FALL EDITION OCTOBER 2026

SOLIDARITY NEWS

OFFICIAL PUBLICATION USW LOCAL 1-1937

FEATURING
DEAN TAIT
FROM FIRE CHIEF,
TO
CHIEF STEWARD
ALWAYS PUTTING
OUT FIRES

LOCAL 1-1937 NEWS & UPDATES

Welcome to the October edition of USW Local 1-1937 Solidarity News. As we move through the year, our Local continues to achieve important milestones and support our members in meaningful ways. We are pleased to share the latest news, updates, and highlights from across our membership.

UNITED STEELWORKERS
USW
UNITY AND STRENGTH FOR WORKERS
LOCAL 1-1937

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EFAP

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM

DUNCAN	250-746-6900
NANAIMO	250-754-8222
PORT ALBERNI	250-723-7001
POWELL RIVER	604-485-2800
LOWER MAINLAND & VICTORIA	1-877-746-6911
CAMPBELL RIVER, COMOX VALLEY & NORTH ISLAND	1-866-789-2266

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PRESIDENTS REPORT BY BRIAN BUTLER

FOREST INDUSTRY'S CRITICAL SITUATION REQUIRES ALL STAKEHOLDERS' INVOLVEMENT

While there is some positive news in the continued softwood lumber dispute, with the effective combined 45% average softwood lumber duty reducing by an average 10% on Oct 1, 2026, it remains too high as the industry continues to face uncertainty in harvesting permits in TFLs, Forest Licenses and BC Timber Sales. The situation the forest industry finds itself in, is a very difficult one. Collectively, however, industry stakeholders need to focus on what we can influence or change.

As of writing, over (8) billion dollars is being held at the Canada/US border since the last softwood lumber agreement expired.

In recent years, our Local and its members, like many other Union Locals and other Unions, have had to endure permanently closed operations. In Local 1-1937, post-COVID, we have permanently lost WFP APD Sawmill (Alberni), and we have had the Coulson Sawmill (Alberni), Skeena Sawmill (Terrace), WFP CSD Sawmill (Chemainus), and now WFP Cowichan Bay Sawmill indefinitely curtailed.

We have also had a significant number of other operations that have reduced shifts and workforces. On the logging side, as harvest volumes have significantly reduced, so have the crews that harvest them.
Collectively, this is a huge challenge and hardship for members and their families.

We also continue to be governed by a ridiculous system that allows government to strip away undercut volumes from our members when the operation they work in, through no fault of its own, fails to harvest its annual allowable cut over a five-year cut control period. As has been reported before, when government strips an operation of the uncut volume, it is almost routinely given to an entity that harvests the volume with as non-union contractor.

This has a significant impact on our members, yet the forest ministry has failed to address this longstanding problem. As a Local Union, we continue to call on government to enact protections for workers and the industry by establishing a Job Protection Commissioner. Such a commissioner could be appointed when businesses face severe challenges and, by bringing all stakeholders together, help identify and implement the best path forward for operations facing closure.

The Local Union continues to seek legislated changes to recognize successorship for workers and their collective agreements when government grants tenure transfers. Workers deserve this protection and the provincial government needs to step up and demonstrate a commitment to workers in this regard.
As this crisis deepens, it is our view that all stakeholders must work collaboratively to find a sustainable and viable path forward.

It is also clear that we need to get wood moving again, and that will require action from the Government of British Columbia. A recent letter signed by the USW Wood Council and 13 other industry organizations urges government to take action that keeps people working rather than training them to leave the industry.

The letter calls on government to:

- **Act before further closures occur, noting that rebuilding lost capacity will be extraordinarily difficult.**
- **Retain skilled workers within the industry.**
- **Ensure stable and predictable access to economically viable timber.**
- **Move beyond studies and long-term planning and take immediate action.**
- **Prioritize keeping British Columbians working.**
- **Recognize that British Columbia already has the timber supply, skilled workforce, logging and manufacturing capacity, and technology required to succeed.**

With only 29 million cubic metres harvested last year from an estimated available supply of 60 million cubic metres, it should not be difficult to return to the government's stated target of 45 million cubic metres annually.

Government finances continue to face significant challenges, as reflected in the provincial deficit. A viable and sustainable forest industry remains a key part of the solution.

There is some reason for optimism. Recent pressure on government appears to have prompted renewed consideration of our long-standing call to reinstate a Job Protection Commissioner. Recent announcements regarding the Howe Sound Pulp and Paper Mill suggest that government may finally be recognizing the urgent need to protect jobs.

Government has also begun exploring the creation of a **Working Forest**, a concept your Union has advocated for, for more than a decade. Although, it remains unclear whether the government's vision will align with ours, which is to protect currently harvested forests from further deferrals and loss of access. We look forward to participating in the consultation process to help ensure that a true Working Forest can become a reality. What it cannot become, is simply another ecosystem-based forest management framework that makes it uneconomic to harvest.

NEW FACES – SAME STRONG LOCAL UNION

As many members may have noticed, there have been significant changes among the Local Union staff over the past two years.

