

RATIFICATION BALLOT

Memorandum of Agreement between **United Steelworkers** and **IFLRA**

Your United Steelworkers (USW) BC Interior Bargaining Committee and the Interior Forest Labour Relations Association (IFLRA) have reached a tentative four-year agreement, covering USW Local 1-405, Local 1-417 and Local 1-423 members employed at sawmilling and plywood operations in the Southern Interior region of British Columbia.

With your support, we have improved upon the "Northern Pattern" and encourage you to become familiar with these proposals and Vote Yes in your forthcoming ratification vote.

TERM OF AGREEMENT

- 4 year agreement July 1, 2009 – June 30, 2013

WAGES

- 2% increase, effective July 1, 2011.
- 2% increase, effective July 1, 2012.

PROFIT PAY PLAN

- A profit pay plan is included to provide additional compensation based on Return on Capital Employed.

SENIORITY RETENTION

- All laid off regular employees with seniority retention as of and following July 1, 2009, will retain their seniority retention rights during the length of the agreement.
- He/she will be entitled to have their old seniority for purposes of vacation entitlement and severance pay, if recalled.

HOURS OF WORK & OVERTIME

- The Alternate Shift Process in Locals 1-405 & Local 1-417 was abused by our Employers while the Process in Local 1-423 was to a large degree, successful.

- As a result of these negotiations, we have further enhanced the Local 1-423 hours of work process, and it is now the process that will be applicable in Locals 1-405 & Local 1-417.

HEALTH AND WELFARE

- Group Life and Accidental Death and Dismemberment coverage to increase to \$110,000 on first day of month following ratification.
- They will both increase to \$120,000 effective July 1, 2012.

MEDICAL TRAVEL ALLOWANCE

- Up to \$2000 over the four-year term with a maximum of \$1,000 in any year.

SAFETY AND HEALTH

- For the first time, Right to Refuse Unsafe Work rules and procedures are written into the collective agreement.

vote YES!

VOTE YES!



LONG TERM DISABILITY PLAN

- The Long Term Disability Plan will be stabilized with additional contributions of \$.20/hour by both the Company and the Employees effective the first Month following ratification of this Tentative Agreement.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM

- For the first time the employer has agreed to provide an Employee and Family Assistance Program.

LEAVE OF ABSENCE

- Up to 5 days of unpaid family leave to attend to the care, health or education of a child or health and care of any other member of the employee's immediate family.

COMPASSIONATE CARE LEAVE

- The definition of a "family member" is extended. If a family member has a significant risk of death, up to 8 weeks of compassionate leave may be granted.

PREGNANCY AND PARENTAL LEAVE

- Female employees shall be entitled to unpaid leave of up to 17 weeks when pregnant.
- If unable to return to work after giving birth another 6 unpaid weeks may be provided.
- All employees shall be entitled to up to 37 weeks of unpaid parental leave.

EDUCATION TRUST

- Effective July 1, 2012 the contributions will be increased to 5 cents per hour worked.

APPRENTICESHIP TRAINING PROGRAM

- Apprentices will receive reimbursement of tuition fees and the cost of required books.
- Should new Apprentices participate in E.I. programs, Company will pay top-up wages to 95% of regular wages for each day of training attended.
- Company will provide Apprentices a tool allowance of \$400 per year, upon presentation of receipts.

BC Interior Bargaining Committee

Local 1-405 President Stan McMaster, Local 1-417 President Marty Gibbons and Local 1-423 President Bruce Gardner appreciate your patience and wish to thank you for your support over the last two years.

Bob Matters, Wood Council Chair and Bargaining Committee Spokesperson, reports that, "aside from achieving our goal of bringing the Northern Pattern to the South and improving upon it, the Local Presidents' were successful in their efforts to resolve some very unique and contentious Local Issues."

"With your support, the support of District 3 and the entire Provincial Bargaining Committee, we defeated the Employer Alliance that concocted a scheme to reduce your wage and benefit package in excess of 25%." Bob Matters adds, "although lumber prices are again slumping, and the markets are retreating, we are confident this tentative agreement sets the stage that allows your Employers to remain competitive while the World Economy recovers".

**YOUR BC
INTERIOR BARGAINING
COMMITTEE STRONGLY
RECOMMENDS THAT
YOU**

**VOTE YES
FOR THIS AGREEMENT!**

United Steelworkers
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