch vessel was more severely damaged.

This was just the first of a number of incidents involving the Silver Isle, some of which are outlined here. After groundings in 1970 and 1975, the Silver Isle struck the guide wall at the Snell Lock of the St. Lawrence Seaway on April 13th, 1977 causing serious bow damage. The bulker was in transit from Pointe Noire, QC with iron ore for Gary, IN when the incident occurred.

The vessel was lightered to raise the gash above the water line and then proceeded to Port Colborne, ON where a 55-foot by 10-foot (16.76m x 3.05m) section required repair.

On April 30th, 1984 the Silver Isle suffered "stress of weather" damage receiving a 12-foot (3.66m) deck crack and numerous shell plating cracks when the vessel was hit by large waves in heavy seas on Lake Superior west of Caribou Island. Repairs were completed at Thunder Bay, ON costing approximately \$176,000 (CN) with the bulker returning to service on May 16th, 1984. On April 12th, 1991 the laker collided with the Algerian saltie Sersou on the St. Lawrence River just east of Montreal while upbound in ballast for Thunder Bay.

The Silver Isle received a 130-foot (40m) gash at the port bow, another tear port amidships, and serious damage to her superstructure aft also on the port side. The bulker docked in Montreal for damage assessment and then proceeded to Port Weller Dry Docks, St. Catharines, ON for repair. The Algerian vessel received extensive bow damage. The only noted incident of a more serious nature as part of the Algoma fleet occurred on December 2nd, 1999 when the Algoisle touched bottom and began taking on water on her starboard side while transiting the St. Lawrence River near Alexandria Bay, NY. The laker proceeded to Thunder Bay arriving December 13th for repairs and a 5-year survey.

The Agawa Canyon suffered a serious engine room explosion shortly after her launch killing one person and injuring seven others. She had new engines installed in 1975; her

power now consisting of four Fairbanks Morse model 38D 8 1/8 10 cylinder diesel engines giving her a combined 6,680

Horsepower and a new rated service speed of 12 knots. She is equipped with a 600 horsepower bow thruster.

The vessel distinguished herself on June 5, 1979 when she spotted the burning Cartiercliffe Hall on Lake Superior and came to her assistance picking up survivors. She, herself, fell victim to an engine room fire on Nov. 27, 1999 on western Lake Ontario when a hydraulic oil line broke spraying oil over the engines. Though a mayday was sent, the crew was able to extinguish the fire with no reported injuries.

After repairs and inspections were completed, she was allowed to continue her voyage. At the time, she was carrying a load of cement clinker from Quebec City, PQ to Detroit, MI. As well as setting cargo records, the Algocen has also had a number of incidents on the Great Lakes and St. Lawrence Seaway system. A few of these follow. On November 27th, 1970; the Algocen was caught by strong currents while entering the harbor at Port Colborne swinging her stern causing her bow to strike a sunken bridge abutment at Welland Canal's Bridge 21 resulting in a 24' (7.32m) x 3' (.91m) gash in her starboard bow.

The damage was patched at Port Weller Dry Docks with permanent repairs being completed at Thunder Bay, ON at a cost of approximately \$150,000 CN. She was noted to have run aground on South McNair Shoal in the St. Lawrence River near Ogdensburg, NY on August 31st, 1975 while laden with grain for Port Cartier, QC. with resulting serious bottom damage.

After refloating, she was taken to Port Weller Dry Docks where a 600 foot (182.88m) section of bottom plating was found to be in need of repair.

After a month in dry dock and 750 tons of steel later, the Algocen was sent back into service.

On December 15th, 2003; the Algocen was driven by high winds into the Cargill dock at Sarnia, ON while approaching the dock to secure and load for Montreal. Scraped paint and a 4 foot (1.22m) gash to the port bow above the waterline as well as some dock damage resulted. Repairs to the vessel were completed at Sarnia before departing.

A couple of minor groundings occurred in the 1970's causing little damage. On September 4th, 1977; the Lawrencecliffe Hall grounded on a sandbar in the St. Clair River due to low water levels while downbound laden with wheat. After lightering, the

vessel was released from its strand on September 7th. On April 17th, 1978; the laker grounded briefly in the St. Lawrence River freeing itself with no apparent damage.

