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**603 Executive  
2020-2021**

**President:  
Tracy Ingham**

**1st Vice: Norm Keeler**

**2nd Vice: Paul Jurkovic**

**Recording Secretary:  
Mark Lawrence**

**Financial Secretary:  
Dean Soiland**

**Treasurer:  
Mario Ferreira**

**Chief Shop Steward:  
Mike McMullen**



**NEWSLETTER VOL # 4**

**JANUARY 2021**

## Presidents Report by Tracy Ingham

Greetings brothers and sisters,

Seems like just yesterday we were going through the 2019 elections, choosing the new executive and looking forward to building a stronger union.

Prior to Christmas 2019 the call went out to assist our brothers and sisters at Local 594 in Regina who had been locked out. This was an ugly and prolonged labour dispute which saw the 594 members on the picket line for 196 days. Some of our members stepped up at a secondary picket line at the Tidewater Midstream Refinery here in Prince George. As with

any labour dispute the outcome is never 100% favourable to either party and we wish the 594 brothers and sisters well.



There was no indication at that point that 2020 would be filled with something we had never faced before and the uncertainty that came with it. Covid changed every aspect of our lives and work was no exception. As of today there hasn't been a confirmed case within our membership and for that I am proud and grateful. Not an easy feat given the contacts that 380 people have outside of work.

Aside from the Covid, 2020 brought numerous challenges and also some surprises. A planned April shutdown turned into a three week curtailment.

August 2020 brought an unexpected announcement in regards to a change in Human Resources and with that change a renewed hope to better the relationship between the union and the employer.

The rescheduled shutdown in September was a lengthy one at five weeks and unfortunately exposed some very serious issues with RB5. Four months later the work is almost finished and hopefully we can get it back on line safely and get the plant fully back up.

Your wage delegates met virtually with caucus in November to start the process of formulating a plan for main wage and presented the members concerns to the group.

We will move forward into 2021 with a renewed sense of hope for the return of normalcy and build on the strength and knowledge that 2020 taught us.

In solidarity,

Tracy Ingham  
603 President

## Next Union Meeting

**February 10th 2021 — 7pm**

### 13 Jan Virtual Meeting Notes

*Draw Winners— Cody Montgomery ( Backpack), Ryan Russell (Shirt), Dusty Wilson (Hat)*



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 - January

We are off to a bit of a rough start to the year with one recordable injury and several first aids already in the first 2 weeks of the year.

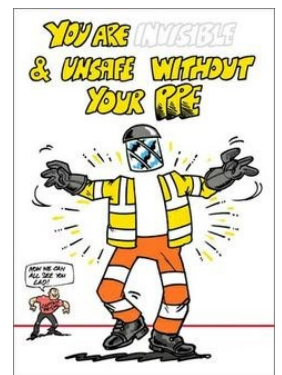
Several of these first aids are due to slips and trips caused by slippery conditions. With the ongoing freeze thaw cycle we are having ice forms very quickly so please remind everyone to do their part in correcting unsafe conditions when they can do so. This can be as easy as spreading some lava rock or contacting material handling to spread sand on larger slippery areas.

In our JOHS meeting today we reviewed the proposed changes to the investigation policy and form. There is not much changing other than adding the safety advisors back in to the program to facilitate all investigations and standardizing the form to apply to all 4 Canfor pulp mills. Adding the safety advisors in will help streamline the investigation process

and help get the investigations complete in a more timely manner with less issues. We also set out which members will be working on each of our JOHS goals for the year and will be booking meetings soon for each of those.

If you have any questions or concerns please feel free to contact myself or any other JOHS rep at any time.

Cody Montgomery  
603 Safety Rep



Safety Stats	2020 YTD
First Aid	126
Medical Aid	6
MT	4
Lost Time	2
MIR	1.33

## Safety Fails!





# 603 Grievances



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

1. Grievance 10 June 2020 - Step 1 submitted, **Excessive Discipline**  
Company Response, 15 June 2020 - No Resolution Found union moved to 3rd step due to circumstances  
Company Response, 17 June 2020 - Resolution in form of "Last Chance Agreement" discussed  
However, agreement was not reached and employee terminated. Union moved to 4th step  
Company Response, 24 June 2020—No Resolution Found union moved to expedited arbitration
2. 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
3. Grievance 2 Dec 2020 Step 3 (submitted directly due to termination) **Excessive Discipline**  
Company Response , 2 Dec 2020 - No Resolution Found union moved to step 4
4. Grievance Nov/Dec 2020 - Step 1, submitted - **Denial of Bank Time (Policy)**  
Company Response, 3 Dec 2020 - No Resolution Found union moved to 2nd 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.

