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603 Executive 2021-2022

- President:**
Tracy Ingham
- 1st Vice: Mike McMullen**
- 2nd Vice: Cody Montgomery**
- Recording Secretary:**
Mark Lawrence
- Financial Secretary:**
Dean Soiland
- Treasurer:**
Mario Ferreira
- Chief Shop Steward:**
Norm Keeler



UNIFOR
Bill Hickey | Local 603

NEWSLETTER VOL # 11

DECEMBER 2021

Presidents Report by Tracy Ingham

Brothers and sisters,

The news that has been released in regards to the changes in the forestry industry and the amount of allowable timber is going to have an impact on the province. At this point we haven't heard anything from the employer if Northwood will be affected but it is early days. My hope would be that we will not suffer from a loss of fiber and life will continue on as normal. If we have any news to share with you we will inform you as soon as possible.

As you are all aware the negotiations between the union and the employer broke off on November 12th and we served 10 days notice. This is part of the process given we were at an impasse. This step allows the union to take a strike vote if necessary. At this point we are hopeful that the talks between us and the employer will resume and we will be able to ratify a contract in the near future.

If you haven't been sworn in I would encourage you to do so as you will not be able to participate in the ratification process. This is your contract and your voice is in your vote!

I would like to congratulate returning members of the executive, welcome some new faces and to thank the dedication of others as they are filling new roles. Members in new roles are Mike McMullen (1st Vice) Cody Montgomery (2nd Vice) Norm Keeler (Trustee) Don Garden (Director) Johnathon Blacker (603 Safety Rep) Kyle Adams (603 Safety Alternate) Norm Keeler (Chief Shop Steward).

The returning executive are Mark Lawrence (Recording Secretary/ Newsletter) Dean Soiland (Financial Secretary) Mario Ferraira (Treasurer) Johnathon Blacker, Chris Duperon (Guards) Wade Gale, Denise Dauvin, Andy Duperron, Glen Waughtal (Director).

I would also like to thank Paul Jurkovic (prior 2nd Vice) for always being available whenever we needed a representative for meetings with the employer. Paul was always prompt to reply and never refused the task.

Words also can't adequately describe the gratitude that I have for Norm Keeler and his tireless dedication as 1st Vice these last two years. A day shift 1st Vice shoulders the bulk of the Monday-Thursday issues and he handled them head on. We stood united for the betterment of the membership and I wish him every success in his new role as Chief Shop Steward.

I thank the new executive in advance for their time and dedication to the union. Your insight and opinions on issues is invaluable to myself but also the membership. A leader is only as good as the people who are supporting them. If you are interested in getting involved in your union please feel free to contact one of the executive.

Wishing you all the best for the holiday season and a happy, healthy and prosperous New Year.

In solidarity,

Tracy Ingham
603 President



Next Union Meeting

Dec 8th 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.

10 Nov Meeting Notes

Draw Winners— Kerry Miller (Backpack), Jonathan Blacker(Shirt) & Caleb Wilken (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 - November

Hello, I am Jonathan Blacker. I have been the 603 Alternate Safety Rep for the last 2 years working with Cody Montgomery. Cody has stepped down as Safety Rep and I have been nominated and accepted the position. I would like to thank Kyle Adams for accepting my old position as Alternate Safety Rep. Thanks as well to Cody Montgomery for his efforts and dedication to the Safety Rep position over the past few years. Going forward I hope that all the other safety reps, captains, JOHS members and I can hold the company to account, help solve any issues that may arise and keep us safe.

On the safety front November was all right. Below are the following concerns, incidents as well as information you should be aware of:

The Brown Decker venting in A Bleach which was addressed and fixed. 15 Washer is also experiencing ventilation issues and a work order is in place to have it fixed.

We have also been in discussion with the company about getting the hearing tests started again for our membership. The company is looking for a provider to do that testing.

There is a new policy being developed and discussed about the wearing of cut resistant gloves having to be worn from gate to gate as well as WCB has been pushing hard to implement a hard hat requirement in every area of the mill. (This is under review but has not been implemented and we are awaiting further details.)

We are happy to say the Safety Captain training will be starting again in January 2022. We had a great start a year ago however due to the global pandemic training was put on pause. We are looking at providing training sessions twice a year for both members and supervisors.

This time of year, we begin to experience and uptake in incidents with slips, trips and falls. All incidents so far this year have returned to work. I would like to caution everyone to be vigilant and watch your footing out there.

