

TEAMSTERS CANADA

ANNUAL REPORT 2021



TEAMSTERS.CA

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Special thanks to all the local union officers and staff for who took part in the preparation of this annual report.

Ce document est également disponible en français.

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EXECUTIVE BOARD

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15. Roy Finley

RESILIENT MEMBERS, RESILIENT UNION

François Laporte is President of Teamsters Canada, Vice-President of the International Brotherhood of Teamsters and Trustee of Local Union 106. He has 37 years of experience within the Teamsters, having served as an organizer, business agent, and assistant to the former president.

"I am so proud about the work done by all the Teamster members, representing and officers across Canada."

The World We Live In Has Changed

2021 was another year marked by our members' resilience. Teamsters members again triumphed over several challenges, carrying out activities that benefited millions of Canadians, which also makes me very proud.

For example, forest fires and floods in British Columbia took a toll on our infrastructure and forced rescue teams—to which our members belong—to demonstrate unwavering courage and resourcefulness.

I would also like to thank them for the work they did to repair highways, bridges, rail lines and other essential infrastructure for our collective well-being.

Teamsters Canada, the joint councils and the local unions also helped out by donating \$200,000 to the Canadian Red Cross to provide disaster relief in British Columbia. This gesture was necessary, given the critical situation in several regions of the province.

Once again, the pandemic was front and centre. There were debates about mandatory vaccination for workers subject to the Canada Labour Code. In some cases, local unions filed grievances with employers and followed the process with the Canada Industrial Relations Board.

I wrote in my 2021 year-end message that the world we live in has changed. We have to adjust to a new reality in the labour market. Working from home, career changes, labour shortages, large numbers of workers retiring and quests for meaning, all intensified by the pandemic, are changing the labour market. This affects workers, employers and governments. I also believe that the labour movement will be at the centre of debates about these issues in the coming years.

These changes must not distract us from our day-to-day responsibilities to our members. In that regard, we have increased our lobbying activities with federal elected officials so that our members' voices are heard, particularly with respect to road transportation. We have continued pushing for tighter rules to put an end to "Drivers Inc." who have a negative impact on professional drivers' working conditions.

We also kept up our lobbying efforts to make sure all workers subject to the Canada Labour Code get more sick leave.

We remain committed to participating and working with Global Affairs Canada and the construction trades on both sides of the border with respect to the Buy America Act passed by the Biden administration.



▲ Meeting with members of Joint Council 90.



▲ Meeting with members of Joint Council 52.



▲ François Laporte with striking Autobus Sainte-Julie intercity bus drivers.

The Buy America Act requires iron, steel and other manufactured products that are permanently incorporated into infrastructure projects in the United States to be sourced in the US. These projects must be undertaken by an American state or municipal government, with funds provided by certain federal government departments or agencies.

We hope a waiver can exclude Canada from the application of this American legislation because, in any case, the economies of both countries are so integrated with each other that this legislation could have negative repercussions for large numbers of workers on both sides of the border.

These are just a few examples of the many issues that your local union representatives and Teamsters Canada team are diligently working on.

Standing Together

I would also like to highlight how proud I feel about the work done by all the the Teamster members, representatives, and officers across Canada. The circumstances of the pandemic have demonstrated the extent to which the women and men who are active in our union are dedicated and competent.

In closing, our union's 13th Convention will be held in Montreal in late June 2022. Our delegates will come together to discuss the major labour relations issues of our time and take care of current union business. I encourage you to keep up with our activities and progress on Facebook, Twitter and our website.

Unity & Stability

We are living through uncertain times, when anything can happen: a pandemic, a war, high inflation, the rise of authoritarian and populist leaders, civil unrest, and the list goes on. But we can't give

in to the chaos of our world. More than ever, we need to rely on the unity and stability of our organization. On top of being a union that fights for the interests of its members in the Canadian middle class, we are a safeguard against instability. Hence the importance of standing together.

This union and its members are resilient. We will certainly demonstrate this resilience again and again in the coming months and years.



SCHOLARSHIP INFORMATION

Supporting members beyond the workplace is also part of our ongoing mission. Through these scholarships we help Teamster families, shape the leaders of tomorrow and contribute to building up a better country for everyone.

| Teamsters Canada Member Scholarship

Unlike other scholarships, the Teamsters Canada Member Scholarship was specially created for current members and not their children or financial dependents. The program is perfect for members who wish to continue their education in their current field, sign up for driving courses or a trade school, or branch out into a different industry. Our scholarships are meant to help members afford tuition for post-secondary and certificate programs. The application process usually involves writing a short essay. **The deadline is October 31 of each year.** Five \$2,500 scholarships will be awarded.

| James R. Hoffa Scholarship

The James R. Hoffa Memorial Scholarship Fund was created to help the sons, daughters or financial dependents of eligible Teamsters members pay for tuition at post-secondary institutions. Students in their last year of high school or cégep can **apply by March 1, 2023** for a scholarship of up to \$10,000 if they're planning on enrolling at a college or university program. They can also apply for a scholarship of up to \$2,000 if they plan on attending a training or vocational program in a Teamster-represented industry.

| Cheryl Johnson ITWC Scholarship Program

The International Teamster Women's Caucus (ITWC) awards two \$500 scholarships annually to deserving high school seniors. Eligible applicants are the sons, daughters or financial dependents of active or retired Teamsters members. **The deadline is May 1 of each year.**

| Local Union Scholarships

Your local union may have their own scholarship program, or know of other regional or provincial scholarships. To learn more, get in touch with your local union!



To learn more about our scholarships,
visit **teamsters.ca/scholarships**

2021 TEAMSTERS CANADA SCHOLARSHIP WINNERS



Alexandra Martel
Local Union 1999



Clay Hitchcock
Local Union 362



Kyle Taylor
Local Union 855



Wei Bin Chen
Local Union 464

Five Teamster members won a scholarship in 2021. The application process includes submitting an essay on a given theme. This year we've chosen to publish the essay by Sister Amanda Roberts from Local Union 879 in Kitchener, Ontario.



What are the benefits of being a Teamster member?

by Sister Amanda Roberts, Local Union 879

I have worked in the steel industry for 18 years and was the only woman in my field at my location for about 14 of these years. I had seen many management changes over these years – some were good changes, and some were downright awful and led to mistreatment of workers. In some cases, good workers were fired for no good no reason at all. At the time, we were not part of a union. But after a few years of seeing myself and my peers being mistreated, I gathered a couple of my colleagues, started organizing, and were successful in voting in Teamsters Local Union 879.

For me and the people that I work with, the benefit of being a Teamster member are that no matter how many new bosses come in, I know that Teamsters has our backs. They fight with us to make our workplace fair for all, and to ensure we get the best pay and benefits possible. They look out for our well-being and our health and safety.

Seeing all the changes and knowing there is so much room for improving safety in this industry and in all industries, I was inspired to further my education in occupational health and safety and help make the workplace safer, happier, and healthier.



READY, STRONG, UNITED FOR AMAZON WORKERS

by **Douglas Finnsen**, National Representative

Amazon Project

In 2021, members of our union from across Canada and the United States voted to create the Amazon Project, dedicated to building worker power at Amazon and helping those workers unionize and achieve a first collective agreement.

Amazon has become the world's richest, most powerful logistics company. The company is on track to employ 40,000 Canadians directly, and thousands more contractors across the country. Its founder, Jeff Bezos, is the richest man on the planet. Amazon's market capitalization is about the size of Canada's gross domestic product.

And yet Amazon workers, despite their dedication and sacrifice, despite working for an incredibly wealthy company, are still paid far below Teamster-unionized wage rates in the warehousing and delivery sectors. We regularly hear complaints of discrimination in the workplace. Employees face a heavy workload and higher rates of injury as a result.

Workers across the transportation, warehousing and logistics sector also stand to lose out because of Amazon. Companies will eventually be forced to compete with Amazon's sub par wage rates and benefits, putting a downward pressure on conditions in several industries. Simply put, Amazon is bad for the middle and working classes.



▲ Members of Local Union 362 organizing in Alberta.

Make no mistake – we are not anti-Amazon. We simply take issue with Amazon workers not getting the money and respect they deserve.

That is why since 2021, we have been hitting the pavement, meeting with thousands of Amazon workers across the country, to talk about how unionization can improve things for the better.

