

INSIDE THIS
ISSUE:

Safety 2

Grievances 3

Resilience of Trade Unionism 4

Resilience of Trade Unionism 5

Contract Info 6

Resilience of Trade Unionism 7

Memberships 8

603 in the Community 9

Contact & Contest Info 10

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 | Local603

NEWSLETTER VOL # 15

APRIL 2022

Presidents Report by Tracy Ingham

Greetings,

Firstly, I would like to thank Jonathan and Mike for accompanying me on our walkabouts around the mill. We were able to touch base with every crew and the trades.

There were many questions regarding the negotiations and the strike pay. We are currently the only three mills who have attained ratification. There is a tentative date set in April for discussions to initiate in Quesnel. We will continue to contribute the extra strike money until most of the other locals have ratified. When the final mill has ratified the money will then be returned to the membership.

There were also some serious concerns regarding training and the amount of experience that members have when they are being asked to sign off. We want everyone to be safe and will support anyone who doesn't feel safe in the tasks that they are being asked to do.

The wage delegates and I were at the office last Thursday to do the first review of the contract and we were able to get it back to the employer the next day. The hope is the second revision will take care of the rest of the discrepancies and it can be sent to print.

We are also in the process of choosing a new National President. The National Convention and the elections were supposed to take place this August but because Jerry Dias opted to retire sooner than expected it quite possibly will force an early election. The National Executive Board is in the process of figuring those details out and will inform the locals when there is a solid plan.

RB1 is inching ever closer to being completed and a temporary tank farm was erected over the weekend to facilitate the acid wash. The expected fire date for the recovery boiler is sometime around April 14th.

I will be having a fourth step meeting on April 12 to discuss a termination, the relief of staff jobs and the HOC positions.

We had 12 members attending a virtual shop steward course this month and two members attending a WCB course in Kamloops. We have been struggling to acquire training, so these two courses offer us a chance to get the membership informed and engaged with issues inside the workplace. I thank all of you for your commitment and time in this process!

If you have my questions or concerns, please reach out to myself or the executive and we will endeavour to answer them.

This is your union, and your involvement is much appreciated!

In solidarity,

Tracy Ingham
President Local 603

Next Union Meeting

May 11th 2022 — 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.](#)

[April 13th 2022 Meeting Notes](#) Draw Winners — Glen Waughtal (Backpack), Mike McMullen (Shirt) Neil Bergman (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.



Safety Report - April

Good day all,

We had 11 incidents in the month of March.

- 4 foreign object in eyes
- 4 sprain strains
- 2 burns, a chemical and a thermal burn
- 1 head injury a guard fell off and struck worker in the face
- 1 near miss, A valve /line was not opened and drained. However, workers checked before starting work and caught the problem. They then did the proper thing reporting the near miss to their immediate supervisor

I was invited to walk around the mill with Tracey Ingham (President 630) and Mike McMullen (1st Vice 603) this month to introduce myself. It was nice to meet everyone.

During our visits to the various departments we heard some concerning things.

One of the most eye opening issues which gave me pause was the lack of experience with some of the senior B field operators.

“Who is providing the detailed / critical required training to the junior workers on lock outs instead of the PGO now?”

I met the VP last week and voiced my concerns on this critical safety issue. I will also be bringing it up at JOHS at April’s monthly meeting. Mike McMullen will be echoing the same concerns at the next standing committee as well.

It goes without saying the obvious, I need you all to be careful out there and work together on this problem, brothers and sisters.

No one here is actively trying to cause harm or injury to a fellow co-worker. We all just want to go home at the end of our shift injury free.

If you see a problem with a lock out you must complete a near miss report so we can fix the issue. Consider it your duty to yourself and your co-workers.

I would much rather see or do a near miss investigation than an incident report.

Thanks.

