

# **Tentative Agreement**

**Between**

**USW Local 1-1937 (“the Union”)**

**And**

**Island Timberlands Northwest Bay Operation (“the Company”)**

**(Collectively “the Parties”)**

The parties agree to the following terms for the renewal of the 2020-2025 Collective Agreement:

Both parties agree to recommend acceptance of these terms to their respective party.

## **USW Proposal No. 2**

### **New Language Added in Section 3: Meetings:**

The Parties agree that it is mutually beneficial to resolve issues for the benefit of positive labour relations. The Parties agree to work cooperatively to resolve grievances at the earliest possible stage.

All grievance meetings will be held at a time that is mutually agreed upon. The Company will pay one designated Shop Committee member for their attendance at Grievance meetings. If meetings are held with the Company outside of the designated union representative’s scheduled working hours, that one union representative shall be paid for up to two hours of overtime for the time attending the meeting, up to a maximum of twenty-four (24) hours of overtime per calendar year per operation, prorated for the balance of 2025 based on contract ratification date.

Where the Company requests or accepts a meeting with the Shop Committee, the Company will pay straight-time rates, not exceeding two (2) hours, at the appropriate rate of pay to all Committee members for the actual time spent in attending Shop Committee meetings outside of working hours, effective upon ratification.

## **USW Proposal No. 3**

### **ARTICLE XXI Section 2– HUMAN RIGHTS AND HARASSMENT**

#### **New Language Added in Section 3: Harassment & Bullying**

- (e) The Employer shall notify the Local Union as soon as possible following a Human Resource Representative's receipt of a complaint involving a bargaining unit employee.
- (f) A bargaining unit respondent (the "BU Respondent") shall be advised of the allegations made against them, in writing, at the commencement of the BU Respondent's interview and prior to the Investigator asking any questions of the BU Respondent. The Union and BU Respondent may immediately caucus to review the allegations but will not unduly delay the BU Respondent's investigation interview.
- (g) The BU Respondent shall have the opportunity to fully respond to the allegations made against them in person at the investigation interview(s). In addition, following the in-person interview(s), the BU Respondent shall have the opportunity to provide any further response to the allegations in writing along with any additional documentation they wish to provide in response to the allegations.
- (h) The Employer will put to BU Respondents and bargaining unit complainants (the "BU Complainants") any material inconsistencies or conflicts in information provided by excluded respondents, complainants, or witnesses during an investigation interview(s).
- (i) Subject to the Employer's privacy obligations, the Employer shall provide the opportunity to BU Complainants and BU Respondents to view relevant video surveillance evidence during their investigation interview where it is necessary to do so for the investigation being conducted.
- (j) Subject to the Employer's privacy obligations and consistent with the OHSR, at the conclusion of the investigation, the BU Complainant, BU Respondent and Union shall be provided an outcome letter. The outcome letter shall include the following:
  - i. an outline of the allegations;
  - ii. which allegations, if any, were factually substantiated;
  - iii. whether the complainant's evidence was accepted;
  - iv. whether the allegations, if substantiated, breach the Policy;
  - v. the number of witnesses interviewed and whether the witnesses are excluded or bargaining unit employees; and
  - vi. whether the evidence of the complainant, respondent and/or witnesses was preferred.

- (k) Any bargaining unit employee may request the Union's assistance in drafting or amending a complaint filed under the Policy to ensure it contains all necessary information. If a bargaining unit employee verbally reports the complaint, the bargaining unit employee may have the Union present during the reporting of the complaint. A bargaining unit employee's election to have the Union present will not unnecessarily delay the reporting of a complaint(s).
- (l) Subject to any bargaining unit employee requesting the Union to not be present, the Union shall be present to observe and represent bargaining unit employees in any investigation interviews conducted under the Policy and the Article involving bargaining unit employees as complainant, respondent, or witness (the "Bargaining Employee Interviews"). The Union may caucus with a BU Respondent or BU Complainant at any time during the Bargaining Employee Interviews. The Union's caucus will not unduly delay the investigation process.
- (m) The Union shall have the right to ask additional questions at the end of the Bargaining Employee Interviews (the "Additional Questions"). Prior to asking the Additional Questions, the Union and the Investigator shall caucus so the Union may inform the Investigator of the nature of the Additional Questions.
- (n) In the event an excluded employee is interviewed as a witness during an investigation under the Policy and Article involving a BU Respondent or BU Complainant, the Employer shall provide the Union with a written witness statement prior to conclusion of the investigation, which includes the factual information received by the Investigator during the witness interview. Absent the consent of the excluded employee, the witness statement shall not include any of the excluded employee's personal information as contemplated under the Personal Information Protection Act, SBC 2003 c. 63 ("PIPA"). The Union may ask additional questions of and/or seek clarification from the Investigator with respect to the information in the witness statement.