Our efforts are paying off. Hundreds of Amazon workers in Canada have signed union members membership cards. Local unions 362 and 987 have put in applications for votes on union representation at two sites so far, with more on the horizon.

Despite overwhelming support from grassroots Amazon workers, the task remains difficult. Amazon does not fundamentally respect Canadian workers' right to join a union. The company is doing everything possible to bend the rules to rob workers of their ability to improve their lives through unionization. We have seen the company bring workers into intimidating one-on-one meetings, aput up anti-union posters at worksites, and deploy other US-style tactics.





▲ Members of Local Union 987 organizing in Alberta.

Amazon Will Not Change Without A Union

But Amazon workers remain defiant. Far from dissuading their employees from joining the Teamsters, the company has only succeeded in strengthening their resolve.

Ultimately, Amazon will not change without a union. They have proven themselves to be a thoroughly anti-worker organization. Luckily, employees at the company know they are not alone and that they have the power, through unionization and through the Teamsters, to change things for the better.

It is a mistake to think it cannot be done. Amazon is a hotbed of union activity in Europe. France, Italy, Spain and Poland all saw strikes at Amazon facilities during the first waves of the COVID-19 pandemic, in protest of gruellingly poor conditions and minimal protections against the virus.

More recently, just next door in the United States, Amazon workers at a warehouse in New York City voted to form a union. The effort was led by a worker the company had fired for organizing a walkout to call attention to pandemic related safety concerns.

If it can be done elsewhere in the world, it most certainly can be done in Canada.

For all the latest news, and for information on how Amazon workers can get in touch with an organizer, visit teamsters.ca/amazon



▲ Members of Local Union 31 organizing in British Columbia



▲ Members of Local Union 879 organizing in Southern Ontario.



READY, STRONG, UNITED ON THE POLITICAL FRONT

by **Mariam Abou-Dib**, Director, Government Affairs

"Ottawa will hear our members' voices, loud and clear!"

Positive Outcomes For Members

During this second year of the global pandemic, we lobbied our government – before and after the 2021 federal election that saw little change in the House of Commons – on important issues to members and workers across Canada. We met with party leaders and Members of Parliament from all federal parties and actively participated in government consultations. These efforts continue to yield positive outcomes for our members during this extraordinary time of frustration and uncertainty.

COVID-19 testing and vaccination policies took up a lot of time and energy in 2021 but we emerged with healthy results for members. We ensured that both their health and safety and their privacy rights were always protected. As a result, the vast majority of Teamster members are fully vaccinated and have done their duty to bringing us closer to living our lives normally once again.

One very important win in 2021 was the change to the Canada Labour Code to provide ten days of paid sick leave to workers in the federal jurisdiction. We expect this to come into force in late 2022.

Weekly meetings with Transport Canada ensured the concerns of our members in the freight and rail industries were heard in a timely fashion. Our government heard first-hand about the challenges drivers and railroaders faced during this pandemic.

We joined the National Labour Standards Advisory Committee set up by the Ministry of Labour and its affiliated departments.



▲ In conversation with the Federal Minister of Labour, Seamus O'Regan. ►



We are monitoring a pilot project on employee misclassifications and Drivers Inc. The first phase of the project was focused on the education of employers. The new phase will consist of targeted inspections.

We also spoke up for airline and airport workers regarding their health, safety, and economic security. We lobbied for and won a change to the Canada Labour Code on contract flipping in the federal jurisdiction. Airport contracts can no longer play with workers' wages the way they once did.



▲ Prime Minister Justin Trudeau with Teamsters Canada President François Laporte in Washington, DC.



▲ In conversation with the Federal Minister of Transport, Omar Alghabra.

Lobbying For Different Sectors

Other positive gains on the legislative or regulatory front include the extension and expansion of income supports during the pandemic and ongoing reforms to employment insurance. We continue to creatively advocate for members who lost jobs in the retail, film, and tradeshow industries to ensure they are not left behind during the economic recovery.

In the healthcare sector, we lobbied and won support for national standards to long-term care facilities and hospitals to promote quality care, as well as health and safety protections for care workers. We also won amendments to the Criminal Code that makes it illegal to harass or abuse healthcare workers.

On the trade file, we lobbied for the implementation of the labour chapter in the new Canada-US-Mexico Agreement (CUSMA or USMCA). Teamsters Canada, with the support of the IBT, made our position clear to our government with respect to supporting Canadian dairy considering the 2021 US complaint under CUSMA. While the outcome of the dispute gave US dairy industry access to Canadian markets, it also clearly gave our government the right to protect our supply management system. Beyond this, we are taking part in strategy sessions to address Buy America policies and their impact on Canadian workers and our economy.

We continue to work with the government relations team at the Canadian Building Trades Unions to ensure infrastructure projects are protected and come to fruition. We will be examining how immigration could be part of the solution where labour shortages are concerned as well.

One new priority for 2022 is the need to make changes to the Canada Labour Code on protective reassignment for pregnant or nursing women. Currently, the law does not provide for income support for women who

cannot be reassigned due to dangers in the workplace to themselves or their fetus. This is clearly a gender discrimination issue and an obstacle to attracting more women into male-dominated jobs in the federal jurisdiction.

Another priority for the upcoming year is the labour shortage in the transportation sector – especially drivers. We are lobbying hard to ensure that all jurisdictions recognize professional drivers as members of a skilled trade. Drivers also need more investment in skills training and improved wages and working conditions.

Finally, after all the lobbying we have done on fatigue in the transportation industry, we also expect new fatigue regulations in the rail industry to come down in 2022.

We remain committed to partaking in all discussions about the impact the pandemic continues to have on members and their working conditions. Moreover, we will continue to strengthen our relationships with politicians. Ottawa will hear our members' voices, loud and clear.



teamsters.ca/lobbying
maboudib@teamsters.ca



READY, STRONG, UNITED FOR WOMEN

by **Nathaly Guillemette**, National Coordinator at Teamsters Canada & Vice-President Representing Women at the QFL

Feminist future

When we think of it, the past two years have been something like a square dance: two steps forward, one step back! Sadly, for women, it's more like three steps back...

We could see it right from the start of the pandemic: women and men have been subjected to different constraints. For women, the effect of these constraints is disproportionate, amplifying already marked disparities in their personal and professional lives.

For example, working from home and online schooling considerably increased women's workload at home. Women also experienced greater job losses, as they are over-represented in the hard-hit retail, hospitality and restaurant sectors, where there is a high percentage of part time, low paying jobs.

For women to return to work and make up lost ground on gender equity, we need to make sure that wages and working conditions are fair to women, and we need to promote work life balance. In this age of mobile devices where it's easy to be connected to the workplace 24/7, the right to tune out and turn off is increasingly important.

If we want a women friendly economic recovery and a feminist future, these are a few issues that we, as union activists of both genders, must address.

New federal legislation on violence and harassment

The former Bill C 65, An Act to Amend the Canada Labour Code (Harassment and Violence), came into force on January 1, 2021. This legislation adds to the Canada Labour Code a new definition of harassment and violence, which reads as follows:

"Harassment and violence means any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee, including any prescribed action, conduct or comment." This definition covers all types of harassment and violence, including sexual harassment, sexual violence and domestic violence.

According to Statistics Canada, women report higher levels of workplace harassment than men: 19% of women state that they have been victims of workplace harassment, in comparison with 13% of men. Verbal insults are the most widespread form of workplace harassment. Significantly more women workers than men experience physical violence.

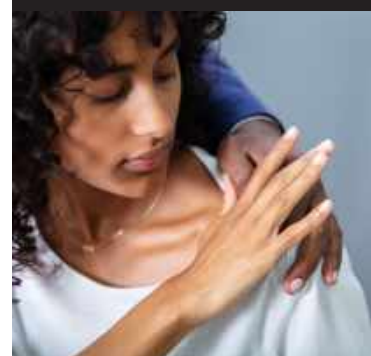
Federally regulated businesses are now required to assess the workplace for harassment and violence risk factors, draw up a workplace harassment and violence prevention policy and review it every three years, and inform and train all employees, including the employer.

The fact that governments at all levels are moving ahead with these changes and passing new laws to protect all workers is largely the result of pressure exerted by unions and community organizations. This is tangible proof that political action by unions is essential and works.