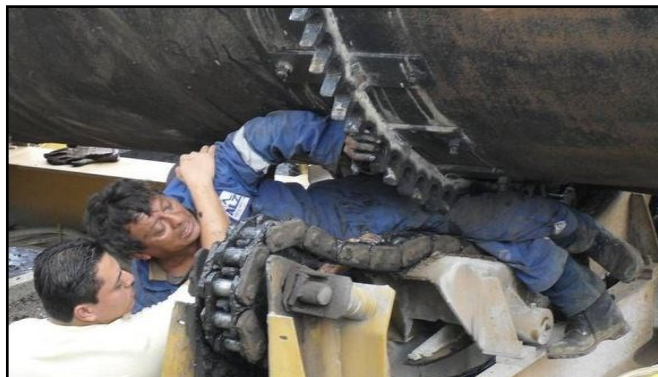
Your 603 safety rep,

Jonathan Blacker



Safety Stats	End 2021	Mar 22	YTD
First Aid	126	7	24
Medical Aid	6	1	4
MT	6	1	3
Lost Time	4	1	2
Near Miss	23	1	8
MIR	1.80	2.94	1.91

Safety Fails!





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 1 April 2022
2. 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 1 April 2022
3. 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 1 April 2022
4. Grievance 18 Mar 2021 - Step 3 submitted, **Policy - 10% Position**
4th step meeting held - 31 Aug 2021, Still awaiting company reply as of 1 April 2022
5. Grievance 8 July 2021 - Step 3 Submitted, **Excessive Discipline** (Termination)
Company Response, 9 Sep 2021 - No Resolution Found, Union moving to 4th step
6. Grievance - Step 3 Submitted, **Policy - ASI Position, Steam Plant**
Company Response, 9 Sep 2021 - No Resolution Found, **Agreed to re-address in 2022 at next standing committee mtg**

****Any Questions or Concerns about a grievance decisions made by the union will only be addressed by the Chief Shop Steward or 1st Vice in person due to privacy and regulations.***



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 Surprising Resilience of Trade Unionism in Canada

Trade unions in Canada and globally have been on the defensive for years. Economic and political cultural changes have tended to undermine the power, visibility, and viability of trade unions and traditional forms of collective bargaining. As a result, union density (the proportion of workers with the protection of a union and a collective agreement) has declined in most countries through the neoliberal era. Canadian unions are not immune to these challenges. However, comparative data compiled by Centre for Future Work Director Jim Stanford provides surprising evidence that despite these challenges, Canadian unions have exerted a relatively stable influence on wages, income distribution, and labour policies. This helps to explain the somewhat less severe regression in income distribution and wage growth that has been experienced here – although these trends in Canada still pose a major threat.

To be sure, labour advocates and policy-makers need to consider how models of employee voice and representation can evolve in the face of technological change, cultural changes, and the fragmentation of work and production. But at the same time, the continuing positive impact of traditional trade unionism and collective bargaining needs to be appreciated, and their role defended and supported. This article was originally

published in the Canadian Law of Work Forum.

Holding the Line: Canadian Union Power in International Perspective

It seems like there's been an upsurge in union activism in Canada in recent months. Big public sector confrontations (like the Ford government's showdown with teachers' unions over proposed increases in class sizes) generate the biggest headlines, due to their potential impact on public services. But several important private sector battles have also raged – such as the lockout and subsequent union blockade at the Co-op Refinery in Regina.

Conservative columnists wring their hands over the cost and inconvenience of these “disruptions.” But in fact, these signs of industrial conflict are a good thing, not a bad thing. They confirm that the structures and institutions which provide some workers (less than one-third, in fact) with collective means of workplace advocacy are still powerful. In turn, that supports many important economic and social outcomes: including higher wages, greater social stability, and a more viable “middle class.”

Indeed, there is empirical evidence that Canada's labour movement has performed better than its peers in most other industrial countries, at a time when trade unions are on the

defensive in most jurisdictions. Consider first the overarching challenge of preserving the union movement's membership base. Overall union density has stabilized in Canada in recent years, at near 30 percent of total paid employment (density actually increased slightly in 2019). That halts a slow but steady decline (of over 3 percentage points) that occurred from 1997 through 2014. Private sector union density, unfortunately, has continued to erode, but at a slower rate than previously; public sector union density in Canada remains very strong (around 75 percent).

