

USW- West Fraser

100 Mile House 1-425

SPECIAL

FN-NO

February 2010

Final, Non-Negotiable Offer (FN-NO) from West Fraser

Current vacation pay rules are complicated, however the FN-NO results in a reduction in vacation pay of 1%, elimination of some earnings in new vacation pay calculations and eliminates greater of option (hours or % of earnings). Over the life of the agreement proposed this would result in at least a reduction of earnings ranging from **\$2500.00** (based on hours calculation) to **\$5000.00** (based on % calculation) based on employee @ "average rate" & 5 weeks vacation.

The FN-NO eliminates the Union's Fund to help members deal with H&S issues and the members Education Fund.

The FN-NO means members pay approximately an additional **\$750.00** for H & W benefits.

The FN-NO changes to the Pension Plan means members would pay an additional **\$7,800.00** over the term of the agreement with no changes in benefits.

This FN-NO means that after the proposed wage increases are implemented and the additional costs are paid by employees, at the end of the **5 year** agreement, the average member working full time, taking his earned vacation will lose a minimum total of:

\$12,875.70



If you would like your local to negotiate a different agreement please send a quick message to: bderbyshire@uswa425.ca with **FN-NO** in the subject line.

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