

## RE: More WFP letters

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From: Hontiveros, Jenelyn PREM:EX <Jenelyn.Hontiveros@gov.bc.ca>  
To: Correspondence Services LBR:EX <LBR.Correspondence@gov.bc.ca>  
Cc: Chauvin, Lindsay JERI:EX <Lindsay.C Chauvin@gov.bc.ca>  
Sent: January 28, 2020 2:54:55 PM PST  
Attachments: Fw: STRIKING USW WORKER IN FAVOUR OF GOVERNMENT INTERVENTION, Fwd: Dear Premier Horgan, Forestry Strike, Fwd: Don't intrevene

These may have gotten to PO but was resent to LBR

*Jenelyn Hontiveros*

*Administrative Assistant to the*

**Honourable Harry Bains**

Minister of Labour

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**From:** Chauvin, Lindsay JTT:EX <Lindsay.C Chauvin@gov.bc.ca>  
**Sent:** January 28, 2020 2:02 PM  
**To:** Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>  
**Cc:** Correspondence Services LBR:EX <LBR.Correspondence@gov.bc.ca>  
**Subject:** More WFP letters

Hi,

I understand from PO there are about 50-60 more incoming like the one attached. PO sent us only the ones that weren't cc'd to LBR Minister.

CB would like to handle these as a mail merge once the updated standard wording (also attached) is approved by Minister.

If you're ok with this, please send the Minister's incomings to us in a few emails (not logged) for CB to manage.

Sincerely,

*Lindsay Chauvin*

Correspondence Analyst

Ministry of Jobs, Trade and Technology and Minister of State for Trade

Ministry of Labour

Ministry of Tourism, Arts and Culture

T: 250 356-5171

## Fwd: Dear Premier Horgan

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 27, 2020 11:24:38 AM PST

----- Forwarded message -----

From: s.22  
Date: Mon, 27 Jan 2020 at 11:20  
Subject: Fwd: Dear Premier Horgan  
To: <[claire.trevena.MLA@leg.bc.ca](mailto:claire.trevena.MLA@leg.bc.ca)>

----- Forwarded message -----

From: s.22  
Date: Mon, 27 Jan 2020 at 11:12  
Subject: labour dispute  
To: Claire Trevena

----- Forwarded message -----

From: s.22  
Date: Mon, 27 Jan 2020 at 10:54  
Subject: labour dispute  
To: Harry Bains

I am a member of the USW 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 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 work 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

## Fwd: Don't intrevene

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 27, 2020 9:10:15 AM PST

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**From:** s.22  
**To:** "premier"  
**Cc:** s.22  
**Sent:** Monday, January 27, 2020 9:08:48 AM  
**Subject:** Don't intrevene

Dear Premier Horgan As a worker in the forest industry for s.22 who has been through lots of downturns I'm asking you not to legislate us back to work. If anything you need to demand Western Forest Products to get back to bargain in good faith and get a contract done the way it should be. I feel if and when a contract gets done W.F.P will not return to operating their operations as they were when the strike began. Therefore the government needs to be prepared to have a package together similar to the one in the interior for employees either laid off or ready to retire. Let the older employees retire and give a job to the younger employees. Thank You<sup>s.22</sup>

## for review

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From: Hontiveros, Jenelyn PREM:EX <Jenelyn.Hontiveros@gov.bc.ca>  
To: Scott, Samantha CITZ:EX <Samantha.Scott@gov.bc.ca>  
Sent: February 3, 2020 10:15:31 AM PST  
Attachments: letter regarding our fight with WFP, Fw: steelworkers strike, Fw: STRIKING  
USW WORKER IN FAVOUR OF GOVERNMENT INTERVENTION, Re:  
Forestry Strike

Hi Sam, can you check if the attached four emails are fitted or not to our latest batch? Thank you

*Jenelyn Hontiveros*

*Administrative Assistant to the*

**Honourable Harry Bains**

Minister of Labour



## letter regarding our fight with WFP

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From : s.22  
To: premier@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, Minister, LBR LBR:EX  
<LBR.Minister@gov.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>  
Sent: January 24, 2020 3:41:36 PM PST

Premier , Ministers and MLA's

My name is s.22 I am a USW Local 1-1937 member , I feel compelled to send an Email to you , our elected officials on what has now been for me and my coworkers , a 7 Month strike against Western Forest Products . I have worked in the forest industry s.22

s.22 I have witnessed a lot of change over those years and none of it good . When I first started at s.22 it was state of the art , something I had never witnessed before , employees opinions were valued and some of these ideas were used to make the operation better , management and hourly worked together for the common goal of making the operation more profitable and it was , tens of millions , if not hundreds of millions of dollars rolled thru that mill sight for years . It truly was a value-added operation and we extracted everything we could from the logs we had and we were proud to do it , we were on a gain share program , so it was in our interest to get as much out of a log as we could . Little did I know those s.22 years would be the best I would see working at the mill .

Some back ground , now the scenario we find ourselves in now . WFP is a company that prides itself on fear . They truly are bullies . As employees we are just a number to them , we serve a purpose , do what we are told , if you don't your fired . If you go to first aid to many times – your fired . Not a good environment to work in .

Alternate shifts – we as workers have to have some say in the shifts . The way it is now we have employees working multiple shifts thru the week and some times returning to work from Afternoon shift to day shift with less than 4 hrs sleep . We want to be able to work recognized shifts , shifts that are safe , not the compressed work week schedules WFP would like .

WFP is a company that wants everything from this Province and employees it can get , they pay their Executives ridiculous salaries and give nothing back to the communities they work in . WFP would like nothing better than to be able to export logs and shut down all of its Sawmills . Contract all the logging work out so it has no employees on the ground , have those contractors work for the bare minimum , all the while WFP brings in Millions of dollars . This sounds like another forest company we have on the Island , which exports raw logs .

If WFP is not wanting to do business on the coast , take back their TFL's . Give those TFL rights to the communities , they are attached to . Instead of a RAW LOG exporter we should be a exporter of lumber , bringing back jobs to our communities .

I want my right to have my bargaining committee be able to negotiate a contract with WFP . I want a safe place to work in . I am asking that your only involvement be that you get WFP to get back to the bargaining table and negotiate a deal . I believe that WFP feels with enough pressure on the Gov't to do something , they will get some of the concessions they are looking for , things that we have been out to long for now to give up . Going on strike against WFP , was something we had to do . It has been difficult , but not near as difficult as it will be if we have a binding process imposed on us that forces concessions .

I am disappointed that our elected MLA'S have been notably absent from our picket lines and have had little to say at all about a strike which has had a big impact in the Cowichan Valley . These are things I will remember come next election .

One Day Longer

Thanks

s.22

## Fw: steelworkers strike

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 27, 2020 11:48:55 AM PST

**From:** Ron Lange

**Sent**

**Subject:** steelworkers strike

Harry Bains ( minister of labour) , Keep up the good work.The reason I'm writing you is about the strike that has gone on now for almost 7 months.I'm a member of USW Local 1-1937.Thank you for supported us in our struggle.We are on strike to protect our rights and defend what we have long fought for. We need to win this strike for the future of our workers. WFP isn't all interested to bargain at all.They want you to force us to take a bad deal like we had in 2004.This is unacceptable. Force these two parties to go back to the table and resolve our issues so we can all go back to work.Sincerely s.22

## **Fw: STRIKING USW WORKER IN FAVOUR OF GOVERNMENT INTERVENTION**

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 25, 2020 6:58:25 PM PST

**From:** s.22

**Sent:** January 25, 2020 7:55 PM

**To:** premier@gov.bc.ca

**Subject:** STRIKING USW WORKER IN FAVOUR OF GOVERNMENT INTERVENTION

Please Honourable Harry Bains, make the difficult decision to legislate us back to work. USW is playing the safety, hours of work and contracting out as no budge issues, yes these are serious issues but, talk to any regular working employee at any stage of the forestry chain, I'm sure they would recognize the slow change of employer employee relationships over the past 25 years. Despite what may have been expressed to you by our USW leadership, employer employee relationships have improved since the late 90's s.22 I remember the days of go go go or you are down the road, our forefathers just wanted a solid effort out of us, I understand that more than ever today. I started in k.22 in 2004 right after the Liberals legislated the IWA back to work with contracting out concessions. I worked for s.22 , excellent company with the proper tools to succeed, their only downfall was a push back from old Timberwest employees who were contracted out. I dont know of any union ground that was contracted out in 2004 that still isn't harvested under union conditions today. Eventually the old guard of Timberwest employees slowly came around to appreciate the reality of costs versus value and learned to get along with the situation that had become, sadly it was too little too late, now i know other factors crushed Ted Leroy and others on the South island i.e. global market crash, irresponsible U.S. policies etc... Then 2009 came around with new sets of contractors, that is when i noticed a huge change in attitude, all of a sudden the issues crewmen had that would make them targets in the past never phased contractors as the safety program really started to ramp up. The trend we have gone to as per safety prevention is highly valuable towards happy, productive, prideful forestry tradesmen. This is my point, WFP as well as any contractor absolutely cannot afford any recordable safety incidents as their WCB premiums will skyrocket, WFP does not hate or want to hurt any employee within its umbrella, look at any workplace in B.C. SAFETY SAFETY SAFETY. Not one party involved with this dispute can back down as it will look bad if they give in now, I see a stalemate ongoing forever until government intervenes, please treat us like two children who just cannot agree and step in like any father figure would to resolve our unproductive relationship.

## Re: Forestry Strike

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From: s.22  
To: premier@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 28, 2020 5:57:32 AM PST

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**From:** s.22

**Sent:** Tuesday, January 28, 2020 5:55:04 AM

**To:** john.horgan.mla@leg.bc.ca <john.horgan.mla@leg.bc.ca>

**Cc:** lbr.minister@gov.bc.ca <lbr.minister@gov.bc.ca>

**Subject:** Forestry Strike

Hi John, we are now almost entering the 8 th month of the strike and are no closer to a deal than we were when the Union went out. Our Union is recommending us to write letters to MLA's and Government officials saying not to intervene but I for one thinks that both sides need help to get something done as well as any member under the age of 50 with family and mortgage etc responsibility. I have been in the logging/forest industrys.22 and understand the "1 day longer" mentality but not at the price of crippling families financially and piling on debt that they will never get out of. I just think both sides need mor pressure from government to get talking and figure it out, yes the alternate shifting isn't great but it is better than being unemployed, look at nurses, pulp mill workers , firefighters and police all work 4 on 4 off 12 hour shifts usually 2 days then 2 night shifts a lot worse than the mills shifting. Thank you for your time

s.22

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## More for 58975

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From: Hontiveros, Jenelyn PREM:EX <Jenelyn.Hontiveros@gov.bc.ca>  
To: Correspondence Services LBR:EX <LBR.Correspondence@gov.bc.ca>  
Cc: Chauvin, Lindsay JERI:EX <Lindsay.C Chauvin@gov.bc.ca>  
Sent: February 3, 2020 12:35:12 PM PST  
Attachments: USW strike for fairness, Strike, Strike with WFP, USW dispute with WFP, Fwd: No government intervention!!, United Steel Workers Union Local 1-1937, WFP Steelworkers strike, Fwd: No government intervention!!, USW 1-1937 and WFP bargaining, USW / WFP labour dispute, Strike between USW and WFP, Do not intervene in United Steel Workers local 1-1937 strike, USW LOCAL 1-1937 Strike, Please allow Free Collective Bargaining without Interference for USW 1-1937 & Western Forest Products, USW strike for fairness, USW Solidarity, USW1-1937 & WFP, USW Strike, USW 1-1937 Member e-mail to government, WFP is refusing to bargain; Make workplace safety a priority for all BC workers

Attached are more incomings for 58975 WFP/USW – Gov't Not to Intervene

Thank you

*Jenelyn Hontiveros*

*Administrative Assistant to the*

**Honourable Harry Bains**

Minister of Labour

## USW strike for fairness

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 29, 2020 9:22:52 AM PST

Dear Premier Horgan,

I am a member of 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 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 myself 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

## Strike

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From: s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, 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: nicholas.simons.mla@leg.bc.ca, clare.trevena.mla@leg.bc.ca, ronna-rae.leonard.mla@leg.bc.ca, scott.fraser.mla@leg.bc.ca, sheila.malcolmson.mla@leg.bc.ca, douglas.routley.mla@leg.bc.ca, sonia.furstenau.mla@leg.bc.ca, admin@uswl-1937.ca, Leonard.MLA, Ronna-Rae LASS:EX <Ronna-Rae.Leonard.MLA@leg.bc.ca>, Furstenau.MLA, Sonia LASS:EX <Sonia.Furstenau.MLA@leg.bc.ca>, Routley.MLA, Douglas G LASS:EX <Douglas.Routley.MLA@leg.bc.ca>, Fraser.MLA, Scott LASS:EX <Scott.Fraser.MLA@leg.bc.ca>, Simons.MLA, Nicholas LASS:EX <Nicholas.Simons.MLA@leg.bc.ca>  
Sent: January 30, 2020 1:50:25 PM PST

Dear mr Premier Horgan

I am a member of 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 workforce from contracting out as well as other issues including a company policy that discriminated against workers and 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

## Strike with WFP

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From : s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Cc: sonia.furstenau.MLA@leg.bc.ca, USW Local 1-1937 <admin@usw1-1937.ca>, Furstenau.MLA, Sonia LASS:EX <Sonia.Furstenau.MLA@leg.bc.ca>  
Sent: January 30, 2020 6:52:30 PM PST

Dear Honourable Harry Bains

I am a member of 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 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 the government to intervene then and it would be a bigger mistake for your government to repeat that injustice.

Please let the parties settle this at the bargaining table.

Sincerely

s.22

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## USW dispute with WFP

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From: s.22  
To: premier@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, sheilamalcolmson.mla@leg.bc.ca, admin@usw1-1937.ca, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 30, 2020 9:28:45 PM PST

Dear Premier Horgan,

I am a USW 1-1937 member currently on strike against Western Forest Products.<sup>s.22</sup>  
s.22 .Prior to<sup>s.22</sup> I had worked at<sup>s.22</sup>  
s.22 .Two of which no longer exist.Thes.22

WFP is a company that has extreme contempt for its employees.They impose discriminatory unsafe policies and shifts that they use to empower themselves, while putting our members at risk.This strike has been our opportunity to take a stand against the mistreatment we have been subjected to. Seven months later, WFP still has their union busting contracting out concession on the table.This would be another way WFP could make more money,yet be less responsible for the consequences of their actions.Their goal has been to inflict pain on our members and the communities who rely on the forest industry,rather than address our members serious issues at the bargaining table.

Im asking that you not intervene in our labour dispute.2004 is a good example of the detrimental result for us.In my opinion,this would be the beginning of the end for collective bargaining.WFP and other greedy companies would use these bullying tactics in the future.They would pile on concessions, then sit back and wait for government intervention.

Sincerely<sup>s.22</sup>

## **Fwd: No government intervention!!**

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 30, 2020 10:50:18 PM PST

Sent from my iPhone

Begin forwarded message:

**From:** s.22  
**Date:** January 30, 2020 at 10:38:53 PM PST  
**To:** lbr.minister@gov.bc.ca  
**Subject:** No government intervention!!

Dear Harry Bains

I am a member of the USW 1-1937 and am currently on strike against Western Forest Products to ensure that my fellow members are safe from contracting out. I have been employed but the forest industry<sup>s.22</sup> and contracting out will surely mean the end of my job. We are also on strike because we have the right to have hours of work that ensure our safety. 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 that will target workers not help them.

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

Please protect my job and let the parties settle this dispute at the bargaining table.

