

Worker Applications

In order to get a clear reason for any loss of employment, the BCFRT will to rely on the employer to identify potential beneficiaries. In the case of licensee company crews, it will be up to the licensee to identify those workers that have been made redundant as a result of tenure take back caused by the [BC Forestry Revitalization Act](#). In the case of replaceable contractor and sub-contractor employees, it will first be necessary to establish that the contractor or sub-contractor was affected by the *BC Forestry Revitalization Act*. That will have been established as part of the contractor application process.

Because the eventual affect on replaceable contractors, and therefore workers, cannot be known until the Forestry Revitalization Proposal process is complete, it will not be possible for the BCFRT to provide mitigation to contractors or workers until the process has been completed for the license to which they are attached.

Once it has been established that a company crew, replaceable contractor or replaceable sub-contractor has been negatively impacted by the *BC Forestry Revitalization Act*, it will then be up to that licensee, contractor or sub-contractor (the employer) to identify which, if any, of his employees need to be severed. The employer will then determine, based on the [Employee Mitigation Guidelines](#), what severance is due to its employees, and provide the BCFRT Trustee with a spreadsheet listing the details of the employees to be severed, and copies of the individual [Employee Severance Template](#) for each effected employee. The BCFRT will likely then confirm the details with the individuals or their union, and then provide the employer with the funds required to pay the severance.

It must be clear that any mitigation to be paid is due only because of the tenure take back mandated by the *BC Forestry Revitalization Act*. Severance liability incurred for any other reason will not be covered by the BCFRT. If a company chooses to shut down completely even though it only lost, say, 50% of its fibre, or chooses to sever a greater proportion of workers than its loss of fibre would suggest, the BCFRT will likely only support the proportion of severance cost that can be reasonably attributed to the loss of access to fibre caused by *BC Forestry Revitalization Act* timber reallocation.

Individual workers that feel they should be eligible for mitigation through the BCFRT are free to contact the Trustee, but the application for worker mitigation will generally come to the BCFRT through their current or ex-employer. Similarly, payments to the ex-employees will generally flow through the employer, because that is where the employer-employee relationship lies, and that is the relationship that must be severed.