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**603 Executive
2019-20**

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 # 1

OCTOBER 2020

Presidents Report by Tracy Ingham

The much awaited and anticipated Unifor 603 Newsletter!!!

To say that myself and the executive are excited and proud to present this inaugural Unifor 603 newsletter to you would be an understatement.

It's been 23 years since a formal newsletter has been distributed to the membership. Thanks to Mark Lawrence, we present to you a 2020 version of a much revered source of information intended to inform and educate.

The newsletter is intended to put a piece of our union back into the workplace. It is meant to celebrate our victories and inform our membership of what is happening in the local. It is intended to say farewell to our retirees and welcome the new hires.

Next Union Meeting

18 November—7pm

***Final nominations for Executive Members and other
important Information!***

14 October Meeting Notes

Congratulations!! to Tracy Ingham on her re-election as 603 President!

Draw Winner's—Mark Lawrence (backpack), Jeremy Tourand (Shirt)

And Cody Montgomery (Hat)

Our plan for the immediate future is to have the newsletter available on a quarterly basis, but the hope would be to have a copy out every month.



If you have anything you wish to share, something you would like to see or if you have something to add to the newsletter, you can contact Mark Lawrence by email at newsletter603@telus.net. There is also a suggestion box in the hallway by the machine room which will be checked on a regular basis.

This newsletter belongs to you. We encourage you to help make it a vital part of our union's day to day.

Once again thank you Mark, your efforts are totally appreciated!!!

In solidarity,

Tracy Ingham
President Local 603



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 Material of sexist, racist or defamatory nature will not be published.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-October

As everyone is well aware, Covid 19 has pretty much consumed life as we know it. As you can imagine it was quite the job trying to figure out how we were going to have our maintenance shut down in the middle of a pandemic. Although there were still several issues that came up as we worked through the planning and the shutdown itself I feel that, overall, it went really well. I personally want to thank everyone for your cooperation and understanding as we all worked through a very unique shutdown. Face coverings and social distancing have been the 2 main controls in place for preventing and limiting the spread or potential outbreak of Covid 19 on site. During the shutdown there were constantly times that people needed to be reminded to either maintain that 2-meter separation or put on a face covering. That being said, the vast majority of people were really good about maintaining those protocols and most were polite when reminded

about the expectation. As was expected face covering fatigue became an issue as the shutdown progressed, but again most people were very good when reminded about the requirements.

During the shut we had 3 WorkSafeBC visits totaling over 14 hours of inspection time. Northern Health also joined WorkSafeBC during one of those visits. In all that time they were very impressed with how things were looking and the only orders issued were to one of the contractors and they were relatively minor. One was for Chicago couplings without locking pins and the other was a worker not being clean shaven when using a half mask respirator. There were a few minor things that they pointed out as we walked around as there is always room for improvement.

We did have one recordable injury during the shutdown. A worker was replacing a large coupling guard when it slipped and cut through their glove and into their index finger.

They were sent to the hospital for stitches and then returned to work. Other than that, it was a very good shutdown as far as safety is concerned. One of the main issues that came up several times was a variety of different issues with lockouts. Both the new parts of the lockout program and also stuff that has been around for a very long time. I am pushing to get back to some in class type training review on lockouts in the near future as it is quite obvious that the online training style does not work for things as large and important as the lockout program.

Thanks,
Cody Montgomery
603 Safety Rep

Safety Stats	This period	YTD
First Aid	9	95
Medical Aid	2	5
MT	1	3
Lost Time	0	1
MIR	1.22	

Hand Tool 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
- 2. Grievance 2 June 2020** Step 1, submitted — **Discipline without Representation & Excessive Discipline**
Company Response, June 4, 2020 — **No Resolution Found** union moved to 2nd step
Company Response, June 8, 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 2020 — **Resolution Found.** Results, Letter of suspension reduced to written warning and pay for hours missed
- 3. 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
- 4. 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

October 15, 2020 - Unifor creates Racial Justice Advocate program in historic deal with Ford:

Unifor's historic new collective agreement with Ford Motor Company did not just establish an economic pattern agreement with the Detroit Three Automakers, it also set a precedent by establishing a racial justice advocate in the workplace.

"We started this round of negotiations with an understanding that our union needed to dedicate time and effort to negotiating strong and effective language to combat racism and racial discrimination in the workplace and in our communities," said Jerry Dias, Unifor National President.