Sincerely<sup>s.22</sup>

Sent from my iPhone

## United Steel Workers Union Local 1-1937

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From: s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, claire.trevena.MLA@leg.bc.ca, nicholas.simons.MLA@leg.bc.ca, ronna-rae.leonard.MLA@leg.bc.ca, scott.fraser.MLA@leg.bc.ca, sheila.malcomson.MLA@leg.bc.ca, douglas.routiy.MLA@leg.bc.ca, sonia.furstenau.MLA@leg.bc.ca, admin@usw1-1937.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, Simons.MLA, Nicholas LASS:EX <Nicholas.Simons.MLA@leg.bc.ca>, Fraser.MLA, Scott LASS:EX <Scott.Fraser.MLA@leg.bc.ca>, Furstenau.MLA, Sonia LASS:EX <Sonia.Furstenau.MLA@leg.bc.ca>, Leonard.MLA, Ronna-Rae LASS:EX <Ronna-Rae.Leonard.MLA@leg.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Trevena.MLA, Claire LASS:EX <Claire.Trevena.MLA@leg.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 30, 2020 11:33:38 PM PST  
Attachments: USW letter.docx

Dear Premier, Ministers, Members of the Legislative Assembly and United Steel Workers.  
Please find attached a copy of my letter addressing my concerns with regards to the ongoing labour dispute between Western Forest Products Inc. and the United Steels Workers Union Local 1-1937.  
Thank you for your consideration in this matter.  
Sincerely,

s.22

Dear Premier Horgan,

I am a member of the USW Local 1-1937 as you are aware, we are currently going into our 8<sup>th</sup> month of a very long labour strike. USW Local 1-1937 is currently on strike to ensure all members have safe hours-of-work, to protect and ensure our jobs and workplace from contracting out as well as company policies that are driving safety underground and discriminating against workers.

We feel WFP is refusing to bargain in hopes that the government will intervene and allow for contracting out, and our ability and rights to fight for safe-shifts and our ability to fight back against a drug and alcohol policy designed to target workers rather than help them.

The BC Liberal Government intervened in 2004. We are still fighting to regain the rights that were stripped from myself and all my co-workers at that time. It was a terrible injustice for the government to intervene then and it would be even more detrimental to our rights if your government were to repeat that injustice.

Please let the parties settle this dispute at the bargaining table. Thus insuring our democratic right.

Sincerely,

s.22

## WFP Steelworkers strike

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 31, 2020 1:12:39 PM PST

Let the two sides settle the dispute at the bargaining table.

Sincerely,<sup>s.22</sup>

## **Fwd: No government intervention!!**

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Cc: admin@usw1-1937.ca  
Sent: January 30, 2020 10:43:50 PM PST

Sent from my iPhone

Begin forwarded message:

**From** s.22  
**Date:** January 30, 2020 at 10:38:53 PM PST  
**To:** "premier@gov.bc.ca" <premier@gov.bc.ca>  
**Subject:** No government intervention!!

Dear Honourable Harry Bains

I am a member of the USW 1-1937 and am currently on strike against Western Forest Products to ensure that myself and my fellow members are safe from contracting out. I have been employed by the forest industry.s.22 and contracting out will surely mean the end of my job. We are also on strike because we have the right to have hours of work that ensure our safety. 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 that will target workers not help them.

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

Please protect my job and let the parties settle this dispute at the bargaining table.

Sincerely,s.22

Sent from my iPhone

## USW 1-1937 and WFP bargaining

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From : s.22

To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>

Cc: douglas.routley.MLA@leg.bc.ca, admin@usw1-1937.ca, Routley.MLA, Douglas G LASS:EX <Douglas.Routley.MLA@leg.bc.ca>

Sent: January 30, 2020 8:33:46 PM PST

Dear Premier Horgan, I am a member of 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 is driving safety underground. All the issues at the table will be a huge factor on safety and quality of life of all workers. 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 myself 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

## USW / WFP labour dispute

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From: s.22  
To: premier@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: lbr.minister@gov.bc.ca, finr.minister@gov.bc.ca, nicholas.simons.MLA@leg.bc.ca, claire.trevena.MLA@leg.bc.ca, ronna-rae.leonard.MLA@leg.bc.ca, scott.fraser.MLA@leg.bc.ca, sheila.malcolmson.MLA@leg.bc.ca, douglas.routley.MLA@leg.bc.ca, sonia.furstenau.MLA@leg.bc.ca, admin@usw1-1937.ca, Fraser.MLA, Scott LASS:EX <Scott.Fraser.MLA@leg.bc.ca>, Routley.MLA, Douglas G LASS:EX <Douglas.Routley.MLA@leg.bc.ca>, Furstenau.MLA, Sonia LASS:EX <Sonia.Furstenau.MLA@leg.bc.ca>, Trevena.MLA, Claire LASS:EX <Claire.Trevena.MLA@leg.bc.ca>, Leonard.MLA, Ronna-Rae LASS:EX <Ronna-Rae.Leonard.MLA@leg.bc.ca>, Simons.MLA, Nicholas LASS:EX <Nicholas.Simons.MLA@leg.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 30, 2020 5:05:44 PM PST

Dear Premier Horgan,

I am<sup>s.22</sup>

s.22 As a striking member of the USW Local 1-1937 I would like to express my concerns of having any intervention the by government to end this labour dispute. Our members are on the picket line for which we feel are very important issues that need to be resolved through constructive negotiations rather than having binding arbitration. The issues which are in dispute (which I'm sure you are aware off) jeopardize the safety, morals and longevity of our members which is not acceptable.

I know this dispute is having an effect on more than just our members but we (I) feel so strongly about our goal to have a fair contract that time on the picket line is secondary. We are not an essential service which should enable us to carry on without intervention from an outside party.

Hopefully yourself and the NDP government will not take a page out of the Liberal Government's play book and intervene, crushing the very right we have to strike until a negotiated settlement can be achieved.

I Thank you for the opportunity to express my thoughts and look forward to your further patience in the days ahead that you have shown to date.

Sincerely

s.22

Sent from my iPad



## Strike between USW and WFP

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Cc: admin@usw1-1937.ca  
Sent: January 30, 2020 5:19:14 PM PST

Dear Honourable Harry Bains

I am writing this letter to ask you and your government to not intervene in the process of negotiations between my union, the United Steelworkers, and my employer, Western Forest Products, that began on July 1, 2019. I am asking you to not give in to the pressure being exerted by outside groups or individuals that are asking you to stop the process that is our right to participate in. Western Forest Products has been delaying proceedings in negotiations in the hopes that this government will step in and force binding mediation or arbitration to allow for the concessions they are trying to impose on us.

One of the major concessions Western wants is the ability to impose alternate shift schedules at any time. Many years ago WFP adopted the slogan "Defining a Higher Standard", but since that time working conditions have deteriorated significantly. WFP has little regard for safety, despite claiming that it is their number one priority. One clear example of this disregard for safety is the implementation of alternate shift scheduling, which has caused longer shifts each day and longer work weeks for most operations. The reason WFP has been able to implement some alternate shifts in their operations is because of intervention in the negotiation process in 2004 by the Liberal government. More employees are being injured as a result of the longer shifts. The other major concession WFP is demanding is the ability to contract out every job available in their operations. If they are allowed to have these concessions, the workers will be subjected to long hours of work in a condensed work year in order to save money. The New Democratic Party government is supposed to represent the working people of this province, and be supportive of our efforts to obtain and maintain fair and safe working conditions for ourselves and our co-workers.

I urge you to consider the ramifications of any intervention you or your government may impose. If you interfere in the negotiations now, you will be allowing concessions that adversely affect the well-being of the very people you purport to represent. All the less important details of the contract have already been negotiated. Only the big ticket items are left on the table. Please allow the process of negotiation to continue so that we may realize a more fair contract, which will lead to a safer working environment for us all.

Thanking you in advance for your consideration,

s.22

## **Do not intervene in United Steel Workers local 1-1937 strike**

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From: s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, Minister, LBR  
LBR:EX <LBR.Minister@gov.bc.ca>, Minister, FLNR FLNR:EX  
<FLNR.Minister@gov.bc.ca>, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: admin@usw1-1937.ca  
Sent: January 30, 2020 3:55:17 PM PST

Dear Premier Horgan:

The members of the BC Federation of Retired Union Members (BC FORUM) support the members of the USW Local 1-1937 currently on strike and fighting against concessions from their employer. We support workers efforts to ensure they have hours-of-work that are safe and protection from contracting out.

Western Forest Products needs to bargain a fair deal at the table. If they feel the government will intervene, a negotiated settlement will not be achieved.

The BC Liberal Government intervened in 2004 and workers rights were stripped. These workers are still fighting to regain what was lost. It was a terrible injustice for the BC Liberal government to intervene then and it would be a bigger mistake for an NDP government to repeat that injustice.

Sincerely,

Diane L. Wood  
President  
BC Federation of Retired Union Members  
(BC FORUM)  
200 - 5118 Joyce Street  
Vancouver, B.C.  
V5R 4H1

## USW LOCAL 1-1937 Strike

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From : s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Cc: sheila.malcolmson.MLA@leg.bc.ca, USW Local 1-1937 <admin@usw1-1937.ca>  
Sent: January 29, 2020 7:50:49 PM PST

Dear Premier Horgan,

I am a member of 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 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 myself 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

## **Please allow Free Collective Bargaining without Interference for USW 1-1937 & Western Forest Products**

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From: s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: nicholas.simons.MLA@leg.bc.ca, claire.trevena.MLA@leg.bc.ca, sonia.furstenau.MLA@leg.bc.ca, douglas.routley.MLA@leg.bc.ca, sheila.malcolmson.MLA@leg.bc.ca, admin@usw1-1937.ca, Simons.MLA, Nicholas LASS:EX <Nicholas.Simons.MLA@leg.bc.ca>, Furstenau.MLA, Sonia LASS:EX <Sonia.Furstenau.MLA@leg.bc.ca>, Routley.MLA, Douglas G LASS:EX <Douglas.Routley.MLA@leg.bc.ca>, Trevena.MLA, Claire LASS:EX <Claire.Trevena.MLA@leg.bc.ca>  
Sent: January 30, 2020 10:44:05 AM PST

Dear Premier Horgan:

When we join a company to our choice of working, and then sign onto a Union we expect workers to have the right to free collective bargaining without interference. Employees know what is going on within the company. So, no government should intervene. The government is NOT walking and working in these employees shoes.

The employees have to fight and ensure that no contracting out happens to take away the jobs that they have been hired to do or our sons/daughter will do in the future. We must fight as employees to keep our employment, to help our communities survive with a fair wage and working hours. The safety starts with the people working in the company, as company are always finding ways to save money by cutting out the safety or the training of their employees. Safety is very important to all of us as a society. No person should go to work and not come home again ever or not whole.

Let the collective bargaining work between Union and the Employer at the bargaining table.

The encouragement to get them back to bargaining table and settle the new collective agreement would help all the starving picking employees and the communities. This has dragged on long enough. Let the employees get back to work and the company start making money and hopefully expanding.

This effects all of British Columbia's.

s.22

## USW strike for fairness

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From : s.22  
To: premier@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, sonia.furstenau.MLA@leg.bc.ca, admin@usw.ca, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Furstenau.MLA, Sonia LASS:EX <Sonia.Furstenau.MLA@leg.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 29, 2020 9:34:43 AM PST

Dear Premier Horgan,

I am a member of 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 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 myself 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

Sent from my iPad

## USW Solidarity

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From: s.22  
To: premier@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, admin@usw1-1937.ca, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 28, 2020 6:02:05 PM PST  
Attachments: 2020-01-27\_John Horgan Letter.pdf, ATT00001.txt

January 27 2020

Dear Premier Horgan,

*I am a member of 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 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 myself at that time. It was a terrible injustice for government of that day, 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. WE have been out close to 8 months now, this contract needs to be settled at the bargaining table, where both sides meet to create a deal that works for both union and company.*

s.22

Sincerely,

s.22

Thank you for taking the time to read my note.

s.22

Sent from my iPad



## USW1-1937 & WFP

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 28, 2020 9:42:01 PM PST

Dear Honourable Harry Bains,

I am a member of 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 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 myself 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

s.22

my iPad

## USW Strike

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 29, 2020 8:29:04 AM PST

Honorable Harry Bains

I am a member of 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 is driving safety underground. WFP is refusing to **Bargain In Good Faith** 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. I also think they should lose their **Tenure**

**Incompetence, insubordination, immorality, moral turpitude and neglect of duty,also BULLYING, which is suppose to be illegal ( Or does that Law just amply to workers) trying to force this industry into a binding contract which would be disastrous for this industry and our livelihood . We have a right to earn a sustainable living from OUR RESOURCE !**

The BC Liberal Government intervened in 2004 and I am fighting to regain my rights that were stripped from my co-workers and myself 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

## USW 1-1937 Member e-mail to government

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From : s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, claire.trevena.MLA@leg.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Trevena.MLA, Claire LASS:EX <Claire.Trevena.MLA@leg.bc.ca>, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Sent: January 28, 2020 6:20:40 PM PST

Dear Premier Horgan,

I am a member of the USW local 1-1937 and I 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 is driving safety underground. It is my opinion that WFP has done very little to support the community of s.22 while holding their TFL. I also believe that further contracting out will result in devastation for the community of s.22 I believe alternate shifting will also hurt the community of s.22 because our young kids who are coached by volunteer coaches may lose their volunteers because of weekends worked. 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 myself and co-workers 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

## **WFP is refusing to bargain; Make workplace safety a priority for all BC workers**

---

From s.22

:

To: premier@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>

Cc: lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, douglas.routley.MLA@leg.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Routley.MLA, Douglas G LASS:EX <Douglas.Routley.MLA@leg.bc.ca>

Sent: January 28, 2020 4:59:51 PM PST

Dear Premier Horgan,

I am s.22 of a member of the USW Local 1-1937 and he is currently on strike to ensure himself and his co-workers have hours-of-work that are safe. They 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 is driving safety underground.

WFP is refusing to bargain as they feel the government will intervene and allow for contracting out of his workplace, while taking away his 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 he is fighting to regain his rights that were stripped from himself and his co-workers 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

## WFP/USW Strike - Government NOT TO Intervene

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From: Hontiveros, Jenelyn PREM:EX <Jenelyn.Hontiveros@gov.bc.ca>  
To: Scott, Samantha CITZ:EX <Samantha.Scott@gov.bc.ca>  
Sent: February 4, 2020 9:44:36 AM PST  
Attachments: USW Strike, WFP/USW, USW WFP Strike, USW 1-1937 strike, Forest dispute, letter regarding our fight with WFP, Say "NO" to Government Intervention on BC Forestry Dispute, untitled, Forest Industry Dispute, USW 1-1937 STRIKE, USW dispute with WFP, Strike between USW and WFP

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.

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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

## WFP/USW

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 25, 2020 8:28:49 AM PST

Dear Minister Bains,

I am a member of the USW Local 1-1937 and I 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 which would lead to many adverse affects for me and my community<sup>s.22</sup>

WFP is refusing to bargain because they believe they and others acting on there behalf can pressure the Government to intervene and achieve the contracting out concessions which only benefit the company not the workers or local communities.

Please do not be complicit in allowing WFP to force contracting out which will undermine my job my union and my community.

And taking away our right to fight for a safe workplace and to fight against an unfair drug and alcohol policy, that has been used to target workers for disciplinary actions rather than to help them. This has driven close call reporting which is an essential element of a productive safety program underground thus defeating the original purpose.

Please do not allow them to continue this by interfering in the bargaining process.

The BC Liberal Government in 2004 intervened and we are still fighting to regain our rights which were stripped from me and my co-workers.

We have been fighting too long over very important issues for the Government to take away the only rights we have which is to withdraw our labour to obtain an fair agreement that secures us a safe and secure work place.

I have always believed that the NDP supported collective bargaining and labour rights.

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

Sincerely

s.22

## USW WFP Strike

---

From : s.22  
To: premier@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, ronna-rae.leonard.MLA@leg.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>, Leonard.MLA, Ronna-Rae LASS:EX <Ronna-Rae.Leonard.MLA@leg.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>  
Sent: January 24, 2020 5:12:50 PM PST

Dear Premier Horgan, Ronna-Rae Leonard, Harry Bains & Doug Donaldson

I am a member of the USW Local 1-1937 from s.22 and am currently on strike.