#### **USW Proposal No. 4**

#### **ARTICLE III – UNION SECURITY**

#### **New Language Added in Section 5: Contractors:**

(a)

##### **Me-Too Agreements**

The Company agrees that all USW-certified contractors working for the Company shall be bound by a Me Too (Island Timberlands) agreement with the Union with the following exception:

- (i) Indigenous Contractors which shall be defined as contractor companies with a minimum of fifty-one percent (51%) indigenous ownership.

## **USW Proposal No. 5**

### **Language Revised in Section 5: Contractors (b):**

All USW-certified contractors in logging operations shall not subcontract out any part of their work to non-USW Local 1-1937 contractors. (See Supplement No. 6)

## **USW Proposal No. 6**

### **ARTICLE V – HOURS OF WORK**

#### **Section 2: Alternate Shift Scheduling**

The Company will accept the Unions proposal as per WFP language changes regarding Split Shifts in logging and alt shifts averaging over 10 hours.

## **USW Proposal No. 7**

### **ARTICLE VII – APPRENTICESHIP**

#### **New Section 4: (current Section 4 and following sections to be renumbered)**

The Company will pay a per diem of \$175/day for apprentices effective upon ratification and increased to \$200/day effective June 15, 2027, up to a maximum of \$5,000/calendar year (“the Apprenticeship Per Diem”) The Apprenticeship Per Diem is to support costs associated with the educational component of the apprenticeship, including tuition, room and board, food, and travel, of which the meal portion will align with what Canada Revenue Agency considers reasonable. In addition, the Company will reimburse for one return trip of mileage, including ferry fee, where applicable, eligible mileage will be reimbursed on a per kilometer basis, as set by Canada Revenue Agency (“the Return Trip Reimbursement”).

## **USW Proposal No. 8**

### **ARTICLE VIII – WAGES**

#### **Section 1: Rates**

The following 5-year agreement with compounding annual wage increases, respectively of:

Effective June 15, 2025, the wages of all hourly rated employees will be increased by three percent (3%).

Effective June 15, 2026, the wages of all hourly rated employees will be increased by three (3%).

Effective June 15, 2027, the wages of all hourly rated employees will be increased by three (3%).

Effective June 15, 2028, the wages of all hourly rated employees will be increased by three percent (3%).

Effective June 15, 2029, the wages of all hourly rated employees will be increased by the greater of three percent (3%) or CPI (Victoria, all items for the year ending 2029).

## **USW Proposal No. 9**

### **Section 7: Standard Logging Wage Scale**

Landing Bucker – increase all Group 11 Landing Buckers to Group 13, effective June 15, 2024.

## **USW Proposal No. 10**

### **Log Truck Driver Premiums:**

Self-Load Trailer – Truck Rate + \$0.20

Preload – Truck Rate + \$0.20

Tri-Axle Trailers – Truck Rate + \$0.20

Pup Trailer – Truck Rate +\$0.40

Low Bed – Truck Rate +\$0.40

Self-Load Logs – Truck Rate + \$.40

**Replace Chargehand Language:** Chargehands – Occupational Rate + 15% premium for all hours worked and that where past practice is identified where an individual is receiving more than their premium, that person shall be grandfathered, effective June 15, 2024.

Increase the premium for **Drillers and Powder Person** (with valid ticket): Operational rate + \$0.50/hour, effective June 15, 2024.

**Tethered Equipment:** Pay employees a \$5.00 premium for all hours worked while specifically operating equipment on the tether, effective upon ratification. “No downs” provision for any current operator being compensated at a higher rate, upon ratification.

**First Aid Ticket Premium – Advanced Level Certificate**

Increase premium for Advanced level First Aid certificates: occupational Rate + \$1.50/hour, effective June 15, 2024.

**First Aid Ticket Premiums – Designated Duty First Aid Attendants**

Increase premium for designated duty Advanced level First Aid Attendant: occupational Rate + \$2.00/hour, effective June 15, 2024.

**USW Proposal No. 11**

**ARTICLE X – STATUTORY HOLIDAYS AND FLOATING HOLIDAYS**

**Language Revised to Section 1: Logging Operation:**

- a. All employees in logging operations who work on New Year’s Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, **National Day for Truth and Reconciliation**, Thanksgiving Day, Remembrance Day and Christmas Day will be paid rate and one-half for all hours so worked except as provided for in Article V – Hours of Work, Section 1(b) or Section (2) (b) B.