Negotiations took place amid tremendous uncertainty and anxiety particularly with the rise of far-right groups and increasing incidents of racial violence across the globe. Heading into negotiations, Unifor announced that its bargaining efforts would have a significant focus on escalating the union's commitment to the fight for racial justice.

"Our bargaining team was firmly committed to expand the role our union plays in the fight to combat discrimination in all its forms. I'm proud to say that we've brought our existing fight against racial discrimination to a new level with a new and innovative program that will empower members to take action," said John D'Agnolo, Ford Master Bargaining Committee Chair and President of Unifor Local 200.

Unifor and Ford Motor Company agreed to develop an ambitious Anti-Racism Action Plan that includes the establishment of a new Racial Justice Advocate program. The program will consist of specially trained Black, Indigenous, or racialized workers in each facility covered by the collective agreement, whose role will be to assist and support workers who face any form of racial discrimination, violence, and marginalization with peer-led support, direct racial justice initiatives, and promote access to community culturally appropriate services.

"The importance of creating this position cannot be understated. Our union recognizes the destructive impact systemic racism has on people's lives," said Christine Maclin, Unifor Human Rights Director. "This is an important next step in our union's mission to combat racial injustice. What our members have accomplished in the auto sector sets an important precedent for other workplaces in communities across the country. We want to see this program negotiated as far and wide as possible so that Black, Indigenous and racialized members receive access to the support and services they need."

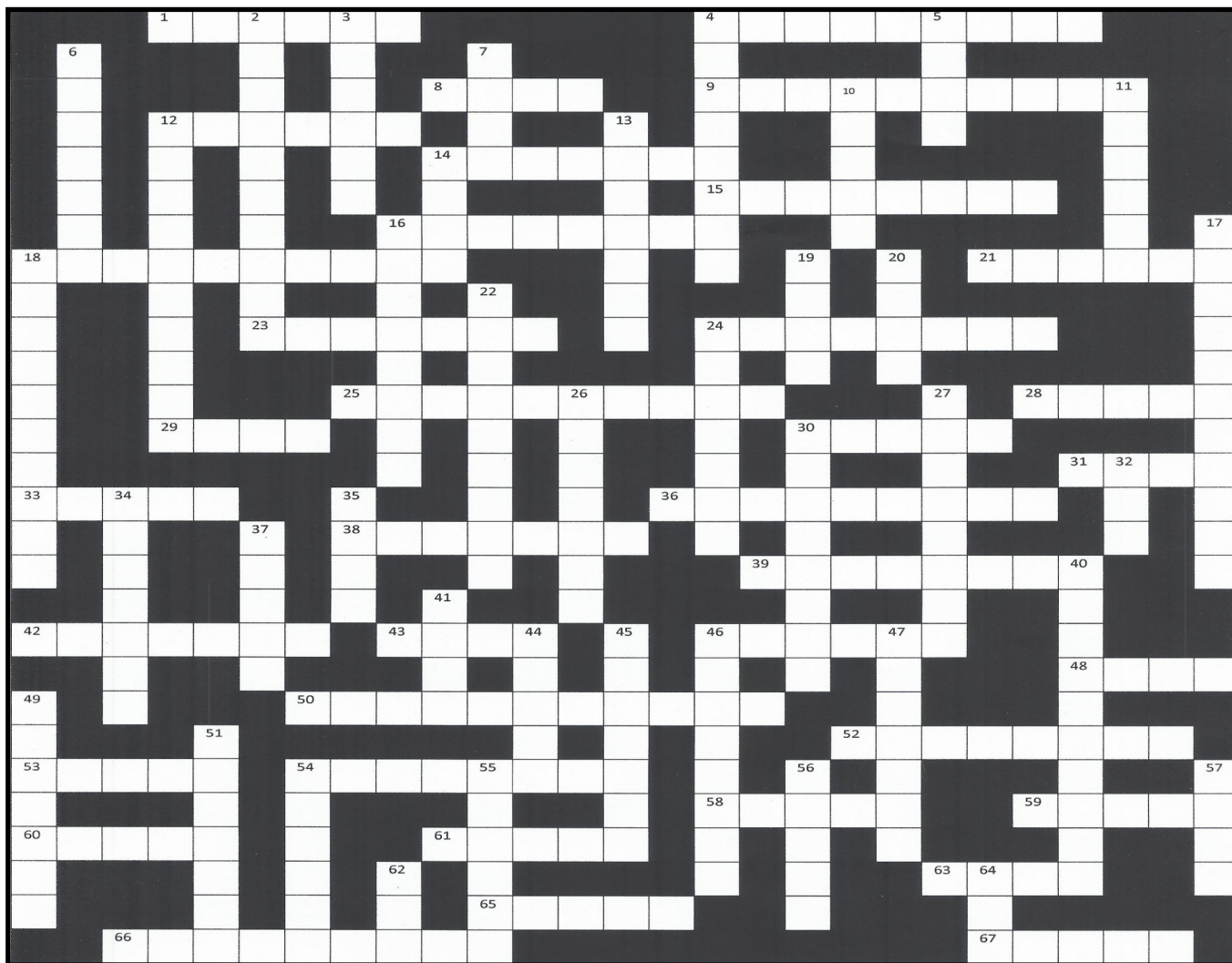
A key role of the Racial Justice Advocate includes the development, implementation and review of an Anti-Racism Action Plan that builds on the union's existing anti-racism and inclusivity efforts including coordinating with coalition partners like Black Lives Matter and Indigenous advocacy groups. While advocating for workers of colour will also encourage other workers to take a more active role against racism.

