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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 | Local603

NEWSLETTER VOL#12

Presidents Report by Tracy Ingham

Sisters and Brothers,

As 2021 is now behind us, its that time of year when we reflect back.

It's seemed like 2021 flew by and yet it was filled with challenges. At times it felt like it took forever.

Another year living and working with Covid restrictions and I am thankful to say we have had no major outbreaks at the mill.

Negotiations were delayed because of Covid protocols but we eventually met with the employer at the end of September. We were unable to finish our main wage discussions prior to the holidays, but now we are back to negotiating for a fair and reasonable contract.

The BC Government announced changes to its forestry practices in October and as of today there is no telling the impact it is going to have on the industry or how widespread that impact will be.

The lower half of our province was when the work is done. hit with an unprecedented storm which left total devastation to all of This decision should provide the

Next Union Meeting

the major highways and the supply chain was totally compromised. My admiration goes out to the people involved in restoring the roads and rail. To hear the Coquihalla was open again just over a month after the event was incredible.

A unplanned curtailment was announced on December 2nd and then the mill went down four days later. This news was upsetting and caused a ripple throughout the membership. It was not an easy thing to hear that our plant was going down, especially given what the year had already brought.

Thankfully we received the call to return back and as of today one half of the mill is up and running.

The good news to end the year was the decision by Canfor to spend the money to repair RB 1. As announced in the news, this will take 80-100 days but we will have a safer, more reliant boiler

JANUARY 2022

longevity that this plant needs, which ultimately provides security for the membership.

I would like to thank the executive (past and new) wage delegates and the committee members for their dedication to the union and the membership.

A leader is only as good as the group supporting them and it's been a privilege and honour being the President of Unifor 603.

I would also like to thank Jamie for looking after us all and for always being a step ahead of our needs at the union office.

You are all the union and we can hold our heads high. We stood tall, stood united, and stood strong as 2021 came to a close!

Wishing you all the best for the season and a happy and prosperous New Year!

In solidarity,

Tracy Ingham President Unifor 603

Feb 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.

8 Dec 2021, 12 Jan 2022 Meeting Notes

Draw Winners 8 Dec- Norm Keeler (Backpack), Dawson Williams (Shirt) Jordan Abdai (Touque)& Kyle Johnson (Hat).

Draw Winners 12 Jan— Jonathan Blacker (Backpack), Michelle Nadeau (Shirt), Mike Howell (Touque)& Chris Duperron (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.



First off, welcome to 2022 brothers and sisters. Not much has changed the first few weeks into the new year with Covid19, mill repairs/ upset conditions, and the ongoing collective agreement negotiations.

We had two first aids at the end of Dec 2021. A member got white liquor on his hand while putting in bolts, due to not wearing the right gloves for the job. Fortunately he used Diphoterine and went to first aid for finish treatment and returned to work. This brings to point of how important it is to use the right PPE for the job. The company is bringing in a mandatory glove policy shortly. Yes, it is from gate to gate - just like steel toe boots and safety glasses. Minimum glove type is cut resistant but you still can change out for the proper gloves to do the job (ie. chemical or fire resistant). You need to think for yourself, "hmmm... can this bite me?"

Another worker slipped and fractured his ankle in our

Safety Fails!

Safety Report - January

parking lot. A large snow fall, cold weather, very slippery conditions and the parking lot had not yet been plowed or sanded were all factors in this incident. Each year we have slips and trips in the winter. We all need to be very cautious out there.

Jan 5th 2022 A worker also cut his hand using a zip disc to cut some steel.

Please watch yourself and each other. If you see something unsafe or someone unaware of a potential safety risk, please take action to stop it. In these difficult times everyone needs to stay focused. Keep your mind on task especially when your emotions are running high.

Lets keep each other safe so we can all go home injury free each day.

DON'T BE HASTY WHEN IT COMES TO SAFETY!

Sincerely yours, Jonny B 603 Safety Rep





Safety First, Protect Your Parts

Safety Stats	End 2021	Dec 21
First Aid	126	2
Medical Aid	6	1
МТ	6	0
Lost Time	4	1
Near Miss	23	0
MIR	1.80	2.92
	_	'







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 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 Trade Utility Posting** 4th Step meeting held - 31 Aug 2021, No Resolution found, Moved to 4 step. **Resolved Dec 2021,Union decided not to proceed without prejudice.**
- 5. 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.
- 6. Grievance 8 July 2021 Step 3 Submitted, **Excessive Discipline** (Termination) Company Response, 9 Sep 2021 - No Resolution Found, Union moving to 4th step.
- Grievance Step 3 Submitted, Policy Covid19 Bonus Payouts Company Response, 9 Sep 2021 - No Resolution Found, Union moving to 4th step. Resolved Dec 2021, Win! with additional members receiving covid payouts.
- 8. Grievance Step 3 Submitted, **Policy Covid19 Suspensions, Machine Room** Company Response, 9 Sep 2021 - No Resolution found, Moved to 4 step. **Resolved Dec 2021, Union decided not to proceed without prejudice.**
- 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.



