



**TEAMSTERS
CANADA**

ANNUAL REPORT

2022 WAS A YEAR FILLED WITH MILITANT TRADE UNIONISM BROUGHT ON BY INFLATION AND OTHER ECONOMIC CHALLENGES. BEING A TEAMSTER MEANT HAVING THE TOOLS AND THE POWER TO FACE THESE CHALLENGES HEAD-ON.



20
22

TEAMSTERS RISE UP

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The 2022 Teamsters Canada Convention took place in beautiful Montréal. The pillars and the theme of this convention were readiness, strength, and unity – the story of the last five years



22. AMAZON

Amazon will not change without a union. The solution is to organize!

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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.

Like and follow Teamsters Canada on social media!





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EXECUTIVE BOARD

President and International Vice-President

1. François Laporte

International Vice-Presidents

2. Craig McInnes
3. Stan Hennessy

Members

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6. Éric Laramée
7. Fernanda Santos
8. Pierre-André Blanchard
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10. Richard Gill
11. Tony Santavenere

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12. Bob Miles
13. Jean Chartrand
14. Jim Haryett

Executive Assistant

15. Roy Finley

TEAMSTERS RISE UP

by **François Laporte**, President, Teamsters Canada, Vice-President of the International Brotherhood of Teamsters and Trustee of Local Union 106. He has 38 years of experience within the Teamsters, having served as an organizer, business agent, and assistant to the former president.

“ Things didn’t get any easier for Canadian workers as we emerged from the pandemic.

But being a Teamster meant having the tools and the power to face these challenges head-on. ”



FRANÇOIS LAPORTE

President of Teamsters Canada

TEAMSTERS ROSE UP AND FACED INCREDIBLE CHALLENGES THIS YEAR.

Inflation hit us hard, with middle- and working-class people feeling the brunt of the 7% increase in the cost of living. This is on top of historically high housing prices across the country, and food prices increasing at an even faster rate – all this pushing us closer to recession.

In response, the Teamsters negotiated strong collective agreements to protect our members’ purchasing power.

Where members were already paid above-market wages, we were able to secure raises expected to beat inflation over time. We also secured big improvements to pension plans and health and welfare programs. There are many ways to build value into a contract, and first-year increases to total wage packages often ranged between 6% and 8% across sectors.



▲ Workers at UniFirst Canada in Langley voted 93 per cent to end a four-week strike and ratify a new three-year contract

Record-breaking raises!

Where members were being paid below-market rates, we won record-breaking raises across a range of sectors.

Members of Local Union 362 employed as airport security screeners in Edmonton negotiated a 12% raise. In British Columbia, Unifirst laundry workers represented by Local Union 213 won a 15% raise after a strike. In Québec, Transport Guilbault truck drivers from Local Union 106 bargained a 21% raise. Meanwhile, Local Union 91 warehouse workers at Metro in Ottawa got a 25% increase. And these are just a handful of examples!

When employers weren’t reasonable, thousands of our members hit the picket lines to demand better. Be it the strike by brewery workers at Molson in Montréal, the strike by truck drivers at Simard Westlink in Vancouver, the strike by armoured car guards in New Brunswick and PEI, or the massive labour dispute at Canadian Pacific at the beginning of the year – Teamsters stuck up for themselves. And we secured good contracts as a result.

One of the most anti-worker companies in living memory, Amazon, continues to spend untold fortunes on union busting. In response, we are stepping up our own efforts to ensure that, one day, every single Amazon worker benefits from union representation. We are keeping up the pressure on the company and have connected with hundreds of Amazon workers across the country – because everyone deserves to be treated with respect and fairness in the workplace.



▲ Our President, François Laporte, along with Canada's two International Vice-Presidents, Stan Hennessy and Craig McInnes, in Washington for the Teamsters General Executive Board meeting. They met U.S. Labour Secretary Marty Walsh and held productive discussions with General President O'Brien and General Secretary-Treasurer Zuckerman.