The stabilization of union density in Canada is especially noteworthy when considered in international context. Union membership has been under pressure everywhere, for similar reasons as here: global and competitive pressures, anti-union shifts in labour law, aggressive resistance from employers, and changes in the nature of work and workplaces. Since 2011, however, density has been more stable in Canada than almost any other industrial country. Figure 1 shows the change in union density in several OECD economies. The decline in Canadian density over this period is relatively modest. Only Korea (where density grew slightly) and France fared better than Canada. Relative to other countries, therefore, it is clear

The Surprising Resilience of Trade Unionism in Canada Cont...

that Canada’s labour movement has been doing something right. Factors behind this relative success include some incremental changes in labour law (like the reintroduction of card-check certification in the federal sphere), the expansion of public sector employment (which is heavily unionized), and creative and well-resourced organizing efforts by some Canadian unions.

Figure 1: Change in Union Density, OECD Countries, 2011 to Present

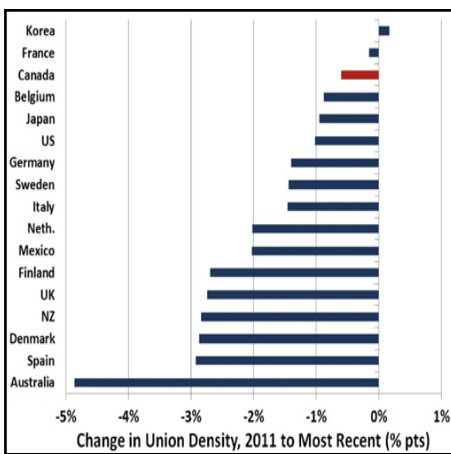


Figure 1: Change in Union Density, OECD Countries, 2011 to Present - **Source:** Author’s calculations from OECD Labour Market Statistics.

Effective union power requires being able to mobilize members, including in work stoppages, when required to support bargaining demands and other issues. Here, too, Canada ranks as a “hot spot” of international trade union activity. Strikes are far less frequent in Canada than in previous decades; strike activity peaked in the militant 1970s, and has declined dramatically since then. But strikes are still more common in Canada than in most other industrial countries. Strike frequency, measured by average days lost in work stoppages per 1000 workers per year from 2011 through 2016, was third highest in Canada among

all OECD countries with comparable data (Figure 2). France and Belgium were the only two places where work stoppages were more common. Of course, strikes only occur when necessary to back workers’ demands; when unions are very strong, strikes may be rare (as in places like Sweden and Austria), because unions can win demands without striking. But the data indicates that Canadian workers are indeed willing and able to withdraw their labour when required – to defend past gains and make forward progress.

Figure 2: Average Annual Work Stoppages, Selected OECD Countries, 2011-2016

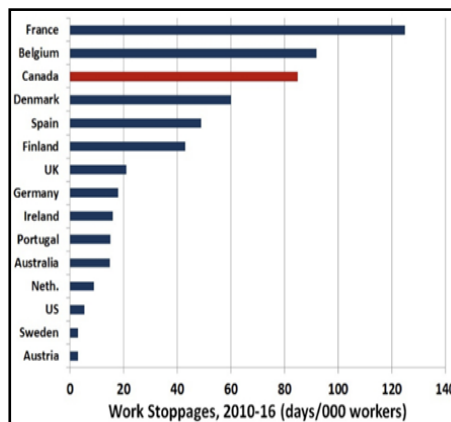


Figure 2- Average Annual Work Stoppages **Source:** Author’s calculations from Statistics Canada, Bureau of Labour Statistics, Australian Bureau of Statistics, and European Trade Union Institute.

The influence of trade unionism is felt not only through collective bargaining at specific workplaces, but more broadly through political and policy decisions by governments, and by general trends in income distribution. In this broader context, it is also clear that Canada’s labour movement has been relatively successful.

