

# RATIFICATION BALLOT

## Memorandum of Agreement between

# United Steelworkers and WEST FRASER TIMBER

Your United Steelworkers (USW) BC Interior Bargaining Committee and West Fraser Timber have reached a tentative four-year agreement, covering some 1,200 USW Local 1-424 and Local 1-425 members employed at sawmilling and plywood operations in northern British Columbia.

Some of the changes to our collective agreements include the following:

### 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.
- \$250 signing bonus

### 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

- A short list of 5 common alternate shifts will be available for the employer to utilize. Any other scheduling will have to be negotiated with the union.

### 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.

### DENTAL PLAN

- The plan is amended to allow recall and cleaning checkups, for adults, every 9 months.

**vote YES!**

**vote YES!**

#### **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.

#### **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 September 1, 2010.

#### **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 increase to 5 cent per hour worked.

#### **APPRENTICESHIP TRAINING PROGRAM**

- Apprentices will receive reimbursement of tuition fees and required books.

**YOUR BC INTERIOR  
BARGAINING  
COMMITTEE  
STRONGLY  
RECOMMENDS THAT  
YOU VOTE YES FOR  
THIS COLLECTIVE  
AGREEMENT!**

**UNITED STEELWORKERS**  
**USW**  
**WOOD COUNCIL**