Violence & Harassment

Harassment and violence means any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee, including any prescribed action, conduct or comment.





FEMINIST ACTIONS COMMITTEE

by **Nathaly Guillemette**,
President of the Feminist
Actions Committee

The Feminist Actions Committee donated \$10,000 to Le Parados

Unfortunately, pandemic-related restrictions continued to slow our activities in 2021. Nevertheless, the committee met regularly via Zoom and at least once in person. The pandemic did not prevent us from actively fundraising for Le Parados, a shelter for women victims of violence.

Thanks to the great generosity of local unions in Quebec, their staff and our members, we reached this year's fundraising goal for Le Parados. The Feminist Actions Committee donated \$10,000 to the women's shelter, as well as nearly \$2,400 in gift cards for shelter residents. The Teamsters Canada Foundation also contributed to the campaign.



▲ International Women's Day event 2022



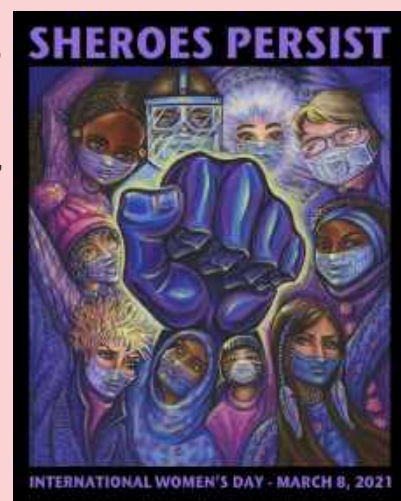
TEAMSTERS ONTARIO WOMEN'S CAUCUS

by **Lenna Phoenix**,
Recording Secretary,
Local Union 879;
President, Teamsters
Ontario Women's Caucus

Women's Day Event, held virtually on March 7, 2021 raised just over \$55,000

2021 was another challenging year given the pandemic. We are taking care of regular business and slowly resuming in-person meetings. We truly hope we can start planning functions this year, host some events and connect with our members once again.

The pandemic has seen a significant rise in domestic violence and a decrease in donations to the organizations that are needed for women and children in crisis. We are so proud that our International Women's Day Event, held virtually on March 7, 2021, and hosted by the Peel Regional Labour Council along with 26 other labour organizations, raised just over \$55,000 for these critical organizations:
including Embrace, Armagh House, Queen Youth Shelter, Hope 24/7, United Way and the Peel Human Trafficking HUB for survivors.



▲ International Women's Day Virtual Celebration - 10th Anniversary.
Celebrating Solidarity and Sisterhood!

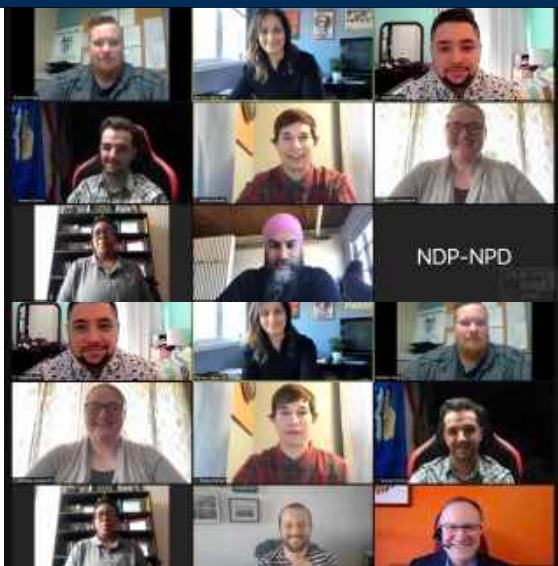


READY, STRONG, UNITED FOR YOUNG WORKERS

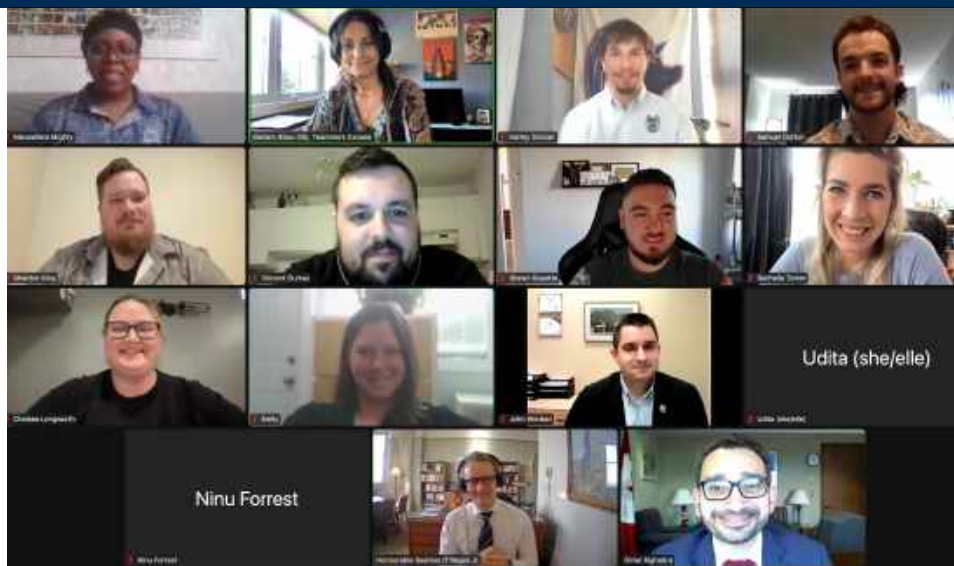
Chelsea Longworth is Chair of the Teamsters Canada Youth Committee

Harley Sinclair is Vice Chair of the Teamsters Canada Youth Committee

The mandate of the Teamsters Canada Youth Committee (TCYC), among other things, is to provide a voice for young members, to advise Teamsters Canada on matters of interest to young members and to support Teamsters Canada in its work to defend our members. The TCYC also aims to unite young members of different local unions through local, regional, provincial, and national networks.



▲ Lobby Day meeting with Jagmeet Singh, Leader of Canada's NDP.



▲ Lobby Day meeting with Omar Alghabra, Minister of Transport, and Seamus O'Regan, Minister of Labour.

Stronger than ever

Youth accounts for a significant percentage of Teamsters members and represents a powerful resource for the union. We know that the active participation of young members gives us more leverage at the bargaining table, during organizing campaigns, and in the political arena.

The workers most impacted by the pandemic include women, people of indigenous descent, people of colour, people with disabilities, and young people.

With this knowledge, TCYC felt the need to be stronger than ever and advocate for the needs of young members. COVID-19 may have affected our meeting schedules, but not our progress. We've had to think differently

amidst the changes to our world and we have been successful in making progress working via Zoom, for the most part.

Committee members participated in their first virtual lobby day, speaking with leaders such as Transport Minister Omar Alghabra, former Labour Minister Filomena Tassi, and Employment Minister Carla Qualtrough. Our focus was on economic recovery post-COVID-19.

Along with Teamsters Canada Director of Government Affairs, Sister Mariam Abou-Dib, we discussed national standards for long-term care facilities, a \$15 minimum wage, and reforms to Employment Insurance (EI). We also took on fatigue and risk management and advocated to ensure that the maximum standard hours of daily work does not exceed 10 hours for commercial motor vehicle operators.

Our committee has also undergone a few changes, welcoming five new members, including three from British Columbia, and wishing the best to others who have had to depart. The committee also elected

its first female president. We are proud to announce the committee now has the largest female-to-male ratio since its foundation. And we feel this is a pivotal change reflecting the current face of labour where women make up almost half of the workforce.

Mental Health Awareness

As we continue on our journey to create change, we have taken on the goal of revamping our work on mental health, as it is such an important issue for our members and their families. Our work with the 'Make It Mandatory' campaign, bringing mental health awareness to the workplace and lobbying to incorporate mental health into the Canada Occupational Health and Safety Regulations, was important and made a difference in the lives of our members. Amidst the pandemic, mental health has become such a prominent issue. We know we need to continue working at keeping it at the forefront of people's minds to create the necessary changes needed by many.