With four Officers retiring within a one-year period between January 2025 and January 2026, new Business Agents have been hired to carry on the important work and uphold the high

Shown left to right; Glen Cheetham, Chris Cinkant, Richard Arnason, Rick Nelson, & Brian Butler

standards of representation our membership expects and deserves.

While more than eight decades of combined experience left the organization with the retirements of Brothers **Rick Nelson, Chris Cinkant, Richard Arnason, and Glen Cheetham,** the enthusiasm, dedication, and quick learning demonstrated by our new Business Agents have helped make the transition much easier to manage. On behalf of the membership, I once again thank these brothers for their decades of outstanding service and unwavering commitment to both the Local Union and our members.

Mike Redman (Duncan) and Adam Gosselin (Vancouver) joined the Local Union at the beginning of 2025 and have both done an excellent job. However, Mike has decided to return to his position at the WFP Duke Point Sawmill effective October 5, 2026. To fill that role, I have appointed Keary Henning, Executive Board Member and Chairperson at WFP Cowichan Bay Division, to assume those duties. We wish Brother Redman all the best as he returns to the workplace, and we sincerely thank him for his service to the Local Union over the past year and a half.

In July, the Local Union hired Jordan Green, an electrician by trade, who previously worked at the WFP Chemainus Sawmill and later at the WFP Value Added operation. Brother Green is now working out of the Duncan office.

The Local Union also hired Tyler Stromquist as a Business Agent in late August. Brother Stromquist will be based out of the Courtenay office. Tyler comes from TPH Contracting and has served as an Executive Board Member, instructed union education courses, and worked as an Organizer for the Local Union for several years.

On behalf of the Local Union, I would like to formally welcome our newest Business Agents: Jordan Green, Tyler Stromquist, and Keary Henning.

The Local Union has also experienced changes within its senior leadership team. **Nolan Paquette has assumed the duties of Financial Secretary** following the departure of Dusty Palmer at the end of June.

I would also like to welcome the newest additions to our clerical staff in the Courtenay office. **Linda Macoomb** has joined us as Bookkeeper, and **Jennifer Lavoie** has been hired as an Administrative Assistant. Welcome, Linda and Jennifer.

Members who call or visit the Duncan office will also notice a new temporary Administrative Assistant. **Jackie** has joined the team to assist with data entry, holiday relief, and helping the Local catch up on administrative backlogs. Welcome, Jackie.

The Local also welcomes two new Trustees in 2026, as brothers **Dan Gabrielson** (WFP Saltair) and **Dean Tait** (Mount Waddington Regional District) were appointed by the Executive Board to fill vacancies.

All staff members will be working to implement our new membership software system, UNION365, which will significantly streamline the processing of dues remittances and check-offs. We anticipate rolling out the system with participating employers this fall and continuing implementation into next year.

In Solidarity -Brian Butler

STRIKE ASSESSMENT

As members know, the Local Union cancelled the strike assessment in February of this year following the successful conclusion of negotiations at both LKSM and Island Timberlands.

At that time, we asked for members' patience while we worked through the process of reimbursing unused strike assessment funds to those who contributed. Unfortunately, the refund process was delayed due to significant backlogs in membership data management and bookkeeping. These challenges arose during an extended transition period between an outgoing and incoming Bookkeeper, resulting in several months of administrative work falling behind.

With the hiring of a full-time Bookkeeper in late August, our immediate priority has been addressing these outstanding bookkeeping matters and restoring our systems to current status.

The Local Union will notify members by mass text message and email once reimbursements are ready to be issued.

We are currently projecting that strike assessment reimbursements will be distributed by the end of 2026.

If you have recently moved, please ensure that your current mailing address is provided to the office by contacting dunadmin@usw1-1937.ca.

THE PLAN OFFICE OF THE
IWA-FOREST INDUSTRY
PENSION & LTD PLANS

IWA FOREST INDUSTRY PENSION PLAN IMPROVEMENTS

Earlier this year, active and retired members of the IWA Forest Industry Pension Plan received welcome news regarding improvements to their pensions.

Effective **January 1, 2026**, the Plan approved pension increases that are retroactive to that date.

The improvements include:

- An across-the-board increase of **3.1%** to accrued pensions and pensions in pay for most members with credited service up to December 31, 2025.
- An increase in the targeted benefit rate from **$72 to $82 per month, per year of service** for most members with credited service earned between 2014 and 2021.
- An increase in the targeted benefit rate from **$85 to $100 per month, per year of service** for most members with credited service earned between 2022 and 2023.

Some members, particularly current retirees, have already received their retroactive pension increases. However, with many thousands of active and retired members participating in the Plan, processing these improvements will take time.

