

June 23, 2016

**River Butte Management Ltd.
(Brisco Wood Preservers)
Negotiation Update #3**

As you know we commenced negotiations at the Brisco office @ 1:30 pm on June 21 and all day June 22.

Travis Cochran, Mike Podetz and Doug Singer (Doug Wood was not available) who lead negotiations on your behalf from the Local Union met with Ralph Tomlin – VP of Operations and Keith Erikson – Controller, over the last day and a half.

We spent most of Tuesday dealing with how to proceed, gathering information and the process to make sure we all understand what we are going to do and how. The remaining time was spent on some specific issues that were raised by you at our meetings and language of a new collective agreement which went very well.

The discussions were very cooperative, with good will and in the spirit of negotiating a fair collective agreement in a timely manner. We had a very positive discussion about the importance of good communication going forward and building a good relationship to the benefit of the company, you the Union members and the Local Union.

We have exchanged information or in the process on Job Descriptions, Benefit Plans, RRSP and other issues so we can make informed decisions at the negotiation table to bring back to you when appropriate to get you feedback.

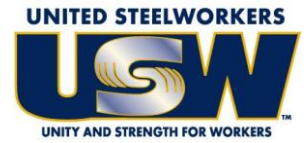
We are now scheduled to meet again on July 12, 25, 26, and 27 to continue negotiations. Both sides agree we will be able to start negotiating monetary issues on the 12th with the intent of concluding an agreement by July 27th. This is a very ambitious schedule but we believe with the honesty and hard work so far it is achievable.

We will keep you informed with further bulletins and schedule a Union meeting once we have something more concrete to report or discuss.

Thanks especially to Travis and Mike for their knowledge, experience, hard work and dedication to negotiate the best collective agreement for you in this set of negotiations.

Steelworkers

Local 1-405
Kootenays



Thanks to all of you for your support, solidarity, input and patience. Please contact us if you have any questions or concerns at any time.

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