▲ TCYC hybrid meeting at the Teamsters Canada Office in Laval. ►



As we look to our future as a committee, this year we hope to attend more meetings in person, participate in our lobby day, and focus on our new mandate. We also hope for expansion and wish to welcome new members from the east coast to our team. Of paramount importance to the work we do, we continue to support each other as Teamster brothers and sisters in this amazing union. This is how we will see a better tomorrow.

YOUR REPRESENTATIVES ON THE TEAMSTERS CANADA YOUTH COMMITTEE



TEAMSTERS
YOUTH - JEUNES

f i @teamstersyouth



TEAMSTERS CANADA FOUNDATION

SOLIDARITY AT *heart!*

Launched in 2018 under the leadership of Teamsters Canada President François Laporte, the Teamsters Canada Foundation's mission is to support communities and respond in times of crisis. The foundation is CRA-accredited and was designed to cement the Teamsters' charitable actions by offering new way to raise and give funds.

Local unions, joint councils, conferences and Teamsters Canada have long been involved in raising money for good causes for decades. It is part of a commitment to build up a better country that goes beyond workplace and political action.

For example, since 1989, Ontario Teamsters have raised close to \$2 million for Variety Village, a charity dedicated to helping young people with disabilities and their families in the greater Toronto area and across Ontario.

Likewise, since 1982, Québec Teamsters have also raised close to \$2 million for Camp Papillon, another charity for children with disabilities. The camp also allows parents of disabled children to take a break from a busy life.

In 2020, when the pandemic first hit, the Teamsters Canada Foundation gave \$300,000 to charitable organizations across the country. These organizations, which ranged from food banks to hospitals to shelters for battered women, were heavily relied upon during those trying times. Their needs exploded with the job losses and stay-at-home orders that came with the first wave of COVID-19.

Flood relief in British Columbia

More recently, in December 2021, British Columbia experienced historic torrential rains that literally flooded an entire portion of the province. Teamsters Canada, along with Joint Councils 36, 52, 90 and 91, donated \$200,000 to the Canadian Red Cross to support relief efforts.

The easing of public health restrictions brings new opportunities to raise more money for the foundation and its all-important activities. This year, the Teamsters Canada Foundation golf tournament will be held for the first time in three years in Montréal. The Ontario Teamsters Invitational, and the Omnium Teamsters Quebec, will also be held. The same goes for a host of other Teamster fundraising activities across the country.

"In 2020, when the pandemic first hit, the Teamsters Canada Foundation gave \$300,000 to charitable organizations across the country."



▲ Teamsters Canada, along with Joint Councils 36, 52, 90 and 91, donated \$200,000 to the Canadian Red Cross to support relief efforts in response to historic flooding in British Columbia in December 2021.

Members of our union have been fighting the pandemic on every front. The Teamsters Canada Foundation has also been helping communities across Canada weather the storm, supporting charities and other organizations that are directly helping people you cross paths with every day.

The Teamsters Canada Foundation accepts individual donations through its Web site **FTCF.CA**

Teamsters Canada Foundation is a recognized CRA accredited charitable organization.

Visit ftcf.ca to find out more.



READY, STRONG, UNITED FOR RAILROADERS

by **Lyndon Isaak**, President, Teamsters Canada Rail Conference

Lock-Out At Canadian Pacific Railway

In 2021, the pandemic created an exceedingly difficult negotiating environment as everything from travel and accommodations to in-person negotiations became infinitely more complex. The logistics of negotiations through videoconferencing to achieve a tentative contract, is an arduous task.

Our national contract for train, engine and yard employees at Canadian Pacific Railway expired at the end of 2021. This ultimately led to a lockout in the beginning of 2022, with wages and pensions being the major sticking points. In the end, both parties agreed to submit outstanding issues to binding arbitration, after ensuring the process would be as favourable to members as possible. At this time, we are limiting our public comments until the arbitration process is complete.

All TCRC collective agreements at Canadian National Railway are set to expire in 2022. This covers Locomotive Engineers, Rail Traffic Controllers, Conductors, Trainmen, and Yardmen across Canada. The Conductor, Trainmen and Yardmen agreements will expire in July. The Locomotive Engineer and Rail Traffic Controller agreements will expire at the end of 2022.

On December 1, 2021, CN filed an application with the Canada Industrial Relations Board (under Section 18.1 of the Canada Labour Code) to combine 12 bargaining units and 16 collective agreements for Rail Conductors and Locomotive Engineers. The company subsequently filed a request under Section 19.1 of the labour code to postpone bargaining. Needless to say, we anticipate this set of negotiations to be particularly challenging and contentious.



▲ Locked out CP Rail workers





▲ Locked Out members at Lambton Yard

Alstom

The collective agreements at both the Montreal and Toronto Alstom Transport properties (formerly Bombardier) expired at the end of 2021. Contract negotiations for these two properties are ongoing at this time. Meanwhile, our negotiating team is attempting to reach an initial contract with Alstom Transport in Edmonton. Due to the current circumstances, this has also proven to be a long and difficult process.

Many of the transportation companies maintained record profits during the COVID-19 pandemic as a result of the labour of our members.

Although we strive to avoid labour disruptions with our various employers, in true Teamsters spirit we will take whatever steps necessary to ensure our members receive fair and equitable contracts. We will fight to retain the ability to bargain in good faith.





READY, STRONG, UNITED FOR TRUCK DRIVERS

by **John McCann**, Director, Freight & Tankhaul Division

"Our union will never stop working to ensure truck drivers are heard, treated rightly, and paid fairly."

Uncertainty And Tension

Looking back on 2021, the Teamsters Canada Freight & Tankhaul Division was once again faced with a year full of uncertainty and tension. As the year ended, the country was hit by a fourth wave of COVID-19 as the Omicron variant ran rampant through the provinces. And once again, in true Teamsters fashion, our truck drivers took to the highways assuring the country's supply chain kept moving. But as all Canadians know, this pandemic has been anything but easy to maneuver through.

Throughout 2021 our division participated in regular bi-weekly virtual meetings with representatives from Transport Canada. These meetings were initiated at the onset of the pandemic and have provided a voice for Teamsters to discuss and address issues pertaining to our members as we navigate through these tough times. At various meetings we had representatives from the Canada Border Services Agency (CBSA) and the Public Health Agency of Canada (PHAC), as well as other government representatives. The best part is Teamsters are the only union represented. Regardless of whether we agree with the party in power, it is imperative Teamsters continue to be heard so all parties, federally and provincially, know we are the ones to turn to when it comes to addressing issues within the freight industry.

Teamsters continue to be at the table in conference calls with the Ontario Minister of Transport. We participate in an ongoing committee focusing on how the trucking industry in Ontario is navigating its way through the pandemic. Once again, Teamsters are the only union participating in these calls and sitting on this committee, along with a variety of ministry representatives, trucking associations and employers. We also make a point of discussing issues aside from the pandemic that continue to plague this industry. One such topic is the amendments to the Ontario Highway Traffic Act (HTA) Regulation 555/06 (Hours of Service) which have been approved and will come into effect on June 12, 2022. These changes will make it mandatory for commercial motor vehicle drivers, who operate within Canada, to use an Electronic Logging Device (ELD) to record their Hours of Service (HoS). Drivers of commercial motor vehicles who are currently required to maintain a daily log will be required to use a certified ELD. To simplify operating requirements for commercial truck and bus carriers operating both inside and outside the province, Ontario's ELD mandate closely matches the federal ELD mandate. Bus carriers who operate solely within Ontario will be required to use a certified ELD as of July 1, 2023.



▲ Drivers of commercial motor vehicles who are currently required to maintain a daily log will be required to use a certified ELD.
(Photo: Pedigree technologies)

CCMTA Meetings

The Canadian Council of Motor Transportation Administrators' (CCMTA) annual meeting took place virtually in 2021 and as Freight Director I made sure to participate and represent our members' needs. The annual meeting, which ran from November 2-4, had a full agenda of topics ranging from the ELD



mandate, cross-border regulatory issues, an update on emerging issues in the road transportation industry, updates on the global forum on traffic safety and the harmonization of vehicle regulations. As well, discussions on various road safety projects and initiatives and roundtable discussions from various stakeholders in attendance were accomplished. Despite being virtual, the CCMTA meetings continue to be a great opportunity for our freight division to meet with others within the transportation industry. Teamsters have a voice at a table normally only afforded to employers and government officials.