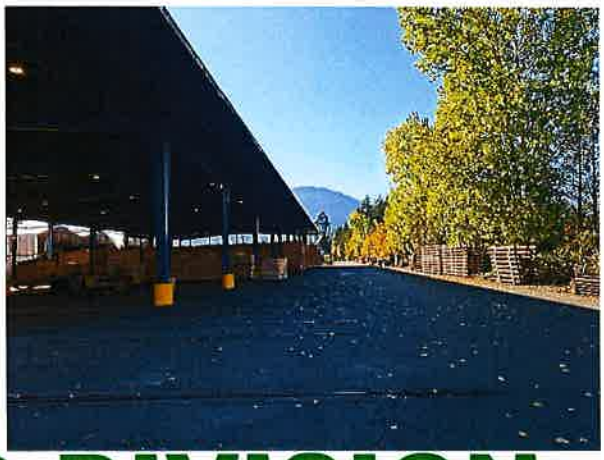
As a result, it may take several months before some members see the increase reflected in their pension statements. Members are encouraged to review future statements carefully to ensure the adjustments have been applied. These improvements are positive news for both active and retired members and reflect the continued strength and stability of the Plan.

WFP VALUE ADDED DIVISION WORKERS JOIN USW

Forty-six workers at the Western Forest Products Value Added Division joined our Union in May of this year, and I would like to issue them a belated welcome to our Union on behalf of the membership.

The workers back in 1994 were members of the then IWA Local 1-80, prior to joining the PPWC. It is clear from their current collective agreement that they did not keep pace with the rest of the industry in almost every category. We look forward to working with these members to address their needs, improve their contract and better represent them in the years to come. Western and the Province has invested significantly in the operation, with two continuous kilns and an additional thermal kiln being constructed on the site this year.

Currently the Local Union is engaged in a dialogue with Western to address the crews needs going forward.



VALUE ADDED DIVISION

MID ISLAND LOGGING REPORT BY JASON COX - FIRST VICE PRESIDENT

Leadership and Staff Changes

Since the last newsletter, several important changes have taken place. First Vice President Richard Arnason and Second Vice President Glen Cheetham have retired. We wish Richard and Glen long, healthy, and happy retirements.

I assumed most of Richard's South Island responsibilities and had the pleasure of reconnecting with members whom I would normally see at our ADM or a Local function.

The Local has also welcomed three new staff members:
- Jordan Green — Duncan office
- Keary Henning — Duncan office
- Tyler Stromquist — Courtenay office

To better serve the membership, duties have been reassigned among the Business Agents. Most of the operations I previously serviced have been reassigned to Jordan, Tyler, and Keary.

Operations I Will Continue to Service

I will continue to represent members at the following operations:

- La-kwa sa muqw Forestry Limited Partnership, formerly WFP Mid-Island

- Island Timberlands' Northwest Bay operation

- Kwest Harvesting and Strongback Timber, the two woodland contractors in the Courtenay–Campbell River area

- The Powell River area, formerly TFL 39 Block 1, and the contractors associated with that work area

TFL 39 Block 1 Sold to Tla'amin First Nation

On February 19th, Tla'amin First Nation announced the reacquisition of TFL 39 Block 1 from Western Forest Products. The operation covers approximately 154,000 hectares and has an annual allowable cut of roughly 469,200 cubic metres.

A long-term fibre supply agreement will allow timber harvested from the tenure to be sold to Western Forest Products in support of its coastal manufacturing operations.

Grievances and Seniority

Apart from working through a couple of termination grievances, I have primarily been dealing with seniority grievances and questions about how seniority language should be interpreted. Many employers operate both union and non-union companies, a structure commonly described as "double-breasted." During slow periods, when layoffs occur, a member may accept the layoff or use their seniority to obtain another job within the company, provided they have the necessary seniority and competence.

Increasingly, however, companies are moving workers between their union and non-union operations even when no layoff is taking place, simply because the arrangement is more convenient for the employer.

Protecting Your Seniority

Moving between companies outside a layoff situation may be treated as abandoning your posted job. If that happens, a worker with less seniority may have grounds to move up the seniority list into the position you left vacant.

Although agreeing to such a move may seem like a favour to the employer, it can put your own seniority at risk. The best practice is to remain in your posted position and allow the seniority system to function as intended: last person in, first person out.

La-kwa sa muqw Forestry Strike

February 23, 2026, marked the end of the 8½-month strike at La-kwa sa muqw Forestry. Crews returned to work within days of the agreement being ratified.

Mechanics and Dry Land Sort crews returned first to prepare the equipment and begin processing the significant volume of wood that had accumulated on the deck at the dryland sort. The company resumed full operations within a few weeks and has been going full out since that time.

Membership Support Made the Difference during The LKSM Strike

The crew could not have sustained the strike or secured the collective agreement we achieved without the combined support of the International Union and, critically, the unwavering support of Local 1-1937 members.

The membership's financial contributions helped make the difference between reaching a strong agreement and being forced to accept a substandard agreement that could have set a damaging precedent for other operations. Every member should be proud of helping fellow members and their families endure this fight.

Benefit Coverage During LKSM Strike

At the beginning of the strike, the company advised the Local that benefit coverage would be terminated unless we assumed the costs. By working with the plan carriers, the Local was able to reinstate modified coverage for members who chose to participate. Life insurance was a critical part of that coverage.