On July 1st USW Local 1-1937 took labour action against WFP due to a list of 24 concessions that they demanded on the employees. This came shortly after WFP executives patted themselves on the back and gave themselves a 30% raise. It took 4 months for WFP to agree to lift even one of the demands and the progress moved slowly from there.

However the progress has now stalled due to WFP feeling that the government intends to step in and force binding arbitration, as the previous Liberal Government did in 2004. USW Local 1-1937's last communication with WFP ended with WFP saying they will not return to the table unless the Union agrees to trip our members job protections from Contracting out. If we agree to this it will give WFP the ability to lay off USW workers member and higher contractors to replace them. This will drastically damage our ability to fight for our rights in future negotiations.

It is a workers right to strike and fight for a fair contract without intervention. I humbly ask you to make it clear that the BC NDP government will not step in. And that WFP should return to the bargaining table and negotiate a fair contract.

Yours Kindly

s.22

## USW 1-1937 strike

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From: s.22  
To: premier@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, Minister, LBR LBR:EX  
<LBR.Minister@gov.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>  
Sent: January 24, 2020 3:30:42 PM PST

Dear Premier Horgan,

I am a member of the usw -1937 and employed as s.22, 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 our workplace from contracting out as well as other issues. In or about 2005 Timber West had an operation at beaver Cove, There were approximately 60 people on the seniority list. The majority of them lived in s.22. TimberWest Contracted out the work. Currently the contractor there has approximately 30 employees on the seniority list. There are only two employees from that list that live on the north island. The other 28 people take their paycheques away from the North Island this has a negative impact on communities. A company d&a policy discriminates against workers and drives safety underground. An example I can give you is from the s.22  
s.22 commented to his crew that he noticed there was no near miss reports anymore. The crew informed me that this was because they were all afraid that if they filled out in near miss reports the company would then demand a drug test. Their alcohol and drug policy has driven Safety underground.

WFP is refusing to bargain as they feel the government will intervene and allow for contracting out of our 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 our rights that were stripped from my coworkers and I 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

Sent from my iPhone



## Forest dispute

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From : s.22

To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, 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: nicholas.simons.mla@leg.bc.ca, clair.trevena.mla@leg.bc.ca, ronna-rae.leonard.mla@leg.bc.ca, scott.fraser.mla@leg.bc.ca, sheila.malcolmson.mla@leg.bc.ca, douglas.routley.mla@leg.bc.ca, sonia.furstenau.mla@leg.bc.ca, admin@usw1-1937.ca, Leonard.MLA, Ronna-Rae LASS:EX <Ronna-Rae.Leonard.MLA@leg.bc.ca>, Furstenau.MLA, Sonia LASS:EX <Sonia.Furstenau.MLA@leg.bc.ca>, Routley.MLA, Douglas G LASS:EX <Douglas.Routley.MLA@leg.bc.ca>, Fraser.MLA, Scott LASS:EX <Scott.Fraser.MLA@leg.bc.ca>, Simons.MLA, Nicholas LASS:EX <Nicholas.Simons.MLA@leg.bc.ca>

Sent: January 24, 2020 2:24:50 PM PST

Dear Premier Horgan,

As a member of the United Steelworkers and an employee at<sup>s.22</sup>

I ask that your

government not get involved in the current dispute between my union and Western Forest Products.

I'm sure that you are familiar the current situation but I would like to give you a little perspective from a once very committed employee, one that gave my best to the operation and was happy to do so. Sadly that is not the case since Western Forest Products became the owner of my operation. The main items of concern for me, in addition to the obvious negotiation issues, contracting out, drug and alcohol policy and alternate shifting are as follows:

There's a blatant disrespect for employees regardless of skill level and experience by this company. There is a definite attitude by the company that anyone can do the job so 'you don't matter'. This attitude shows itself so often that I believe we will lose our competitive edge as employees disengage or leave. This shows itself more in the management ranks as we have supervisors in many departments that know far less than the employees that they supervise. In addition we have more supervisors than we need.

There's a definite attack on vocal employees, employees that have a valid opinion and concern for the wellbeing of the operation. These people are then subject to supervisor scrutiny for the most minor safety oversight followed by being sent home for a few days then phoned and told to come back for an investigation. This tactic is nothing short of intimidation and bullying. Worse still, you are now open for a drug test at the supervisors discretion.

We had a conversion cost of \$240.00 per thousand board feet, our cost today is \$375.00. It seems that our conversion cost are out of control. Furthermore, a number of projects carried out at the site have had no payback.

A conversation that I had with the CEO, Don Demens five years ago finished by him saying "no one said that you were going to like the way we run the company". I've met every CEO that has ever run this company and while they might think such a thing, they wouldn't have said it.

In closing I wonder if Don Demens has change the face of the forest industry, for the worse? Many skilled and experienced workers may have thrown in the towel. Brow beaten and disrespected, why would anyone go to work with any sense of pride! I have never been able to see the business rational behind this company's approach, I fear for the long-term results of our forest industry.

Sincerely,

s.22

## Say "NO" to Government Intervention on BC Forestry Dispute

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From s.22

:

To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, claire.trevena.MLA@leg.bc.ca, admin@usw1-1937.ca, Dennis Dugas <ddugas@porthardy.ca>, Reception McNeill <reception@portmcneill.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>, Trevena.MLA, Claire LASS:EX <Claire.Trevena.MLA@leg.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>

Sent: January 25, 2020 1:13:18 AM PST

Dear Premier Horgan,

I am a member of 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 by phases out as well as other issues including an arbitrary company policy that discriminates against and targets workers and is driving safety underground.

WFP is refusing to bargain as they feel the government will intervene and allow for phase contracting out of my workplace. The only way Forestry dependent Communities are going to flourish is if there are well paid stable and sustainable COMPANY jobs. A contracted out job can be gone when the Contract expires. NO Contractor will buy a house if their contract may be gone in 2 years! North Island Contractors that do not live in the North Island live elsewhere (there are many) ... their paychecks are spent where they live... not here!

WFP wants to take away my right to fight for safe-shifts where fatigue can affect safety and their drug and alcohol policy is not medically supported evidence of impairment and is designed to target workers rather than help them.

WFP is playing a waiting game because they believe that a Government Arbitrated settlement will get them what they want as it did in 2004. This time, WFP is out to break the Union. Unions have been built by spilled blood and sacrifice. We will not back down. The strike is a small part of the mess this industry is in.

The BC Liberal Government intervened in 2004 and I am fighting to regain my rights that were stripped from my co-workers and myself 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.

If Government wants to help, they can reduce copious amount of raw log exports and jobs and allocate a secure fibre supply from Publicly owned lands in TFL's to local Communities (Apurtency) and First Nations to provide sustainable community employment. Enforce sustainable logging practices and implement some of the recommendations from Forest Minister Donaldson's 2019 Strategic Review of the Forest Industry in BC.

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

Sincerely,

s.22

Sent from [Mail](#) for Windows 10

## untitled

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 26, 2020 1:48:08 PM PST

Dear Honourable Harry Bains

I am a member of USW Local 1-1937 , and part of the strike against Western Forest Products.

My occupation is falling trees. I've fell trees on B.C.'s TFL's<sup>s.22</sup> n this time my blood sweat and tears have been spilt on this land providing for myself and family as well as making governments and companies I've worked for turn a profit. I started in this logging work force at<sup>s.22</sup> (logging is what I know).

<sup>s.22</sup> I've seen things change quite a great deal, which brings the point of this letter I am sending to you in my concern over job safety, a safe work environment , and job security!  
I know you are aware of WFP and USW Local 1-1937 lengthy strike and I know alot of pressure being put on government to intervene.

I send this letter asking government NOT to intervene in the strike negotiations and to please let bargaining be done at bargaining table between the two parties.

WFP is trying to strip away workers rights: our safety , a safe work environment, and the job security of myself and fellow co-workers.

I also ask if any pressure or intervention is to take place , that it is directed towards Western Forest Products, forcing them to ensure a safe and secure job for all employees and all members of USW Local 1-1937.

Myself , my local union , and all its members have been fighting far to long over our rights, our right to have a secure job, our right for safety and our right for a safe work environment to be forced to sign our lives away!

I also ask under the labour act or WCB regulations is this not the right of any Canadian worker in any work force?

My personal feeling is Western Forest Products working on B.C.'s TFL's or any logging corporations should be required and obligated to ensure a safe and stable work force , and any employees or union members should never be forced to sign away their right to safety and security to work in or on our B.C. forests. WFP has not attempted to move on concessions cause they believe our government will stand with them to crush our workers, our union ,stripping them of all their rights !!!

I thank you very much for your consideration in this letter.

Sincerely ,<sup>s.22</sup>

Ps: by chance if our British Columbian NDP government was to stand for worker rights, perhaps WFP can be made aware of this, also science has proven reforestation is a leading factor in helping climate change

## Forest Industry Dispute

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From : s.22 - - - - -  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, fln.minister@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Cc: nicholas.simons.mla@leg.bc.ca, clair.trevena.mla@leg.bc.ca, ronna-rae.leonard.mla@leg.bc.ca, scott.fraser.mla@leg.bc.ca, sheila.malcolmson.mla@leg.bc.ca, douglas.routley.mla@leg.bc.ca, sonia.furstenau.mla@leg.bc.ca, admin@usw1-1937.ca, Fraser.MLA, Scott LASS:EX <Scott.Fraser.MLA@leg.bc.ca>, Routley.MLA, Douglas G LASS:EX <Douglas.Routley.MLA@leg.bc.ca>, Furstenau.MLA, Sonia LASS:EX <Sonia.Furstenau.MLA@leg.bc.ca>, Leonard.MLA, Ronna-Rae LASS:EX <Ronna-Rae.Leonard.MLA@leg.bc.ca>, Simons.MLA, Nicholas LASS:EX <Nicholas.Simons.MLA@leg.bc.ca>  
Sent: January 25, 2020 6:32:07 PM PST

To Premier Horgan,

I have been a member of the IWA/USW s.22

I have watched many past Governments make decisions based on "its good for the economy" "it will create jobs". Not that long ago there was 35,000 high paying Union jobs in the Forest Industry. Now in recent memory with Companies like Weyerhaeuser..... TimberWest..... and Western Forest Products taking over OUR Province's forest resource.

Those high paying Union jobs are disappearing.

Another grim chapter in this story is when the past B.C. Liberal Government intervened in the 2004 Labour Dispute. That decision took away my right to Free collective bargaining. It took away my right to strive for a safer workplace. Finally it took away my right to protect the job I had invested half my working life.

I stand on Strike today with my co-workers and fellow USW brothers and sisters. Not for Money.

We stand on strike to ensure that our hours of work will be safe, not altered in a way that leads to constant dangerous fatigue. To keep some level of job security in our workplace, not have WFP contract out at will.

And to eliminate the discriminating Policies WFP have put in place. Those Policies have driven Safety underground and taken away the respectful treatment of employees.

Please do not intervene in this Dispute. Let the parties settle fairly, at the Bargaining Table

Sincerely

s.22

## USW 1-1937 STRIKE

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From : s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, scott.fraser.MLA@leg.bc.ca, admin@usw1-1937.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Fraser.MLA, Scott LASS:EX <Scott.Fraser.MLA@leg.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: January 27, 2020 10:31:08 AM PST

Dear Premier Horgan,

I am a member of the USW Local 1-1937 and have been in the forest industry<sup>s.22</sup> 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 is driving safety underground.

I have seen safety go underground first hand. Many of my coworkers had sustained minor injuries and were afraid to seek first aid treatment in fear of being reprimand. I have been an<sup>s.22</sup>

s.22 many minor injuries on a weekly bases. Now in the mill that I work for, First Aids reported are few to none! WFP Safety record looks great because there are fewer incidences reported!

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 myself 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

## FW: Ongoing USW Strike

---

From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
To: Scott, Samantha CITZ:EX <Samantha.Scott@gov.bc.ca>  
Sent: February 4, 2020 9:55:35 AM PST  
Attachments: ~WRD397.jpg

NEW - For review and action.

Thank you!

Jenelyn

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**From:** s.22

**Sent:** January 29, 2020 9:05 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>; Fraser.MLA, Scott LASS:EX <Scott.Fraser.MLA@leg.bc.ca>

**Subject:** Ongoing USW Strike

Dears Sirs,

As we enter our 8<sup>th</sup> month of strike , with no end in sight, I am writing this in desperation.

s.22 Two that are directly involved with the forest industry as log haulers for Western Forest Products, and one that hauls general freight which is being affected by the downturn in our local economy because of this labour dispute.

The logging truck companies are both in default of their loan payments and will fail soon. This will directly result in 22 employees losing their jobs permantly. I can not measure the impact the loss of these jobs will have on other business in the community but it will be substantial.

This strike is unusual in many ways and I feel that there is underlying, outside of British Columbia , political sway that has made this strike go on this long. These outside forces have an economic interest in seeing that that BC Coast does NOT go back to work anytime soon.

I strongly urge our political leaders to take back their power from these outside forces by instating a binding arbitration between the USW and WFP. In doing so you will be the heroes of all the 2000 struggling workers and their family's.

Sincerely

...  
s.22

I

Sent from Mail for Windows 10

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This email has been checked for viruses by AVG antivirus software.  
[www.avg.com](http://www.avg.com)

## emails asking the government to step in

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From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
To: Scott, Samantha CITZ:EX <Samantha.Scott@gov.bc.ca>  
Sent: February 10, 2020 2:40:14 PM PST  
Attachments: Western Forest Products, Please Intervene - WFP/USW, Please End WFP Strike, FW: Save My Future, FW: WFP Strike, Fwd: Coastland Wood Industries / Western Forest Products, Strike, Please help us get back to work, WESTERN FOREST PRODUCTS LABOUR STRIKE, Please step in to help striking forest workers

Hi Sam, I am slowly getting rid of emails that came last week. Attached are I find sending the same message: government to step in.

Let me know which batch they'll be and if they all belong in one

*Jenelyn Hontiveros*

*Administrative Assistant to the*

**Honourable Harry Bains**

Minister of Labour

## Western Forest Products

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From: s.22  
To: LBR.Minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 5, 2020 6:28:14 PM PST

Dear Mr. Bains, my name is s.22 I work for one of s.22 as a  
s.22 as you are aware of the current ,on going strike between western forest products and  
the usw. Western Forest Products is 60 percent of our work.The ongoing strike is not only affecting many  
communities on Vancouver Island (losing homes, vehicles, businesses closing),the strike is also affecting  
my co-workers,& my family,I am only one mortgage payment away from losing my home,,sure I'm well  
paid,but only working 50 percent of the time is very tough on my family and I. Now that Vince Ready has  
stepped down from the negotiations,I am getting very concerned.PLEASE step in and get those guys back to  
work, thousands of people are in dire straits.Please step in and help now.FORESTERY built this  
province.FORESTERY Feeds my family, thank-you for your time



## Please Intervene - WFP/USW

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 5, 2020 9:58:26 PM PST

Mr. Bains,

This labour dispute has caused enough damage. Please find a solution ASAP. Families, individuals, communities, customers are counting on you.

I appreciate your time, thank you!

s.22

## Please End WFP Strike

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 8:19:07 AM PST

Dear Mr. Bain's,

Over the past 8 months, I have seen the WFP strike affect communities and individuals both emotionally and financially. I personally have small business owners and WFP employees in my family who have felt the affects greatly. I respectfully ask that action be taken immediately to stop this suffering now before more individuals lose the things they worked so hard for.

Sincerely,

s.22

## FW: Save My Future

---

From Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>, Bains.MLA, Harry LASS:EX  
:  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 3:36:08 PM PST

**From:** s.22

**Sent:** Wednesday, February 5, 2020 9:35 PM

**To:** Bains.MLA, Harry

**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.s.22

s.22

## FW: WFP Strike

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From: Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>, Bains.MLA, Harry LASS:EX <Harry.Bains.MLA@leg.bc.ca>  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 3:36:09 PM PST

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

From: William Burr <billburr@gmail.com>  
Sent: Wednesday, February 5, 2020 6:56 PM  
To: Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>  
Subject: WFP Strike

Dear Harry,

I have just been told about a WFP family with a sick little boy about 2 yrs old, who have lost their medical benefits. This is terrible. I think its time to legislate an end to the strike. You could send the workers back with legislation that makes the company WFP honour all of the terms the union is asking for. It's time that WFP start suffering!