"This program is as much about advocating for individuals as it is about taking collective action. Everyone has a role in fighting racial discrimination at home and at work and in social spaces. That means not only listening to and advocating for someone but ensuring all workers are doing their part."

Unifor successfully negotiated the recognition of the International Day for the Elimination of Racial Discrimination at all Ford facilities on March 21. All operations will cease at 11:00 a.m for all workers to observe a minute of silence to affirm their commitment to ending racism.



Gaming Fun! Name your 603 Brothers and Sisters *by Jody Gale, Machinist*



ACROSS

- 1. Local 603 President/PGO
- 4. Field Operator Water/Effluent
- 8. Stores
- 9. Health and Welfare /Electrician
- 12. Trade Utility
- 14. Instrumentation Mechanic
- 15. Stores
- 16. Grader
- 18. Utility Prep
- 21. Utility Recauast
- 23. Millwright
- 24. 2nd Vice /Electrician
- 25. Pipe Fitter
- 28. Front End Loader
- 29. Millwright
- 30. Woodroom Utility
- 31. Machine Tender
- 33. Assist Field Engineer
- 36. Woodroom Utility

- 38. Labour Pool
- 39. Millwright
- 42. Woodroom Utility
- 43. Labour Pool
- 46. Forklift Operator
- 48. Electrician
- 50. Pipe Fitter
- 52. Utility Machine Room
- 53. Health and Welfare / Electrician
- 54. Lube Mechanic
- 58. Back Tender
- 59. Lube Mechanic
- 60. Recovery Engineer
- 61. Pipefitter
- 63. Stores
- 65. Trade Utility
- 66. Field Operator
- 67. Pipefitter

DOWN

- 2. Lube Mechanic
- 3. Painter
- 4. Labour Pool
- 5. Power Boiler Engineer
- 6. Pipefitter
- 7. Labor Pool
- 10. Welder
- 11. Instrumentation Mechanic
- 12. Field Operator/ Effluent
- 13. Millwright
- 14. Power Boiler Field Engineer
- 16. Labour Pool
- 17. Utility Machine Room
- 18. Instrumentation Mechanic
- 19. Pulping Group Operator
- 20. Warehouse Operator
- 22. Bleach Plant Operator
- 24. Pulping Group Operator
- 26. Tandem Dump Truck

- 27. Stores
- 30. Day Tester
- 32. Power Boiler Field Engineer
- 34. Mill Field Engineer
- 35. Pipefitter
- 37. Recovery Engineer
- 40. Cat Operator
- 41. Millwright
- 44. Utility Steam and Recovery
- 45. Chip Screens Field Operator
- 46. Millwright
- 47. Garage Mechanic
- 49. Trade Utility
- 51. Labour Pool
- 54. Utility Material Handling
- 55. Front End Loader
- 56. Welder
- 57. Forklift Operator
- 62. Millwright
- 64. Labor Pool

Know Your Collective Agreement & Union Constitution



ARTICLE XVIII - SPECIAL (PERSONAL) FLOATING HOLIDAYS (2017-2021 CA Page 38)

Section 1: Floating Holidays

There shall be granted annually five (5) Special (Personal) Floating Holidays with pay to regular full-time employees, such special holidays to be arranged at a time suitable to the employee and the Company, during the contract year, so that there will be no loss of production.

