



**Vincent L. Ready**  
**Labour Arbitration and Mediation Services Ltd.**

---

File: 33510

February 4, 2020

VIA EMAIL ONLY

Western Forest Products  
800 – 1055 West Georgia Street  
Vancouver, BC V6E 3P3

United Steelworkers  
351 Brae Road  
Duncan, BC V9L 3T9

Attn: Jennifer Foster

Attn: Brian Butler

Dear Sirs:

Re: Western Forest Products -and- United Steelworkers, Local 1-1937  
(Mediation)

Further to our email of January 24, 2020, we have now met separately with both the Union and the Employer. After reviewing each party's current position, we are of the view that there is no basis for a negotiated settlement at this time.

We are therefore withdrawing from the mediation process.

Yours truly,

VINCENT L. READY  
LABOUR ARBITRATION & MEDIATION SERVICES LTD.

Vincent L. Ready

Amanda Rogers

VLR/cls

cc: Honourable Harry Bains, Minister of Labour  
Mr. Trevor Hughes, Deputy Minister of Labour

**From:** [Jennifer Foster](#)  
**To:** [Hughes, Trevor LBR:EX](#)  
**Subject:** WFP Press release  
**Date:** February 4, 2020 4:38:21 PM  
**Attachments:** [2020-02-04 NR - Mediator Withdraws from Process.pdf](#)

---

Trevor – as per my message(s), please see attached.

Can discuss as required,  
JF

**Jennifer Foster**  
**Vice President, Human Resources**

Tel 604.648.4530  
[jfoster@westernforest.com](mailto:jfoster@westernforest.com)

[westernforest.com](http://westernforest.com)



NOTICE OF CONFIDENTIAL TRANSMISSION. This message and any accompanying attachments are intended only for the intended recipient named above and may contain information that is privileged and confidential and protected by copyright. Any dissemination, distribution, copying or action taken in reliance on this email or any accompanying attachments by anyone other than the intended recipient is prohibited. If you are not the intended recipient, please notify us of the error in communication by telephone (604-648-4500) or by return e-mail and destroy all copies of this communication and any accompanying attachments without using or disclosing them. Thank you.



**Western Forest Products Inc.**  
DEFINING A HIGHER STANDARD™

**FOR IMMEDIATE RELEASE**

**TSX: WEF**

## **Mediators Withdraw from Mediation Process**

**February 4, 2020 – Vancouver, British Columbia –** Copyright  
Copyright



**Western Forest Products Inc.**

DEFINING A HIGHER STANDARD™

**For further information, please contact:**

**Media Inquiries:**

Susan Dolinski  
Vice President, Corporate Affairs  
(604) 648-4556

**Investor Inquiries:**

Stephen Williams  
Executive Vice President & Chief Financial Officer  
(604) 648-4500



**From:** [Hughes, Trevor LBR:EX](#)  
**To:** ["Vince Ready/Cathy Sinclair"](#); [Jennifer Foster \(JFoster@westernforest.com\)](#); [Brian Butler \(bbutler@usw1-1937.ca\)](#); [Amanda Rogers](#)  
**Cc:** [LBR Deputy Ministers Office LBR:EX](#); [MacDonald, Alex LBR:EX](#)  
**Subject:** WFP and USW - Appointment of Special Mediators by Minister Bains  
**Date:** February 6, 2020 8:05:30 AM  
**Attachments:** [Terms of Reference - Special Mediator - WFP and USW - February 2020.pdf](#)  
**Importance:** High

---

Dear Jennifer Foster and Brian Butler:

Please see attached Terms of Reference signed this morning by the Honourable Harry Bains, Minister of Labour, appointing Vince Ready and Amanda Rogers as Special Mediators under Section 76 of the *Labour Relations Code*. I draw your attention to the time frames for this appointment and expect you will hear from Ms. Rogers and Mr. Ready very shortly.

If you have any questions, please do not hesitate to contact me at your convenience.

Thank you.  
Trevor.

--

Trevor Hughes  
Deputy Minister  
Ministry of Labour (BC)

Office: (778) 974-2189

**PROVINCE OF BRITISH COLUMBIA**

**Ministry of Labour**

**NOTICE OF APPOINTMENT OF SPECIAL MEDIATORS**

**In a Matter Between**

**WESTERN FOREST PRODUCTS**

**-and-**

**UNITED STEELWORKERS LOCAL 1-1937**

WHEREAS the collective agreements between Western Forest Products and the United Steelworkers Local 1-1937 and various contractors engaged by Western Forest Products expired June 15, 2019 and the parties have been engaged in a legal work stoppage since July 1, 2019;

AND WHEREAS the lengthy strike is having a detrimental impact on the local economies of coastal communities that are heavily reliant on the forestry industry;

AND WHEREAS Section 76 of the *Labour Relations Code* (the Code) provides that the Minister may appoint a special mediator and specify terms of reference to assist the parties in settling the terms and conditions of a renewal of a collective agreement;

NOW THEREFORE, pursuant to Section 76 of the Code and in the public interest, I hereby appoint

**Vince Ready and Amanda Rogers**

as special mediators.

1. The special mediators will work with the parties for a period of ten (10) days from the date of this appointment in an attempt to resolve the collective bargaining dispute.
2. In performing duties under Section 76, the mediators must consider:
  - a) The need for terms and conditions of employment that are in balance with the economic interests of the coastal forest industry;

- b) the importance of good labour/management relations in the coastal forest industry;
  - c) the economic interests of the members of the trade union and its members of the bargaining unit;
  - d) external collective agreements within the industry generally;
  - e) the general impact and consequences the current labour dispute is having on all concerned interests; and
  - f) any other relevant factor the special mediators and/or the Minister deem appropriate.
3. If no settlement is reached with the assistance of the special mediators, then on the twelfth (12<sup>th</sup>) day from the date of this appointment, or a period of time that the Minister may deem appropriate, the special mediators will issue to the parties and to the Minister of Labour's office recommended terms of settlement and/or an alternate mechanism by which resolution of the issues in dispute can be reached.
4. In the event recommendations are issued, the parties will have five (5) days from the date the recommendations are issued to either accept or reject the recommendations.
5. The recommendations may be made public by the Minister of Labour within the five (5) days referenced in paragraph 4 above.
6. The special mediators have the powers and protection set out in Sections 145.1 to 145.4 of the Code.
7. The parties will share the costs of the special mediators.

GIVEN UNDER MY HAND at Victoria, British Columbia, this 6<sup>th</sup> day of February 2020.



---

Harry Bains  
Minister

**From:** [Jennifer Foster](#)  
**To:** [Hughes, Trevor LBR:EX](#)  
**Subject:** RE: [EXTERNAL] WFP and USW - Appointment of Special Mediators by Minister Bains  
**Date:** February 6, 2020 9:22:43 AM

---

Thanks,  
JF

---

**From:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Sent:** February 6, 2020 9:18 AM  
**To:** Jennifer Foster <[JFoster@westernforest.com](mailto:JFoster@westernforest.com)>  
**Subject:** RE: [EXTERNAL] WFP and USW - Appointment of Special Mediators by Minister Bains

s.13 He intended to speak about Section 76. No plans at this time to engage on 78.  
T.

--

Trevor Hughes  
Deputy Minister  
Ministry of Labour (BC)

Office: (778) 974-2189

---

**From:** Jennifer Foster <[JFoster@westernforest.com](mailto:JFoster@westernforest.com)>  
**Sent:** February 6, 2020 8:49 AM  
**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Subject:** RE: [EXTERNAL] WFP and USW - Appointment of Special Mediators by Minister Bains

Thanks, Trevor.

Confirming receipt of the terms of reference. When the Minister spoke to Don and me this morning, he referenced he is acting using the authority given to him under Sec 78 of the BC Labour Code. While he outlined the process of the special mediators, is the Ministry or Minister also preparing to act under sec 78, if the special mediator process is unsuccessful? Any clarity you could provide on this would be appreciated.

We let Minister Bains know that we will be press releasing this, as per our obligations. It's being drafted now and I will provide a copy shortly for your information.

Regards,  
Jennifer

**Jennifer Foster**  
Vice President, Human Resources

Tel 604.648.4530  
[jfoster@westernforest.com](mailto:jfoster@westernforest.com)

[westernforest.com](http://westernforest.com)



NOTICE OF CONFIDENTIAL TRANSMISSION. This message and any accompanying attachments are intended only for the intended recipient named above and may contain information that is privileged and confidential and protected by copyright. Any dissemination, distribution, copying or action taken in reliance on this email or any accompanying attachments by anyone other than the intended recipient is prohibited. If you are not the intended recipient, please notify us of the error in communication by telephone (604-648-4500) or by return e-mail and destroy all copies of this communication and any accompanying attachments without using or disclosing them. Thank you.

---

**From:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Sent:** February 6, 2020 8:05 AM  
**To:** 'Vince Ready/Cathy Sinclair' <[vready@arboffice.ca](mailto:vready@arboffice.ca)>; Jennifer Foster <[JFoster@westernforest.com](mailto:JFoster@westernforest.com)>; Brian Butler ([bbutler@usw1-1937.ca](mailto:bbutler@usw1-1937.ca)) <[BButler@usw1-1937.ca](mailto:BButler@usw1-1937.ca)>; Amanda Rogers <[arogers@arboffice.ca](mailto:arogers@arboffice.ca)>  
**Cc:** LBR Deputy Ministers Office LBR:EX <[LBR.Deputy@gov.bc.ca](mailto:LBR.Deputy@gov.bc.ca)>; MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Subject:** [EXTERNAL] WFP and USW - Appointment of Special Mediators by Minister Bains  
**Importance:** High

\*\*\*\*\* **THIS IS AN EXTERNAL EMAIL** \*\*\*\*\*  
USE CAUTION BEFORE OPENING LINKS / ATTACHMENTS

Dear Jennifer Foster and Brian Butler:

Please see attached Terms of Reference signed this morning by the Honourable Harry Bains, Minister of Labour, appointing Vince Ready and Amanda Rogers as Special Mediators under Section 76 of the *Labour Relations Code*. I draw your attention to the time frames for this appointment and expect you will hear from Ms. Rogers and Mr. Ready very shortly.

If you have any questions, please do not hesitate to contact me at your convenience.

Thank you.  
Trevor.

--

Trevor Hughes  
Deputy Minister  
Ministry of Labour (BC)

Office: (778) 974-2189

## Scott, Samantha LBR:EX

---

**From:** Minister, LBR LBR:EX  
**Sent:** February 6, 2020 3:11 PM  
**To:** Scott, Samantha LBR:EX  
**Subject:** FW: Forestry in BC

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

NEW - For review and action.

Thank you!

*Jenelyn*

---

**From:** Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>  
**Sent:** February 5, 2020 11:23 AM  
**To:** Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
**Subject:** FW: Forestry in BC

**From:** Ryan Mitchell S.22  
**Sent:** Wednesday, February 5, 2020 11:01 AM  
**To:** Bains.MLA, Harry <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Subject:** Forestry in BC

Mr Bains

I want to state my position as a citizen of this province. Given the position of the major tenure holder(Western Forest Products) being unable to reach an agreement with our workers perhaps it is time to revisit their tenure rights.

If they will not log and manufacture our timber then maybe the government needs to find someone who will want the timber. This would be an opportunity to redraw the map as it were and fairly portion out this valuable resource. I for one resent seeing round logs leaving our area to processing elsewhere. It is time for change.

I am neither a mill worker, logger or contractor. However I am an affected citizen. The price of lumber has risen \$100 since the strike began. Now the pressure will be on you as minister to do something about this strike as real profits are now being lost. Please do the right thing and remember you represent workers as well as industry.

Yours respectfully

Ryan D. Mitchell  
Financial Planner

## Scott, Samantha LBR:EX

---

**From:** Minister, LBR LBR:EX  
**Sent:** February 6, 2020 3:08 PM  
**To:** Scott, Samantha LBR:EX  
**Subject:** FW: 59014 Incoming USW Local 1-1937 and Western Forest Products  
**Attachments:** bc-usw-20200205.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

NEW - For review and action. PO is asking for confirmation if LBR will be responding

Thank you!

Jenelyn

---

**From:** Stephen Ramsay <sramsay@fpse.ca>  
**Sent:** February 5, 2020 11:00 AM  
**To:** OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>; Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>; Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>  
**Cc:** Minister, ENV ENV:EX <ENV.Minister@gov.bc.ca>  
**Subject:** 59014 Incoming USW Local 1-1937 and Western Forest Products

Hello,

Please find attached a letter from President Terri Van Steinburg regarding the USW Local 1-1937 strike at Western Forest Products, addressed to Premier Horgan, Minister Bains, and Minister Donaldson, and copied to Minister Heyman.

Kind regards,  
Stephen

### Stephen Ramsay

Administrative Coordinator | [fpse.ca](http://fpse.ca)

Musqueam, Squamish & Tsleil-Waututh Territories | he/him/his





## Scott, Samantha LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 7:34 PM  
**To:** Hughes, Trevor LBR:EX; MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; Leduc, Danine LBR:EX  
**Cc:** Wey, Melody GCPE:EX; Hynes, Colin GCPE:EX; Thomas, Rishma GCPE:EX; Beneteau, Nicole GCPE:EX  
**Subject:** RE: V5 FINAL NR - Special mediators appointed in coastal forestry dispute  
**Attachments:** 2020LBR0002-000230.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Sorry, typo caught with the apostrophe in the wrong place.

CHANGED: nations' top mediators to a singular: nation's top mediators

REFERENCE: I am confident that with the assistance of two of the nation's top mediators, and the additional powers provided to them under the Labour Relations Code .....

-----Original Message-----

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 7:26 PM  
**To:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Cc:** Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Thomas, Rishma GCPE:EX <Rishma.Thomas@gov.bc.ca>; Beneteau, Nicole GCPE:EX <Nicole.Beneteau@gov.bc.ca>  
**Subject:** FYI: V5 FINAL NR - Special mediators appointed in coastal forestry dispute  
**Importance:** High

Here's your final going provincewide, gallery, Island, business code and cultural community media tomorrow at 8:30 a.m.