Bill Burr  
BC NDP  
North Island Constituency

Sent from my iPad

**Fwd:** s.22

## **Western Forest Products**

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 8:39:59 AM PST

Dear Mr Bains,

I am writing to you today to ask you as our Minister of Labour, and your NDP government, to step in and force negotiations between Western Forest Products and their union. This extended strike is now going to have far reaching ramifications in our area. I work at s.22 s.22 and today received an update from management of the company. The raw timber, that was being supplied by Mosaic Forest Management, is no longer available to purchase because they have shutdown their operations as a result of the strike at Western Forest.

As I'm sure you are aware, s.22 I am an extremely successful producer of veneer. Everything s.22 produces is immediately sold. This situation is intolerable and will affect well over 150 families, your government's constituents.

What are you and your NDP government prepared to do to end this strike and stop this industry from completely failing? Apparently mediations fell apart this past weekend and it is clearly time for the two sides to be forced to resolve this situation.

s.22 voted for your party in the last election. We put our faith in the NDP, it's time to show the people that pay your salary that you will do whatever is necessary to keep jobs and the economy healthy in BC.

The trickle down effect in this area is going to be devastating. 150 families on EI, not spending money in stores and businesses, not paying bills all because of a strike that's gone on way too long. Again, I'm sure you are aware that this strike is now affecting thousands of households on Vancouver Island. It is your government's responsibility to end this situation NOW.

Sincerely,

s.22

## Strike

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 7:29:13 AM PST

I beg you to step in and get us all back to work. My relatives and I are going bankrupt as this dispute goes on. Please think of all affected as you make your decision today.

Yours truly

s.22

## Please help us get back to work

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From: Desiree Widdifield <DWiddifield@westernforest.com>  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 5, 2020 9:39:06 PM PST  
Attachments: image002.jpg, image004.jpg, image005.jpg, image003.jpg, image001.jpg

Hello Mr.Bains,

This 8 month USW strike has affected far more than just us WFP employees as you know.

We need you to step in before our island communities crumble anymore than the already have this past 8 months.

Please do something.

Kind regards,

Desiree Widdifield, proud forestry worker for 15 years.

**Desiree Widdifield**

**Mill Administrator**

Tel 250.722.5106

[dwiddifield@westernforest.com](mailto:dwiddifield@westernforest.com)

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



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

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## WESTERN FOREST PRODUCTS LABOUR STRIKE

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From: Shannon MacLeod <s.22  
To: LBR.Minister@gov.bc.ca, premier@gov.bc.ca, claire.trevena.MLA@leg.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, Trevena.MLA, Claire LASS:EX <Claire.Trevena.MLA@leg.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 5, 2020 11:35:24 AM PST

Dear Trusted and Respected Leaders: Honorable Harry Bains, Honorable John Horgan, and Honorable Claire Trevena,

On behalf of United Steelworkers Local 1-1937 members, Western Forest Products employees, current WFP Logging and Forestry contractors, all Vancouver Island communities, and s.22 I plead with you to step in and help resolve a strike that has gone far too long.

Who are the Union really fighting for? Someone needs to ask the right questions, get clarity on what both sides are proposing and come to a swift resolution. The suffering is palpable - it can be felt in the air, and unlike most strikes that are resolved within a few weeks or months, there is something different here. People are losing everything - their possessions, their savings, their families, and all hope.

s.22 and has had a great working relationship with WFP. Before the strike, we had at least 12 employees with us full time, and we were watching as our employee were building beautiful futures alongside us. Incredible people, smart people, family people, working toward dreams and fulfilling family milestones.

On July 1, we had to lay all of our employees off. Due to the strike, and struggling market conditions, there was absolutely no demand for our services, as hard as we searched. s.22

s.22

I am of the mindset that one little decision, one spark of optimism from our leaders can absolutely turn it around for the province and all the people affected by this lengthy and painful strike. I believe that there is an answer, and that you hold the key to unlocking the solution to something that has been so messy and agonizing.

I understand it is not common practice to step in and intervene in a labour dispute between private parties. However, I truly believe that this case to be an exception. There is something preventing the two parties from seriously looking at a resolution, and it's severely hurting the people of this province, your province. I ask that you consider intervening for the greater good of the people that deserve peace and comfort in their lives. I ask that you look at the scope of those affected by this strike, and create an opportunity for swift, beneficial resolution.

Thank you for your time. I appreciate you standing up for us.

Shannon MacLeod  
Renewable Forest Services Ltd.



## Please step in to help striking forest workers

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 5, 2020 5:41:44 PM PST

Please step in and help the usw and wfp come to an agreement.

It has been far too long and it is affecting family and friends and businesses and a very large part of Vancouver island.

Help get this settled....please

s.22

## RE: USW/WFP STRIKE

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From: Hontiveros, Jenelyn PREM:EX <Jenelyn.Hontiveros@gov.bc.ca>  
To: Scott, Samantha CITZ:EX <Samantha.Scott@gov.bc.ca>  
Sent: February 11, 2020 1:56:21 PM PST  
Attachments: WFP/USW Labour dispute, 58899 Incoming FW: WFP/USW Strike

Hi Sam,

My bad. This person have two previous incoming with us (attached) and a Min. Resp is already almost ready. Would you suggest the below must be a third incoming? A separate? Or just info/file?

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

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

From: Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
Sent: February 11, 2020 10:57 AM  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Subject: RE: USW/WFP STRIKE

Batch 1.

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

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

From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 10, 2020 2:27 PM  
To: Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>  
Subject: FW: USW/WFP STRIKE

NEW - For review and action.

Thank you!

Jenelyn

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

From: s.22  
Sent: February 4, 2020 9:04 PM  
To: OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>; Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Cc: Rustad.MLA, John LASS:EX <John.Rustad.MLA@leg.bc.ca>; Martin.MLA, John LASS:EX <John.Martin.MLA@leg.bc.ca>  
Subject: USW/WFP STRIKE

Premier Horgan

I am writing to you again in hopes you will read this letter and respond.

s.22                      resident that has been effected by the ongoing strike between WFP and the USW.s.22  
works for one of the major contractors on the North Island. Our community is struggling and we are getting to the point  
of no return if this labour dispute is not resolved now.

Months ago you said the strike would be resolved the following weekend. We have now entered month 8. The  
mediators resigned today. WFP and the USW both have their lines drawn in the sand and are refusing to budge. They  
will never be able to come to an agreement on their own.

You also say you do not want to intervene as this is an issue between two private parties. I again beg to differ. This is  
way bigger than 2 parties. It is contracting companies, their employees (they have no say in this strike though they are  
paying union members), it is the parts stores, the coffee shops, the restaurants, all the retails stores. It is families  
struggling, with some dads having to go away for months at a time so they can support their families.

When is the amount of loss going to be enough before you decide you are going to help? Are you going to let our  
young families get so far in debt that they can never recover? Let them lose their homes and vehicles? How many  
businesses have to close? How many repos have to happen?

Soon employment insurance is going to run out for the people that are effected by this strike but not striking union  
members. There are not jobs here for all the off work people to apply for. No one is hiring, in fact most have several  
employees laid off. They should starve because these two parties are dug in?

Wake up! You have the power to resolve this! Time to give your head a shake and say "yes these people need this  
matter resolved". Get our proud loggers back working!

s.22

Sent from my iPhone

## WFP/USW Labour dispute

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From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: December 30, 2019 2:28:13 PM PST

I am writing you this letter for a couple of reasons. I attended the meeting in Port Hardy with the minister of forests and Claire Trevena. Repeatedly we were told this issue is between 2 private parties. I beg to differ. Not only do you have WFP and the USW on strike you have all the me too contractors that are stuck in the middle. The union is not acting on behalf of the me too contractors who are union members! Their votes as far as I can tell were not considered in the strike vote and basically we are told they are acting on behalf of its members and the only members they are listening to are the WFP employees. This was done by segregating votes into separate boxes on voting day!

There are approximately 1500 WFP employees and approximately 1500 contractor employees involved in this labour dispute. The 1500 contractor employees have no say in this matter! Yet they are the ones with the most to lose in this dispute.

The union is failing these members!

I would also like to remind you that is is not only the union members losing. It is our small businesses in our town. If this dispute drags on much longer we will lose valuable businesses in our small community.

Our children our suffering. Thanks to private donors we have had great response to helping our schools breakfast and lunch programs. Thanks to the loonies for loggers that have supplied food and Christmas hampers to many families.

The union like to say that all these donations are showing support for their cause. I beg to differ on that. The wonderful women who started the loonies for loggers are contractors wives who could not sit back and watch families go hungry. They are not in support of this strike but people that did not want to see families go hungry!

This dispute needs to be resolved! The 1500 contractor employees need a say and need a vote in this matter! They need someone to help them with this as the union is not working in their best interest!

Your premier stated the strike was going to be over weeks ago! We are now at 6 months and things are getting ugly between wfp employees and contractors. If someone does not step in and resolve this issue some contractor employees may not even have jobs to go back to if their employers lose much more!

Remember this strike is more than just 2 private parties. It is the me too employees, small businesses and families that are all involved with no say! You have the power to resolve this before things get worse for people! People will never get back what they have lost already!

I look forward to your response in this matter!

s.22

Sent from my iPhone

## 58899 Incoming FW: WFP/USW Strike

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From: Correspondence Services LBR:EX <LBR.Correspondence@gov.bc.ca>

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

From: s.22

Sent: January 7, 2020 8:37 PM

To: OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>

Subject: WFP/USW Strike

Premier Horgan

We are now in month 7 of the labour dispute between the USW and WFP. I am still waiting for government to bring resolution to this strike that has gone on far to long.

I know you asked Minister Bains to over see the negotiations but there has been none since he instructed both parties to report to him. I also question his ability to be impartial in this issue. He spent 15 years in the USW/IWA Executive including a stint as their Vice President.

We have Minister Trevena as our MLA. She joined Scott Fraser and Lana Popham in conjunction with the Western Canada Wilderness Committee in lobbying for the stop of old growth logging on Vancouver Island. I don't think she is any help as we are being attacked daily by environmentalists who want to stop logging on Vancouver Island.

Who from you party is going to help us? Do we pack up now and leave before we can no longer sell our homes?

This strike is affecting way further than the USW members. Here is an example. s.22 were both born and raised North Islanders. They chose to stay here to raise their family s.22 works on the s.22 s.22 He is part of a different union and not on strike. He has worked approximately 7 days since July 1st. How is a young family with s.22 i supposed to survive on unemployment insurance. Mortgages, vehicle payment, ICBC (which is ridiculously expensive), hydro and groceries. Families like theirs have no say in this yet they are placed in the middle of it! They can't even turn to their parents for help as they are out of work as well.

You have the power to bring this labour dispute to an end! Help these families that are suffering for no reason of their own!

s.22

s.22

Sent from my iPhone

## new emails for WFP/USW strike

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From: Hontiveros, Jenelyn PREM:EX <Jenelyn.Hontiveros@gov.bc.ca>  
To: Correspondence Services LBR:EX <LBR.Correspondence@gov.bc.ca>  
Cc: Chauvin, Lindsay JERI:EX <Lindsay.C Chauvin@gov.bc.ca>  
Sent: February 12, 2020 12:53:25 PM PST  
Attachments: FW: WFP Strike, USW Strike, Please Intervene - WFP/USW, Please step in to help striking forest workers, FW: Forestry in BC, Coastland Wood Industries / Western Forest Products, Fwd: (1) Susan Dunnigan Plensky, WESTERN FOREST PRODUCTS LABOUR STRIKE, right to a safe workplace, Western Forest Products, Please help us get back to work, Please End WFP Strike, Strike, Fwd: s.22 / Western Forest Products, FW: Western Forest Products and USW labour dispute, FW: Forest sector, FW: Save My Future, WFP Strike, FW: WFP/USW strike, any progress, FW: HELP US NOW, Forest Industry, re ; USW Member email

These are all files of emails that went to the Minister's inbox.

Cheers!

*Jenelyn Hontiveros*

*Administrative Assistant to the*

**Honourable Harry Bains**

Minister of Labour

## USW Strike

---

From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 9:05:13 AM PST

Mr.Bains,

On behalf of all the families on Vancouver Island that are hurting, PLEASE legislate an end to the USW's unjust strike. The USW on the island should follow the interior USW model that is an industry standard there. USW 1937 has enjoyed past agreements that are way above what the interior has ever had. I get that they want to protect that at all costs but the reality of today's forestry markets demand they be reasonable.

Thank you

s.22

## FW: Forestry in BC

---

From: Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>, Bains.MLA, Harry LASS:EX  
:  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 5, 2020 11:23:06 AM PST

**From:** s.22

**Sent:** Wednesday, February 5, 2020 11:01 AM

**To:** Bains.MLA, Harry <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

s.22



**s / Western Forest Products**

---

From: s.22  
To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 5, 2020 8:13:31 AM PST

Dear Mr Bains,

I am writing to you today to ask you as our Minister of Labour, and your NDP government, to step in and force negotiations between Western Forest Products and their union. This extended strike is now going to have far reaching ramifications in our area.<sup>s.22</sup> and today received an update from management of the company. The raw timber, that was being supplied by Mosaic Forest Management, is no longer available to purchase because they have shutdown their operations as a result of the strike at Western Forest.

As I'm sure you are aware<sup>s.22</sup> is an extremely successful producer of veneer. Everything<sup>s.22</sup> produces is immediately sold. This situation is intolerable and will affect well over 150 families, your government's constituents.

What are you and your NDP government prepared to do to end this strike and stop this industry from completely failing? Apparently mediations fell apart this past weekend and it is clearly time for the two sides to be forced to resolve this situation.

s.22 both voted for your party in the last election. We put our faith in the NDP, it's time to show the people that pay your salary that you will do whatever is necessary to keep jobs and the economy healthy in BC.

The trickle down effect in this area is going to be devastating. 150 families on EI, not spending money in stores and businesses, not paying bills all because of a strike that's gone on way too long. Again, I'm sure you are aware that this strike is now affecting thousands of households on Vancouver Island. It is your government's responsibility to end this situation NOW.

Sincerely,

s.22

Sent from my iPad

## **Fwd: (1) Susan Dunnigan Plensky**

---

From: Susan & Skip Plensky <splensky@mac.com>  
To: Claire Trevena <Claire.trevena.mla@leg.bc.ca>, Trevena.MLA, Claire LASS:EX <Claire.Trevena.MLA@leg.bc.ca>  
Cc: Premier of BC <premier@gov.bc.ca>, BC Forest Minister <FLNR.Minister@gov.bc.ca>, lbr.minister@gov.bc.ca, Finance Minister of BC <FIN.minister@gov.bc.ca>, Andrew Wilkinson <Andrew.Wilkinson.MLA@leg.bc.ca>, Andrew Wilkinson <contact@bcliberals.com>, John Rustad.MLA <john.rustad.mla@leg.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, Minister, FIN FIN:EX <FIN.Minister@gov.bc.ca>, Rustad.MLA, John LASS:EX <John.Rustad.MLA@leg.bc.ca>, Wilkinson.MLA, Andrew LASS:EX <Andrew.Wilkinson.MLA@leg.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Sent: February 4, 2020 5:30:53 PM PST  
Attachments: (1) Susan Dunnigan Plensky.png

Dear MLA Trevena

I wrote you an email on August 13, 2019 stating the extent of my concern for the forest crisis that was about to hit Vancouver Island. I cannot now express how disappointed I am in Feb 2020 regarding your lack of leadership.

Your leadership was needed long ago. This situation is a mess. I sure hope that you are on the phone right now with the Premier advocating for the people in your riding explaining that dire help is needed to revive the economy of Vancouver Island.

