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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 # 9

OCTOBER 2021

Presidents Report by Tracy Ingham

Brothers and Sisters,

I hope this October finds you well and that everyone had a great summer.

It was awesome to have the summer students back, and by all accounts they had a safe and profitable summer.

The month of September brought us many choices and decisions. Over those days we decided on who will be running our country. Hopefully you all exercised that hard fought right and cast a ballot.

This is also the time when you have the opportunity to take a roll in your union. You have to become part of the process to help enact change.

First nominations for president have been voiced, with second nominations to be held this month at the general membership meeting.



The first nominations for the remainder of the executive positions will be requested this month at that meeting as well. If you wish to be part of that change or make your voice be heard, join in on the meeting held every 2nd Wednesday of the month.

Covid19 more then ever is dividing our country, our relationships, and our union. People have strong beliefs on every aspect of the ever-changing protocols in regards to the pandemic. I ask you to take a moment and listen if the opinion is different from your own and be respectful with your comments. There is no one size fits all, and no easy solution to end this growing divide we find ourselves in.

We have expressed to the employer that we would like to be part of the discussion if they are going to take the Covid19 protocols to another step. Time will tell if the company will honour that.

The wage delegates and I have begun the negotiation process on the 5th of this month. We will endeavour to achieve a fair and equitable contract for the membership.

This is your union!!! Stand tall, stand strong and stand proud.

In solidarity,

Tracy Ingham
President, Unifor 603



Next Union Meeting

Oct 13th 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.

15 Sept Meeting Notes

Draw Winners— Caleb Wilkin, (Backpack), Devin Berg (Shirt) & Curtis Leithead (Hat).

1st Nomination's for President - Tracy Ingham & Norm Keeler

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 - September

Good Day,

Safety stats were looking good up to the end of August, however we have had 2 more serious incidents in September. One was a worker who became dehydrated while working in hot conditions and was sent to the hospital for follow up. The other was when a worker cut their leg with a box cutter while cutting strapping on pulp stored in the parking lot which required stitches.

Starting in November, there will be a committee from all 3 mills sitting down to look at our lock-out program, to attempt to correct any issues we have found with the new system.

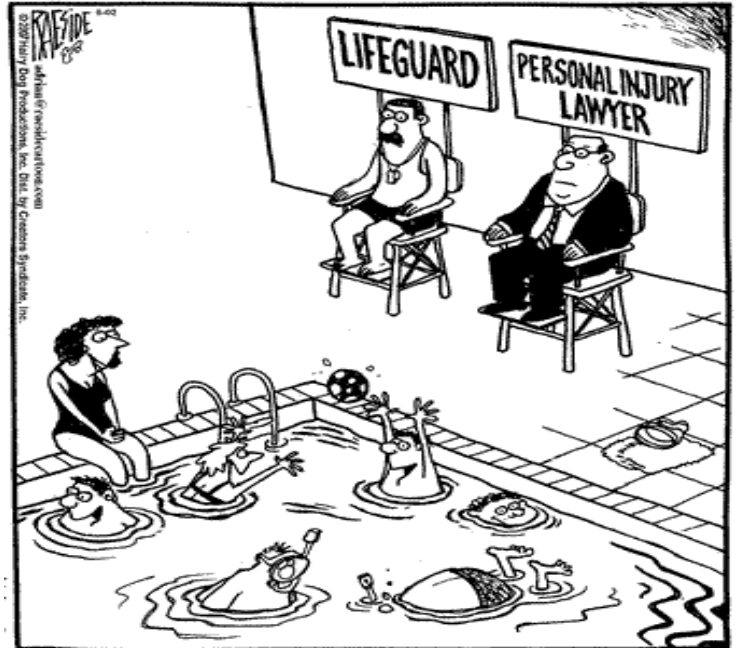
If you have any recommendations for the committee, please contact your area HOC or myself and we will bring them forward.

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.

