



Bargaining Matters

Finning

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September 23, 2020

The Union and Finning have met the last 3 days, September 21st to September 23rd, to try and reach an acceptable memorandum for the employees

Finning came to the bargaining table on September 21st with 3 proposals.

1. Reduced work week (90-day plan) with the top 30% of members in a location not having to go on a reduced work week.
2. To split the bargaining unit into 2 separate collective agreements, each unit would have their own collective agreement and would bargain separately.
3. Wages 0% year 1, 1% year 2 2% year 3.

The Union would **not** agree to these proposals, the company has not withdrawn these proposals.

The Union met with the Kamloops members September 21st pm shift and September 22nd dayshift to gain feedback regarding a continuous shift for the Kamloops facility. The company has reported to all that they are looking to invest \$50 million-dollar into a RRR Kamloops facility.

Your committee provided a counter proposal on the continuous shift for the Kamloops branch, majority of the employees' wants were rejected.

Finning has yet to remove their reduced work week proposal even though the committee and the membership through bargaining, town hall meetings and high percentage strike vote have advised that this is a deal breaker. The 87.5% strike vote has not changed the company's position, Finning is still telling your bargaining committee that the membership wants a reduced work week. The Union has told Finning that until the reduced work week is removed from the company's proposal that we are at impasse, although the company has reduced the impact of this proposal by proposing it can be used once during the term of the collective agreement.

The company has applied for mediation, the parties have agreed with expectation to begin by the end of the week.

The company says they are hearing what the union is saying, their actions say different. If the company is not willing to remove these dealbreakers, the Union will have no choice but to act accordingly. However, we urge our members to make whatever preparations you deem appropriate. As benefit coverage ends at the end of the month a strike commences, this may include making arrangements to have necessary dental work performed and prescriptions filled over the next week or so. Members may wish to consider withdrawal of banked overtime hours.

For now, we are urging all members to continue working until notified otherwise by your Business Representative and Bargaining Committee.

There is to be no Strike Action at this time.

Stay tuned for further information. In Solidarity, Your Bargaining Committee.