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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



UNIFOR
Bill Hickey | Local 603

NEWSLETTER VOL # 7

APRIL 2021

Presidents Report by Tracy Ingham

Brothers and Sisters,

I would like to thank everyone who came out for the information leafleting on March 25th. It felt a bit like old school. The purpose of the morning was to spread the word in regards to the employer's decision to eliminate the Pulping Group Operator position in the fibre line.

4:30 am is not a time most people would choose to be out and about other than to be heading to work or driving to the airport to jet off to some warm sandy beach. Aside from the early morning, it was snowing at the top of the hill and by the time we got set up the snow had turned to sleet. It was dark, wet and cold, and yet a group of members were committed to help spread the word.

All four crews were represented and each crew had members who provided moments that lightened up



the morning. The crew who were supposed to work that day showed up early and two things stood out for me: one member took charge of alerting the traffic to our existence with a big red wand, and another member held a giant Unifor flag.

Two other crews that attended were on their days off, yet they turned out to support the cause. A member parked himself in the middle of the road and held a red wand and a hockey stick, and dodged traffic coming from both directions. A failed idea in regards to chip clips, zap straps and hockey sticks to hand out leaflets to every driver was quickly resolved by another member who provided some electrical tape.

A group of members who were between graveyards showed up after their shifts and stayed until we were finished. If you haven't worked a night shift the only thing that you want to do after the 12 hours is to crawl into the bed. This tired crew persevered and should be commended for their resolve.

Another shout-out to an ex-member and the maintenance guys who came and handed out flyers as well as the young members of B crew from the pulping group.

The last thank you goes out to the patience of the vehicles that stopped to hear a quick word and to receive a leaflet.

At times I wondered if there was some trepidation as the vehicles slowed to a stop, and they were swarmed by people hidden behind masks and waving hockey sticks!!!

As cold and wet as the morning was, we made the most of it and I am proud of the crew who showed up.

We are one union and to be united to a cause is the greatest symbolism of solidarity. We need to move forward from the past and support each other.

Our union has been in existence for over 50 years and now is the time to stand together, stand tall and stand proud!!!

In solidarity,

Tracy Ingham
President Unifor 603

Next Union Meeting

May 12th 2021 —7pm

All Upcoming Meetings will be held via

Links to the meetings will be sent to your personal email and posted on our Facebook page.

14 April Meeting Notes

Draw Winners— James Murray (Backpack), Cody Montgomery (Shirt), Dylan Thibault (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 - April

Hello Members,

We had one recordable injury last month. A worker was opening a cover on a dust collection vacuum system that they could not grasp with their glove on so they removed it and their finger caught the hinge pin that was sticking out and cut their index finger and required stitches.

There have been several issues lately with workers being sent home for "Covid like symptoms" that were direct symptoms of gas exposure first aids. There were some issues with the first aid not being reported right away which led to them being sent home because the company felt the symptoms were not a result of the first aid. It is very important to report incidents as soon as possible so that we can avoid this situation.

We have also had workers sent home for not following the lockout procedure. It is very important that everyone follows this policy as it is there to protect each and every one of us. If you see issues, please make sure that you speak up to the individual and not just their supervisor. We all need to make sure we look out for each other and do so in an appropriate way.

One of our JOHS initiatives for 2021 is to improve our near miss reporting system. We have been getting more people reporting near misses but we also need to keep pushing for this. It is very important to report all near misses because it could prevent someone from being hurt or killed by a similar incident in the future. Another initiative is promoting hand safety and there will be a contest coming out shortly on behalf of the JOHS committee to find ideas on different ways to prevent hand injuries or promote hand safety. There will be prizes handed out to a few chosen submissions so make sure you contribute.

April 28th is the National Day of Mourning to remember workers injured or killed on the job. This is a very important event and with not being able to do our usual pamphlet and sticker hand out at the gate due to Covid restrictions, Canfor will be putting together a short video and is looking for anyone who would like to contribute information or be part of the video. If interested, please contact Joe Yarama. We are looking for anyone who has a story to share about a workplace injury or fatality that has impacted their life, either their own incident or of a friend or family member.

As always, if you have any questions or concerns please feel free to contact myself or any other JOHS rep at any time.

Cody Montgomery
Local 603 Safety Rep.



It's not that Ted was a bad guy, he was just all out of "5's."