A second serious incident occurred late on July 21st, 1980. While upbound laden with iron ore, the Lawrencecliffe Hall rammed into the south tower of the St. Louis lift bridge on the Beauharnois Canal of the St. Lawrence Seaway near Valleyfield, QC. The tower was moved approximately 7 feet (2.13m) off its base and the laker received a large gaping hole in its portside bow. There were no injuries.

Damage costs to the bridge were approximately \$2 million and it was out of commission for many months. The canal itself was reopened to traffic on July 23rd with 33 ships being held up.

The Lawrencecliffe Hall was taken to Canadian Vickers Shipyard at Montreal, QC where repairs to the vessel were also approximately \$2 million. On May 21, 1974; the Imperial Acadia's bow was punctured by ice causing flooding in the bow thruster room while operating in heavy ice 20 miles east of Peckford Island along the Atlantic coast. The tanker grounded off Port aux Basques, NF on June 25, 1982 holing the vessel's #3 starboard tank spilling 84,000 gallons of diesel oil. Half of the spill was recovered and the remaining cargo offloaded allowing her to proceed under her own power to Halifax for repair.

Then, while docked at the French island of Miquelon in the Gulf of St. Lawrence; the Imperial Acadia was battered against the pier by heavy seas during a severe winter storm on January 20, 1990.

Damage to the tanker's hull was severe to the extent that there was thought of not repairing the vessel.

After being taken to Marysville, NF; the Imperial Acadia was "carried" to Halifax as cargo aboard the semi-submersible tug Mighty Servant 1 arriving March 17, 1990. After her arrival at Halifax, the decision was made to repair the tanker. Shortly after, on May 23, 1990; a bilge fire at Halifax caused further major damage but the vessel completed sea trials June 23, 1990 and resumed trading.

Following grounding near Amherstburg early in 2002, the Capt. Ralph Tucker proceeded to Heddle Marine's floating drydock in Hamilton, ON in September of 2002 for an extensive repainting program and damage repair to her #1 port tank caused by the grounding. The repairs brought the tanker back to Ice Class 1A status thus allowing the vessel to operate year round.

Due to extreme ice conditions in the Straits of Mackinac and northern Lake Michigan during the winter of 2002/03, the tanker was engaged in a shuttle service from the Meullers Dock in Sarnia, ON carrying brine to Allied Chemical in Amherstburg.

While unloading a cargo of brine at Amherstburg on February 22, 2003; high winds and heavy drift ice forced the tanker from the dock pushing the tanker a short distance south of the dock even after all three anchors had been dropped.

The crew was able to quickly and safely disconnect the unloading lines avoiding any risk of pollution. The next day, continued severe ice conditions pushed the tanker aground about 600 feet south of the Allied Chemical dock. With tug assistance, the tanker was pushed free and was able to proceed under its own power to Windsor, ON where inspections showed no damage and no risk of pollution.

As the Comeau, there have been only a couple of recordable incidents. On June 1, 1987; the vessel ran aground on the St. Lawrence River near Valleyfield, PQ, not being released until June 8, 1987. On July 8, 1992; she lost power at Port Huron, MI striking the seawall at Sarnia. In October 1992, the Kinsman Enterprise was noted as having grounded in the St Mary's River causing hull damage. After her release, she was permitted to proceed to Buffalo to unload then make way to Duluth for permanent repairs. Cargoes for this vessel diminished and she entered long term lay up in Buffalo on Dec. 13, 1995 (her 5 year survey to expire in June, 2003).

Her only activity since had been the odd load of storage cargo in Buffalo. While sailing under the Carryore banner, the Carol Lake was involved in a couple of reportable incidents. On September 14, 1962, she was in collision with the Horace S. Wilkinson in the Welland Canal causing serious damage to the latter vessel. On October 20, 1976, she struck a lock wall in the St. Lawrence Seaway causing \$75,000.00 damage.

While sailing for Papachristidis, the Montrealais was in collision with the British tanker Atheltemplar in Montreal harbor on August 3, 1962 resulting in only minor damage. The vessel ran aground on November 21, 1967 in the St. Lawrence River near Trois Rivieres, QC with resulting damage to 19 plates.

Of note, the Montrealais was involved in a serious head-on collision with the Algbay on June 25, 1980 on a very foggy St. Clair River. There were no reported casualties. The resulting massive bow damage to the Montrealais resulted in almost \$1 million worth of repairs which were completed at Port Weller Dry Docks, St. Catharines, ON with the vessel returning to service on September 23, 1980.