Sadly, two members from the operation passed away during the strike. Because coverage had been reinstated, their families were able to receive the life insurance benefit—a small measure of support during an incredibly difficult time.

Island Timberlands Bargaining

Bargaining with Island Timberlands has concluded, and crews have ratified their new collective agreement. The agreement closely follows the WFP pattern and includes important improvements to language concerning:

- Permanent Partial Closures
- Bullying and Harassment
- Drug and Alcohol provisions
- Weekly Indemnity, EI Max plus $300
- Contract term modified to line up with WFP agreement.

Kwest Harvesting and Strongback Timber

Kwest Harvesting and Strongback Timber, the two woodland contractors for TimberWest in the Oyster River operation, experienced an overall reduction in harvest levels for the new five-year period.

As a result, some workers transferred to the other contractor where their seniority could provide more consistent, year-round work. Unfortunately, a few crew members were laid off because of the reduced volume.

Preferential Hiring Rights
Under the new agreement, laid-off members have preferential hiring rights with both their former employer and the other contractor. Before either company hires externally, it must first consider eligible former employees on file.

I look forward to continuing to work with the committees and members across these operations.

In solidarity, Jason Cox

THE SOUTH ISLAND REPORT BY NOLAN PAQUETTE – FINANCIAL SECRETARY

Hello Everyone,

It has been a busy period in the Local with several bargaining processes concluded and under way, some of which are outlined below.
I also participated in a Forestry Lobby in Victoria in early March. Representatives from the Wood Council Locals met with government officials to discuss key issues affecting our industry across British Columbia and western Canada. Topics included a working forest, policies, permitting, tariffs, and mill closures.

We met with Ministers, NDP MLAs, and members of the opposition to highlight the importance of a sustainable working forest and the need to protect and support forestry jobs. While the discussions were productive and there was broad acknowledgment of the challenges facing our sector, it remains to be seen whether these conversations will lead to meaningful action to help strengthen our industry.

Forestry Bargaining:

Following the ratification of the Western Forest Products collective agreement in 2025, we undertook significant bargaining with multiple independent contractors. I participated in the bargaining committee, and we successfully reached agreements across the coastal forest sector. All forest operations now have completed collective agreements, with the current term concluding in 2030. This brings much-needed labour stability for the next four years. We now look forward to improved market conditions so our laid-off members can return to work.

Cowichan Petroleum:

This group has been excellent to work with. We successfully completed bargaining in a single day, achieving wage increases tied to the Consumer Price Index (CPI) over a three-year term, along with improvements to the pension plan.

Pacific Energy Fireplace Products:

Since my last update, I'm pleased to say that the committee (Ron Teasdale and Warren St. James) and I have negotiated a first collective agreement. It was tough bargaining, and although we were able to agree on all non-monetary issues, we were not able to come to terms on several of the monetary issues and ended up in a Section 55 application with the Labour Board for a first collective agreement. The mediators did a great job helping us work through our outstanding issues with the employer and we did get to a tentative agreement that was ratified by the membership. With this being a first collective agreement, we are already working through several issues and have one pending arbitration on a disagreement in the benefit language.

C&C Lath Mill:

The crew at C&C decided on bargaining a one-year contract to see if the markets improve over this time, we were successful in seeing a 4 % increase to all wage categories as well as a 3 % increase to all red seal trades, on top of the overall increase. The remainder of the agreement will stay the same and we will prep for bargaining at the end of 2026 to see what other improvements can be made.

Wescon Cedar Products:

Bargaining with Wescon this time also ended up in mediation as we could not find common ground with the employer on many of our proposals, but with the help of the mediator we did reach a tentative agreement that saw gains in language defining the dental plan, having the five paid sick days embedded in the CBA, and wage increases of 14.24% over the course of a five-year deal. Great work done by Ian Small in this round of bargaining.

Khowutzun Gaming Corporation:

previously Duncan Dabbers Bingo Society (Chances Cowichan).

The bargaining committee (Tina Whitney, Herb Eder, Jordan Green, and I) have started bargaining with the employer and have made good movement on our nonmonetary proposals, we have dates set in October to meet again and I am optimistic that we will be able to reach a fair tentative agreement in a timely fashion.

Mining Report:

I have been part of a mining conference that took place in Saskatoon, participation came from all mining sectors in District 3. We met for two days to discuss the future of mining in Canada and what the common goals we can achieve in bargaining. It was refreshing to hear that the problems we are having at Red Chris are not just one-off issues and that similar things are happening across the Canadian mining sector. I met some great contacts from other locals, and we plan to stay in touch to keep the information flowing between provinces, as the mining world seems to be a tight-knit group and staying in contact will be key to making this Union the mining Union in Canada.

Newcrest Red Chris Mine

I know there have been many changes happening on site over the last year and I feel change fatigue is setting in, the Union is concerned that these sudden changes may have the effect intentional or otherwise of creating frustration among members at the Red Chris site which could influence individuals to resign prematurely. By doing so it may significantly reduce the severance obligations owed by the Company to members under Article 22 of the collective agreement, when the mine transitions from an open pit to a block cave.