Safety Stats	End 2020	Mar YTD
First Aid	126	31
Medical Aid	6	4
MT	4	1
Lost Time	3	2
MIR	1.33	2.64

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 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.
3. Grievance 10 Mar 2021 - Step 3 submitted, **Safety - Elimination of PGO Position**
4. Grievance 10 Mar 2021 - Step 3 submitted, **Policy - Elimination of PGO Position**
5. Grievance 18 Mar 2021 - Step 3 submitted, **Policy - Trade Utility Posting**
6. Grievance 18 Mar 2021 - Step 3 submitted, (submitted directly due to suspension) **Excessive Discipline**
7. Grievance 18 Mar 2021 - Step 3 submitted, **Policy - 10% Position**



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.



Unions: A Positive Force

Unions have always been a positive force in society.

Unions create greater workplace democracy.

Through unions, working people have a collective voice at work and an avenue to equality, fair treatment and economic security. They provide a powerful check to the almost total power of management in the workplace and ensure workers have a voice in workplace decisions that affect them.

Unions assist workers in obtaining a decent wage so they and their families can enjoy a quality standard of living and financial security. They help workers achieve workplace benefits over and above legislative benefits and universal public programs. Vacations, extra medical insurance, disability and life insurance and a retirement income are all areas where unions have negotiated enhanced provisions. Unions provide workers with greater job security and thus economic security for themselves, their families and their communities but, unions play a much broader role in society.

Unions help strengthen democracy of nation states.

Unions have been, and continue to be, an important force for democracy, not just in the workplace, but also in the community – locally, nationally, and globally. Unions make democracy work better. They press for better social, economic and environmental policies, through various forms of political action and through coalitions with others who have common aims.

A just and democratic society depends on a healthy and free labour movement. It is no coincidence that in countries where there are free and active trade union movements, there are more democratic, transparent and representative forms of government.

In those countries where there is no union movement or where the movement is vulnerable, the vast majority of citizens continue to be trapped in poverty. It is in these conditions that instability and extremism thrive at the expense of democracy.

Unions promote greater economic equality.

Not only do democracies benefit from unions, so do economies.

Unions have historically been a major force in humanizing and democratizing the economies of nations. Unions promote higher levels of economic equality and social rights for all citizens.

Even the notoriously conservative World Bank agrees that unions are good for the economy. In its 2003 report entitled, Unions and Collective Bargaining

Economic Effects in a Global Environment, which was based on more than a thousand studies of the effects of unions on the performance of national economies, the World Bank found that high rates of unionization lead to lower inequality of earnings, lower unemployment and inflation, higher productivity and speedier adjustments to economic shocks.

Most recently, a major International Labour Organization (ILO) study found that the countries in which income inequality was on average lower tended to be those in which a greater proportion of workers were members of unions.

The ILO's study also found that higher rates of union density had a positive impact on the range of social rights afforded to citizens:

“The countries in which union density rates are higher are also the ones in which the welfare state is more developed, taxation levels higher and more progressive, collective bargaining more centralized and labour law both closer to international labour standards and better implemented.”

“THE TRADE UNION MOVEMENT REPRESENTS THE ORGANIZED ECONOMIC POWER OF THE WORKERS... IT IS IN REALITY THE MOST POTENT AND THE MOST DIRECT SOCIAL INSURANCE THE WORKERS CAN ESTABLISH.”

SAMUEL GOMPERS

© Lifestack Quotes

Unions: A Positive Force con't...

Labour rights – a key component to economic and social justice.

The growing body of evidence shows that laws and practices which promote unions and the right to collective bargaining make a major contribution to higher economic productivity to the benefit of the community as a whole.

The labour movement in Canada and its progressive allies must create greater public awareness and understanding of labour rights as a key component to a functioning democracy and an equitable and sustainable economy. We need to build effective political momentum and public support for progressive labour law reform.

https://labourrights.ca/sites/default/files/documents/unions_have_always_been_a_positive_fact_sheet_5_e.pdf

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

Belonging to a union means you have to participate and join together to win the battles being fought...

Otherwise, it's like joining the army and expecting only the officers to engage in combat.

You don't win many battles that way.

William DeVore



"At Hogwell Industries, every employee is entitled to three weeks' paid vacation."



Laughs



Know Your Collective Agreement & Union Constitution



ARTICLE XXIV - JOB ELIMINATION (2017-2021 CA pages 49-50)

Section 1: Definition

Job elimination means permanent loss of employment as the result of Company decisions to eliminate positions, excluding those in Section 2 below.