Section 2: Qualifying Conditions

For each Special (Personal) Floating Holiday taken an employee will be granted eight (8) hours pay on the straight time rate of the employee's regular job (see pages 173-186) for employees scheduled on Twelve (12) and Ten (10) Hour Shift Schedules respectively) subject to the following:

- (a) A new employee must have been on the payroll for not less than ninety (90) days to qualify for his first Special (Personal) Floating Holiday and on the payroll for one hundred and eighty (180) days to qualify for his second, third, fourth and fifth Special (Personal) Floating Holidays.
- (b) Employees will not qualify for Special (Personal) Floating Holidays if on leave of absence of more than nine (9) months in the contract year except in the case of sickness or injury.
- (c) If an employee is required to work on any of these Special (Personal) Floating Holidays, after a definite date has been designated for such holidays, the employee shall be paid overtime for such work at the rate of time and one-half. The employee will then be entitled to take the said holiday or holidays with pay at a later date to be mutually agreed upon.
- (d) When the holiday is requested in writing seven (7) days in advance, the payment of overtime shall not be a factor in the granting of Personal Floating Holidays. The employee shall receive written notice of the disposition of his request a minimum of seventy-two (72) hours prior to the requested Personal Floating Holiday.

Helpful Union Definition & Terms

Letter of Expectation—to counsel and communicate, to identify or clarify expected behavior in performance of job duties. While it is permissible for an employer to provide a general written statement of its expectations to an employee, an employer may not disguise discipline in the form of a letter of expectation.

Letter of Discipline—to correct poor performance or undesirable behavior - assumes that discipline is needed to achieve correction.

Ratification— The act or process of ratifying something (such as a treaty or amendment); formal confirmation or sanction.



Who are your Executive?

Hello all,

My Name is Dean Soiland and I have been employed at Northwood for 24 years now and have been in Pulping Group for almost all my time here. Throughout my tenure at the mill I have held various positions within the union which included being a Crew Safety Captain (22 years), Department Safety Rep (11 years), 603 Safety Rep (1.5 years), Shop Steward (17 years) and Financial Secretary for the Union (2014 to present).

As Financial Secretary for the union some of my duties include overseeing the collection of union dues paid by members to the local, making sure all monies owing to the local by the company are collected and all financial records are true and whole. I am also responsible for creating a yearly budget for approval by the executive and to ensure that we have sufficient funds to operate monthly and yearly.

I also undertake several roles outside these duties including organizing some events, making sure our secretary (Jamie Ross) has what she needs to run the office and any other duty I volunteer for or am assigned to do as per the executive. These are but a few of the many responsibilities I have as Financial Secretary.



As an executive member I can help members understand and interpret the collective agreement and help you understand your rights and responsibilities and if needed direct you to someone who can better help you with

your problem. On my days off when time allows me I will also do walkabouts throughout the mill to help address issues and listen to any concerns and deal with them if I can or let the appropriate people know who can deal with it. It is also worth mentioning that all executive members are unpaid positions and we do dedicate a fair amount of our free time to the members and the local as a whole.

Thank You,

Dean Soiland
Financial Secretary
Bill Hickey Unifor Local 603

Union Training Opportunities

Please check out Unifor.org or our local website Unifor603.ca for virtual training opportunities at this time. If you are interested please contact a union Executive Member or the local office on how to get enrolled.



NRA Events for October

Northwood Rec. Association at the

Northern Lights Winery
PUMPKIN WALK
Oct. 30 @ 6:20, 6:40 or 7 pm
Free for NRA members
Contact Teddy for tickets (Teddy.townsley@canforpulp.com)



KIDS COSTUME CONTEST

POST A PICTURE OF YOUR CHILD'S COSTUME ON THE NRA FACEBOOK PAGE OR EMAIL IT TO TEDDY.TOWNSLEY@CANFORPULP.COM

ENTRY DEADLINE NOV 1
PRIZES FOR EACH CATEGORY
(0-2, 3-4, 5-6, 7-8, 9-10, 11-12)



Northwood Rec Association

PUMPKIN CARVING CONTEST

Pick up your pumpkin
OCTOBER 22nd 5-6 pm
Northwood Parking Lot

Post a picture of your carving on the NRA facebook site or email it to teddy.townsley@canforpulp.com for a chance to win

Deadline for Entry: October 31
Prizes: \$100, \$50, \$25 GC's to Pine Center Mall



A bit of 603 History - Why are we “Bill Hickey”



William Francis (Bill) Hickey came to Northwood Pulp in April 1966 from Alcan Smelter, Kitimat, where he worked as a heavy duty mechanic. He was hired at Northwood as a garage mechanic specializing in diesels.

