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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 # 6**

**MARCH 2021**

## Presidents Report by Tracy Ingham

Greetings Brothers and Sisters,

The focus of this month's newsletter is standing committee and the purpose that they serve for our membership.

Their role is to navigate the grievance procedure in relation to "our contract."

"Our contract" is also the focus for the wage delegates as caucus is nearing the start of negotiations with the "target" company.

"Our contract" with the employer is meant to be a joint document but many times the joint-ness appears to only apply to the formation of the contract during negotiations.



The "interpretation" of the contract appears to become very one sided once a grievance or complaint comes into play and the union is arguing the employers "interpretation" of the contract.

A grievance never arises because the employers response is over and above in our favour.

The same could be said for the negotiations which happen between the employer and the union with the agreement they jointly share.

PPWC Local 9 just won a variable numbers grievance and the biggest message which came out of the group was that they provided the arbitrator a massive amount of evidence. (in this case 8 years of notes, documents, reports etc).

Your wage delegates have basically done the same thing. This was the second time we spent a week together with caucus discussing, debating and at times disagreeing on the issues at hand.

Naturally as a caucus, we want to be victorious in our upcoming battle with our respective employers for the betterment of the membership.



Standing committee operates in the same way. The more informed they are with the relevant information in regards to your grievances the more likely they are to be successful at third step.

In solidarity,

Tracy Ingham  
*Unifor 603 president*

## Next Union Meeting

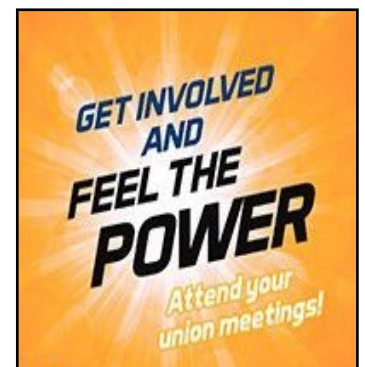
**April 14th 2021 —7pm**

Via



### 10 Mar Meeting Notes

*Draw Winners— Leonard Winechenko (Backpack), Dean Soiland (Shirt), Andy Duperron (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.

# 2021

## Safety Report - March

There was a WorksafeBC visit downriver recently which resulted in written orders for combustible dust and guarding issues. At this time we are unsure how this will effect Northwood exactly but since all of the Canfor pulpmills are registered as one company normally these orders would apply at our mill as well. This means that any WSBC visits to our site would mean an escalation for any orders written for these same issues.

There has been lots of discussion around the new Covid-19 "rapid testing" that Canfor has been implementing. I have had a discussion with Bryce Gladdish, as he is the Northwood coordinator for this rapid testing. He explained that it is not a Covid-19 specific test but rather just tells if there is any viral loading or bacterial loading in a person's system. This testing is not going to be a daily requirement to come to work as it still takes approximately 15 minutes for results. It would however, be

beneficial as a secondary means of confirmation after contractors and representatives from other countries who have been travelling extensively have completed their 14 day quarantine, or if we have a potential outbreak on site. Any testing would be voluntary and we will see how things progress in the near future to see how this will be used.

Cody Montgomery  
Local 603 Safety Rep.



Safety Stats	End 2020	Mar YTD
First Aid	126	29
Medical Aid	6	3
MT	4	0
Lost Time	3	2
MIR	1.33	2.50

### Safety Fails!





# 603 Grievances



## Here is the List of Grievances your Union is working on or has 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 was 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 23 July 2020 - **Letter of Expectation**.  
Company Response, 8 Sept 2020 - No Resolution Found, union moved to 2nd step.  
Company Response, 7 Oct 2020 - No Resolution Found, union moved to 3rd Step.  
**Resolved** - 28 Feb 2021 changes adopted to letter and compromise reached.
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 4th step.  
**Resolved** - Union had decided to proceed no further, grievance dropped.
4. Grievance 4 Feb 2021 - Step 3 Submitted (submitted directly due to termination), **Excessive Discipline**.  
Company Response, 10 Mar 2021 - No Resolution Found, Union Moved to 4th 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 Unifor Response -PGO Elimination



