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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 # 1 0

NOVEMBER 2021

Presidents Report by Tracy Ingham

Greetings brothers and sisters,

Your wage delegates and myself have been meeting with the employer for a few weeks and I would like to think we are inching closer to an agreement, but at times I am not sure. It is like a very slow waltz with not a lot of footwork.

It has become apparent that we as a union need to go back to the basics and use the tools the collective agreement affords us.

I am speaking about our right to the grievance procedure. This procedure is a recording in real time of breaches against our contract.

Without this recording of facts we rely on memory and supposition.

If we choose not to grieve a contract violation, we are, in a sense, accepting that the practice is okay and we become complicit in the action. The

longer the infraction is tolerated the less likely we will successful be in the grievance process.

Two of the most frequent infractions that occur around the mill are management and contractors doing bargaining unit work.

It is our work and we need to respectfully lay claim to it.

We are in the process of training more shop stewards and having someone available periodically to answer any perceived contract violations.

Not every grievance leads to arbitration, but the record of the grievance can help show a pattern of infractions.

The employer often holds us to account by the contract and if our interpretation isn't consistent with theirs, our recourse is to grieve it.

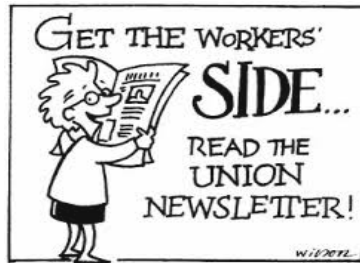
If you are unsure, please reach out to myself, the chief shop steward or any other member of the executive.

In solidarity,

Tracy Ingham
President Unifor 603

"In business as in life, you don't get what you deserve you get what you negotiate"

- Chester L. Karras -



Next Union Meeting

Nov 10th 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.

13 Oct Meeting Notes

Draw Winners— Corey Crooks, (Backpack), Denise Dauvin (Shirt) & Cody Hislop (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 - October

Good Day,

We had yet another recordable incident last month. A worker was cutting strapping with an exacto knife and ended up cutting their leg. This required a trip to the hospital for stitches.

We also had a few incidents that could have been much worse than they were. In Recaust we had a Hydro Mechanical worker who was cleaning up from a job when they stepped off a support rib on to the tank top and broke through the roof up to his crotch before he grabbed the next support rib.

A worker had been working in a very hot humid area all shift and was later found on the floor in extreme pain from muscle cramps but still conscious. The worker was dehydrated from sweating all day and was sent to the hospital for follow up.

A worker was cleaning up an area and hit their head. And was sent to the hospital for follow up as a precaution.

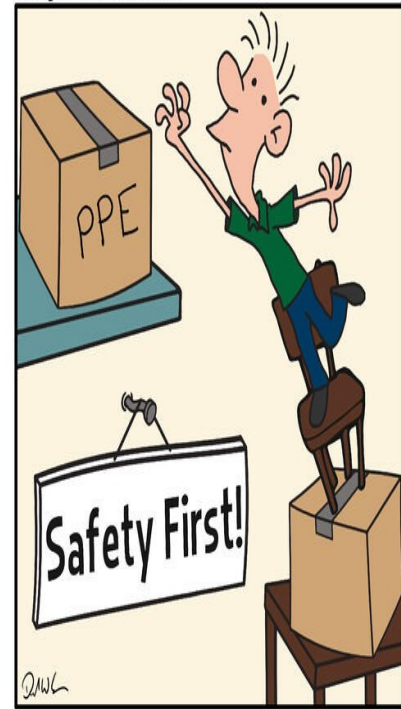
The other incident was where a CLO₂ mixer was not flushed adequately and the workers who were pulling the mixer out got soaked with CLO₂. Multiple issues were identified including the flushing

procedure, lockout instructions etc. There were several corrective actions put in place to try to prevent this from happening again.

We have had several issues with lockouts not being completed properly or valves not being properly isolated. Please make sure you are inspecting all parts of the lockout for the equipment you are working on and stop work immediately until the issue can be rectified. If you have any issues with push back from supervisors, please do not hesitate to contact me right away and I will come and help deal with the supervisor.