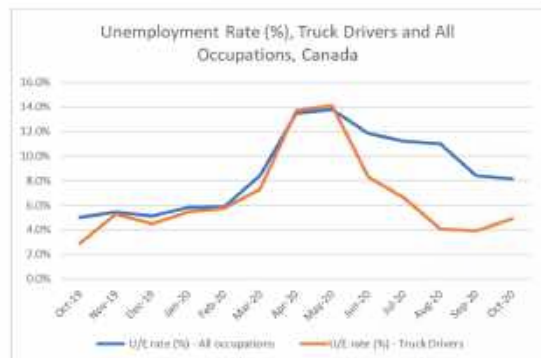


▲ Members at TST-CF Express. ►

Drivers Shortage

The big issue facing our industry is the shortage of drivers. There is fear this shortage may force employers to look at artificial intelligence (A.I.) as an alternative and this is something Teamsters intend to take a stand against. Teamsters Canada has committed resources to take action in making the Commercial Truck Driver a certified trade. This will enable access to government funds that may offset the current initial costs of obtaining such a license, opening the industry to a greater percentage of the population and assuring our commercial vehicle drivers are the best trained in the world.

Despite the issues, Teamster members who work in the freight and road transportation industry and continue to thrive within our local unions across the country. Trucks are essential to any society. Everyday items we all depend on, like fuel, equipment, food, and medicines, would never get to anyone without a truck driver. This is why our union will never stop working to ensure truck drivers are heard, treated rightly, and paid fairly.



Source: Trucking HR Canada special data request, Statistics Canada, Labour Force Survey, October 2020





READY, STRONG, UNITED FOR COURIERS

by **Richard Eichel**, Director, Package Division

"We know we are on the right road to better working conditions, better wages and a better future for our membership."

During a speech in 1966 Robert F. Kennedy said, "there is a traditional Chinese curse which says, 'may he live in interesting times'". Well, like it or not, we are living in interesting times. This has been a time of danger and uncertainty that has taken our industry to the forefront of the needs of business and all society.

In September 2021 the Federal government mandated a vaccine policy for air, rail and marine sectors. At that time, they left the road sector out of the mandate. However, the mandate specified the government expected other federal employers to adopt a vaccine policy. UPS took the position that they would maintain their day-to-day pandemic protocols and would not mandate a policy unless forced by the government.

Purolator acted on the government expectation, and similar to Canada Post, built and implemented a policy with no input from the union. The policy stated that unvaccinated workers would be suspended and not permitted to remain on the job after a certain date.

As you all know, the vaccine mandate has been a divisive piece of parliamentary direction. On one hand, we insist the employer makes the workplace as safe as possible and we know that vaccines do just that.

On the other hand, people's beliefs and rights must be protected. Balancing the interests of the membership is some days more difficult than others. Such said, the Teamsters, as well as other labour organizations, whether they agree with the vaccine policies and mandates or not, had filed grievances and proceeded to arbitration. The outcome of these cases has now been settled and precedent set. For more information on these decisions, please contact your local union. The seemingly never-ending pandemic saga continues, but we are hopeful that with everyone's best efforts, one day life will be back to 'normal'.

UPS Contract

The UPS contract that was negotiated and ratified in 2020, is rolling along with ongoing wage increases every six months and is set to expire on July 31, 2025. At the peak of 2021, there were approximately 300,000 Teamsters working for UPS in North America. The American UPS contract will be up for negotiation in 2023 and this is always something we pay close attention to.



| 2021-2022 bargaining committee, Purolator negotiations.

Purolator

The collective bargaining agreement (CBA) with Purolator is currently being negotiated. Twelve local unions coast-to-coast form our national negotiating committee of 57. With the employer having 14 members on its negotiating committee, this makes a total of 71 people at the bargaining table. At the time of writing, a final offer from the employer is being mailed to all Purolator members for a vote. The union is unanimously recommending the rejection of this offer and hopes to return to the bargaining table.

Both UPS and Purolator's national pension plans are in good shape having changed their investment policies to a more defensive, secure strategy. The plans remain funded as per the CBA's as well as in accordance with the Office of the Superintendent of Financial Investments (OSFI).

Market share and competition are always top of mind when negotiating in any industry, and the Package and Parcel Industry is no different. Amazon is a monster company that has stated they will not be happy until they deliver not only for and to their own customers, but other incidental freight as well. The other incidental freight referred to is **YOURS**.

Never mind the working conditions, the total package of wages and benefits pales in comparison to that of our UPS and Purolator membership. This is a group of workers who desperately need representation and the benefits of a strong union and collective agreement. But as desperately as Amazon workers need representation, our membership needs protection. If work transfers to Amazon controlled warehouses and delivery companies, the work will be from good-paying union companies such as UPS and Purolator. Our vision is short-sighted if we don't take this to be a legitimate concern. We need to organize this sector and you can help by letting your local know of contacts you may have at Amazon or other employers. We may be calling on your support in the future. The job you save may be your own.

The events that took place in 2021 and early 2022 put us through yet another rigorous and trying year. With wave after pandemic wave, an

ever-changing workload and new business demands, our members have stood up to the challenges.

With supply chain issues, volatile markets, a war in Ukraine, and inflationary uncertainty, the times we live in are sadly more interesting than ever. What we do know is that through wars, recessions and the pandemic, Teamster members have always been Canada's backbone, even during the most difficult times. And we know we are on the right road to better working conditions, better wages and a better future for our membership.



▲ *François Laporte, president of Teamsters Canada at the Purolator bargaining table.*





READY, STRONG, UNITED FOR DAIRY WORKERS

by **Paul Barton**, Director, Dairy Division

Challenges From The Farm To Consumption

Of the few themes commanding the narrative in the dairy industry this past year, COVID-19 maintains a driving force in our evolution, despite vaccine rollouts helping to curtail the rampant growth of the virus. The focus in many workplaces shifted from adhering to strict public health measures under Delta, to staffing issues under Omicron. The more virulent strain was indiscriminate in infecting those vaccinated or not.

B.C.'s extreme weather events were a compelling narrative as well. After devastating forest fires resulting from the summer's dangerously high temperatures affecting cattle feed production, the torrential rains, devastating floods, mudslides and landslides in November presented a high hurdle for dairy. The bright side through this disaster was seeing the best in people as they came together and supported one another in true Canadian spirit.

Brother Craig McInnes, President of Joint Council 52 and International Vice-President, said, "When it's time to help, the Teamsters are there." And help we did! Teamsters Canada and its local unions, joint councils, and conferences donated over \$200,000 towards the flood relief efforts of the Canadian Red Cross.

Hundreds of members played a role in getting things back up and running in record time. Our members in the Rail Conference had trains back in operation within a matter of weeks. "I also want to recognize the tireless and courageous work of the emergency teams who did a tremendous job on the ground," said Brother Stan Hennessy, President of Joint Council 36 and International Vice-President.

On the trade front, the trade panel made a decision on the American complaint against Canada regarding our country's tariff rate quotas in the dairy industry. Both the U.S. and Canada are hailing the decision as a victory, and it will take time to determine its effects on workers, if any.

Teamsters Canada and the IBT played a significant role in consultations with Ottawa and Washington, D.C., working to protect Teamster jobs and supporting Canada's supply management system throughout this process.

Across the country, milk consumption continues to decrease and we've seen producers exploring new ways to increase sales. As rising inflation eats away at our pocketbooks, it does the same for those at the supply level resulting in a price hike of over 8% in dairy. Machinery, farm equipment and cattle feed have all seen a significant rise in price, which has eaten away at farmer profits. The price hike will help struggling farmers stay in business.



▲ Teamster member at Saputo.

After closing their Glenwood Butter/Powder Plant in Alberta, affecting the livelihood of twenty-five Teamsters, Saputo opened their brand new, state-of-the-art fluid production facility in Port Coquitlam, B.C., replacing the facility in Burnaby. After resolving some initial start-up issues, the new facility is running quite well. This new location will also produce plant-based products.

Saputo also expanded their cheese department in Saskatoon, which has led to an influx of new members.

In 2021, Agropur sold their Ultima Foods operations to Lactalis, acquiring their product rights (IÖGO yogurt, Olympic organic yogurt and sour cream and Kefir brand) as well as production facilities in Delta, B.C. and Granby, Q.C. and a distribution centre in Longueuil, Q.C.