---

Permalink: <https://news.gov.bc.ca/21539>

News ID: NEWS-21539

NR Number: 2020LBR0002-000230

NR Type: News Release

State: Planned

Planned Release Date: February 6, 2020 at 8:30 am Media Distribution Lists: 000.0 - Victoria, 007.0 - Campbell River, 056.0 - Port Hardy, BUSIN\_BUSINESS, ETHALL\_ALL ETHNIC, ISLAN\_ISLAND, LEGIS\_PRESS GALLERY, PROVI\_PROVINCE

WIDE Lead Organization: Ministry of Labour

Headline: Special mediators appointed in coastal forestry dispute

This email was auto-generated.

For Immediate Release  
2020LBR0002-000230  
Feb. 6, 2020

Ministry of Labour

NEWS RELEASE

Special mediators appointed in coastal forestry dispute

VICTORIA - Harry Bains, Minister of Labour, has appointed Amanda Rogers and Vince Ready as special mediators in the eight-month collective bargaining dispute between Western Forest Products and the United Steelworkers Local 1-1937.

"This dispute has taken a huge toll on workers and their families as well as the entire coastal forestry community. We want to see everyone get back on the job," Bains said. "As Minister of Labour, I have decided to appoint special mediators Ready and Rogers with additional powers under the Labour Relations Code to help the parties reach an agreement as soon as possible."

The parties will be brought together by the special mediators to reach an agreement through collective bargaining. If the parties don't reach an agreement, the mediators will provide the parties and the minister with recommended terms for settlement which they will have five days to accept or reject. The minister of labour also can make the terms of settlement public.

"I am confident that with the assistance of two of the nations' top mediators and the additional powers provided to them under the Labour Relations Code by this appointment, both sides can achieve a deal that ensures the sustainability of coastal forestry jobs and supports the terms and conditions of employment important to workers," Bains said.

Contact:

Ministry of Labour  
Media Relations  
250-953-0910

Connect with the Province of B.C. at: <http://news.gov.bc.ca/connect>

## Scott, Samantha LBR:EX

---

**From:** Hourston, Sveah LBR:EX  
**Sent:** February 5, 2020 5:11 PM  
**To:** Hughes, Trevor LBR:EX; MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX  
**Subject:** RE: Final TOR  
**Attachments:** Terms of Reference - Special Mediator - WFP and USW - February 2020.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Signed copy attached.

Thanks!  
Sveah

---

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 5, 2020 5:01 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>  
**Subject:** RE: Final TOR

Sorry – wrong file – sent the NR.

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** February 5, 2020 5:00 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>  
**Subject:** RE: Final TOR  
**Importance:** High

Yes...stand by. Sveah, see attached file and send back as PDF please and thanks.

---

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 5, 2020 4:59 PM  
**To:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: Final TOR

MHB is good with the TOR. Could we have Sveah attach his e-signature?  
-Alex

---

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 5, 2020 4:34 PM  
**To:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>

**Subject:** RE: Final TOR

**Importance:** High

Any word on timing to get this signed by MHB? I need a signed version to send parties and Vince/Amanda for 0800 tomorrow.

---

**From:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>

**Sent:** February 5, 2020 1:49 PM

**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>

**Subject:** RE: Final TOR

Approved Trevor, thanks. Good for public release at 8 am tomorrow. Amber

---

**From:** Hughes, Trevor LBR:EX

**Sent:** February 5, 2020 12:55 PM

**To:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; Hockin, Amber PREM:EX

**Subject:** Final TOR

**Importance:** High

All – see attached for FINAL TOR. s.16  
s.16

Thanks.

## Scott, Samantha LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 1:27 PM  
**To:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX  
**Cc:** Hontiveros, Jenelyn LBR:EX; Wey, Melody GCPE:EX; Hynes, Colin GCPE:EX  
**Subject:** IMPORTANT & URGENT - KM - WFP  
**Attachments:** KM - WFP - Feb 4 2020 TH and DL.docx; IMPORTANT - Western Forest Products Issue - mediators withdrawing

**Importance:** High

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Alex,

**NEEDED URGENTLY:**  
s.13

- (3) Direction: 6 interview requests noted in my attached email, are we doing MHB interviews after the NR?
- (4) Review: attached KM doc with guidance from the DMO, please review and provide edits as needed.

IMPORTANT: there are spots of yellow highlight that the DM wants removed but remain in your copy b/c it came direct from the Minister from binder/IN discussions Monday. Please advise if you concur with TH to axe it.

## Scott, Samantha LBR:EX

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** February 4, 2020 4:43 PM  
**To:** Hockin, Amber PREM:EX; MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX  
**Cc:** McCaffrey, Julianne GCPE:EX  
**Subject:** Fwd: WFP Press release  
**Attachments:** 2020-02-04 NR - Mediator Withdraws from Process.pdf; ATT00001.htm

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

FYI. Note comment about reaching out to Ministry of Labour on next steps which heightens need for a statement.

## Scott, Samantha LBR:EX

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** February 4, 2020 2:25 PM  
**To:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; Bains, Harry LBR:EX; Hockin, Amber PREM:EX  
**Subject:** Fw: 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020  
**Attachments:** 33510 Western Forest and USW (Mediation) Letter to parties Feb 4 2020.pdf  
  
**Importance:** High  
  
**Follow Up Flag:** Follow up  
**Flag Status:** Completed

All, see attached letter. Mediators have booked out of Western/USW dispute.

Trevor Hughes  
Deputy Minister  
Ministry of Labour (BC)

Office: (778) 974-2189

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 4, 2020 3:16 PM  
**To:** Scott, Samantha LBR:EX  
**Subject:** FW: Terms of Reference  
**Attachments:** image001.png; ATT00001.htm; Terms of Reference - Special Mediator - WFP and USW - December 2019.docx; ATT00002.htm

**From:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>  
**Sent:** February 4, 2020 3:06 PM  
**To:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Cc:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Subject:** Fwd: Terms of Reference

Trevor here is the draft. Please give me a call if you have any questions. Timing is for release Thursday morning. Amber

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)  
Sent from my iPhone

Begin forwarded message:

**From:** "Parkinson, Elizabeth PREM:EX" <[Elizabeth.Parkinson@gov.bc.ca](mailto:Elizabeth.Parkinson@gov.bc.ca)>  
**Date:** February 4, 2020 at 2:56:45 PM PST  
**To:** "Hockin, Amber PREM:EX" <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>, "AMANDA ROGERS ([Arogers@arboffice.ca](mailto:Arogers@arboffice.ca))" <[Arogers@arboffice.ca](mailto:Arogers@arboffice.ca)>  
**Subject:** Terms of Reference

Dear Ms. Rogers,

Please find attached a revised Terms of Reference document for your attention.

Best regards,



## MacDonald, Alex LBR:EX

---

**From:** Farmer, Leila GCPE:EX  
**Sent:** February 5, 2020 11:00 AM  
**To:** MacDonald, Alex LBR:EX; Smith, George PREM:EX  
**Subject:** RE: draft statement for your review

Looks good – one change from me is adding “Minister of Labour” rather than just “minister.”

Yes – they publish on Friday and their deadline is noon today.

s.13

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 5, 2020 10:59 AM  
**To:** Smith, George PREM:EX <George.Smith@gov.bc.ca>  
**Cc:** Farmer, Leila GCPE:EX <Leila.Farmer@gov.bc.ca>  
**Subject:** Re: draft statement for your review

That’s good. This paper publishes on Friday?

Sent from my iPhone

On Feb 5, 2020, at 10:56 AM, Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)> wrote:

My suggested changes below

Please see below for a draft statement from Minister Trevena for the North Island Eagle (small weekly publication). Let me know if there are any changes you’d like to see within the next hour.

s.13

Thanks,

Leila Farmer  
Issues Manager  
250-208-9547

## MacDonald, Alex LBR:EX

---

**From:** Farmer, Leila GCPE:EX  
**Sent:** February 5, 2020 10:41 AM  
**To:** Smith, George PREM:EX; MacDonald, Alex LBR:EX  
**Subject:** draft statement for your review

Hi George and Alex,

Please see below for a draft statement from Minister Trevena for the North Island Eagle (small weekly publication). Let me know if there are any changes you'd like to see within the next hour.

s.13

Thanks,

Leila Farmer  
Issues Manager  
250-208-9547

**MacDonald, Alex LBR:EX**

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 10:59 AM  
**To:** Smith, George PREM:EX  
**Cc:** Farmer, Leila GCPE:EX  
**Subject:** Re: draft statement for your review

That's good. This paper publishes on Friday?

Sent from my iPhone

On Feb 5, 2020, at 10:56 AM, Smith, George PREM:EX <George.Smith@gov.bc.ca> wrote:

My suggested changes below

Please see below for a draft statement from Minister Trevena for the North Island Eagle (small weekly publication). Let me know if there are any changes you'd like to see within the next hour.

s.13

Thanks,

Leila Farmer  
Issues Manager  
250-208-9547

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 11:33 AM  
**To:** Hughes, Trevor LBR:EX; MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX  
**Cc:** Hourston, Sveah LBR:EX; Leduc, Danine LBR:EX; Wey, Melody GCPE:EX  
**Subject:** RE: Tomorrow WFP/USW

HUGE thanks!!!

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 5, 2020 11:23 AM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Subject:** RE: Tomorrow WFP/USW

I do but it needs editing. Give me an hour.

----- Original message -----

**From:** "McCaffrey, Julianne GCPE:EX" <Julianne.McCaffrey@gov.bc.ca>  
**Date:** 2020-02-05 3:22 p.m. (GMT-04:00)  
**To:** "Hughes, Trevor LBR:EX" <Trevor.Hughes@gov.bc.ca>, "MacDonald, Alex LBR:EX" <Alex.MacDonald@gov.bc.ca>, "Scott, Samantha LBR:EX" <Samantha.Scott@gov.bc.ca>  
**Cc:** "Hourston, Sveah LBR:EX" <Sveah.Hourston@gov.bc.ca>, "Leduc, Danine LBR:EX" <Danine.Leduc@gov.bc.ca>, "Wey, Melody GCPE:EX" <Melody.Wey@gov.bc.ca>  
**Subject:** RE: Tomorrow WFP/USW

Do we have the TOR yet? If so, please send ASAP so we can begin work on a NR!

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 5, 2020 11:09 AM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Cc:** Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Subject:** RE: Tomorrow WFP/USW

No issue releasing TOR. In fact I encourage it.

----- Original message -----

**From:** "MacDonald, Alex LBR:EX" <Alex.MacDonald@gov.bc.ca>  
**Date:** 2020-02-05 2:40 p.m. (GMT-04:00)

To: "Hughes, Trevor LBR:EX" <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>, "Scott, Samantha LBR:EX" <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>, "McCaffrey, Julianne GCPE:EX" <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
Cc: "Hourston, Sveah LBR:EX" <[Sveah.Hourston@gov.bc.ca](mailto:Sveah.Hourston@gov.bc.ca)>, "Leduc, Danine LBR:EX" <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>, "Wey, Melody GCPE:EX" <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>  
Subject: RE: Tomorrow WFP/USW

So the plan is to send the TOR to Vince and Amanda and WFP and USW tomorrow morning at 8am followed by a news release at 8:30am spelling out the terms.

I don't think there is a problem for us to release the TOR document is there Trevor?

Today, MHB will be scrummed going into Cabinet at 1pm. Global has confirmed that they will have a camera there.

s.13

s.13

-Alex

**From:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>

**Sent:** February 5, 2020 8:00 AM

**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>

**Cc:** Hourston, Sveah LBR:EX <[Sveah.Hourston@gov.bc.ca](mailto:Sveah.Hourston@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>

**Subject:** Tomorrow WFP/USW

**Importance:** High

s.13

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 10:48 AM  
**To:** MacDonald, Alex LBR:EX; Hughes, Trevor LBR:EX; Scott, Samantha LBR:EX  
**Cc:** Hourston, Sveah LBR:EX; Leduc, Danine LBR:EX; Wey, Melody GCPE:EX  
**Subject:** RE: Tomorrow WFP/USW

Thanks Alex, is the corp. cal. secured for the NR then?

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 5, 2020 10:40 AM  
**To:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Cc:** Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Subject:** RE: Tomorrow WFP/USW

So the plan is to send the TOR to Vince and Amanda and WFP and USW tomorrow morning at 8am followed by a news release at 8:30am spelling out the terms.

I don't think there is a problem for us to release the TOR document is there Trevor?

Today, MHB will be scrummed going into Cabinet at 1pm. Global has confirmed that they will have a camera there.  
s.13

-Alex

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 5, 2020 8:00 AM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Cc:** Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Subject:** Tomorrow WFP/USW  
**Importance:** High

s.13

## MacDonald, Alex LBR:EX

---

**From:** Wey, Melody GCPE:EX  
**Sent:** February 5, 2020 8:28 AM  
**To:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; McCaffrey, Julianne GCPE:EX  
**Subject:** FW: Tomorrow WFP/USW

**Importance:** High

Before replying to Trevor, s.13  
s.13

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 5, 2020 8:00 AM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Cc:** Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Subject:** Tomorrow WFP/USW  
**Importance:** High

s.13



**MacDonald, Alex LBR:EX**

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 12:10 PM  
**To:** McCaffrey, Julianne GCPE:EX  
**Subject:** 33510 Western Forest and USW (Mediation) Letter to parties Feb 4 2020.pdf  
**Attachments:** 33510 Western Forest and USW (Mediation) Letter to parties Feb 4 2020.pdf;  
ATT00001.txt

## MacDonald, Alex LBR:EX

---

**Subject:** FW: Bargaining Update  
**Location:** Conf call - Tel: 1-877-353-9184 / Participant code 6849151#  
  
**Start:** Mon 2020-02-03 4:00 PM  
**End:** Mon 2020-02-03 4:30 PM  
**Show Time As:** Tentative  
  
**Recurrence:** (none)  
  
**Meeting Status:** Not yet responded  
  
**Organizer:** Hockin, Amber PREM:EX

-----Original Appointment-----

**From:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>  
**Sent:** February 3, 2020 3:16 PM  
**To:** Hockin, Amber PREM:EX; 'Vince Ready/Cathy Sinclair'; 'arogers@arboffice.ca'; MacDonald, Alex LBR:EX  
**Subject:** Bargaining Update  
**When:** February 3, 2020 4:00 PM-4:30 PM (UTC-08:00) Pacific Time (US & Canada).  
**Where:** Conf call -s.15; s.17

s.15; s.17

Moderator s.15; s.17      Amber

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 2:21 PM  
**To:** McCaffrey, Julianne GCPE:EX  
**Cc:** Scott, Samantha LBR:EX; Hontiveros, Jenelyn LBR:EX; Wey, Melody GCPE:EX; Hynes, Colin GCPE:EX  
**Subject:** Re: IMPORTANT & URGENT - KM - WFP

s.13

For the requests, we can refer them to the statement and the audio from the scrum.  
With schedules as they are tomorrow I think CFAX is doable at 8:50. Maybe CHEK depending on the time of day.  
The problem is that we'll be in the queue (5th on the agenda). Would they be able to do something at 9:15am maybe?