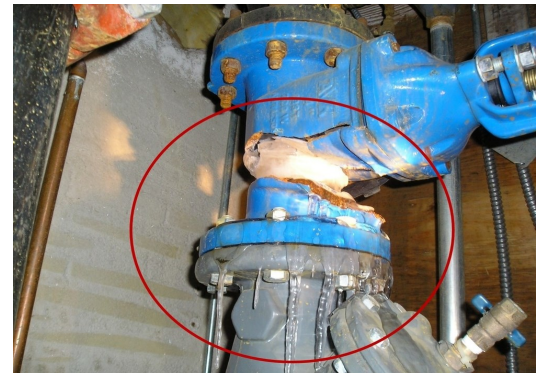
As always, if you have any questions or concerns, please feel free to contact myself or any other JOHS rep at any time.

Cody Montgomery
Local 603 Safety Rep.



Safety Stats	End 2020	Sep YTD
First Aid	126	91
Medical Aid	6	10
MT	4	3
Lost Time	3	3
Near Miss	N/A	14
MIR	1.33	1.80

Safety Fails!





603 Grievances



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

1. 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.
2. Grievance 10 Mar 2012 - 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.
3. Grievance 10 Mar 2012 - 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.
4. 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.
5. 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.
6. Grievance 8 July 2021 - Step 3 Submitted, **Excessive Discipline** (Termination)
Company Response, 9 Sep 2021 - No Resolution Found, Union moving to 4th step.
7. Grievance - Step 3 Submitted, **Policy - Covid19 Bonus Payouts**
Company Response, 9 Sep 2021 - No Resolution Found, Union moving to 4th step.
8. Grievance - Step 3 Submitted, **Policy - Covid19 Suspensions, Machine Room**
Company Response, 9 Sep 2021 - No Resolution Found, Union moving to 4th step.
9. 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.



The Ginger Goodwin General Strike

At 12 o'clock sharp on Aug. 2, 1918 – one hundred and three years ago – Vancouver transit operators stopped their streetcars in mid-route, drove them to the barns and walked home. The city's normally bustling waterfront fell silent, as 2,000 burly stevedores and shipyard workers streamed from the docks. Construction workers refused to pound another nail or lift another brick. They joined textile and other union workers across Vancouver who were also leaving their jobs. It was the start of Canada's first general strike and the beginning of one of the most memorable 24 hours in the city's history.

The mass walkout was timed to coincide with the funeral of miner, labour leader, union organizer and socialist Ginger Goodwin, shot dead less than a week earlier in the woods above the coal-mining community of Cumberland. Goodwin, a former vice-president of the BC Federation of Labour, had been hiding out to avoid conscription to the killing fields of World War One, a war he and almost all segments of the BC labour movement vigorously opposed. With justification, they argued it was a pointless conflict that sent ordinary workers to kill each other, while politicians and leading citizens far from the fray thundered about patriotism, and the rich got richer on the profits of war. Goodwin had had his status suspiciously changed from "unfit to serve" to "fit", after leading a strike for an eight-hour day at the large smelter in Trail. He was felled by a single shot from Dan Campbell, a special constable with a dubious background, who claimed he fired in self-defense. But the coal miners of Cumberland and the BC labour movement believed it was cold-blooded murder, and their

rage was palpable. Campbell, later charged and acquitted of manslaughter, beat a hasty exit out of town to save his skin. Goodwin's funeral procession was as large an event as the gritty, working-class community ever had.

Headed by a brass band, the line of mourners accompanying Goodwin's white casket to the cemetery stretched as far as the eye could see. Years ago, I interviewed a sprightly, life-long resident of Cumberland who remembered witnessing the poignant procession as a little girl. She recalled how much Ginger Goodwin, who spent several years in the mines of Cumberland, was admired by locals, for his fierceness in standing up for the miners' cause during their epic two year strike from 1912-1914 and his prowess on the village soccer squad. "My father would never hear a bad word about Ginger," she told me.

Ginger Goodwin - When news of Goodwin's shooting reached Vancouver, leaders of the

Vancouver Trades and Labour Council responded with a call for a 24-hour general strike on the day of his funeral. "The time for talking was past," said council secretary Victor Midgley as the directives went out. "Workers should use the only means of protest they had, namely to quit work for the entire time stated." Added labour firebrand Jack Kavanagh: "Whether shot in self-defence or without a chance, it does not alter the fact that he was of ourselves and the least we can do is stop work for twenty-four hours to punish the employers."

The strike set off a firestorm among the city's elite and a large group of returned war veterans who were whipped into a frenzy, some suggest by the Board of Trade and Canadian Manufacturers' Association. Accused of being both "Bolshevki" and pro-German, the strikers were hysterically denounced for shutting down the city in support of someone dodging the draft, while Canadians were dying at the front.



The Ginger Goodwin General Strike Cont...

