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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 # 8

MAY 2021

## Presidents Report by Tracy Ingham

In the next few months your wage delegates will be heading into negotiations with the employer. Even at the best of times this process can at times be a very drawn out and seemingly never ending.

Covid and the protocols has thrown a massive wrench into this process and how the wage negotiations are going to be implemented.

As we are the target mill the first step in the process is for the union and the employer to come to a resolution on the bull session part of the agreement.

After this has been achieved the target mills move onto main wage and will bargain with the employer based on the wishes of the entire caucus.

The other locals in the process

have a stake in what is achieved by the target mill as it affects the industry province wide.

The logistics of meeting to start the discussions with the employer given we will be above the covid acceptable numbers is just the starting point.

Typically during negotiations the other locals are present as observers while the union and company are negotiating to hear the conversations first hand.

Covid and the protocols will change the entire look and how it will be achieved.

To say it will be tedious would be an understatement.

I applaud the wage delegates who threw their names in the hat a year and a half ago never knowing what the year ahead

was going to bring.

We have been fielding many inquiries in regards to the negotiations and where we are in the process.

At this time the what and the how of the initial meeting is still being worked out and we will be able to provide an update in the next month.

For the new members this delay won't change anything as we are still covered under the old now expired contract and anything gained in the new one will be retroactive.

Feel free to reach out if you have any questions or concerns and thanks for supporting your wage delegates.

## Next Union Meeting

June 9th 2021 — 7pm

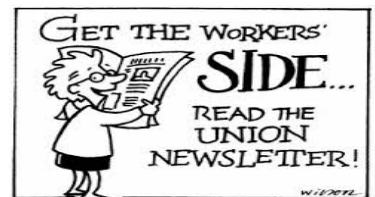
All Upcoming Meetings will be held via

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

12 May Meeting Notes

Draw Winners—

Danny MacIntyre—Backpack; Brian Lamothe— T-shirt; Don Garden— Hat



**DON'T BE LEFT IN THE DARK**



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 - May

*Hello Members,*

We had another lost time last month. A worker was moving pulp in the warehouse when they ran into a pole and struck their head. The worker did not report to first aid but later that night developed concussion symptoms and went to the hospital. Once again, this is a reminder that even if you don't think an incident is serious it is very important to go to first aid and document it! You never know what a minor injury can turn into and reporting the same day can mean the difference between getting WCB coverage or having to fight

for it. I understand that some incidents may feel embarrassing or you may not want to report for any number of reasons but it is very important to go get checked out at first aid and document every workplace injury.

contact myself or any other JOHS rep at any time.

**Cody Montgomery**

**Local 603 Safety Rep.**

As always, if you have any questions or concerns please feel free to

| Safety Stats | End 2020 | Apr YTD |
|--------------|----------|---------|
| First Aid    | 126      | 39      |
| Medical Aid  | 6        | 4       |
| MT           | 4        | 1       |
| Lost Time    | 2        | 3       |
| Near Miss    |          | 5       |
| 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.  
Company Response, 19 Apr 2021 - No Resolution Found, discussions ongoing.  
**Resolved** - As of 10 May 2021 Union has decided to proceed no further, grievance dropped.
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**  
**Resolved** - As of 10 May 2021 Union has decided to proceed no further, grievance dropped.
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: Puzzles & Laughs

### Union Terms

E Y T I R O N E S F T T E M P K M  
S E E F L O A T E R R E L I E F J  
T N A C E D U C A T I O N J N C S  
U T A D N E T B S U S V E D O M I  
I I G B I A W D F S K U X C I T N  
Y T R C X C V X V N E F C O T G D  
X L E L T B C E M W I Q L M A U E  
R E E O J T A T I W A N U M C E M  
E M M V N S A R H R O E S I A V N  
T E E E F T T Q G I G M I T V I I  
E N N R S H G I T A L L O T A T T  
N T T T S P X A F U I W N E O U Y  
T S F I W E U Y A E X N H E J C N  
I U G M R L D O H P N Q I S F E P  
O I J E A Y A A K X T E M N Y X N  
N M L V Q Y W I R B P L B O G E C  
X R E A P P R E N T I C E S H I P

