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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 # 13

FEBRUARY 2022

Presidents Report by Tracy Ingham

Brothers and Sisters,

Well we finally made it. Hopefully it's one more step to having some security in this incredibly uncertain time.

It was a long process from the time that we started at the end of September to the final count on February 3rd.

The process was broken up into two parts: bull sessions (green pages), and main wage (white pages). The end goal for our delegates was to secure a contract with gains and no concessions.



Given the forces working against us, I am pretty proud to say that is what we achieved.

The employer's agenda was quite extensive and would have impacted every member of our local in some way or another. We slowly crossed the demands from the list until there was nothing left to discuss.

It's been a very trying time for our group in the past few years. Two curtailments; the restrictions of the Covid19 Pandemic; a mill that is aging and struggling to run as it should as a double-line operation; and drastic cuts in the allowable timber, given we are sharing it with 5 mills in a 120 km vicinity.

Although we shared our negotiations fight with the other locals in caucus, our goal as delegates of Unifor 603 was to ensure some longevity for our plant and I am proud to say that I believed we achieved that.

There is no telling what the future will bring as there is no guarantee going forward, but my hope will be that we become the big double-mill making record production and providing security for all of the members of Unifor Local 603!!!

In solidarity,

Tracy Ingham
President Unifor 603

Next Union Meeting

Mar 9th 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.](#)

[9 Feb 2022 Meeting Notes](#)

Draw Winners 9 Feb— Ray Bergey (Backpack), Shane Adam (Shirt)

Chris Duperron (Hat) & Kevin England (Hat).

**MAKE NEW FRIENDS!
SEE OLD PALS!**



ATTEND OUR MEETINGS

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 - February

Good day all.

Well, I have a bit to report on this month. We had several work place incidents the first month of the year, but no horrible incidents.

- Another slip: remember with unpredictable weather, the freeze-thaw makes it very slippery. Be conscious out in the yard, including parking lots. We have ice grippers for boots in stores.
- A member got a foreign object in their eye but with quick thinking and the use of Dipotherine, they returned to work. Always carry it on your person when out and about the mill (that stuff is amazing).
- A worker injured their hip.
- A worker got gassed.
- A cat operator was tasked to clear an ice bridge on a chip pile and on a second pass the bridge gave way. The cat and operator fell 15 feet resulting in a back and neck injury.

We had 3 near misses reported this month. The first one was brought up well after

the time it happened in December.

- A worker decided to re-seat a bobcat tire that had gone flat and was off the bead. They used an old but unsafe backyard trick to seat the tire so it could be aired up. The individual did it in front of members and no one said to stop. I want to remind the membership that you have every right to refuse unsafe work and/or stop someone from doing a unsafe job. Let's look after each other.
- We had a piece of scaffolding fall off of the top section when it was being constructed. It fell several floors banging and crashing until it came to rest on the third floor.
- A work crew tasked to join another group doing a job pulling a very large unit across the floor where a worker slipped on some oil. I feel this would have been a perfect opportunity to do an FLRA to uncover the possible dangers of slipping and have it corrected.

Finally, regarding the JOH&S year planning session, we have decided to have several goals:

- working on identifying hazards in areas
- signage paperwork on work orders,
- better indoc for new workers when hired as well as when workers change areas
- Safety captain development (safety captain supervisor training should be firing up Feb 17, 22 ,23 and March 7th)

We also have a couple new faces on the company side of things. Fingers crossed it's a good match and they work with the union to make our mill safe and viable.

Thanks,
Jonathan Blacker
603 Safety Rep

Safety Stats	End 2021	Jan 22
First Aid	126	9
Medical Aid	6	2
MT	6	0
Lost Time	4	0
Near Miss	23	4
MIR	1.80	

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 Jan 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 Jan 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 Jan 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 Jan 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.