## 603 Members Letters

### When do I need to call my Steward?

It's another day at work, everything seems to be going well and it's shaping up to be a good day. Then it happens; you receive a request to attend a meeting the following day or in a few hours and your supervisor advises that you are entitled to bring a union representative to the meeting!

What has happened? Why won't they tell me what the meeting is about? What are the specifics? Aside from being frustrated that you can't have these questions answered, being called to a meeting relatively blind is also incredibly stressful.

You have been called to a **Fact Finding Meeting**.

**Fact Finding Meetings** are a very common place occurrence in a Canfor workplace. It is the company's way of conducting business and we must navigate through it. When a supervisor or manager receives a complaint or incident report involving a staff member, they are required to investigate – this means they need to talk to you and get your version of the incident or event. If you have been asked to such a meeting, you must attend.

The fact finding meeting is based on the premise that there has been a problematic event or incident of some kind. The employer needs to ask questions to determine what happened. You might not be directly involved; you may have witnessed the incident or have information that may help to make the situation clear.

**If you're unsure, check with a shop steward.** Your shop steward may advise you that the employer has the right to talk to you. Always assume that you should have representation or at least a witness if it is being conducted over the phone or last minute. Bringing a buddy or co-worker to an in-person formal meeting should never be an option. We strongly recommend a shop steward to accompany anyone to any meeting. The company must allow you time to acquire representation, they have no choice. If you unwisely choose to attend a non-disciplinary meeting that turns disciplinary, you have the right to stop the meeting and request a shop steward. Your union representative will be there with you to protect your rights.

These sessions are not meant to be punitive. However, these conversations can feel incredibly stressful for the employee and may feel like a cross examination. It's important to have someone with you. The company will continue the process despite what is asked in the meetings even if any hint of discipline is discussed or not. At times this may end up punitive after the fact due to decisions made by other company personnel as the union has experienced in past practice.

**Why do I need a union representative?** It is incumbent on the employer to advise an employee of the need for representation if there's any chance of discipline down the road. Discipline is not always involved, but the employer cannot deny a member representation then dole out discipline after the fact; this goes against the principles of the Collective Agreement as well as the principles of natural justice.

### Why won't they answer my questions about the event or incident before the meeting?

Well, this is twofold; while they may state "we are going to be discussing event ABC" they cannot discuss the actual event outside the meeting. Firstly we suspect the employer is looking for your unchecked, honest reactions to the questions posed. Secondly if the employer engages in this conversation it may be construed as part of the fact finding session when the employee has not yet had an opportunity to secure union representation.

These meetings are usually less than an hour long, depending on the events and issues at hand. During these sessions the employee, the employer or the union representative can ask for a break to have discussions or sidebar chats. These meetings should be, and for the most part are, very respectful and smooth.



## 603 Members Letters Continued...

**What can I say? What can't I say during these sessions?** The intent of these fact findings is to bring the facts to light. The employee is responsible to provide a factual account of the issue being discussed. Your union representative is there to protect your rights and ensure proper process is followed, but they are not defense attorneys and will not be using legal gamesmanship to avoid the issues at hand.

**This is a meeting about FACTS**, not about what you may think of a situation.

**Do I get to have my say in the meeting?** Of course – this is not a one sided barrage or cross examination. During the meeting you will be asked several times if there is anything else you would like to add. This is the time where pertinent items to the event can be offered if they have not been addressed in the questioning. Your additions should be factual, pertinent and meaningful.

It is also likely that the employer will have investigated the issue by chatting with other employees named in the event. These sessions are confidential and private, and employees are advised not to speak about these meetings outside of the HR/union/supervisory pathways.

**How do I get Union representation?** Call a shop steward from the posted list or if you know who they are on your crew as soon as you've been notified of the meeting. They will ask you for the meeting time & location and ask whether you have any idea what the meeting may involve.

Once this information is collected and the shop steward has confirmed their availability, the steward will discuss the process and answer your questions prior to the meeting. Some stewards will like to meet well ahead of time while others, depending on time of notification, may make arrangements to speak with you just prior to the meeting.