**BARGAINING      GRIEVANCE      EXCLUSION**

**TEMP      STAT      INDEMNITY      RELIEF**

**RETENTION      ENTITLEMENTS      OVERTIME**

**VACATION      AGREEMENT      TRADES**

**EDUCATION      APPRENTICESHIP      COMMITTEES**

**EXECUTIVE      BENEFITS      EVALUATION**

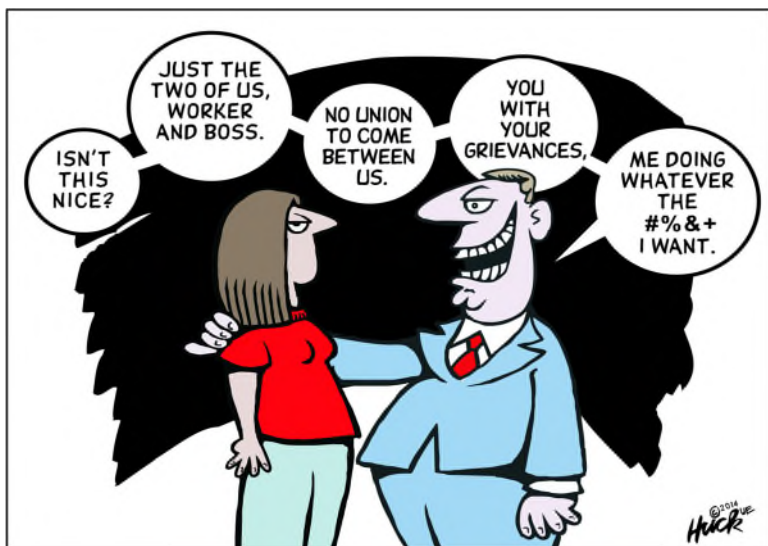
**SENIORITY      FLOATER**

## Unions: Puzzles & Laughs Con't



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



## HERMAN<sup>®</sup>



3-19 © LaughingStock International Inc., Dist. by Universal Uclick, 2012

"This is the new man, Hawkins. Teach him everything you know, then pick up your severance check."

## Know Your Collective Agreement & Union Constitution



### **ARTICLE XXV - CONTRACTING** (pages 51-52 of 2017-2021 CA)

(a) The Company will notify the Union of their intention to have work performed by contractors in the mill and will, emergencies excepted, afford the Union the opportunity to review it with the Company prior to a final decision being made. For this purpose, a Joint Contracting Committee will be established and it will be used as a forum to discuss the Company's contracting decisions.

In keeping with a joint commitment of the Company and the Union to provide as much maintenance and repair work as possible to the regular maintenance workforce, the Committee will also meet quarterly to make recommendations regarding the utilization of the mill maintenance workforce to minimize the use of contractors, both inside and out of the mill.

(b) The Company will not bring a contractor into the mill:

- (i) which directly results in the layoff of employees, or
- (ii) to do the job of employees on layoff, or
- (iii) to do the job of a displaced employee working outside his job category.

(c) It is not the intent of the Company to replace its regular work force through the use of contract firms. For greater clarity it is agreed that:

- (i) The changes which provide that it is not the intent of the company to replace its regular workforce through the use of contract firms will not set aside existing external work arrangements and practices.
- (ii) Working under the flexible work practice provisions does not mean that an employee has been displaced and is working outside of his job category.

## Helpful Union Definition & Terms

**Negotiations** –the process by which the bargaining team bargain to set wages, hours, terms and conditions of employment, and the processes for handling grievances.

**Negotiation Rights (Bargaining Rights)** –legally recognized right to represent employees in negotiations with employers.

**No Board Report** -a report filed by the conciliator if the process of conciliation fails. Filing the report triggers a 17 day cooling off period before a strike/lockout deadline after the report is filed. The conciliator has up to 4 days to formally issue the report.

**Ratification Vote** –when the committee feels it has reached an agreement with management that they feel that they can bring it back to the membership, a Special General Membership Meeting (SGMM) is called to discuss and initiate the ratification vote that takes place over two days. If the ratification vote is affirmative the new collective agreement comes into effect. If the members turn down the agreement the bargaining committee goes back to the table. Under the Labour Relations Act, the Employer can force a vote to the membership on their "final offer," however the Employer can only do so once.



## Who are your Executive?



Hello,

I am Denise Dauvin and work as an Electrician in the Bleach plant, and am a Director on the Union Committee.

Before coming to Canfor I worked as a carpenter Apprentice building UNBC and a Gas Installer for BC Gas (now

Fortis).

I was hired with Northwood in 2002. I worked as a utility in Stores and Janitors then got a posting in Material Handling. I worked in Mat Handling for about 9 years, did a short stint as an oiler, when I got an Electrical apprenticeship.