Building a strong union in the workplace: a few thoughts

“You don’t have a grievance” and “our members are apathetic” are two seemingly disconnected complaints heard at various times in unionized workplaces. A union executive delivers the first one to members seeking relief from an abusive manager or change in work rules. The other is muttered by local executives in frustration with the membership. Those same executives were once the very members seeking to enforce their rights. How can we get out of this impasse? Whether we be stewards, executive members, Health and Safety reps or engaged members, we can begin to rebuild a fightback in the workplace that engages all members of the Local, and begins to build a tradition of militancy that will be a fertile ground for recruiting the next generation of union officers. Here’s a couple of hopefully useful suggestions.

Make grievances a collective issue

It may indeed be true that a worker “does not have a grievance” that will succeed in arbitration. But how about filing the grievance as an organizing tool? A little creative grievance writing, using some of the general clauses to be found under “management/employer rights”, such as not managing in an “arbitrary manner”. File the grievance, let the department, and other

workers know. Management inevitably says the issues in the grievance are private – nonsense! Tell them it’s a “collective” agreement and move on. An injury to one is an injury to all!

Now you will have many eyes on management’s response. But do not stop there. Insist that you be allowed to bring co-workers of the grievor (maybe the whole department?) to the step meeting. Management will hate it and object to more than the rep and the grievor being in the room. You may know this will be management’s response, but bring along as many of your co-workers as possible, even if they are not allowed in. Management will know we are watching them, and is more likely to settle as we apply pressure. Remember, this “wasn’t a grievance” in the first place. Now you’re in line for a little victory – and the department will feel empowered.

Campaigning on Grievances

If it doesn’t fit under the title of ‘grievance’, at least at the start, there are other ways to deal with the issue. Let management know the worker, or group, is angry at their actions. This can be done by a simple email, or raising it at the Labour-Management Committee. Make sure to report publicly on their answer – exactly where management stands. Never let them off the hook! If an issue is common to a group of workers, other tactics can be used. On a given day, the whole workplace can wear ribbons, bracelets, t-shirts etc.. Or a petition campaign. Or an open letter. These need to be organized in advance. Even the mundane departmental meeting. Organize a response to management’s new rules, or victimization. As many members as feel comfortable can speak to this. We can give management a taste of our collective power. A newsletter that takes up issues at work and generalizes them, distributed throughout the workplace, can help break the isolation that one group of workers feel when confronted by arbitrary, punitive managers. Post it on the union board. Management will see it there too and in our workspaces – all the better!



Building a strong union in the workplace: a few thoughts, Con't..

General Membership Meetings

The General Membership Meeting (GMM) should be the place where our experiences are reported, debated, and out of which a course of action is decided. Sadly, in most Locals, this is not the case. The GMM, conducted according to the applicable by-laws, is just a series of reports, elections etc. – all necessary for the functioning of the Local, but creatively applied, can lead to a very different outcome over time, not to mention increased attendance.

It is particularly demoralizing to hear a grievance report that simply states what stage grievances are at, and how many grievances there are. Politicizing these reports, from the front of the room (the Chief Steward or VP), or even a steward in the meeting can lead to a lively discussion of what are the issues that keep coming up, and the workforce can confront them. This may even lower the Local's arbitration fees!

To encourage activists – not tamp them down.

This sounds like a lot, and may take some time. But when the Local goes into bargaining, it will pay off. It will let management, and our members know, that we will not back down, and we have a structure that can enable us to win, whether we have to go on strike or not. As the farmworkers say “Si Se Puede” – Yes We Can!

