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603 Executive  
2020-2021

President:

**Tracy Ingham**

1st Vice: **Norm Keeler**

2nd Vice: **Paul Jurkovic**

Recording Secretary:

**Glen Waughtal**

Financial Secretary:

**Dean Soiland**

Treasurer:

**Mario Ferreira**

Chief Shop Steward:

**Mike McMullen**



**UNIFOR**  
Bill Hickey | Local 603

NEWSLETTER VOL # 2

NOVEMBER 2020

## Presidents Report by Tracy Ingham

Greetings brothers and sisters,

It's that time of the year when we remember the fallen and the people who sacrificed everything to ensure our longevity and our freedom. I ask that you take a few minutes and remember those that were lost.

Within the next few weeks, we will be making decisions on the future of the local by nominating our brothers and sisters to positions on the executive. These positions inside of our union allow the person accepting them to represent the membership in the hopes of making a difference and to ensure the betterment of the membership is always upheld. To those of you who stand after the final nominations I thank you and wish you all the best.



On November 23 your wage delegates will be meeting virtually with the other locals in the caucus to start the work of selecting

the main wage items for the upcoming contract. We provided the mediators with our items a few weeks ago and I suspect that our agenda won't be too terribly different from the rest of the caucus.

We received some sad news of a long-time employee who passed away on November 10, 2020. After speaking with Mrs. Daem, she was comfortable with us celebrating some of AI's achievements. Big AI, as he was known, was the shift millwright on B crew and was an employee at Canfor for 46 years. AI started at the mill in 1974 and he worked in the steam plant until 1984 when he was able to acquire a millwright apprenticeship. AI always had time to stop and talk and was never short of a story to tell. He was a bit of a forward thinker and was highly interested in biofuels. Story is that if you parked near his truck, you would notice that it smelled like French fries. The 'Biofuel' was actually used cooking oil from McDonalds. He was an avid luge enthusiast and won medals in the sport. AI will be missed by his fellow shift trades but also everyone who had the opportunity to listen to one of his tales. Our condolences go out to AI's family. To you AI, we wish you happy gold panning!!!!

There are a few good things happening at the mill and the biggest one for all of our longevity is the decision to go ahead and spend the money to fix the boiler. My hope would be that this will provide the members hired after me the same opportunity to work consistently at the same place for a long time.

We also received some news on a member who was involved in a very serious accident over a month ago. He is back here in Prince George and by all accounts, is well on his way to recovery. We wish him all the best!!

I ask that we continue to have tolerance for each other during these trying times. Aside from Covid which is ever looming, the mill is not in its normal state and at times the uncertainty is a trigger for people. We will get through this and be all the stronger for it.

In solidarity,

Tracy Ingham  
603 President

## Next Union Meeting

**December 9th — 7pm**

**Election results and Wage Caucus Update**

### 18 November Meeting Notes

*Draw Winners — Delilah Michalchuk (backpack), Mario Ferreira ( Shirt ) & Andy Duperron (Hat).*

*Elections to be held by the membership for required Executive positions will be held on the 3rd and 7th of December .*



This publication from UNIFOR local 603 is intended to educate and inform its members. The views expressed are those of the writer and not necessarily of UNIFOR or Local 603. The elected Executive reserves the right to edit for clarity of fact. Material of sexist, racist or defamatory nature will not be published.



# Safety Report-November

As most people are aware, we have had one case of Covid19 at our site. There are some concerns around the privacy rights of the worker but from what I know it was a contractor on site who was in a modified work capacity and Northern Health completed the contact tracing protocol. 10 workers were told to self isolate. 7 of the 10 were tested for Covid19 despite showing no symptoms and all tests returned negative. I know that many people, including myself, were upset with how Canfor handled the communication of this event. I have had a discussion with the GM and made it very clear that Canfor communicating with the press but not our own workers is very unprofessional and unacceptable. Going forward he has said that they will do better to communicate these types of issues.