Severance Provision Overview (Article 22):

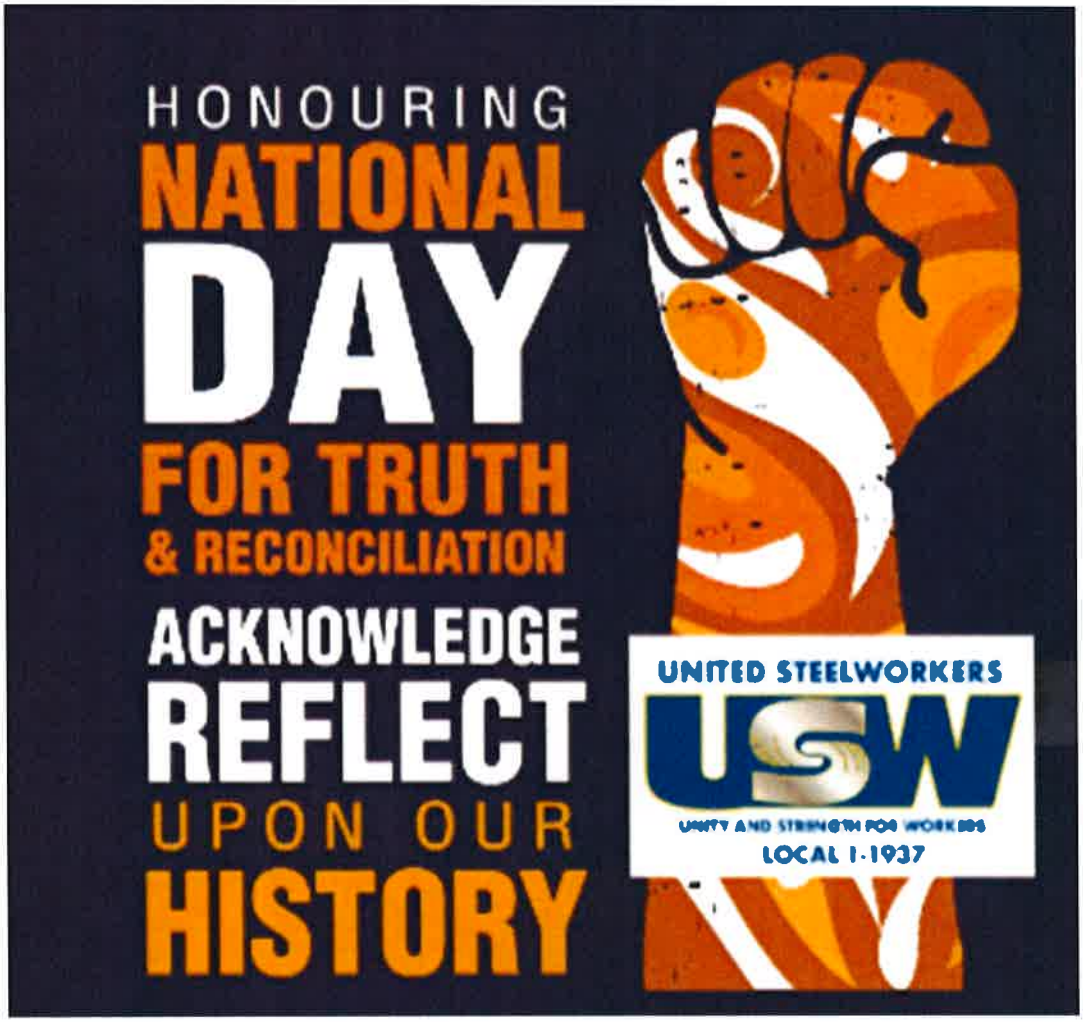
- 22.01: Employees who terminate as a result of restructuring or a permanent partial closure are entitled to one (1) week of severance pay 80 or 84 hours depending on schedule for each year of service, up to a maximum of twelve (12) weeks.
- 22.02: Employees may choose to terminate and collect severance immediately, or they will receive severance when recall rights expire.

Because the Company's decisions may impact severance eligibility, we strongly urge all affected members to remain strong and continue fighting the contract violations that are occurring to ensure that your contractual rights, are fully protected.

If you are interested in becoming a shop steward, please reach out to any existing committee members or to me directly, training is provided and participation in your Union is key.

In solidarity,

Nolan Paquette



OPERATIONS & EDUCATION REPORT BY SHELLEY SIEMENS – SECOND VICE PRESIDENT

Operations

I am pleased to represent members in the WFP Holberg Division, as well as WFP–Quatsino and WFP–Jeune Landing. I have also assumed responsibility for the Chances Casino in Campbell River, highlighting the diversity of our membership.

The Holberg area is home to many long-serving, dedicated loggers. Special recognition goes to Ken Kernahan (56 years), Richard Nelson (35 years), Gordon Sturrock (43 years), and Brett Meredith (56 years). Their commitment to the industry is truly commendable.

Over the past months, I have attended meetings across these operations and met with local committees and members.

This year has been particularly busy, with multiple collective agreements expiring simultaneously.