-Alex

Sent from my iPhone

On Feb 5, 2020, at 1:43 PM, McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca> wrote:

Thanks for the TOR, NR underway!

**NEEDED:**

s.13

DIRECTION: 6 interview requests: are we doing MHB interviews after NR?

REVIEW: attached KM doc with guidance from the DMO, please review and provide edits as needed.

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 1:27 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>  
**Subject:** IMPORTANT & URGENT - KM - WFP  
**Importance:** High

Alex,

**NEEDED URGENTLY:**

s.13

- (3) Direction: 6 interview requests noted in my attached email, are we doing MHB interviews after the NR?
- (4) Review: attached KM doc with guidance from the DMO, please review and provide edits as needed.

IMPORTANT: there are spots of yellow highlight that the DM wants removed but remain in your copy b/c it came direct from the Minister from binder/IN discussions Monday. Please advise if you concur with TH to axe it.

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 2:32 PM  
**To:** MacDonald, Alex LBR:EX  
**Cc:** Scott, Samantha LBR:EX; Hontiveros, Jenelyn LBR:EX; Wey, Melody GCPE:EX; Hynes, Colin GCPE:EX  
**Subject:** Re: IMPORTANT & URGENT - KM - WFP

Truly appreciated, will circle back if needed!!

Julianne (Jules) McCaffrey  
Director of Communications  
Ministry of Labour, Government of BC  
O: 778-698-8964 / C: 250-888-8074

On Feb 5, 2020, at 2:20 PM, MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca> wrote:

s.13

For the requests, we can refer them to the statement and the audio from the scrum.  
With schedules as they are tomorrow I think CFAX is doable at 8:50. Maybe CHEK depending on the time of day.  
The problem is that we'll be in the queue (5th on the agenda). Would they be able to do something at 9:15am maybe?

-Alex

Sent from my iPhone

On Feb 5, 2020, at 1:43 PM, McCaffrey, Julianne GCPE:EX  
<Julianne.McCaffrey@gov.bc.ca> wrote:

Thanks for the TOR, NR underway!

**NEEDED:**

s.13

DIRECTION: 6 interview requests: are we doing MHB interviews after NR?

REVIEW: attached KM doc with guidance from the DMO, please review and provide edits as needed.

**From:** McCaffrey, Julianne GCPE:EX

**Sent:** February 5, 2020 1:27 PM

**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>

**Cc:** Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>

**Subject:** IMPORTANT & URGENT - KM - WFP

**Importance:** High

Alex,

**NEEDED URGENTLY:**

s.13

- (3) Direction: 6 interview requests noted in my attached email, are we doing MHB interviews after the NR?
- (4) Review: attached KM doc with guidance from the DMO, please review and provide edits as needed.

IMPORTANT: there are spots of yellow highlight that the DM wants removed but remain in your copy b/c it came direct from the Minister from binder/IN discussions Monday. Please advise if you concur with TH to axe it.

## MacDonald, Alex LBR:EX

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** February 6, 2020 9:35 AM  
**To:** Hockin, Amber PREM:EX; MacDonald, Alex LBR:EX  
**Subject:** FW: WFP NR  
**Attachments:** 2020-02-06 NR - Special Mediator Appointed.pdf

From WFP.

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 5:18 PM  
**To:** Hockin, Amber PREM:EX; Smith, Jimmy GCPE:EX  
**Cc:** Smith, George PREM:EX; Howlett, Tim GCPE:EX  
**Subject:** RE: FOR REVIEW - draft news release on special mediators  
**Attachments:** NR - WFP and SWU Special Mediator appt - Feb 5 2020 - DRAFT 517pm.docx

This should have the inaccuracies corrected.  
-Alex

**From:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>  
**Sent:** February 5, 2020 5:12 PM  
**To:** Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>  
**Cc:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>  
**Subject:** Re: FOR REVIEW - draft news release on special mediators

There is inaccurate Info here. Once out of this meeting with PJH I can edit.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)  
Sent from my iPhone

On Feb 5, 2020, at 5:03 PM, Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)> wrote:

Couple changes from our shop.

James Smith  
Issues Manager  
250.882.2892

**From:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>  
**Sent:** February 5, 2020 5:02 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Cc:** Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Howlett, Tim GCPE:EX <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** Re: FOR REVIEW - draft news release on special mediators

Thanks - let's keep it shorter.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)



Sent from my iPhone

On Feb 5, 2020, at 4:56 PM, MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)> wrote:

Sorry. Trevor is going to make some changes to this one now.  
-Alex

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 4:42 PM  
**To:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>; Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Cc:** Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Howlett, Tim GCPE:EX <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** FW: FOR REVIEW - draft news release on special mediators

Attached is the draft NR.  
-Alex

<NR - WFP and SWU Special Mediator appt - Feb 5 2020 - DRAFT - JS.docx>

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 5:14 PM  
**To:** Hockin, Amber PREM:EX; Smith, Jimmy GCPE:EX  
**Cc:** Smith, George PREM:EX; Howlett, Tim GCPE:EX  
**Subject:** RE: FOR REVIEW - draft news release on special mediators

I am combining the changes suggested and making sure everything is accurate in a clean copy. Give me 5 more minutes.  
-Alex

**From:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>  
**Sent:** February 5, 2020 5:12 PM  
**To:** Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>  
**Cc:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>  
**Subject:** Re: FOR REVIEW - draft news release on special mediators

There is inaccurate Info here. Once out of this meeting with PJH I can edit.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)  
Sent from my iPhone

On Feb 5, 2020, at 5:03 PM, Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)> wrote:

Couple changes from our shop.

James Smith  
Issues Manager  
250.882.2892

**From:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>  
**Sent:** February 5, 2020 5:02 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Cc:** Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Howlett, Tim GCPE:EX <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** Re: FOR REVIEW - draft news release on special mediators

Thanks - let's keep it shorter.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)  
Sent from my iPhone

On Feb 5, 2020, at 4:56 PM, MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)> wrote:

Sorry. Trevor is going to make some changes to this one now.  
-Alex

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 4:42 PM  
**To:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>; Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Cc:** Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Howlett, Tim GCPE:EX <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** FW: FOR REVIEW - draft news release on special mediators

Attached is the draft NR.  
-Alex

<NR - WFP and SWU Special Mediator appt - Feb 5 2020 - DRAFT - JS.docx>

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 4, 2020 5:21 PM  
**To:** Hughes, Trevor LBR:EX; MacDonald, Alex LBR:EX; Leduc, Danine LBR:EX  
**Cc:** Scott, Samantha LBR:EX  
**Subject:** RE: possible statement

Works for me. Alex?

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 4, 2020 3:42 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Cc:** Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: possible statement  
**Importance:** High

s.13

**From:** McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
**Sent:** Tuesday, February 4, 2020 3:28 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Cc:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** RE: possible statement

Roger, we'll ready up some QAs on what this means and amend our prior/related KMs that maybe aren't lockstep.

**From:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Sent:** February 4, 2020 3:26 PM  
**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Cc:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
**Subject:** possible statement

Hey folks,  
PO have asked if we could have a statement ready for whenever one of the two sides tells the media that Vince and Amanda are withdrawing as mediators. Below is what has been suggested. I haven't put it in front of the minister but wanted your feedback.  
Probably best to call with any feedback.

Thanks.

-Alex

s.13

## MacDonald, Alex LBR:EX

---

**From:** Smith, George PREM:EX  
**Sent:** February 4, 2020 3:58 PM  
**To:** MacDonald, Alex LBR:EX; Howlett, Tim GCPE:EX  
**Subject:** Re: possible statement

Alex, can you get Tim's edited version to Minister for approval?

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | [250-208-6794](tel:250-208-6794)

On Feb 4, 2020, at 3:54 PM, Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca> wrote:

s.13

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 4, 2020 3:43 PM  
**To:** Smith, George PREM:EX <George.Smith@gov.bc.ca>; Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>  
**Subject:** FW: possible statement  
**Importance:** High

Feedback from our DM.  
-Alex

**From:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Sent:** February 4, 2020 3:42 PM  
**To:** McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>; MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Cc:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>

**Subject:** RE: possible statement

**Importance:** High

s.13

**From:** McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
**Sent:** Tuesday, February 4, 2020 3:28 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Cc:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** RE: possible statement

Roger, we'll ready up some QAs on what this means and amend our prior/related KMs that maybe aren't lockstep.

**From:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Sent:** February 4, 2020 3:26 PM  
**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>  
**Cc:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
**Subject:** possible statement

Hey folks,

PO have asked if we could have a statement ready for whenever one of the two sides tells the media that Vince and Amanda are withdrawing as mediators. Below is what has been suggested. I haven't put it in front of the minister but wanted your feedback.

Probably best to call with any feedback.

Thanks.

-Alex

s.13

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 4, 2020 5:22 PM  
**To:** McCaffrey, Julianne GCPE:EX; Hughes, Trevor LBR:EX; Leduc, Danine LBR:EX  
**Cc:** Scott, Samantha LBR:EX  
**Subject:** RE: possible statement

Hold tight. Waiting to hear back.  
-Alex

**From:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Sent:** February 4, 2020 5:21 PM  
**To:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Cc:** Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: possible statement

Works for me. Alex?

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 4, 2020 3:42 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Cc:** Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: possible statement  
**Importance:** High

s.13

**From:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Sent:** Tuesday, February 4, 2020 3:28 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Cc:** Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: possible statement

Roger, we'll ready up some QAs on what this means and amend our prior/related KMs that maybe aren't lockstep.



**From:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>

**Sent:** February 4, 2020 3:26 PM

**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>

**Cc:** Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; McCaffrey, Julianne GCPE:EX  
<[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>

**Subject:** possible statement

Hey folks,

PO have asked if we could have a statement ready for whenever one of the two sides tells the media that Vince and Amanda are withdrawing as mediators. Below is what has been suggested. I haven't put it in front of the minister but wanted your feedback.

Probably best to call with any feedback.

Thanks.

-Alex

s.13

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 12:11 PM  
**To:** MacDonald, Alex LBR:EX  
**Subject:** RE: 33510 Western Forest and USW (Mediation) Letter to parties Feb 4 2020.pdf

Thanks so much!!

-----Original Message-----

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 5, 2020 12:10 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Subject:** 33510 Western Forest and USW (Mediation) Letter to parties Feb 4 2020.pdf

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 12:12 PM  
**To:** MacDonald, Alex LBR:EX  
**Subject:** RE: 33510 Western Forest and USW (Mediation) Letter to parties Feb 4 2020.pdf

If requested, may I share the letter from Vince with reporters?

-----Original Message-----

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 5, 2020 12:10 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Subject:** 33510 Western Forest and USW (Mediation) Letter to parties Feb 4 2020.pdf

## MacDonald, Alex LBR:EX

---

**From:** Hockin, Amber PREM:EX  
**Sent:** February 4, 2020 2:50 PM  
**To:** Meggs, Geoff PREM:EX  
**Cc:** Aaron, Sage PREM:EX; MacDonald, Alex LBR:EX  
**Subject:** Re: 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020

I already working on this with George smith.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
Amber.hockin@gov.bc.ca  
Sent from my iPhone

On Feb 4, 2020, at 2:37 PM, Meggs, Geoff PREM:EX <Geoff.Meggs@gov.bc.ca> wrote:

Please work up a way to bring this to public attention with appropriate messaging

Geoff

Sent from my iPhone

On Feb 4, 2020, at 2:23 PM, Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca> wrote:

Amber Hockin  
Deputy Chief of Staff  
7785840867  
Amber.hockin@gov.bc.ca  
Sent from my iPhone

Begin forwarded message:

**From:** Vince Ready/Cathy Sinclair <vready@arboffice.ca>  
**Date:** February 4, 2020 at 2:20:22 PM PST  
**To:** "Hockin, Amber PREM:EX" <Amber.Hockin@gov.bc.ca>  
**Subject:** 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020

Please see attached letter, fyi. Thank you.

Cathy Sinclair  
Assistant to Vince Ready  
Phone 604 691-2554

Fax 604 691-2556  
[vready@arboffice.ca](mailto:vready@arboffice.ca)

<33510 Western Forest and USW (Mediation) Letter to parties Feb 4 2020.pdf>

## MacDonald, Alex LBR:EX

---

**From:** Aaron, Sage PREM:EX  
**Sent:** February 4, 2020 2:42 PM  
**To:** Meggs, Geoff PREM:EX; Hockin, Amber PREM:EX  
**Cc:** MacDonald, Alex LBR:EX  
**Subject:** Re: 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020

Will do - attachment did not come through.

---

**From:** Meggs, Geoff PREM:EX  
**Sent:** February-04-20 2:37 PM  
**To:** Hockin, Amber PREM:EX  
**Cc:** Aaron, Sage PREM:EX; MacDonald, Alex LBR:EX  
**Subject:** Re: 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020

Please work up a way to bring this to public attention with appropriate messaging

Geoff

Sent from my iPhone

On Feb 4, 2020, at 2:23 PM, Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca> wrote:

Amber Hockin  
Deputy Chief of Staff  
7785840867  
Amber.hockin@gov.bc.ca  
Sent from my iPhone

Begin forwarded message:

**From:** Vince Ready/Cathy Sinclair <vready@arboffice.ca>  
**Date:** February 4, 2020 at 2:20:22 PM PST  
**To:** "Hockin, Amber PREM:EX" <Amber.Hockin@gov.bc.ca>  
**Subject:** 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020

Please see attached letter, fyi. Thank you.