It was tough going back to school but was proud to earn my Red Seal in Electrical.

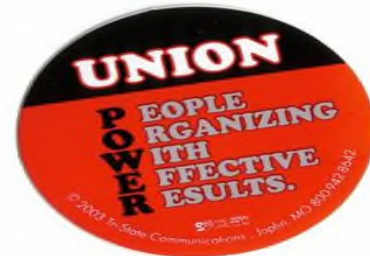
I have been at the mill for almost 19 years. I am on the Apprenticeship Committee, the Womens Committee and the Hygiene Committee. I would love to see more apprenticeships for our Union brothers and Sisters and hope with the new Contract we can achieve that goal. I am also

passionate about setting an example for young girls out there so they know that women can work in non-traditional jobs. I think 11 union women out of approximately 380 Union workers is a sad number.

I have two daughters and 5 grandchildren that keep me busy. One of the best things that has happened to me at the mill is meeting my other half. Terry and I enjoy skiing, traveling, diving and lake life together.

Thanks,

Denise Dauvin  
*Director Unifor 603*



## Unifor Local 603—BYLAWS

**Have you read your bylaws lately? Don't have a copy you can find one on our website at [unifor603.ca](http://unifor603.ca)**

### ARTICLE 2—MEMBERSHIP

**Section 1.** A person employed within the jurisdiction of the Local must become a member of Unifor Bill Hickey Local 603.

Upon approval of their application.

Upon paying the initiation fee and taking the obligation of membership.

**Section 2.** Should an applicant, upon being admitted to this Local Union, be unable for an acceptable reason to appear at a designated meeting to take the Obligation of Membership, the President shall have the power to initiate that applicant with witnesses.

**Section 3.** No person otherwise eligible for membership in this Local shall be admitted to membership if that person has been fined, suspended or expelled by the National Union of the Local Union, until the person has complied with the terms of such fine, suspension or expulsion.

**Section 4.** At the close of initiation ceremonies, the Recording Secretary shall verify that the new member(s) have a copy of the constitution, bylaws and labour agreement, which they are expected to keep and read. If these documents are not available at the time of the initiation ceremony, the Recording Secretary will make them available to the new member as soon as possible.



## 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 Kulczykki - 2019, Robert Harrison - 2020, Jonathan Murray - 2020, Jared Lygas - 2020 Jordan Abdai - 2020, Dave Ponee, 2020, Kiel 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, Daniel MacDougall - 2021, Brett Neil - 2021, Jeremy Putman - 2021

## Youth Involvement In Today's Unions: Overcoming The Challenges

### Introduction:

In choosing this topic for my essay, I have decided to write a combination of a personal essay and a traditional research paper. This way, I will be able to express my own thoughts and discuss my experiences in the paper.

### History, Issues and Challenges:

Simply put, unions are organized groups of workers who come together to achieve common goals for working people. Some of these goals include job protection, better wages and benefits, and health and safety regulations. It is clear that unions improve working conditions for all workers. This includes non-unionized workers as union gains over the years have translated into laws that apply for all workers. Some examples of these gains include parental benefits, overtime rules and regulations, workplace safety standards and the '40 hour' work week.

Unions have existed since the 18th century in Great Britain although they did not become an organized movement until the 19th century. Those early unions and the workers who

made up the unions were often persecuted and faced prosecution in both Great Britain and in the United States.

In Canada, the first trade unions were active in the 1800s. An example of early union activity in Canada is the Toronto Typographical Union strike in 1872. That labour dispute, initially over the issue of a shorter workweek, led to the passing of The Trade Unions Act by Parliament later that year. That Act legalized unions.

### Youth Involvement in Today's Unions:

Canada has a proud history of union involvement. Unfortunately, union membership is on the decline in both the United States and Canada. We haven't experienced the same degree of union busting in Canada that has been experienced in the United States, but it is definitely occurring here? Some people suggest that unions have outlived their purpose and are no longer relevant in today's society. That sentiment is especially true with some younger workers who see unions as repressive, irrelevant, and a thing of the past.

### My Experience:

I grew up in a union family. My mother has been a proud union

member for most of my life. I grew up debating workers' issues with my mother and with other members of my extended family. I have not yet worked in a unionized environment I am looking forward to the day when I will get a union card.

I thought I understood workers' issues and the benefits of union membership, but in 2014 I discovered that there was so much that I did not understand.