▲ Teamsters Canada President François Laporte helped open the 2022 Teamsters Rail Convention. The conference's 162 delegates represent more than 10,000 freight train engineers and conductors across Canada.

Right-wing provincial governments continue to make life difficult for you. Doug Ford will go down in history this year as having been the first leader of a government to attempt to use the notwithstanding clause in contract talks. But his attempt to suspend Charter rights and force a contract on education workers backfired spectacularly. Workers and members of many unions – including the Teamsters – took to the streets and forced him to reverse course. A stunning victory for the labour movement.

We are also keeping up the work in Ottawa to great effect.

Federally regulated workers now have ten paid sick days. Ottawa is also finally stepping up enforcement to fight the "Driver Inc" scam – something we have been pushing for years. And the government is moving forward with federal anti-scab legislation.

There is even a bill before Parliament that would finally give pensions super-priority status during bankruptcies – a bill which our union supports.

These gains, despite the challenges, are only possible thanks to our unity.

We live in uncertain times. Supply chain issues. War in Europe. Ever-increasing inflation. The rise of authoritarianism and fake news. Uncontrolled climate change. Unprecedented civil unrest – one must only look to the January 6 insurrection in the United States and the illegal occupation of Downtown Ottawa.

Unions are, and must remain, a source of security and stability. In these troubled times, never has it been more important to remain united, and to continue being a strong voice for our members. We must stand together, always showing solidarity for one another.

There are people out there – employers, right-wing extremists, and groups outside of the Teamsters – who would like nothing more than to see our union tear itself apart in Canada. Because sadly, it has never been easier to divide and conquer. Most economists are predicting a recession for 2023. As long as we

stick together, we have everything we need to protect your rights and safeguard your quality of life.

We will be there for you, as we have been throughout it all.



▲ Teamsters Canada President François Laporte and Deputy Prime Minister and Minister of Finance Chrystia Freeland at the Teamsters 2022 Convention.

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, 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 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** for a scholarship of up to \$10,000 if they're planning on enrolling in 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.

| LOCAL UNION SCHOLARSHIPS

Your local union may have its 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

2022 TEAMSTERS CANADA SCHOLARSHIP WINNERS



WENKUI HE
Local Union 464



CHARLENE PUCHE
Local Union 213



PIERRE CHARLOT ALEXANDRE
Local Union 1999



WINSTON WRIGHT
Local Union 938

Five Teamster members won a scholarship in 2022. The application process includes submitting an essay on a given theme. This year we've chosen to publish the essay by Sister Valentine Wu from Local Union 31 in Vancouver.



WHAT ARE THE BENEFITS OF BEING A TEAMSTER MEMBER?

by Sister Valentine Wu, Local Union 31

My name is Valentine Wu, and I am a member and a new steward for Local Union 31 in Delta, BC. I have belonged to the strongest labour union in the world for the past 14 years. I have greatly appreciated knowing that an organization will fight for my rights and have my back in the workplace.

I have learned more about what it means to be a Teamster, and the benefits of being a member within these past few months than ever before. I was fortunate to attend the 2022 IBT Women's Conference, where I learned about the leadership, comradery, and fierceness of the members, both in the brothers, and the sisters. I learned that there is strength in numbers and solidarity. Seeing the support the members gave each other made me proud to be part of an organization that not only defends its members, but others as well, as I saw when over one thousand people turned out for the organized rally at the Amazon Headquarters in Seattle in support of workers on September 19, 2022.

One of the biggest benefits of being a Teamster is supporting our brothers and sisters, and knowing there is a steward who will always be there to support you in the workplace. Someone for those who need a shoulder, someone to talk about the job's daily stressors, especially in my field, policing. I feel that the program that I am enrolled in, the First Responders Trauma and Recovery program, will greatly aid me in my role as a steward. The benefits of being a Teamster also include opportunities like this scholarship, and for those in my family.



TEAMSTERS CANADA FOUNDATION

SOLIDARITY AT
heart!