Section 2: Exclusions

No payment will be made under Section 5 in cases:

- (a) of curtailments of a temporary or indefinite duration.
- (b) of employees hired for work of known or temporary duration.
- (c) Where the employee has already qualified under technological change or permanent mill closure provisions.

Section 3: Notice

The Company will advise the Standing Committee at least forty-five (45) days prior to such job elimination. Crew reduction will be in accordance with Article XXI - Seniority.

Section 4: Elimination Options

An employee who qualifies under Section 1 above may elect one of the following options:

- (1) Recall and seniority retention as per Article XXI - Seniority, or
- (2) Severance allowance as per Section 5 below.

Such employee must elect his option within thirty (30) days of notification that his loss of employment is permanent. If Option (2) is selected, the employee will be deemed to have been terminated effective the last day worked. Where a temporary curtailment becomes permanent, severance eligibility will be determined by the status of the employee at the time of the temporary curtailment.

Section 5: Severance Allowance (Please see CA Page 50-51 for details)

Helpful Union Definition & Terms

Collective Bargaining – a process where the Union and Employer, make offers and counter-offers back and forth regarding their employment relationship, for the purpose of making a mutually acceptable agreement, and the execution of a written document.

Competitive Clause - in the selection section of the Collective Agreement. Sets out terms that the employer will use to decide on applicants.

Concessions – this is an attempt by the Employer to reduce or eliminate benefits and/or other conditions of employment which heretofore have existed.

Conciliation – a stage in negotiations that involves a neutral third party from the Ministry of Labour who attempts to assist the parties in resolving their dispute by suggesting possible areas of compromise, bringing a different point of view, clarifying issues and using many other techniques designed to bring the parties closer together and narrow the disagreement. The function of mediation is to assist the parties by being creative and innovative in finding areas of agreement and compromise to reach final resolution of an impasse.



Who are your Executive?



Hello, I am Glen Waughtal.

I started my career with Northwood in 2006. I originally started with production first in the labour pool in the Wood room, before bidding into the Machine room.

I bid on and received a pipefitter apprenticeship in 2011.

Upon completion of my apprenticeship, I began working more with the union.

I was the pipefitter shop steward and treasurer, before moving into the role of chief shop steward.

In subsequent years I was proud to hold the position of first vice-president and then union secretary. I had the opportunity to support my fellow workers in many complex situations in all my of roles and enjoy being able to help answer questions and represent the membership.

I am currently working in recaust maintenance department, and am still proud to be a shop steward and serve the membership as a Director.

Thanks,

Glen Waughtal
Director 603




PGO Elimination Leasing

BROTHERS AND SISTERS:
MANAGEMENT HAS DECIDED THAT THE PULPING GROUP OPERATOR POSITION IS NO LONGER VIABLE. WE FEEL THAT THE LOSS OF THE POSITION PUTS ALL OF OUR SAFETY AND JOBS AT RISK.

3 KEY DATES YOU SHOULD KNOW ABOUT

1982	1986	1986
NORTHWOOD PULPMILL EXPERIENCED A FATALITY OF A 19 YEAR OLD WORKER WITH 7 MONTHS EXPERIENCE. HE WAS FATALY BURNED BY HOT LIQUID AT THE SAND SEPARATOR ON B DIGESTER.	3 JUNIOR EMPLOYEES WERE SENT TO DELOCK THE DIGESTER. A MISTAKE WAS MADE AND LUCKILY NO ONE WAS HURT. ONE OF THE MEMBERS HAD TO TAKE THE ESCAPE STAIRS ON THE OUTSIDE OF THE DIGESTER BUILDING TO MAKE IT TO SAFETY.	UPON COMPLETION OF THE INVESTIGATION DENNIS MATSON DECIDED THAT THE PGO WOULD CONTINUE TO LEAD THE DAILY OPERATIONS. BUT WOULD ALSO LEAD THE DIGESTER LOCKOUTS TO INSURE THE SAFETY OF PERSONNEL AND SAFE OPERATION OF EQUIPMENT.

THE PULPING GROUP OPERATOR IS A RESOURCE THAT OUR MILL CAN'T AFFORD TO LOSE!!!



Thank You 603!
To all are Brothers and Sisters for showing the company they are wrong in eliminating the PGO position.