A recent incident occurred when a member was tasked to lock out a drain valve which had compromised threads on the handle. The worker using a wrench attempted to install a nut. In tightening the nut, the wrench slipped causing the valve to open and discharge hot black liquor spraying the worker fortunately

the worker was able to return to work. This incident was frightening as it could have been much worse. This has resulted in the company conducting an audit of drain valves. This will identify all valves that must be lowered to ground level with an attached 45 deg end to ensure this incident does not happen again.

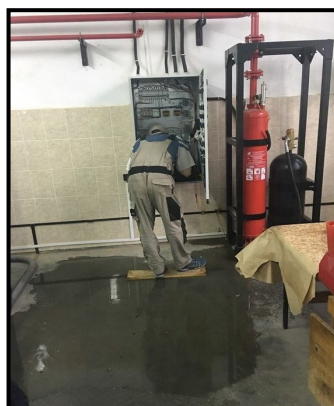
On a final note, please remember with the holiday season fast approaching so be considerate to all as some people struggle this time of year. Please don't drink and drive. Call a friend, cab or family member if you need a ride home.

Thanks and Stay Safe,

Jonathan Blacker
Local 603 Safety Rep.

Safety Stats	End 2020	Oct YTD
First Aid	126	99
Medical Aid	6	10
MT	4	4
Lost Time	3	3
Near Miss	N/A	18
MIR	1.33	1.87

Safety Fails!





603 Grievances



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

Due to the ongoing contract negotiations grievances have been on hold by the Company and Union.

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.



Bargaining - The Process

Bargaining

Bargaining generally advances through a series of meetings. The process can be quick, or it can take years to reach an agreement. Proposals are the basis for negotiations. Each side has an opportunity to present and make arguments for their proposals. In some cases, proposals may lead to counter-proposals by the other party. It is not unusual for proposals to go back and forth across the table until a mutual agreement is made on the language. At any time one of the parties may withdraw their proposal. New proposals may not be introduced unless there is mutual agreement of the parties.

The JWCs Head table staff are responsible for acting as the lead spokespersons at the bargaining table.

During bargaining the employer may table concessions. A concession is a proposal that takes away a previously negotiated term that was of benefit to the union (e.g., a ten per cent wage rollback, a reduction in vacation days, etc.). The JWC will update the members of the bargaining unit about the progress of negotiations through regular bargaining bulletins. These are distributed through the individual union website and via email. In addition to bargaining bulletins, general membership meetings may be held to inform and update members.

First under our Collective Agreement Article XXXIII – *Duration and Amending Procedure - Section 5 (page 61)* the joint JWC (Joint Wage Caucus) submits A Termination of Agreement upon the expiration of 10 days notice, in writing.

What If the employer does not return? What happens if bargaining doesn't progress?

Mediation

Often during collective bargaining an impasse is reached between the two sides. An impasse means that the desired outcomes have not been achieved. In the event that collective bargaining reaches an impasse, either party may request the assistance of a mediator from the BC Labour Relations Board. A mediator's role is to promote objectivity and compromise, moving the parties away from their polarized positions. The mediator can make recommendations but does not have the authority to force a settlement. The mediation process may occur with the bargaining teams in the same room or they may be separated with the mediator going from one room to the other. If the mediation is not moving towards a settlement, either side can end the mediation process by asking the mediator to book out.

Strike Vote

In order to gain more power at the bargaining table, the committee may recommend that the membership take a strike vote. Where possible a membership meeting will be held to discuss the reasons for this action. Strike votes may occur only after the expiration of a collective agreement. It is important that a strike vote has a strong majority of members supporting it. A high percentage of members voting in favour of a strike signals to the employer that members are willing to support their bargaining team in achieving their desired outcomes.

The terms and conditions of an expired collective agreement remain in effect until a new

collective agreement is reached. The union may take job action up to three months following a positive strike vote, after having served a 72-hour notice to the employer. Often a strike vote from the membership is enough to ensure a bargaining stalemate is broken and a tentative agreement better reflecting a union's priorities is reached.

Job Action (Strike or Lockout)

If the strike vote does not provide enough leverage for an agreement to be reached between the employer and the JWC, the bargaining committee may determine a strike is needed. There are many kinds of job action, which would be considered a strike under the Labour Relations Code. A couple examples are a refusal to work overtime and working to rule. Working to rule is a form of job action where employees follow the strict terms and conditions of their contract. A strike is the withholding of labour by workers to place pressure on the employer with the aim of encouraging agreement in bargaining. The right to strike is established by law; therefore, any employee who is participating in a lawful strike cannot be disciplined by the employer for doing so. If a strike occurs in a chapter or union other than your own, you will be expected to show support but you will not be required to strike with them. A lockout can be regarded as a strike by the employer. A lockout occurs when the employer decides to stop workers from working, thus applying economic pressure on you and your co-workers in an attempt to persuade you to give in to the employer's demands. A full strike occurs when all members of the bargaining unit stop working. A