Agrifoods is also driving Teamster membership growth in Alberta, as the Teamsters have acquired work performed by their bulk milk tankers previously performed by a third party.



READY, STRONG, UNITED FOR WAREHOUSE WORKERS

by **Jason Sweet**, Director, Warehouse Division

"Warehouse and distribution workers deserve good jobs, respect, and a strong Teamster contract."

Since the start of this pandemic in early 2020, warehouse workers have been pushed not only into the limelight, but to the brink of exhaustion with a surge in on-line shopping and the need for immediate delivery.

At the union's insistence, many employers added initially safety incentives and premiums. However, once these employers got through the initial wave these reverted to pre-pandemic wages. Since the workload and reported COVID-19 cases did not change, so where did all these added profits go?

The labour-intensive processes of picking, packing and shipping require distribution centres to hire more workers as e-commerce sales have reached record levels in the last two years, causing employees to look for better monetary pay outs.

As these warehouse and distribution centres collective agreements expire, workers and their union representatives have come in hot looking for wages and job protection as never before seen in the warehouse world. Employers know employees are in high demand. Employers also know that their employees will look for work elsewhere if they cannot invest in their hard-working staff.

Sick days (personal days) have been another hot topic, with governments giving them out and taking them away. Many employers have never had this language in their agreements, but are now finding themselves adding it to their employee contracts.

Late 2021, a warehouse in the Greater Toronto Area negotiated increases that jumped \$7 an hour overnight, eliminating wage progression, improving benefits and the pension, while adding sick days and a \$2500 retention bonus. This is just one success story out of many being reported.

Amazon has been opening non-union "fulfillment" centres right across North America in every community at a record pace, often reportedly retaliating against employees who speak up to denounce their working conditions. This company has been profiting immensely off the backs of their employees, with a twelve-month gross profit ending September 30, 2021, of close to \$190 billion. This represented an increase of 35.17% year-over-year. As expected, Amazon is having difficulties retaining workers, and is facing union organizing drives across the world.

Warehouse and distribution workers deserve good jobs, respect, and a strong Teamster contract. Luckily, these workers have never had so much power at the bargaining table. This union will continue to stand up for them.



▲ Picture taken at one of Canada's largest automated warehouses. The robotic technicians are Teamster members.



▲ Robotic technicians Sister Sharon and Brother David



READY, STRONG, UNITED FOR MAINTENANCE OF WAY EMPLOYEES

By **Wade Philips**, President, Teamsters Canada Rail Conference – Maintenance of Way Employees Division

*"We have been able to resolve over 300 grievances this year with Canadian Pacific and put over **1 million dollars** back into our members pockets."*

Getting Justice For Our Members

Since being elected in January of 2021, we have forged ahead with improving the lives of TCRC-MWED members. We engaged our members and found areas where continue to make improvements, with the goal of making our members proud to be Teamsters. Some of the issues involved improving communication, dealing with grievances faster, and resolving other major long-outstanding issues.

We have done our best to listen to members and act on what we have learned. We are here to improve over the long term and the executive board continues to strive for improvement on all points that were raised, and to find long term and sustainable solutions.

We have found ways to resolve stubborn grievances. I can proudly report that through hard work and the introduction of new processes, we have been able to resolve over 300 grievances this year with Canadian Pacific and put over 1 million dollars back into our members' pockets. We have added mediated arbitration as a process that has seen 100 cases heard since January 2021 through this process.

We have forged new and stronger relationships with the other bargaining units that represent workers at CP Rail. Recently, we have come together as a group to fight the CP drug and alcohol policy that affects all our members. This is being led by our group and ultimately, we are going to get justice for our members as it relates to the use of cannabis, which is a legal substance in Canada now. CP's policy of banning the use of cannabis for 28 days prior to work is simply not in keeping with science and we cannot sit idly and accept a policy that negates our members' rights. While we all hold fast that alcohol and drugs have no place in a safe workplace, we do believe our members' personal time is worth fighting for and protecting. As long as our members come to work fit and properly rested, the company should not have any say in what we do in our off time.



"TOGETHER, AS RAILROADERS, WE STOOD OUR GROUND WHEN CANADA NEEDED US THE MOST."

- Baylee Ouwers, during COVID-19



Challenges Pandemic Brought

During the pandemic, we worked hard to keep our members safe and to hold railroads accountable. But like every other local union affiliated with Teamsters Canada, the challenge does not end here. We have members who have been denied religious exemptions to the vaccine mandate, as well as a group of members who remain on administrative leave and without income. We believe these to be violations of our collective agreement and the cases will begin to be heard in arbitration this year.

With all the challenges that the pandemic brought, we have been extremely fortunate to see an increase in our membership as the railway was deemed an essential service.

On the bargaining front, we have new agreements with Carleton Trail in Manitoba, Kelowna Pacific in British Columbia, and Quebec Gatineau Railway and VIA Rail in Quebec. We were able to come to terms with Alstom Transport in Brampton, Ontario, gaining a first agreement that we will build from for years to come. Other agreements from the past year include contracts with Ottawa Valley Railway, Southern Ontario Railway, Goderich Exeter Railway and Halcon.

As we face the summertime, we will begin negotiations with CP for a new collective agreement and the challenges within this will be many. With uncertain economic times and galloping inflation, we focus on achieving a fair, negotiated contract that improves our members' lives.



— Visit tcrcmwed.org to find out more.



STAYING STRONG AND UNITED FOR CONSTRUCTION WORKERS

by **Gary Kitchen**, Director, Construction Division

"If we stay active within our local building trades councils, the future of Teamster construction members will be bright."

This Was A Busy Year For Teamster Members In The Construction Industry.

The Muskrat Falls hydroelectric dam project in Labrador ended on November 30, 2021. Most of the work is completed and only commissioning remains. I would like to congratulate Brother Rick Gill and all the members of Local Union 855 for their excellent work. Completion of this major project in the middle of a pandemic posed many challenges. Changes in contractors, public opinion and political reactions, along with protests, slowed work, but Local Union 855 and its members persevered and finished.

The Muskrat Falls project shows the importance of the building trade unions continuing to work together to ensure decent wages and working conditions for the greatest number of workers on these major construction projects.

There are several other major projects on the books for Newfoundland Labrador but most will depend on funding, approvals and the ability of Trades NF to strike Project Labour Agreements.

In Ontario, several big projects are either underway or about to start. Four nuclear reactors are being refurbished and restarted within the next year and a half. This is ongoing refurbishment work at both the Darlington and Pickering (the largest nuclear facility in North America). Moreover, there will still be more units refurbished at both, once the four that are underway are completed. This will exert great pressure on certain trades, and on our ability to provide qualified labour.

The tunnel-boring machine to expand the Scarborough subway (a \$5.5 billion project) is on its way to Canada. It will bore an enormous bidirectional tunnel that will allow trains to travel both ways in the same tunnel. Work to prepare the pit that will receive the machine once it arrives has already started.

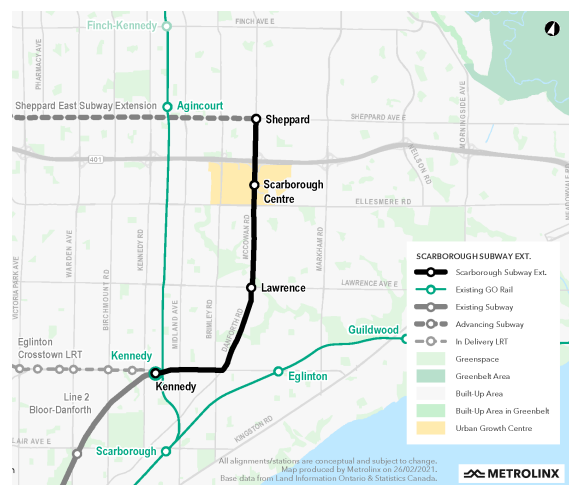
Thanks to infrastructure improvements, the construction sector in the Greater Toronto Area will remain one of the country's most active, with major road, sewer, bridge and highway projects planned for the next 10 to 20 years. Billions of dollars will be spent on infrastructure, since it is expected that Toronto's population will grow by nearly 2 million over the next five to 10 years. This bodes well for ready-mix concrete truck drivers. Many of their collective agreements are due for renewal this year.