Susan Plensky

Woodlot 1878 - Kyuquot

Begin forwarded message:

**From:** Susan Plensky <[splensky@mac.com](mailto:splensky@mac.com)>  
**Date:** August 13, 2019 at 1:16:57 PM PDT  
**To:** Claire Trevena <[Claire.trevena.mla@leg.bc.ca](mailto:Claire.trevena.mla@leg.bc.ca)>  
**Cc:** [premier@gov.bc.ca](mailto:premier@gov.bc.ca)  
**Subject:** Question - logging industry

Dear Ms. Trevena

I am wondering if the NDP government has a proactive plan in place to support the logging industry when it busts.

Currently, the union operations are on strike, but the industry showed signs of busting before the strike. Now it looks inevitable. The factors causing the collapse include: overabundance of inventory, declining prices, high fuel costs, international trade disputes, and competition in global log markets. The final factor was the announcement of surcharges designed to stop log exports, including cedar.

<https://www.nanaimobulletin.com/business/b-c-to-begin-increasing-coastal-log-export-charges/>

s.22

company. Together we manage Woodlot 1878 located in Kyuquot. Some logging sub-contractor companies are hauling equipment out of the woods to be stored long term as logging is now uneconomical. They have stated that they can survive until about October until equipment loans will result in bankruptcy. A crisis is looming.

The engineers have said that no new blocks are being planned and to prepare to hunker down as it will be worse than '08.

Log brokers are worried. They understand that our local export policy changes have been implemented abruptly at a very complex time for the industry. The timing is not good.

Loggers are becoming unemployed, unable to find work.

We're unable to log our woodlot because without export prices it's simply a money-loser. Only the export prices made it feasible to log our woodlot located on the West Coast in Kyuquot.

That's the catch-phrase of warning: "Worse than '08".

I hope not, because we had absolutely; completely nothing; total zero income from 2008-2009. It's taken years to somewhat recover. But retirement is an illusion. We must keep working.

I am wondering what plan the NDP government has in place for loggers?

The industry has only just started to attract young loggers. How will the industry ever keep young loggers if it suddenly collapses? Why would they believe that there is a secure future in the industry? The shortage of skilled, young loggers is another problem that will be exacerbated by the abrupt export policy.

Regards,  
Susan Plensky

s.22

Kyuquot, BC Sent from my iPad

Page 065 of 172

Withheld pursuant to/removed as

Copyright

## right to a safe workplace

---

From: s.22

To: lbr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>

Sent: February 5, 2020 7:10:55 PM PST

Honourable Harry. Bains

Minister of Labour

Thank you for your interview which you gave to CHEK T.V. on Wednesday night. I have worked in the Forestry Industry s.22 . During those many years I have worked for many large Companies. I have never felt so unhappy , as I am now , to say that I work for WFP . This company has no consideration for their workers or for the small communities where they are usually the only employer. It has become only about the Shareholder and the monetary dollars which they can take from the People of British Columbia. This is our Forest , not theirs to pillage . The shifts which they have workers tied to , is an unsafe practice. Small communities also need volunteers to run Fire Departments , and coach children's soccer and hockey , with crazy shifts , no one can. Please do not do to us what the Liberals did in 2004. Make them pay the 20 million that they owe the Forestry . Maybe then they will be more willing to bargain in good faith . To them , its all about the money.

Thank you ,

s.22

## FW: Western Forest Products and USW labour dispute

---

From: Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>, Bains.MLA, Harry LASS:EX  
:  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 3:36:07 PM PST

**From:** s.22

**Sent:** Thursday, February 6, 2020 2:58 PM

**To:** Donaldson.MLA, Doug <Doug.Donaldson.MLA@leg.bc.ca>; horgan.premier@gov.bc.ca; Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>

**Subject:** Western Forest Products and USW labour dispute

Dear Honourable Premier and Ministers,

It is with great concern that I write this email to you today. This morning I read the Honorable Harry Bains announced that mediators Vince Ready and Amanda Rogers will work with both parties for a period of 10 days to attempt to resolve the issues. I question what they have been doing for the past 7 months and what is the next 10 days really going to accomplish? The parties have come to an impasse.

I also question Harry Bains' loyalty to the people of BC that are adversely affected by this strike. I question if his 15 plus years of being an elected officer of the Steelworks-IWA Canada Local 2171 has jaded his ability to serve this province unbiased. I can only assume that the 3.2 million dollars which was contributed to the NDP from the USW has somehow led to the government's inaction during this dispute. You are hurting your voters while trying to protect your party's largest contributor.

Perhaps Premier Horgan should use stronger words than making "it abundantly clear to the company, Western Forest Products, and to the United Steel Workers that they need to get to an agreement". Maybe some words from President Trump will help. I really, really, really strongly suggest both party's' come to a deal. This is exactly how ridiculous the NDP party, Premier Horgan and Labour Minister Harry Bains sound.

I implore you to redact your announcement and have Vince Ready and Amanda Rogers provide their recommendations immediately. If either party should disagree it should be sent straight to binding arbitration. Please stop playing with people's lives and communities.

Regards,

s.22

## FW: Forest sector

---

From: Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>, Bains.MLA, Harry LASS:EX <Harry.Bains.MLA@leg.bc.ca>  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 3:36:03 PM PST

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

From: s.22  
Sent: Thursday, February 6, 2020 1:43 PM  
To: Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>  
Subject: Forest sector

I'd like to inform you of my displeasure of reading that you will be making the negotiating to the forest sector public as regards to the strike.

To make a real difference in British Columbia you may want to restrict the exports of our raw logs across the border, I don't need to go into detail about this but I think that you're well aware of that difficulties in the forest sector industry. That exporting Raw logs has caused the workers of British Columbia . Take the opportunity right now to stop Raw log Export keeper saw Mills running that's why I voted for you regards s.22 Sent from my iPhone



## FW: Save My Future

---

From: Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>, Bains.MLA, Harry LASS:EX  
:  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 3:36:08 PM PST

**From:** s.22

**Sent:** Wednesday, February 5, 2020 9:35 PM

**To:** Bains.MLA, Harry <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.s.22

s.22

## WFP Strike

---

From : s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, Minister, LBR  
LBR:EX <LBR.Minister@gov.bc.ca>, Minister, FLNR FLNR:EX  
<FLNR.Minister@gov.bc.ca>, OfficeofthePremier, Office PREM:EX  
<Premier@gov.bc.ca>  
Sent: February 12, 2020 9:15:22 AM PST

Dear Premier Horgan,

I am a member of the USW local 1-1937 and I am currently on strike to ensure my co workers and I have hours of work that are safe, we often get ask to cover for call ins on other shift as well as covering our own shifts, one person stays late to do the first 5hrs of the next shift (+ the 30 min between shifts) and another worker comes in to work the last 5hrs of the shift and they already worked the previous 10hr shift that same day so our sleep gets all messed up and you end up feeling like a zombie, not really focussed on our surroundings like we should be and which ultimately leads to more call ins.

we are also on strike to protect my workplace from Contracting out which as you know will lead to contractors under bidding each other until nobody's making any money to put back into the communities and economy. And other issues including a company policy that discriminates against workers and 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.

BC liberal government intervened in 2004 and I am fighting to regain my rights that were stripped from my co-workers and I back then. 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

## FW: WFP/USW strike, any progress

---

From: Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>, Bains.MLA, Harry LASS:EX  
:  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 3:54:57 PM PST

---

**From:** s.22

**Sent:** Sunday, January 26, 2020 7:37 AM

**To:** Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>

**Subject:** WFP/USW strike, any progress

Hello I would like even just a few minutes of your time please.

My name is s.22 and work for Western Forest Products at their s.22

I am not in the USW union I am in the PPWC union, and have been laid off and affected by this massive strike.

The reason for this message is I am looking for any light at the end of the tunnel, is there any hope it will end soon?

It seems like thousands of people in the forest industry are left in the dark with their lives at stake. Has there been any progress?

Thank-you and have a good day.

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## FW: HELP US NOW

---

From: Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>, Bains.MLA, Harry LASS:EX <Harry.Bains.MLA@leg.bc.ca>  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: February 6, 2020 3:36:14 PM PST  
Attachments: image001.png, image002.png

---

**From:** Eric Dutcyvich <eric@lemare.ca>

**Sent:** Wednesday, February 5, 2020 1:28 PM

**To:** Trevena.MLA, Claire <Claire.Trevena.MLA@leg.bc.ca>; Donaldson.MLA, Doug

<Doug.Donaldson.MLA@leg.bc.ca>; s.17

; Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>

**Cc:** mayorwickstrom@portmcneill.ca; 'Chris' <chris@lemare.ca>; ahory@rdmw.bc.ca

**Subject:** RE: HELP US NOW

Dear Honourable Premier and Ministers,

After reading and hearing about the most recent failed attempt at resolving the USW-WFP labour dispute, and resulting resignation of Mediators Ready and Rogers, I am compelled to inform you of the actual conditions in our communities. Personal bankruptcy, business failure, repossession, and a tidal wave of social dysfunction has gripped the North Island. We have been decimated by this strike and the path to recovery will be measured in years.

We have arrived at a place that will not tolerate inaction and delay. We are at a tipping point. The human cost and collateral damage that will occur in the next month must outweigh the failed policy of non-intervention.

I am again asking on behalf of my family, my employees and our North Island community for you to intervene in this broken process by legislating both parties back to work and imposing binding arbitration.

It does not matter who is wrong and who is right; this must end now and you are the only ones who have the ability to make that happen.

**Eric Dutcyvich**

President/CEO



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Please consider the environment before printing this e-mail or its attachment(s)

---

**From:** Eric Dutcyvich <eric@lemare.ca>

**Sent:** December 18, 2019 6:01 AM

**To:** 'Claire.Trevena.MLA@leg.bc.ca' <Claire.Trevena.MLA@leg.bc.ca>; 'doug.donaldson.mla@leg.bc.ca'

<doug.donaldson.mla@leg.bc.ca>; s.17

'harry.bains.mla@leg.bc.ca' <harry.bains.mla@leg.bc.ca>

**Cc:** 'mayorwickstrom@portmcneill.ca' <mayorwickstrom@portmcneill.ca>; 'Chris' <chris@lemare.ca>;

'ahory@rdmw.bc.ca' <ahory@rdmw.bc.ca>

**Subject:** HELP US NOW

Dear Honourable Premier and Ministers,

With the December 17th failure of the WFP-USW mediated discussions, we can no longer rely on that process to resolve this crisis.

We are living the confusing experience of desperately hoping, day to day, for the resolution of this conflict. We understand the competing influences and policies that have delayed your intervention. Many of us, even those who could make a difference, have delayed becoming involved for practical or principled reasons. Unfortunately, the situation has become untenable and intervention is necessary. Being honest with ourselves, it was clear early on in the process that this was the inevitable outcome.

As a community and as individuals we are in serious trouble. Is it reasonable to think that members and employers can survive for six months without a pay cheque? Regardless of what you may have been told or read online, this is an emergency.

The North Island is not anti-union and this dispute has nothing to do with class or economic warfare. The divisive rhetoric associated with bargaining is disgusting to all of us on the North Island and the barrage of misinformation is symptomatic of a competing agenda. These antics have done nothing to further the resolution of this issue.

It's too late for an Industrial Inquiry Commission. The IIC is a toothless process that will delay resolution and prolong the suffering of all of us on the North Island. We need a practical and immediate solution.

As Mediator, Vince Ready has lived this process for many months and is aware of the issues. Mr. Ready has an impeccable resume and we have complete confidence in his ability to 'get it right' through binding arbitration. From the many conversations I have had in the community, I can confidently say, this is everyone's hope. We are aware that the USW are vehemently opposed to Government intervention and binding arbitration, however, it is long past time to address the greater good and you are the only ones who can do that. The North Island has been an NDP stronghold for as long as we have had an elected Member of Legislative Assembly. The USW leadership did not deliver you North Island votes, the people of the North Island did.

Help us now.

**Eric Dutcyvich**

President/CEO



✉ P.O. Box 609 Port McNeill, BC V0N2R0 ☎ 250.956.3123 📱 604.250.4193

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## Forest Industry

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From : s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Cc: Brian Butler <bbutler@usw1-1937.ca>, Chris Cinkant <ccinkant@usw1-1937.ca>, s.22  
Sent: February 6, 2020 8:57:37 PM PST

Once again I write to you regarding the current dispute with United Steelworkers (USW) and Western Forest Products (WFP). I cannot stress enough the anguish that many employees have had to endure since Western Forest Products took command of the forest industry on Vancouver Island. Due to their monopoly I believe they have assumed total dictatorship over the entire industry, including their employees. This style of management is extremely destructive, they have systematically taken away the workers pride and will to maintain a level of professionalism that was so obvious. This has been demonstrated time and time again at my place of employment<sup>s.22</sup> where new management employees are hired to manage people who are by far more knowledgeable than the manager of that department. That in itself wouldn't be so bad if these management people would listen or engage in conversation with the employees that know what is required to get the job done. The fact is, the attitude of this company is dismissive, they don't want to know what anyone has to offer even if thousands of dollars can be saved.

This one example is not even the tip of the iceberg; most people know how WFP treats its employees, you don't have to work for them to know that. The fact that they make vast profits, using-up a resource that belongs to all people of British Columbia then investing that money in USA is another sign of a poor corporate citizen. In addition, as you know, they ship much of our unfinished sawn lumber down to these operations. As well as our lumber, they ship raw logs out of BC, once again avoiding employment for British Columbians and taxes that support our needs.

In short, this dictatorship needs dealing with. We, the USW are standing up to a bully who's time has come. We are standing up to this bully and we are winning, just a little more time is needed. Workers continue to sacrifice and do not want to go back to what we left July 1st even though we need to go back. Binding arbitration was bad for us last time and it would be bad for us this time. The fact that some other people are caught-up in this dispute is normal, just like the two pipelines that are going through BC, other people are caught-up in it; but its going to happen anyway.

I'm no fan of Donald Trump but I suggest you take a leaf out of his book and show this company who's in charge!

Sincerely

s.22

## re ; USW Member email

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From : s.22  
To: premier@gov.bc.ca, lbr.minister@gov.bc.ca, flnr.minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>, Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>, OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>  
Cc: douglas.routley.MLA@leg.bc.ca, sheila.malcolmson.MLA@leg.bc.ca, admin@usw1-1937.ca, Routley.MLA, Douglas G LASS:EX <Douglas.Routley.MLA@leg.bc.ca>  
Sent: February 4, 2020 1:08:35 PM PST

Dear Premier Horgan,

I have been employed at s.22

I am a member of the USW Local 1-1937 and we are currently on strike to ensure my co-workers and I have hours-of-work that are safe. We are also on strike to protect our workplace from contracting out as well as other

issues including a company policy that discriminates against workers and 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 B.C. Liberal Government intervened in 2004 and I am fighting to regain my rights that were stripped from my co-workers

and myself at the 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 at the bargaining table.

Sincerely,

s.22

## **FW: 59792 Incoming Fw: Shocking Report on Old Growth in BC**

From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
To: Scott, Samantha CITZ:EX <Samantha.Scott@gov.bc.ca>  
Sent: June 16, 2020 12:28:20 PM PDT

Are we to respond? FYI: We have an info/filed batch campaign for Save our Old Growth Forest since 2017 til now.  
Thanks!

Jenelyn

---

**From:** Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>  
**Sent:** June 15, 2020 12:19 PM  
**To:** Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
**Cc:** Sangha, Jasmeet LBR:EX <Jasmeet.Sangha@gov.bc.ca>  
**Subject:** 59792 Incoming Fw: Shocking Report on Old Growth in BC

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

FYI

---

**From:** Jenn Matthews <jenn@conservationnorth.org>  
**Sent:** June 14, 2020 10:08 PM  
**To:** Bains.MLA, Harry  
**Subject:** Shocking Report on Old Growth in BC

Dear Hon. Harry Bains,

Research released June 4th, 2020 by independent scientists Dr. Karen Price, Dr. Rachel Holt and Dave Daust shows that old growth forests in BC have been logged to their ecological limits. Conservation North is calling on the BC government to spatially identify high-productivity old forests in the 'red zones' identified in the report and declare an immediate moratorium on logging there. Although all primary forests are important, the areas that produce the biggest trees (and are therefore most attractive to logging companies) are especially at risk right now.

