



# USW LOCAL 2009 UPDATE

## INTERFOR Bargaining

2019 Bargaining

Update #9

September 9<sup>th</sup>, 2019

### Initial Closure Agreement Talks with Interfor

In accordance with Section 54 of the BC *Labour Relations Code*, after notice has been given, the employer and union have met, in good faith, to develop an adjustment plan that includes human resource planning, employee counselling and retraining; the notice of termination; severance pay; entitlement to pension and other benefits including early retirement benefits.

The Company announced that the plan is to be finished manufacturing log supply by September 25<sup>th</sup>. Clean up activities will follow that will require 6-8 workers for approximately a week. The planer will then run for another week until October 1<sup>st</sup> followed by another week of clean up. The Company believes that all inventory will be removed from the facilities by October 25<sup>th</sup>.

There will be some preliminary sessions at the mill organized by the Company where members will be provided some information regarding the EI process, training programs and mature worker programs. The Company has also hired a consulting company to provide interested members some job search skills including resume writing and interview skills.

The Company announced a number of employment opportunities at other Interfor sites.

#### ACORN SITE

- General Labourer
- Millwright
- Planer Technician
- Sawfiler

#### ADAMS LAKE

- General Labourer/  
Weekend Casual
- Millwright

#### GRAND FORKS

- General Labourer
- Millwright

#### CASTLEGAR SITE

- 4<sup>th</sup> Class Power Engineer
- General Labourer/  
Weekend Casual
- Planer Technician
- Sawfiler
- Marine Captain
- Heavy Duty Mechanic

If any member is interested in applying for any of these jobs you should contact Sabeeha Pardhan at (778) 879-3783 [sabeeha.pardhan@interfor.com](mailto:sabeeha.pardhan@interfor.com)

The Company is still considering whether they will extend company seniority for vacation purposes. The Company will also consider reimbursing relocation costs to successful applicants to all sites but Acorn.

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### USW 2009 Interfor Bargaining Committee

Sean Ball    Al Bieksa    Georgi Bates    Mike Duhra    Phil Holland    Lyle Atkinson  
Wayne Johnston    Alex Gendron    Brian Davina    Ray Johnson

The following issues are currently being discussed to reach a fair closure agreement for all of our Hammond Cedar members;

- the company will submit all Record of Employment (ROE) electronically to the EI Commission.
- during the shutdown phase the Company will continue to honour all provisions of the collective agreement. we asked that the Company consider the “Senior may, junior must” principles in determining who is laid off.
- we asked that the Company consider the method of severance payout to all members so that the best tax implications are realized by each member.
- we asked the Company defer accumulated vacation payout until January 2020.
- we asked that the Company consider extended medical, dental and vision benefits
- we asked that the Company provide to each employee an employment confirmation letter that includes start dates, job classifications, and copies of training documents, certificates, awards.
- we asked that the Company provide each employee looking for new employment a reference letter. They responded immediately with a hard no.
- we asked that the Company provide preferential hiring at any other Interfor site.
- we asked that the Company consider a joint non adversarial dispute resolution process that will allow us to review the severance calculations for each member and to challenge the quantum where inappropriate calculations are made.
- we asked that the Company consider a process that will allow the Union and Company to resolve all outstanding grievances.
- we asked that the Company consider partnership opportunities with the Union BCIT, Justice Institute to develop strategies to provide skills upgrading and re-training to displaced members.
- we asked that the Company provide 2 members of our bargaining committee paid leave so that we can have full time persons dealing with the many issues regarding shutdown.

The Company has not provided a formal response to most of our questions as of yet. We anticipate that with answers to our questions coming shortly the Union will be able to work on a formal closure agreement at our next session with the Company on Tuesday September 17<sup>th</sup>.

We will continue to provide the most up to date information available.