▲ **Muskrat Falls hydroelectric generating facility**



▲ **Pickering Nuclear Generating Station**



▲ **Scarborough Subway Extension**



▲ *Members in the pipeline sector.*

Bargaining And Agreements

In addition, all trades are renegotiating their Provincial ICI agreements (Industrial, Commercial, Institutional). Only two trades have settled so far. This is proving to be a very difficult set of bargaining for most trades. The expectations and the difficulties that were caused by COVID-19 have really surfaced within the other crafts. Currently, there are three work stoppages, and more are anticipated as more trades continue to bargain.

The General Presidents' Maintenance Committee for Canada and the National Maintenance Council for Canada (GPMC/NMC) agreements frame and govern collective agreements for 13 building trade unions to ensure the maintenance of Canadian industrial facilities. The agreements in Alberta, Saskatchewan, Manitoba, Ontario, New Brunswick and Newfoundland and Labrador are all due to be renegotiated this year.

In the Prairies, construction starts are down compared with recent years. Pipeline and maintenance work performed under the GPC/NMC collective agreements will be steady. Limited pipeline construction in Manitoba and Saskatchewan will provide work to members who have not moved on to other provinces to secure work.

In Alberta, the volume of work has increased greatly in the past six months. There will be more pipeline work than planned, and maintenance under GPMC/NMC agreements appears steady. Unfortunately, most long-term maintenance work was awarded to non-union contractors or to CLAC, a pro-employer union.

In British Columbia, there is almost too much work now. Major oil and gas pipelines, the Broadway subway extension, Site C and LNG (largest privately funded construction project in Canada, over \$17B) projects, along with regular road and sewer construction, have all available members mobilized.

While most work has progressed at a steady pace, some, notably the Coastal Gas Link and the Trans Mountain Pipeline, have been hampered by protesters and suffered delays due to changes in contractors. These projects now seem to be back on track. Local Union 213 did a remarkable job of awarding this work to duly trained and qualified Teamsters.

On top of all the other agreements to be renewed, the national agreement on the distribution of pipelines and the mid inch agreement applicable in Western Provinces are all up for renewal. With dates now being set, it will be a busy year for bargaining.

If we stay active within our local building trades councils, the future of Teamster construction members will be bright.





READY, STRONG, UNITED FOR RETAIL, BREWERY, AND SOFT DRINK WORKERS

Michel Héroux, Director, Retail, Brewery and Soft Drink Division

Coast-to-coast-to-coast, the brewery and beverage industry faced trials and tribulations throughout 2021.

Between the consequences of the natural disasters on the west coast to the ongoing waves of the pandemic that continue to hit our entire country, our members faced the challenges thrown their way head on.

We have also seen some real positives. Since the start of the pandemic in March 2020, Coca-Cola and Pepsi have faced minimal to zero lay-offs in the lower mainland of British Columbia. Production for these two companies continues to grow strong with bulk stores, specifically with canned products and consumers shopping predominantly at big national retailers. But for the smaller mom & pop restaurants and the hospitality industry at large, there has been a drastic reduction in sales. We are fortunate there has not been significant lay-offs in this segment, with Coca-Cola locations redeploying members to other departments based on seniority.

After the Coca-Cola bottling plant went on strike in Calgary, the company invested nearly \$11 million in production line upgrades. More improvements and investments remain possible in the future. The company has stayed true to its word by investing and committing to grow the business over the life of the collective agreement. If the last quarter of 2021 is any indication of what is to come, the labour dispute was the necessary turning point. The company had a record number of production hours in Calgary and all departments and members are extremely pleased with the number of hours scheduled. We are proud to report our members have shared that everything continues to move in the right direction.

In fact, business is so good at Coca-Cola in Calgary, I predict members will make record numbers in earnings in 2022. The company will hire more and more part-time workers and increase the number of full-time positions. The future for the membership at this plant is looking better than ever.

At Labatt in Québec, the number one issue is hiring and retaining workers, especially drivers. The company has not maintained its working conditions, which used to be superior compared to its brewery and trucking competitors. As a result, Labatt is beginning to feel the pinch of this decision and labour is becoming more and more difficult to recruit. Our members' contracts at Labatt end in 2 years and it does not seem the company is eager to increase wages. In the meantime, the employer is turning to foreign workers to fill its needs. On this subject, there are many questions left unanswered and the brewer will have to address this sooner or later.



Retail workers quit!

2021 was marked by what some called The Great Resignation, with workers quitting their jobs in droves in search of greener pastures. The retail sector, which has long subjected its workers to unjustifiably poor wages and working conditions, was among the sectors hit hardest. Unsurprisingly, retailers are also among those having the most difficulty hiring new workers. While the problem is less severe in unionized stores, all retail companies are facing the problems and will have to work on providing more stable hours, better pay, and better ways to tackle unruly customers.





▲ Striking Molson workers and union reps from Local Union 1999.

Strike at Molson-Coors

The strike at Molson-Coors in Montreal began on March 25 after a general meeting that bonded members of Local Union 1999 in solidarity. In fact, 99% of those present voted not only against management's latest offers, but also in favour of a strike!

Bargaining was very tense, with the employers threatening the Teamsters with a lock out on several occasions. In fact, the latest management offers were clearly insufficient: ridiculous pay increases, denial of seniority in some programs, work organization and many other issues are at the heart of the dispute.

Then, strikebreakers were identified, making the brewer look bad to the public. The company had to acknowledge the presence of these scabs and act accordingly. A shortage of Molson products also exasperated bar and restaurant owners trying to resume their operations following the hardships of the pandemic.

The brewer could yet face another problem when the strike is over. At the time of this report, nearly half of the strikers have found jobs elsewhere and many of them no longer plan to return to the plant. The company's attitude during this labour dispute is harming its image during a time of inflation and labour shortages.

Once a family firm close to its employees, Molson-Coors has sadly become a heartless, giant brewing corporation.



▲ Furious, the 320 or so workers present at the meeting voted 99% against the latest employer offers and 99% in favour of giving a strike mandate.



▲ Éric Picotte, Éric Laramée and Michel Héroux with striking Molson workers.



READY, STRONG, UNITED FOR MOVIE, TV AND TRADESHOW WORKERS

by **David Holm**, Director, Movie and Tradeshow Division

"I salute Brother Lorrie Ward for his support and service to our union."

The Teamsters Canada Movie Division once again had a busy year. First, I would like to congratulate the outgoing Local Union 155 Secretary-Treasurer and Movie Division Director, Brother Lorrie Ward, on his retirement. I salute him for his support and service to our union.

At over 3,000 members and reserves strong, Local Union 155 represents the largest number of film and television industry workers within our Union in Canada. The local will celebrate its 35th anniversary in 2022.

As a member of the BC Council of Film Unions (BCCFU), Local Union 155 has finally concluded negotiations with the Alliance of Motion Picture and Television Producers (AMPTP) and the Canadian Media Producers Association (CMPA) after over 15 months.

The local had been unable to reach agreement on a contract that expired March 31, 2021. The difficulties of negotiating on a virtual platform, coupled with an unsuccessful mediation process, led to the protracted negotiations.

Those members that continued to work under the expired Master Collective Agreement experienced steady employment close to seasonal norms.

Local Union 155 was fortunate enough to be invited by the Hollywood IBT Local Union 399 to join their Teamster Caucus and Joint Negotiating meetings with the same employers (AMPTP) that we are presently bargaining with. We thank Brother Steve Dayan and Sister Lindsay Dougherty for their support and collaboration as fellow Teamsters; a great show of solidarity.



▲ *Brother Lorrie Ward, former Director of the Movie and Tradeshow Division.*

In addition to negotiations, we are continually addressing and monitoring the ever-changing Covid-19 protocols that affect our members.

Meanwhile, Alberta and Local Union 362 saw a dramatic increase to its motion picture sector in 2021. Alberta has long been the 4th busiest province in Canada for film work, generating approximately \$200-250 million a year in film productions for the province. 2021 saw that number increase to over \$500 million, with expectations for 2022 to surpass that.

Members of Teamsters Local Union 362 in Alberta have been actively involved in the growth of the film industry in that province. They routinely work with other film unions and guilds to promote the sector. The local has also been named a key stakeholder in the creation of a Motion Picture Association for Alberta.