Bargaining - The Process Cont...

strike can also include a slowdown or other activity by employees to restrict or limit production or services. There are strategic and tactical decisions regarding strikes. For example, in some workplaces a full strike might be appropriate. In other workplaces, a rotating strike might make more sense. In the case of a rotating strike, different worksites could be targeted on a rotating basis. A strike will only be effective if it is well planned. It is the responsibility of the Association and Union Executives, staff, and members to see that strike preparations are ready when the strike deadline occurs. Creating community and public support must be factored into the overall strategy and planned well in advance of the commencement of the strike. In the event of a strike, the 603 Executive will ask all members of that chapter to participate. The amount of work involved in a successful strike should not be underestimated. The strength of a picket line determines the effectiveness of the job action. Members that do not support the strike are asked to stay away from work; they will not receive strike pay. Strike and Lockout Pay JWC policy identifies JWC strike pay as a salary and benefit reimbursement of up to \$300 per week by the Local to JWC members effective from the first day of a JWC strike. This also applies to members who lose earnings as a result of being locked out of honouring another union's picket. You must work on the picket line or perform other strike related duties in order to be eligible for strike pay.

Prepare financially: If there is the possibility of a strike or lockout in your future, it is vital that you budget accordingly and plan your personal finances and obligations. Most financial institutions will help you put together a plan to deal with your individual situation should strike action occur. Your employer will be required to pay you your earnings up to the date the strike commences on the next normal pay day.

Benefits, illness, probation, leaves of absence, and vacation during a strike or lockout

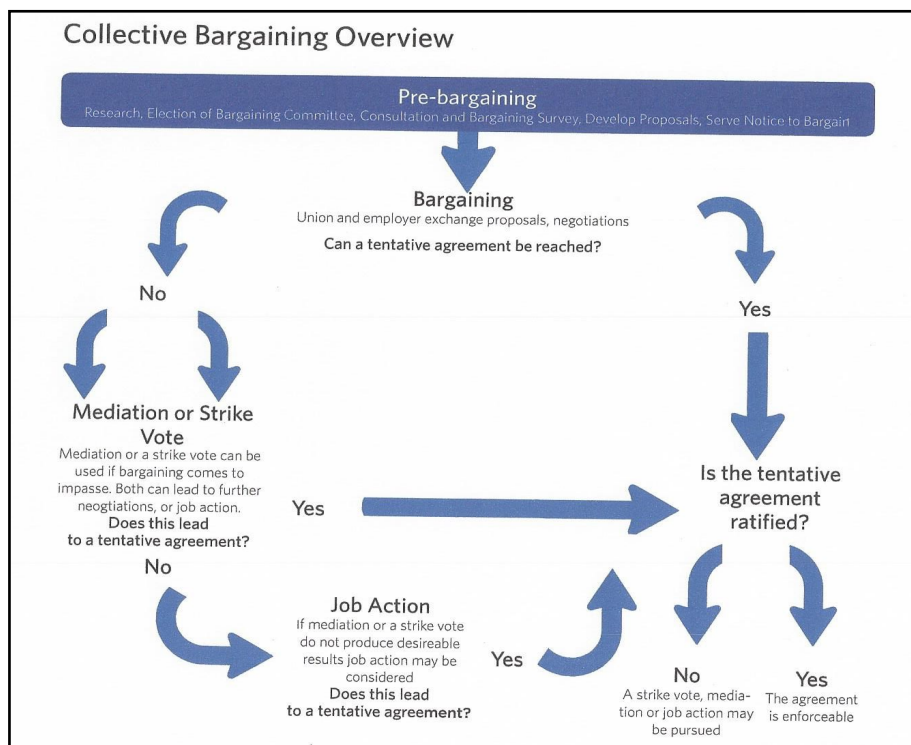
- **Benefits:** Under the Labour Relations Code, employers must continue to provide benefits as long as the union will pay employee premiums. If benefits were continued, the union would deduct the costs from strike pay.
- **Illness:** Members who are not able to picket because of medical concerns are asked to contact your union office, as there may be other duties that can be performed.
- **Maternity Leave:** You will continue to receive your benefits from Employment Insurance (EI) if you are on maternity leave during a strike. You may still sign up for picket duty and collect strike pay; however, be aware that this may affect your EI pay.
- **Members on WCB, EI, STD or LTD:** If a member is on a leave when the strike commences (e.g. sick leave, vacation leave, Workers' Compensation leave, long term disability leave or other approved leave), the Leave continues for its duration.
- **Probation:** If you are on probation during a strike, your probation may be extended for the length of the strike.