We had one Medical treatment this month. A production worker was helping a Millwright remove a guard and the guard slipped

and landed on the workers finger causing a laceration and they were sent to hospital for stitches.

Hand injuries continue to be our #1 injury. Please take the time to be conscious of where your hands are to avoid pinch points and wear the proper gloves for the task. If anyone has any ideas on how to help with this issue please do not hesitate to come forward and talk to a JOHSC rep. we are a limited group so any extra input is appreciated.

A new Safety supervisor for Northwood has been selected. Bryce Gladdish was the successful candidate. Bryce has been a safety advisor at Intercon for the last few years and I had an opportunity to work with him during the shutdown and I believe he will be a good fit with our JOHSC group. I am hopeful that we can continue moving our safety program forward in a positive, constructive and pro-active manner.

I would like to thank everyone for all the help and support over the last year in my position as the 603 Safety Rep. I look forward to another year in this position if I am selected as the Safety Rep again.

As always please feel free to reach out to myself or any other JOHS rep at any time if you have any safety concerns.

Cody Montgomery  
Local 603 Safety Rep.

Safety Stats	This period	YTD
First Aid		108
Medical Aid		7
MT	1	4
Lost Time		1
MIR		1.33

## Safety fails this Month!





# 603 Grievances



## Here is the List of Grievances your Union is working on or resolved :

- 1. Grievance 1 Mar 2020** Step 1, submitted - **Excessive Discipline**  
Company Response, Mar 4, 2020 - **No Resolution Found** union moved to 2nd step  
Company Response, May 25, 2020 - **No Resolution Found** union moved to 3rd step  
Company Response, June 2020 - **No Resolution Found** union moved to 4th step  
Company Response, 7 Oct - **No Resolution Found** union still under negotiations  
8 Oct 2020 - **Resolution Found**. Results, Letter of suspension reduced to written warning
- 2. Grievance 10 June 2020** Step 1, submitted - **Excessive Discipline**  
Company Response, 15 June, 2020 - **No Resolution Found** union moved to 2nd step  
Company Response, 17 June, 2020 - **No Resolution Found** union moved to 3rd step  
Company Response, 24 June 2020 - **No Resolution Found** union moved to 4th step  
Company Response, 7 Oct 2020 - **No Resolution Found** union moved to expedited arbitration
- 3. Grievance #00001** Step 1, submitted **July 23/2020 - Letter of Expectation**  
Company Response, Sept 8, 2020 - **No Resolution Found** union moved to 2nd step  
Company Response, Oct 7, 2020 - **No Resolution Found** union moved to 3rd Step



## You have A Right to Grieve! Here's How:

**The objective of any Grievance is to solve it at the lowest possible step.** If you believe you have a Grievance issue you **must** first talk to your direct supervisor or coordinator to see if the matter can be resolved immediately. If that discussion or request fails to resolve the issue contact a **Shop Steward** from the posted stewards list (not an Executive Committee Member) for assistance in taking it to **Step One**. Failure to do this may waste valuable time delaying quick resolution and cause you more stress. You have the right to choose the steward who will represent you in any Grievance or Disciplinary issue.

### **ARTICLE XXXI - ADJUSTMENT OF COMPLAINTS ( Section 1- page 56, 2017-2021 CA)**

**Step One** - In the event that a written grievance is submitted arising out of the operation of this Agreement, except the cases of discharge or suspension, the employee shall continue to work as per the conditions existing prior to the time that the grievance arose, and any formal meeting to discuss the grievance shall be held in the presence of the shop steward.

**Step Two** - If there is no satisfactory resolution at first step then the Union may within seven (7) days, advise the department supervisor that the employee intends to proceed with the grievance. The department superintendent and chief shop steward will then have fourteen (14) days from the date of notification to deal with, and answer the grievance. Grievances other than those of individual employees may be initiated at Step Three by either party.