(Photo of 603 members 5:00 am 25 Mar 2021)





Membership

Members that have not yet been initiated: Tyler Paice - 2017, Pierce Watson - 2017, Tyson Tomasino - 2017, Brian Shelby - 2018, Anthony Mijatovic - 2018, Daniel Pontius - 2018, Kristi Gehringer - 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 Kulczyzki - 2019, Robert Harrison - 2020, Jonathan Murray - 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, John Shea - 2021, Mark Schomburg - 2021.

Member vs. Member Disputes Undermine Union

Sometimes members hang other members out to dry. Our union stewards and officers continue to spend a significant amount of time and energy contending with large problems resulting from conflicts between 603 members. Some small problems become larger ones when members chose to escalate their disagreements to the point where representatives of management became active players in their disputes.

Recently, we have had to deal with problems when one union member thinks that another member is doing something wrong like not following the terms of our contract, following proper safety procedures, or mistreating other employees. If the first thing that they do is go to management, instead of trying to work it out, fix the action, or consult their shop steward, we always end up in the unfortunate situation of being unable to do anything to help.

Once management has become involved in the process, our union will lose the ability to mediate a disagreement between our members. Instead, our union may wind up having to defend one employee or the other or sometimes both of them from whatever action that management decides to take. This gives the company the upper hand! It also really gives them control over everything. In some cases, it is management's responsibility to deal with a situation, but the lingering negativity makes it worth our effort to intervene before it gets to that point.

That lingering long-term negativity can poison any hopes of union solidarity, hurting our relationships with each other and even undercutting our strength at the bargaining table. When our members are fighting among themselves, it divides us up and undermines our ability to work together in a unified way to improve things in the workplace.

Many of these disputes are sparked by changing rules and expectations in the workplace; changes that are not always clear to some of us, with the resulting misunderstanding quickly flaring into a serious problem. What was once considered appropriate or harmless workplace behaviour or language is no longer acceptable. Ideally, if a co-worker is saying or doing something that is upsetting you, try to talk to them about it in a reasonable way. That may be enough to fix the problem and even earn the respect of your co-worker for not turning it into a bigger issue.

Once management becomes involved in a situation, they may have an obligation or may feel that they have an obligation to take drastic steps. Our members and our union may lose control of the situation, and what they thought might lead to an oral reprimand could actually lead to a suspension without pay or worse.

We should try to work out interpersonal workplace differences amicably on the first round, or at least talk to your steward and see if they can help out. When our members can't work out their problems with each other it can be very tough on our stewards and everyone in the workplace.

One important distinction when it comes to safety violations: If you see one of your co-workers doing something unsafe, you should talk to them immediately, rather than waiting to talk to your steward or management. Your first concern should be to stop them from injuring themselves or hurting someone else.

There are situations where people could think about the well-being of their work group and their union but they focus instead on their personal short-term goals. As 603 union brothers and sisters, we can play a major role in looking out for each other, or we can allow small upsets and petty disagreements to balloon into large problems.

In Doubt?... Just remember your oath:

"I, pledge my honour to faithfully observe the Constitution and laws of this Union; to comply with all the rules and regulations for the government thereof; not to divulge or make known any private proceedings of this Union; to faithfully perform all the duties assigned to me; **that I will not wrong a member, or see him or her wronged, if in my power to prevent;** to so conduct myself at all times as not to bring reproach upon my Union, and at all times to bear true and faithful allegiance to Unifor Bill Hickey Local 603."

Mark Lawrence
603 Secretary

HOW AND WHY ARE UNIONS IMPORTANT IN TODAY'S SOCIETY?

Unions have been important since the beginning of labour. The start of the labour Movement in Canada can be traced back to the late 1800s. At that time, union activity was illegal. Employers had the right to treat employees in any way they choose and because of this, employees didn't really have any rights pertaining to their job. The labour movement was created by people standing up together for fair wages, safe workplaces and decent work hours.

Many of the benefits and standards won for our members are enjoyed by all workers today, such as minimum wage, health and safety regulations, and overtime. (Canadian Labour Congress. 2017).

Unions are just as important in today's society. The wages we earn, overtime pay, workplace safety standards, maternity and parental leave, vacation pay, and protection from discrimination and harassment are just a few rights employees in Canada have obtained thanks to unions. Unions help maintain a healthy relationship between the employer and employee by ensuring the rights are met according to the collective agreement. Our communities are positively affected by unions through the work they do fighting for social justice, participating in charity work, raising awareness not only from a workplace setting as well as a political platform.