*On March 10th, 2021 the employer gave the union 45 days notice to eliminate the pulping group operator position.*

*The following is our response: March 10, 2021*

### **Elimination of Pulping Group Operator**

Safety is a major part of the PGO job; the PGO mentors the crew but is also a valuable resource for anyone who has to enter the pulping group, including contractors, staff, control room and field operators. They control the environment for evacuations and coordinate all maintenance and production procedures so that everyone remains safe to go home at the end of the shift.

In 1982, the Northwood pulp mill experienced a fatality of a 19-year-old worker who had been on the job for 7 months. He was fatally burned by hot liquor at the sand separator on B digester.

Following the investigation, the coroner provided the employer with some recommendations. One of these recommendations was for the employer keep track of training and experience.

In August of 1986, there was another near miss on B digester in which the vacuum breakers were left open on B digester de-lock. Three mill employees were involved. A 22-year-old with 3 years mill seniority, 19-year-old with 2 years mill service and 33 years old with 6 months of service. The 22-year-old was the senior most qualified person on the de-lock with 2 ½ years department seniority. Two of the employees involved in this incident bid out of the department within six months.

A near miss investigation took place and a mandate from the department superintendent Dennis Matson was that a PGO would be on all of the digester related lockouts to prevent another tragedy.

The mill had just been twinned in the early 1980s and the employees were moving fast through the jobs and up the line of progression with limited time to experience the full exposure to many production and safety situations.

The department is almost in the same situation as it was in 1982.

Due to under manning, the bottom field people are moving very quickly through the line of progression and not spending much time on the jobs, especially the digester field job.

Our senior field people have a maximum of six years' service in the department, and they are trained up 4 jobs.

In the past year, three pulping group operators have relinquished their positions and safety was a factor in their decision to leave.

There are two statements on the coroner's report from the 1982 incident which stood out for us:

The coroner referenced the "two valves" that needed to be opened in sequence to dump the sand separator. He went on to write that "it appeared that that there was some confusion among the supervisors and workers as to which procedure should be followed".

The coroner went on to say that "while he had dumped the sand separator on previous occasions without incident, and knew both valves were not to be opened at the same time, I am satisfied that he was not aware of the consequences of his actions".

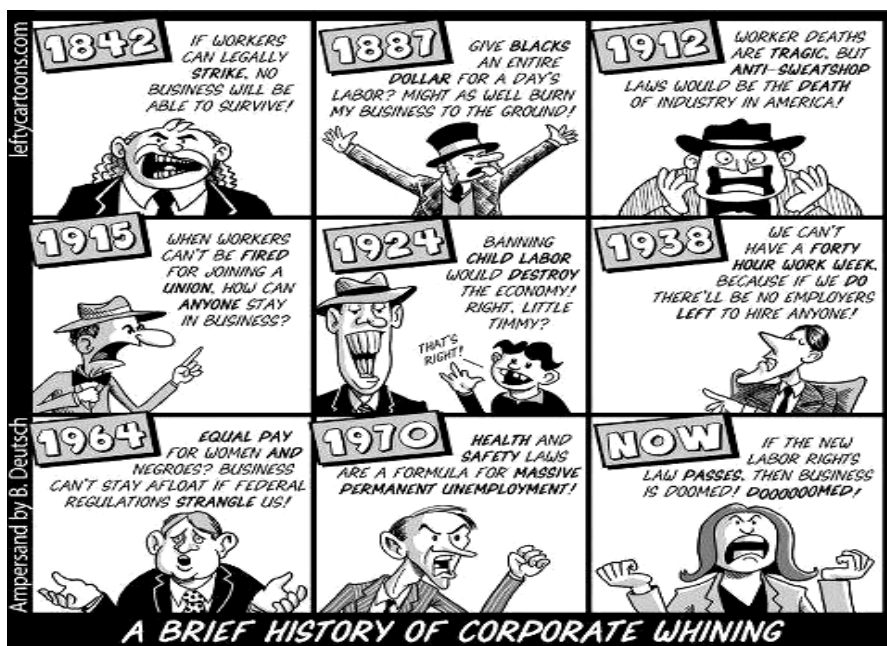
PGOs today have signed off on all of the jobs in the line of progression, have a minimum 30 years seniority in the department, and 100 years of experience combined. As stated above, to have them there as a resource is invaluable.