The Algobay also received extensive bow damage which was repaired at Herb Fraser & Associates, Port Colborne, ON at an estimated cost of \$500,000. On October 17, 1993 while underway in ballast on the open waters of Lake Michigan off of Indiana Harbor; the Montrealais, while attempting to change course, pulled hard to port experiencing a 28 degree roll in unexpected swells.

Five hatch covers were lost overboard with others being damaged. (The hatch covers were stacked on deck at the time of the occurrence.)

The following events were factual and I can attest to their true nature. I was there during those eventful years and it makes for a sad chapter in the annals of the Canadian Maritime industry. Sounds like a fairy tale and happenings from a Banana Republic and not one would expect from a G-8 Nation.



CHAPTER TWENTY ONE

CONCLUSION

I HAVE LAID out all the relevant facts to the people in the last seventeen chapters of my odyssey, who dare to be different and who try to fight for a just cause, whatever that may be.

We live In a harsh and cruel world. God has given us the ability to think and the mind I believe is a terrible thing to waste.

Just like President John F Kennedy said in his inaugural speech,

“Let us as humans also go forth and make a mark on this world community, bring back justice, equality, friendship, love and peace and make this world a better place for the future of all mankind.

Everyone has a duty and a moral obligation as humans living and breathing on this planet to make a difference. So with out much ado let us begin our journey on a path of righteousness and try to live a good life and bring back old values so that this place on earth can be inhabited by good people.The bad shall be vanquished. It is already in the works-the meek will once more inherit the Earth.

Here then is the inaugural speech from a President who was killed in his prime.He had left us too early and let us continue to finish the work that he had begun. We will get back what is rightfully ours but with the Grace of God.

“we observe today not a victory of party, but a celebration of freedom—symbolizing an end, as well as a beginning—signifying renewal, as well as change. For I have sworn

before you and Almighty God the same solemn oath our forebears prescribed nearly a century and three quarters ago.

1. The world is very different now.

“For man holds in his mortal hands the power to abolish all forms of human poverty and all forms of human life. And yet the same revolutionary beliefs for which our forebears fought are still at issue around the globe—the belief that the rights of man come not from the generosity of the state, but from the hand of God.

2. We dare not forget today that we are the heirs of that first revolution. Let the word go forth from this time and place, to friend and foe alike, that the torch has been passed to a new generation of Americans—born in this century, tempered by war, disciplined by a hard and bitter peace, proud of our ancient heritage—and unwilling to witness or permit the slow undoing of those human rights to which this Nation has always been committed, and to which we are committed today at home and around the world.
3. Let every nation know, whether it wishes us well or ill, that we shall pay any price, bear any burden, meet any hardship, support any friend, oppose any foe, in order to assure the survival and the success of liberty.
4. This much we pledge—and more.
5. To those old allies whose cultural and spiritual origins we share, we pledge the loyalty of faithful friends. United, there is little we cannot do in a host of cooperative ventures. Divided, there is little we can do—for we dare not meet a powerful challenge at odds and split asunder.
6. To those new States whom we welcome to the ranks of the free, we pledge our word that one form of colonial control shall not have passed away merely to be replaced by a far more iron tyranny. We shall not always expect to find them supporting our view. But we shall always hope to find them strongly supporting their own freedom—and to remember that, in the past, those who foolishly sought power by riding the back of the tiger ended up inside.
7. To those peoples in the huts and villages across the globe struggling to break the bonds of mass misery, we pledge our best efforts to help them help themselves, for whatever period is required—not because the Communists may be doing it, not because we seek their votes, but because it is right. If a free society cannot help the many who are poor, it cannot save the few who are rich.
8. To our sister republics south of our border, we offer a special pledge—to convert our good words into good deeds—in a new alliance for progress—to assist free men and free governments in casting off the chains of poverty. But this peaceful revolution of hope cannot become the prey of hostile powers. Let all our neighbors know that we shall join with them to oppose aggression or subversion anywhere in the Americas. And let every other power know that this Hemisphere intends to remain the master of its own house.