The objective of any Grievance is to solve it at the lowest possible step. If you believe you have a Grievance issue you <u>must</u> 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.



Youth Involvement In Today's Unions: Overcoming The Challenges

Introduction

In choosing this topic for my essay, I have decided to write a combination of a personal essay and a traditional research paper. This way, I will be able to express my own thoughts and discuss my experiences in the paper.

History, Issues and Challenges

Simply put, unions are organized groups of workers who come together to achieve common goals for working people. Some of these goals include job protection, better wages and benefits, and health and safety regulations. It is clear that unions improve working conditions for all workers. This includes nonunionized workers as union gains over the years have translated into laws that apply for all workers. Some examples of these gains include parental benefits, overtime rules and regulations, workplace safety standards and the '40 hour' work week.

Unions have existed since the 18th century in Great Britain although they did not become an organized movement until the 19th century. Those early unions and the workers who made up the unions were often persecuted and faced prosecution in both Great Britain and in the United States. In Canada, the first trade unions were active in the 1800s. An example of early union activity in Canada is the Toronto Typographical Union strike in 1872. That labour dispute, initially over the issue of a shorter workweek, led to the passing of The Trade Unions Act by Parliament later that year. That Act legalized unions.

Canada has a proud history of union involvement. Unfortunately, union membership is on the decline in both the United States and Canada. We haven't experienced the same degree of union busting in Canada that has been experienced in the United States, but it is definitely occurring here? Some people suggest that unions have outlived their purpose and are no longer relevant in today's society. That sentiment is especially true with some younger workers who see unions as repressive, irrelevant, and a thing of the past.

My Experience

I grew up in a union family. My mother has been a proud union member for most of my life. I grew up debating workers' issues with my mother and with other members of my extended family. I have not yet worked in a unionized environment I am looking forward to the day when I will get a union card. I thought I understood workers' issues and the benefits of union membership, but in 2014 I discovered that there was so much that I did not understand.

In May 2014, there was a strike by the workers who provide support services for the residents of my housing co-operative. It was a unique situation. The caregivers, who were employed by the subsidiary company of the cooperative, organized in late 2012. They attempted to negotiate a first contract but bargaining broke down. I knew a strike was imminent, but did not fully understand the issues until the workers were out on strike. The picket line was set up in front of my house and I spent a great deal of time speaking with the workers and the union officials. I learned that the workers were not paid the same rate as other workers in their industry and did not receive benefits. I also learned that Alberta did not have first-contract binding arbitration to help newly unionized workplaces get that first collective agreement.

Over the course of several months, things became very ugly. Attempts to get back to the bargaining table failed. My neighbours grew increasingly intolerant of the labour dispute and launched a war of its own on the union (AUPE), the locked out workers and anyone who supported them. My mother and I stood in solidarity with the workers. We were the only ones who did that even though there were

Youth Involvement In Today's Unions: Overcoming The Challenges Cont...

many union members living in the cooperative and crossed the picket line, something we would not do. That experience gave me the opportunity to understand- first hand- the issues and how some people feel about unions. I have used my personal experiences and the knowledge gained from that labour dispute to debate the issue of union relevance with my friends, acquaintances and other students at Concordia University.

The Solutions

In discussing unions with other youth, I have discovered that many do not understand the issues or why unions are relevant in 2016. When I took the time to explain what I've learned to other youth, that seemed to make a difference in how unions were perceived. One-on-conversations may not connect with the masses but sometimes changing opinions comes down to a simple conversation. An exchange can truly go a long way in shifting the way people think about unions.

It is a fact that older workers are retiring. It is imperative that unions reach out to engage young workers sooner rather than later. I think it is important to engage youth in worker-to-worker conversations. Having another young worker explain the importance of unions and what's in it for them will encourage greater participation. Sending out materials alone will not engage youth. Young workers need to be encouraged to seek elected positions within the union. Young workers need to be encouraged to serve as union stewards in the workplace. Young workers need to work alongside current union leadership to make the union a place that is inviting and relevant for all workers.

Conclusion

Based on my own experiences, I believe there is a way to get young workers engaged in the work of the union. Young workers need to reach out to other young workers and share their experiences and present the facts in a relevant manner. Young people know what is important to young people and they need to assist with both the messaging and implementation of any engagement strategies. Young workers need to know that unions are there for them and will help with any workplace issues that may arise. They need to understand the value of a collective agreement and why working in a unionized environment is preferable to a non-union workplace.