You can find a copy of the whole report at:

<https://veridianecological.files.wordpress.com/2020/05/bcs-old-growth-forest-report-web.pdf>

As Minister of Labour, this report is particularly important. It shows that the industrial timber complex cannot depend on old growth logging for many more years. These trees are almost all gone and then the industry will be forced to transition to secondary grow logging. The government owes it to the timber workers to come up with a comprehensive and speedy transition away from logging old growth. It must happen now, when some of the biodiversity and ecosystem values can still be protected.

Forests that have been logged to less than 30% of the original forest can no longer maintain their biodiversity, ecological integrity, or resilience. These areas are clearly defined in the report. All productive old growth that is not currently protected will be logged if it is economically viable to do so. We now have a rapidly closing window to bring our forest practices in line with the science, before it is too late and these forests have vanished. Old growth forest is irreplaceable and does not come back after it has been logged.

These scientists used publicly available data, yet came up with shockingly different numbers than those given by the Government of BC. This report was also given to the Old Growth Review Panel. Please read it and if you have any questions we are happy to answer them. We have a team of volunteers with a diverse set of forestry and scientific backgrounds and we are happy to help with the technical details of the report.

I look forward to hearing your thoughts on this report.

Warmly,

Jenn Matthews

Outreach Coordinator Conservation North



-----  
Conservation North is a 100% volunteer-run community group. We support and advocate for  
the protection of nature in northern BC. Reach us at [info@conservationnorth.org](mailto:info@conservationnorth.org)  
[www.conservationnorth.org](http://www.conservationnorth.org)  
-----

## **FW: 60228 Incoming FW: logging industry WS and safety decline**

---

**From:** Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
**To:** Ranjan, Ramesh AGRI:EX <Ramesh.Ranjan@gov.bc.ca>  
**Sent:** August 26, 2020 11:08:56 AM PDT  
**Attachments:** horgan, dix, bains.docx

Last one and this was from yesterday. Please advice action.

Thank you!

Jenelyn

---

**From:** Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>  
**Sent:** August 25, 2020 12:33 PM  
**To:** Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
**Subject:** 60228 Incoming FW: logging industry WS and safety decline

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

**From:** S.22  
**Sent:** Tuesday, August 25, 2020 12:07 PM  
**To:** Horgan.MLA, John <John.Horgan.MLA@leg.bc.ca>  
**Cc:** Dix.MLA, Adrian <Adrian.Dix.MLA@leg.bc.ca>; Bains.MLA, Harry <Harry.Bains.MLA@leg.bc.ca>  
**Subject:** logging industry WS and safety decline

s.22

Phone: 6 77

RE: Logging industry safety decline

Hello there,

s.22

s.22

I'm also a United Steel Workers rep there so get bulletins plus I have first-hand knowledge, experience and proof of my following story. There's even a funnel down effect on you, personally and professionally. Let's talk about legitimate WorkSafe claims Forest Companies who knowingly lie about to get injured workers claims denied. Then enabled and assisted by WS, the benefits and medical help aren't available. Some harassment is applied too. The injured employee is left to survive on any income they can generate plus their savings. They have their spouse losing time from jobs they can ill afford to lose driving them around taking notes as WS can't be trusted. What if they can't make that time up? Hardly fair when they are entitled to benefits. WS and the employer have no remorse whatever of financially destroying employees or having them not fully recover due to lack of needed available help, just so long as that injury claim disappears. The employee gets to pay all travel expenses and cover all costs BC med/ Blue Cross don't, on a very minimal income. Is it right for someone to go financially broke, then lose everything they have struggled to possess in their lifetime due to corporate lies, greed and corruption? WS and the employer are then able to hide under that WS umbrella from any due process of the law when exposed. So unfair, it sounds medieval. Guilty and condemned without a trial. Let me shoot you the stories and entertain you for a bit.

s.22

Having truck mechanical problems, he swapped his truck out at the shop for a spare. At the loader, he found the stakes had to be put up by hand due to the springs inside being broken on this new truck. He put up the first stake and while erecting the second one, the first fell flattening him and knocking him down unconscious on the bunk. First Aid was just up the road never attended so he never got the medical aid or evacuation to the hospital he was entitled to by law. s.22

s.22

s.22

him. s.22

s.22

Trying to get fixed, applied for a claim which s.22 disputed and WS denied his claim. I helped him with his appeal as part of the WS process is to get employees to timed out for an appeal, then disappear and he was really close to the end date for appealing. s.22

s.22

He still hasn't received any aid, financially or medically from WS. They are fighting over what to pay him and from what date, simple enough, he got injured in s.22. Harsh treatment for someone trying to make it work for the company, neither just nor fair and the future isn't looking too cool either just yet. It's been over a year

and he could use that financial help. s.22 is now feeling the pinch and won't work again. Recently he  
s.22

s.22

Management informed me that due to this being a mechanical failure (same as s.22 I wouldn't have a problem with a WS claim and as the whole Coastal Forest Industry was watching about that stub breaking were going to go after the manufacturer. The management tried to erect the yarder themselves, dropped it a few times and dragged it a ways before getting the union employees to stand it up, first shot. The manufacturer paying flew out the window with the extra damage done.

The incident report has s.22 saying it was a well-used 5 month old stub and that stubs weren't to be used full time on guylines. True, it was 5 months old but barely used due to that machine barely running for three months due to mechanical issues. Our crew had some pretty small cheques for those pays. Stubs are also used on pretty much every steel spar tower ever erected and most grapple yarders use them to keep wear off the guyline itself. It's cheaper. We've been using them in there s.22  
s.22 Stubs last about a year, get replaced when worn.

s.22

s.22

BC med money spent by WS as they dodge paying.

WS started in about returning to work for a while. s.22  
s.22

s.22

s.22

s.22

s.22

s.22

I talked him into

submitting a WS claim that s.22 tried to convince him not to do. His two days became two weeks or more. s.22 and counting now. If these truck drivers go into shock going down the highway at 100km/hr, it could be nasty. Yes, another case of no evacuation.

This is when I wrote WS about no evacuation to medical aid or hospitals. It was about s.22  
s.22 WS have a law about this, so does Occ. Health & safety, yet they do nothing to impose them. Employers get to hide under the WS umbrella. This is going to get someone killed, it's unacceptable and I was sending a copy of my letter to the union local to be on file. If something did happen, they may be held accountable. Three calls from WS later, they came to work to investigate. They found I should have been transported but s.22 was fine. s.22 said nothing, time would tell. s.22 and counting. We used to transport injured workings just as a caution, better than anything happening when people are alone or driving themselves for medical help. We've also experienced s.22 going into shock.

Recently, WS called me about their response to my letter so I told them. It was a weak effort so as to not implicate the employer of any wrong doing. They won't enforce the laws. Time showed that both of us should have been taken to the hospital now. An honest WS effort would have discovered

s.22 injury.s.22

s.22

Perhaps it may have found the other guy that recovered and wasn't allowed to return to work for a year as punishment.s.22

won't come forward now, good reason,s.22

. He

won't mind being found though. WS said they were going to reopen that letter.

I just wrote a second letter including my first. It tells how WS enables companies to do this, assists in financially and medically destroying injured employees with no remorse. Red flags and countless medical reports about damage done won't get them to intervene. They are only interested in getting the employees claim to go away to cut WS costs and keep the employers' rates down. That this is unjustified and wrong. Employees are guilty till proven innocent, all on a lie. WS called and we got into a battle about all this, and I was told someone else would call back in a few days. Still waiting. I told them the NDP were getting it too, thus the back pedalling.

How do employers get away with no hospital rides and dodge those laws? Why is Government money paying WS bills when it's direly needed elsewhere? How can they knowingly crush people's dreams, destroy their life and bankrupt them? I know one that had to start over. All through Corporate greed, lies and corruption, then get away with it with that WS protectionism. No prosecution. If this happened in the real world they would be toast. The courts would cream them.

I get this is a Liberal inheritance and has been fine-tuned as such, so saying, your problem. Harry Bains at a USW convention wanted to do something I was told. Hopefully, this is it and helps. If I drop this on the media it's bad. If the NDP do it, perfect, it's great. Perhaps a good political manoeuvre for support, which I don't know, not my job and I'm not interested. You work too hard not to get some recognition so here you are. I now have to stop here as this is pretty much as far as I can go without inflicting wrongful damage.

Thanks for reading,s.22

## FW: 60552 Incoming Letter from Susan Yurkovich, President & CEO, BC Council of Forest Industries

---

From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
To: Duncan, Kate LBR:EX <Kate.Duncan@gov.bc.ca>  
Sent: December 4, 2020 10:17:46 AM PST  
Attachments: image003.png, COFI Report - Executive Summary.pdf, COFI Report - Deep Roots. Strong Communities. - 2019 Regional Supply Chain Study.pdf, COFI Letter to Hon Harry Bains.pdf

Hey Kate,  
Can you please send this to Jasmeet for Minister's actioning.  
Thank you.

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

---

**From:** Ho, Anne <Ho@cofi.org>  
**Sent:** December 2, 2020 11:54 AM  
**To:** Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
**Cc:** MacDonald, Alex LBR:EX <Alex.MacDonald@gov.bc.ca>; Scott, Samantha LBR:EX <Samantha.Scott@gov.bc.ca>; Alexa Young <young@cofi.org>  
**Subject:** 60552 Incoming Letter from Susan Yurkovich, President & CEO, BC Council of Forest Industries

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Good afternoon,  
On behalf of Susan Yurkovich, President and CEO of the BC Council of Forest Industries, please find attached letter to Minister Bains.  
Please note attachments. Hard copy to follow by mail.  
Best,  
Anne

-----  
**Anne Ho**  
Executive Assistant to President and CEO / Office Manager  
1220 - 595 Howe Street, Vancouver, BC V6C 2T5  
Phone: 604-891-1211 | Mobile: 778-991-7616 | e-mail: [ho@cofi.org](mailto:ho@cofi.org)



FORESTRY FOR THE PLANET.  
FOREST PRODUCTS FOR THE WORLD.

# Deep Roots. Strong Communities.

2019 Regional Supply Chain Study

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December 2, 2020

Hon. Harry Bains  
Minister of Labour  
East Annex, Parliament Buildings  
Victoria, B.C. V8V 1X4

Dear Minister Bains,

On behalf of the Board and member companies of the BC Council of Forest Industries (COFI), congratulations on your re-election and re-appointment as Minister of Labour.

As the voice of B.C.'s forest industry, representing the majority of lumber, pulp and paper, and manufactured wood producers in the province – we look forward to working with you in the next Legislative session as you work to advance your government's mandate. Whether it's supporting workers and businesses through the pandemic or establishing a new Training and Job Opportunity Office – we believe we can contribute.

Importantly, with all minds turned to keeping British Columbians safe and employed as we navigate the biggest health and economic crisis of our generation, our industry can help get more people back on their feet.

B.C.'s forest industry is recognized as a global leader in sustainable forest management and has an economic impact in the province like no other – accounting for one-third of B.C.'s exports, contributing about \$4 billion in taxes annually to support healthcare and other critical social services, and directly and indirectly employing more than 100,000 British Columbians.

Our industry supports people and businesses big and small, in rural communities and urban centres from Prince George to Metro Vancouver. Our recently released Regional Supply Chain Study – *'Deep Roots. Strong Communities.'* – confirmed that last year COFI member companies purchased \$7 billion worth of goods and services from nearly 9,900 companies and Indigenous suppliers located in 340 communities across B.C., including nearly \$211 million spent on 360 suppliers located in Surrey. A copy of the report is enclosed.

While our industry faces many challenges, including rising costs, access to fibre, trade volatility and strong global competition, we believe there is a bright future for our industry – one that supports the road to economic recovery ahead, secures next generation jobs and provides the low carbon forest products the world wants. As outlined in our 2019 Report – *Smart Future, a Path Forward for B.C.'s Forest Products Industry*, we also believe there is strength in partnership, and we are committed to working with your government, workers, communities, Indigenous leaders, academia and others to find solutions and ensure a bright future for all British Columbians.

Again, congratulations. We look forward to connecting with you in the weeks ahead as we work to advance our collective objectives. In the interim, please don't hesitate to reach out to me at [yurkovich@cofi.org](mailto:yurkovich@cofi.org).

Sincerely,



Susan Yurkovich  
President and CEO

## Re: 60665 Incoming 2 Fwd: Automation at HVC

From: Ranjan, Ramesh LBR:EX <Ramesh.Ranjan@gov.bc.ca>  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Cc: Hontiveros, Jenelyn LBR:EX <Jenelyn.Hontiveros@gov.bc.ca>, Hontiveros, Jenelyn PREM:EX <Jenelyn.Hontiveros@gov.bc.ca>  
Sent: January 4, 2021 9:41:17 AM PST  
Attachments: image001.jpg, image002.jpg, image003.jpg, ~WRD000.jpg

Let's draft a Minister reply but have the correspondence team consult with the correspondence teams for the Ministries that have also been sent this.

### Ramesh Ranjan

Senior Ministerial Advisor to the Honourable Harry Bains,  
Minister of Labour  
Ph: 604-220-5303

On Jan 4, 2021, at 9:18 AM, Minister, LBR LBR:EX wrote:

For review and action. This was also sent to other Ministry.

Thank you

**Jenelyn**

---

**From:** s.22

**Sent:** December 16, 2020 10:36 PM

**To:** Minister, JERI JERI:EX ; Minister, JERI JERI:EX ; nathan.cullen.MLA@leg.bc.ca; Minister, EMLI EMLI:EX ; Minister, LBR LBR:EX ; OfficeofthePremier, Office PREM:EX

**Subject:** 60665 Incoming 2 Fwd: Automation at HVC

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi,

s.22 here, I have met most of you in person over the years on both personal and professional levels, and I'm reaching out to you all because of your specific roles within our awesome BC NDP Government in hopes that you may be able to offer some help with some serious issues many of us are facing in the mining industry as well as pretty much every other industry specifically with the issue of automation.

s.22

s.22

, but it is important to note that while I was a part of a delegation of United Steelworkers (USW) for District 3 that met in Victoria at the Parliament Building with the Premier, Minister of Mines, and Minister of Labour, last October, which were very good meetings that had very beneficial outcomes with a division of the Ministry of Mines into two separate and stronger entities to do with regulation and enforcement of health, safety, and the environment issues as well as improvements to the Labour Code, I am not speaking officially on behalf of the USW and District 3, but I believe people like Steve Hunt, our District 3 Director and others from our D3 office as well as our President and others from our USW Local 7619 (maybe me as well) will be seeking to meet with you in person or online soon about this specific issue, if they haven't already reached out.

As I mentioned above, s.22 and we are USW Local 7619 there, and we currently have around 1000 active USW Members and s.22

s.22

You may be aware of the mining industry and how it has historically fluctuated in cycles over a number of years, but things really are different these days with the entire world going to electric vehicles of all kinds, meaning cars, trucks, buses, semi trucks, every kind of industrial equipment - very large and

small, even airplanes, boats, bicycles, motorbikes, basically everything and it all is already on the way to fully transitioning away from fossil fuel vehicles, which is awesome and crucial.

And with every single vehicle needing around 3 times as much copper, as well as copper's highly anti-microbial properties for use on high touch surfaces, there is an exponentially escalating global demand for copper which will soon eclipse the supply and thus the demand will skyrocket as will the price of copper starting now (currently it is near the all time high at \$3.57USD/lb, and Teck is paid in USD's, so it is actually \$4.54CAD/lb currently) and it is taking off upwards into the foreseeable future, and I think Teck HVC makes around 1.5 million dollars net profit every day over all costs of production, which their profit will of course also be skyrocketing over the next few years and into the foreseeable future.

We assume that Teck has been meeting with all or possibly some of you, and that they may have told you that they cannot extend the mine life beyond 2027 / 2028 to the next extension to 2040 and remain globally competitive without going to autonomous haul trucks and implementing other technological changes which will take away many good union BC mining jobs just so they can pocket more profit off our non-renewable natural resources.

This would be very misleading, especially when the CEO of Teck, Don Lindsay has said that the world will need around 30 Highland Valley Coppers to keep up with demand.