Cathy Sinclair  
Assistant to Vince Ready  
Phone 604 691-2554  
Fax 604 691-2556  
[vready@arboffice.ca](mailto:vready@arboffice.ca)



## MacDonald, Alex LBR:EX

---

**From:** Smith, George PREM:EX  
**Sent:** February 4, 2020 3:21 PM  
**To:** MacDonald, Alex LBR:EX; Hockin, Amber PREM:EX; Aaron, Sage PREM:EX; Howlett, Tim GCPE:EX  
**Subject:** RE: 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020

I've made changes. Please review below.

>>  
s.13

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 4, 2020 3:04 PM  
**To:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>; Aaron, Sage PREM:EX <Sage.Aaron@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>  
**Subject:** RE: 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020

First draft on a possible statement we can be ready with.  
I haven't sent to ministry or the minister yet.  
-Alex

**From:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>  
**Sent:** February 4, 2020 2:51 PM  
**To:** Aaron, Sage PREM:EX <[Sage.Aaron@gov.bc.ca](mailto:Sage.Aaron@gov.bc.ca)>; MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Subject:** Fwd: 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)  
Sent from my iPhone

Begin forwarded message:

**From:** "Hughes, Trevor LBR:EX" <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Date:** February 4, 2020 at 2:24:33 PM PST  
**To:** "MacDonald, Alex LBR:EX" <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>, "Scott, Samantha LBR:EX" <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>, "Bains, Harry LBR:EX" <[Harry.Bains@gov.bc.ca](mailto:Harry.Bains@gov.bc.ca)>, "Hockin, Amber



PREM:EX" <Amber.Hockin@gov.bc.ca>

**Subject: Fw: 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020**

All, see attached letter. Mediators have booked out of Western/USW dispute.

Trevor Hughes

Deputy Minister

Ministry of Labour (BC)

Office: (778) 974-2189

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 5:59 PM  
**To:** Bains, Harry LBR:EX;S.17  
**Cc:** Scott, Samantha LBR:EX  
**Subject:** Phonecalls

These phonecalls are now scheduled

7:00pm today  
Laird Cronk ats.22

7:30am tomorrow  
Brian Butler at 250-715-5678

7:45am tomorrow  
Don Demens at 604-648-4571

**MacDonald, Alex LBR:EX**

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 6:35 PM  
**To:** McCaffrey, Julianne GCPE:EX  
**Subject:** nr attached  
**Attachments:** NR - WFP and SWU Special Mediator appt - Feb 5 2020 - DRAFT 630pm.docx

## MacDonald, Alex LBR:EX

---

**From:** Sangha, Jasmeet LBR:EX  
**Sent:** February 7, 2020 9:32 AM  
**To:** MacDonald, Alex LBR:EX  
**Subject:** FW: Save My Future

Hey Alex,

I hope this finds you well!

I spoke to the Minister as to what action he was hoping for us to take with this email – he asked that I just touch base with you. Do you think we should be sending a response?

Jasmeet Sangha (she/hers)  
Executive Assistant  
**Honourable Harry Bains**  
Minister of Labour

Legislative Buildings | Victoria | British Columbia | V8V 1X4  
Phone: 604-290-3103 | Email: [Jasmeet.Sangha@gov.bc.ca](mailto:Jasmeet.Sangha@gov.bc.ca)

**From:** Bains, Harry<sup>s.17</sup>  
**Sent:** February 6, 2020 7:12 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Sangha, Jasmeet LBR:EX <[Jasmeet.Sangha@gov.bc.ca](mailto:Jasmeet.Sangha@gov.bc.ca)>  
**Subject:** Fwd: Save My Future

Sent from my iPhone

Begin forwarded message:

**From:** "Bains.MLA, Harry" <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Date:** February 6, 2020 at 3:36:10 PM PST  
**To:** "Bains, Harry"<sup>s.17</sup>  
**Subject:** FW: Save My Future

**From:** s.22  
**Sent:** Wednesday, February 5, 2020 9:35 PM  
**To:** Bains.MLA, Harry <[Harry.Bains.MLA@leg.bc.ca](mailto:Harry.Bains.MLA@leg.bc.ca)>  
**Subject:** Save My Future

Dear, Mr. Bains.

You recently suggested in getting involved in the Western Forest Products Strike. I HIGHLY encourage that you embark on this endeavour. I have taken online courses and have studied as much as I can during my high school years. Currently, I am graduating a year early and have been accepted into my

dream program. This August, I will be heading off to university to study Pre-Medicine. After I complete this, I will go to medical school and become a medical practitioner. Promptly, I will return to Vancouver Island where, like my parents, I have been born and raised. Unfortunately, this dream that I have been passionately working towards since I was five-years-old is in jeopardy. My father is in the logging industry and if the strike continues much further, it will have drastic effects on my family. Altogether, I hope that you intervene in the Western Forest Products Strike and keep my life's dream of practicing medicine in the communities that I grew up in alive.

Sincerely,

s.22

## MacDonald, Alex LBR:EX

---

**From:** Hockin, Amber PREM:EX  
**Sent:** February 6, 2020 8:18 AM  
**To:** MacDonald, Alex LBR:EX  
**Subject:** Re: WFP and USW - Appointment of Special Mediators by Minister Bains

Thanks.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
Amber.hockin@gov.bc.ca  
Sent from my iPhone

On Feb 6, 2020, at 8:15 AM, MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** "Hughes, Trevor LBR:EX" <Trevor.Hughes@gov.bc.ca>  
**Date:** February 6, 2020 at 8:05:30 AM PST  
**To:** Vince Ready/Cathy Sinclair <vready@arboffice.ca>, "Jennifer Foster (JFoster@westernforest.com)" <JFoster@westernforest.com>, "Brian Butler (bbutler@usw1-1937.ca)" <BButler@usw1-1937.ca>, Amanda Rogers <arogers@arboffice.ca>  
**Cc:** "LBR Deputy Ministers Office LBR:EX" <LBR.Deputy@gov.bc.ca>, "MacDonald, Alex LBR:EX" <Alex.MacDonald@gov.bc.ca>  
**Subject:** WFP and USW - Appointment of Special Mediators by Minister Bains

Dear Jennifer Foster and Brian Butler:

Please see attached Terms of Reference signed this morning by the Honourable Harry Bains, Minister of Labour, appointing Vince Ready and Amanda Rogers as Special Mediators under Section 76 of the *Labour Relations Code*. I draw your attention to the time frames for this appointment and expect you will hear from Ms. Rogers and Mr. Ready very shortly.

If you have any questions, please do not hesitate to contact me at your convenience.

Thank you.  
Trevor.

--  
Trevor Hughes  
Deputy Minister  
Ministry of Labour (BC)

Office: (778) 974-2189

<Terms of Reference - Special Mediator - WFP and USW - February 2020.pdf>

**MacDonald, Alex LBR:EX**

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 11:46 AM  
**To:** Hontiveros, Jenelyn LBR:EX  
**Cc:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; Wey, Melody GCPE:EX  
**Subject:** Letter from last night

Could we bother you for a copy of the letter rec'd last night from the mediators to MHB relating to the WFP negotiations stalled?

Julianne (Jules) McCaffrey  
Director of Communications, LBR  
Government of British Columbia  
D: 778-698-8964



## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 4, 2020 4:49 PM  
**To:** Smith, George PREM:EX; Howlett, Tim GCPE:EX  
**Subject:** FW: WFP Press release  
**Attachments:** 2020-02-04 NR - Mediator Withdraws from Process.pdf; ATT00001.htm

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 4, 2020 4:43 PM  
**To:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Subject:** Fwd: WFP Press release

FYI. Note comment about reaching out to Ministry of Labour on next steps which heightens need for a statement.

## MacDonald, Alex LBR:EX

---

**From:** Hockin, Amber PREM:EX  
**Sent:** February 4, 2020 7:25 PM  
**To:** Hughes, Trevor LBR:EX  
**Cc:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; McCaffrey, Julianne GCPE:EX  
**Subject:** Re: WFP Press release

Thanks Trevor. We have a statement which should hold us for feb 6.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
Amber.hockin@gov.bc.ca  
Sent from my iPhone

On Feb 4, 2020, at 4:42 PM, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca> wrote:

FYI. Note comment about reaching out to Ministry of Labour on next steps which heightens need for a statement.

<2020-02-04 NR - Mediator Withdraws from Process.pdf>

## MacDonald, Alex LBR:EX

---

**From:** Wey, Melody GCPE:EX  
**Sent:** February 5, 2020 12:35 PM  
**To:** MacDonald, Alex LBR:EX  
**Cc:** McCaffrey, Julianne GCPE:EX; Scott, Samantha LBR:EX  
**Subject:** APPROVE PLS: Media request - Andrew Duffy, WFP

Hi Alex- please approve this response to Andrew Duffy, TC, who is asking for background info on options for what's next with WFP dispute. I've answered the first question and the other two can be deferred to tomorrow. Approved by Trevor. Thanks, M

### Background response – for approval:

s.13

"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in the province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."

### Reporter

Andrew Duffy, Reporter  
Times Colonist  
[aduffy@timescolonist.com](mailto:aduffy@timescolonist.com)  
250-380-5342

**Deadline** Monday, February 3, 2020 4:00 PM

### Request

I'm wondering about a few things:

- what mechanisms or tools does the ministry/government have at its disposal to deal with disputes like this (just looking at the range of options rather than what's likely)

- then comes the more delicate question of what is the ministry/gov likely to do in this case
- and what would it take for the government to act on any level

If the minister is available for an interview that would be ideal today, but I can live with a statement and some background that covers off the aforementioned queries.

Trying to pull all this together before the end of today.

Thanks

Andrew

## MacDonald, Alex LBR:EX

---

**From:** McLaren, Chris PREM:EX  
**Sent:** February 4, 2020 11:39 AM  
**To:** MacDonald, Alex LBR:EX  
**Subject:** RE: REQUEST Re: meeting with PJH

Thanks for confirming!  
Cheers,  
Chris

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 4, 2020 11:32 AM  
**To:** McLaren, Chris PREM:EX <Chris.McLaren@gov.bc.ca>  
**Subject:** RE: REQUEST Re: meeting with PJH

Harry will be there.  
-Alex

**From:** McLaren, Chris PREM:EX <[Chris.McLaren@gov.bc.ca](mailto:Chris.McLaren@gov.bc.ca)>  
**Sent:** February 4, 2020 11:17 AM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Subject:** FW: REQUEST Re: meeting with PJH  
**Importance:** High

Hey Alex,  
Further to our convo, here are the details.  
Cheers,  
Chris

**From:** McLaren, Chris PREM:EX  
**Sent:** February 4, 2020 11:07 AM  
**To:** Duncan, Kate LBR:EX <[Kate.Duncan@gov.bc.ca](mailto:Kate.Duncan@gov.bc.ca)>  
**Subject:** REQUEST Re: meeting with PJH  
**Importance:** High

Hello Kate,  
We need to have Minister Bains attend a meeting with PJH and internal staff regarding USW / WFP.  
It will take place at s.15; s.17  
Please confirm his attendance!  
Chris

---

Christine McLaren  
Scheduling Officer | Office of the Premier | T: 778-974-6083 | E: [chris.mclaren@gov.bc.ca](mailto:chris.mclaren@gov.bc.ca)

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 3, 2020 12:01 PM  
**To:** Smith, Jimmy GCPE:EX  
**Cc:** Scott, Samantha LBR:EX; MacDonald, Alex LBR:EX; Wey, Melody GCPE:EX  
**Subject:** WFP IN - what was removed

s.13

Julianne (Jules) McCaffrey  
Director of Communications, LBR  
Government of British Columbia  
D: 778-698-8964

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 3, 2020 3:31 PM  
**To:** Hockin, Amber PREM:EX; Wade, Debbie PREM:EX  
**Subject:** RE: Bargaining Update

MHB will be on the call.  
-Alex

**From:** Wade, Debbie PREM:EX <Debbie.Wade@gov.bc.ca> **On Behalf Of** Hockin, Amber PREM:EX  
**Sent:** February 3, 2020 3:22 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Subject:** RE: Bargaining Update

Hi Alex;

Could you please advise your Minister that this conference is happening at 4pm today. Amber Hockin is hoping he can participate.

Thanks!

*Debbie Wade  
Executive Coordinator to Geoff Meggs - Chief of Staff  
and Amber Hockin - Deputy Chief of Staff  
Office of the Premier  
778-974-6075*

-----Original Appointment-----

**From:** Wade, Debbie PREM:EX **On Behalf Of** Hockin, Amber PREM:EX  
**Sent:** February 3, 2020 3:16 PM  
**To:** Hockin, Amber PREM:EX; 'Vince Ready/Cathy Sinclair'; 'arogers@arboffice.ca'; MacDonald, Alex LBR:EX; Hockin, Amber PREM:EX  
**Subject:** Bargaining Update  
**When:** February 3, 2020 4:00 PM-4:30 PM (UTC-08:00) Pacific Time (US & Canada).  
**Where:** Conf call -s.15; s.17

s.15; s.17

Moderator s.15; s.17      Amber

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 6, 2020 9:11 AM  
**To:** 'ceharnett@timescolonist.com'  
**Subject:** Terms of Reference - USW/WFP Dispute  
**Attachments:** Terms of Reference - Special Mediator - WFP and USW - February 2020.pdf

Hi Cindy,

I'll get that link checked.

Attached are the terms of reference for the appointment of Vince Ready and Amanda Rogers as special mediators.

-Alex

**Alex MacDonald**

*Senior Ministerial Assistant*

*Office of Hon. Harry Bains, Minister of Labour*

*Government of British Columbia*

Tel: 250-953-0910

Cell: 778-584-1371

Email: alex.macdonald@gov.bc.ca



## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 7, 2020 9:51 AM  
**To:** 'jerry.dias2@unifor.org'  
**Subject:** Terms of Reference USW/WFP  
**Attachments:** Terms of Reference - Special Mediator - WFP and USW - February 2020.pdf

Hi Jerry,

Attached are the terms of reference for the appointment of Vince Ready and Amanda Rogers in the ongoing WFP/USW strike.