\$130,000 TO VARIETY THE CHILDREN'S CHARITY OF ONTARIO

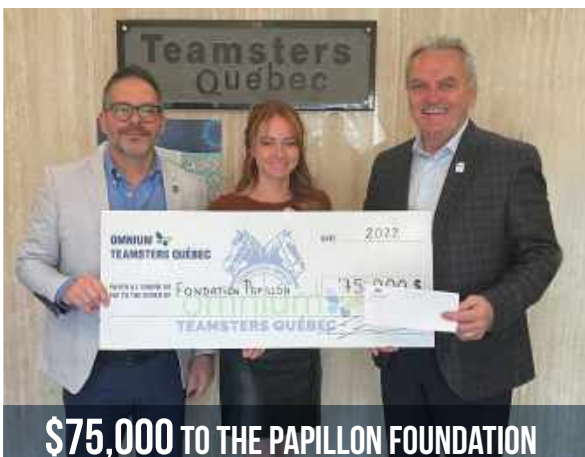
▲ Presenting the proceeds of the OTI Golf Tournament to the President and CEO of Variety, the Children's Charity of Ontario, Karen Stinz (right), are event organizers and President of Teamsters Joint Council No. 52, Craig McInnes (centre), and Executive Assistant to the President, Megan Gardiner (left).

CHARITY WORK

Teamsters Canada and its affiliates have been involved in raising money for worthy causes for decades. It is part of a commitment to build up a better country that goes well beyond negotiating fair contracts and fighting injustice.

For example, since 1989, Ontario Teamsters have raised close to **\$2 million for Variety the Children's Charity of Ontario**, 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.



\$75,000 TO THE PAPILLON FOUNDATION

▲ Jean Duchesneau (right), President of the Papillon Foundation, receives a cheque from Brother Éric Laramée (left), fundraiser organizer, and Sister Marilyne Philie (centre) of Local Union 1999.



\$10,000 TO THE PARADOS

▲ François Laporte (left), President of Teamsters Canada, Catherine Ménard (centre), Director of the Parados Women's Shelter, and Alain Michaud (right), President of Teamsters Québec Joint Council 91.

TEAMSTERS CANADA FOUNDATION

Launched 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 ways to raise and give funds.

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.

This year, despite months of preparation, a catastrophic weather event stopped us from holding our golf tournament. Severe thunderstorms, power outages, and waist-high flooding forced the golf club to cancel our event.

Luckily, nothing went to waste. Thanks to our donor's incredible generosity, we were able to raise **\$258,119 for the Teamsters Canada Foundation**.

If you would like to **learn more** about the incredible work the foundation has done so far, you **watch this video** by scanning this **QR CODE**.



THE TEAMSTERS CANADA FOUNDATION
ACCEPTS INDIVIDUAL DONATIONS
THROUGH ITS WEB SITE **FTCF.CA**



\$100,000 TO THE RED CROSS FOR HURRICANE FIONA RELIEF EFFORTS

Teamsters Canada, along with its affiliates, donated **\$100,000 to the Red Cross for Hurricane Fiona relief efforts**.

The donation was matched by the Government of Canada. The President of Teamsters Canada, François Laporte, announced the donation at the Teamsters Canada Rail Conference's convention, which took place in Halifax, NS, in September. Hurricane Fiona, with its high winds and heavy rains, had a catastrophic impact on workers, housing, electricity, and infrastructure in Québec and Atlantic Canada.





GOVERNMENT AFFAIRS

by *Mariam Abou-Dib, Executive Director*

OUR MEMBERS' PRIORITIES HAVE NEVER BEEN CLEARER

Pandemic recovery stage

As we steadily move into the pandemic recovery stage, our members' priorities have never been clearer. Most of our members worked hard throughout the COVID-19 shutdowns and restrictions, and kept Canada's supply chain on track – literally. By doing this, our members showed not only how strong, dedicated, and resilient they are, but also exposed the cracks in our system and told us how to fix them.

Below is a summary of the main political and legislative issues (not all) that we focused on in 2022.