Fulminated MP Herbert Sylvester Clemens: "If organized labour is to ally itself with draft evaders and lawbreakers, all right-thinking elements in the community will have to take steps to fight their danger."

It didn't take long. That afternoon, a mob of several hundred ex-soldiers gathered outside the Labor Temple, which still stands at the northeast corner of Dunsmuir and Homer, its old lettering clearly visible over the entrance. After a few inflammatory "calls to arms", they stormed through the doors and began ransacking Council premises. Books, documents, correspondence and other files were tossed out the window. Tables and chairs were trashed. On the second floor, they crashed through an office door to rush towards Council secretary Victor Midgley, who crawled out on the window ledge to escape their fury. As they jostled to get at him, their way was blocked by courageous Frances Foxcroft of the Telephone Workers Union, who would not be moved.

Eventually, the shaken labour leader was allowed back in and roughly hustled downstairs to face the raucous crowd outside. By this time the crowd with mayhem on its mind numbered more than a thousand. "That is the man that is at the bottom of all the troubles," yelled a soldier. "Make the skunk kiss the good old flag," jeered the throng. Midgley's glasses were knocked off, his collar torn, until his lips finally touched the sacred Union Jack, his offer to address the veterans ignored, and police were able to bundle him back inside the Labor Temple. Several other labour representatives escaped by clambering down the fire escape and dashing down the back alley. Longshore union delegate J. Thomas was not so lucky. He found himself caught in the middle of the crowd, where he was severely set upon until he, too, reluctantly agreed to kiss the flag. When police attempted to haul him away to the station, soldiers surrounded their car in an unsuccessful effort to grab Thomas back, with shouts of "Let's take him ourselves!"

Then, it was off to the car barns to intimidate trolley drivers into resuming service, which actually happened shortly before midnight, and finally to a packed,

rowdy public meeting of self-proclaimed patriots, where speaker after speaker were cheered for lashing out at Goodwin and local strike leaders. "They are just as bad as the man who got shot in the front or the back – I hope both" shouted one inflamed citizen, to a thunderous ovation. It was a common sentiment. The lone attendee to vote against a resolution calling for them to be forced into military service overseas was physically ejected.

The next morning, with the waterfront still silent, the fired-up war veterans, still exulting over their "triumphs" of the previous day, decided to take on the longshoremen and force them back to work. It was not to be. This time, when they tried to assail the union hall ramparts at Pender and Hornby, they got a surprise. "Charging up a long set of stairs, they were met by longshoremen who beat them back using chair legs as staves," wrote historian Irene Howard. A tense standoff ensued, until Mayor Robert Henry Otley Gale arrived. He convinced the agitated veterans to appoint a committee to talk to a longshoremen committee, ignoring their demand that the Labour Council's Jack Kavanagh be ordered out of the city.

The upshot was that the rioters marched off to the Cambie Street grounds, the dockyard workers returned to their jobs at a time of their choosing, and leaders of the Trades and Labour Council agreed to test the persistent accusation that the rank-and-file did

not support the general strike by resigning and calling new elections. All but one or two were handily re-elected. By Monday morning, everyone was back at work, except for 50 shoe factory workers whose employer demanded they apologize for their Friday walkout before he would allow them back in.

In the face of fierce intimidation, pro-war hysteria and mob violence, the remarkable success of the first general strike of its kind signified the increasing radicalism of the BC trade union movement, particularly in Vancouver. Less than a year later, the city's unions walked out again, this time for an entire month, in a sympathy strike to back the 1919 Winnipeg General Strike. The horrors of World War One and the failure of rampant capitalism to deliver any kind of economic justice to those who did the work led more and more unions to embrace socialism as the only alternative to a broken system.

Ginger Goodwin would have understood.

*Published by BC Labour Heritage Centre on August 7, 2018 by Rod Mickleburgh
Originally published in the Mickleblog*

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.



6262

Know Your Collective Agreement, Bylaws & Union Constitution



Unifor 603 Bylaws - Jan 2019

ARTICLE 10 GRIEVANCES AND DISPUTES (pages 24-25)

Section 1.

For the specific purpose of speeding up complaints and adjustments, any member having a grievance must report in the first place to his/her shop steward, who shall, together with the member, place the matter before the Department Supervisor. Should the grievance be unresolved at the departmental level, it shall be referred to the Chief Shop Steward for such action as deemed necessary. All grievances referred to the Chief Shop Steward must be accompanied by the completed "Fact Sheet."