# 603 Unifor Response -PGO Elimination Cont..

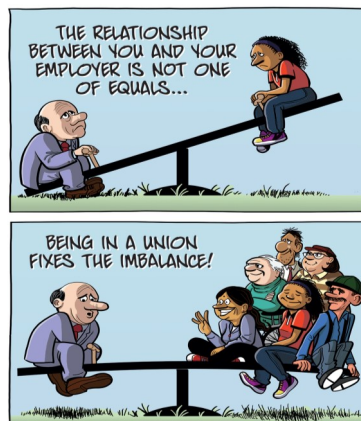
Unifor Local 603 will not be complicit in this decision; We as a union have very serious concerns about the removal of a "lead hand" job (PGO) that has proven to be crucial to the safety of all mill employees, and especially the field operators in this department. We can only hope that another serious or fatal injury does not take place because of this decision.

Standing Committee:

- Norm Keeler
- Paul Jurkovic
- Darren Croy
- Mark Lawrence
- Tracy Ingham  
President 603



If you have a letters, suggestions or information you wish to pass on to the membership please submit it 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



## Know Your Collective Agreement & Union Constitution



### **ARTICLE IV - UNION SECURITY** ( pages 12-13, 2017-2021 CA)

#### **Section 1: Cooperation**

The Company will cooperate with the Union in obtaining and retaining as members the employees as defined in this 13

Agreement, and to this end will present to new employees and to all supervisors and foremen the policy herein expressed.

Any new employee shall be introduced to a Shop Steward by their supervisor within three (3) days of starting work.

#### **Section 2: Union Shop**

All employees in the employment of the Company shall, as a condition of continued employment, maintain membership in good standing in the Union. New employees shall, as a condition of continued employment, become members of the Union ninety (90) days after becoming employed by the Company.

#### **Section 3: Discharge of Non-Members**

Any employee who fails to maintain his membership in good standing in the Union shall be discharged after seven (7) days written notice to the Company by the Union of the employee's failure to maintain his membership in good standing.

#### **Section 4: Application for Membership**

No employee shall be subject to any penalties against his application for membership or reinstatement, except as may be provided for in the Constitution and By-Laws of the National Union and the Union. A copy of such Constitution and By-Laws, and any changes thereto, shall be transmitted to the Company.

#### **Section 5: Union Dues Deduction**

The Company shall remit to the Union not less than once each calendar month, amounts deducted from employees' wages in respect of initiation fees and regular monthly dues.

## Helpful Union Definition & Terms

**Hearsay Evidence** - evidence supply by a 3rd party that was not present for the initial conversation or act.

**Impasse** - a point reached by in the process of bargaining by both parties agree that they can go no further in the process of proposal or counter- proposal. The parties best offers are offers are "on the table," none of which are acceptable to the other party, bringing them to a point of impasse.

**Interest Arbitration** - a process whereby the parties submit unresolved contract to an impartial third party who will render a final and binding decision on the terms and conditions of a collective agreement.

**Just Cause** - (or cause of discipline) –the Employer is responsible to establish or carry the burden of proof when disciplining an employee.



## Who are your Executive?

Hello, my name is Dylan Thibault.

Prior to Canfor, I spent 5½ years as an Elevator Mechanic, working all over Northern BC. Performing preventative maintenance, modernizations and BCSA Certification Inspections.

