

ADVISORY LETTER

BY E-MAIL

AL 21 - 07

October 26, 2007

TO: ALL FIR MEMBER COMPANIES

Gentlemen and Mesdames:

Re: Recovery of Benefit Premiums After the Strike

Further to the FIR Guidelines for Administration During Strikes contained in AL 10-07, (Continuation of Benefits), this letter is to inform you about collecting benefit premiums from USW employees for time spent on strike.

The amount of recovery should vary from operation to operation because it is based on the duration of the strike at each operation. For example, for an operation that was struck on July 21, 2007 and had crews returning to work on October 31, 2007, the strike lasted 3 months and ten days and the employer should recover, by deduction from payroll, 3 and 10/30 month's premiums paid for:

1. Health and Welfare Plan
(at the Leave of Absence rate of \$54 per month – Group Life and AD&D Coverage only)
2. Medical Services Plan
3. Dental Plan
4. Extended Health Benefits Plan

The current monthly premiums payable for FIR member companies for items (2), (3) and (4) are attached for your reference and you will need these to calculate each individual's recovery amount. A sample calculation of the employer's recovery for an employee with a family of three, who was involved in a 3-month and ten-days strike, would be:

$$3.33 (54+108+98.15+60.97) = \$1,069.33$$

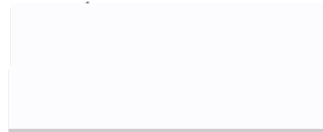
Employees are required to reimburse employers and it may be done by payroll deduction (see Article III, Section 8 of the Master Agreement) but you may want to consider deducting these amounts over more than one pay period.

Employees who were on a disability claim at the commencement of the strike are not exempt from the provision requiring reimbursement of benefits and the calculation of their reimbursement should be on the same basis as above.

In cases where the employer is unable to recover contributions (because, for example, the employee does not return to work and refuses to pay), legal action in Small Claims Court is an option.

Please contact the undersigned if you have any questions.

Yours very truly,

A rectangular box with a light blue background and a thin black border, used to redact the signature of Thomas J. Getzie.

Thomas J. Getzie
Vice President, Education and
Benefits Administration

TJG:jc
Enc.

Current Monthly Premiums Payable

The following premiums were paid by FIR employers during the strike period and are to be recovered from employees after the strike has ended.

1. Medical Services Plan of B.C.

Single	\$54/month
Family of Two (2)	\$96/month
Family of Three or more	\$108/month

2. FIR-IWA Dental Plan

Single	\$29.64/month
Married	\$55.36/month
Family	\$98.15/month

3. FIR-IWA Extended Health Benefits Plan

Single	\$24.20/month
Family	\$60.97/month

4. Group Life and Accidental Death & Dismemberment

Each Employee	\$54.00/month
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