This year was marked by important changes to federal legislation and regulations, as well as introductions to upcoming changes for 2023. Teamsters Canada lobbying focused on the Canada Labour Code changes to **Sick Leave** for a good part of the year. And we won. The new legislation providing for **ten (10) days** specifically dedicated to medical leave came into effect on December 1, 2022.

Driver Inc violators

Another very important victory we must celebrate is the federal funds committed to fighting the misclassification of employees in the trucking industry known as **Driver Inc**. An additional \$26.3M has been allotted over the next five years to increase the audit and inspections, as well as the penalties to employers who use the Drivers Inc scheme which we know has been driving down working conditions and wages in the trucking industry. This is a big win for us and we should be proud. Now, we will continue to follow up and make sure the government lives up to its commitment.

On the human rights front, **Pay Equity** Committees should be in place with all federal employers and plans should be in the making. Your local union reps should be involved, and Teamsters Canada is ready and willing to assist any local requiring additional support on this. Remember, pay equity is not about equal pay for equal work. It's about equal pay for work of equal value. Teamsters Canada has educational resources that can assist – just ask!

Teamsters Canada has spent a great deal of time this year on the Hill and in consultations with government on our proposals to addressing the labour shortage in the supply chain. Our union is taking a four-prong approach to this issue. We believe that in order to attract and retain qualified workers in the transportation industry, especially in trucking, we need to: (1) meaningfully **improve wages and working conditions**, and this especially includes finding better ways to improve **work-life balance**; (2) recognize **Driving as a skilled trade** with all the value this brings to the profession; (3) invest in **apprenticeships and training** that make the profession more accessible and safer, and this includes reviewing employment insurance training



POLITICAL ACTION COORDINATOR FOR INDIGENOUS PEOPLE

In 2022, Brother Ernest Bishop of Local Union 879 was appointed Political Action Coordinator for Indigenous Peoples by Teamsters Canada President François Laporte. Unions play a crucial role in promoting fairness, equity, and respect in the workplace and beyond. We can also play an important role in creating a diverse and inclusive workplace where Indigenous workers make a good living and feel valued and respected. And in doing so, the Teamsters play their role helping Canada advance on reconciliation.



“Remember, pay equity is not about equal pay for equal work. It’s about equal pay for work of equal value.”

priorities to redirect unemployed workers to the driving profession, and finally (4) as a final resort, **appropriately use other programs** under the immigration umbrella without abusing foreign workers and setting them on the path to permanent residency. We expect a lot more discussions on the shortage in the sector in the coming year. Stay tuned!

Another one of Teamsters Canada’s priorities was also to lobby the government to improve the conditions of our **Long-Term Care** facilities across Canada. The federal government has committed more funding and to working with their provincial counterparts to bring in National Standards on long-term care to improve the working conditions and care of our most vulnerable population.

A crucial bill being debated in the House is on **Bankruptcy Protection for workers’ pensions** which obliges companies that apply for bankruptcy to fulfil their commitments to workers’ pensions. The labour movement and Teamsters Canada have lobbied hard for this over the last couple of decades and we are very close to achieving it!

Another crucial issue being introduced next year, in response to our lobby efforts, is legislation against Replacement Workers, known in our circles as the **Anti-Scab Bill!** We have been actively participating at every opportunity to bring this law into the federal jurisdiction (it exists in Québec and British Columbia) and make Canada the third country in the world to enact an anti-scab law federally (after Japan and South Korea). This bill will help complete the Right to Collective Bargaining and to Strike, and level the playing field against employers who use replacement workers to undermine collective bargaining.

New Executive Director Function

Finally, as the new **Executive Director** of Teamsters Canada, in 2023, I will continue to review our operations and programs at the national level to support the needs of our locals and members better and more effectively. To that end, I have been consulting with locals and officers and will continue to do so in the new year as we make strategic adjustments and review our priorities to accurately reflect those of our membership to help grow our union across the country.