Unions also make employees more aware of their rights as workers. Not every individual who accepts employment are fully aware of their rights and privileges that come with the position. For example, an employer may try to exploit employees by denying them appropriately timed breaks in a high paced work environment, and many employees will tolerate this type of abuse out of fear of losing their job or having their direct supervisor upset towards them. The collective agreement protects employees from this kind of abuse by informing them of their legal rights. As well, the union will make employers liable in if injury or illness were caused because of workplace abuse or neglect.

According to the Canadian Labour Congress; women earn \$7.10 an hour more on average with a union at work and workers under the age of 25 earn \$3.74 an hour more on average with a union. Overall in Canada, union members earn \$5.28 an hour more on average than working without a union. The Union of the Northern Workers has an average of 8,000 union members across the Northwest Territories, equaling to 40% of the

workforce. Statistically on average, workers make \$10.55 an hour more than non-unionized employees. (Canadian Labour Congress. 2017)

A stronger economy is a result of the importance of unions. Members of a union can often afford houses, better food, and transportation. Being paid on average, higher than nonunionized employees and having enhanced benefits such as job security, health and dental benefits creates healthier families that can contribute positively to the economic growth. Canada currently has a unionized employee rate of 30%, a decline from 1981 when the rate was 38%, a decline in members may be an example of workers not understanding the importance unions play with employers. (Galarneau, D. and T. Sohn. 2013)

Personally, as an active union member and vice president of my local, I often educate members on how the presence of unions are still necessary. In my experience, there are a number of members that do not understand the history of unions in Canada or they have an idea that the unions are no longer needed because we have these rights. Explaining to members the role of the union and why the employer grants vacation, wages, and medical and dental benefits can be at times cumbersome. At times, while using the union board at work to post information for the local as well as UNW information, I often have to seek out individuals and ask for participation.

As I reflect back to a decade ago, the differences with union participation and knowledge are vastly different. When starting a new position, I had more time with a union representative to review the collective agreement, ask questions, and receive information regarding union events, local meetings, and signing a union card. I remember feeling I was a part of something great and excited to be a member. Presently, in my local union there are a number of members that have little information or knowledge about their local, collective agreement, or meetings. There are less than ten percent of members that show up to meetings, participation is low and in order to gain back the momentum of unions, there has to be a change. We have to find ways to boost morale and recruit members to be more active within our locals, utilizing the resources we have available such as social media; twitter and facebook, participation incentives such as union swag, having catered food at meetings, and offering a wider range of courses so

members can become knowledgeable and involved. Explaining to members that without the union, the rights we have currently in our employment may very well be taken away. We have to remain solid as a whole for a greater outcome and strive towards our goals for fair and equal rights. Unions are successful because of their numbers and gaining members' participation and support will only better us all in the future.

ABSTRACT

Labour rights are human rights. Unions fought for strong labour rights. When labour rights are weakened, then unions have less ability to fight for human rights for all workers. - Paul Champ, Senior Partner, Champ and Associates

Curtis Herritt - Josie Gould Scholarship

References:

Galarneau, D. and T. Sohn. (2013). "Long term trends in unionization," Insights on Canadian Society, Statistics Canada Catalogue no. 75-006-X.

United Food and Commercial Workers Union. (2017). Facts about the union. Retrieved from <http://www.ufcw.ca>

Canadian Labour Congress. (2017). Why unions. Retrieved from <http://canadianlabour.ca/whyunions>



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 April 30th 2021*****

*Get out your Collective Agreement..... **Job Elimination***

Questions: 1. What two methods can an employee's severance be calculated?

2. What is the length of time a members welfare coverage continues after their termination date?

3. If an employee chooses not to receive their severance on their termination date how long can it be held in abeyance?



LAST MONTHS ANSWERS AND WINNERS :

Answers : 1. - Step 3 , 2. - 30 days, 3. - No

Winners : **Chris Duperron**, \$100 GC and Union Hat

- **Corinda Giesbrecht**, Long Sleeved Union Shirt & Hat

- **Darren Lawyer**, Short Sleeved Shirt & Hat

Important Union Office Notes:

1. 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.

2. Canfor was selected as target mill for upcoming negotiations. No date has been set for negotiations and bull sessions will be negotiated first. Info will be released when dates are finally confirmed.

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**