The movement to increase minimum wages has gained momentum

around the world. A growing consensus among economists and policy-makers agrees that stronger minimum wages are effective in lifting wages in the face of deflationary macroeconomic and competitive pressures. Canada has been in the forefront of the international movement to lift minimum wages, led by major increases in Ontario, Alberta, and B.C.

Figure 3 indicates the change in minimum wages in several industrial countries over the last 5 years. The figure measures the minimum wage in each country relative to median wages (a ratio called the minimum wage “bite”). In several countries the minimum wage has eroded relative to the median (most dramatically in the U.S., where the minimum wage has been frozen since 2009). In contrast, between 2013 and 2018, the minimum wage in Canada grew by over 7 percentage points relative to the median, among the most of any industrial country.

Figure 3: Change in Minimum Wage “Bite,” OECD Countries

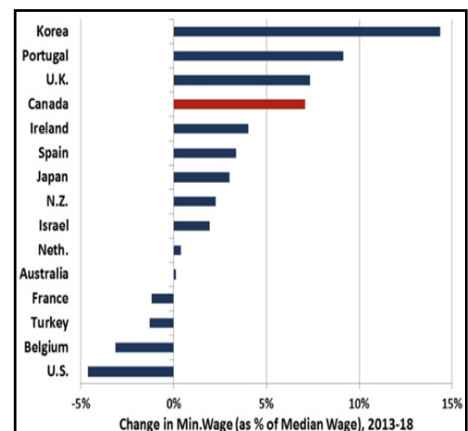


Figure 3- Change in Minimum Wage **Source:** Author’s calculations from OECD Labour Market Statistics.

Know Your Collective Agreement, Bylaws & Union Constitution

ARTICLE 7 MEETINGS (pgs 21-22 Unifor 603 BYLAWS IN PROGRESS OF BEING AMENDED AS OF JANUARY 2019)

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, and 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.

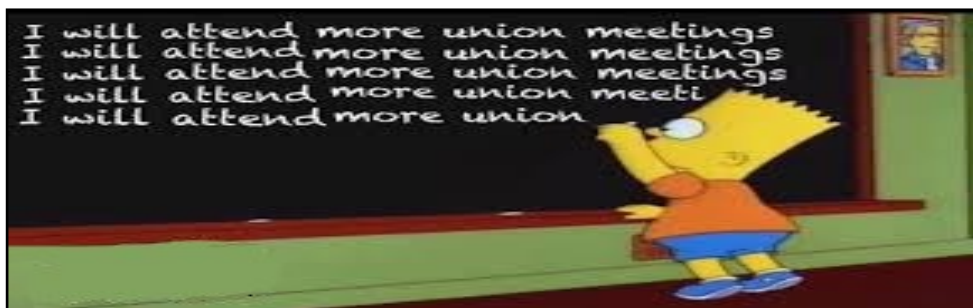
Section 5. Special meeting of Unifor Bill Hickey Local 603 may be called by: A. Majority vote of the members at a meeting of the Local B. By the Executive Board C. At the request of not less than 25 members in good standing signified to the President in writing with each name (printed), signature (of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



The Surprising Resilience of Trade Unionism in Canada Cont...

The combination of stable trade union membership, relatively strong strike activity, and rising minimum wages has contributed to a partial but important shift in the distribution of national income in Canada over the past decade. Of course, since the advent of conservative economic and social policies under neoliberalism, the distribution of national income has shifted notably from labour towards capital (including both business profits, and the personal incomes of the richest Canadians who own most business wealth). From 1975 through the onset of the global financial crisis in 2008, workers' share of Canadian GDP declined by about 5 percentage points – and the profit share expanded correspondingly. That erosion of labour's share of the economic pie paralleled (and exacerbated) growing inequality between households: since rich households own a disproportionate share of wealth (that's what makes them rich!), their incomes rose with the growing share of output allocated to profits and investment income.