**What can I expect once the meeting is over?** Timelines are usually established at the end of the meeting. Your supervisor or the HR Representative will notify you of the timeline and might advise you that another meeting will be requested if more questions arise during their follow up. Generally, the post-meeting fact finding time can range from a few days to a couple of weeks.

**What will happen to me?** This depends on the incident and your role in what transpired. One possible pathway is the performance management stream, another is discipline. Remember, fact finding meetings are a part of our workplace and your 603 representatives

are there to support you through these meetings.

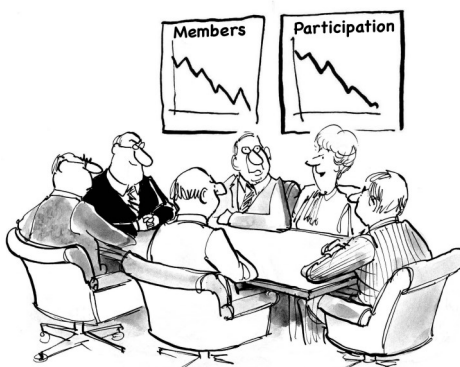
In solidarity,

Mark Lawrence  
Secretary & Shop Steward Unifor 603



*If you have a letters, suggestions or information you wish to pass on to the membership please submit it to [newsletter603@telus.net](mailto:newsletter603@telus.net) or drop it in the contract submission box outside the main change rooms .*

## Laughs



"What if we don't change at all ... and something magical just happens?"



"If you are willing to take a 25% pay cut, I'm willing to give you a 10% raise!"



"I never accept a first offer."

## Know Your Collective Agreement & Union Constitution



### **ARTICLE XXX - DISCIPLINARY ACTION ( CA 2017-2021 page56)**

The Company has the right to discipline or discharge employees for just and reasonable cause.

The disciplinary record of an employee, including letters of reprimand or warnings, shall not be used against him at any time after twelve (12) months.

In cases involving suspension, the disciplinary notice will remain on the employee's file for twenty-four (24) months and not used after that period provided no other discipline has occurred during that time.

The presence of a Union Shop Steward is mandatory at any meeting during which the employee is disciplined.

### **ARTICLE XXXI - ADJUSTMENT OF COMPLAINTS ( CA 2017-2021 page56)**

It is mutually desired and intended by the parties that any dispute, complaint or grievance arising out of the interpretation of this agreement will be communicated by the employee to his supervisor in order to provide an opportunity for discussion and timely resolution, prior to the issue becoming a written grievance.

If an employee is not satisfied with the resolution offered by their immediate supervisor they may then initiate a grievance.

### **STATEMENTS OF POLICY 2017 – 2021 LABOUR AGREEMENT**

#### **Article XXX - Disciplinary Action ( CA 2017-2021 pages 126-127)**

(a) Notification of Union Standing Committee by Employer. (Page 70 et seq., and Page 126, 1945 Transcript)  
Wherever practical, the Company will notify the Union Standing Committee of its intention to discharge an employee. Under certain well-recognized circumstances where no premeditation is involved, it is permissible for the Company to discharge an employee immediately without recourse to the Standing Committee. The employee still has the right to present his case to the Standing 127

Committee for consideration and if deemed proper the Standing Committee may follow the usual grievance procedure.

#### **Article XXXI - Adjustment of Complaints ( CA 2017-2021 pages 126-127)**

Standing Committee Can Call in Members for Discussions of Grievances with the Company. (Page 261, 1946 Transcript)

It is agreed that the Union Standing Committee may call in any other employee to accompany them in their meetings with Company officials.

## Helpful Union Definition & Terms

**Grievance** – here are four kinds of grievances that can be filed, individual, group, policy and union grievances.

**Individual Grievances** – Individual grievances relate to the interpretation or application of a collective agreement or arbitral award or any matter affecting the terms and conditions of a specific individual's employment, such as disciplinary action, demotion, termination, suspension or financial penalty.

**Group Grievance** – A group grievance may be presented when two or more employees in a single department or agency are similarly affected by the interpretation or application of a collective agreement or arbitral award. Employees are able to opt into a group grievance referred by their bargaining agent. Employees may decide later that they no longer wish to participate in the group grievance and opt out.