**USW Proposal No. 12**

**ARTICLE XIV – HEALTH & WELFARE**

**Section 2: Insurance Coverage ©:**

Weekly indemnity will remain at Employment Insurance (EI) weekly rate plus \$300.00.

**Section 3 & 5: Medical Coverage & Dental Plan – Note:**

All benefit improvements made between the USW and WFP as per Article XVII Sections 2,3,5 of the USW/WFP agreement already in effect and effective at later dates.

**New Language Added in Section 1: Medical Notes:**

The Company may request medical documentation for the purposes of obtaining medical clearance and updates on an employee’s medical condition(s)/illness(es). For the purposes of substantiating an employee’s leave, the Company may only request a medical note or certificate for an absence longer than three (3) consecutive days, unless the employee is required to provide medical notes as part of an investigation or problematic absenteeism.

## **USW Proposal No. 13**

### **ARTICLE XII – CALL TIME**

#### **New Language Added in Section 1: Where No Work:**

Any employee who is called for work or who reports for work as scheduled and finds no work available shall be paid two (2) hours' pay at his regular rate. This shall not apply if the Company gives sufficient notice of cancelling work. For this purpose, the Company shall give at least one and a half (1.5) hours of notice cancelling work before their scheduled start time or marshalling time.

## **USW Proposal No. 14**

### **ARTICLE XVI – SENIORITY**

#### **New Language Added in Section 2: Reduction & Recall of Forces:**

1. In cases of temporary curtailment for market conditions, the Company will provide 10 calendar days of notice to employees.
2. For employees that are actively working and where insufficient notice is given as per 1 above, employees shall be compensated at their regular job rate of pay for days missed of their regular work schedule. For clarity, the provision shall not apply to employees who are already on layoff.
3. Notice will be provided through an email to the USW Business Agent. In addition, operations will hold either a crew talk or post a memo on site.

## **USW Proposal No. 15**

#### **Section 6: Probationary Period:**

The probationary period will be reduced to forty-five (45) working days.

## **USW Proposal No. 16**

### **ARTICLE XVII – LEAVE OF ABSENCE**

#### **New Language Added in Section 1: Injury or Illness:**

At the earlier of the successful completion of the probationary period or ninety (90) consecutive days of employment with the Company, an employee, for personal illness or injury, is entitled in each calendar year to paid leave for up to five (5) paid sick days.

## **USW Proposal No. 17**

### **Change of Title to Section 5: to “Compassionate and Cultural Leave”:**

#### **Language Revised in First Paragraph:**

The Company will grant leave of absence up to a maximum of six (6) months without pay to employees for compassionate reasons or cultural reasons, or for training or extended vacation purposes, conditional on the following terms.

#### **Language Revised in Subsection (c):**

That the Company shall grant such leave where a bona fide reason is advanced by the applicant, or may postpone leave for cultural, educational, or training purposes where a suitable replacement is not available.

#### Language Revised in Article XIV – Health and Welfare

#### Section 4: General Principles

(h) Weekly Indemnity coverage will be eliminated for an employee on an extended leave of absence under Article XVII – Leave of Absence, Section 5: Compassionate and Cultural Leave, provided however that such employee is eligible for Weekly Indemnity coverage on the agreed-upon day of return to work. In order to qualify for this coverage the employee must have returned to his place of residence in British Columbia unless his disability required him to be hospitalized and satisfies the requirements of the claims adjudication carrier. In the case of a compassionate appeal dealing with disability incurred during an extended leave of absence, the Trustees have the right to review certain circumstances.

(i) Employees on extended leave of absence under Article XVII – Leave of Absence, Section 5: Compassionate and Cultural Leave will pay their own premiums for the Medical Services Plan, Extended Health Benefit and Dental Plan, while the premiums for Group Life Insurance and Accidental Death and Dismemberment Insurance will be paid of the employer during such extended leave of absence.

## **USW Proposal No. 18**

### **Language Revised in Section 6: Bereavement Leave (a) and (b)**

- a. When death occurs to a regular full-time employee’s child, parent or spouse, the employee will be granted an appropriate leave for which they shall be compensated at their regular straight-time hourly rate of pay for their regular work

schedule for a maximum of five (5) days. This includes Stepchildren and Stepparents, effective upon ratification.

- b. When death occurs to a regular full-time employee's brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughters-in-law, grandparents, grandparents-in-law and grandchildren, employees shall be compensated at their regular straight-time hourly rate of pay for their regular work schedule for a maximum of three (3) days.

