



Labour Relations Limited

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Building Competitive Companies through Strong Industrial Relations

Forest Industrial Relations Ltd (FIR LTD.) has served forest products companies in British Columbia since 1943. As an accredited employers association under the BC Labour Relations Code, FIR Ltd. bargains and administers for its member companies, the Industry's Coast Master Agreement with the United Steelworkers(USW).

The concept of having one master collective agreement covering all employers and unionized employees has been an advantage to the industry through the years. But, the B.C. labour relations scene has changed dramatically over the years and there are some companies who would like to experiment with more individualized bargaining strategies.

FIR Labour Relations Ltd. is a new organization created to provide all the contract administration services to FIR members that they currently enjoy. But, FIR Labour Relations has a broader mandate than FIR Ltd. and hopes to develop a broader and more diverse client base as well. For example, non - FIR companies, who wish to bargain separate collective agreements with their union, may purchase consultative services for use in those negotiations.

Services and Programs we offer:

Members of FIR Limited receive the following services from FIR Labour Relations Limited

A. Contract Interpretation Advice through:

- Advisory Letters
- Direct communications with individual members
- Legal opinions
- Industry Advisory Committee
- FIR Labour Relations Website

B. Advice and Recommendations on Employment Policies

- Disciplinary Policies
- Duty to Accommodate

- Alternate Shift Scheduling
- Contracting Out Rights
- Application of Seniority
- Communications with Employees

C. Industry-wide Wage Programs mandated under the Collective Agreement

- Sawmill rate determination program
- Logging grouping program
- Plywood job evaluation program

D. Grievance and Arbitration Assistance

- Settlement Advice and Consultation
- Participation in Hearings
- Reports of significant decisions and precedents
- Legal services consultation through FIR Labour Relations Limited's association with Gowlings Lafleur Henderson LLP.

Employee Benefit Plan Administration Services

A. Management and Governance of Negotiated Benefit Plans

- Representation through FIR Labour Relations Limited as Trustee and Chairpersons for industry-wide Health and Welfare Plan, Long Term Disability Plan and Pension Plan.
- Sponsorship (through FIR Labour Relations Ltd.) of cost effective dental and extended health benefits plans mandated by the collective agreement.

B. Advice and Consultation on Benefit and Pension Issues

- Cost containment and best practice information
- Assistance with plan carriers and appeals

- In-depth analysis of plan changes and developments.

C. Benefits Only Services for Non-FIR members

- Membership in lower cost “Administrative Services Only” Benefits Plans for Employees.
- Advice and Consultation on Pension and Benefit Issues.

Negotiations Assistance

All Clients of FIR Labour Relations Limited may also be interested in these services.

A. Negotiations Consultation and Support

- Preparation and Data-base for negotiations
- Information and Detail on other settlements
- Coordination, networking and liaison with other employees and bargaining associations.
- Strategic negotiations advice
- Mediation and facilitation service

B. Direct Negotiations Service for individual companies.

- Will oversee, coordinate and/or Act as Chief Negotiator on a fee-for-service basis
- Will negotiate letters of understanding and local agreements on a fee-for-service basis.

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