-Alex

**Alex MacDonald**

*Senior Ministerial Assistant*

*Office of Hon. Harry Bains, Minister of Labour*

*Government of British Columbia*

Tel: 250-953-0910

Cell: 778-584-1371

Email: alex.macdonald@gov.bc.ca

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 1:29 PM  
**To:** Byers, Lindsay GCPE:EX; Scott, Samantha LBR:EX; MacDonald, Alex LBR:EX  
**Cc:** Wey, Melody GCPE:EX; Hynes, Colin GCPE:EX  
**Subject:** RE: MHB - WFP

Thank you!

**From:** Byers, Lindsay GCPE:EX <Lindsay.Byers@gov.bc.ca>  
**Sent:** February 5, 2020 1:28 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Cc:** Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>  
**Subject:** MHB - WFP

## MacDonald, Alex LBR:EX

---

**From:** Hockin, Amber PREM:EX  
**Sent:** February 4, 2020 3:06 PM  
**To:** Hughes, Trevor LBR:EX  
**Cc:** MacDonald, Alex LBR:EX  
**Subject:** Fwd: Terms of Reference  
**Attachments:** image001.png; ATT00001.htm; Terms of Reference - Special Mediator - WFP and USW - December 2019.docx; ATT00002.htm

Trevor here is the draft. Please give me a call if you have any questions. Timing is for release Thursday morning. Amber

Amber Hockin  
Deputy Chief of Staff  
7785840867  
Amber.hockin@gov.bc.ca  
Sent from my iPhone

Begin forwarded message:

**From:** "Parkinson, Elizabeth PREM:EX" <Elizabeth.Parkinson@gov.bc.ca>  
**Date:** February 4, 2020 at 2:56:45 PM PST  
**To:** "Hockin, Amber PREM:EX" <Amber.Hockin@gov.bc.ca>, "AMANDA ROGERS (Arogers@arboffice.ca)" <Arogers@arboffice.ca>  
**Subject:** Terms of Reference

Dear Ms. Rogers,

Please find attached a revised Terms of Reference document for your attention.

Best regards,

|

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 7:21 PM  
**To:** MacDonald, Alex LBR:EX  
**Cc:** Scott, Samantha LBR:EX  
**Subject:** RE: FOR APPROVAL: Special mediators appointed in coastal forestry dispute

Pefect!

-----Original Message-----

From: MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
Sent: February 5, 2020 7:20 PM  
To: McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
Cc: Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
Subject: Re: FOR APPROVAL: Special mediators appointed in coastal forestry dispute

This is fine.

-Alex

Sent from my iPhone

> On Feb 5, 2020, at 7:17 PM, McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca> wrote:  
>  
> Hi Alex,  
>  
> Unless able to approve on Amber's behalf, we need her to review a slight tweak: moved the quotation marks to the beginning of the second paragraph as that statement needs to be ascribed to somebody and it ties into everything else Minister Bains says.  
>  
> "This dispute has taken a huge toll on workers and their families as well as the entire coastal forestry community. We want to see everyone get back on the job," Bains said. "As minister of labour, I have decided to appoint special mediators Ready and Rogers with additional powers under the Labour Relations Code to help the parties reach an agreement as soon as possible."  
>  
>  
> \_\_\_\_\_  
>  
>  
> NR Number: Not Approved  
> NR Type: News Release  
> State: Planned  
> Planned Release Date: February 6, 2020 at 8:30 am Media Distribution  
> Lists: 000.0 - Victoria, BUSIN\_BUSINESS, ETHALL\_ALL ETHNIC,  
> ISLAN\_ISLAND, LEGIS\_PRESS GALLERY, PROVI\_PROVINCE WIDE No Lead  
> Organization  
> Headline: Special mediators appointed in coastal forestry dispute  
>  
> This email was auto-generated.  
>

> Not Approved  
> Feb. 6, 2020  
>  
> Ministry of Labour  
>  
> NEWS RELEASE  
> Special mediators appointed in coastal forestry dispute  
>  
> VICTORIA - Harry Bains, Minister of Labour, has appointed Amanda Rogers and Vince Ready as special mediators in the eight-month collective bargaining dispute between Western Forest Products and the United Steelworkers Local 1-1937.  
>  
> "This dispute has taken a huge toll on workers and their families as well as the entire coastal forestry community. We want to see everyone get back on the job," Bains said. "As minister of labour, I have decided to appoint special mediators Ready and Rogers with additional powers under the Labour Relations Code to help the parties reach an agreement as soon as possible."  
>  
> The parties will be brought together by the special mediators to reach an agreement through collective bargaining. If the parties don't reach an agreement, the mediators will provide the parties and the minister with recommended terms for settlement which they will have five days to accept or reject. The minister of labour also can make the terms of settlement public.  
>  
> "I am confident that with the assistance of two of the nations' top mediators and the additional powers provided to them under the Labour Relations Code by this appointment, both sides can achieve a deal that ensures the sustainability of coastal forestry jobs and supports the terms and conditions of employment important to workers," Bains said.  
>  
> Contact:  
>  
> Ministry of Labour  
> Media Relations  
> 250-953-0910  
>  
>  
> Connect with the Province of B.C. at: <http://news.gov.bc.ca/connect>  
> <DRAFT.pdf>

## MacDonald, Alex LBR:EX

---

**From:** Scott, Samantha LBR:EX  
**Sent:** February 4, 2020 10:04 AM  
**To:** Smith, Jimmy GCPE:EX  
**Cc:** MacDonald, Alex LBR:EX  
**Subject:** FW: WFP/USW Strike - Government NOT TO Intervene  
**Attachments:** USW dispute with WFP; Strike between USW and WFP; USW Strike; USW 1-1937 STRIKE; Untitled; Forest Industry Dispute; WFP/USW; Say "NO" to Government Intervention on BC Forestry Dispute ; USW WFP Strike; letter regarding our fight with WFP; USW 1-1937 strike; Forest dispute

Hi Jimmy,

Please see attached and below. Happy to go through each one and pull quotes, but I know you mentioned you wanted the full versions.

Please let me know how I can assist.

Cheers,

**Samantha Scott** | Ministerial Assistant to the Honourable Minister Bains  
Ministry of Labour  
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-679-4889

**From:** Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>  
**Sent:** February 4, 2020 9:45 AM  
**To:** Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** WFP/USW Strike - Government NOT TO Intervene

Hi Sam, attached are emails of people expressing further frustration on why they don't want the Government to intervene in the Strike. Pasted below is a sample of their campaign email we mostly get.

---

Dear Premier Horgan,

I am a member the USW Local 1-1937 and am currently on strike to ensure my co-workers and I have hours of work that are safe. We are also on strike to protect my workplace from contracting out as well as other issues including a company policy that discriminates against workers and that is driving safety underground.

WFP is refusing to bargain as they feel the government will intervene and allow for contracting out of my workplace, while taking away my right to fight for safe-shifts and against a drug and alcohol policy designed to target workers rather than help them.

The BC Liberal Government intervened in 2004 and I am fighting to regain my rights that were stripped from my co-workers and me at that time. It was a terrible injustice for government to intervene then and it would be a bigger mistake for your government to repeat that injustice.

Please let the parties settle this dispute at the bargaining table.

Sincerely, s.22

---

Jenelyn Hontiveros  
*Administrative Assistant to the*  
**Honourable Harry Bains**  
Minister of Labour

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 1:00 PM  
**To:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; Hontiveros, Jenelyn LBR:EX  
**Subject:** FW: IMPORTANT - Western Forest Products Issue - mediators withdrawing

Per bullet 3 below b/c MHB's calendar is still off line and poor Jenelyn was doing her best to provide intel while the calendar remained unhelpful. Lindsay wanted to confirm location:

- Media scrum
  - 1 pm in halls, on route to caucus mtg in main chambers

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 12:47 PM  
**Subject:** IMPORTANT - Western Forest Products Issue - mediators withdrawing

### OF NOTE:

- Multiple outstanding interview requests (x6) for today/tomorrow
    - They were provisioned statement, still want interview
  - MHB's statement being provided upon request, proactively to Rob.
    - note: list of recipients directly below, statement far bottom
  - Media scrum anticipated today, MHB apprised/prepared
    - 1 pm in halls, on route to caucus mtg in main chambers
    - Lindsay Byers, HQ media relations, attending & will clip
    - MO & PO staff also anticipated to attend
  - Anticipating a NR tomorrow at 8:30 am on appointment of "Special Mediators"
    - Corp. Cal. entry made, time not confirmed, Robin aware.
    - Focus: Vince/Amanda appointed to make recommendations for terms of settlement, not binding
- s.13

### STATEMENT PROVIDED:

- Last night: Rob Shaw (Sun), Simon Little (Global) and Dan Burritt (CBC).
- This morning: April Lawrence (CHEK), Shannon Waters (BC Today), Andrew Duffy (TC)

### MEDIA REQUESTS FOR TODAY:

Asking for an interview with angles of (1) what are the ministry's next steps and (2) will you intervene?

1. **GLOBAL** with Simon Little
2. **BC Today** with Shannon Waters
3. **CFAX** with Sandra Hall (request via Jen Holmwood, PO)
4. **CFAX** on Al Ferraby at 8:20 or 8:50 a.m. with MHB (request via Roszan Holmen)
  - On the phone, live, no other callers/guests, approx. 9 min.



5. **TC** with Andrew Duffy, today or tomorrow morning (request via FLNRO)
  - *Provided answers on bkgrd to: what tools does the ministry have at its disposal to deal with disputes like this (range of options vs what's likely)?*
6. **CHEK TV** with April Lawrence, today or tomorrow on camera

**STATEMENT:**

Attributable to Minister of Labour Harry Bains:

*"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in the province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."*

**BACKGROUND:**

Informally, the Labour Minister or staff have the option to meet with the parties involved before or during a dispute.

At any time, the parties involved can both agree - on their own - to apply to the Labour Relations Board for a mediator or they can agree to one privately.

In this case: Western Forest Products and United Steelworkers had Mr. Ready engaged privately since October and Minister Bains met with the parties earlier in December.

Formally, there are the following options within the Labour Relations Code:

- Labour Relations Board can appoint a mediator or a fact finder.
- Minister of Labour can appoint a Special Mediator with terms of reference.
- Minister can also order a last offer vote once a strike or lockout has commenced.
- Minister can appoint an Industrial Inquiry Commission.

Of note, the mediator, special mediator and Industrial Inquiry Commission can only issue recommendations, which the parties involved can agree to or decline; they are not binding.

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 4:58 PM  
**To:** Hughes, Trevor LBR:EX; MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX  
**Cc:** Wey, Melody GCPE:EX; Leduc, Danine LBR:EX  
**Subject:** RE: FOR REVIEW - draft news release on special mediators

Awesome! Alex, I'll have a clean and revised version pronto.

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 5, 2020 4:58 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Subject:** RE: FOR REVIEW - draft news release on special mediators

My edits were made to her version.

**From:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Sent:** February 5, 2020 4:56 PM  
**To:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Subject:** RE: FOR REVIEW - draft news release on special mediators

No apologies needed! We'll use the version with Danine's edits and make yours overtop, or have you already passed along Danine's version to PO @Alex?

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 5, 2020 4:50 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Subject:** RE: FOR REVIEW - draft news release on special mediators  
**Importance:** High

s.13  
Sorry but this NR needs work. Sorry for not being available until now to review this. s.13

**From:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Sent:** February 5, 2020 4:25 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Subject:** FOR REVIEW - draft news release on special mediators

Alex, I know PO is eager to review the NR.

Poor Trevor is of course busy with FPT and hasn't had time to review yet, but Danine did provide direct guidance, her edits reflected w/i the attached.

Jules

Julianne (Jules) McCaffrey  
Director of Communications, LBR  
Government of British Columbia  
D: 778-698-8964

## MacDonald, Alex LBR:EX

---

**From:** Smith, Jimmy GCPE:EX  
**Sent:** February 5, 2020 5:31 PM  
**To:** MacDonald, Alex LBR:EX  
**Subject:** RE: FOR REVIEW - draft news release on special mediators

s.13

James Smith  
Issues Manager  
250.882.2892

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 5, 2020 5:18 PM  
**To:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>  
**Cc:** Smith, George PREM:EX <George.Smith@gov.bc.ca>; Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>  
**Subject:** RE: FOR REVIEW - draft news release on special mediators

This should have the inaccuracies corrected.  
-Alex

**From:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>  
**Sent:** February 5, 2020 5:12 PM  
**To:** Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>  
**Cc:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>  
**Subject:** Re: FOR REVIEW - draft news release on special mediators

There is inaccurate info here. Once out of this meeting with PJH I can edit.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)  
Sent from my iPhone

On Feb 5, 2020, at 5:03 PM, Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)> wrote:

Couple changes from our shop.

James Smith  
Issues Manager  
250.882.2892

**From:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>  
**Sent:** February 5, 2020 5:02 PM

**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Cc:** Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Howlett, Tim GCPE:EX <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** Re: FOR REVIEW - draft news release on special mediators

Thanks - let's keep it shorter.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)  
Sent from my iPhone

On Feb 5, 2020, at 4:56 PM, MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)> wrote:

Sorry. Trevor is going to make some changes to this one now.  
-Alex

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 4:42 PM  
**To:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>; Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Cc:** Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Howlett, Tim GCPE:EX <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** FW: FOR REVIEW - draft news release on special mediators

Attached is the draft NR.  
-Alex

<NR - WFP and SWU Special Mediator appt - Feb 5 2020 - DRAFT - JS.docx>

## MacDonald, Alex LBR:EX

---

**From:** Hockin, Amber PREM:EX  
**Sent:** February 5, 2020 6:08 PM  
**To:** MacDonald, Alex LBR:EX; Smith, Jimmy GCPE:EX  
**Cc:** Smith, George PREM:EX; Howlett, Tim GCPE:EX  
**Subject:** RE: FOR REVIEW - draft news release on special mediators

VICTORIA – BC's Minister of Labour, Harry Bains has acted to appointed Amanda Rogers and Vince as special mediators in the 8 month collective bargaining dispute between Western Forest Products and the United Steelworkers Union

I've re-written it here. Please let me know if there are concerns.

This dispute has taken a huge toll on workers and their families as well as the entire coastal forestry community. We want to see everyone get back on the job, said Bains. As Minister of Labour, I have decided to appoint special mediators Ready and Rogers with additional powers under the labour code to help the parties reach an agreement as soon as possible."