Section 2. All 3rd step meetings with the Company to discuss grievances must be sanctioned by the President and attended by at least three members of the Standing committee, one of whom will be an Executive Board member.

Section 3. Grievors will be kept informed of progress of the grievance which they have initiated. The Chief Shop Steward, the First Vice-President and President shall communicate with the initiator of a grievance when the grievance is received at their respective step in the grievance procedure. Email communication is acceptable.

Section 4. Within 30 days of receiving a notice of such a decision, the grievant, if wishing to appeal further, shall submit his/her appeal to the Recording Secretary in writing for consideration by the earliest possible membership meeting. The Unifor PROCEDURE POLICY ON CONSTITUTIONAL MATTERS for appeals shall be followed.

Section 5. All decisions of this Local are subject to the appeals provision of the National constitution.

Helpful Union Definition & Terms

Bargaining Agent -the Union that named as the exclusive representative for all the people covered, or who will be covered by the agreement.

Bargaining Bulletin –a newsletter sent to members of the bargaining unit during negotiations to keep them up-to-date about the progression of bargaining. Bulletins are distributed by email, local website and on occasion in paper format.

Bargaining Committee or Bargaining Team –both the Local and the Employer have Bargaining Committees. The Employer appoints theirs, while the Union's team is elected by the membership at a General Membership Meeting. The Union's elected committee will be at the bargaining table and actively involved in negotiating a contract.

Bargaining Support Committee –a committee made up of members of the Local who assists the bargaining committee primarily through research, member mobilization and education. Members of the Bargaining Support Committee do not sit at the table for negotiations.

Bargaining Survey –a questionnaire sent out by the Local to all members of the bargaining unit to assist in the drafting of bargaining proposals. It is not an unbiased "scientific" survey, but rather aims to both inform and garner information from members.

Bargaining Unit –all of those employees represented by the bargaining agent whether they are members of the Union or not.

Unifor 603 Elections and Nominations

The following elections and nominations were voiced and held on **13 Oct 2021** at the General Membership Meeting.

Final Nominations:

President 603 - Tracy Ingham (elected)

Congratulations to Tracy Ingham on her re-election as president of Unifor Local 603 for the 2021-2022 year!

First Nominations :

1st Vice -
Norm Keeler
Mike McMullen
Don Garden

2nd Vice -
Paul Jurkovic
Glen Waughtal
Jody Gale

Recording Secretary -
Mark Lawrence

Financial Secretary -
Dean Soiland

Treasurer -
Mario Ferreria

Guards -
Johnathan Blacker
Chris Duperron
Brian Lamothe

Trustees -
Wayne Kruger
Denise Dauvin
Geoff Fedyk
Brian Lamothe

Directors -
Don Garden
Andy Duperron
Jody Gale
Glen Waughtal
Denise Dauvin
Brian Lamothe
Brandon Parlee
Paul Jurkovic
Kevin England

Safety Rep -
Cody Montgomery
Johnathan Blacker
Darcy Cherry
Kyle Adam

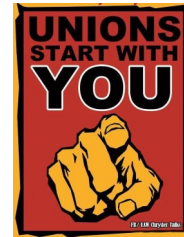
Alternate Safety Rep -
Johnathan Blacker
Cody Montgomery
Kyle Adam

Wage Caucus -
Elections for the Wage Caucus will be held after the completion of the current bargaining session and a contract agreement has been ratified by the membership.

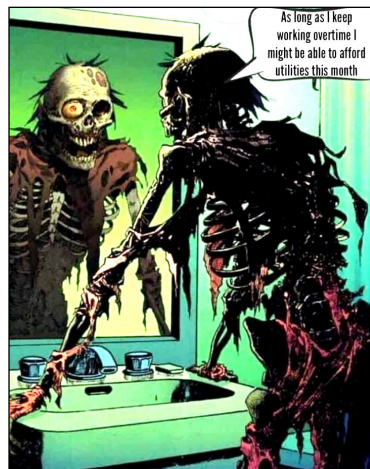
Second and Final Nominations will be held at the general membership meeting on the 10th of Nov 2021 at 7pm via Zoom. All those who have been nominated and wish to stand/decline and are unable to make the meeting please send an email, letter or text etc.. to the union office or current executive member with you intent prior to the 10th.

If you wish to get involved, please submit your name for any of the remaining executive positions by attending the next meeting via zoom or submit a letter of nomination to a current executive member or to the union office.

Thanks to all the members who have put their name forth. Remember.....