• **Vacations:** Individual situations where vacations were pre-scheduled will be dealt with on a case-by-case basis.

Respecting other union's picket lines

The JWC will ask members to respect other union picket lines. The practice of the Association is to extend to other unions the same treatment it would expect to receive if the JWC were involved in a strike. JWC collective agreements typically contain a provision entitling members to respect picket lines, so members do not need to be concerned about disciplinary action from their employer. Members will receive strike pay if they respect other union's picket lines and lose income.

If you have a letters, suggestions or Information you wish to pass on to the membership please submit it to membership603@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 7 MEETINGS

Section 1. The Local membership meeting is the highest authority of this Local. All elected and appointed members of this Local are accountable to the membership.

Section 2. All persons attending any local meetings shall be: A. Members in good standing in the jurisdiction of the union B. Guests admitted with approval of meeting.

Section 3. General Membership meetings of Unifor Bill Hickey Local 603 shall be held monthly, on the Second Wednesday of each month starting at 7 pm. No less than seven members shall constitute a quorum at a General Membership meeting of this Local. The order of Business at the General Membership Meeting shall be: Departed Brothers and Sisters, Initiation of New Members, Read Minutes of the last meeting, Read Correspondence Committee reports, President's report, Rep's report, Draw, Labour Council report, Financial Report, Trustee's report, Chief Shop Steward's report, Treasurer's report, Executive recommendations, Old Business, New Business & Adjourn.

Section 4. Executive Board meetings will be held monthly on the Monday preceding the General Membership Meeting, starting at 7 pm. No less than five (5) members shall constitute a quorum at an Executive Board meeting.

Section 5. Special meeting of Unifor Bill Hickey Local 603 may be called by: A. Majority vote of the members at a meeting of the Local B. By the Executive Board C. At the request of not less than 25 members in good standing signified to the President in writing with each name (printed), signature (of same) and payroll number clearly legible, stating the purpose for which the meeting is called.

Section 6. No Business shall be transacted at a special meeting other than that for which the special meeting was called.

Section 7. Special meetings of the Executive Board may be called: A. By the President B. By three members of the Executive Board

Section 8. A. The Executive Board shall have authority to cancel one monthly General membership meeting per year (either July or August) by a majority vote of the Executive Board members in attendance at the June Executive Board meeting. B. The Executive Board shall have authority to alter meeting dates when there is conflict with holidays which fall on the same day as scheduled Executive or General Membership meetings. Any such changes will be announced at the General membership meeting prior to the month in which the day of the meeting will be rescheduled, and notice posted on Union notice boards at the mill.

ARTICLE 8 CONDUCT OF MEMBERS

Section 1. The President or Chairperson shall with the approval of the members at the meeting, have the power to suspend from a meeting or social session of the Local, any member or guest for unseemly conduct.

Section 2. Vulgarity, profanity or indecent conduct shall not be permitted at any meeting or social session. Every member shall be responsible to the Local for the conduct of guests admitted at their invitation.

Helpful Union Definition & Terms

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

Unifor 603 Elections and Appointments

The following elections and nominations were voiced and held on **10 Nov 2021** at the General Membership Meeting.

Final Nominations/Elected :

1st Vice -

Norm Keeler (declined with thanks)
 Mike McMullen -Elected
 Don Garden (declined with thanks)

2nd Vice -

Paul Jurkovic (declined with thanks)
 Glen Waughtal (declined with thanks)
 Jody Gale (declined with thanks)
 Cody Montgomery - Elected

Recording Secretary -

Mark Lawrence - Elected

Financial Secretary -

Dean Soiland - Elected

Treasurer -

Mario Ferreria - Elected

Guards -

Johnathan Blacker - Elected
 Chris Duperron - Elected
 Brian Lamothe (declined with thanks)

Trustees -

Wayne Kruger - Term not complete
 Denise Dauvin (declined with thanks)
 Geoff Fedyk - Term not complete
 Brian Lamothe (declined with thanks)
 Norm Keeler - Elected

Directors -

Don Garden - Elected
 Andy Duperron - Elected
 Jody Gale - Elected
 Glen Waughtal - Elected
 Denise Dauvin - Elected
 Brian Lamothe (declined with thanks)
 Brandon Parlee (declined with thanks)
 Paul Jurkovic (declined with thanks)
 Kevin England (declined with thanks)

Safety Rep -

Cody Montgomery (declined with thanks)
 Johnathan Blacker - Elected
 Darcy Cherry (declined with thanks)
 Kyle Adam (declined with thanks)

Alternate Safety Rep -

Johnathan Blacker (declined with thanks)
 Cody Montgomery (declined with thanks)
 Kyle Adam- Elected

Chief Shop Steward -

Norm Keeler - Awaiting Shop steward Mtg for conformation.