The parties will be brought together by the special mediators in an effort to reach an agreement through collective bargaining. If the parties don't reach an agreement, the mediators will provide the parties and the Minister with recommended terms for settlement which they will have five days to accept or reject. The Minister of Labour will also have the ability to make the terms of settlement public.

"I am confident that with the assistance of two of the nations' top mediators and the additional powers provided to them under the Labour Relations Code by this appointment, both sides can achieve a deal that ensures the sustainability of coastal forestry jobs and supports terms and conditions of employment of importance to workers," said Bains.

Who is the point of contract? George?

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 5:18 PM  
**To:** Hockin, Amber PREM:EX; Smith, Jimmy GCPE:EX  
**Cc:** Smith, George PREM:EX; Howlett, Tim GCPE:EX  
**Subject:** RE: FOR REVIEW - draft news release on special mediators

This should have the inaccuracies corrected.  
-Alex

**From:** Hockin, Amber PREM:EX <Amber.Hockin@gov.bc.ca>  
**Sent:** February 5, 2020 5:12 PM  
**To:** Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>  
**Cc:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Smith, George PREM:EX <George.Smith@gov.bc.ca>; Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>  
**Subject:** Re: FOR REVIEW - draft news release on special mediators

There is inaccurate Info here. Once out of this meeting with PJH I can edit.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)  
Sent from my iPhone

On Feb 5, 2020, at 5:03 PM, Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)> wrote:

Couple changes from our shop.

James Smith  
Issues Manager  
250.882.2892

**From:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>  
**Sent:** February 5, 2020 5:02 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Cc:** Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Howlett, Tim GCPE:EX <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** Re: FOR REVIEW - draft news release on special mediators

Thanks - let's keep it shorter.

Amber Hockin  
Deputy Chief of Staff  
7785840867  
[Amber.hockin@gov.bc.ca](mailto:Amber.hockin@gov.bc.ca)  
Sent from my iPhone

On Feb 5, 2020, at 4:56 PM, MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)> wrote:

Sorry. Trevor is going to make some changes to this one now.  
-Alex

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 4:42 PM  
**To:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>; Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Cc:** Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; Howlett, Tim GCPE:EX <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>  
**Subject:** FW: FOR REVIEW - draft news release on special mediators

Attached is the draft NR.  
-Alex

<NR - WFP and SWU Special Mediator appt - Feb 5 2020 - DRAFT - JS.docx>

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 5:20 PM  
**To:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX  
**Subject:** RE: D2 FOR REVIEW - NR on WFP/USW: dissemination @8:30 am tomorrow

Sounds great. And you saw about Sage?

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 5, 2020 5:20 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: D2 FOR REVIEW - NR on WFP/USW: dissemination @8:30 am tomorrow

We are good with that lien removed.  
I've sent Trevor's version over to PO for a peek.  
Will let you know when they have signed off.  
-Alex

**From:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Sent:** February 5, 2020 5:18 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** FW: D2 FOR REVIEW - NR on WFP/USW: dissemination @8:30 am tomorrow

Please ensure Sage is also looped in on the NR as she's on the editorial team and was given heads' up on an unplanned (at least per corp cal lens) NR for early dissemination.

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 5:17 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Subject:** D2 FOR REVIEW - NR on WFP/USW: dissemination @8:30 am tomorrow

Hi Alex, this includes Trevor's feedback as well.

Only one thing to highlight from para4:

s.13

The highlighted sections was suggested by TH to be removed.

s.13



All other changes made.

Jules

## MacDonald, Alex LBR:EX

---

**From:** Hourston, Sveah LBR:EX  
**Sent:** February 5, 2020 5:11 PM  
**To:** Hughes, Trevor LBR:EX; MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX  
**Subject:** RE: Final TOR  
**Attachments:** Terms of Reference - Special Mediator - WFP and USW - February 2020.pdf

Signed copy attached.

Thanks!  
Sveah

**From:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Sent:** February 5, 2020 5:01 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Cc:** Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>  
**Subject:** RE: Final TOR

Sorry – wrong file – sent the NR.

**From:** Hughes, Trevor LBR:EX  
**Sent:** February 5, 2020 5:00 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Cc:** Hourston, Sveah LBR:EX <[Sveah.Hourston@gov.bc.ca](mailto:Sveah.Hourston@gov.bc.ca)>  
**Subject:** RE: Final TOR  
**Importance:** High

Yes...stand by. Sveah, see attached file and send back as PDF please and thanks.

**From:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Sent:** February 5, 2020 4:59 PM  
**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** RE: Final TOR

MHB is good with the TOR. Could we have Sveah attach his e-signature?  
-Alex

**From:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Sent:** February 5, 2020 4:34 PM  
**To:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>; MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** RE: Final TOR  
**Importance:** High

Any word on timing to get this signed by MHB? I need a signed version to send parties and Vince/Amanda for 0800 tomorrow.

**From:** Hockin, Amber PREM:EX <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>

**Sent:** February 5, 2020 1:49 PM

**To:** Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>

**Subject:** RE: Final TOR

Approved Trevor, thanks. Good for public release at 8 am tomorrow. Amber

---

**From:** Hughes, Trevor LBR:EX

**Sent:** February 5, 2020 12:55 PM

**To:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; Hockin, Amber PREM:EX

**Subject:** Final TOR

**Importance:** High

All – see attached for FINAL TOR. s.13  
s.13

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 5, 2020 1:35 PM  
**To:** McCaffrey, Julianne GCPE:EX  
**Subject:** Fwd: Final TOR  
**Attachments:** Terms of Reference - Special Mediator - WFP and USW - February 2020.docx; ATT00001.htm

Sent from my iPhone

Begin forwarded message:

**From:** "Hughes, Trevor LBR:EX" <Trevor.Hughes@gov.bc.ca>  
**Date:** February 5, 2020 at 12:55:00 PM PST  
**To:** "MacDonald, Alex LBR:EX" <Alex.MacDonald@gov.bc.ca>, "Scott, Samantha LBR:EX" <Samantha.Scott@gov.bc.ca>, "Hockin, Amber PREM:EX" <Amber.Hockin@gov.bc.ca>  
**Subject:** Final TOR

All – see attached for FINAL TOR. s.13  
s.13

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 7:34 PM  
**To:** Hughes, Trevor LBR:EX; MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; Leduc, Danine LBR:EX  
**Cc:** Wey, Melody GCPE:EX; Hynes, Colin GCPE:EX; Thomas, Rishma GCPE:EX; Beneteau, Nicole GCPE:EX  
**Subject:** RE: V5 FINAL NR - Special mediators appointed in coastal forestry dispute  
**Attachments:** 2020LBR0002-000230.pdf

Sorry, typo caught with the apostrophe in the wrong place.

CHANGED: nations' top mediators to a singular: nation's top mediators

REFERENCE: I am confident that with the assistance of two of the nation's top mediators, and the additional powers provided to them under the Labour Relations Code .....

-----Original Message-----

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 7:26 PM  
**To:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Cc:** Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Thomas, Rishma GCPE:EX <Rishma.Thomas@gov.bc.ca>; Beneteau, Nicole GCPE:EX <Nicole.Beneteau@gov.bc.ca>  
**Subject:** FYI: V5 FINAL NR - Special mediators appointed in coastal forestry dispute  
**Importance:** High

Here's your final going provincewide, gallery, Island, business code and cultural community media tomorrow at 8:30 a.m.

---

Permalink: <https://news.gov.bc.ca/21539>

News ID: NEWS-21539

NR Number: 2020LBR0002-000230

NR Type: News Release

State: Planned

Planned Release Date: February 6, 2020 at 8:30 am Media Distribution Lists: 000.0 - Victoria, 007.0 - Campbell River, 056.0 - Port Hardy, BUSIN\_BUSINESS, ETHALL\_ALL ETHNIC, ISLAN\_ISLAND, LEGIS\_PRESS GALLERY, PROVI\_PROVINCE WIDE Lead Organization: Ministry of Labour

Headline: Special mediators appointed in coastal forestry dispute

This email was auto-generated.

For Immediate Release

2020LBR0002-000230

Feb. 6, 2020

Ministry of Labour

NEWS RELEASE

Special mediators appointed in coastal forestry dispute

VICTORIA - Harry Bains, Minister of Labour, has appointed Amanda Rogers and Vince Ready as special mediators in the eight-month collective bargaining dispute between Western Forest Products and the United Steelworkers Local 1-1937.

"This dispute has taken a huge toll on workers and their families as well as the entire coastal forestry community. We want to see everyone get back on the job," Bains said. "As Minister of Labour, I have decided to appoint special mediators Ready and Rogers with additional powers under the Labour Relations Code to help the parties reach an agreement as soon as possible."

The parties will be brought together by the special mediators to reach an agreement through collective bargaining. If the parties don't reach an agreement, the mediators will provide the parties and the minister with recommended terms for settlement which they will have five days to accept or reject. The minister of labour also can make the terms of settlement public.

"I am confident that with the assistance of two of the nations' top mediators and the additional powers provided to them under the Labour Relations Code by this appointment, both sides can achieve a deal that ensures the sustainability of coastal forestry jobs and supports the terms and conditions of employment important to workers," Bains said.

Contact:

Ministry of Labour  
Media Relations  
250-953-0910

Connect with the Province of B.C. at: <http://news.gov.bc.ca/connect>

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 1:55 PM  
**To:** Scott, Samantha LBR:EX; MacDonald, Alex LBR:EX; Hughes, Trevor LBR:EX; Leduc, Danine LBR:EX  
**Subject:** FYI: Tweet from Liza Yuzda

Only tweet so far, nothing from Zuss.



**LizaYuzda** @LizaYuzda · 21m  
Copyright



## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 6, 2020 8:22 AM  
**To:** Scott, Samantha LBR:EX  
**Cc:** MacDonald, Alex LBR:EX; Hontiveros, Jenelyn LBR:EX  
**Subject:** Re: UPDATE - Western Forest Products Issue - mediators withdrawing

No, they wanted earlier, asked for later, settled on 8:50. Alex said doable yesterday by email, though preferred closer or after 9 am, which they (station) couldn't do.

Do you need me to cancel with them?

Release is our btw, per request of Alex about 30 mi. Ago.

Julianne (Jules) McCaffrey  
Director of Communications  
Ministry of Labour, Government of BC  
O: 778-698-8964 / C: 250-888-8074

On Feb 6, 2020, at 8:18 AM, Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca> wrote:

You mean 8:50am right? Minister Bains is not available at 9:50am

**Samantha Scott** | Ministerial Assistant to the Honourable Minister Bains  
Ministry of Labour  
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-679-4889

**From:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Sent:** February 5, 2020 4:11 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Cc:** Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; LeGuilloux, Marg GCPE:EX <Marg.LeGuilloux@gov.bc.ca>; Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>  
**Subject:** UPDATE - Western Forest Products Issue - mediators withdrawing

### !! CFAV INTERVIEW CONFIRMED !!

- Thurs, Feb 6 @ 9:50 am, live w/o callers for ~10 min on Al Ferraby
- Pls have him call in a couple minutes early to 250-920-4619

**Scrum recording shared** with Shannon Waters (who also wanted confirmation that MHB was not in NB for FPT), Scott Cunningham (CTV), Andrew Duffy at the TC.

- Note: Andrew (TC) still would like to schedule an interview tomorrow morning – Alex, pls advise.



Word is out and anticipation growing – deferring all reporter Q's on what's to come/when to scrum ref. that Minister considering options and decision w/i 24 hrs.

<image001.jpg>

NR crafted and in final leg of approvals.

KMs/QA still with MO for review – two new QAs for collective input as follows:

s.13

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 1:52 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Cc:** Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>; Hynes, Colin GCPE:EX <[Colin.Hynes@gov.bc.ca](mailto:Colin.Hynes@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; LeGuilloux, Marg GCPE:EX <[Marg.LeGuilloux@gov.bc.ca](mailto:Marg.LeGuilloux@gov.bc.ca)>  
**Subject:** UPDATE - Western Forest Products Issue - mediators withdrawing

TOR rec'd, drafting of NR commenced.

- Approvals to begin within the hour

KMs/QA doc with MO for review

- s.13

Scrum results: (Zussman) recording attached

- MHB noted likely action w/i 24 hrs (meaning appointment)

Six outstanding interview requests for MHB

- Direction from MO needed on whether to rack/stack them, or decline

Corp Cal. entry made, timing unconfirmed.

- Response from MO needed re: 8:30 am NR timing & just regional?

**From:** McCaffrey, Julianne GCPE:EX

**Sent:** February 5, 2020 12:47 PM

**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>

**Cc:** Byers, Lindsay GCPE:EX <[Lindsay.Byers@gov.bc.ca](mailto:Lindsay.Byers@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>; Hynes, Colin GCPE:EX <[Colin.Hynes@gov.bc.ca](mailto:Colin.Hynes@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; LeGuilloux, Marg GCPE:EX <[Marg.LeGuilloux@gov.bc.ca](mailto:Marg.LeGuilloux@gov.bc.ca)>; Plummer, Glen GCPE:EX <[Glen.Plummer@gov.bc.ca](mailto:Glen.Plummer@gov.bc.ca)>; Croft, Robyn J GCPE:EX <[Robyn.Croft@gov.bc.ca](mailto:Robyn.Croft@gov.bc.ca)>; Hontiveros, Jenelyn LBR:EX <[Jenelyn.Hontiveros@gov.bc.ca](mailto:Jenelyn.Hontiveros@gov.bc.ca)>

**Subject:** IMPORTANT - Western Forest Products Issue - mediators withdrawing

#### OF NOTE:

- Multiple outstanding interview requests (x6) for today/tomorrow
    - *They were provisioned statement, still want interview*
  - MHB's statement being provided upon request, proactively to Rob.
    - *note: list of recipients directly below, statement far bottom*
  - Media scrum anticipated today, MHB apprised/prepared
    - *1 pm in halls, on route to caucus mtg in main chambers*
    - *Lindsay Byers, HQ media relations, attending & will clip*
    - *MO & PO staff also anticipated to attend*
  - Anticipating a NR tomorrow at 8:30 am on appointment of "Special Mediators"
    - *Corp. Cal. entry made, time not confirmed, Robin aware.*
    - *Focus: Vince/Amanda appointed to make recommendations for terms of settlement, not binding*
- s.13

#### STATEMENT PROVIDED:

- Last night: Rob Shaw (Sun), Simon Little (Global) and Dan Burritt (CBC).
- This morning: April Lawrence (CHEK), Shannon Waters (BC Today), Andrew Duffy (TC)

#### MEDIA REQUESTS FOR TODAY:

Asking for an interview with angles of (1) what are the ministry's next steps and (2) will you intervene?