**Step Three** - If there is no satisfactory resolution at second step then either party may, within seven (7) days, refer the question to the Standing Committees by advising the chairmen of the Standing Committees of the intention to proceed with the grievance. The Standing Committee will then have thirty (30) days to deal with, and answer the grievance.

**Step Four** - If there is no satisfactory resolution at third step then the question may, within seven (7) days upon written request of either Standing Committee be referred to the President of the Local and the Pulpmill General Manager will then have thirty (30) days to deal with, and answer the grievance. Either party may elect to involve outside help at this step such as regional Union representation and/or a Management representative from outside of Northwood.

**Step Five** - If there is no satisfactory resolution at fourth step then the matter may, within thirty (30) days, be referred to an Arbitrator.

## National Unifor News of Interest

### **Unifor members at General Motors ratify new collective agreement** November 9, 2020

TORONTO—Unifor members at General Motors in St. Catharines, Oshawa and Woodstock have voted 85 per cent to ratify a new three-year collective agreement that includes significant investments, job security and economic gains.

“This contract solidifies and boldly builds on GM’s Canadian footprint, with a \$1.3 billion dollar investment that brings 1,700 jobs to Oshawa plus more than \$109 million to in-source new transmission work for the Corvette and support continued V8 engine production in St. Catharines,” said Jerry Dias, Unifor National President.

“Jobs at all three Canadian sites are secure for the life of this agreement, including at the Woodstock Parts Distribution Centre, which will also see upgrades,” added Dias.

Oshawa will be the only GM plant capable of producing both light and heavy trucks, and St. Catharines will produce the engines for those pick-ups.

“After Ford and FCA, this amounts to a hat trick worth almost \$5 billion dollars,” said Dias.

The Ford deal reached in September includes \$1.95 billion in investments to bring battery electric vehicle production to Oakville and a new engine derivative to Windsor and the Fiat Chrysler agreement includes more than \$1.5 billion in investment in a state-of-the-art platform to build both Plug-In Hybrid Vehicles and Battery Electric Vehicles.

All three contracts include support from both the federal and Ontario government.

“I want to thank both levels of government for supporting us. We went into bargaining in the middle of a pandemic, facing great uncertainty. Now we can proudly say these three contracts will breathe new life into Canada’s auto sector,” said Dias.

“I want to thank the members for their support because our solidarity proves that if we stick together, we are a powerful force and we can achieve gains and job security for all members,” said Tim McKinnon, Unifor’s GM Master Bargaining Committee Chair. “There is a future for the auto industry, and that future is ‘Made in Canada.’”

The new three year GM agreement follows a historic pattern setting deal first reached with Ford that includes five per cent increases to hourly rates, a \$7,250 productivity and quality bonus, a total of \$4,000 in inflation protection bonuses, improved benefits, shift premiums, and restoration of the 20 per cent wage differential for skilled trades.

In addition to several other gains in benefits, Unifor and GM have also agreed to create an anti-racism action plan, establish a new Racial Justice Advocate in the workplace, and the company will also provide up to 10 paid days of domestic violence leave.

Unifor is Canada’s largest union in the private sector, representing 315,000 workers in every major area of the economy. The union advocates for all working people and their rights, fights for equality and social justice in Canada and abroad, and strives to create progressive change for a better future.



# Laughs



...I'll tell you why I'm quittin"! I'm tired of you constantly riding my ass...that's why!!



And who shall I say is reaching the end of his rope



"We have an agreement in principle.  
The question is, do we all have the same principles?"

