

University of British Columbia-Sauder School of Business

FIR Labour Relations Ltd. Keith Bennett and Lloyd Doidge Memorial Scholarship in Labour-Management Relations

Scholarships totaling \$6,000 are to be offered annually by FIR Labour Relations Ltd. in memory of Keith Bennett and Lloyd Doidge to an outstanding domestic undergraduate student entering their third or fourth year in the Organizational Behaviour and Human Resources option in the Bachelor of Commerce program, who can demonstrate intent to enter a career in labour-management relations.

Keith Bennett was a UBC Commerce Graduate (1956) who became a legendary figure in BC industrial relations. As President of Forest Industrial Relations Ltd., he was (for 25 years) the Chief Negotiator for the entire BC forest industry, bargaining industry-wide collective agreements with the IWA Union during times when union strength was at its apex. Often across the table from leaders like Jack Munro, Keith was a strategic and principled negotiator who respected the Union Movement as a positive force in society. He was patient, firm and fair in his dealings with everyone, and despite intense pressure, was always able to reconcile the diverse interests of both union and management.

J. Lloyd Doidge was also a UBC Commerce graduate and one who later came back to serve as an adjunct professor in the Sauder School. He was a labour lawyer and, for 20 years, General Counsel at Forest Industrial Relations Ltd. Much of his work involved representing forest industry employers in labour arbitration. Arbitration often ends with one side winning and the other side losing but Lloyd was not only interested in the strict application of the law—he worked hard at preserving and improving the relationship of the parties. Highly respected by

both Union and Management, he provided wise counsel, was very strong in his convictions but always considerate of other points of view.

The scholarship is made on the recommendation of the UBC Sauder School of Business.