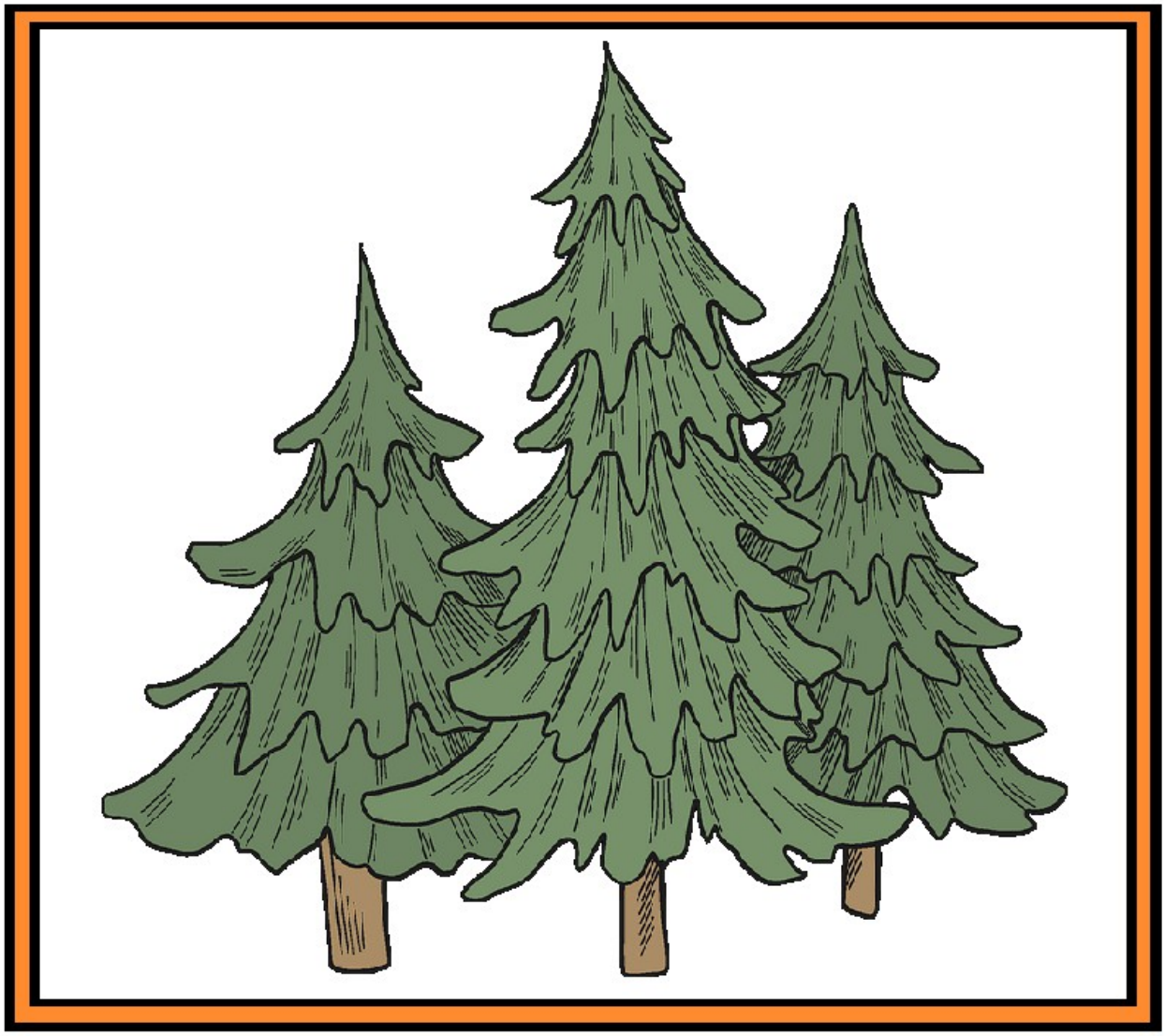
Chips and Chunks

Fall 2023



Unifor, Local 10-B is a proud member of...

CANADIAN ASSOCIATION CALM OF LABOUR MEDIA

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Letter from the Editor

Hello everyone and welcome to the Winter edition of Chips and Chunks.