I was hired to Northwood in 2012, landing in Stores via the Labour Pool. Spending quality time & learning from memorable retired members such as Eric Rosen, Sue Lacasse, LeeAnn Delany & Walter Schmaus.

After spending 18 months in Stores, I accepted a posting in the Steam Plant where I completed my 4th Class Ticket working as a Utility & Assistant Field Engineer 4th. After 3 years at Northwood I was awarded an Instrumentation Mechanic Apprenticeship.

While doing my Apprenticeship my wife and I renovated our home, and had 2 beautiful children, Hayden & Ashlyn.

After completing my Apprenticeship, I decided to get involved in my local union. So, when the opportunity came I accepted a role as a part of your Contracting Out Committee.

I have recently taken over as Co-Chair of Contracting Out, working with your Union Representatives to ensure the Company and the Union re-emphasize their joint commitment to minimize the use of contractors, both inside and out of the mill.

I would like to say one thing to our local: we fight to retain work for the union members; our mission is to keep the work in house, with our members performing all tasks when able.

Our family enjoys camping all over BC, fishing, and spending time at our family cabin at Bednesti Lake. I enjoy playing hockey, riding bikes, motorcycles & I love spending time with my family & friends.

Dylan Thibault,  
Contracting Out Committee Co-Chair 603



## Standing Committee

The members of the Standing Committee are Norm Keeler (1st Vice 603), Paul Jurkovic (2nd Vice 603), Mark Lawrence (Secretary 603) and Darren Croy.

What does the Standing Committee do?

1. Meets usually once a month with senior company management.
2. Provides a monthly report to the membership of discussions and matters raised at the meeting.
3. Sets the agenda for the membership.
4. Analyzes issues and make recommendations to management.
5. Recommends actions and propose policies to management.
6. Discusses grievances.
7. Discusses discipline issues.
8. Brings any pressing concerns of the membership to management.
9. Works jointly to achieve solid communication of union interests and thoughts of future mill changes and upcoming events proposed by management.
10. Documents all discussions, proposals in the minutes book.

*If you are interested in putting your name forward for a committee or getting involved in other ways please contact the union office or one of the executive members.*





## Membership

**Members that have not yet been initiated:** James Murrey - 2015, Sheldon Stanley - 2016, Tyler Paice - 2017, Pierce Watson - 2017, Tyson Tomasino - 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, Garrett Caron - 2019, Russell Quinn - 2019, Clayton Cole - 2019, Dawsen Brienen - 2019, Caleb McRae - 2019, Zachary Zaporozan-Jones - 2019, Jeffery Dinelle - 2019, Cole Kulczycki - 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, Ryan Russell - 2020, Jordan Sandhu - 2020, Brent Stanley - 2020, Dawson Williams - 2020, John Shea - 2021, Mark Schomburg - 2021.

## Check the Facts: Uncovering Union Myths by COPE Local 343

Despite facing ceaseless opposition, unions and their members have made a positive difference in the lives of Canadian working families and their communities. It was the labour unions that fought for - and won - numerous rights and benefits employees enjoy today. They were in the forefront of the struggles for public health care, public education, minimum wages (and minimum wage increases), human & civil rights, and better employment conditions. In fact, it was the labour movement that helped to develop maternity/parental leave, Employment Insurance (E.I.), overtime pay premiums, bereavement leave, the 40-hour work week, work accommodation arrangements, and the Canadian Pension Plan.

In addition, unions have worked to establish equality measures in both society, and the workplace. Through legislation, anti-harassment and anti-discrimination policies, and collective bargaining these progressive changes that have helped women, racialized persons, Aboriginals, youth, and those with disabilities to be viewed, and treated, as equals.

It is clear that unionized employment offers many benefits to its affiliates; however, negative stereotypes and misconceptions abound, peddled in many cases by corporations and the media.

Want the straight goods on Unions? Keep reading below to uncover the truth behind some of today's most common misconceptions about the labour movement.