9. To that world assembly of sovereign states, the United Nations, our last best hope in an age where the instruments of war have far outpaced the instruments of peace, we renew our pledge of support—to prevent it from becoming merely a forum for invective—to strengthen its shield of the new and the weak—and to enlarge the area in which its writ may run.
10. Finally, to those nations who would make themselves our adversary, we offer not a pledge but a request: That both sides begin anew the quest for peace, before the dark powers of destruction unleashed by science engulf all humanity in planned or accidental self-destruction.
11. We dare not tempt them with weakness. For only when our arms are sufficient beyond doubt can we be certain beyond doubt that they will never be employed.
12. But neither can two great and powerful groups of nations take comfort from our present course—both sides overburdened by the cost of modern weapons, both rightly alarmed by the steady spread of the deadly atom, yet both racing to alter that uncertain balance of terror that stays the hand of mankind's final war.
13. So let us begin anew—remembering on both sides that civility is not a sign of weakness, and sincerity is always subject to proof. Let us never negotiate out of fear. But let us never fear to negotiate.
14. Let both sides explore what problems unite us instead of belaboring those problems which divide us.
15. Let both sides, for the first time, formulate serious and precise proposals for the inspection and control of arms—and bring the absolute power to destroy other nations under the absolute control of all nations.
16. Let both sides seek to invoke the wonders of science instead of its terrors. Together let us explore the stars, conquer the deserts, eradicate disease, tap the ocean depths, and encourage the arts and commerce.
17. Let both sides unite to heed in all corners of the earth the command of Isaiah—to “undo the heavy burdens . . . and to let the oppressed go free.
18. And if a beachhead of cooperation may push back the jungle of suspicion, let both sides join in creating a new endeavor, not a new balance of power, but a new world of law, where the strong are just and the weak secure and the peace preserved.
19. All this will not be finished in the first 100 days. Nor will it be finished in the first 1,000 days, nor in the life of this Administration, nor even perhaps in our lifetime on this planet. But let us begin.
20. In your hands, my fellow citizens, more than in mine, will rest the final success or failure of our course. Since this country was founded, each generation of Americans has been summoned to give testimony to its national loyalty. The graves of young Americans who answered the call to service surround the globe.
21. Now the trumpet summons us again—not as a call to bear arms, though arms we need; not as a call to battle, though embattled we are—but a call to bear the burden of a long twilight struggle, year in and year out, “rejoicing in hope, patient

in tribulation”—a struggle against the common enemies of man: tyranny, poverty, disease, and war itself.

22. Can we forge against these enemies a grand and global alliance, North and South, East and West, that can assure a more fruitful life for all mankind? Will you join in that historic effort?
23. In the long history of the world, only a few generations have been granted the role of defending freedom in its hour of maximum danger. I do not shrink from this responsibility—I welcome it. I do not believe that any of us would exchange places with any other people or any other generation.

The energy, the faith, the devotion which we bring to this endeavor will light our country and all who serve it—and the glow from that fire can truly light the world.

24. And so, my fellow Americans: ask not what your country can do for you—ask what you can do for your country.
25. My fellow citizens of the world: ask not what America will do for you, but what together we can do for the freedom of man. 26 Finally, whether you are citizens of America or citizens of the world, ask of us the same high standards of strength and sacrifice which we ask of you. With a good conscience our only sure reward, with history the final judge of our deeds, let us go forth to lead the land we love, asking His blessing and His help, but knowing that here on earth God's work must truly be our own.”



CHAPTER TWENTY TWO

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CHAPTER TWENTY THREE

CLICHÉ'S

GRATEFUL ACKNOWLEDGMENT IS made to the following for permission to reprint previously published material and thank all these people for all the information that they had provided to make this book possible.

I love Cliché's-One can learn a lot by looking for a deeper meaning and trying to practice and not just preach.

Mind is like a parachute-works better when it is open.

No one owns clichés

Clichés are never new

Clichés sound better in a foreign language

A cliché just describes the feeling or the pretended feeling, it does not change it

There is truth in every cliché

Do unto others before they do unto you.

Life is not a tempest

It is not a midsummer nights dream'

It is a comedy of errors

Choose as you like it.

Pride goeth before a fall

Life is a journey, enjoy the ride

Brutus was an honorable man-yet he stabbed Caesar-so I say to you, Watch your back
Jack, as we are all surrounded by honorable men.The evil that men do, lives after
them, the good is often interred with their bones.

I trust all men, but it is the devil inside these men that I do not trust.