COMOX AQUATIC

The Union was able to correct some shifting language for the members as the employer was booking their training on their days off, so we corrected that.

We also added new vacation increases for members who have been employed for 25 yrs plus to 16% for both full time and part-timers.

Increases to Health and welfare benefits including benefits for members who have aged out are now covered to age of 75.

Wage increases of $2.00, 4%, 5%

Regional District of Mount Waddington

I have a new employer this round of bargaining which has made for some interesting rounds of bargaining. This employer has two certifications one for just the Chilton Arena, which is 4 people, and this one is with the office staff, parks and 7 miles recycle depot, which is the bigger of the two contracts. We managed to get a lot of clarity in this contract as this new employer tended to interpret the contract differently than the last guy, so there are a lot of grievances that have come out of this operation.

We negotiated a 5-year contract at 3.5%, 3, 3, 3, 3 with significant increases to Health and Welfare along with a Health Care Spending Bank account where they can apply additional money anywhere in their benefits program for extra messages or chiropractor appointments if they have maxed out, they can just draw out of this HCSA.

CHILTON ARENA-

I am now still negotiating the Chilton Arena contract in Port McNeill with this same employer,which we are hopeful will be concluded by the time you read this.

STRAIGHTLINE GM DEALERSHIP

The Bargaining Committee did some great work in Terrace at the Straightline Dealership and were able to get a deal in a day and a half. We negotiated Domestic violence leave provisions, increases to vacations and RRSP's with wage increases for a 2-year contract of $1.00 plus 4.5%, & 4%

NOBOCO STYROFOAM PLANT

The Noboco Bargaining Committee straightened out some difficult and confusing seniority language. Achieved some good increases to safety gear where they can roll over their money into the next year to have double their money for gear. Banked overtime provisions and increased their permanent and partial closure language. For a 3-year contract with $1 dollar plus 4.5% for the first year, 3% & 3%.

Special thanks to George Collins, Super Chief Steward at Noboco and to Ian Rogers and Jeremy Tuttle on a job well done!

TYEE CHEVROLET

The USW Bargaining Committee did a great job and negotiated a two-year contract at 8% for the first year followed by 3% wage increases. Additionally, adding important apprenticeship language and increases.

When you are a super Chief Steward, you have your own cape! George Collins, Chief Steward -Noboco

Grievances

The impact of employer changes cannot be overstated. In one operation alone, 13 grievances have been filed within a few months compared to only two grievances over the previous seven years. This increase follows a change in employer who has demonstrated a lack of understanding or respect for the collective agreement.

These circumstances reinforce the importance of clear, enforceable contract language.

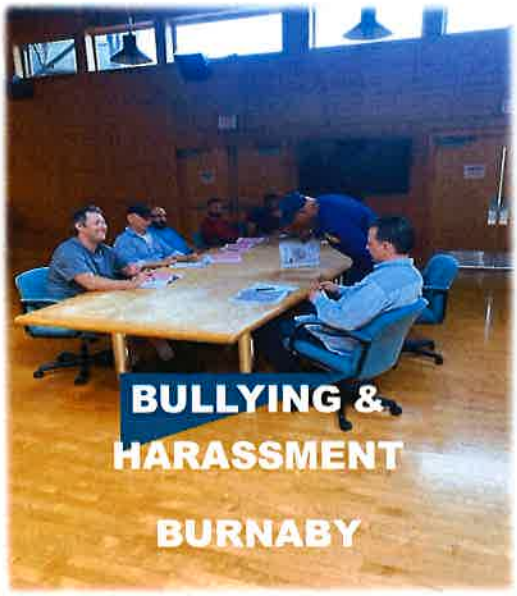
New employers may misinterpret or disregard agreements, making strong language essential when addressing violations. In one instance, an employer stated they were following a different contract from a similar industry rather than the one in place. Situations like this have created challenging and, unfortunately, toxic work environments for members. They serve as a strong reminder of the vital role unions play in protecting workers' rights.

Education

Education programming will continue throughout 2026. Available courses include New Member Orientation, Stewards Levels I and II, Health and Safety Committee Training, Bullying and Harassment, and Winter and Summer School programs.

Our facilitators have delivered sessions in Burnaby and Langley and have recently travelled to Campbell River and to the South Island in order to continue training members. We sincerely thank them for their dedication and hard work.

Committee members interested in attending any of these courses are encouraged to contact their Business Agent for more information. Additional details are available at:
https://www.usw1-1937.ca/education.html



EDUCATION

SHOP STEWARDS LEVEL II -DUNCAN

THE NORTH ISLAND LOGGING REPORT BY DAN JORGENSON – THIRD VICE PRESIDENT

THE NORTH ISLAND LOGGING REPORT

Hello, 2026 will be my 36th consecutive year in the Union. I started in the summer of 1979 as a chokerman, but I broke service in 1985, succumbing to a desire to work for my father in Drury Inlet, which was non-union.
I re-entered the Union in 1989 as a road builder at Nimpkish Camp and stayed when I found out I had benefits and a pension. I learned a lot of things working in Nimpkish. The Camp Committee, for example, held regular meetings. If they caught Canfor violating the Collective Agreement, they would send a warning letter to the camp manager, and if no action was taken, they would then grieve it. They also had a rock-solid Safety Committee. They had Delegates on the Central Committee, which then included members from Beaver Cove, Nimpkish, and Woss. My first time at a Central Committee meeting was in 2006, when we met with the new owners of Englewood Forest Operation, Western Forest Products Inc. Today, it seems that there is not the interest in being on Committees as there was in the past.