It is great to see so much engagement with the union lately, and there are more initiatives on the way to keep that up. There is going to give a trial run of having a virtual connection for our meetings, so stay tuned for more details once we have that set up. You'll have to attend at least one meeting in person so we can put a name to a face, so if you haven't been sworn in now is the time!

In the new year the New and Young Worker meetings will be starting back up, 6:00 pm at the union hall any new or young workers are invited to come by and hear that month's topic and ask any questions that come to mind.

Merry Christmas and Happy New Year!
Philip Conroy
Editor

Executive's Corner

As another year comes to a close, I would like to wish all our members and their families all the best for the upcoming Holiday season and hope everyone gets a few days off to be with their loved ones.

It's been a busy year for the Union executives dealing with many items in the mill. Seems like with a lot of new supervision on site we are having to keep on top of grievances such as call ins, meal tickets, training, manning and management doing hourly work.

A lot of our discussions are always around getting our members their time off, especially in Prime time. It's a struggle at times with the manning because of retirements, members quitting to go elsewhere, people on WI or Long term and know this puts a strain on our members having to work large amounts of OT to keep the mill running.

Fibre shortage is a little bit better at the mill but we are not out of the woods by

any means moving forward. There is a lot of Lobbying going on, in joint with the Union and Company behind the scenes with Local, Provincial and Federal governments. As we all know, we need access to more economical fibre and that includes all the burnt forest we seem to have all around us. This fibre cost money to get out of the forest and we are constantly putting pressure and the Provincial government to make it economical for everyone involved to get it to the mills. Everyone knows, No fibre, No jobs.

We are just finishing our Local nominations and would like to thank everyone that is letting their name stand for a position in the Local, although we would like to see even more people show up to our monthly meetings and have your voice heard, we are starting to see the attendance creep up at our meetings. Remember, this is where the Executive gets direction from the floor on all matters and you can be informed on what's going on.
In Solidarity
Sheldon Morice
President

Hi All, I hope everyone is doing well, and looking forward to the holidays.

From the safety end of things, our new safety manager has been here for a bit better than 6 months and has rolled out a few programs ,such as the 3 point contact program around the mill, still to come is the take 5 program which is a different form of PHA as well as implementing a new working at heights permit sometime in the new year.

We hosted a mental health first aid course which was extremely successful, another course to come in the new year!

The company has done literally nothing to do with retention and recruitment, I have even heard murmurs of trades people possibly bidding operations to get a bit more money!

We have had a few grievances resolved lately which is great.

The foundation student program seems to be working out great, the student is learning and gaining real world industrial skills while under the watchful eyes of our millrights.

Also we have 3 new apprentices filled from the floor, 1 instrument mechanic, 1 millright,a heavy duty mechanic and a couple of E&I members dual ticketing.

We have had increasing numbers show up at the union meetings which is excellent, keep it up! that's where we have a voice!

The last round of nominations will be happening at the December meeting so there will be voting at the mill in the firehall, early in the new year.

If anyone has any questions please feel free to contact me either via email or phone.

Thank you

Wes Mitchell(250)319-1316

Standing Committee/Trustee report

Brothers and Sisters,

Firstly, I'd like to welcome all the new hires that have started their time at our mill and wish them all the best going forward with the open doors that lay before them. As a member of our local at this mill for the past 34 years I know that there is a good opportunity to provide well for yourself and your loved ones through the pulp industry.

As a trustee I've had the privilege of meeting many of the new faces to our local as you start with us, and have seen many long-term members go into their much-deserved retirement. The faces leaving our on-site group were very instrumental in the collective negotiations of our contracts over their careers, and we all have much to thank them for. Sacrifices were made by this group that stuck together through thick and thin over issues on site, and the terms of our collective agreement were the backbone of the success the Kamloops mill has seen over the years, both for our members' personal security, and on a business level for Weyerhaeuser, Domtar, and now our current Kruger ownership.

As we move forward into the mill's next phase of its history our membership is as young as it was back during the 1972 construction and start-up stage of "B" Mill. Most of the members of our local that were hired at that time were with us until their retirement. The bonds that were formed through their long-term co-worker friendships were very strong, and the goals of the group were always achieved with the entire group's best interest in mind. This culture was the backbone of our groups willingness to sacrifice for the best outcome of the collective bargaining process. The long-term goals of the contract were always more important than the short-term offerings of the employer group that represented the provincial management side of the negotiations.