He who fights and runs away, gets to fight another day.
 What goes around, comes around
 All good things come to those that wait
 Zero is sometimes better than nothing
 Time is a cure
 Give space to time, and time will fill space
 One day I will wake up, and it will all fit together
 Time will tell
 This is a process of eliminating options
 The waiting is the hardest part
 Waiting always lasts long
 Some day my ship will come in and with my luck, I will be at the airport.
 Life is not hard, it only needs some positive thinking
 Such is life, and it's getting sucher and sucher
 La vida esta' dura, amigo
 Life is unfair
 Life is a series of disappointments, followed by death
 I used to think I had it bad because I had no shoes, then I met a man with no feet
 Most of the mountains we have in life are ones we build ourselves.
 When God gives you lemons, make lemonade
 For when you are looking for truth
 La verité est toujours l'idée de tout le monde
 Wisdom is not truth
 There are lies, damned lies and statistics
 Truth is nothing but a feeling that something is true
 Who cares about reasoning anyway
 Truth is relative
 There is no comfort in the truth
 The truth is just as meaningful as the lie
 Always look on the bright sight of life
 To be or not to be
 Live and learn
 Live and let live
 C'est la vie
 Que' sera', sera'
 Life is what happens while you're busy making other plans
 Don't worry, be happy!
 Today is the first day of the rest of your life
 Love comes around while doing things you like
 Laughter is the best medicine
 Smile. It makes people wonder
 When in doubt, consult your inner child

If it doesn't come naturally, leave it
Making a bad decision is better than making no decision at all
Importance is always relative
Indecision is the key to flexibility
No pain, no gain
Pain is resistance
It'll feel better when it stops hurting
One step at a time
You can't have it all
When at first you don't succeed, try try again
When the going gets tough, the tough gets going
Rome was not built in one day, All Roads lead to Rome
When you are not strong, you must be smart
If at first you don't succeed, destroy all evidence that suggests you tried
The road to success is always under construction
If all else fails, manipulate the data
If you can't dazzle them with your brilliance, baffle them with your bullshit
If at first you don't succeed, redefine success
Goodbye is not an easy word to say
Love people and use things and not the other way around.
Have a nice life
You'll find your way to heaven, I'll meet you when you are there
I will always remember you
Parting is such sweet sorrow
Beauty is skindeep. Ugliness goes to the bones.
Still waters Run deep.
The sun in your eyes made some of the lies worth believing

DR WAYNE DYER

You can't give away what you don't have

People who are not good at giving love cannot give love away if they don't have.

Dyer refers to a law of attraction.

If you put out to the world saying that I am not attractive, I am not worthy of attention, that is what you will hear from the world.

In general, people's message to the world is "Gimme, Gimme"

That is all your get as a response.

If you ask “How may I serve you, How may I help you

That is what you’ll hear back.

No.3

There are no justified resentments.

No matter what anyone says to you, to criticize you and so on, there is no justified resentment.

Resentments justified in your heart will harm you in the end.

At the first level, you must be able to say, “I am here because of the choices I made. There is no blame.”

If you become steadfast in your abstention of thought of no harm to anyone, all the living creatures will seek to fear enmity in your presence.

—Patanjali

No.4.

Don’t die with your music still in you. The fearsome question to face will be “What if my whole life has been wrong?”

No.5.

Embrace silence

It is the silence between the notes that makes the music.

It is a way to come to know self and God.

No. 6.

Give up your personal history.

Castenada said that on one day he realized that he no longer needed a personal history.

If you do not have a history you don't have to live up to that.

Merge with the present.

Remember Alan Watts saying : It is not the wave that moves the boat.

No. 7.

You can't solve a problem with the same mind that created it.

To solve the problem in your life you have to change your mind.

You must be able to admit you were wrong.

You love the things that you love for what they are

—Robert Frost

No.8.

Treat yourself as if you were already the person you would like to become.

No.9.

Treasure your divinity

No10.

Wisdom is avoiding all thoughts that weaken you.

When you look at some one, remember to remind yourself "there, but for the grace of god, go I"

Change your thought, you will change your world.