▲ Senator Hassan Yussuff, former president of the Canadian Labour Congress, spoke at the Teamsters 2022 convention.



▲ Don Davies, MP for Vancouver-Kingsway at the Teamsters 2022 convention



▲ Deputy Prime Minister and Minister of Finance Chrystia Freeland at the Teamsters 2022 convention

**MORE CONVENTION
PICTURES
ON PAGE 12-13**



TEAMSTERS CANADA 33RD CONVENTION RECAP

READY. STRONG. UNITED.

The 2022 Teamsters Canada Convention took place in beautiful Montréal. The pillars and the theme of this convention were readiness, strength, and unity – the story of the last five years.

Our union conducts its most important business during conventions, from electing members of the national executive board, to amending Teamsters Canada bylaws and setting priorities for the next five years.

For example, in Vancouver in 2017, we debated and passed a resolution on the impact of fatigue on workers. Since then, we have secured new fatigue rules for rail workers. We also campaigned for electronic logging device regulations to better enforce truck drivers' hours of service rules.

Over the course of these three days, we had the privilege of hearing from many esteemed guests.

Our International Brotherhood of Teamsters General President Sean O'Brien spoke passionately about unity and solidarity. We are all together fighting corporations and employers who are hoarding their profits, negotiating in bad faith, or trying to bust our union.

Our friend and now Senator Hassan Yussuff reminded us that democracy is fragile in our

world. We have an important role as a democratic institution to uphold the principles of transparency and democracy, inside and outside our union.

Brother Don Davies, NDP MP for Vancouver-Kingsway and former lawyer for Local Union 31, explained the benefits of the agreement made between the NDP and the Liberals in order to move a progressive agenda forward. One that has workers at the fore.

We also received the Deputy Prime Minister and Minister of Finance, Chrystia Freeland, who committed to delegates to working closely with our union.

Obviously, we did not only hear from politicians.

We heard from mental health experts. We know that there is still a lot of work to be done to ensure that our members living with mental health problems, including addiction, get the help they need.

We likewise heard about the benefits of diversity. We need to recognize that we can do better. The importance of initiatives to promote diversity within the organization, whether through mentoring or other actions, were discussed.

Our members submitted important policy resolutions, which were debated and voted on by delegates. These resolutions touched on a range of subjects, including fighting for better working conditions in retirement homes and protecting dairy workers from trade wars and countries that would use Canada as a dumping ground.

We also passed a resolution on the importance of health and safety of our rail workers, who continue to needlessly be injured or even killed on the job. To that effect, we also commemorated the three-year anniversary of the Field Hill derailment, which took the lives of three of our members.

We resolved to fight against the Drivers Inc scheme, which is nothing but a race to the bottom for working conditions in the trucking industry.

And these are just a handful of the issues delegates debated.



Attendees also paid a warm tribute to Brother Roy Finley, executive assistant to the president of Teamsters Canada and former secretary-treasurer of Local Union 362, for his over 42-year career.

◀ *Roy Finley, someone whose quiet but strong leadership is focused on relationships, and getting the job done. Roy, we want you around for many years to come.*



**SCAN THIS QR
CODE TO WATCH
THE CONVENTION'S
VIDEOS:**



The convention also saw the retirement of Brother Walter Canta from the Teamsters Canada Executive Board. Delegates chose Brother Tony Santavenere, the secretary-treasurer of Local Union 213, to be his replacement.

Delegates left the convention feeling stronger and more united with their Teamster sisters and brothers from coast to coast to coast.

**Readers curious to learn more about the convention
can check out this YouTube playlist with all videos
that were presented at the convention:**

TEAMSTERS.CA/CONVENTION



RISE UP FOR GENDER EQUALITY

by *Nathaly Guillemette, National Coordinator*

WE CAN MOVE GENDER EQUALITY AHEAD, TOGETHER, NOW.

Research has repeatedly shown that where there is less gender discrimination, greater respect for women's rights and better women's education, living and working conditions, not only do women benefit, but also, their families and entire communities. In fact, society as a whole benefits.