# NRA Events

*Walk the orchard and see Santa from 6ft!*

*NRA Presents*

*Kids Christmas at the Northern Lights Estate Winery*

*Sign up to secure tickets to "Light up the Orchard" December 6*

*Time slots: 4:30, 5:00, 5:30, 6:00, 6:30 and 7:00*

*Email Irene.Dahl@canfor.com to sign up*

## Know Your Collective Agreement & Union Constitution



### **ARTICLE XVII - STATUTORY HOLIDAYS (2017-2021 CA Page 34)**

#### **Section 1: Recognized Days**

*The following shall be the recognized Statutory Holidays:*

**New Year's Day** - 40 hours, 4:00 p.m. December 31 to 8:00 a.m. January 2,

**Family Day** - 24 hours, 8:00 a.m. Monday (2nd Monday in Feb) to 8:00 a.m. Tuesday,

**Easter Monday** - 24 hours, 8:00 a.m. Monday to 8:00 a.m. Tuesday,

**Canada Day** - 24 hours, 8:00 a.m. July 1 to 8:00 a.m. July 2,

**Labour Day** - 24 hours, 8:00 a.m. Monday to 8:00 a.m. Tuesday,

**Christmas Eve** - 24 hours, 8:00 a.m. December 24 to 8:00 a.m. December 25,

**Christmas Day** - 24 hours, 8:00 a.m. December 25 to 8:00 a.m. December 26,

**Boxing Day** - 24 hours, 8:00 a.m. December 26 to 8:00 a.m. December 27,

#### **Section 2: Adjustment in Hours**

The hours of commencing and ending, specified above, may be varied by mutual agreement of the Company and the Union Standing Committee and the specified hour of commencing or ending will be adjusted to coincide with the regular hours for changing shifts.

In the event that Canada Day falls on Sunday, the following Monday will be observed and the specified hours correspondingly changed.

## Helpful Union Definition & Terms

**Arbitration** - the method of settling employment disputes through recourse to an impartial party from the Labour Board, whose decision is final and binding.

**Collective Agreement, Agreement, Contract** - a legally-binding written contract, arrived at through the process of negotiation, which covers the employee's wages, hours, and terms and conditions of employment. A written agreement between the Union and the Employer is for a definite term, defining conditions of employment (wages, hours, benefits, working conditions, etc.) rights of employees and the processes for resolving disputes or handling issues that arise during the term of the agreement.



## Who are your Executive?

I was hired by Northwood in September of 1988. This was the time of the “29 day wonders” ( if you worked 30 days you were considered full time and went on the payroll permanently , so you were sent home by the 29th day). I worked a few days in September cleaning the maintenance shop and then was told to go home.

I wasn't called back until March 6, 1989 and was placed in the wood room where I spent two years learning the equipment and the operating line. I bid into the lab and worked there for 14 years until the lab was collapsed in 2005.

Since that time I have been in the pulping group and I am currently trained to the bleach plant panel job. My career in the union started in the nineties when I started to attend union meetings and very quickly I was recruited to be on standing committee, health and welfare, EFAP and the ergonomics committee all at the same time (This wasn't a testament to my abilities but rather a new member who suddenly found

themselves holding many positions).

I have held positions as a trustee, shop steward, director, safety captain a wage delegate and eventually chair of the health and welfare committee. My passion turned toward fighting WCB claims for the membership and it became my primary focus.



The union supported my endeavors, provided me with the opportunity to become educated to better serve the membership and most importantly gave me a voice.

The union has a place in our worksite and I encourage you to get involved!

Tracy Ingham  
603 President

## Wage Caucus Members

Tracy Ingham - Bleach Plant Operator, 31 years as 603 union member

Andy Duperron - Stores Person, 36 years as 603 union member

Don Garden - Pipe Fitter, 37 years as 603 union member

Norm Keeler - Electrician, 16 years as 603 union member

Cody Montgomery - Recovery Field Engineer 3rd, 12 years as 603 union member

Jody Gale (Alternate) - Machinist, 8 years as 603 union member



## Wage Caucus for November

What is Wage Caucus? In 2017 Unifor and the Pulp, Paper, and Woodworkers of Canada (PPWC) re-established the Joint Pulp and Paper Caucus. This allows for pattern bargaining maintaining pension, wage and benefit language in the collective agreements of both organizations. Under this, the unions are better positioned to face the growing challenges to the industry. The groups already work cooperatively on the Pulp and Paper Industry Pension Plan and the Pulp and Paper Safety Conference.