1. **GLOBAL** with Simon Little
2. **BC Today** with Shannon Waters
3. **CFAX** with Sandra Hall (request via Jen Holmwood, PO)
4. **CFAX** on Al Ferraby at 8:20 or 8:50 a.m. with MHB (request via Roszan Holmen)
  - *On the phone, live, no other callers/guests, approx. 9 min.*
5. **TC** with Andrew Duffy, today or tomorrow morning (request via FLNRO)
  - *Provided answers on bkgrd to: what tools does the ministry have at its disposal to deal with disputes like this (range of options vs what's likely)?*
6. **CHEK TV** with April Lawrence, today or tomorrow on camera

#### STATEMENT:

Attributable to Minister of Labour Harry Bains:

*"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in the province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."*

#### **BACKGROUND:**

Informally, the Labour Minister or staff have the option to meet with the parties involved before or during a dispute.

At any time, the parties involved can both agree - on their own - to apply to the Labour Relations Board for a mediator or they can agree to one privately.

In this case: Western Forest Products and United Steelworkers had Mr. Ready engaged privately since October and Minister Bains met with the parties earlier in December.

Formally, there are the following options within the Labour Relations Code:

- Labour Relations Board can appoint a mediator or a fact finder.
- Minister of Labour can appoint a Special Mediator with terms of reference.
- Minister can also order a last offer vote once a strike or lockout has commenced.
- Minister can appoint an Industrial Inquiry Commission.

Of note, the mediator, special mediator and Industrial Inquiry Commission can only issue recommendations, which the parties involved can agree to or decline; they are not binding.

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 6, 2020 8:24 AM  
**To:** Scott, Samantha LBR:EX  
**Cc:** MacDonald, Alex LBR:EX; Hontiveros, Jenelyn LBR:EX  
**Subject:** Re: UPDATE - Western Forest Products Issue - mediators withdrawing

Release is \*out\* I mean. Apologies,  
Fat thumbs today.

And thank you for catching the error. 8:50 is correct.

Julianne (Jules) McCaffrey  
Director of Communications  
Ministry of Labour, Government of BC  
O: 778-698-8964 / C: 250-888-8074

On Feb 6, 2020, at 8:21 AM, McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca> wrote:

No, they wanted earlier, asked for later, settled on 8:50. Alex said doable yesterday by email, though preferred closer or after 9 am, which they (station) couldn't do.

Do you need me to cancel with them?

Release is our btw, per request of Alex about 30 mi. Ago.

Julianne (Jules) McCaffrey  
Director of Communications  
Ministry of Labour, Government of BC  
O: 778-698-8964 / C: 250-888-8074

On Feb 6, 2020, at 8:18 AM, Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca> wrote:

You mean 8:50am right? Minister Bains is not available at 9:50am

**Samantha Scott** | Ministerial Assistant to the Honourable Minister Bains  
Ministry of Labour  
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-679-4889

**From:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Sent:** February 5, 2020 4:11 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Cc:** Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Wey, Melody GCPE:EX

<Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; LeGuilloux, Marg GCPE:EX <Marg.LeGuilloux@gov.bc.ca>; Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>

**Subject:** UPDATE - Western Forest Products Issue - mediators withdrawing

**!! CFAX INTERVIEW CONFIRMED !!**

- Thurs, Feb 6 @ 9:50 am, live w/o callers for ~10 min on AI Ferraby
- Pls have him call in a couple minutes early to 250-920-4619

**Scrum recording shared** with Shannon Waters (who also wanted confirmation that MHB was not in NB for FPT), Scott Cunningham (CTV), Andrew Duffy at the TC.

- Note: Andrew (TC) still would like to schedule an interview tomorrow morning – Alex, pls advise.

Word is out and anticipation growing – deferring all reporter Q's on what's to come/when to scrum ref. that Minister considering options and decision w/i 24 hrs.

<image001.jpg>

NR crafted and in final leg of approvals.

KMs/QA still with MO for review – two new QAs for collective input as follows:

s.13

**From:** McCaffrey, Julianne GCPE:EX

**Sent:** February 5, 2020 1:52 PM

**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>

**Cc:** Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; LeGuilloux, Marg GCPE:EX <Marg.LeGuilloux@gov.bc.ca>

**Subject:** UPDATE - Western Forest Products Issue - mediators withdrawing

TOR rec'd, drafting of NR commenced.

- Approvals to begin within the hour

KMs/QA doc with MO for review

s.13

Scrum results: (Zussman) recording attached

- MHB noted likely action w/i 24 hrs (meaning appointment)

Six outstanding interview requests for MHB

- Direction from MO needed on whether to rack/stack them, or decline

Corp Cal. entry made, timing unconfirmed.

- Response from MO needed re: 8:30 am NR timing & just regional?

**From:** McCaffrey, Julianne GCPE:EX

**Sent:** February 5, 2020 12:47 PM

**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Scott, Samantha LBR:EX

<[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>

**Cc:** Byers, Lindsay GCPE:EX <[Lindsay.Byers@gov.bc.ca](mailto:Lindsay.Byers@gov.bc.ca)>; Leduc, Danine LBR:EX

<[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>; Hynes,

Colin GCPE:EX <[Colin.Hynes@gov.bc.ca](mailto:Colin.Hynes@gov.bc.ca)>; Smith, Jimmy GCPE:EX

<[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; LeGuilloux, Marg GCPE:EX <[Marg.LeGuilloux@gov.bc.ca](mailto:Marg.LeGuilloux@gov.bc.ca)>;

Plummer, Glen GCPE:EX <[Glen.Plummer@gov.bc.ca](mailto:Glen.Plummer@gov.bc.ca)>; Croft, Robyn J GCPE:EX

<[Robyn.Croft@gov.bc.ca](mailto:Robyn.Croft@gov.bc.ca)>; Hontiveros, Jenelyn LBR:EX <[Jenelyn.Hontiveros@gov.bc.ca](mailto:Jenelyn.Hontiveros@gov.bc.ca)>

**Subject:** IMPORTANT - Western Forest Products Issue - mediators withdrawing

**OF NOTE:**

- Multiple outstanding interview requests (x6) for today/tomorrow
  - *They were provisioned statement, still want interview*
- MHB's statement being provided upon request, proactively to Rob.
  - *note: list of recipients directly below, statement far bottom*
- Media scrum anticipated today, MHB apprised/prepared
  - *1 pm in halls, on route to caucus mtg in main chambers*
  - *Lindsay Byers, HQ media relations, attending & will clip*
  - *MO & PO staff also anticipated to attend*
- Anticipating a NR tomorrow at 8:30 am on appointment of "Special Mediators"
  - *Corp. Cal. entry made, time not confirmed, Robin aware.*
  - *Focus: Vince/Amanda appointed to make recommendations for terms of settlement, not binding*

s.13

**STATEMENT PROVIDED:**

- Last night: Rob Shaw (Sun), Simon Little (Global) and Dan Burritt (CBC).

- This morning: April Lawrence (CHEK), Shannon Waters (BC Today), Andrew Duffy (TC)

#### **MEDIA REQUESTS FOR TODAY:**

Asking for an interview with angles of (1) what are the ministry's next steps and (2) will you intervene?

1. **GLOBAL** with Simon Little
2. **BC Today** with Shannon Waters
3. **CFAX** with Sandra Hall (request via Jen Holmwood, PO)
4. **CFAX** on Al Ferraby at 8:20 or 8:50 a.m. with MHB (request via Roszan Holmen)
  - *On the phone, live, no other callers/guests, approx. 9 min.*
5. **TC** with Andrew Duffy, today or tomorrow morning (request via FLNRO)
  - *Provided answers on bkgrd to: what tools does the ministry have at its disposal to deal with disputes like this (range of options vs what's likely)?*
6. **CHEK TV** with April Lawrence, today or tomorrow on camera

#### **STATEMENT:**

Attributable to Minister of Labour Harry Bains:

*"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in the province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."*

#### **BACKGROUND:**

Informally, the Labour Minister or staff have the option to meet with the parties involved before or during a dispute.

At any time, the parties involved can both agree - on their own - to apply to the Labour Relations Board for a mediator or they can agree to one privately.

In this case: Western Forest Products and United Steelworkers had Mr. Ready engaged privately since October and Minister Bains met with the parties earlier in December.

Formally, there are the following options within the Labour Relations Code:

- Labour Relations Board can appoint a mediator or a fact finder.
- Minister of Labour can appoint a Special Mediator with terms of reference.
- Minister can also order a last offer vote once a strike or lockout has commenced.
- Minister can appoint an Industrial Inquiry Commission.

Of note, the mediator, special mediator and Industrial Inquiry Commission can only issue recommendations, which the parties involved can agree to or decline; they are not binding.

## MacDonald, Alex LBR:EX

---

**From:** Scott, Samantha LBR:EX  
**Sent:** February 6, 2020 8:18 AM  
**To:** McCaffrey, Julianne GCPE:EX; MacDonald, Alex LBR:EX  
**Cc:** Hontiveros, Jenelyn LBR:EX  
**Subject:** RE: UPDATE - Western Forest Products Issue - mediators withdrawing

You mean 8:50am right? Minister Bains is not available at 9:50am

**Samantha Scott** | Ministerial Assistant to the Honourable Minister Bains  
Ministry of Labour  
PO Box 9044 Stn Prov Gov, Victoria, BC, V8W 9E2 | 778-679-4889

**From:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Sent:** February 5, 2020 4:11 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>  
**Cc:** Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hynes, Colin GCPE:EX <Colin.Hynes@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>; LeGuilloux, Marg GCPE:EX <Marg.LeGuilloux@gov.bc.ca>; Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>  
**Subject:** UPDATE - Western Forest Products Issue - mediators withdrawing

### !! CFAV INTERVIEW CONFIRMED !!

- Thurs, Feb 6 @ 9:50 am, live w/o callers for ~10 min on Al Ferraby
- Pls have him call in a couple minutes early to 250-920-4619

**Scrum recording shared** with Shannon Waters (who also wanted confirmation that MHB was not in NB for FPT), Scott Cunningham (CTV), Andrew Duffy at the TC.

- Note: Andrew (TC) still would like to schedule an interview tomorrow morning – Alex, pls advise.

Word is out and anticipation growing – deferring all reporter Q's on what's to come/when to scrum ref. that Minister considering options and decision w/i 24 hrs.



**Richard Zussman** ● @richardzussman · 21m  
Copyright

NR crafted and in final leg of approvals.

KMs/QA still with MO for review – two new QAs for collective input as follows:

s.13



**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 1:52 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Cc:** Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>; Hynes, Colin GCPE:EX <[Colin.Hynes@gov.bc.ca](mailto:Colin.Hynes@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; LeGuilloux, Marg GCPE:EX <[Marg.LeGuilloux@gov.bc.ca](mailto:Marg.LeGuilloux@gov.bc.ca)>  
**Subject:** UPDATE - Western Forest Products Issue - mediators withdrawing

TOR rec'd, drafting of NR commenced.  
- Approvals to begin within the hour

KMs/QA doc with MO for review  
s.13

Scrum results: (Zussman) recording attached  
- MHB noted likely action w/i 24 hrs (meaning appointment)

Six outstanding interview requests for MHB  
- Direction from MO needed on whether to rack/stack them, or decline

Corp Cal. entry made, timing unconfirmed.  
- Response from MO needed re: 8:30 am NR timing & just regional?

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 5, 2020 12:47 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>  
**Cc:** Byers, Lindsay GCPE:EX <[Lindsay.Byers@gov.bc.ca](mailto:Lindsay.Byers@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>; Hynes, Colin GCPE:EX <[Colin.Hynes@gov.bc.ca](mailto:Colin.Hynes@gov.bc.ca)>; Smith, Jimmy GCPE:EX <[Jimmy.Smith@gov.bc.ca](mailto:Jimmy.Smith@gov.bc.ca)>; LeGuilloux, Marg GCPE:EX <[Marg.LeGuilloux@gov.bc.ca](mailto:Marg.LeGuilloux@gov.bc.ca)>; Plummer, Glen GCPE:EX <[Glen.Plummer@gov.bc.ca](mailto:Glen.Plummer@gov.bc.ca)>; Croft, Robyn J GCPE:EX <[Robyn.Croft@gov.bc.ca](mailto:Robyn.Croft@gov.bc.ca)>; Hontiveros, Jenelyn LBR:EX <[Jenelyn.Hontiveros@gov.bc.ca](mailto:Jenelyn.Hontiveros@gov.bc.ca)>  
**Subject:** IMPORTANT - Western Forest Products Issue - mediators withdrawing

OF NOTE:

- Multiple outstanding interview requests (x6) for today/tomorrow
    - *They were provisioned statement, still want interview*
  - MHB's statement being provided upon request, proactively to Rob.
    - *note: list of recipients directly below, statement far bottom*
  - Media scrum anticipated today, MHB apprised/prepared
    - *1 pm in halls, on route to caucus mtg in main chambers*
    - *Lindsay Byers, HQ media relations, attending & will clip*
    - *MO & PO staff also anticipated to attend*
  - Anticipating a NR tomorrow at 8:30 am on appointment of "Special Mediators"
    - *Corp. Cal. entry made, time not confirmed, Robin aware.*
    - *Focus: Vince/Amanda appointed to make recommendations for terms of settlement, not binding*
- s.13

#### STATEMENT PROVIDED:

- Last night: Rob Shaw (Sun), Simon Little (Global) and Dan Burritt (CBC).
- This morning: April Lawrence (CHEK), Shannon Waters (BC Today), Andrew Duffy (TC)

#### MEDIA REQUESTS FOR TODAY:

Asking for an interview with angles of (1) what are the ministry's next steps and (2) will you intervene?

