



BC INTERIOR BARGAINING Turning Points

"Speaking up for forest workers in the BC Interior"

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IFLRA ATTEMPTS TO MISLEAD USW WITH SMOKE AND MIRRORS

A recent IFLRA handout contained a number of inaccuracies about the Canfor deal which require clarification.

As a result of chaotic bargaining sessions with Conifer and West Fraser, the Interior Bargaining Committee received an invitation from Canfor to join them in bargaining an innovative agreement. Under a dramatically different approach, Canfor suggested deferring certain aspects of the agreement until their company became profitable.

After spending the better part of six-months listening to all the employers demand huge concessions in a long-term agreement, the bargaining approach was actually a breath of fresh air.

Agreed upon deferrals—essentially money loaned by the workers—are true deferrals in every way.

Deferral language was formulated to ensure that if a member retires or quits, the individual would be paid out all money deferred. And repayment for regular employees would be based on ROCE where moneys remain in an individual's accounts until repaid.

As a reward for helping Canfor through the tough times, workers were given profit sharing that has the potential to pay almost six-times more than maximum \$750 offered by the IFLRA.

Other agreed upon provisions in the agreement—extensive safety language and broader severance language—were frowned upon and considered far too rich by the IFLRA.

While the IFLRA coyly tries to distance themselves from the Canfor agreement, they have openly admitted regular contact with the Canfor prior to and during that bargaining process.

The bottom line—Canfor agreement may contain innovative deferrals, but it also includes profit sharing and other language that the IFLRA finds too rich.

The Union suspects the IFLRA is well aware that good times are almost upon us and believes

IFLRA companies simply don't want to share profits with the workers who generate it.

Send a message to your employer. Tell your Supervisor to *Stop the BS* and get back to the table.

TURNING POINT—The Union knows there are some one-off start-up deals in the forest industry. But IFLRA has decided not to acknowledge that these agreements involved operations that were not part of interior industry bargaining. Canfor Mackenzie was a PPWC agreement—Canfor Chetwynd was not a negotiated agreement—accepted by members out of work for more than a year and on the verge of running out of seniority.

FACT: Canfor deal indeed includes deferrals which stop and are repaid once market recovers.

FACT: Members have the potential to receive \$4000/year profit sharing.

FACT: IFLRA says they are not interested in loans they have to repay.

FACT: IFLRA says they just can't afford the Canfor deal.