



2025 Forest Industry Bargaining

USW LOCAL 1-1937 UPDATE

2025 BARGAINING UPDATE #15 – November 6, 2025

LA-KWA SA MUQW STRIKE UPDATE

On November 5, 2025, the company issued another “Employee Update”, which continued their pattern of misinformation and distortion.

LKSM APPLICATION TO THE BC LABOUR RELATIONS BOARD

Although LKSM’s update acknowledges their illegal strike application was dismissed, it attempts to frame that as a mere technicality and ignores the well-established law and labour relations requirement to file an illegal strike application as soon as the strike commences, not after 3.5 months! Their statement that they chose to prioritize direct negotiations over legal action when no dates to negotiate were scheduled demonstrates their complete lack of understanding of the outstanding issues. LKSM knew long before the strike started that the Union would not agree to give up our Union Security language or accept their attempt to divert other important issues, such as shifting, from the bargaining table.

Their bad-faith bargaining complaint is going to a hearing starting November 17th. We remain confident in our ability to succeed in this case.

The company’s suggestion that *“At the centre of this complaint is the Union’s demand that First Nations contractors automatically recognize the Union without following standard BC Labour Code certification procedures,”* is false and misleading. The Union’s bargaining proposal states, *“That the Commitment Letter be revised and made into a Letter of Understanding (as attached).”* The Union’s attached Letter of Understanding language simply seeks to renew the existing Union Shop language. The Union never discussed nor tabled any language singling out First Nations contractors. We simply want to renew the existing Union Shop language, which ensures bargaining unit work remains Union work.

The company wants to make this issue a Union vs. First Nations matter, when we have stated all along our fight is not with First Nations, but with a company that wants to contract out bargaining unit work to non-union contractors. Just because the company has First Nations investors does not change the fact that we are bargaining with the company.

For the last 15 years, the company has committed to the Union Shop language in this operation and in all other WFP operations. When bargaining commenced on July 5th, 2024, the Parties tabled their proposals, and both acknowledged that the commitment to a Union Shop was in place.

Although LKSM repeatedly states there is only one outstanding issue remaining, they finally noted that, *“Other union proposals remain under discussion and can be resolved once the core rights are addressed.”*

In fact, twenty-one (21) other proposals remain outstanding, and based on the company's statements during bargaining, it is misleading for them to suggest they will all be easily resolved.

A decision by the BC LRB on the company's Section 11 complaint will not be issued until after the hearing for the common employer application is completed.

COMMON EMPLOYER APPLICATION

The Union seeks a declaration that LKSM and Western Forest Products are a single employer. The Union believes they are so closely aligned that they are one company, the purpose of the Labour Code.

The Union's application requested numerous documents required to demonstrate its common direction or control. To date, none have been produced.

We look forward to receiving the Limited Partnership agreements to see how their report of a loss of control in decision-making lines up with their report that the sale of a 34% ownership interest "*...did not result in a loss of control.*", as written in their investor report.

The hearing of the common employer application is scheduled for the week of January 12, 2026.

We are seeking declarations that LKSM is a common employer with WFP, and the USW/WFP Collective Agreement is applicable to this operation. If we are successful, this needless strike, caused by the company, should end.

COMPANY MISINFORMATION PUSHES FOR DIVISION BETWEEN WORKERS AND NATIONS

The company states they have been consistent from the beginning in their "Employee Updates." The only thing we find consistent is the misinformation they provide and the constant push to make their actions, their proposals, and their litigation a fight between the Union and the First Nations, when the fight is between a company and a union.

The USW rejects and condemns the company's narrative that workers maintaining Union Security language is a Union vs. First Nations issue. It is, and will remain, a bargaining issue between the company and the Union. We view this as an attempt by the company to achieve what WFP failed to gain in bargaining in 2019. For the company to continue pushing this false narrative to gain concessions, which they would spread throughout the industry at their first opportunity, is outrageous and needs to stop.

In Solidarity,
Your Bargaining Committee



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

USW Local 1-1937 Offices: Duncan, Port Alberni, Courtenay, Port McNeill, and Burnaby

Website: www.usw1-1937.ca

|

Facebook: [usw1-1937](https://www.facebook.com/usw1-1937)

BB/pb
BCUWU