Bill became active in Local 603 affairs under the old regime of the International Brotherhood of Pulp, Sulfite and Paper mill workers. He was recording secretary for one term in 1967 and became president. He held that position from 1968 to 1975.

While at Northwood he accomplished many feats. He brought many workers into

organized labor. He organized Kitimat local 298, Peace Wood Products, Taylor BC, Rim Forest Products and Hazelton BC just to name a few.

He was a strong believer in unionism.. He believed that numbers were the key to a strong union, however, Canadians were becoming disgruntled with American leadership and supported the amiable separation from the International Union to a Canadian Paper workers Union, affiliated with the Canadian Labor Congress and BC Federation of Labor. In future years the CPU and other unions merged to become bigger and now boasts a larger membership known as the Communications, Energy & Paper workers Union.

Bill had an attribute that many people do not possess. He could talk to anyone, as a worker to another worker and to management as well.

He was an astute bargainer and strategist. He was also highly

respected by fellow wage delegates and Union leaders.

Bill served on many high profile committees. He emphasized Pensions and his efforts were rewarded when in 1975, a Pension Plan became reality during negotiations. He was a servant to Local 603. He unified In 1975 Bill accepted a Union staff job as a Service Representative servicing local unions of the north.

In August 1982 Bill suffered a debilitating stroke. Bill passed away on July 19th, 2007.

In 1985 this local union became known as Bill Hickey Local 603 for our thanks to a true spirited Trade unionist who gave his all for the betterment of this membership. production and maintenance workers and kept harmony within the ranks.



Membership



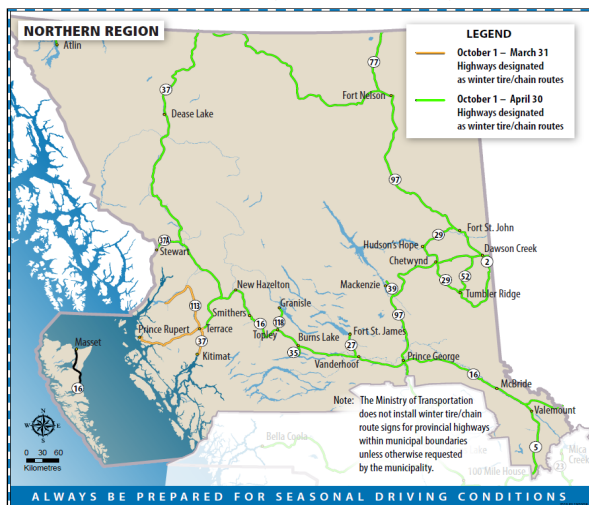
Members that have not yet been initiated:

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 Brienens - 2019, Caleb Mcrae - 2019, Zachary Zaporozan-Jones - 2019, Jeffery Dinelle - 2019, Cole Kulczykzi - 2019, Robert Harrison - 2020, Jonathan Murray - 2020, Michael Dougherty - 2020.

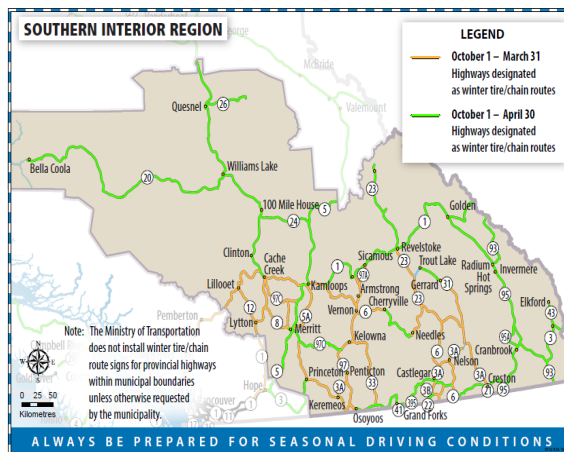
Significant Upcoming Dates

- Wage Caucus - November 23-25

British Columbia Highways – Winter Tires or Carry Chains



British Columbia Highways – Winter Tires or Carry Chains



These routes are marked with regulatory signs posted on highways throughout the province.

We reserve the right to restrict travel at any time of the year depending on road conditions.

Oct 1-Apr 30 MUST USE WINTER TIRES OR CARRY CHAINS M+S	* October 1- April 30 * UNDER 11,794 kg LICENCED GVW WINTER TIRES OR CARRY CHAINS	 OVER 11,794 kg LICENCED GVW MUST CARRY TIRE CHAINS
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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 – 12p

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**