Source link:

<https://www.facebook.com/radionlkamloops/photos/a.488945561275473/784939688342724?type=3&sfns=mo>

There are currently a certain number of operating copper mines around the world, and it takes many years to start a new operation, and so this is why we would be going to 2040 and beyond even without autonomous haul trucks, especially with the way the price of copper is going.

We currently have around 50 haul trucks on site and there are 11 that have been retrofitted to function autonomously without a person operating them, and by the end of next year the company says they will have 35 retrofitted, and then by the end of 2023, all of them will be capable of operating autonomously, thus creating a serious concern that the number of good paying union jobs and our USW Membership at Local 7619 will potentially be cut in half to possibly around 500 members, and the company says they aren't planning on laying anyone off, but that the numbers will lower as people retire or otherwise leave, and that they won't replace those people unless absolutely necessary for production purposes, and they say for health and safety purposes, but that is definitely not the case, it truly is solely to do with production, and profit over everything else, at the cost of our members physical and mental health and safety and at the cost of good union jobs in BC which will potentially have a majorly negative impact on the surrounding communities and families as there will be far less people making very good wages and benefits and pensions, which contributes to the local / provincial / federal economy through our income tax, as well as helping the local economy when we buy anything locally and also pay taxes on those purchases and so on, and we feel that if a company like Teck wants to do business in BC, especially with a non-renewable resource such as copper, Molybdenum, steel making coal, etc, that they should be looking to honestly employ as many people from BC as possible, and that they should not be constantly actively seeking to lower the number of employees through attrition to robots, or lower paid contractors, etc.

I and many others know that the way Teck and many other corporations function is what has brought us to the current crisis state we are in globally with the climate catastrophe that is going on which has cost many lives and many trillions of dollars in damages globally and it is only going to get worse if we don't collectively / globally work as fervently as possible to remedy this crucial impending situation. And along with the global devastation what the pandemic has made us all see clearly is all the other many issues of incredible inequality and so on with the way our current capitalist consumer based society is being ran which is based on a constant increase of consumption and profits to corporations and shareholders.

I know that all the public ran companies, such as BC Hydro, ICBC, Liquor Distribution Branch, B.C. Lottery Corporation, WorkSafe, and TransLink, Providence Health Care, B.C. Ferries and many more can all be ran very well and actually ethically, sustainably and be very profitable and beneficial for everyone in BC and beyond, and I sincerely think BC and not these private for profit companies / corporations, should be dealing with all our natural resources, especially our non-renewable natural resources.

But if you feel they have to then we feel that you should be able to have a say in how they operate with regards to all involved stakeholders, which the people of BC definitely are, and which we should also be benefitting from the use of said natural resources.

Just as our Collective Bargaining Agreements clearly states, saying that if technological changes happen, then Teck along with the government will do everything possible to make sure anyone affected will be trained and employed, but the company thus far has not been open and has not been communicating any information with us about their plans going forward, and we feel that they are seeking to diminish our numbers and reap far more profits at the people's expense, as they have been doing over the last year or more with their cost cutting measures, by replacing people as they retire or leave and thus adding more work onto the remain people's backs while causing us added physical and mental stresses while they rake in the extra financial rewards.

Here is some important language from Article 21 of our CBA (see especially Article 21.03 (b),(c),(d) and 21.04):

#### ARTICLE 21 - TECHNOLOGICAL CHANGE

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Also important to note is this report from the BC Mining Jobs Task Force, which included 2 United Steelworkers District 3 Staff Reps on the task force and which the main purpose of the task force and the government's main goal is to ensure that we create and maintain as many good jobs in mining as possible now and no to the future:

BC Mining Jobs Task Force Report:

[https://www2.gov.bc.ca/assets/gov/business/natural-resource-industries/mineral-exploration-and-mining/memp\\_10535\\_task\\_force\\_report\\_final-rev.pdf](https://www2.gov.bc.ca/assets/gov/business/natural-resource-industries/mineral-exploration-and-mining/memp_10535_task_force_report_final-rev.pdf)

Province furthers commitment to strengthen mining in B.C.

The Province continues to act on the recommendations of the BC Mining Jobs Task Force and has released the What We Heard report from public consultation on proposed changes to strengthen the Mines Act.

"Our government is spending \$20 million to act on the recommendations of the BC Mining Jobs Task Force and to speed up permitting and improve safety in the mining sector," said Bruce Ralston,

Minister of Energy, Mines and Petroleum Resources. "As the newly appointed minister, I look forward to building on the work we have done so far to strengthen the mining sector and create good jobs for people throughout the province."

The Ministry of Energy, Mines and Petroleum Resources has published a What We Heard report as a followup to the public comment period in fall 2019 on proposed changes to strengthen the Mines Act. The report's key findings indicate:

- \* the environment and human health are top priorities for British Columbians;
- \* respondents want mines held accountable to follow the rules, with appropriate enforcement action;
- \* there needs to be clear separation between permitting and health, safety and enforcement for decision makers;
- \* support for the establishment of an independent oversight unit; and
- \* permitting processes need to be more efficient and result in more timely decisions.

In recognition of the foundational role mining plays in B.C.'s economy, Ralston will start a provincial tour by visiting two mines in the Kamloops area — New Gold Inc.'s New Afton site and Teck Resources Ltd.'s Highland Valley Copper Mine.

Quick Facts:

- \* B.C.'s mining industry had an estimated value of production of nearly \$10 billion in 2018.
- \* In 2018-19, the B.C. mining industry paid over \$400 million in mineral taxes to the Province.
- \* Each direct job at a mine or smelter in B.C. supports at least two jobs in supply or services.

...and I share the following video because I have met with John a few times at different events and have spoken with him specifically about HVC and about the political importance of our government doing everything it can to make things better for the workers who work there and for as many years as possible, and I actually spoke to John just before he spoke at our last National Policy Conference, and I was the Credentials Committee Member who he refers to when he starts talking about HVC:

"...John Horgan gives Highland Valley Copper a shout out and speaks a bit about his recent visit to Highland Valley Copper at around the 22:00 mark of the video until around the 23:41 mark, and he speaks about why it is important to have long term resource extraction operations such as Highland Valley Copper and why it is beneficial in helping to create as many good / long term jobs for the people of BC as well as a better / cleaner / renewable economy!!!...

Video link:

Premier of British Columbia John Horgan speaks to more than 600 Steelworkers in Vancouver, talking about the progress made by his government for workers across the province.:

[https://m.facebook.com/story.php?story\\_fbid=1149486741879798&id=124473247714491](https://m.facebook.com/story.php?story_fbid=1149486741879798&id=124473247714491)

I sincerely thank you for everything each one of you do for everyone,

s.22

p.s.

Please see also the message in the email below.

Begin forwarded message:

**From:** s.22

**Date:** December 15, 2020 at 1:36:55 PM PST

**To:** empr.minister@gov.bc.ca, premier@gov.bc.ca, "LBR LBR:EX Minister"

**Subject:** Fwd: Automation at HVC

Sent from my iPhone

Begin forwarded message:

**From:** USW Local 7619

**Date:** December 15, 2020 at 1:32:48 PM PST

**To:** s.22

**Subject:** Automation at HVC

**Reply-To:** USW Local 7619

## **- Automation at HVC -**

15th December , 2020

To the Membership,

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Kyle Wolff, President USW7619

**PH:**250-851-1278 | **email:** president@usw7619.com

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You are receiving this email because you opted in to be notified of USW7619 News and Updates.

**Our mailing address is:**

USW Local 7619

770 Victoria St

Kamloops, BC V2B2B6

Canada

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<~WRD000.jpg>

## **FW: 60729 Incoming Message from BC Community Forest Association**

---

From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
To: Ranjan, Ramesh LBR:EX <Ramesh.Ranjan@gov.bc.ca>  
Sent: January 4, 2021 1:38:13 PM PST  
Attachments: Letter From BCCFA.pdf, BC Community Forest Indicators Report 2020.pdf

Just add to the batch?

Jenelyn

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

From: BCCFA Admin <admin@bccfa.ca>  
Sent: December 19, 2020 12:08 PM  
To: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>; Bains.MLA, Harry LASS:EX <Harry.Bains.MLA@leg.bc.ca>  
Cc: Gunter, Jennifer FLNR:IN <jgunter@bccfa.ca>  
Subject: 60729 Incoming Message from BC Community Forest Association

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hello Minister Bains,

Please find attached a message from the BC Community Forest Association Executive Director, Jennifer Gunter, and a copy of the BC Community Forest 2020 Indicators Report.

Wishing you a happy holiday season,

Carly Dow

--

BC Community Forest Association  
Administrative Assistant  
204-223-6962  
admin@bccfa.ca  
www.bccfa.ca

December 18, 2020

The Honourable Harry Bains, MLA  
Minister of Labour  
Parliament Buildings  
PO Box 9064, Stn Prov Govt  
Victoria, BC, V8W 9E2

Dear Minister Bains,

On behalf of the BC Community Forest Association board of directors and membership, I would like to congratulate you on your successful run for MLA and appointment as Minister of Labour. As you may know, the BCCFA is a network of over 100 rural and Indigenous communities practicing or interested in community forest management. Upon review of the government priorities identified in the Minister's mandate letters, we see many synergies with the priorities of community forests. Your constituency of Surrey-Newton is near the Sechelt Community Forest, so it is likely you are aware of the benefits community forests bring to their communities.

Community forest agreement holders are active partners in the effort to make our forests and communities more resilient. With community forests located primarily in the land surrounding communities, they are acting on the urgent need to manage these areas to adapt to climate change and mitigate the risk of catastrophic wildfire. The 2020 results of our annual [Community Forest Indicators Report](#), which measures the contributions of community forests, show a tripling of the community forests' investments in wildfire management. Community forests are managing for ecosystem resilience and investing in long term forest stewardship, above and beyond legal requirements.

The 2020 Indicators results show that community forests are creating more jobs than the industry average in their forestry, logging, and support services, thus creating more value for the timber harvested. The role they play in the economic recovery of BC's rural communities cannot be overlooked. Community forests are showing British Columbians that forest management can be much more than timber harvesting and the economic bottom line. They are building new partnerships with Indigenous people. While they are operating in some of the most highly constrained areas that may not otherwise be accessible for timber harvesting, they are managing watersheds and protecting clean

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[www.bccfa.ca](http://www.bccfa.ca)

130 Government St. Victoria BC  
V0G 1M0 Canada

[info@bccfa.ca](mailto:info@bccfa.ca)  
250 384 4110

water, enhancing and protecting biodiversity and actively investing in creating, improving and maintaining local recreational infrastructure and opportunities.

By supporting the success of existing community forests and by investing in the creation of more and larger community forests, we can work together on the mandate given to you and your colleagues by Premier Horgan. The time is now to fully utilize the opportunities in the community forest agreement to move forward on modern, collaborative, and sustainable land management.

Attached is an electronic copy of our 2020 Community Forest Indicators report for your review. We invite you to please contact us with any questions you may have about community forests and the BCCFA. We wish you a safe and peaceful holiday.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Gunter".

Jennifer Gunter, Executive Director  
BC Community Forest Association

For more information contact:

Jennifer Gunter, Executive Director  
jgunter@bccfa.ca  
250 384 4110

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local people, local forests, local decisions



British Columbia  
**Community  
Forest  
Association**

local people, local forests, local decisions

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## FW: 61208 Incoming FAIRY CREEK

From: Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
To: Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>  
Sent: March 31, 2021 9:46:15 AM PDT  
Attachments: ancient-forest-alliance-vancouver-island-british-columbia-Walbran\_Giant\_Stump-7.jpeg, SAVE FAIRY CREEK, image001.png, fairy-creek-oldgrowth.jpeg

Hi there!

Sharing this correspondence to your ministry for info or for your necessary action. We are info/filing on our end.



Cheers!

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

---

**From:** S.22  
**Sent:** March 26, 2021 10:46 AM  
**To:** Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
**Subject:** 61208 Incoming FAIRY CREEK

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Honourable Harry Bains,  
Good morning Sir,

We are writing to say how very disappointed we are in your failure to protect old growth forests in British Columbia, most especially that in the endangered Fairy Creek valley.

Have you seen the pictures of the gigantic old growth trees that are at stake there?

I can't imagine being in a position to preserve such a rare and precious remnant of our heritage, and not be willing to do so.

The men who are poised to log the valley, only stand to gain a few dollars and a few months employment, before having to either turn to secondary growth or find some other work.

Forests like this are irreplaceable, and given the climate crisis, there is all the more reason to spare them.

You have often presented yourself as a person who understands the threat of climate change, someone who cares about the environment.

But I see no evidence of that in your standing by while these ancient forests are cut down.

Please, prove me wrong; save these forests for the benefit of present and future generations.

And in doing so, honour the rights of indigenous peoples who are at the blockade saying, "STOP! Enough! "

As in the case of oil workers in Alberta, it's time for forestry workers in BC - now engaged in cutting old growth forest - to accept that things have to change.

Their future in the forests must be in reforestation not continued destruction.

We've already taken far too much from our forests; it's time to start putting back if we are to leave much of a planet at all for our descendants.

Please, look at the long term well being of British Columbians, and act accordingly.

Sincerely,

S.22

It's your choice...







## SAVE FAIRY CREEK

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From: s.22  
To: LBR.Minister@gov.bc.ca, Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>  
Sent: March 29, 2021 10:42:17 AM PDT

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Honourable Harry Bains,

Dear Sir,

We are writing to implore you to take immediate action to save Fairy Creek.

It is the last remaining unlogged watershed on southern Vancouver Island, and a court injunction will likely open it to destruction within two days.

Only you can speak up to say, 'Enough. We need to do things differently, starting now. The Fairy Creek valley is simply too rare and too beautiful, too precious in our struggle against climate change, too important to indigenous people, to cut it down.'

While we appreciate that you have placed a moratorium on old growth logging in some areas, it's not enough.

Just 1% of the old growth, big valley bottom trees remain standing, and most are still open to logging.

Talking while they are being cut, is simply a guarantee that there won't be anything left to protect by the time all the talking is done.

The men who will cut these trees, stand to gain only a few months wages.

Soon enough, they will have to turn to replanting, managing and logging second growth stands, in order to earn their living.

So why not make the shift now, this week in this area, so that the last beautiful valley can be preserved for future generations?

Then loggers and their grandchildren will be able to visit Fairy Creek for generations to come; hiking trails and staying in campsites that the indigenous owners of the area have prepared, thereby offering not only permanent employment to many, but value and enjoyment to every British Columbian.

Preservation is a win, win, win situation; a win for the climate, jobs and justice for the indigenous peoples of this area, and preservation of this irreplaceable beauty forever.

Each of these benefits - and so many more ( salmon, tourism, biodiversity, etc.) - will benefit the sons and daughters of the loggers themselves far more than destroying this last, remaining old growth valley ever possibly could.

It's not a question of 'shall we stop cutting old growth forests?', but merely a question of when.

Now, while a single 1% of them remain standing?

Or it three years, when the last unprotected tree has been felled?

If even a single one of these forest giants - some likely more than a thousand years old - were to exist in Europe, if would be honoured and preserved as a monument to nature and all the good that it represents.

Today, we desperately need you to show that same humility and reverence towards the remaining old growth forest in

Fairy Creek.

Isn't it astounding to imagine a living thing that predates the Middle Ages; something older than any medieval fortress or cathedral made by man, existing in our own backyard?

And isn't it shocking to realize that we are on the verge of destroying it for want of nothing better to do?

Please, time is short.

An injunction to allow logging in Fairy Creek could be granted on Wednesday, with cutting to begin immediately.

Only you can prevent what future generations will surely look back on as our greatest environmental crime.

Please find the courage and the wisdom to speak up today, for the sake of your children and grandchildren if nothing else.