When women take their rightful place at the table to share their experience and ideas, they can change the world. The world is their family, and their workplace. The world is every person they encounter, every day. Women can create a fairer, more flexible world, starting with their neighbourhoods, their schools, their workplaces.

If we want a better society, we need to put forward equality-based, feminist solutions that reduce, not only the inequalities between women and men, but also those that affect women among themselves.

We need to balance work with family and education, guarantee access to daycare, challenge gender stereotypes, and eliminate violence against women. We also need to create conditions that favour women's access to responsible decision-making positions and support constructive power-sharing. That means promoting inclusive policies and practices in businesses and in our union organizations.

While much remains to be done, the effects of the pandemic and the labour shortage have not been all bad. People are starting to see and appreciate women's role in the labour market. They are starting to see that barriers to women's financial success do not harm only women but are large-scale economic and labour issues. This refocusing has allowed positive solutions to emerge and has brought people together to move them forward.

Together, affirming feminist claims in the workplace and in the rest of our lives, loud and strong, we can change the course of history and achieve a more diverse and equitable society for everyone.





TEAMSTERS QUEBEC FEMINIST ACTION COMMITTEE

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

Our committee has a new name! The former Teamsters Quebec Women's Caucus has updated its role and adopted a new name to reflect this change. In continuing to empower Teamster Women, the committee intends to take action by providing inspiring conferences, training opportunities, and support for feminist causes.

As well, Teamsters Quebec Feminist Action Committee members continue to support Le Parados, a shelter for women victims of domestic violence and their children. Each year, the committee sets itself the goal of raising \$10,000 for the shelter and for Christmas gifts for these mothers and children.

Keep up with the committee's work by following the Teamsters Quebec Feminist Action Committee Facebook page. All Quebec Teamster women are welcome!



Comité d'actions féministes
Teamsters Québec
112 membres



TEAMSTERS ONTARIO WOMEN'S CAUCUS (TOWC)

by **Lenna Phoenix**,
President, TOWC

This past year, although challenging, made way for some normalcy back into our lives. The TOWC had another successful virtual event for our International Women's Day, held on March 7, 2022. This year we are planning our first in-person International Women's Day event since March 2020. It will be held on March 19, 2023, in collaboration with Peel Regional Labour Council (PPRLC), CLC-Ontario, and over 25 other unions. We take pride in how much this event has grown in the past eleven years and how much we have pulled together to help support women and their families in our communities. We couldn't have done it without the support and generosity of Teamsters.

We were also thrilled to host our Bragging Rights Bowling Tournament in October 2022. It was a great success with Teamsters Local Union 230 rising to the top this year. It was a great feeling to host this event once again. It is always so much fun.

Finally, there are plans to once again host TeamSISTers meetings! We certainly miss everyone, and we are hoping that we can once again build our sisterhood within our union after a three-year pause attributable to the pandemic.

2023 brings renewed hope that we can get back to doing the things that are important to us and make us happy.

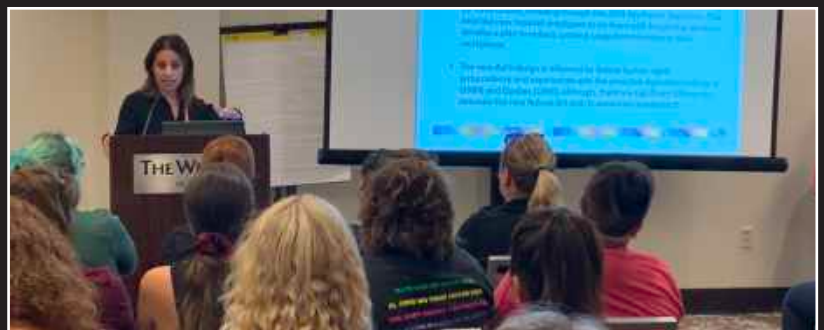
As always, I leave you on a quote :

“*Women belong in all places where decisions are being made. It shouldn't be that women are the exception.*”
- Ruth Bader Ginsburg