Figure 4: Labour Share of GDP, Canada, 1970-2018

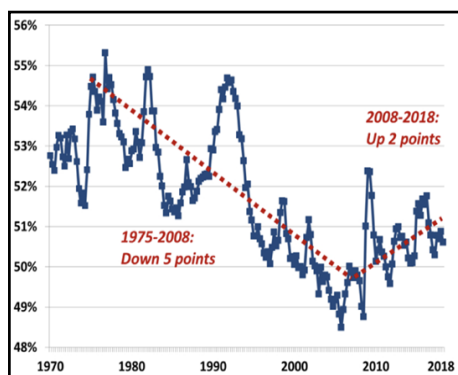


Figure 4- Labour Share of GDP

Source: Author's calculations from Statistics Canada Table 36-10-0103-01. Includes wages, salaries, and employer social contributions.

Over the last decade, however, an important and somewhat surprising shift in income distribution back in favour of workers has become visible. The labour share of GDP has regained about 2 percentage points of its earlier losses after 1975. There are many complex factors explaining this reversal – including macroeconomic cycles, fluctuations in resource prices, and the general shift to services production (which tends to be more labour-intensive). But the relatively robust performance of Canadian unions, both in bargaining with employers and in pushing for wage-supporting policies (like minimum wages), has certainly contributed to that important trend. In most countries, the labour share of GDP continued to fall in the last decade. In contrast, the increase in workers' share of Canada's GDP in recent years ranks among the largest positive changes in any industrial country (exceeded only by Korea, Norway, Switzerland, and Iceland).

This review of the state of labour and distributional struggles in Canada, compared to the experience of other countries, paints a cautiously optimistic picture. Canadian workers have been relatively successful in preserving their organizational and institutional power (including relatively high and stable rates of unionization). Perhaps more importantly, Canadian workers have been active in wielding that power – both through industrial conflict and political advocacy – to defend and even improve their share of the overall economic pie.

This encouraging news should not give rise to complacency, however. The instruments of collective bargaining and redistribution remain too weak in Canada; inequality is still extreme; and with only 30% of employees in a union, most workers

have no practical recourse to collective representation. The long-term economic and political pressures that underpin the continuing decline in private sector unionization, and which are redefining the world of work in other worrisome ways (such as the shift to precarious work and digital "gigs"), will weaken collective bargaining further without offsetting policy changes. Meanwhile, business lobbyists are pushing back hard against union rules, minimum wages, and all the other institutional foundations for workers' power in Canada.

Hence the labour movement must keep seeking ways to become more relevant and effective for Canadian workers. It must build new ways of organizing and representing workers in precarious, temporary and non-standard jobs. It must dramatically improve its presence and activity with communities of immigrant and racialized workers. It must engage young people in the fight for decent jobs. And it must successfully integrate the struggle for jobs with the struggle for environmental sustainability. The Canadian labour movement can be proud of its achievements and its staying power: it has held the line against powerful negative pressures in recent years. But it still faces a desperate and continuing battle to preserve, build, and modernize its influence in Canadian society.

August 26, 2020

JIM STANFORD

Jim Stanford is Economist and Director of the Centre for Future Work. He divides his time between Sydney, Australia and Vancouver, Canada. Jim is one of Canada's best-known economic commentators. He served for over 20 years as Economist and Director of Policy with Unifor, Canada's largest private-sector trade union.

Members that have not yet been initiated:

Caleb McRae - 2019, Robert Harrison - 2020, Enzo Bracklow - 2020, Sayed Ibraheem Shah - 2021, Brett McLachlan - 2022, Michael Fitzpatrick - 2022, Francis Ebhomielen - 2022, Laine Chin - 2022, Ashton Makowsky - 2022, Craig Freindorf - 2022, Jackson Paris - 2022, Rhiley Milkovich - 2022, Vincent Palmer - 2022, Jayce Schweizer - 2022.

Unifor 603 - Easter Turkey Give Away

THE 603 TURKEY-DARITY GIVE-A WAY WINNERS ARE!!