Sincerely,

s.22



## FW: 61128 Incoming Letter to Ministers Conroy, Bains & Rankin RE Successorship in the BC Coastal Forest Industry

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From: Hontiveros, Jenelyn PREM:EX <Jenelyn.Hontiveros@gov.bc.ca>  
To: Moraes, Josh LBR:EX <Josh.Moraes@gov.bc.ca>  
Sent: April 16, 2021 11:49:23 AM PDT  
Attachments: 2021 03 12 Letter to Ministers Conroy, Bains, Rankin RE Successorship in the BC Coastal Forest Industry.pdf, image001.jpg

Hey Josh, I know it has been very busy but this correspondence is still open in my list. They are stakeholders and I don't want this hanging in the air. 😊 - I have advice you that FLNR is coordinating a meeting for this.

Would you like me to touch base w/ FLNR MO and let them know MHB is happy to join their meeting?

OR  
We send an acknowledgement response to USW and recognizing they are meeting with FLNR?

What you say?

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

---

**From:** Arin Negaard <ANegaard@usw1-1937.ca>  
**Sent:** March 12, 2021 4:32 PM  
**To:** Minister, FLNR FLNR:EX <FLNR.Minister@gov.bc.ca>; Minister, LBR LBR:EX <LBR.Minister@gov.bc.ca>; Rankin, Murray LASS:EX <Murray.Rankin.MLA@leg.bc.ca>  
**Cc:** OfficeofthePremier, Office PREM:EX <Premier@gov.bc.ca>; Jeff Bromley (jbromley@usw.ca) <jbromley@usw.ca>; Richard Arnason <rarnason@usw1-1937.ca>; Brian Butler <bbutler@usw1-1937.ca>  
**Subject:** 61128 Incoming Letter to Ministers Conroy, Bains & Rankin RE Successorship in the BC Coastal Forest Industry

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Please find the attached letter sent on behalf of Brian Butler, President.

Thank you,

**Arin Negaard**

**United Steelworkers Local 1-1937**

351 Brae Road

Duncan, BC V9L 3T9

T: 250-746-6131 F: 250-746-1012



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March 12, 2021

The Honourable Katrine Conroy  
Minister of Forests, Lands, Natural Resource  
Operations and Rural Development  
Sent via email: FLNR.Minister@gov.bc.ca

The Honourable Harry Bains  
Minister of Labour  
Sent via email: LBR.Minister@gov.bc.ca

The Honourable Murray Rankin QC  
Minister of Indigenous Relations and Reconciliation  
Sent via email: murray.rankin.MLA@leg.bc.ca

Dear Ministers,

**Re: Successorship in the BC Coastal Forest Industry**

I write today to bring your attention to a significant oversight in workers' rights that our organization has raised with the government since the fall of 2015. It is important you and your staff to have a clear understanding of the issue, including some background information and proposed solutions. I write to each of you, as this is an issue that I understand requires input from each of your ministries. Following your review of the issue our organization would appreciate the opportunity to speak with you jointly or separately as you feel is appropriate to address any questions.

The United Steelworkers (USW) Local 1-1937 represents over 6000 workers, 75% percent of whom, directly earn their living in the forest industry. British Columbia's coastal forest workers are also represented by the United Steelworkers, Local 2009, which has 2000 members 25% percent of whom, are directly employed in the industry.

**Background Issues**

Employment in the Unionized coastal forest industry has changed dramatically in the last 20 years, largely due to government actions.

Previously, the majority of our members worked directly for licensees as company employees. Now, a significant number of them work for contractors due to the Woodlands Letter of Understanding, imposed into the Coast Master Collective Agreement by government appointed Commissioner Don Munroe, in 2004.

Over the years, government mandated reductions in the timber harvesting land base have negatively impacted Unionized forestry workers. The removal of 20% of the timber harvesting land base through the Forest Revitalization Act [SBC 2002] c. 69 by the Liberal Government effectively de-Unionized 20% of the USW's membership in BC. Although BC Timber Sales was created with a stated goal of providing a credible representative price and cost benchmark data for the market pricing system of public land timber, the program almost exclusively removed tenure from Unionized Licensees. It also,

and we believe knowingly, resulted in timber sales being awarded and harvested by non-union bid contractors.

The issue of successorship rights for forest industry workers due to tenure and volume transfers has become an issue in the last 20 years, due in large part to government land use decisions (BCTS, Tenure and Volume transfers) which have eroded bargaining unit work. Action must be taken now to protect workers' rights.

USW has raised concerns with the lack of successorship rights related to tenure transfers/removals since the spring of 2015 with the government. The Section 3 Panel appointed to review the Labour Relations Code [RSBC 1996] c. 244 (the "Code"), recognized the problem in its August 2018 report and recommended an industrial inquiry commission pursuant to s. 79 of the Code.

In September 2018, following a meeting with Premier Horgan, we were advised the government was committed to implementing successor rights for forest workers, including for tenure and volume transfers to First Nations via sale or treaty. We were told this would take time as it involved three ministries and that consultation with First Nations would be a priority. We were pleased the government understood the problem forest workers face and were prepared to make changes to protect their rights.

Just prior to the September 2020 election, USW Local 1-1937 was advised that the government would hold an industrial commission on successorship in the forest industry, but would exclude consideration of transfers of tenure involving First Nations. This was very troubling, as we had previously received a verbal commitment that our primary concern regarding the erosion of forest workers' rights through tenure and volume transfers to First Nations, would be addressed by granting successorship rights.

### **The Problems**

Government decisions have had a direct and profound impact on the job security of Unionized forest industry workers. Legislative intervention through amendments to the Forest Act and regulations, the Code and government policies are necessary to protect forest workers' successorship rights. This must occur before government makes any further decisions regarding forest lands, licences, tenures, harvesting rights or volumes, on public or private lands, whether related to sales, leases, transfers or government take backs, for any purpose, including settlement or reconciliation with First Nations, or the termination of replaceable contracts ("Bill 13 Rights").

Hard-fought wages and working conditions in the industry must be protected. Workers should not bear the brunt of policy and management changes in the forests, regardless of the reasons for or the merit of those changes.

### **Lack of Successorship on Tenure and Volume Transfers**

The Code provides successorship when a "business" is sold, leased or transferred thereby ensuring workers retain their jobs and collective agreement rights. Timber harvesting rights currently do not equate to a business, even though there is no business without those rights, so the sale, transfer, removal or extinction of cutting rights does trigger successorship. A similar gap, which excluded

contracts from the ambit of successorship, was recently addressed by Code amendments that extend successorship rights to certain sectors when contracts change. Forest workers seek amendments to address the unique features of the forest industry and provide them with the same fairness and protection.

Harvesting rights may be changed or eliminated for many different reasons as a result of decisions by the government or companies, over which the workers have no input or control. In most cases, despite these changes, the harvesting business continues albeit by a non-union contractor.

### **Successorship in Tenures Transferred Via Sale or Treaty with First Nations**

There have been, and will continue to be, increasing tenure transfers to First Nations due to reconciliation and treaties. The USW fully supports the adoption of the United Nations Declaration on the Rights of Indigenous Peoples but requests government also support the rights of working people, which includes countless First Nations people.

An example of the Union's concerns relates to the Maa-nulth Treaty with the Huu-ay-aht First Nations (HFN), which removed a significant portion of Tree Farm License 44 (TFL 44), where USW members historically worked. Without successorship obligations, this de-unionized the harvesting of timber on those lands. Although the USW supports reconciliation and the treaty's positive impact on the HFN, those benefits could have been realized without adversely impacting forestry workers. The impacts on the licensee were ameliorated by compensating their loss of tenure. Further, WFP then brokered an agreement with the HFN to acquire logs harvested on the now non-union harvest of HFN tenure. The only stakeholder to lose were the forest workers who suffered job losses and the significant permanent loss of harvesting opportunities. Despite lobbying government since 2014 for compensation for those losses, as of this writing, no compensation has been awarded to the affected workers.

The USW has certifications with forest companies on First Nations' tenures. For example, when the Haida First Nations purchased TFL 25 in Haida Gwaii from WFP, the certification transferred to Taan Forest Products, the Haida owned company in charge of the harvesting on their tenure.

Provincial laws, including labour laws, generally apply to provincial undertakings working on tenure transferred via sale or treaty. Successorship laws should be no exception. Any opposition to successorship rights accompanying a tenure transfer, via sale or treaty, we believe would be motivated by a business decision to limit rights of workers and maximize profit, rather than rights to self-determination.

Experience to date indicates that without amendments requiring successorship in the event of tenure transfers to First Nations via sale and or treaty settlements, Unionized forest workers' rights will continue to be eroded and, at some point, all Unionized forest workers on the BC Coast may be eliminated.

### **Allocating Undercut**

As the Forest Minister, you have the ultimate say on when and where to allocate Annual Allowable Cut (AAC) that is not harvested within the five (5) year cut control period. The Minister may or may



not be aware that uncut volumes that are removed from the licensee, are almost without exception, redistributed and harvested by a non-union bid contractor.

Frequently, the licensee who lost the volume re-acquires the volume by agreement with those it is allocated to, after it is harvested by the non-union contractor. This patently unfair situation is rife for manipulation by the licensee who may not harvest their AAC as they know they will not lose access to the timber in certain situations. These allocations further reduce work for Unionized workers.

We note there is precedent for the Forest Minister leaving the undercut volume within the license where the AAC in the license may be subject to reductions, in order to maintain the viability of the AAC going forward. This situation currently exists in TFL 19 and the USW urges the Minister to not redistribute or allocate any undercut within TFL 19.

### **Bill 13 Contractors**

Enacted in 1991, The Timber Harvesting Contract and Subcontract Regulation ("Bill 13") protected the rights of contractors and sub-contractors to replaceable harvesting contracts. Those rights were important when they were established by the NDP Government of the 1990's and they remain so today. In the past decades changes to the regulation have permitted licensees to purchase and extinguish those Bill 13 rights. When these rights are extinguished, successorship does not flow to the licensee so the USW members employed by those contractors lose their rights to continue work within the forest license.

Once again, although the contractor or subcontractors are compensated for their loss, the workers are not.

### **BC Timber Sales**

Pursuant to the Forest Revitalization Act, major licensees removed the 20% from large Unionized logging operations. The result was that rather than the work continuing to create good-paying, stable, jobs supporting families and communities, this work went to the lowest bidding non-union contractors, many of whom had transient work forces who did not live in the community nearest the harvest. This has been a negative development in the coastal logging sector, as the Union plays a key stabilizing role in levelling the playing field for contractors, ensuring safety and providing a voice for forest industry workers. Over time the licensees who were compensated for the loss of fibre have acquired the BCTS fibre back, by partnering with small businesses and later being allowed to bid directly on the very BCTS blocks that were removed from their license.

The only difference is the licensees have avoided their collective agreement obligations and now can use non-union contractors they were contractually barred from using under their collective agreements with the USW.

On the coast, work previously performed by Unionized loggers is now being logged by transient non-union workers and companies resulting in low bid contracts imposing downward pressure on the contractor community and instability throughout the coastal logging sector. Contractors who are under

constant financial pressure are going bankrupt or simply going out of business. For these reasons the Truck Loggers Association currently seeks policy changes to assist distressed contractors.

In essence, the creation of BCTS de-unionized 20% of the coastal forest industry. Although the program was created to establish a market price for logs, it also allowed for massive de-unionization. We query whether that was one of the intended results.

Regardless, it is not too late for the current government to right the wrong of the previous government and re-create stability in the forest industry.

### **Solutions**

We seek revisions to the Forest Act and/or the BC Labour Code, to The Timber Harvesting Contractor and Subcontract Regulation and to government policies to ensure workers have successorship rights when harvesting rights (Tenure and Volumes) are transferred by any means or a Bill 13 contract is extinguished.

### **The Labour Code**

An amendment to the Code which ensures the transfer of tenure and/or volume triggers successorship for workers could be accomplished by the following addition to s. 35:

- (1.3) In respect of the forest industry, this section applies to the transfer, removal, or take-back of timber harvesting rights, in whole or in part.

### **The Forest Act**

The same result could flow from changes to the Forest Act, examples of which include the following:

1. Add to s. 12: "Where the Minister or Timber Sales Manager grants rights to harvest timber in the forms specified in s. 12, those rights, or any portion of those rights, are considered "the business" for the purposes of s. 35 of the Labour Code and the grantee is deemed to be the successor employer."
2. Amend all sections where Ministerial approval is required for the transfer, disposition, surrender or replacement of timber harvesting rights to add recognition of successorship rights as a condition of Ministerial approval. This would impact sections 16 and 54 (including subsections), at a minimum.
3. Change the definition of "objectives set by government" in s. 1 by adding "and the protection of successorship rights when timber harvesting rights are transferred or extinguished.":

### **Timber Harvesting Contract and Subcontract Regulation**

Successorship rights could be assured in the event of transfer or termination of replaceable contracts or subcontracts by the following amendments:

1. Add to s. 4 “and subject to the assignee agreeing it is the successor employer of the assignor’s employees and bound by the successorship provisions of the Labour Code.”
2. Add a section, “If a licensee reduces or extinguishes a replaceable contract, in whole or in part, the licensee is the successor employer of the employees of the contractor or subcontractor and bound by the successorship provisions of the Labour Code with respect to the work performed under that portion of the replaceable contract.”

### **BC Timber Sales**

The current government has enacted legislation to ensure large government projects are bid by Union certified contractors (BC Building Trades). The reasons supporting that decision include: fair wages and benefits, enhanced training, ensuring work is performed to the highest standards, safety considerations and promoting the rights of workers and the importance of belonging to a Union.

The Government should take a similar approach for similar reasons with respect to BC Timber Sales derived from public forest land acquired from a TFL where the USW (IWA) was certified before its acquisition. By revising BCTS regulations to ensure that all bids must be USW certified, it would not lessen the stated goal of BCTS in providing a credible representative price and cost benchmark data for the market pricing system of public land timber.

It would right the wrong of the previous government's actions which de-unionized a significant portion of the timber harvesting land base in coastal BC.

### **Consultation**

The USW supports the adoption of UNDRIP and appreciates that consultation must precede changes to the Forest Act, Labour Code or government policies addressing the treatment of forest industry workers, in the allocation of tenure and volume rights.

However, we believe consultation works best when all affected parties are at the table together and all stakeholders’ concerns are heard. Rather than taking a back seat during consultation and government decisions, the USW should be engaged in the process from the outset when the government contemplates changes that will affect forest workers’ livelihoods.

### **Summary**

A fair and equitable solution requires changes to the Forest Act and Regulations and/or to the Labour Code to require successorship where forest lands, licences, tenures, harvesting rights or undercut volumes, whether on public or private lands, are sold, leased, transferred or taken back by government, for any purpose, including settlements or reconciliation with First Nations, or where Bill 13 rights are extinguished.

By treating workers fairly through providing the right to successorship when harvesting rights are transferred, government will avoid costs for transition and compensation for job losses. Workers don’t want severance pay or retraining, they want their Union jobs and their collective agreement rights protected so they can continue to work on the land as some families have, for multiple generations.

March 12, 2021

To: Ministers Conroy, Bains & Rankin

RE: Successorship in the BC Coastal Forest Industry

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The protection of workers' rights through successorship ensures good-paying Union jobs and benefits that support the BC economy and local communities. Conversely, the erosion of the Unionized forest sector undermines: workers' rights, wages, benefits, the viability of the BC-wide IWA-Forest Industry Pension Plan, safety and working conditions and, ultimately, destroys forest-based communities.

The forest industry is extremely important to the Province of BC and further erosion of its Unionized workforce would not benefit the Province. Generations of USW (IWA) members helped build this province's economy dating back to 1937, as do USW members today. We ask the government to keep that in mind as well as the history of the last 20 years when it makes decisions that impact workers going forward. We urge government to act on our issues to ensure basic fairness in successorship rights in the forest industry.

The USW Local 1-1937 and USW Wood Council look forward to further meetings with government, to answer any questions you may have on the issues and solutions we have presented. Working together with the government, our organization hopes to find solutions to the serious threats forest industry workers face over the lack of successorship rights.

Yours sincerely,



Brian Butler  
President

BB/jm/an  
USW 1-1937

cc: Honourable John Horgan, Premier  
Jeff Bromley, Chair USW Wood Council  
Richard Arnason, USW Local 1-1937