The Other Coast

By Adrian Raeside



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

Safety Stats	End 2020	Aug YTD
First Aid	126	84
Medical Aid	6	7
MT	4	2
Lost Time	3	3
Near Miss	N/A	14
MIR	1.33	1.66

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
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
Resolved - Prior to arbitration date summer 2021 grievance was negotiated successfully employee RTW. Win for 603!
2. Grievance 10 Mar 2021 - Step 3 submitted, **Safety - Elimination of PGO Position**
4th Step meeting held - 31 Aug 2021, Still awaiting company reply as of 9 Sept 2021.
3. Grievance 10 Mar 2021 - Step 3 submitted, **Policy - Elimination of PGO Position, Payouts**
4th Step meeting held - 31 Aug 2021, Still awaiting company reply as of 9 Sept 2021.
4. Grievance 10 Mar 2021 - Step 3 submitted, **Policy - Elimination of PGO Position, Super B Field/ Mgt**
4th Step meeting held - 31 Aug 2021, still awaiting company reply as of 9 Sept 2021.
5. Grievance 18 Mar 2021 - Step 3 submitted, **Policy - Trade Utility Posting**
4th Step meeting held - 31 Aug 2021, Still awaiting company reply as of 9 Sept 2021.
6. Grievance 18 Mar 2021 - Step 3 submitted, **Policy - 10% Position**
4th step meeting held - 31 Aug 2021, Still awaiting company reply as of 9 Sept 2021.
7. Grievance 8 July 2021 - Step 3 Submitted, **Excessive Discipline** (Termination)
Company Response, 9 Sep 2021 - No Resolution Found, Union moving to 4th step.
8. Grievance - Step 3 Submitted, **Policy - Covid19 Bonus Payouts**
Company Response, 9 Sep 2021 - No Resolution Found, Union moving to 4th step.
9. Grievance - Step 3 Submitted, **Policy - Covid19 Suspensions, Machine Room**
Company Response, 9 Sep 2021 - No Resolution Found, Union moving to 4th step.
10. Grievance - Step 3 Submitted, **Policy - ASI Position, Steam Plant**
Company Response, 9 Sep 2021 - No Resolution Found, Union moving 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.



No Boss is Your Friend

David, a former pizza parlor worker, relates this story of extreme union-busting by an allegedly pro-union boss

I was hired on at Scottie's Pizza Parlor in mid-2018. I had just transitioned out of a low-wage job in a grocery store deli where I had been involved in an organizing effort for almost two years. I was burnt out after trying with my coworkers to rescue the campaign from a bungled operation on the part of UFCW 555 and thorough union-busting on the part of the company, New Seasons Market.

At the time, Scottie's seemed like the opposite of where I had been working: a small shop with just one location, a significantly higher wage, especially once pooled tips were factored in, predictable scheduling and paid time off (rarities in the service industry), and the little things that seemed nice, too, like reimbursement for solid work shoes, free staff meals and a shift drink, in addition to being able to play whatever music we wanted to.

On top of that, I'd included my organizing experience in my resume, and discussed with Scottie, in my interview, how much I was looking forward to being treated like an actual human being at work. Scottie's had signs in the window of support for the Burgerville Workers Union and, eventually, the Little Big Union. Scottie himself explicitly said that he supported unions and one day that summer, on a staff trip to the river, he told me excitedly how much he would love to see a pizzaiolo union in Portland. As far as bosses go, he seemed like a good guy and I was glad to be able to talk about working conditions and unions with him.

When I started, there were about seven other people working there

(over time, that grew to twelve). Positions were divided into three main categories, with some flexibility between them: cashier/dishwasher, pizza maker, and ovens/expo. The latter two were reserved for those who had been there longer and knew what they were doing. I washed dishes and swiped credit cards and mostly just listened to get a sense of the workplace culture.

The first things I noticed were that Scottie was hardly ever around and that folks were a lot less content than I imagined they'd be. While they loved making pizza and essentially having free rein of the shop, there was a significant amount of tension around their relationship with Scottie. The gist of it was the feeling that he had abandoned the shop and left the workers to pick up the slack while he collected a salary; at the same time, he would periodically do things that had an alienating impact on just about everyone. He would schedule large orders in the middle of the dinner rush, or invite a pizza tour into the parlor and neglect to acknowledge the contribution of the workers standing right behind him. People seemed to both like Scottie as a person and feel frustrated with the way he acted as a boss. They both wanted him to be there, supporting the shop, and resented him when he was there, messing with the efficient routine they'd established.