Young Worker -

Kyle Adam - Awaiting conformation

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.

All those who have been Elected will be sworn in at the Dec 8th General Membership Mtg. Thank you to all those members who were nominated to work in these very important positions.



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, Timothy Giesbrecht - 2019, Garrett Caron - 2019, Russell Quinn - 2019, Clayton Cole - 2019, Dawsen Brienens - 2019, Caleb McRae - 2019, Zachary Zaporozan-Jones - 2019, Jeffery Dinelle - 2019, Robert Harrison - 2020, Michael Dougherty - 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, Darryl Barfoot - 2021, Jackson Parish - 2021, Iver Reistad - 2021, Cody C Thibault - 2021, Sayed Ibraheem Shah - 2021, Colin Beyer - 2021, Amanda Callahan - 2021, Trevor Johansen - 2021, Brayden Glen - 2021, Tyres Rostie-Limpright - 2021.

Negotiations Update - Contract Cancellation and Updates



November 12, 2021

To all members of the PPWC and Unifor Joint Wage Caucus,

Members from the target Local's of PPWC Local 9, Unifor Local 603 and Unifor Local 1133 have been in bargaining with Canfor Pulp since October 5th, 2021.

The Joint PPWC/Unifor wage caucus has served Canfor Pulp 10 day cancellation of our respective agreements. This step wasn't taken lightly but one the caucus felt needed to be done to further our positions and proposals in this bargain. We will be back at the bargaining table in the near future in an effort to reach an agreement that is in the best interest of our members.

We recognize that this information may cause some angst to our members but we want to assure you that it was needed. We want to ensure that all of our members continue to work safely and keep their minds on their tasks.

We will keep you informed of further developments as they occur.

Gary Fiege
PPWC Spokesperson

Vince Lukacs
Unifor Spokesperson

Negotiations Update - Contract Cancellation and Updates



November 24, 2021

Joint Wage Caucus – Bargaining Update

Greetings,

This is to inform you that Canfor Pulp has reached out to us to secure dates to resume bargaining. With everyone's schedules, the earliest we can resume is January 11th.

The intention is to start on that date and work through to either a deal or an impasse.

Please arrange for your caucus delegates to meet as a joint caucus on January 10th at 1:00pm to prepare for the 11th. A zoom invite will follow in the New Year.

In solidarity,

Your Head Table:

Gary Fiege
PPWC National President

Vince Lukacs
Unifor Forestry Director

Chuck Leblanc
PPWC Caucus Chair

Jon Hawkins
Unifor National Representative

Kelly Johnson
PPWC Caucus Secretary



To stay informed with the correct information and dispel the workplace rumour mill attend your union meetings !!!

Dec 8th 2021 —7pm

Contact Jamie Ross at the 603 Union Office (250) 563-5159 or via email unifor603@telus.net. You may also find the information on our Facebook page.



NRA Events

NORTHERN LIGHTS
ESTATE WINERY
Presents
The 4th Annual
Light Up The Orchard
November 17th - January 2nd
Check the Facebook event page for times
Admission **MUST** be pre purchased online
Pattison Media

NRA at the
Festival of Trees
Nov 26- Dec 5
During public viewing hours
Passes: \$10 per family or \$5 for 2 adults
cash or e-transfer to nra@canforpulp.com
Contact:
Megan Rusnell (megan.rusnell@canforpulp.com)
Christine Macialek (christine.macialek@canforpulp.com)
Max 4 adults or 1 family pass per member

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 Dec 31st 2021*****

Get out your Collective Agreement..... Statutory Holidays- Article XVII Section 1/5

Questions:

- 1.How many Days are recognized in our Collective agreement?
- 2.If an employees day off falls on a statutory holiday; What is the entitlement?



LAST MONTH'S ANSWERS AND WINNERS :

Answers : 1. Twelve (12) months 2. Twenty-Four (24) months

Winners : **Kyle Adam**, \$100 GC and Union Hat

Chris Dizenbachs, Swag, Long Sleeved Union Shirt & Hat

Brent Mintenko, Swag, Short Sleeved Shirt & Hat

Important Union Office Notes:

1. With tax season around the corner it is imperative that you ensure your address and contact information is updated with the union office. Please send your current address and contact information to Jamie at unifor603@telus.net or call 250 563 5159.



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**