



FIR Labour Relations Ltd

ADVISORY LETTER

BY E-MAIL

June 27, 2023

AL-02-23

TO: ALL FIR ACCREDITED MEMBERS

Gentlemen and Mesdames:

Re: Final Decision re Benefit Coverage During a Legal Strike

The issue of cancellation of employee benefit coverage during the 2019-2020 USW strike was decided by arbitration provided for under the USW-Coastal Forest Industry Health and Welfare Plan. (Full details of that decision were provided in our **AL-09-20**.) The Plan Text provides that such arbitration decisions are “final and binding, shall be adopted by the Trustees and shall deemed to be the vote of the Board.”

The USW Trustees, however, were not satisfied with that decision and launched an appeal in 2020 to the Supreme Court of B.C. The SCBC denied the appeal in March 2023 but referred one issue back to the Arbitrator for clarification. The Arbitrator subsequently clarified that issue in his Reconsideration Award of April 21, 2023.

The Health and Welfare Plan Trustees have now adopted the decision of Arbitrator Shawn Hatch and the details summarized in **AL-09-20** are finalized.

Copies of the Arbitration Awards and Court Decisions will be available on the FIRLR Benefits Website at firlrbenefits.com

Please call or email us if you have any questions.

Yours very truly,

T.J. Getzie,