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, Enzo Bracklow - 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, Avery Quiring - 2021, Trevor Johansen - 2021, Scott Magee - 2021

The Right to Strike: The Charter and Challenges

Introduction

With the recent collective action from workers at Amazon, and more locally Stella's, strikes have been a hot topic on the minds of many. Labour rights and human rights have historical parallels yet how do these apply directly to the right to strike? It is important to know that in Canada, the right to strike is protected by the Charter under the freedom of association - what is even more important to be familiar with is exactly how these protections work and what their limitations are. The right to strike is important due to nature of employer and employee relationships which contain an inherently unequal power dynamic. This inequality is further exacerbated by attempting individual employees attempting negotiation on their own, through working as a group instead there is a collective effort in bargaining. Thus, unions are integral in balancing out this dynamic by presenting the employees as one cohesive entity and beginning a more balanced conversation between these two parties.

Why is the right to strike so important?

Strikes remain vital tools in the protection of workers' rights to be utilized when necessary. Meaningful

bargaining between parties requires the parties to be able to either accept or refuse an offer being made. The importance of strikes is described well in *The Trilogy Strikes Back*:

Reconsidering Constitutional Protection for the Freedom to Strike by Steven Barrett & Benjamin Oliphant:

"If the government deprives workers of their freedom to refuse an employer's offer (i.e. to strike), there can be no collective bargaining. Whatever a right to collective bargaining entails, then, it by definition must include the possibility of (collectively) refusing the offer and seeking something more or different."

What limits are there on unions regarding strikes?

The limits on the right to strike were not fully set into place until the Post War Compromise. This major shift in labour history occurred with the implementation of the Rand Formula, which was proposed as a solution through binding arbitration to balance the interest of employee and employer in the Windsor Ford Strike.

The Windsor Ford strike was one of the largest and most important postwar strikes in Canada. In addition to the public attention the strike drew, the resulting Rand Formula became a central facet of Canadian labour relations. The solutions offered by the Rand Formula provided a blueprint that has been used in numerous

collective agreements in Canada and has been highly influential in shaping Canadian labour laws. (*Windsor Strike*, Canadian Encyclopedia)

Whether the pros outweigh the cons of this scheme is a highly contested issue as employees now must discipline their own workers and certain types of striking outside of good faith bargaining is not allowed, including wildcat strikes. Deviating from this arrangement can have serious consequences and penalties for a union. This shift from the power of unpredictability with strike action to predictability and security with employers and the government is an important feature of the Post War Compromise.

"The Rand Formula is credited with taking "management-labour disputes out of the brick-and-tear-gas stage" and providing unions with a steady financial foundation. In the aftermath of the strike, Canadian unions became more hierarchical and bureaucratic, and workers had less direct input on decision-making." (*Windsor Strike*, Canadian Encyclopedia)

Through the Rand Formula, unions have achieved more legally recognizable power than before; however, they can only strike after collective agreement and in good faith.

The Right to Strike: The Charter and Challenges Cont

Overall, the value of guaranteed security of this arrangement juxtaposed with the new restrictions remains an ongoing reality of the labour landscape today.

How do human rights come in? How does the Charter apply?

The Charter recognizes the right to strike under Section 2(d), the right to freedom of association and that “the purpose of the protection of freedom of association is to protect collective action” (Lavigne v. Ontario Public Service Employees Union). As with the other rights protected under the Charter, the right to freedom of association is limited by of the Charter’s Section 1 which states: “The Canadian Charter of Rights and Freedoms guarantees the rights and freedoms set out in it subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society”. Freedom of association has been interpreted by Courts to mean that employees have the ability to pursue workplace goals and activities in substantive ways, such as through the practice of collective bargaining. This covers the ability to engage in discussions with and amongst themselves, present demands and negotiate with the employers. In order for collective bargaining to be meaningful, a party must be able to withdraw services. (Department of Justice, Section 2(d)- Freedom of Association). Within legal limits, collective bargaining cannot be considered meaningful without strike negotiations. The Supreme Court of Canada, in its decision *Sask Fed of Labour v SK*, stated that employees having the opportunity to withdraw their services is an integral component of the freedom of association and that “this crucial role in collective bargaining is why the right to strike is constitutionally protected by s. 2(d).”

Is the right to strike always protected? What happens with Back to Work legislation?