**Policy Grievance** – A policy grievance relates to the interpretation or application of a collective agreement or an arbitral award. Either the bargaining agent or the employer can refer a policy grievance.

**Union Grievance** – This grievance involves the issue where the union's rights have been violated. The grievance would be from the union itself. Example the company forgot to deduct union dues.



## Who are your Executive?

Hello,

My name is Mark Lawrence. I was hired at Canfor Northwood in March of 2015 and was billeted to the Wood Room department. As all new Fiberline employees, I spent my days and nights learning the area and duties with the department, keeping my head focused on the tasks at hand gaining the necessary experience/ knowledge to move from the broom to equipment operation. I worked in the department certifying to the position of Cat operator. Over those 4 years, there was a great deal of progression in the department with the addition of the Loci duties, billeting out and retirements. In 2018 I applied for a posting as a Trade Utility. After passing the testing requirements, I moved to the maintenance department late in the summer where I remain currently.

As this was my first union employment experience, I started asking questions as to how things are done and how issues are handled when it comes to interacting with the company almost immediately. In our usual break room discussions as well as personal experience there always seemed to be that "why is the company doing this" or "how can the company do that," etc. This was always a source of frustration and negativity which seemed to impact morale and contributed to a sense of abandonment as there was little communication from the union at the time. One of my mentors in the department told

me, "if you want to protect yourself and learn what's going on you should take one of the shop stewards courses being offered by the union." I was consistently attending the union meetings after I was sworn in but that provided information monthly and most times not the answers to the questions from my department at all. So in the winter of 2016 I applied and was selected to attend my first union course to become a Shop Steward.

With the completion of the Shop Steward training I began to handle my own grievances and assisted in the issues of others gaining insight into the whole aspect of union company interactions and how the processes work. In the fall of 2019 I decided to become more involved at the union executive level so I submitted my name for the position of Director and was elected by the membership the following month. This was an eye opening experience to say the least. There are many aspects of the union/company relationship that require attention on a daily basis that most of the membership is unaware of. Covering individual grievances, member issues, safety, to contract negotiations, there is a never-ending list of things to get done and in some cases with very strict timelines. I assisted where I could in various roles filling in when an executive member could not make a meeting or something needed to get done.

In the fall of 2020 after some serious thought and humorous pressure/ suggestions from the President and 1st Vice, I ran and was elected into the position of Secretary for the union.

I am currently the creator and managing editor of the new union newsletter that we restarted in October of 2020.

In my off time I am an active member and Officer in the Canadian Armed Forces Reserves working with Cadets Canada. I enjoy spending time with my family, the outdoors and Cougars hockey.

Yours Aye,

Mark Lawrence  
603 Secretary



## Membership Bursary Information

Dear Unifor Bill Hickey Local 603 Members,

Every year our local supports three perpetual trust awards for graduating students from School District 57.

They are: **Unifor Bill Hickey Local 603- Closed Bursary, Unifor Bill Hickey Local 603-Open Bursary, Unifor Bill Hickey Local 603-Closed Scholarship.**

This is a reminder letter because in previous years some of these awards have been left unclaimed as there were no applicants. Sons, daughters, and grandkids of members in good standing can apply. Applications can only be completed on line at the School District 57 web site district awards program. <http://www.sd57.bc.ca/Students/DistrictAwards/Pages/default.aspx>

There is only a short time frame to apply. This year applications will only be accepted between **January 7th to February 18<sup>th</sup> 2021.** Please make use of this excellent educational opportunity. The amounts of these awards are \$550.00 each this year.

Tom Dawson  
Education Committee



## 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, 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 Kulczykki - 2019, Robert Harrison - 2020, Jonathan Murray - 2020, Michael Dougherty - 2020, Jared Lygas - 2020, Jordan Abdai - 2020, Dave Ponee - 2020, Liel Siebert - 2020, Eric Poeppel - 2020, Percy Bernier - 2020, Allan Bishop - 2020, Enzo Bracklow - 2020, Braden Johnson - 2020, Aaron Ludvigson - 2020, Stephen Pommer - 2020, Jordan Sandhu - 2020, Brent Stanley - 2020, Dawson Williams - 2020.