Unionizing - Over time, talk of unionizing ebbed and flowed. Sales continuously grew and the shop added workers. Communication grew increasingly inconsistent. Eventually, Scottie accepted the reality that he was not managing the space and hired a manager from outside the shop, who did her best to support us in

the ways Scottie was neither able nor willing to do. There was a precarious balance, which finally shifted when Scottie decided to remodel the space in mid-2019, dramatically altering the workflow and speeding everything up. Though he made a show of trying to include worker input, the final decision was ultimately his.

The new routine was awkward and challenging to adapt to, which heightened the stress and tension in the shop. Suddenly my coworkers wanted to meet outside of work to talk about how terrible the change was. We communicated through the web of relationships that had grown organically in the shop and met several times to determine what was important to us and to decide whether or not we should formally unionize. The union was rooted in the community we had made together, supporting one another.

We decided to go the IWW route, declaring our union to Scottie in the late summer, in a petition lovingly calligraphed by a co-worker, signed by the entire shop. A group of workers "surprised" Scottie one morning with the petition, flowers, and champagne, toasting the event that Scottie had always said he desired.

Our intention was to use our collective voice to have greater input in the decisions that were being made. We shared a desire to collectively manage the place we were essentially already collectively managing through workplace conditioning. We wanted more control over what was happening to us via executive decision-making that didn't take into account what we were doing and dealing with. Most of my coworkers trusted Scottie to engage with us in good faith, taking him at his word. Many of

No Boss is Your Friend Cont...

us, myself included, wanted to believe the public-facing messaging of the shop: that this was a pro-worker space, where people's lives and livelihoods were given serious care and consideration. We hoped that this would reverse the bizarre (but probably commonplace) dynamic of an absent boss making decisions that had no effect on him. We were starting to talk about what bargaining might look like when COVID hit.

The pandemic was a crisis that loomed swiftly on the horizon and then descended on Portland. Nobody knew exactly how to respond in the beginning, and Scottie's was no exception. We started talking about it on the shop floor maybe two weeks before shelter-in-place began. "Anybody worried about coronavirus?" "Are we going to be safe?" "What should we do?" As it became clear that it was a real threat, we began to worry about maintaining a safe and hygienic work environment, and about contact with customers. We expressed some of our concerns via the restaurant's internal communication system. All we were told was to wash our hands after doing anything (nearly impossible under normal restaurant circumstances, and definitely impossible with our new workflow). We were looking for a conversation, and did not receive much in return. We were forced to take matters into our own hands.

The biggest action the union ever took was on a Monday morning in mid-March, before the shelter-in-place order became our reality. After a week of internal union communication around our concerns and an utter lack of communication from Scottie around worker and community safety (we and our then-manager were unable to reach him for several days), we decided to close the parlor for the day to disinfect and formulate a safety strategy. Scottie was informed of this, and swiftly showed up to make sure we opened. Workers confronted him and he acquiesced to our demand that the parlor cease serving slices immediately, and move to only doing take-out pizza. Later, after a staff meeting, Scottie confronted a union worker, frustrated at how much money the temporary closure had cost him. The worker's response: "When did this become profits over people?"

We demanded a meeting with Scottie to discuss our options, and he agreed. We came with proposals for how to adapt to the new circumstances based on the input of all the workers. We wanted to figure out a way to keep working, to make sure that everyone was getting the hours they needed to pay their bills and keep their healthcare. We entered this conversation in the good faith assumption that Scottie would try to work out a new system with us. We believed that he had our best interest in mind.

The day after the meeting, he informed us that, sadly, he had decided to lay us all off temporarily. We accepted, believing that we would help the business survive, with the expectation that we would be rehired in the future.

Three months later, after virtually no communication, we received a collective email stating that he had decided to move forward without us, and that our layoffs were to be permanent.

Reflections - It is tempting for us, as human beings, to believe that we can have a good relationship with a progressive employer. Scottie as a human being is decent and well-intentioned. I believe that this version of Scottie does support unions. His partner is involved in the labor movement and is even an IWW member. We continuously gave him the benefit of the doubt where having a job was concerned. But this perspective neglects to attend to the intrinsic power interests of bosses.