In May 2014, there was a strike by the workers who provide support services for the residents of my housing cooperative. It was a unique situation. The caregivers, who were employed by the subsidiary company of the co-operative, organized in late 2012. They attempted to negotiate a first contract but bargaining broke down. I knew a strike was imminent, but did not fully understand the issues until the workers were out on strike. The picket line was set up in front of my house and I spent a great deal of time speaking with the workers and the union officials. I learned that the workers were not paid the same rate as other workers in their industry and did not



## Youth Involvement In Today's Unions: Overcoming The Challenges Cont...

receive benefits. I also learned that Alberta did not have first-contract binding arbitration to help newly unionized workplaces get that first collective agreement.

Over the course of several months, things became very ugly. Attempts to get back to the bargaining table failed. My neighbours grew increasingly intolerant of the labour dispute and launched a war of its own on the union (AUPE), the locked out workers and anyone who supported them. My mother and I stood in solidarity with the workers. We were the only ones who did that even though there were many union members living in the co-operative and crossed the picket line, something we would not do.

That experience gave me the opportunity to understand- first hand- the issues and how some people feel about unions. I have used my personal experiences and the knowledge gained from that labour dispute to debate the issue of union relevance with my friends, acquaintances and other students at Concordia University

### The Solutions:

In discussing unions with other youth, I have discovered that many do not understand the issues or why unions are relevant in 2016. When I took the time to explain what I've learned to other youth, that seemed to make a difference in how unions were perceived. One-on-conversations may not connect with the masses but sometimes changing opinions comes down to a simple conversation. An exchange can truly go a long way in shifting the way people think about unions.

It is a fact that older workers are retiring. It is imperative that unions reach out to engage young workers sooner rather than later. I think it is important to engage youth in worker-to-worker conversations. Having another young worker explain the importance of unions and what's in it for them will encourage greater participation. Sending out materials alone will not engage youth.

Young workers need to be encouraged to seek elected positions within the union. Young workers need to be encouraged to serve as union stewards in the workplace. Young workers need to work alongside current union leadership to make the union a place that is inviting and relevant for all workers.

### Conclusion:

Based on my own experiences, I believe there is a way to get young workers engaged in the work of the union. Young workers need to reach out to other young workers and share their experiences and present the facts in a relevant manner. Young people know what is important to young people and they need to assist with both the messaging and implementation of any engagement strategies. Young workers need to know that unions are there for them and will help with any workplace issues that may arise. They need to understand the value of a collective agreement and why working in a unionized environment is preferable to a non-union workplace.

### Youth Involvement in Today's Unions Alexander Stewart 9/1/2016

#### Sources and Works Cited

1. Media Planet- Unionized Labour. A History of Unions in Canada

<http://wwwv.unionizedlabour.ca/organized-labour/a-history-of-unions-in-canada>

2. WHY UNIONS MATTER by Elaine Bernard, Executive Director, Harvard Trade Union Program

<http://wwwv.law.harvard.edu/programs/lwp/whyunion.pdf>

Do Unions Still Matter to Youth- CBC

<http://www.rw.cbc.ca/news/canadahamilton/news/do-unions-still-matter-to-young-people.1395676#pd a7037718>

Unions in Canada facing hard times but they're pushing back: Editorial- The Toronto

Star <https://www.tv.thestar.com/opinion/editorials/2014/09/01/unions-in-canada-face-hard-times-but-theyre-pushing-back-editorial.html>

Highlights in Canadian labour history- CBC

<http://www.cbc.ca/news/canadahighlights-in-canadian-labour-history-1.850282>

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 .



**I am a union worker**

**That means I am part  
of an organization  
that fights not only  
for my benefit, but  
for everyone's benefit.**

**Unions set the standards!**

## 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: uni-  
for603@telus.net

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

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

Questions:

1. What are 4 of the 6 examples of how the Company recognizes the application principles of seniority?
2. What are two types of seniority recognized at the mill?
3. How long is the probationary period for a new employee?



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

Answers : 1. -Weeks per year, % of earnings, 2. - Continues current month plus 2 Additional months, 3. - 1 year

Winners : **Tyler Sampson** , \$100 GC and Union Hat

- **Trevor Sawtell**, Long Sleeved Union Shirt & Hat

- **Matthew Seed**, Short Sleeved Shirt & Hat

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

1. Please ensure your contact information, phone number, email and mailing address is updated at the union office. If it is not or you are unsure contact 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**