Over the years, there have been many strikes. I recall the Local Business Agent Nick Dubinen replying to a question someone had in a meeting about one particular instance of a strike when it was asked; what is the Union going to do? Nick's reply was, "You are the Union." That put a different view on things for me, as it gave me a sense of ownership. We, as Union members, are the owners of the Union.

I could always tell where people's hearts were when talking amongst the crew, and you would hear that "John Doe" has bought shares in the company. Unfortunately, "John Doe" never took his involvement in the Union seriously, as these guys would never show up to Union meetings. From my experience, it is still this way today. The shareholder would somehow communicate their thought that it is important for you to work hard so that they can make more money. Holding shares is okay, but it doesn't give the shareholder the right to direct the workforce. It is crucial for us as Union members to attend Union meetings so we can stay informed on local issues and directly influence Union issues, as meetings provide a democratic forum to debate the issues, share strategies, and build solidarity. Solidarity is important. Why? It gives strength and unity to you, the Union.

In the spirit of Solidarity, Dan Jorgenson

Fair well to our friend Mike!

Left to Right

Mike Redman and Keary Henning

MAINLAND REPORT BY ADAM GOSSLIN – BUSINESS AGENT

MAINLAND REPORT

Hello everyone,

I hope you all had a fantastic summer and are looking forward to another great holiday season! I have been busy here on the mainland, with bargaining, grievances and moving offices.

Negotiations

On December 17th, 2025, the members at **A&A Holz Inc**, ratified a new three-year contract. Bargaining began in early 2025 where the company tabled massive concessions to our members targeting wages, benefits and seniority rights. Despite this, the membership held strong in their belief that the company's financial position due to U.S tariffs would not be alleviated by them conceding collective agreement rights. The new agreement saw wage and benefit improvements, expanded severance pay language and the ability to bank overtime hours.

During the summer, we ratified a 5-year agreement with **Goldwood Industries**, a sawmill on Mitchell Island in Vancouver. We were able to achieve a similar deal to Terminal Forest Products down the street and the rest of the Coastal Forest industry.

Negotiations with **BC Doors** and **LNS Services** are currently ongoing, and I hope to have agreements done before the end of 2026.

Job Postings

I have been dealing with a lot of grievances relating to job postings in the past year, all of which we have been able to settle in early steps with the help of your shop stewards. Below is an explanation of job postings, why they are important and how they benefit both union workers and management.

The Importance of Job Postings in a Union Shop

In a unionized workplace, job postings play a critical role in maintaining transparency, fairness, and adherence to the collective agreement. Unlike non-union environments where hiring or promotions may occur informally or at management's discretion, union shops rely on structured job posting systems to ensure all employees have equal access to opportunities within the organization.

Ensuring Fairness and Transparency

One of the most important functions of job postings in a union shop is to create a transparent process for filling vacancies. When a position becomes available, it is posted internally for a specified period of time. This allows all qualified employees the opportunity to review the role, understand the requirements, and apply if they are interested. By clearly outlining the duties, qualifications, and location of the position, job postings help prevent favouritism.

Transparency builds trust between employees, management, and the union. When workers know that opportunities are posted openly and consistently, they are more confident that hiring and promotions are handled fairly and according to the negotiated rules.

Protecting Seniority Rights

Seniority is a cornerstone of our agreements. In many workplaces, job postings are the mechanism through which seniority rights are exercised. While qualifications must still be met, more senior members are often given preference when bidding on new roles, transfers, or promotions.
Without a formal posting process, senior members could easily be overlooked. Job postings ensure that seniority provisions in the collective agreement are respected and that employees can advance or transfer based on the established rules rather than personal connections or informal recommendations.

Supporting Career Development

Job postings also serve as an important tool for employee development. Workers gain visibility into the range of opportunities available within their workplace. By reviewing postings, employees can identify the skills and experience needed for different roles and plan their professional development accordingly.
This internal mobility benefits both employees and the employer. Workers have a pathway to grow within the organization, while employers retain experienced staff who already understand the workplace culture and operations.

Ensuring Compliance with the Collective Agreement

Most of our collective agreements include specific language outlining how vacancies must be posted, how long they must remain open, and how candidates are evaluated. Following the job posting process ensures that both management and the union are adhering to the negotiated terms.
Failure to properly post jobs can lead to grievances, disputes, and loss of trust in the system. A clear and consistent posting process helps prevent these issues and supports stable labour-management relations.