In 2018, the Canada Post workers went on strike. In response to this, Back to Work legislation was utilized with the implementation of Bill C-89 to which the Canadian Union of Postal Workers filed a charter challenge to rule section 52 as a invalidity in the Ontario Superior Court. A previous similar use of Back to Work legislation was found as a violation of section 2 rights as shared in a piece by the Jurist, “In 2011 former Prime Minister Stephen Harper’s Conservative government legislated Canada

Post employees back to work. That law was found unconstitutional in 2016 by the Ontario Superior Court of Justice”. Whether or not back to work measures are seen as appropriate or not depend upon the “circumstances in which these measures are used and the alternative provided”.

Conclusion

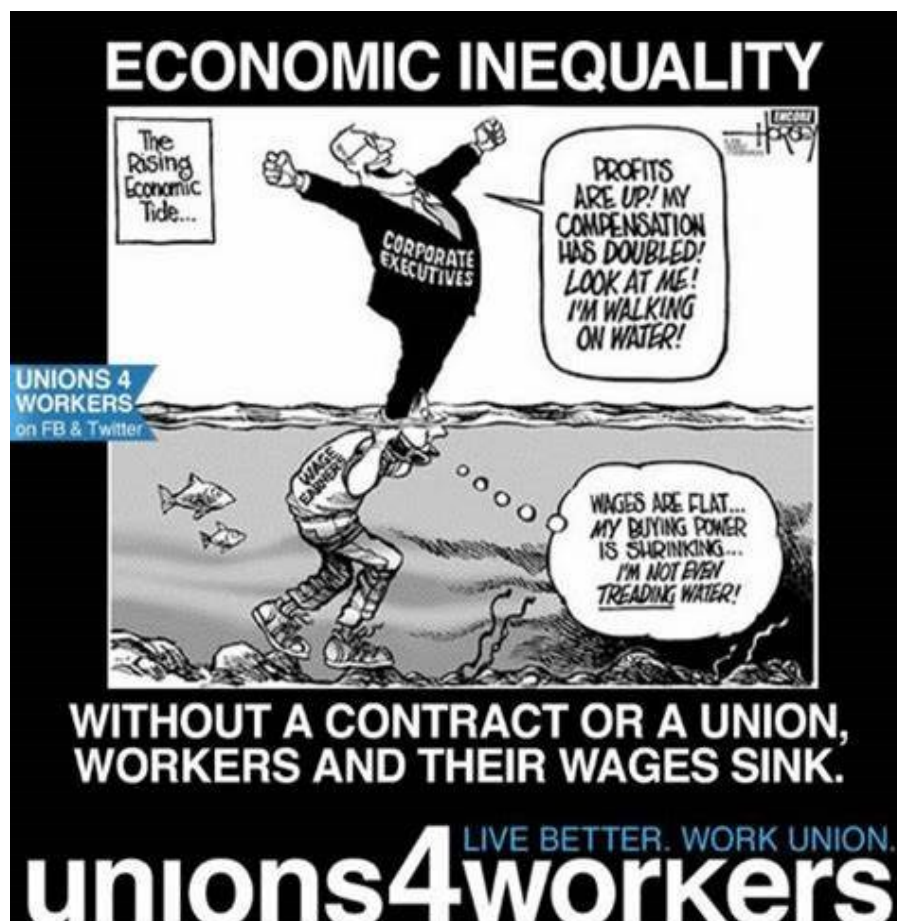
The right to strike is one protected under the Charter and is an integral aspect of collective bargaining. It is important to be aware of how this protection applies. Being informed and thinking critically about back to work legislation is important especially in circumstances where there is a possible constitutional issue. Knowing one’s rights is essential to self-advocacy and recognizing when they have been violated.

Faith Daza
Pro Bono Law Student

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: unifor603@telus.net

*****DEADLINE FOR ANSWERS IS Nov 30th 2021*****

Get out your Collective Agreement.....

Questions: "Please fill in the blanks"

1.' The disciplinary record of an employee, including letters of reprimand or warnings, shall not be used against him at any time after _____.'

2.'In cases involving suspension, the disciplinary notice will remain on employee's file for _____ and not used after that period provided no other discipline has occurred during that time.'



LAST MONTH'S ANSWERS AND WINNERS :

Answers : 1 & 2 – Page 177 Section 8 (A)- Banked Time, Murphy Time or unpaid leave.

Winners : **Stephan Francouer-** \$100 GC and Union Hat

Steve McNeil - Swag, Long Sleeved Union Shirt & Hat

Jonathan Blacker - Swag, 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 negotiations. As of the 5th of October 2021 negotiations have begun and are currently ongoing. **To stay informed as to what is happening with the negotiations attend the General Membership Meeting on Wednesday the 10th Nov at 7pm via zoom.**

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**