Alexander Stewart, 9/1/2016

Sources and Works Cited

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Do Unions Still Matter to Youth- CBC http://wv..rw.cbc.ca/news/ canadalhamilton/news/do-unions-stillmatter-to-voung-people1.1395676#pd a 7037718

Unions in Canada facing hard times but they're pushing back: Editorial- The Toronto Star https://wv."\v.thestar.com/ opinion/editorials/20 14/09/0 1/unions in canada face hard tim es but theyre pushing back editorial.html Highlights in

Canadian labour history- CBC http :// www.cbc.ca/news/canadalhighlights-incanadian-labour-history-1. 8502 82



"The management has gone on strike demanding we take a 10 percent pay cut."



"At Hogwell Industries, every employee is entitled to three weeks' paid vacation."



Know Your Collective Agreement, Bylaws & Union Constitution



ARTICLE IX - ALLOWANCE FOR FAILURE TO PROVIDE WORK (page 23-24 2017-2021 CA)

Section 1: **No Work** In case any employee reports for his regular scheduled shift having been ordered to report for such work and then no work is provided, he shall nevertheless receive two (2) hours pay for so reporting.

Section 2: Where Shift Commenced In any case where an employee has commenced his regular scheduled shift, he shall receive a minimum of four (4) hours pay except in cases of accident, breakdown, interruption of power, acts of God, or to cases of Call Time as provided in Article X hereof. In cases of accident, breakdown, interruption of power or acts of God, the employee shall receive a minimum of two (2) hours pay.

ARTICLE X - CALL TIME

Section 1: Qualifying Conditions An employee shall receive two (2) hours Call Time at the straight time rate in addition to pay for time actually worked under the following conditions: (a) Call to work following a shift when required to report for work after completing his designated shift. 24 (b) Call to work on a designated day off when required to report for work on a designated day off. (c) Statutory Holiday Work For any work performed on a holiday as specified in Article XVII.

Section 2: Payment (a) The employee shall receive a minimum payment of four (4) straight time hours pay including payment for Call Time and time worked. (b) No more is payable under Articles VI, IX, and XI.

603 Bursary And Scholarships

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 16 th 2022. Please make use of this excellent educational opportunity.

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

UNIFOR

CARS

Dodge Challenger Dodge Charger Chrysler 300

SUVS/CUVS

Chevrolet Equinox* Ford Edge Lincoln Nautilus

TRUCKS

Chevrolet Silverado Crew Cab Light Duty* Chevrolet Silverado Crew Cab Heavy Duty

VANS

Chrysler Pacifica Chrysler Pacifica (Hybrid) Chrysler Voyager

UAW

VANS

Chevrolet Express Chevrolet Express (Cut-Away) Ford Transit Ford Transit (Electric) GMC Savana GMC Savana (Cut-Away)

TRUCKS

2022 Union-built

Vehicle Guide

Chevrolet Colorado Chevrolet Medium-Duty Silverado Navistar (Regular and Crew Cab) Chevrolet Silverado Light Duty* Chevrolet Silverado Heavy Duty Ford F 150 Ford F-150 (Hybrid) Ford F-650/750 Ford Ranger Ford Super Duty GMC Canyon GMC Sierra Light Duty* GMC Sierra Heavy Duty GMC Hummer Pick-up (Electric) Jeep Gladiator Ram 1500 Ram 1500 Classic Ram 1500 (Hybrid) Grand Wagoneer Wagoneer

CARS

Cadillac CT4 Cadillac CT4-V Cadillac CT4-V Blackwing Cadillac CT5 Cadillac CT5-V Cadillac CT5-V Blackwing Chevrolet Bolt (Electric) Chevrolet Bolt EUV (Electric) Chevrolet Camaro Chevrolet Camaro Chevrolet Camaro Chevrolet Malibu Ford Mustang Coupe Ford Mustang Convertible Ford Mustang Shelby

SUVS/CUVS

Buick Enclave Cadillac Escalade Cadillac Escalade ESV Cadillac Escalade (Hybrid) Cadillac XT4 Cadillac XT5 Cadillac XT6 Chevrolet Suburban Chevrolet Tahoe Chevrolet Traverse Dodge Durango Ford Bronco Ford Escape Ford Escape (Hybrid) Ford Expedition/Max Ford Explorer Ford Explorer (Hybrid) GMC Acadia GMC Yukon GMC Yukon (Hybrid) GMC Yukon XL Jeep Cherokee Jeep Grand Cherokee Jeep Grand Cherokee (Hybrid) Jeep Grand Wagoner Jeep Wrangler Jeep Wrangler (Hybrid) Lincoln Aviator Lincoln Aviator (Hybrid) Lincoln Corsair Lincoln Navigator/L

ADIgcope343

The vehicles listed above are made in Canada or the United States by members of Unifor or the UAW. Because of the highly integrated nature of vehicle production in both countries, vehicles listed as made in the United States include significant Uniformade content and support the jobs of Unifor members. Both Unifor and the UAW support the purchase of union-made vehicles from either country.