### *Wage Caucus Locals 2020*

#### **Unifor**

- Local 1: Powell River (Paper Excellence) Mill currently curtailed.
- Local 10B: Kamloops (Domtar)
- Local 76: Powell River (Paper Excellence) Mill currently curtailed.
- Local 433: Burnaby (Norampac)
- Local 456: New Westminster (Kruger)
- Local 514: Port Alice Mill permanently closed.
- Local 592: Port Alberni (Paper Excellence)
- Local 603: Prince George (Canfor)
- Local 686: Port Alberni (Paper Excellence)
- Local 855: Hinton (West Fraser)
- Local 1092: Mackenzie (Paper Excellence) Mill currently curtailed.
- Local 1115: Quesnel (West Fraser/Mercer)
- Local 1119: Port Mellon (Paper Excellence)
- Local 1120: Prince Albert (Paper Excellence) Restart agreement negotiated Jan 2020.
- Local 1132: Crofton (Paper Excellence)
- Local 1133: Prince George (Canfor)

#### **PPWC**

- Local 1: Castlegar (Zellstoff Celgar)
- Local 2: Crofton (Paper Excellence)
- Local 8: Nanaimo (Harmac) Recently negotiated 8yr Agreement.
- Local 9: Prince George (Canfor)
- Local 15: Skookumchuck (Paper Excellence)





## A bit of Northwood History

## WHO ARE WE?

Northwood Pulp and Timber Limited began in 1961 when Noranda Mines Ltd., a Canadian corporation, diversified into the forest industry. In the early 60's, Noranda purchased a number of sawmills in the Prince George area and in 1964 decided to enter the pulp business. Noranda joined with the Mead Corporation of Dayton, Ohio and on May 26, 1964, became equal shareholders in a new company known as Northwood Pulp and Timber, Limited.

In November 1999, Canadian Forest Products Ltd. (Canfor) of Vancouver, BC, purchased the Northwood Operations. In 2006, the pulping operations of Canfor were spun off into a separate company known as Canfor Pulp Limited Partnership (CPLP), with Canfor maintaining a majority ownership in CPLP. In 2012, CPLP was integrated back into Canfor.

The Northwood Pulpmill was started up in 1966 and produces a premium grade of bleached softwood Kraft pulp. In 1982 the company completed a major addition which doubled the mill's capacity. Today Northwood's pulpmill is one of the largest facilities in the world with a current capacity of 1,730

tonnes per day. The original plant was modernized and integrated with the advanced technology of the new mill. The economies of scale resulting from the increased capacity make the mill a highly productive, cost effective operation which is both environmentally clean and competitive.

### PRODUCT:

Prime fully bleached softwood Kraft pulp is the main product produced. Annual pulping capacity is about 589,000 tonnes or 1,725 tonnes per day when at optimum capacity. The daily production record is 2,053 tonnes/day. The best operating month and year are 1,746 and 1,681 tonnes per day respectively.

Northwood's pulp is sold on the open market by Canfor Pulp and Paper Marketing. It is sold in Europe, the Far East and North America.



### EMPLOYEES:

There are approximately 500 staff and union employees. Union affiliation is with the Unifor Local 603. About 50% of the employees work in production areas, 35% in maintenance and 15% in services.