RYAN VEKVED \$75.00 SAVE-ON-FOODS GC

DARCY MCKEOWN \$75.00 SAVE-ON-FOODS GC

VITO MORI \$75.00 SAVE ON-FOODS-GC

RAYMOND WALL \$75.00 SAVE-ON-FOODS GC

TYLER SAMPSON \$75.00 SAVE-ON-FOODS GC



WINNER, WINNER TURKEY DINNER!!! DON'T CRY FOWL IF YOU DIDN'T WIN, CHECK OUT YOUR UNION NEWSLETTER, WEBSITE, MEETINGS, AND BULLETIN BOARDS FOR OTHER FANTASTIC OPPORTUNITIES TO WIN PRIZES, GIFT CARDS AND SWAG!!!!

\$500.00 WILL BE PRESENTED TO ST VINCENT DE PAUL ON BEHALF OF UNIFOR 603.

WINNERS MAY COLLECT THEIR \$75.00 SAVE-ON-FOODS GIFT CARD PRIZES BY CONTACTING JAMIE AT THE UNIFOR OFFICE. (250)563-5159 OR EMAIL AT UNIFOR603@TELUS.NET.

(WGRP TURKEY DROP DELIVERY IS NOT AN OPTION TO RECEIVE YOUR PRIZE)

**Thursday the 31st of March
Unifor "Bill Hickey" local 603
Presented a donation of \$500.00
to St Vincent De Paul of Prince
George to assist in their Easter
Dinner gathering in April.**

Saint Vincent de Paul helps the people of Prince George and area who are in need.

Services include:



- meals
- hampers
- support finding resources
- clothing and home furnishings
- a warm and safe place to gather

Mission Statement:

The Society of Saint Vincent de Paul is an international, lay Catholic, service organization dedicated to helping anyone in need. Our mission is to live the Gospel message by serving Christ in the poor with love, respect, justice, and joy.

Values:

The Mission of the Society of Saint Vincent de Paul implies that, as Vincentians we:

- see Christ in anyone who suffers
- come together as a family
- have personal contact with the poor
- help in all possible ways

MAILING ADDRESS - Box 1617, Prince George, B.C. V2L 4V6

HOW CAN YOU HELP?

Donate: Monetary, Guidelines, Donor Recognition

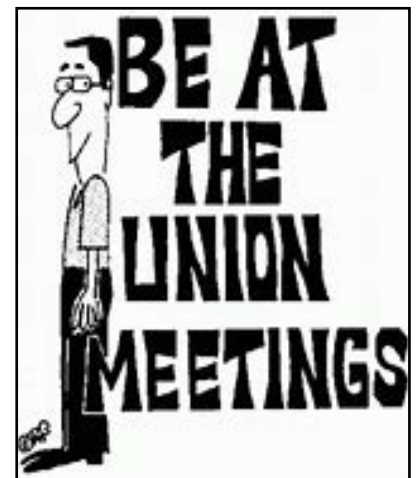
Volunteer: Drop-In Centre, Store & Soup Bus Society

Special Projects: Easter Dinner, Thanksgiving Dinner, Holiday Dinners



May 11th 2022 at 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.



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.

Important Union Office Notes:

CONTEST TIME!

Every month we will have a contest for our members. Top prize will be a \$100 GC, 2nd and 3rd Prizes will be assorted union swag!



We will post a question every month in our newsletter.

How to Answer?

Email your answers to the union office at:
unifor603@telus.net

****DEADLINE FOR ANSWERS IS April 30th 2022****

Get out your Collective Agreement.....Safety Footwear

Questions:

1. As a full time employee, how many pairs of safety footwear are you entitled to in a calendar year? What is the % reimbursed by the employer?

LAST MONTH'S ANSWERS AND WINNERS :

Answers : Employees, Tour Workers, Day Week, Grievance, Dispute, Complaint.

Winners :

Charlie Dawson, \$100 GC and Union Hat

Chris Dizenbachs, Swag, Long Sleeved Union Shirt & Hat

Coralee Peddie, Swag, Short Sleeved Shirt & Hat

Taxes 2022

Have you moved lately? Did you let us know? We have received some returned tax documents and would love to get it back to you. Please make sure to let us know when you have moved by calling or emailing us your new details. 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**