## **USW Proposal No. 19**

### **ARTICLE XVIII – SAFETY EQUIPMENT**

The Safety Boot Reimbursement be increased to \$200.00 upon ratification.

Utilizing the WFP language increases as per Article XXIII (f) Increase to the caulk boot allowance to \$175 effective upon ratification and to \$200 effective June 15, 2027. For those wearing caulk boots regularly the allowance shall be \$325 effective upon ratification and further increased to \$400 effective June 15, 2027.

## **USW Proposal No. 20**

### **ARTICLE XXVIII – SEVERANCE PAY FOR PERMANENT PARTIAL CLOSURES (NEW)**

- (a) A permanent partial closure in logging occurs when a logging operation or phase has not operated for a period of twenty-four (24) months. The phases of a logging operation are defined as production, maintenance, road construction and road maintenance, booming and sorting, and cookhouse and bunkhouse.
- (b) In the event a permanent partial closure is declared by the Company, or the facility has not operated for a period of twenty-four (24) months the employees who were employees of record at the commencement of the closure are entitled to severance pay. Severance pay is calculated on the basis of the employee's seniority at the date of the layoff, not the date of the permanent partial closure.
- (c) Employees who are terminated by the Company because of a permanent partial closure shall be entitled to severance pay equal to ten (10) days for each year of continuous service and thereafter in increments of completed months of service with the Company. A day's pay shall continue to include daily overtime or other premiums or add-ons as in the past, as applicable. However, where alternate shifts are in effect (e.g. 10-hour or 12-hour shifts) under Article V, Section 2 and Supplement No. 1, the severance pay available shall not exceed the maximum severance pay based on an eight-hour shift equivalent.

- (d) Severance pay is not payable where a part of a logging operation is relocated, and the employees involved are not required to relocate their place of residence and are not terminated by the Company.
- (e) Severance pay is not payable if an employee affected by a permanent partial closure is offered a position within the same operation of the Company.
- (f) The application of this Article becomes effective upon ratification of the 2025 Collective Agreement. There is no retroactivity of application of this Article affecting events occurring prior to ratification.

## **USW Proposal No. 21**

### **ARTICLE XXV**

- a. Add the following new Umpires – Vince Ready, Ken Saunders, Jacquie de Aguayo, and Michael Fleming to replace McPhillips, Bell, and Rogers.

(h) Delete

## **USW Proposal No. 22**

### **ARTICLE XXXII – DURATION OF AGREEMENT**

5 years (June 15, 2025 to June 15, 2030)

## **USW Proposal No. 23**

### **SUPPLEMENT No. 1 – ALTERNATE SHIFT SCHEDULING**

The USW Proposes to modify the language as per proposal 6 above.

## **USW Proposal No. 24**

### **SUPPLEMENT No. 3 - WOODLANDS LETTER OF UNDERSTANDING**

The parties agree to the following enhanced consultation language where the Company decides to utilize Supplement No. 3.

#### **Enhanced Consultation**

The Company will provide and review with the Union a shortlist of contractors that will participate in the bid process. The Union will have 10 business days to respond in writing with feedback on the shortlisted contractors and to provide the names of any contractors that the Company should invite to bid.

#### **Enhanced Protections**

The parties agree to revise Article III Section 5 notice period from 90 days to 60 days.

## **USW Proposal No. 25**

### **SUPPLEMENT No. 4 - PARTIAL CLOSURES IN LOGGING**

The USW Proposes to delete Supplement No. 4

## **USW Proposal No. 26**

### **SUPPLEMENT No. 7 - SELECTION OF APPRENTICE PROCEDURE**

- Under Supplement No. 7, Section 11 (e), revise the word “may” to “shall”.
- Remove all references to the Wonderlic Test from the Collective Agreement.

## **USW Proposal No. 27**

### **SUPPLEMENT No. 8 – ALCOHOL & DRUG POLICY CONDITIONS**

#### **New Language Added:**

The Company agrees that it will not conduct post-incident testing for minor incidents.

The parties agree that if an employee tests at or above 10 nanograms per milliliter of Delta-9-tetrahydrocannabinol (THC (cannabis)) in oral fluid screening, the test shall be considered presumptive-positive for drugs (other than alcohol) and shall result in further testing of a sample at an accredited laboratory.

The Company shall move toward the use of trained employees and portable test equipment (such as the Drager Drug Test system) to pre-screen for drugs or alcohol in reasonable cause and post-incident test situations.