We felt personally betrayed by Scottie. Yet the actions he took in this situation were, at their root, deeply impersonal. A boss is structurally required by the logic of capitalism to act in their own self-interest. In relationship to us (those who are compelled to sell our labor in order to pay rent) he is the one not only with the immense power to decide whether or not we have jobs tomorrow, but with the vested interest in a business that is legally his property, compelling him to act for himself, to consider himself first. In other words, Scottie the boss is unable to keep the promises made by Scottie the human being. Scottie the human being could (and did!) have feelings about his own actions; Scottie the boss is empowered to do whatever he wants. And when shit hits the fan, a boss is a boss.

The fact of the matter is that Scottie, falling

in line with innumerable bosses, used the Covid crisis as a cover to lay off the entirety of his unionized workforce. To tell any other kind of story is disingenuous. According to his communication with us, the decision to lay us all off permanently was an intentional, premeditated decision — he had already been thinking about it before the pandemic hit.

After his public announcement regarding the layoffs — which we disputed in our own public statement — much of the community that myself and my coworkers had served for years came out, not in support of us who had just lost our jobs, but Scottie and his decision! People publicly expressed sympathy for how hard it must have been to make the decision, rather than outrage at the way we were disposed of. We aren't the only workers to have ever experienced the bizarre way in which restaurants are treated as people with the capacity for suffering while workers are ignored or dehumanized, but it still stung.

In the end, the workers who oversaw the growth of the business became collateral. We were tossed aside like an old pizza oven that has outlived its usefulness. We were expendable to Scottie not because Scottie is evil, but because capitalist logic renders us expendable in his eyes. In retrospect, his actions were predictable. Bosses will always use the murkiness of human relationships to their own advantage, whether they know they are doing it or not. That's the way power works. And when we forget about power, we get burned.

We lost our jobs, that's true, but what we learned, as coworkers and as allies pushing together for what is right and just, will accompany us to every future job, more resilient and better prepared for whatever bosses throw at us. The true joy of organizing is not that we win recognition or a better contract (although those things are wonderful in their own right), but that we are actively involved in cultivating relationships of mutuality, dignity, and respect that are the foundation of building a new world in the shell of the old. The strength of these relationships is what empowers us to assert our own collective vision about what our workplaces should look like.

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 room.

Know Your Collective Agreement, Bylaws & Union Constitution



Unifor 603 Bylaws - Jan 2019

ARTICLE 11 - SHOP STEWARDS

Section 1. Each department shall elect a Shop Steward, who must be a member in good standing. Where shift work is involved, each shift will elect its own Shop Steward.

Section 2. It shall be the duty of the Shop Steward to see that there is no breach of the Labour Agreement in his/her department, by either the employee or employer.

Section 3. The Shop Steward shall have a copy of the National Constitution, Local Union Bylaws, and Labour Agreement within easy reach at all times.

Section 4. A. The Shop Stewards shall approach every new employee on their shifts or their department, and shall identify themselves. B. The Shop Steward shall inform the new employee of the Union Shop clause in the Labour Agreement, and should ensure that the new member is properly signed-up and initiated into the Local when the necessary time has elapsed.

Section 5. The Local Executive shall be informed immediately, by the Shop Steward of any violation of the Union's Laws, Rules and Agreements.

Section 6. A Shop Steward may be recalled by the members he/she represents for failing to perform the duties of the office.

Section 7. When the annual Shop Stewards elections have been completed, the Stewards shall meet to elect a Chief Shop Steward. It shall be the function of the Chief Shop Steward to assist other Stewards when necessary, and to be responsible for the 2nd Step of the grievance procedure.

Section 8. The Chief Shop Steward shall keep the First Vice-President informed in writing twice monthly, as to the grievances which are being dealt with at the second step of the grievance procedure. This report shall include all grievances resolved at the second step.

Helpful Union Definition & Terms

Recognition Clause -the section of the Collective Agreement that stipulates who is in and out of the Local Bargaining Unit.

Red-Circling -freezing a members pay at its current level when they change job classifications until the new job classification rate catches up to their current one.

Reopening Clause –a stipulation within a multi-year contract which provides and allows for negotiations to be periodically reopened on some specifically stated items or provisions. Such a clause in a collective agreement states the time or circumstances under which negotiations can be requested prior to the expiration of contract.

Side Bar –short for side-bargaining. These are “off-the record” informal discussions between representatives of the parties to seek a non-binding position on issues – away from the bargaining table. The process is exploratory and does not change table positions on bargaining issues. The sidebars are usually conducted between chief negotiators/ spokespersons.