The ancestor to every act is a thought

—Emerson

A collection of timeless quotes:

“The Woods are lovely dark and deep, we have promises to keep and miles to go before we sleep”

—Robert Frost

“History shows us that great economic and social forces flow like a tide over communities only half conscious of that which is befalling them. Wise statesmen foresee what time is thus bringing, and try to shape institutions and mold men’s thoughts and purposes in accordance with the change that is silently coming on. The unwise are those who bring nothing constructive to the process, and who greatly imperil the future of mankind by leaving great questions to be fought out between ignorant change on the one hand and ignorant opposition to change on the other.”

—John Stuart Mill (1806-1873)

“And if you want biographies, do not look for those with the legend “Mr. So-and-so, and his times, But for one whose title might be inscribed” a fighter against his time.””

—Friedrich Nietzsche (1844-1900)

“The history of the world is none other than the consciousness of freedom.”

—George Wilhelm Friedrich Hegel (1770-1831)

“Oh! East is East and West is West and the twain shall meet”

—Twisted from Rudyard Kipling

“The only Risk we Risk not taking is Risk itself”

—Anonymous (Lifted from an AIG insurance adv.)

“Great Storms unearth itself as a simple breeze”

—Anonymous (lifted from the movie “Lady Hawk”)



CHAPTER TWENTY FOUR

THE FINAL SOLUTION

THIS CAN BE compared to Hitlers final solution.

Ethnic cleansing is like genocide except one does not get killed but one gets put away from society and one is unable to pursue any liberty, equality or the pursuit of happiness. All rights get taken away because you look different from a white man. This is an absolute conspiracy. What happens to human decency.

I have presented my case to the good people who would take a moment to read my life experiences in this so called first world country that is Canada. I have laid out the facts of the case, as to how they try to crush you when you are smart and intelligent and when you pose a threat. There are no threats if you plead stupidity as then you can be led and controlled. This is the ultimate goal of the powers that be.

Now that you have seen the world order, what chance do you have to make it out there, none whatsoever. This is the age where reason has been thrown to the winds. The survival of the human race is at stake unless people whether they be black, white, yellow or brown, come to their senses and become aware of their existence on this planet. Everyone has a right to live and not exist. It is a God given right and not given by men. The present world leaders think they are Gods and have a major God complex.

Pride goeth before a fall and many a civilization has been vanquished. Are we getting at the food chain. Are we too many people on this planet to co-exist. Think about it. Is there a large conspiracy to get you in the end. In this so called democracy and the new world order, you the people have given your souls to the devil incarnate. It

was your choice and you will have to live with your choices that you have made for yourselves and your children. Like I said before and I say it again—no man is above the law, no matter how powerful, specially in a democracy where freedom is your birthright and it is God Given and everyone has the power to choose and live life as he or she chooses in a moral and honest and ethical manner. Truth in the end will triumph.



AUTHORS NOTE

IT HAS BEEN close to thirteen years since I had been forcibly removed from my profession. I had dedicated all my life to the profession that I had loved and still love. I had spent close to thirty five years of my life in this sick industry and most of it in a country they called “The number one country in this world”. I tried to make things right but people were not prepared to make the changes necessary to make this a better world. I had to fight every day of my professional life to carry out the courage of my convictions.

You can see after reading my book, as to how the Company hounded one individual—being me, who tried to bring some discipline and ethics and morals during all of my sailing career, by being different and with a different philosophy. You might try to kill the person but you cannot kill an idea.

One must realize how the corporate white world functions and how they are in a path of self destruction as is so visible in a day to day affairs of the western world. The definition of capitalism is to get rich at any cost. But how soon the western world forgets that there are powerful forces that they cannot comprehend that will eventually see to the downfall of the western civilization. For people who are in doubt and needs reassurance, please visit this site-<http://www.diagnosis2012.co.uk>

People who read this book should be made aware of what goes on in the Shipping world and in the Maritime Industry. Some people will call my book an act of revenge to get back at the people who did me wrong. But alas this is not the case as the facts

speak for themselves. I survived in a corporate world of greed, deceit, lies and half truths. I fought for a just cause, no matter what the eventual consequences were. It is imperative and indeed necessary that every one on this Planet has a moral responsibility to put back something and not be a total part of this so called "ME Generation". I would call it a triumph over adversity.

I have presented here facts about the Present Prime Minister of Canada, for whom I worked and had given my life blood, sweat and tears for more than twenty odd years.

I have laid out in detail all relevant documents that show how power corrupts and absolute power corrupts absolutely.