## Harassment Defined - Unifor Red book 2013 (section 2)

### WHAT IS HARASSMENT?

Harassment is about power. It is cruel and destructive behaviour against others that can have harmful and serious effects. Harassment can hurt a person's dignity, physical or psychological well-being and it can create hostile and unsafe working conditions. Harassment can be defined as any unwelcome action by any person, in particular, by management, customer, client and/or co-worker, whether verbal or physical, on a single or repeated basis, which humiliates, insults or degrades. "Unwelcome" in this context means any actions which the harasser knows, or ought reasonably to know, are not wanted by the victim of the Harassment.

The term 'harassment' has a very specific legal and formal definition that is related to prohibited grounds outlined in human rights legislation, which differs by jurisdiction. Examples of prohibited grounds include: race, gender, sexual orientation, national or ethnic origin, age, disability, political affiliation, or religion gender expression, gender identity. The law further defines harassment as behaviour that the offender knows, or ought reasonably to know, is offensive. Our Unifor

policy includes harassment based on prohibited grounds and also covers personal harassment and workplace bullying. If you have negotiated a joint workplace policy, 'harassment' may be restricted to prohibited grounds, or it may have an expanded definition.

"Harassment is an expression of perceived power and superiority by the harasser(s) over another person, based on their: sex, race, creed, colour, religion, ethnic origin, place of origin, sexual orientation, political affiliation, gender identity, gender expression, marital status, family status, disability, language, age, conviction for which a pardon has been granted, social and economic class, activism and participation in the union".

### SEXUAL HARASSMENT

Sexual harassment includes any unwanted attention of a sexual nature, such as remarks about appearance or personal life, offensive written or visual actions like graffiti or degrading pictures, physical contact of any kind, sexual demands, or stalking. Sexual harassment is not about sex – it is about power. Sexual harassment should not be confused with regular social and interpersonal relations between coworkers. Rather, it is behaviour that is coercive, forced, threatening, or unwanted.

The law identifies two other types of sexual harassment: quid pro quo and poisoned work environment.

### QUID PRO QUO (LATIN TERM MEANING 'THIS FOR THAT')

This type of sexual harassment involves demands for sexual favours in exchange for a job or some other employment-related benefit. If the person doesn't do what the harasser wants, the harasser may try to punish them in some way or threaten them.

### POISONED WORK ENVIRONMENT

This type of harassment occurs when the work environment is poisoned through behaviour such as repeated taunting, jokes, insults, or hostility. It can be both verbal and visual. It may be direct or indirect. For example, a group of male workers or managers may make it impossible for a woman worker to succeed on the job by denying her training or other information, by limiting her access to equipment, or by tampering with her work. Poisoned work environment can be based on race, gender, sexual orientation, age, etc. This type of harassment



## Harassment Defined Continued

is more common between co-workers although it can occur between supervisors and workers as well.

### RACIAL HARASSMENT

Racial harassment is any action, whether verbal or physical, that expresses or promotes racial hatred in the workplace. It can include racial slurs, written or visually offensive actions, jokes, or other unwanted comments or acts. Forms of racial harassment include graffiti, violence, insults, or refusals to work alongside people of colour.

### HARASSMENT BASED ON RELIGION

Harassment based on religion includes defamation of religious imagery, mockery of religious practices, customs or religious wear, etc. It may involve singling out a person or a group for mistreatment based on their actual or perceived religion.

### HARASSMENT BASED ON SEXUAL ORIENTATION OR GENDER

Any action, whether verbal or physical, that expresses or promotes hatred against gay men, lesbians, and bisexual or transgender people. It can include: refusing to talk to or work with someone because of her or his sexual orientation, insulting gestures, physical assault, slurs, jokes, or taunting a person about their sexual orientation, gender expression, or gender identity.

### HARASSMENT OF PEOPLE WITH DISABILITIES

Any action, whether verbal or physical, intended to limit accessibility or promote fear or hatred of people with disabilities (including persons with HIV/AIDS). It can include:

- Deliberately changing the environment of workers with visual disabilities;
- mocking people with hearing disabilities;
- placing needed objects out of reach of people with mobility disabilities;
- remarks about 'deficiencies';
- condescending or paternalistic attitudes and behaviour;
- sexual harassment of people with disabilities;
- harassment of people with invisible

disabilities (for example, back injuries).

Harassment is often directed at workers with disabilities who have returned to work after injury. The union may need to ensure that anti-harassment training for supervisors and workers is part of a return-to-work program.