Unifor National News- Covid19 in the Workplace

More than 500 Unifor local union leadership came together on September 27 to get an update on Unifor’s statement on Comprehensive Workplace Immunization Programs and Mandatory Vaccinations and advice on what tools and resources locals can use to stop the spread of COVID-19. “To be clear, vaccine mandates are but one tool that must be implemented to keep everyone safe and finally end this pandemic,” explained Unifor’s Secretary-Treasurer Lana Payne during the session. “Our union remains committed to all the other measures, including raising awareness and increasing prevention measures in all of our spaces in society, including our workplaces.”

Payne added that Unifor and its National President, Jerry Dias, have been vocal about the reasons why they support mandatory vaccine policies, “not the least of which is our responsibility as trade unionists to keep each other safe including our co-workers.”

Local leaders asked questions about privacy, accommodation and what will or will not qualify as a code exemption, among other issues.

Sari Sairanen, Unifor’s Director of Health and Safety and Environment, noted some tools being employed in workplaces include good ventilation systems, staggered start times, access to sick days, wearing masks onsite and testing within the workplaces. “Our joint Health and Safety Committees or Health and Safety Representatives are vital to assess the workplace hazards and use the hierarchy of controls to mitigate exposures to the hazard – the COVID-19 virus,” said Sairanen.

Niki Lundquist, Unifor’s senior labour and human rights lawyer, said the union’s view has always been to make sure “our membership is aware of the likelihood of consequences that are going to flow from [their] decisions,” including possibility of termination for those who fail to comply with mandatory vaccine mandates.

Farah Baloo, Senior Legal Counsel for Unifor, said the Charter of Rights is not relevant to workplace policies unilaterally introduced by a private employer, as the Charter applies exclusively to government action – federal, provincial or municipal. “Courts and tribunals have found that rights protected by Section 7 (of the Charter) are fundamental personal choices – for example about physician-assisted suicide,

abortion, medical care,” said Baloo. “It does not protect economic rights. If you choose not to get a vaccination and as a result, there are job consequences, that would not be something that implicates section 7 of the Charter.”

Payne acknowledged there is no one-size-fits-all methodology to vaccine mandates as the issue doesn’t affect aviation workers the same way as it does forestry workers, for example. “Within our own Union, we have adopted a mandatory vaccine policy that applies to our staff and to all Unifor events,” she said.

“This internal process has been going on for a few weeks, and we’ll soon be able to share more information with local unions about how the vaccine mandate will apply to Unifor events.”

Hamid Osman
 NATIONAL COMMUNICATIONS
 REPRESENTATIVE
 Email: Hamid.Osman@unifor.org

Laughs





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, 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, Robert Harrison - 2020, Jared Lygas - 2020, Jordan Abdai - 2020, Dave Ponee, 2020, Kiel Siebert - 2020, Eric Poeppel - 2020, Percy Bernier - 2020, Allan Bishop - 2020, Braden Johnson - 2020, Aaron Ludvigson - 2020, Stephen Pommer - 2020, Brent Stanley - 2020, Dawson Williams - 2020, Mark Schomburg - 2021, Devon Cleverley - 2021, Zion Pope - 2021 Daniel MacDougall - 2021, Brett Neil - 2021, Jeremy Putman - 2021, Darryl Barfoot - 2021, Jackson Parish - 2021, Iver Reistad - 2021, Cody C Thibault - 2021, Michelle Nadeau - 2021, Sayed Ibraheem Shah - 2021, Colin Beyer - 2021, Amanda Callahan - 2021, Corey Crooks - 2021

An Important Message from Your Health and Welfare Committee



Brothers and Sisters,

If you have been or will be off work for an extended time due to a medical issue, you **Must** collect a package of very important information and forms. The information and forms in this package is **Mandatory** for our medical plan coverage in your absence. Without them your coverage may be delayed.

The packages are located at the front gate as well as from Aly or Silene in the Human Resources Department. (located in the north end of the protection building). You may also contact them via email or call them if you are unable to collect the forms on site. The required forms and information will then be e-mailed to you.

Recently, we have been having some problems with members returning to work, without proper medical clearance or without HR knowing. This could lead to serious liability issues for both the membership, the member and the company.