I look forward to these bonds being built within our current group of new faces that have joined our local's membership. The process of standing up for the terms of the contract that attracted you to this work site will always keep this site a job that will provide.

The new members that have joined our local Unifor 10B membership are committed, intelligent, hard-working people that are going to contribute greatly

to success of the mill. Working through issues on the floor of this mill as a group through open, honest, communication with each other will be what makes our group stronger every day. The strength built from mutual respect between our members will be our membership's foundation of the future. It will also make it natural to make sacrifices at contract negotiation time to achieve the long-term benefits that attracted you to the pulp industry.

Never forget, the contract is achieved through "collective" negotiations between our province's locals and the province's mill ownership group. It is agreed to by both sides for the term of the contract. No apology is required for expecting the compensation laid out in the contract for your contribution to your employer's success. It is YOUR contract!

Stand together, support each other, and enjoy your job working side-by-side with a strong group of quality co-workers. It should be a great run for many years, if we stick together!

As a trustee I wish you all a very Merry Christmas, and a healthy, prosperous 2024!

In solidarity,

Lorne Cumming

Health and Safety

Hello everyone,

I hope everyone had an amazing, safe, and healthy summer, as we move now, slowly, into winter time. This time of year can often be a challenge for us as we deal with time change, shorter days, colder temperatures, and then the Holiday season.

I encourage everyone to remember to prioritize your personal well being during these more challenging times. Whether it be mental, emotional, or physical well-being, it is important to take time to address our own wellness. The better our personal well-being, the better equipped we are to help our friends, family, and co-workers with theirs.

To that point, I want to thank everyone for their enthusiastic response to the Mental Health First Aid training we recently held at the Mill. Mental Health is a growing priority in all aspects of our lives and having trained first aiders on site able to help recognize and respond to people who may need mental health supports is the first important step in creating a healthy and effective Mental Health program.

Our first training session was a huge success, and a big thank you to everyone who participated. My vision for the Mental Health First Aid on site involves having a wide range of trained people available from both Union and Management to direct anyone who may need a helping hand to supports that can help. We had more interest than we had spots, and I am hopeful we will be able to hold another session early in the new year to get more of us trained up.

This past year or so we have seen an unprecedented volume of people away from work with injuries and illness, with numbers reaching almost 10% of the overall workforce on site. We also saw an increase demand for our EFAP and community resources and recognize the importance of continuing to improve on the supports we can help provide. I want to encourage everyone to continue to reach out to friends, family, area reps, the executive board, or any of our Mental Health First Aiders if you are feeling like you or someone you know could use some additional support.

Lastly, I want to remind everyone to report to first aid if you are injured or feeling the onset symptoms of a possible injury. It is better to report if you have

concerns than it is to “wait and see” if something becomes a problem, whether the injury or illness is work related or not, it is best to have first aid take a look at it, that is what they are here for.

For work related injuries or illness, it is incredibly important to report to first aid, no matter how mild the issue, to establish a strong record of documentation in case any complications arise later. If you feel like you have sustained a workplace injury or illness, please remember to reach out to Me, Wes Mitchell, or Phil Conroy (your Union WCB representatives) to discuss the process and ensure your best interests are being prioritized.

We are aware that there are concerns on the floor about the ability to get good quality first aid outside of day shift hours, however we strongly encourage reporting to first aid as soon as you feel an injury or illness, even if it is just to report.

You are not obligated to accept treatment if you are uncomfortable or concerned with the level of care, however it is important to establish a record of injury or illness in the case of potential disputes with The Worker’s Compensation Board at a later date. Reporting early is the best thing you can do to protect yourself, and makes it easier to represent you later.
Please feel free to reach out to me at any time if you have questions, concerns, or are looking for help accessing support systems, (WI, WCB, community resources etc.).

I hope everyone has a happy, safe, and healthy Holiday season, and I look forward to what the New Year will bring.

In solidarity,
Kyle Tomlinson

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