It is also important for me for having shown here how sailors are treated in the industry and how these Greedy Shipowners have no ethical or moral responsibility while they go about destroying this Planet blatantly.

There are no policing done in these first world country for environmental damage, they always seem to blame Third world countries. Who is going to police a policeman.

Seem these First world countries are above the Law, They keep breaking the same Laws which they formulate.

Hopefully this will be a wakeup call for the Maritime Industry as well as the planet. Let us hope and above all pray that we do not destroy the Planet by being irresponsible and not caring as we need to leave this Planet with a future for our children and Grandchildren.

Everyone has a book in us. If one truly searches ones soul, one can see deep and believe that there is a lot of good in all of us, some more than others.

We are all creatures of circumstances and products of our environment

Let us hope that we can leave this world a better place and make sure that with all our efforts, leave a world that we can be proud of and make a generous contribution by using our knowledge, as the mind is a terrible thing to waste. People do matter and we only have us and nothing more.

I would like to conclude my book by including the Desiderata by Max Ehrmann—which has been my bible all through these years of toiling in the waters of the Great Lakes of Canada.

Desiderata

"Go placidly amid the noise and haste,
 and remember what peace there may be in silence.
 As far as possible without surrender
 be on good terms with all persons.
 Speak your truth quietly and clearly;
 and listen to others,
 even the dull and the ignorant;
 they too have their story.
 Avoid loud and aggressive persons,
 they are vexations to the spirit.
 If you compare yourself with others,
 you may become vain and bitter;
 for always there will be greater and lesser persons than yourself.
 Enjoy your achievements as well as your plans.
 Keep interested in your own career, however humble;
 it is a real possession in the changing fortunes of time.
 Exercise caution in your business affairs;
 for the world is full of trickery.
 But let this not blind you to what virtue there is;
 many persons strive for high ideals;
 and everywhere life is full of heroism.
 Be yourself.
 Especially, do not feign affection.
 Neither be cynical about love;
 for in the face of all aridity and disenchantment
 it is as perennial as the grass.
 Take kindly the counsel of the years,
 gracefully surrendering the things of youth.
 Nurture strength of spirit to shield you in sudden misfortune.
 But do not distress yourself with dark imaginings.

Many fears are born of fatigue and loneliness.
 Beyond a wholesome discipline,
 be gentle with yourself.
 You are a child of the universe,
 no less than the trees and the stars;
 you have a right to be here.
 And whether or not it is clear to you,
 no doubt the universe is unfolding as it should.

Therefore be at peace with God,
whatever you conceive Him to be,
and whatever your labors and aspirations,
in the noisy confusion of life keep peace with your soul.
With all its sham, drudgery, and broken dreams,
it is still a beautiful world.
Be cheerful.
Strive to be happy.”
Max Ehrmann, *Desiderata*, Copyright 1952.

TRUTH IS YOUR VERY LIFE-BREATH

Sathyannasti Paro Dharma (there is no Dharma greater than adherence to truth). Hence, follow the path of truth and revive the ancient glory. Do not give room for untruth, unrighteousness and injustice. Truth can transform Earth into heaven and heaven into earth. Hence, consider Truth as your very life-breath and experience bliss therefrom. This is the education you are supposed to learn.

“*Sathyam Jnanam Anantham Brahma . . .*”

ACKNOWLEDGMENT—<http://www.eaisai.com/baba/>

A BILL OF RIGHTS FOR FUTURE GENERATIONS.

We, the people of the future, like the twenty thousand generations who came before us, have the right to breathe air that smells sweet, to drink water that runs pure and free, to swim in waters that teem with life, and to grow our food in rich, living earth.

We have the right to inherit a world unsullied by toxic chemicals, nuclear waste, or genetic pollution. We have the right to walk in untamed nature and to feel the awe that comes when we suddenly lock eyes with a wild beast.

We beseech you, the people of today: do not leave your dirty messes for us to clean up; Do not take the technological risks, however small, that may backfire catastrophically in times to come. Just as we respectfully ask that you not burden us with your deferred debts and depleted pension plans, we also claim our right to a share of the planet's ecological wealth. Please do not use it all up.

We, in turn promise to do the same. We grant these same rights and privileges to the generations who will live after us; we do so in the sacred hope that the human spirit will live forever.

A curse on any generation who ignores this plea.

Above from *www.adbuster.org*

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Date: December 19, 2005