1. **GLOBAL** with Simon Little
2. **BC Today** with Shannon Waters
3. **CFAX** with Sandra Hall (request via Jen Holmwood, PO)
4. **CFAX** on Al Ferraby at 8:20 or 8:50 a.m. with MHB (request via Roszan Holmen)
  - *On the phone, live, no other callers/guests, approx. 9 min.*
5. **TC** with Andrew Duffy, today or tomorrow morning (request via FLNRO)
  - *Provided answers on bkgrd to: what tools does the ministry have at its disposal to deal with disputes like this (range of options vs what's likely)?*
6. **CHEK TV** with April Lawrence, today or tomorrow on camera

#### STATEMENT:

Attributable to Minister of Labour Harry Bains:

*"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in the province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."*

#### BACKGROUND:

Informally, the Labour Minister or staff have the option to meet with the parties involved before or during a dispute.

At any time, the parties involved can both agree - on their own - to apply to the Labour Relations Board for a mediator or they can agree to one privately:

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 4, 2020 6:17 PM  
**To:** MacDonald, Alex LBR:EX  
**Cc:** Wey, Melody GCPE:EX; Hughes, Trevor LBR:EX; Leduc, Danine LBR:EX; Scott, Samantha LBR:EX  
**Subject:** RE: Draft statement

sure

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 4, 2020 6:17 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Cc:** Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: Draft statement

Also, could we proactively send over to Rob Shaw if he hasn't requested it already?  
-Alex

**From:** McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
**Sent:** February 4, 2020 6:07 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Cc:** Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** RE: Draft statement

Done

**From:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Sent:** February 4, 2020 6:04 PM  
**To:** McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
**Cc:** Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** RE: Draft statement

With Danine's grammar correction of course.  
-Alex

**From:** McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
**Sent:** February 4, 2020 6:02 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Cc:** Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** Re: Draft statement

Excellent. Good to send to (Dan Burritt) CBC and (Simon Little) Global who just called?

CBC asked for a copy of the letter too.

Julianne (Jules) McCaffrey  
Director of Communications  
Ministry of Labour, Government of BC  
O: 778-698-8964 / C: 250-888-8074

On Feb 4, 2020, at 5:58 PM, MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)> wrote:

Below is the statement we have settled on. Just a small tweak from Trevor's suggestion.

All have signed off on it (PO, GCPE, MHB).

If we could provide this to those who are seeking comment, that would be great.

-Alex

"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."

## MacDonald, Alex LBR:EX

---

**From:** McCaffrey, Julianne GCPE:EX  
**Sent:** February 4, 2020 6:04 PM  
**To:** MacDonald, Alex LBR:EX  
**Cc:** Wey, Melody GCPE:EX; Hughes, Trevor LBR:EX; Leduc, Danine LBR:EX; Scott, Samantha LBR:EX  
**Subject:** RE: Draft statement

Thanks

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 4, 2020 6:03 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Cc:** Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>; Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: Draft statement

Yes. Good to go ahead.

-Alex

**From:** McCaffrey, Julianne GCPE:EX <[Julianne.McCaffrey@gov.bc.ca](mailto:Julianne.McCaffrey@gov.bc.ca)>  
**Sent:** February 4, 2020 6:02 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Cc:** Wey, Melody GCPE:EX <[Melody.Wey@gov.bc.ca](mailto:Melody.Wey@gov.bc.ca)>; Hughes, Trevor LBR:EX <[Trevor.Hughes@gov.bc.ca](mailto:Trevor.Hughes@gov.bc.ca)>; Leduc, Danine LBR:EX <[Danine.Leduc@gov.bc.ca](mailto:Danine.Leduc@gov.bc.ca)>; Scott, Samantha LBR:EX <[Samantha.Scott@gov.bc.ca](mailto:Samantha.Scott@gov.bc.ca)>  
**Subject:** Re: Draft statement

Excellent. Good to send to (Dan Burritt) CBC and (Simon Little) Global who just called?

CBC asked for a copy of the letter too.

Julianne (Jules) McCaffrey  
Director of Communications  
Ministry of Labour, Government of BC  
O: 778-698-8964 / C: 250-888-8074

On Feb 4, 2020, at 5:58 PM, MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)> wrote:

Below is the statement we have settled on. Just a small tweak from Trevor's suggestion.

All have signed off on it (PO, GCPE, MHB).

If we could provide this to those who are seeking comment, that would be great.

-Alex

"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective

bargaining process. The impact of this dispute is being felt by many in province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future.”

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 4, 2020 6:28 PM  
**To:** Parmar, Ravi FLNR:EX; Renneberg, Tim FLNR:EX  
**Subject:** FW: Draft statement

**From:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>  
**Sent:** February 4, 2020 6:02 PM  
**To:** Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Cc:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: Draft statement

Got it. Thank you!

**From:** Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>  
**Sent:** February 4, 2020 6:02 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Cc:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** RE: Draft statement

s.13  
One typo:

**From:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Sent:** February 4, 2020 5:59 PM  
**To:** McCaffrey, Julianne GCPE:EX <Julianne.McCaffrey@gov.bc.ca>; Wey, Melody GCPE:EX <Melody.Wey@gov.bc.ca>  
**Cc:** Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
**Subject:** FW: Draft statement

Below is the statement we have settled on. Just a small tweak from Trevor's suggestion.  
All have signed off on it (PO, GCPE, MHB).  
If we could provide this to those who are seeking comment, that would be great.  
-Alex

"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 4, 2020 5:56 PM  
**To:** Smith, George PREM:EX  
**Subject:** RE: Draft statement

MHB is good with this.

-Alex

**From:** Smith, George PREM:EX <George.Smith@gov.bc.ca>  
**Sent:** February 4, 2020 5:52 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Subject:** Fwd: Draft statement

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | [250-208-6794](tel:250-208-6794)

Begin forwarded message:

**From:** "Meggs, Geoff PREM:EX" <[Geoff.Meggs@gov.bc.ca](mailto:Geoff.Meggs@gov.bc.ca)>  
**Date:** February 4, 2020 at 5:50:43 PM PST  
**To:** "Smith, George PREM:EX" <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Cc:** "Hockin, Amber PREM:EX" <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>, "Howlett, Tim GCPE:EX" <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>, "Aaron, Sage PREM:EX" <[Sage.Aaron@gov.bc.ca](mailto:Sage.Aaron@gov.bc.ca)>  
**Subject:** Re: Draft statement

Looks good

Sent from my iPhone

On Feb 4, 2020, at 5:21 PM, Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)> wrote:

MHB statement for review:

"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."



**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | 250-208-6794

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 4, 2020 5:54 PM  
**To:** Bains, Harry LBR:EX; s.17  
**Cc:** Scott, Samantha LBR:EX  
**Subject:** FW: Draft statement

**From:** Smith, George PREM:EX <George.Smith@gov.bc.ca>  
**Sent:** February 4, 2020 5:52 PM  
**To:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>  
**Subject:** Fwd: Draft statement

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | [250-208-6794](tel:250-208-6794)

Begin forwarded message:

**From:** "Meggs, Geoff PREM:EX" <[Geoff.Meggs@gov.bc.ca](mailto:Geoff.Meggs@gov.bc.ca)>  
**Date:** February 4, 2020 at 5:50:43 PM PST  
**To:** "Smith, George PREM:EX" <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Cc:** "Hockin, Amber PREM:EX" <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>, "Howlett, Tim GCPE:EX" <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>, "Aaron, Sage PREM:EX" <[Sage.Aaron@gov.bc.ca](mailto:Sage.Aaron@gov.bc.ca)>  
**Subject:** Re: Draft statement

Looks good

Sent from my iPhone

On Feb 4, 2020, at 5:21 PM, Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)> wrote:

MHB statement for review:

"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | 250-208-6794

## MacDonald, Alex LBR:EX

---

**From:** Hockin, Amber PREM:EX  
**Sent:** February 4, 2020 7:27 PM  
**To:** MacDonald, Alex LBR:EX  
**Subject:** Fwd: Draft statement

Amber Hockin  
Deputy Chief of Staff  
7785840867  
Amber.hockin@gov.bc.ca  
Sent from my iPhone

Begin forwarded message:

**From:** "Smith, George PREM:EX" <George.Smith@gov.bc.ca>  
**Date:** February 4, 2020 at 5:51:44 PM PST  
**To:** "Meggs, Geoff PREM:EX" <Geoff.Meggs@gov.bc.ca>  
**Cc:** "Hockin, Amber PREM:EX" <Amber.Hockin@gov.bc.ca>, "Howlett, Tim GCPE:EX" <Tim.Howlett@gov.bc.ca>, "Aaron, Sage PREM:EX" <Sage.Aaron@gov.bc.ca>, "Holmwood, Jen PREM:EX" <Jen.Holmwood@gov.bc.ca>  
**Subject:** Draft statement

Ok. Sending to Minister's office to distribute.

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | [250-208-6794](tel:250-208-6794)

On Feb 4, 2020, at 5:50 PM, Meggs, Geoff PREM:EX <Geoff.Meggs@gov.bc.ca> wrote:

Looks good

Sent from my iPhone

On Feb 4, 2020, at 5:21 PM, Smith, George PREM:EX  
<George.Smith@gov.bc.ca> wrote:

MHB statement for review:

"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties

move forward in the collective bargaining process. The impact of this dispute is being felt by many in province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future.”

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | 250-208-6794

## MacDonald, Alex LBR:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 4, 2020 3:58 PM  
**To:** Bains, Harry LBR:EX; s.17  
**Cc:** Scott, Samantha LBR:EX  
**Subject:** draft statement

Below is a statement we would like to have attributed to you that we could supply to media if there are requests for reactions.

-Alex

s.13

## MacDonald, Alex LBR:EX

---

**From:** Smith, George PREM:EX  
**Sent:** February 4, 2020 6:15 PM  
**To:** MacDonald, Alex LBR:EX  
**Subject:** Re: Draft statement

Lol. Robert. Please have them send it to Shaw anyway

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | [250-208-6794](tel:250-208-6794)

On Feb 4, 2020, at 6:11 PM, MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)> wrote:

Already on it. It has gone to CBC and Global.  
No requests in from Robert Shaw yet.  
-Alex

**From:** Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Sent:** February 4, 2020 6:06 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Subject:** Re: Draft statement

Thanks. Can your comms send it out?

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | [250-208-6794](tel:250-208-6794)

On Feb 4, 2020, at 5:56 PM, MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)> wrote:

MHB is good with this.  
-Alex

**From:** Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Sent:** February 4, 2020 5:52 PM  
**To:** MacDonald, Alex LBR:EX <[Alex.MacDonald@gov.bc.ca](mailto:Alex.MacDonald@gov.bc.ca)>  
**Subject:** Fwd: Draft statement

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | [250-208-6794](tel:250-208-6794)

Begin forwarded message:

**From:** "Meggs, Geoff PREM:EX" <[Geoff.Meggs@gov.bc.ca](mailto:Geoff.Meggs@gov.bc.ca)>  
**Date:** February 4, 2020 at 5:50:43 PM PST  
**To:** "Smith, George PREM:EX" <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Cc:** "Hockin, Amber PREM:EX" <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>, "Howlett, Tim GCPE:EX" <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>, "Aaron, Sage PREM:EX" <[Sage.Aaron@gov.bc.ca](mailto:Sage.Aaron@gov.bc.ca)>  
**Subject:** Re: Draft statement

Looks good

Sent from my iPhone

On Feb 4, 2020, at 5:21 PM, Smith, George PREM:EX  
<[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)> wrote:

MHB statement for review:

"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | [250-208-6794](tel:250-208-6794)



## Bhangu, Taran MAH:EX

---

**From:** Hughes, Trevor LBR:EX  
**Sent:** February 4, 2020 2:25 PM  
**To:** MacDonald, Alex LBR:EX; Scott, Samantha LBR:EX; Bains, Harry LBR:EX; Hockin, Amber PREM:EX  
**Subject:** Fw: 33510 WFP and USW (Mediation) Letter to Parties of Feb 4 2020  
**Attachments:** 33510 Western Forest and USW (Mediation) Letter to parties Feb 4 2020.pdf

**Importance:** High

All, see attached letter. Mediators have booked out of Western/USW dispute.

Trevor Hughes  
Deputy Minister  
Ministry of Labour (BC)

Office: (778) 974-2189

## Bhangu, Taran MAH:EX

---

**From:** MacDonald, Alex LBR:EX  
**Sent:** February 4, 2020 5:54 PM  
**To:** Bains, Harry LBR:EX; s.17  
**Cc:** Scott, Samantha LBR:EX  
**Subject:** FW: Draft statement

---

**From:** Smith, George PREM:EX  
**Sent:** February 4, 2020 5:52 PM  
**To:** MacDonald, Alex LBR:EX  
**Subject:** Fwd: Draft statement

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | [250-208-6794](tel:250-208-6794)

Begin forwarded message:

**From:** "Meggs, Geoff PREM:EX" <[Geoff.Meggs@gov.bc.ca](mailto:Geoff.Meggs@gov.bc.ca)>  
**Date:** February 4, 2020 at 5:50:43 PM PST  
**To:** "Smith, George PREM:EX" <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)>  
**Cc:** "Hockin, Amber PREM:EX" <[Amber.Hockin@gov.bc.ca](mailto:Amber.Hockin@gov.bc.ca)>, "Howlett, Tim GCPE:EX" <[Tim.Howlett@gov.bc.ca](mailto:Tim.Howlett@gov.bc.ca)>, "Aaron, Sage PREM:EX" <[Sage.Aaron@gov.bc.ca](mailto:Sage.Aaron@gov.bc.ca)>  
**Subject:** Re: Draft statement

Looks good

Sent from my iPhone

On Feb 4, 2020, at 5:21 PM, Smith, George PREM:EX <[George.Smith@gov.bc.ca](mailto:George.Smith@gov.bc.ca)> wrote:

MHB statement for review:

"I am disappointed to learn today that mediators Vince Ready and Amanda Rogers have advised Western Forest Products and USW Local 1-1937 that negotiations remain at an impasse. As a result, I am considering options available to government in order to help parties move forward in the collective bargaining process. The impact of this dispute is being felt by many in province and action is needed to ensure a vibrant coastal forest sector in BC with sustainable jobs now and into the future."

**George Smith, Deputy Communications Director**  
Office of the Premier | Government of BC  
British Columbia Parliament Buildings | 250-208-6794