Promoting Workplace Morale

Fair opportunity is a key factor in workplace morale. When members see that positions are posted openly and that everyone has the chance to apply, it reinforces a sense of respect and equality. Workers are more likely to feel valued when they know advancement is possible and that the rules governing those opportunities are applied consistently.
Conversely, if positions are filled without postings, members may feel excluded or believe that favouritism is at play. Over time, this can damage morale and create conflict within the workplace.

I urge all members to be watchful in your workplace for when your coworkers retire, change jobs within the operation or find employment elsewhere, as all vacancies in bargaining unit positions are required to be posted as per the collective agreement language. If you believe a vacancy has been awarded incorrectly or without a proper posting, please reach out to your shop steward(s) or your Business Agent.

In solidarity- Adam Gosselin

INTRODUCING JORDAN GREEN BUSINESS AGENT

Hello Members,

Thank you to everyone who has reached out in support as I have entered this new role! As a new BA in the office, I have spent the last while getting to know operations and processes.
I am currently working with certifications to nominate and elect new committees, organizing training for various groups, started bargaining with Duncan Dabbers Bingo, and am progressing through some bullying & harassment issues with employers.
A little of my background: I completed an electrical apprenticeship in 2009 and continued to work in the trade, in various roles leadership, in construction, mining, oil & gas, light commercial and manufacturing/forestry. I was first introduced to the USW during my time at the Chemainus Sawmill Division of Western Forest Products where I spent the better part of 5 years as a steward, OH&S Co-Chair, and Training Trust Fund Trustee. Most recently I was a maintenance electrician at the Value-Added Division of WFP, a new certification under our Local 1-1937. We are working to improve the working conditions at VAD, and I am looking forward to helping members feel more valued and acknowledged for their contributions.

Your Right to Refuse Unsafe Work

Every worker in B.C. has the right to refuse work they have reasonable cause to believe would create an undue hazard to themselves or others.

Why it matters:

- **Safety comes first:** No job should require you to put your health or safety—or someone else's—at unreasonable risk.
- **You have a voice:** Workers are often the first to recognize hazards in the workplace.
- **There is a process:** Report the concern to your supervisor. The employer must investigate and take steps to address the hazard.
- **You won't be left alone:** If the concern isn't resolved, a worker representative, such as a union representative or Joint Health and Safety Committee member, can become involved.
- **You are protected:** Workers exercising their right to refuse unsafe work are protected from prohibited disciplinary action.
- **It's everyone's responsibility:** Speaking up about unsafe conditions helps prevent injuries and strengthens workplace safety culture.
- **Remember: Refusing unsafe work isn't refusing to work—it's using an important safety right to make sure the work can be done safely. When in doubt, speak up. Safety starts with you. Your local is here to support you.**

In Solidarity, Jordan Green, Business Agent

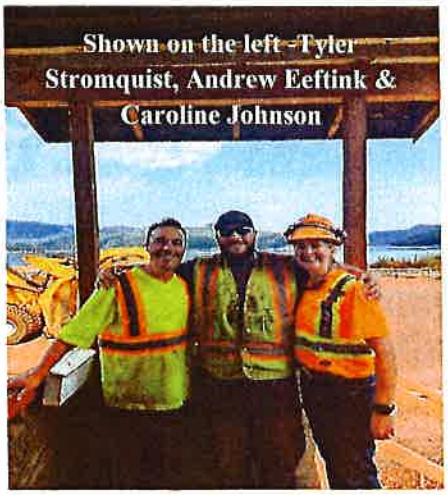
INTRODUCING TYLER STROMQUIST BUSINESS AGENT

Hello, Brothers and Sisters. I hope you all have enjoyed your summer.

My name is Tyler Stromquist, and I worked at North Island Log Sort in Campbell River for the past 20 years, where I began as a bundler and progressed to bucker man, and ultimately operated equipment. For the past nine years, I also served as a Shop Steward.
In that role, I handled a wide range of cases, which taught me a great deal about working with different personalities and navigating management relationships.

I recently joined USW Local 1-1937 as a Business Agent. Although the transition from the log sort to this role has been significant, I look forward to the road ahead and to supporting members in every way possible.

I have served on the Executive Board since 2021, where I have gained valuable knowledge from experienced board members. During that time, I also developed organizing experience through visits to workplaces such as Brucejack Mine and Keno Hill in the Yukon.



Travelling to remote mines was eye-opening; speaking with members in the mining sector and learning about the challenges and successes they encounter each day gave me a renewed appreciation for their experiences.

TURTLE ISLAND

Another valuable part of my work has been facilitating courses such as Unionism on Turtle Island. This course can be challenging because it addresses difficult subjects, including residential schools, missing and murdered Indigenous women and girls, the Sixties Scoop, and the many other injustices Indigenous peoples have experienced.

Facilitating Shop Steward Levels 1 and 2 has also been very rewarding. It is encouraging to see new stewards gain the knowledge and tools they need to take back to their workplaces and effectively support members while working with management. In closing, please feel free to reach out to me at any time, whether you would like to discuss the collective agreement or any other situation that may arise in your workplace. I look forward to hearing from you in the near future.

In solidarity- Tyler Stromquist