



# Bargaining 2023

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*Finning (Canada)*

*April 19, 2023*

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Hi everyone

Bargaining has stalled. The monetary offer we have received from the Company falls well below the mandate from the membership. We are currently making preparations to conduct a strike vote.

The vote will take place online. We have cross referenced the previous personal e-mail we had on file to the current seniority list. We will be sending out e-mails to your finning e-mail account for those members we do not have to request your e-mail. We will forward the e-mails to our Canadian office so the link can be sent to you. We plan on having the vote scheduled for May 6<sup>th</sup> to the 13<sup>th</sup>.

Before the vote, the business reps with the bargaining committee member for your region will be visiting the branches and conducting online meetings for the remote areas. In the next two weeks to update and seek strong support for a strike vote.

The Bargaining Committee feels we are in the best position in years to negotiate a fair agreement that will retain and attract employees. We have expressed clearly that wages need to come up and improvements in other areas. However, the Company believes that its offer is fair and reasonable. The Bargaining Committee unanimously disagrees.

Their offer for wages is as follows, Yr 1, 4% wage increase, with a \$5000.00 lump sum for Service Journeyman, and \$4000.00 for all other classifications.

Yr 2, 3% wage increase,

Yr 3, 3% wage increase.

The membership has made it clear they are not interested in a lump sum payment as this is only a one-time payment and this does not compound vs a percentage increase that will compound.

For the pension, they would only offer to increase employer match increase to 1.5% after the employee contributes 3% which is ½ % for every 1 % employee contribute to ½ % for each 1 % point of employee contribution.

The Company is proposing a Sunday to Wednesday shift for Kamloops, Prince George, and Surrey (Warehouse only)

Proposing Temporary/Casual workers for Warehouse Language

Proposing to remove the word ***federal in 15.02***

The Company has not acknowledged or addressed the majority of our proposals. This is very concerning since they have announced record profits and are not willing to even come close to what the membership is seeking.

The Company has only looked at increasing the night shift premium for Modified Shifts, eye exam coverage to \$100.00, and \$50.00 increase for boots, and agreed to increase sick time, they proposed to increase sick time to 6 days for the shift you are on. For example, 6 eight-hour days, 6 10-hour days, or 6 twelve-hour days.

The Bargaining Committee will not be taking this out for a vote as this falls well short of the mandate the membership made clear to us. We know their offer will not be accepted, but the Company believes this is a fair offer, and we unanimously disagree....

In our view, the Company ignores its most valuable asset, **the employees who generate record profits** for the Company!!

The bargaining Committee will be seeking a strong strike mandate, hopefully, with a strong strike vote, the Company will come to the table with a fair reasonable offer that our committee can recommend.

The Bargaining Committee

Al Cyr

Business Representative