Any subsequent testing after a presumptive positive test must be performed by an accredited organization.

The parties agree that, after a positive alcohol test or a confirmed positive drug test, an employee will undergo an evaluation by a Substance Abuse Professional (SAP). If the SAP determines that the employee has a Substance Use Disorder, the employee will follow the treatment recommendations of the SAP. If this is the first time the employee has tested positive, and if the SAP determines that the employee does not have a Substance Use Disorder, in the case of a confirmed positive THC-only test, the employee will be required to undergo a successful return to work test.

## **USW Proposal No. 30**

### **HEALTH & WELFARE BENEFITS**

Island Timberlands agrees to abide by the outcome of the following process:

**LETTER OF UNDERSTANDING**  
BETWEEN  
**UNITED STEELWORKERS LOCAL 1-1937** (the “Union”)  
AND  
**WESTERN FOREST PRODUCTS INC.** (the “Company”)

#### **Re: Health & Welfare Governance Review Process**

The parties agree that it is a matter of good governance to periodically go to market to ensure that Health & Welfare plans are competitive, cost-effective, follow good governance, and meet best management practices for the benefit of the Plan Sponsor, participants and the financial sustainability of the plan.

The Parties therefore agree to facilitate a comprehensive Health & Welfare review within 12 months of the date of ratification. The review will include both the trusted and non-trusted benefits outlined in the collective agreement, including the plan sponsor(s), agent(s) of record, plan provider(s) and trustee structure, as applicable.

For the trusted benefits, the Parties agree to have WE Consulting & Benefit Services Ltd. (“WE Benefits”) conduct a study at no cost to the Company. The purpose of this study is to ensure the trusted benefits continue to meet the needs of the Parties.

For the non-trusted benefits, the Company agrees to have WE Benefits conduct a study at no cost to the Company. For the purposes of the study, the Company agrees to facilitate access to its data from Forest Industrial Relations Limited (FIR). The results of the study will be shared with the Company’s agent of record and the USW. If requested by the Company, WE Benefits will agree to set up an ethical wall. This request will not preclude the Company’s commitment to share the full information from the study with the USW.

#### **After the Trusted Study**

If, following the review process, the Parties agree to move away from FIR for the trusted benefits provided in Article XVII, Sections 1 and 2, the Parties agree to amend the Collective Agreement to allow for an orderly transition from FIR.

#### **After the Non-Trusted Study**

If, following the review process, the Company decides to move away from FIR as the Plan Sponsor for the non-trusted benefits provided in Article XVII, Sections 3 and 5, the Company will invite the union to appoint a benefit representative to participate in any market study and plan design review. Options for moving away from the non-trusted plan may include, but are not limited to, a Company-sponsored plan, a Union-sponsored

plan, or a trustee arrangement. Nothing in this agreement changes the collective agreement for sections 3 and 5.

If a Union-sponsored trust is agreed upon, the Parties agree that a Company-appointed trustee shall be appointed by the Company. If a Joint Sponsored Trust is agreed upon, the Trust shall be jointly and equally trustee, with each Party appointing its respective trustees. If the Company chooses a Company-sponsored plan, the Company agrees to regularly include a USW benefit representative in plan reviews and annual renewals.

**Benefit Protection**

The Company agrees that in all cases, benefits will not be reduced at any time unless mutually agreed between the parties. In the event that those changes would require a change to the Collective Agreement, the parties agree to amend the Collective Agreement as needed.

If the Company chooses a Company-sponsored plan, subject to privacy compliance, the Company agrees to annually provide the Union:

- A comprehensive summary of the providers and any amendments;
- Comprehensive details of any and all annual renewals;
- Aggregate utilization data for all levels of benefit coverage, including number of submitted and approved claims; and
- Aggregate costs incurred for each benefit type.

**USW Proposal No.32**

**ADMINISTRATION NOTES TO COLLECTIVE AGREEMENT**

Revise the administrative notes by deleting point 2 and add the following:

It is understood and agreed by both parties to this Collective Agreement, that the replacement of references to “camp” or “Camp” with “operation” or “Operation” is a housekeeping change only. It is not intended to, and does not, add, eliminate, change or otherwise modify any rights, obligations or entitlements under the Collective Agreement. It is further understood and agreed that in the event the Company starts up a logging camp, the parties will meet to discuss what, if any, references to “camp” need to be reintroduced to this agreement.

Signed this \_\_\_\_ day of March 2026.

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\_\_\_\_\_

For the Union

BB/jm  
BCUWU

\_\_\_\_\_  
\_\_\_\_\_

For the Company