**Myth 1:** Unions push into workplaces and use coercion or intimidation to gain new members.

*Fact:* In any unionization campaign, workers have a choice to sign, or not sign a card, or exercising a vote for, or against joining a union. As with any democratic organization, the decision made by the majority prevails.

When a majority decides to join a union, the law requires the union to represent all workers in that workplace – even those who opposed the union. It is important to note that those who oppose the union are not forced to join the union. They are however, required to pay union dues. This issue is discussed below in further detail.

Statistics and independent studies clearly indicate that when it comes to joining a union, employer (not union) intimidation, threats, and coercion is frequently a problem. Often, employees are afraid of their employers and feel that they will be negatively affected whether the union wins, or loses. This is because employers have been known to threaten employees with wages-cuts, the loss of promotional opportunities, or even permanent dismissal if the employee supports the union's bid to organize.

**Myth 2:** Unions force everyone to pay fees.

*Fact:* While people who work in a unionized environment and oppose unions are not forced to join the union, they are required to pay union dues. This is because every worker in a workplace that benefit from a union contract should contribute financially to these advantages. For example, if a union negotiates wage and benefit increases, they go to all employees in the workplace, not just to those who chose to be union members. Union's also represent and protect the rights of all workers in a unionized workplace regardless if they have a union card.

Canadians pay municipal, provincial, and federal taxes whether or not they voted for the person or political party in office. It is because of these fees that we all receive essential services such as garbage pick-up or healthcare. You cannot simply choose to opt-out.

It's the same concept in a unionized workplace. Regardless of membership, every worker is protected and equally receives the benefits of a union contract.

**Myth 3:** Unions always make unreasonable demands and only want more money!

*Fact:* While money and wage increases are important, unions are also concerned with other



important aspects of employment. Some examples include non-wage benefits, workplace safety, job security, employment conditions, and equality within the workplace.

What is a reasonable wage demand? Unfortunately, no one has yet devised a workable formula for determining wage increases that would be considered reasonable by all parties involved. In contract negotiations, unions base their demands on the needs indicated by their membership.

Another bargaining issue stems from the fact that most employers refuse to open their financial records to union negotiators. Unions are therefore denied access to the data on profits, productivity, and labour costs that might influence their demands. Unfortunately, too many employers resist any type of improvements unions try to negotiate.

**Myth 4:** Unions are strike happy.

*Fact:* Unions negotiate for agreements - not strikes. Strikes develop when a contract is expired and both sides of bargaining table cannot reach an agreement. Unions must always conduct membership votes before taking any action towards a strike; and strikes only occur when a clear majority has voted in its favour.

Interestingly enough, 97% of collective agreements in Canada are negotiated without a strike. In fact, more working days are lost each year to workplace accidents and injuries than are lost to striking employees. However, strikes are controversial, and controversy makes the headlines.

To union members, a strike means a sacrifice for themselves and their families. For this reason, strikes are only used as a method of last resort.

**Myth 5:** Unions only protect lazy people who should be fired.

*Fact:* No collective agreement requires an employer to keep a worker who is incompetent - nor does a union shelter a worker who is deliberately absent or always late.

Conversely, what a union does do is ensure that proper and equal procedures are followed when disciplining or dismissing an employee. Unions make sure that discipline or dismissals are always for a just cause. A union contract is simply job insurance for good employees.

Unions also ensure safe working conditions and set limits on the number of hours that

can be worked without breaks. This is for public safety.

**Myth 6:** Unions may have been relevant in the past, but today, they have outlived their usefulness.

*Fact:* Interestingly enough, the Toronto Globe and Mail made this argument on May 6, 1886. Yet, unions went on to negotiate pension plans, medical coverage, disability protection, equal pay for equal work provisions, pay equity legislation, and health and safety programs.

Today, corporations are stronger and larger than ever before. Workers need unions to do what would be the next to impossible on their own: counterbalance the power of employers, protect member's rights, and work together for further employment improvements.