You require a doctor's clearance or permission to be off on Weekly Indemnity (WI) as well as a doctor's clearance or permission to return to work. A supervisor cannot invite you back to work if you are feeling fit to return nor can you just show up to work.

When you have been granted permission to return to work by your medical practitioner and provided that information to the HR department via email, in person or telephone, you will be invited to a Return to Work Meeting (RTW meeting).

RTW meetings are necessary so that everyone involved understands what is needed for a safe and successful return.

The meeting will include an HR representative, your direct supervisor, and a member of the Health and Wellness committee. At this meeting you will discuss any restrictions or limitations your medical practitioner has recommended and solidify a return to work date and plan.

If you do not have any restrictions or limitations, you are still required to have a meeting or permission from both HR and the H&W to be back at the workplace.

If you require assistance or encounter any problems while off, trying to apply for WI or returning to work, contact:

Human Resources:

Alyssa Yu
(250) 962-3630 Email:
Alyssa.Yu@canforpulp.com

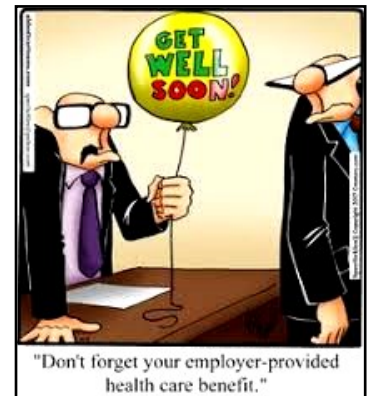
Silene Myers
(250) 962-3710 Email:
Silene.Myers@canforpulp.com

Health and Welfare Chair:

Chris Duperron
(250) 640-9332 Email:
Chris.Duperron@canforpulp.com

Thank you,

Chris Duperron
H & W Chair



What's Going on Around Northwood in Pictures

A Digester Repair, July - Aug 2021



Inside A Digester from 4th floor



New Outlet Device



Bottom of A Digester With Outlet Device Removed

A digester Scraper & Cone



Non Drive end Gear

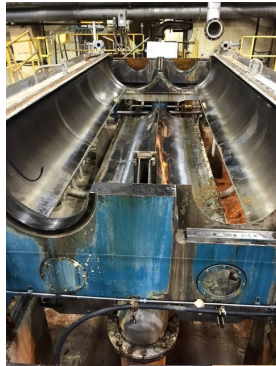


New Gear Box

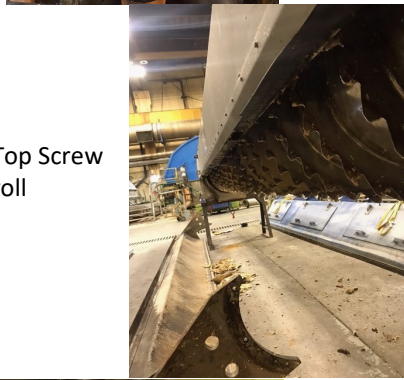


Haglen Drive

A Washpress Rebuild -Sept 2021



Main Housing



Top Screw roll



1 of 2 Press Rolls



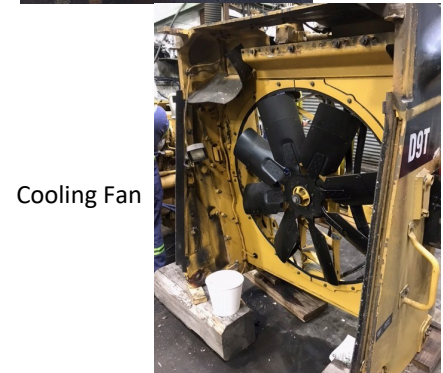
#67 D9Cat 16,000 Hr Rebuild -Sept 2021



Main Frame



Track Bars



Cooling Fan



Rebuilt Motor



Old Motor

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 Oct 31st 2021*****

Get out your Collective Agreement.....

Questions:

1. As a Tour Worker; after using 40 hours of Vacation or Supplemental Vacation; What are your options for the balance of your Tour Hours?
2. If a member takes an 8 hour Deferred Stat; What are the options available to cover the remainder of your hours (2 hours for a day worker or 4 hours for a Tour Worker)?



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. The 5th of October 2021 has been set for negotiations and bull sessions will be negotiated first.

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