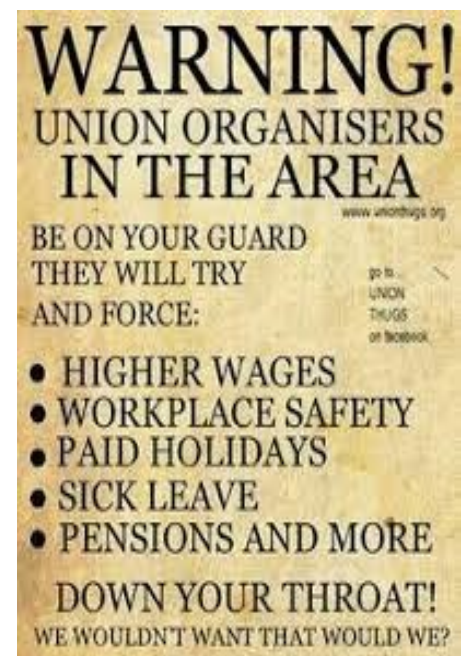
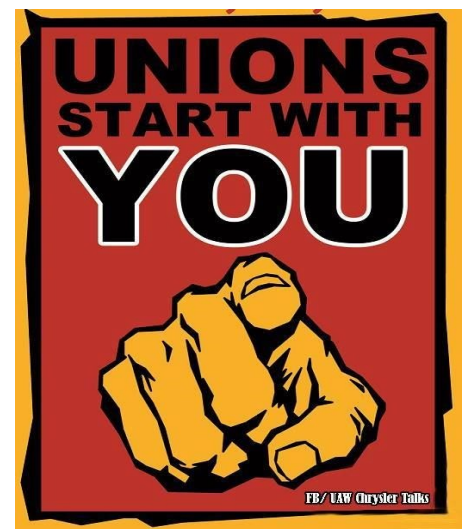
New business and elections

New business, in any standard agenda, can be moved to the start of the meeting. Members can do this by altering the agenda prescribed in the by-laws by changing its order. A motion on the floor can do this. Put the issues at the front of the meeting, before we lose quorum from an exhausted workforce.

Finally, the issue of running for executive positions. Many of the best activists feel obligated to do this. It can be a good thing. We need to not just to remember where we

came from, but to organize like we remember. That means supporting and encouraging many of the activities as above, on not seeing them as an ‘attack on the ‘union structure’, as many executive committees do. It means being open in opposition on the executive, in executive meetings, but also at GMMs – just not in front of management. It means using your position.

By Peter Votsch



Know Your Collective Agreement, Bylaws & Union Constitution

ARTICLE 11 - SHOP STEWARDS , Unifor 603 Bylaws pgs. 25-26

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

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

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

Section 4.

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

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

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

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

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



If any member is interested in becoming a 603 shop steward please contact a member of the 603 executive or Jamie Ross and the local office to put your name in for the next available training session (250) 563-5159 or via email unifor603@telus.net.

Next Training Session : April 12-14 2022

Ratification!!!



Attention all Unifor Local 603, Unifor Local 1133 and PPWC Local 9 Members

The tentative agreement has been Ratified.

Your negotiation committees would like to Thank all of our members who took the time to come out and listen to the presentations and vote!

Member driven votes are the cornerstones of both Unifor and the PPWC.

Over the next few weeks we will be working with Canfor Pulp on incorporating the new language, benefits and wage rates into our Collective Agreement's. Once completed we will get the new contract books distributed to all.

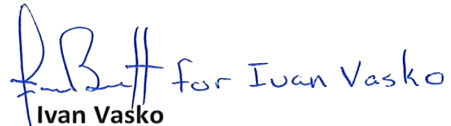
In Solidarity,



Tracy Ingham
President
Unifor Local 603



Chuck LeBlanc
President
PPWC Local 9



Ivan Vasko
President
Unifor Local 1133



Members that have not yet been initiated:

Caleb McRae - 2019, Robert Harrison - 2020, Enzo Bracklow - 2020, Sayed Ibraheem Shah - 2021, Amanda Callahan - 2021.

Unifor and PPWC ratify western pattern agreement with Canfor

PRINCE GEORGE-Two of the country's largest pulp and paper unions, Unifor and the Public and Private Workers of Canada (PPWC), have ratified a new collective agreement for 900 workers at Canfor.

"Forestry workers at Canfor should be proud of the work done by their bargaining committee to set a pattern agreement with strong gains, particularly for mental health support," said Scott Doherty, Unifor Executive Assistant to the President and lead forestry negotiator. "This is a positive step forward for workers and sets the standard for other forestry agreements across the western region."

The four-year deal sees a first year lump sum of \$5,000 followed by annual wage increases of 2.5%, 2.5% and 3%. There are improvements to the temporary and indefinite curtailment language, and an improved benefits package, including a substantial increase in the annual clinical psychologist benefit.