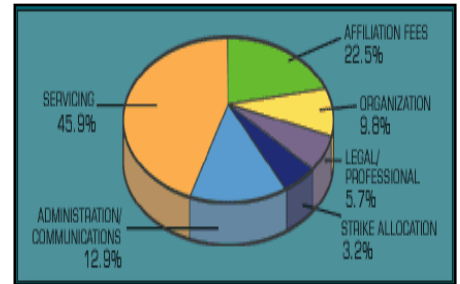
Wage inequality has never been greater in Canada as growing numbers of workers find themselves working in low-wage jobs with few benefits. A stronger union voice would improve wages so everyone could contribute to a better economy.

**Myth 7:** Unions spend their money on political causes and agendas that do not represent the views of their members.

*Fact:* The vast majority of union dues pay for direct services to members. These include costs associated with bargaining, legal grievances, health and safety, strike funds, and organizing non-unionized workers. A small portion of union dues also pays for membership fees to larger labour organizations such as the Ontario Federation of Labour or the Canadian Labour Congress, where unions work together on issues and causes they share.

Unions will also contribute small donations to groups or activists promoting causes that the labour movement supports or believes are essential to improving worker's rights. These could include issues such as equality campaigns or pressuring the government to raise the minimum wage. A small portion of union dues may also go to good causes such as non-profit/charity organizations or educational scholarships.

The following graph, provided by the Canadian Labour Congress, sets out the use of union expenditures.



**Myth 8:** Unions are too big and too powerful.

*Fact:* The terms "big" and "powerful" are relative. In reality, most Canadian unions are quite small. In fact, Canadian unions only represent about 34% of the total workforce. Even the country's largest unions pale in comparison to powerful corporations such as Wal-Mart, and Imperial Oil.

In addition, unions are heavily regulated in Canada. They require legal certification and formal backing from a majority of the workers they wish to represent. There are also legal processes before a union, or its members, may call a strike. For this reason, a union's "power" is not always as great as the media would have us believe. The real strength of unions is in the power of solidarity and working together towards a cause.

**Myth 9:** If unions' wage demands weren't so high, and if they accepted more concession, more jobs would stay in Canada.

*Fact:* It is a myth that by accepting concessions, workers could potentially save their jobs. Often, even after workers have given concessions to their employer, the business still closes or moves. Unions help workers resist this by fighting the employer's demand for concessions and ensuring that workers are paid fairly for their labour. Unions work to make sure their bargaining actions move the worker's goal forward, not backwards, at the bargaining table.

Employers often use the argument that they must have lower wages in order to compete with lower wage levels in other companies, at home and in other countries. This argument must be tackled head on. The wages in other countries, particularly where they are very low, are usually substandard even in the context of their own economies while those same corporations make super-profits. Unions fight for fair and liveable income levels here, and around the world. Low wages anywhere put downward pressure on wages everywhere- that's why we need to stand together for living wages and decent jobs.

## Significant Upcoming Dates

Newsletter- Submissions must be in by the 10th of each month at 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

**\*\*\*DEADLINE FOR ANSWERS IS MARCH 31st 2021\*\*\***

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

Questions: **1.** At what step in the grievance process is a grievance referred to standing committee?

**2.** How many days does standing committee have to deal with and answer the grievance?

**3.** If a standing committee meeting falls on a committee members day off do they get paid?

*Point of interest - Policy and group grievances automatically go to third step!*



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

Answers : 1. - No waiting period 2. - 3 days 3. - 52 weeks  
4.- 62%

Winners : **Ed Rochon**, \$100 GC and Union Hat

- **Brian Lamothe**, Long Sleeved Union Shirt & Hat

- **Cole Legault**, Short Sleeved Shirt & Hat

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

Dues Tax Slips and any T4's ( If you were booked off for union business) were mailed out the week of February 14, 2021. If you have not received them please contact the office by phone or email and Jamie can get copies emailed or mailed out to you.

Jamie Ross at the 603 Union Office (250) 563-5159 or via email unifor603@telus.net.

## Important Numbers

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

WorkSafe 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**