February 25, 2020 Delivered by
Hand

United Steelworkers Local 1-1937
351 Brae Road,
Duncan, BC., V9L 3T9
Attention: Brian Butler, President
Re: Contract for TFL 44 LP Operations

Brian:
We are writing in an effort to bring resolution to the remaining strike action, ongoing in TFL 44. We request that you "me too" and sign the same agreement that USW members ratified on February 15th, 2020, as well as adopting the approach set out below for the resolution of local issues.
Before the strike started you invited us to sign "me too" agreements. At that time, we wanted to either see what the Western agreement looked like, before signing, or to negotiate an alternative mutually beneficial arrangement with you directly.
Given the 7 month duration of the strike and the significant impacts to our employees, local communities, and TFL 44 LP we asked our bargaining agent to reach out to you on February 19 to offer to sign the same agreement that USW members ratified on February 15th. We also offered to meet on February 21, 22 and would have been available on the 23rd.
We understand that, at this time, you are not in favor of a simple "me too" approach and that you would like to setup additional meetings in which to discuss various local issues. Those local issues have not yet been defined and we are concerned that this could hold up getting our employees back to work as soon as practicable.
Importantly, many other coastal timberland operation employees went back to work yesterday, Monday February 24th. We believe that the hard working people of the Alberni Valley would like to get back to work too.
For the sake of our employees and our communities, we believe it is in everyone's best interest that we go back to

work immediately. We are willing to do so, under the terms of the Western agreement as ratified by your members on February 15th. If there are local issues that you would like to discuss, we are happy to hear and work through them but do not think it is in anyone's interest to delay the return to work in the Alberni Valley while these local issues are identified and resolved.

We or someone with authority, on our behalf, are available at a time of your choosing to meet, identify substantive outstanding local issues, and work to resolve them in a mutually agreeable manner that works for our businesses, your members and supports the objectives of TFL 44 LP.

If we are unable to resolve any of these local issues we propose that these issues be referred to Vince Ready and Amanda Rogers for mediation and if necessary binding arbitration.

We reiterate our desire to move past the current situation, to get your members back to work as soon as practicable – thereby jointly contributing to a successful forest sector in the Alberni valley.

By affixing our signatures, below, we hereby agree to "me too" to the Western labour agreement and the proposed approach to local issues. We encourage you to sign below, in the space provided, to do the same.

Yours truly,

Shawn Nicholson	Colin Shantz	Craig Frederickson
Island Forest Company Ltd.	Big Lake Logging Ltd.	Mount Sicker Timber Company Ltd

I agree: _____

Brian Butler, President, USW Local 1-1937

Dated: _____