



# 2024 Forest Industry Bargaining

## USW LOCAL 1-1937 UPDATE

**2025 BARGAINING UPDATE #1 - MARCH 11, 2025**

### **BARGAINING WITH LA-KWA SA MUQW**

As you are aware, La-Kwa sa muqw Forestry LP (LKSM) has chosen to bargain independently from Western Forest Products. Your negotiating committee opened bargaining with LKSM on July 5<sup>th</sup>, 2024. At that time, the decision was made to conclude bargaining first with WFP to set the pattern for the coast. Since the ratification with WFP, we have been back to the table with LKSM three more times.

The first was February 11<sup>th</sup>, followed by a meeting on February 20<sup>th</sup>, 2025, where some advancements were made. We then met again yesterday, March 10<sup>th</sup>, 2025, and it became apparent LKSM had no intention of agreeing to some key issues, which were achieved at the WFP bargaining table.

It is extremely important that we, as a Union, maintain the pattern agreement reached with WFP and not allow other parties to erode our collective strength by undermining the coast forest industry pattern agreement.

LKSM's committee is holding firm on their proposals that would in fact erode the pattern agreement set between the USW and WFP. Among the many concessions they are seeking is to allow non-union contractors to do work that our members perform; the Union cannot allow this to happen.

LKSM is not only wanting to use NON-UNION contractors to harvest volumes, but they also propose to have Bill 13 contractor's harvest 5% above their entitlement and not trigger an Article XXV violation.

LKSM is insisting on continuing the practice for the hauling phase to work 11.5 hours at straight time rate. WFP has agreed that this shift can only be implemented if the Union agrees. This would be a concession from what was agreed upon with WFP, where voting the crew on any shift averaging over a 10-hour shift is now the standard. Your safety should come first, and working such a shift should be the crew's choice.

The USW and WFP agreed upon terms for negotiating a training agreement, but LKSM does not want to allow input from the crew on the agreement. Even more importantly, they are proposing to take away your seniority rights for training opportunities. Again, this would be a complete departure from what has been agreed upon and the coastal standard and something we are certain our members would not accept.

These issues strike at the core of the Union's beliefs and the job security of membership and will not be tolerated.

Rather than work with the Union to achieve a long-term agreement in these uncertain times, and provide the stability the coastal forest industry needs, it appears LKSM does not want you to have the same rights as members do in all other WFP operations. Always keeping in mind that WFP is the significant majority owner of the operation and has a representative at the bargaining table.

Your Union will continue to ensure that all licensees and contractors have level terms, costs, and conditions for working in our coastal forests.

As all issues have now been bargained, we will be reaching out to USW members working at LKSM to set crew meetings where we can discuss these and other issues and get direction from the crew on next steps, so please make sure you attend.

In Solidarity,

Your Bargaining Committee



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Issued on behalf of your Bargaining Committee Members, Brian Butler – President, Richard Arnason – 1<sup>st</sup> Vice President, Jason Cox – 3<sup>rd</sup> Vice President, Nolan Paquette – 4<sup>th</sup> Vice President.

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