The local union expects to accept over 100 new members to its Motion Picture Division in 2022.



▲ *François Laporte and Stan Hennessy at the nomination of brother David Holm to the position of Director of the Movie making and Tradeshow Division.*





READY, STRONG, UNITED FOR SANITATION WORKERS

by **Danny Mitchell**, Director, Solid Waste Division

"Waste Division members continue to shine through the pandemic."

Members showed up to work, put in the extra hours and carried on

Teamster Canada Waste Division members continue to shine through the pandemic. Deemed essential at the beginning of the pandemic, Teamster members of the Solid Waste and Recycling Division showed up to work, put in the extra hours and carried on.

As in the Freight and Tankhaul Division, employers are facing the difficulty of hiring and retaining drivers and helpers as well as workers at the local transfer stations and material recovery facilities. As companies faced with these issues finally realized the value of their employees, many local unions across Canada were successful in negotiating enhanced collective agreements and retention bonuses that improved the wages, benefits and pension packages for their members.

Local Union 879 spent the spring and summer of 2021 in talks with Terrapure/Envirosystems in Hamilton that went down to the wire. With a work stoppage looming, the members narrowly approved an agreement with a seventeen percent increase in wages over five years and other improvements. The union was told of the sale of Terrapure/Envirosystems to GFL Environmental at the beginning of negotiations. The sale finalized January 2022.

Local Union 879 members working at Niagara Recycling in Niagara Falls are still waiting to hear who the new owners of their waste facility will be. With the upcoming changes coming to the stewardship program coming to Ontario in 2024, the current owners of the building and assets, the Niagara Region, put the plant up for sale in 2021 and a new owner has yet to be announced. Local Union 879 will be going into talks with this group this spring.

Brother Ken Dean of Local Union 419 reports that he is currently in talks with Clean Harbors in Burlington, Ontario. This is an industrial services location with vacuum trucks and other heavy equipment. Brother Dean has requested a no-board report as the union and company with wages being the main issue.

Brother Keith Bruce of Local Union 419 got back to the table with Waste Management after being delayed for almost a year at the onset of the COVID-19 pandemic. The company's first offer was rejected by the membership 100% as they were pushing for a four-day work week. After returning to the table, the company gave up their push for four-day work weeks and a new three-year agreement was reached that included yearly 2.5% increases and other improvements.

Brother Joshua Cenaiko of Local Union 395 reports that Waste Management's business in Saskatchewan was purchased by GFL SFS Inc. in 2021. Through successorship in February 2022, the local bargained an agreement renewal based on the expired agreement they had in place with Waste Management. A 3-year agreement was reached and overwhelmingly ratified by the membership. This covers a unit in the southern half of Saskatchewan.

An application for certification to represent GFL SFS Inc Solid Waste employees has been made for the Northern half of Saskatchewan. This matter is currently in front of the Saskatchewan Labour Relation Board.



▲ Waste Connections of Canada - Toronto.



**Teamsters Solid
Waste & Recycling**

f Join us on Facebook



READY, STRONG, UNITED FOR ARMoured CAR GUARDS

by **Owen Lane**, Director, Armoured Car Division

Respect and recognition

Armoured car guards and drivers deserve respect and recognition for their work. They have a dangerous, important, and often under-appreciated job. Paper currency remains an important part of our lives, even in today's ever-increasingly digitized world. Safeguarding that cash, be it for banks or small businesses, is necessary to the proper functioning of our economy.

Ontario

Armoured car workers at Garda ratified a 4-year deal. Garda continues to grow and acquire new contracts and is currently hiring people right into full-time jobs.

Sadly, one man's fortune is another man's misery. Brinks continues to struggle after losing the CIBC contract to Garda and is currently laying off workers.

360 Secure was put into receivership by its largest creditor and has closed operations. We continue to fight for lost wages for all the members that have been permanently laid off – this is a priority for our union. Most of the members have now been hired by Garda.



▲ Essential armoured car members in Sudbury, Timmins and Sault Ste. Marie.



Atlantic Canada

Garda New Brunswick and PEI are currently in negotiations. Garda continues to acquire new work and has secured most of the market share.

Western Canada

Garda acquired the BMO contract from Brinks. Although this may not have impacted most Canadian terminals, it had a great impact on both armoured car companies in Alberta.

Brinks had 100% of the BMO work in Alberta, and serviced the bank five nights a week. This significant loss to the company resulted in layoffs.

Garda was able to hire and promote part-time employees to full-time, but the BMO contract was awarded at a reduced rate as Garda only services BMO two nights a week.

Both Local Union 362 and Local Union 979 are preparing for Brinks bargaining, as both collective bargaining agreements expire in September 2022.

In memory of our
fallen heroes
En mémoire de nos héros
tombés en devoir



Mourn the Dead, Fight for the Living

Ten years ago, tragedy struck Garda armoured car guards in Edmonton. During a routine cash transfer at the University of Alberta's HUB Mall, a cowardly coworker fatally shot three members of Teamsters Local Union 362: Eddie Rejano, Brian Ilesic and Michelle Shegelski. A fourth, Matthew Schuman, was rushed to hospital with a gunshot wound to the head. He later survived. Our union will never forget those we lost, we will never back down against workplace violence, and we will never stop fighting for the safety and security of armoured car guards.



READY, STRONG, UNITED FOR CARE WORKERS

Alain Michaud, Director, Social Services Division

"We demonstrated more leadership and were more proactive than any other union"

Care workers, essential more than ever

2021 proved once again that workers who work with seniors, in hospitals and in all other institutions providing care for Canadians are more essential than ever.

In all our healthcare facilities across Canada, our members have had to deal with several waves of this pandemic, including the fifth wave, which has been especially difficult. Although the mortality rate from the Omicron variant was very low, compared with other strains of COVID-19, the incredibly high number of patients completely overwhelmed healthcare providers, who stayed the course just the same.

I admire these men and women who chose to serve and care for people during a very difficult health crisis. The members we represent in the healthcare sector—as well as all other healthcare workers—have done outstanding work since the first day of the pandemic and well before that. I raise my hat to them and thank them for their courage and sacrifices.

The William Osler Health System is one place where this quality work was done. The 750 or so members of Local Union 419 who work in administrative positions pulled off a remarkable feat last fall by becoming the first group of workers in Ontario's healthcare sector to obtain substantial increases in nearly 15 years. The members' solidarity and the bargaining committee's quality work were certainly a contributing factor!

In Quebec, Local Union 106 has been very active on behalf of its members in long-term care facilities for seniors. The spike in COVID-19 cases in many institutions severely tested the determination of employees.

Coroner Géhane Kamel's investigation

Sister Chantal Cardinal of Local Union 106 and Brother Stéphane Lacroix of Teamsters Canada participated in Coroner Géhane Kamel's investigation into the deaths of 5,000 elderly people during the first wave of the pandemic. Well before the pandemic, the Teamsters adopted a position with respect to the problems employees were having in this healthcare sector. We demonstrated more leadership and were more proactive than any other union. The position paper we submitted at the time of this investigation is a reference document, because we carried out a detailed analysis of the impact and implications of this huge loss of life. We also went back in time and studied the decisions made by previous governments in order to try to understand what really happened in Quebec between March and June 2020. The report to be tabled by the coroner this spring is very significant because the current government could face political fallout from its controversial management of the pandemic.

However, until a commission of inquiry is set up, we believe that there will continue to be the same deficiencies in the housing network for seniors.

The coroner Géhane Kamel, launched a public investigation into the deaths of elders in long-term care facilities during the first wave of the pandemic.



Respectons nos aînés ainsi que ceux
et celles qui en prennent soin

Mémoire présenté par le syndicat des Teamsters dans le cadre de l'enquête
Géhane Kamel sur les décès survenus dans les établissements
de soins pour aînés.





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Teamsters.ca

Everybody deserves respect, justice, equality, fairness and dignity in the workplace.
Joining a union guarantees all that, and allows workers to enjoy a better quality of life.

TEAMSTERS CANADA CAN HELP.

All enquiries will be handled in a strictly confidential manner.

Tell your friends and family members to visit teamsters.ca/join or call **1 866 888-6466**
for more information about joining our union.