## Membership



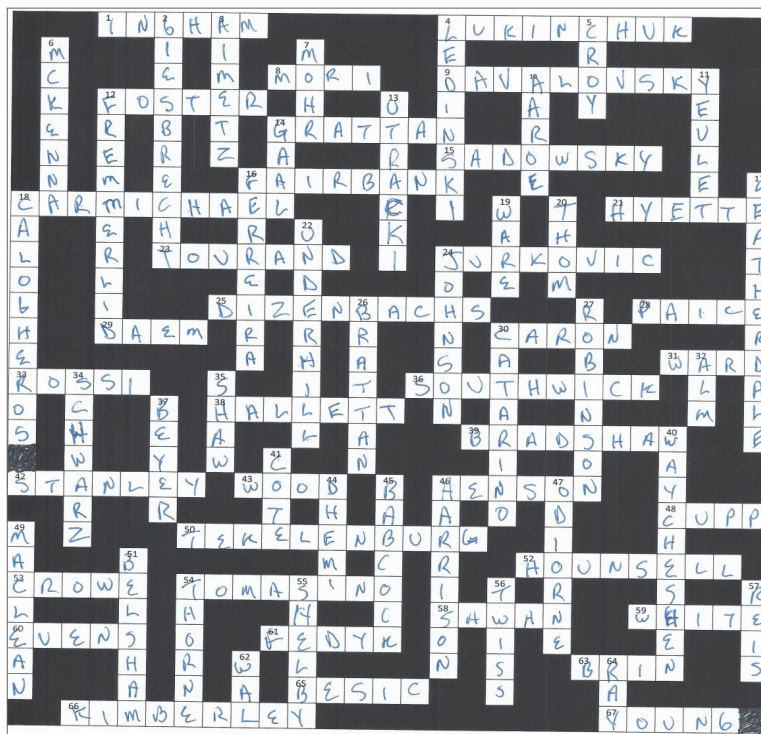
### **Members that have not yet been initiated:**

James Murrey - 2015, Sheldon Stanley - 2016, Tyler Paice - 2017, Pierce Watson - 2017, Tyson Tomasino - 2017, Christian Dougherty - 2017, Brian Shelby - 2018, Anthony Mijatovic - 2018, Daniel Pontius - 2018, Colin Dyck - 2018, Kristi Gehringer - 2018, Dusty Wilson - 2018, Clifford Patterson - 2019, Eric Hounsell - 2019, Timothy Giesbrecht - 2019, Tyler Robinson - 2019, Garrett Caron - 2019, Russell Quinn - 2019, Clayton Cole - 2019, Dawsen Brienen - 2019, Caleb Mcrae - 2019, Zachary Zaporozan-Jones - 2019, Jeffery Dinelle - 2019, Cole Kulczykzi - 2019, Robert Harrison - 2020, Jonathan Murray - 2020, Michael Dougherty - 2020, Jared Lygas - 2020, Jordan Abdai - 2020, Dave Ponee - 2020, Liel Siebert - 2020.

## Significant Upcoming Dates

- Wage Caucus - November 23-25
- Newsletter- Submissions must be in by the 15th of each month at newsletter603@telus.net

### Gaming Fun Answers - October 2020



## Important Notes

- \* With tax season coming up please ensure that both the company and union office have your updated address. Remember, the company does not notify the union office of these changes regularly. You can simply notify the union office by email or fill out the form on the website and send it in.
- \* Death Benefit - We have many members who either do not have or may need to update their Death Benefit Beneficiary. The form is available on your union website and must be filled out in full and can be mailed, or emailed to the union office.

## Important Numbers

WCB Dial a claim is: 1-888-workers ( 1-888-967-5377)

Work safe BC local office: 250-561-3715

Sunlife Benefits: 1-800-361-6212

National Link - Unifor.org

<https://unifor603.ca/union-affairs/>

## How To Contact Your Union

### Hours

Tuesday - Friday 8am –12pm

Saturday - Monday, Closed

Office Administrator - Jamie Ross

Name - **Unifor Bill Hickey Local 603**

Address - **1012 Cuddie Crescent**

City - **Prince George, BC**

Postal Code - **V2L 4C2**

Phone - **(250) 563-5159** Fax**(250) 563-0847**

Email - **unifor603@telus.net**