Vehicles marked with an asterisk (*) are also produced in Mexico.

When purchasing a vehicle marked with an asterisk check the Vehicle Identification Number (VIN) - a "2" identifies a Canadianmade vehicle. A "1", "4" or "5" identifies a U.S.-made vehicle. The number "3" identifies a vehicle that is made in Mexico.

Vehicles produced in Canada or the United States, and not listed above, are not union made.



Membership

<u>Members that have not yet been initiated:</u> Tyler Paice - 2017, Pierce Watson - 2017, Tyson Tomasino - 2017, Brian Shelby - 2018, Anthony Mijatovic - 2018, Daniel Pontius - 2018, Clifford Patterson - 2019, Garrett Caron -2019, Russell Quinn - 2019, Dawsen Brienen - 2019, Caleb McRae - 2019, Zachary Zaporozan-Jones - 2019, Jeffery Dinelle - 2019, Robert Harrison - 2020, Michael Dougherty - 2020, Jared Lygas - 2020, Dave Ponee, 2020, Kiel Siebert - 2020, Percy Bernier - 2020, Allan Bishop - 2020, Enzo Bracklow - 2020,Braden Johnson -2020, Stephen Pommer - 2020, Brent Stanley - 2020, Zion Pope - 2021 Daniel MacDougall - 2021, Brett Neil -2021, Darryl Barfoot - 2021, Jackson Parish - 2021, Cody C Thibault - 2021, Sayed Ibraheem Shah - 2021, Colin Beyer - 2021, Amanda Callahan - 2021, Brayden Glen - 2021

The Eighteenth Camel

A wealthy merchant from the east passed away. In his will, the man stated equally division of his wealth to three sons but his most treasured camels were divided in rather challenging way.

According to the will the eldest son was to be given half of the camels, the middle son was to be given one third of the camels, and the youngest son was to be given one ninth of the camels. The merchant had seventeen cattle. As it was not possible to divide 17 camels into half, one third or even into one ninth. The three sons started fighting with each other for their fair share of the camels.

Since the sons were not able distribute the camel among them, they went to a wise man for advice. The wise man patiently listened about the sons' dilemma. After carefully understanding the situation, the wise man brought one of his camels and added to the seventeen camels of the merchant. That increased the total to eighteen (18) camels. Now, he started reading the deceased father's will and divided the camels. Half of eighteen is nine. So he gave the eldest son nine camels. One third of the eighteen is six, so he gave the middle son six camels. The youngest son got one ninth of the eighteen camels, so he gave him two camels.

After giving nine, six and two camels to the sons, he successfully distributed seventeen camels. The wise man took back his camel.

Anonymous

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.

Moral :The attitude of negotiation and problem solving is to find the 18th camel i.e. the common ground. Once a person is able to find the common ground, the issue

is resolved. It is difficult at times. However, to reach a solution, the first step is to believe that there is a solution. If we think that there is no solution, we won't be able to reach anywhere!



Unifor, PPWC and Canfor Reach a Tentative Deal

PRINCE GEORGE-Two of the country's largest pulp and paper unions, Unifor and the Public and Private Workers of Canada (PPWC), have reached a tentative deal with Canfor that establishes the pattern for Western Canadian forestry.

"This deal establishes a strong pattern agreement for forestry workers in Western Canada, giving some additional security in what has been a tumultuous few years," said Jerry Dias, Unifor National President. "This deal should provide some certainty to employers as we work to navigate fibre access and other issues facing the forestry sector across the region."

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 Local 603 and 1133 and PPWC Local 9 in Prince George, B.C. Details will not be released until presented to members at ratification meetings but this four year deal includes wage increases, benefit improvements and provides workers with no concessions from their current agreement. "We are happy with this effort and believe this deal sets a positive and fair path forward for pulp and paper workers," said Gary Fiege, PPWC President.

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@unifor.org or 902-717-7491 or PPWC National President Gary Fiege: gfiege@ppwc.ca or 250-715-8320.



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

Feb 9th 2022 —7pm

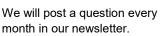
Contact Jamie Ross at the 603 Union Office (250) 563-5159 or via email unifor603@telus.net. You may also find the information on our Facebook page.



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!



How to Answer?

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

DEADLINE FOR ANSWERS IS Jan 31st 2022

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 :

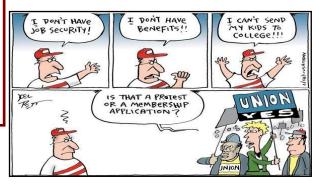
Answers : 1. Twelve (12) months 2. Twenty-Four (24) months

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

Chris Dizenbachs, Swag, Long Sleeved Union Shirt & Hat

Brent Mintenko, Swag, Short Sleeved Shirt & Hat

Taxes - 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

<u>Hours</u> 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