### SOCIAL MEDIA AND HARASSMENT

Cyber-bullying, character defamation on social media, sending or receiving offensive emails on personal accounts, etc. may all be considered forms of workplace harassment, poisoned work environment and /or bullying. Any time a seriously offensive email, tweet, text, or Facebook posting is delivered by one worker to a co-worker from the same workplace, it should be investigated as an instance of workplace harassment, whether or not the communication was written and delivered outside the workplace. In determining whether an individual's conduct on social media constitutes harassment, one of the criteria is whether the behaviour was intended to, or resulted in any spillover into the workplace. A posting on Facebook or social media will and should be considered to be public in nature unless circumstances clearly demonstrate otherwise – hence any defense that the communication was intended to be private will not prevail. Each allegation of harassment is managed on a case by- case basis.

### PERSONAL HARASSMENT AND BULLYING

The Unifor workplace harassment policy defines bullying and personal harassment as “deliberate actions such as offensive, malicious and/or cruel behaviour with the aim to humiliate, intimidate, undermine, or destroy the character or confidence of an individual or group of individuals, which may include teasing, ridicule, mobbing, repeating gossip or any other act or words that could psychologically hurt or isolate a member from other members, clients or peers”. Bullying becomes an occupational hazard when it leads to adverse health effects such as physical and psychological ill health or behavioural change.

### WORKPLACE VIOLENCE

Workplace violence is the exercise of (or attempt to exercise) physical force by a person against a worker in a workplace that causes, or could cause physical injury to the

worker. Workplace violence includes threatening behaviour or words.

### WHEN A COMPLAINT IS NOT CONSIDERED HARASSMENT?

There has been both backlash and confusion about workplace harassment. Some people mistakenly worry that they can't be friendly with their co-workers or that their intentions or actions will be misunderstood. A key question is whether one “ought reasonably to know” whether the behaviour is unwanted or offensive.

Here are some examples of what is not considered harassment or bullying:

- Friendly, consensual relations between co-workers
- Friction between co-workers, or workers and management
- Industrial relations (supervisors holding workers accountable to their jobs)\*

Harassment is behaviour that poisons the workplace. It is wrong and it is hurtful and it violates union solidarity. If a worker is being hurt (physically or psychologically) by another worker or supervisor, or their safety is threatened, the union must get involved and call on management to intervene. After all, it is management's responsibility to maintain a harassment free workplace and maintain health and safety in the workplace.

It is not considered harassment when a supervisor gives a worker a hard time or is obnoxious to a worker if there are no prohibited grounds. However, it may be a violation of the collective agreement. And should be processed as you would any grievance.



## Significant Upcoming Dates

Newsletter- Submissions must be in by the 15th of each month at [newsletter603@telus.net](mailto:newsletter603@telus.net)

### **CONTEST TIME!**

Every month we will have a contest for our members. Top prize will be a \$100 GC, 2nd and 3rd Prizes will be assorted union swag!

We will post a question every month in our newsletter.

How to Answer?

Email your answers to the union office at: [unifor603@telus.net](mailto:unifor603@telus.net)

**\*\*\*DEADLINE FOR ANSWERS IS JANUARY 31TH 2021\*\*\***

*Get out your Collective Agreement.....*

Questions:

Question #1. What section of the contract can the article referring to Safety Footwear be found? Please provide section, page number and item number.

Question #2. What is the number of safety footwear that a regular full time employee is entitled to in a calendar year and what percentage is the employer responsible for?

Question #3. What other two items will the employer make available to the employees through mill stores?



### **LAST MONTHS ANSWERS AND WINNERS :**

Answers : Article- XV, Section 1, Page- 28, Weeks/ %- 4/8.5

Winners :

**Steve McNeil** - \$100 Earls GC and Union Hat

**Chris Duperron** - Long Sleeved Union Shirt & Hat

**Ron Sawtell** - Short Sleeved Shirt & Hat

### **Important Union Office Notes:**

Dues Tax Slips notices will be posted on the bulletin boards reminding everyone when they will be available. Any slips not picked up at the union office will be mailed out so please ensure your mailing address is current.

If it is not, please contact Jamie Ross at the 603 Union Office.

(250) 563-5159 or at [unifor603@telus.net](mailto:unifor603@telus.net).

## Important Numbers

WCB Dial a claim : 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](mailto:unifor603@telus.net)**