



# 2019 Forest Industry Bargaining

## USW LOCAL 1-1937 UPDATE

2019 BARGAINING UPDATE #17 – August 28, 2019

### Coast Bargaining Committee - News Release

#### Benefit Update

Last week WFP employees were advised that their benefit coverage, which consists of Health & Welfare (Life and AD&D Insurance), Short Term Disability, PBC Extended Health & Dental and MSP, would be cut off as of September 1<sup>st</sup> as just another one of WFP's attacks on their employees in an attempt to undermine members resolve.

This week the Union's Trustees on the Health & Welfare Plan wrote to the Plan Manager of the Plan to demand that he retract the Memorandum put forward by the Industry Trustees on the Plan stating Companies can stop paying premiums due to the Strike. In the letter, the Union's Trustees reminded the Manager that the Full Board of Trustees ratified a Policy in 1993 stating that employers must maintain benefits during a Strike or Lockout. This Policy is in place today. The Union Trustees advised the Manager that it is the Industry Trustees who have challenged the status of that Policy, which now must go to an agreed to Third Party to decide the issue. The Union Trustees pointed out that as it is the Industry Trustees making this challenge the Policy must remain in place until the third party makes a decision in the case, as there is no proof that it was cancelled by mutual agreement.

**We will advise the members of the Plan Manager's response as soon as we hear from the Union Trustees.** In any event, WFP's action will not shake our members resolve for a good and fair contract; one that is without concessions and is respectful of the hard work our members perform and in line with the wealth they create for their employers.

#### Mediation Update

The Local Union continues to work with both Vince Ready and his associate Amanda Rogers on a revised proposal. Unfortunately, it is a slow process due to the concessionary roadblocks WFP has put in place.

It is abundantly clear that WFP is in no hurry and wants a drawn-out process. They seem to believe our members' strength will weaken in time. This is a serious miscalculation by the Company. Their concessions and their actions in attacking workers benefits, attacking their Union with litigation and their overall arrogant attitude in labour relations and in bargaining, will not weaken our members. Their actions do nothing but weaken the Company's value, markets, share price, investor confidence, and bottom line.

Through all of this, USW Local 1-1937 remains committed to bargaining for the members' resolutions that we jointly set in the early months of this year. We deserve a good and fair contract and we will fight for it.

Our members resolve will overcome the mean spirited, unwarranted attacks by this anti-union employer. Those that came before us had many fights and had many struggles. This generations Union members are fighting against the same corporate greed and anti-union tactics that our Brothers and Sisters fought against in the decades before us. The membership's strength and solidarity on the picket lines has been outstanding since July 1st.

## **KEEP UP THE GOOD FIGHT - UNITED WE STAND**

### **Tell Management they are Not Welcome on the Picket Line**

Members have been advising the Local Union that some WFP management and some Contractor Management personnel, in some areas, have been dropping by picket lines with messages.

These tactics may seem harmless, but the overall goal is to seed messages in the minds of members. **Be wary of these tactics.**

In some cases, they will say the "*strike will be over soon*" in order to give false hope and undermine the members resolve if the strike continues on.

In other cases, they will say "*you should be at work and not on strike*" and "*the Union is holding things up*" or "*the Union is not telling you everything*" in order to sow division within the Union.

They may even try bargaining with members in order to determine where you are at on a particular issue. This is fishing for information. Please don't fall for it.

**Bottom line:** While some of them may be viewed as good people, be aware that they have a boss and the boss wants them to weaken your resolve. It's best if they are politely told they are not welcome at the Picket Line (or not so politely if they persist).

### **Labour Day Picnic Events**

**Please enjoy a Safe and Happy Labour Day on Monday, September 2<sup>nd</sup>.**

USW Local 1-1937 representatives will be at two fun events (Campbell River & Ladysmith). We hope to see you there with your family and friends. Please be safe and enjoy your Labour Day Weekend. On Vancouver Island, there are three Labour Day Picnics being held this year as organized by Vancouver Island Labour Councils.

Events are as follows:

**Campbell River, Courtenay & District Labour Council – Labour Day Event**

Merville Hall - 1245 Fenwick Road, Merville, BC Monday, September 2 from **12:00 noon - 3:00 pm**. Visit the USW Local 1-1937 table. Free BBQ, Entertainer Art Farquarson, bouncy castle, face painting, jugglers.

**Nanaimo, Duncan & District Labour Council – Labour Day Event**

Transfer Beach Ladysmith, BC – Picnic - Monday, September 2 from **11:00 am to 3:00 pm**. Free hotdogs, beverages, kids' activities and entertainment. Visit the USW Local 1-1937 table.

**Victoria Labour Council – Labour Day Event**

Front Lawn of the BC Legislature 501 Belleville Street, Victoria, BC Celebration live music, games, family fun. Monday, September 2 from **11:00 am to 2:00 pm**

**Solidarity Events (Coming Soon)**

The Local Union is in the process of organizing Solidarity Events in the coming weeks and months in order to bring members together in our fight back against Western Forest Products and their Anti-Union Agenda.

Events will include Rallies, BBQ's and other Social gatherings. More Information Coming Soon.



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