Unifor and PPWC agreed to work together to set strong standards for pulp and paper workers through this round of collective bargaining. This agreement with Canfor covers 900 members at Unifor Locals 603 and 1133, and PPWC Local 9 in Prince George, B.C.

"This deal delivers strong wage increases and benefit improvements for our members," said Gary Fiege, PPWC President. "We are proud this collaborative effort will deliver a concession-free agreement for Canfor workers and offer added mental health support."

This round of bargaining sets the pattern for 5,500 members from 13 Unifor and five PPWC local unions in B.C. and Alberta, in a sector crucial to Canada's economic recovery. PPWC is a union that represents thousands of forestry workers throughout British Columbia.

Unifor is Canada's largest union in the private sector and represents 315,000 workers in every major area of the economy. The union advocates for all working people and their rights, fights for equality and social justice in Canada and abroad, and strives to create progressive change for a better future.

Shelley Amyotte
NATIONAL
COMMUNICATIONS
REPRESENTATIVE -
ATLANTIC REGION
Email
Shelley.Amyotte@unifor.org



Bursary/Scholarships and Special Thanks

January 7th, 2022

Dear Unifor Bill Hickey Local 603 Members,

Every year our local supports three perpetual trust awards for graduating students from School District 57. They are:

1. **Unifor Bill Hickey Local 603-Closed Bursary**
2. **Unifor Bill Hickey Local 603-Open Bursary**
3. **Unifor Bill Hickey Local 603-Closed Scholarship**

This is a reminder letter because in previous years some of these awards have been left unclaimed as there were no applicants. Sons, daughters, and grandkids of members in good standing can apply.

Applications can only be completed on line at the School District 57 web site district awards program. <http://www.sd57.bc.ca/Students/DistrictAwards/Pages/default.aspx>

There is only a short time frame to apply. This year applications will only be accepted between January 12th to February 16th 2022. Please make use of this excellent educational opportunity.

The amounts of these awards are \$550.00 each this year.



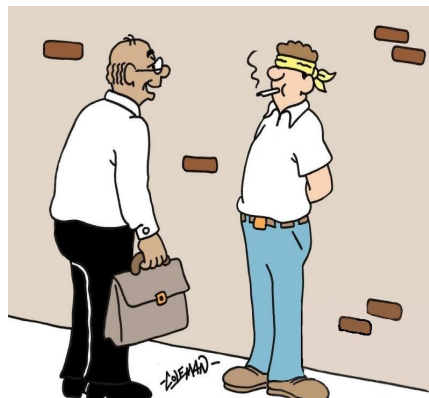
Thanks to all my Northwood Brother's & Sister's for the love and support -GMAC (Guy McEvoy)

February 4th, 2022

Just wanted to share some thoughts about our union and how proud I feel about what you as a group have done. Our goal is to act as one for the betterment of every one but sometimes we have to act as one for the betterment of a member who needs some union love!!! You have done that in aces!!! Many thanks to all of you who showed your support to GMAC (Guy McAvoy)

A special shout out to Rob Braaten and Steve Bilous who braved the blizzard last night and delivered the " love" to Guy. Well Done!!!

Tracy Ingham
603 President



" I THINK YOU'RE BEING OVERLY PESSIMISTIC ABOUT HOW YOUR GRIEVANCE WILL TURN OUT. "



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

Mar 9th 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 Feb 28th 2022*****

Get out your Collective Agreement.....

Article II- Definitions

Questions:

1. List the 5 Definitions found in your Collective Agreement.

LAST MONTH'S ANSWERS AND WINNERS :

Answers : 1. 8 Days 2. shall have the option to a day off I lieu.

Winners : **Ron Sawtell**, \$100 GC and Union Hat

Tyler Sampson, Swag, Long Sleeved Union Shirt & Hat

Delilah Michalchuk, Swag, Short Sleeved Shirt & Hat

Taxes 2022

Union dues Tax slips have been mailed out. If you do not receive them by the end of February 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**