INTERNATIONAL WOMENS' CONFERENCE 2022 IN SEATTLE



▲ *members of the Canadian delegation at the International Teamsters Women Conference 2022 standing strong in front of the crowd singing O Canada.*



▲ *Sister Mariam Abou-Dib, Executive Director, Teamsters Canada, covers aspects of Canadian pay equity legislation at the International Teamsters Women's Conference 2022.*



RISE UP FOR RAIL WORKERS

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

NEGOTIATIONS WITH CANADIAN PACIFIC RAILWAY

2022 started off with negotiations slowly breaking down with Canadian Pacific Railway, resulting in a lockout on March 20, 2022. Regardless of the massive profits CP continued to achieve on the backs of our members through the COVID-19 pandemic and the fact that CP seemingly had an endless stash of cash to purchase KCS, bargaining in good faith with the Teamsters Canada Rail Conference (TCRC) was not a priority. The TCRC's concerns regarding working conditions, benefits, wages and pension improvements fell on deaf ears. The rhetoric voiced and spread by certain politicians only encouraged CP to pursue its ultimate goal of having the federal government step in and enact back to work legislation.

On March 22, 2022, our bargaining team decided it would be in the best interests of the TCRC to take control of the situation and work out an agreement that gives us power over the terms, conditions and eventual arbitrator. We worked out an agreement to take the major issues from the bargaining table and put them into a final and binding arbitration; wages, benefits and pension were the outstanding issues the arbitrator would rule on. The decision from the arbitrator resulted in a seven percent raise in wages over 24 months, increases to the benefit plans, and improvements to our member's pensions.

On December 1, 2021, Canadian National Railway filed an application under the Canada Labour Code Section 18.1 to combine 12 bargaining units and 16 collective agreements covering conductors and locomotive engineers across Canada, which are all now represented by the TCRC. Canadian National's application contained numerous stipulations that would impede negotiations and restrict some applications of the current collective agreements.

On September 8, 2022, the six union CN general chairs and CN participated in a mediation session with the Canada Industrial Relations Board which resulted in a mediated settlement to the Section 18.1 application.

This settlement removed all stipulations including the subsequent Section 19.1 application filed by Canadian National to hold bargaining in abeyance. This is a significant step which will have lasting effects on our grassroots members, the most important part is we will be united under the TCRC banner. In the event of a future labour dispute, CN conductors and locomotive engineers will no longer be required to cross each other's picket lines or work with managers. Ultimately the final resolve to CN's application was made collectively by the six CN general chairs with guidance and advice from the TCRC's legal counsel at Caley Wray. The CN general chairs are currently working on the next steps and the various processes involved, including contract negotiations commencing shortly.

2022 was the quadrennial year for the TCRC, which means that the vast majority of the elections in our organization took place this year. This process began with the TCRC division officers elected at the end of 2021 being installed into office in January 2022. The TCRC has 84 divisions across Canada. Elections were also held at seven Provincial Legislative Boards and four General Committees of Adjustment.



BROTHER PAUL BOUCHER WAS ELECTED PRESIDENT OF THE TCRC IN JANUARY 2023.

Congratulations and best of luck to Brother Boucher.



TCRC NATIONAL CONVENTION

Our 2022 TCRC National Convention was held in Halifax, Nova Scotia, the week of September 25, 2022, days after hurricane Fiona hit Atlantic Canada. As a result, our delegates had to deal with some adversity and inconveniences including limited power and no hot water. Despite these challenges, our delegates dutifully performed their tasks, making the necessary changes and additions to our bylaws to move our union forward. The delegates also chose the members of the TCRC National Executive Board, the TCRC National Legislative Director and the nominees for the offices of President, Vice-President and Secretary-Treasurer of the TCRC. The theme of the convention was “Our Union, Our Future.” We chose this theme to emphasize the power of the grassroots members – the members that work day in and day out and support our union. We were honoured to have such guests as General President O’Brien, General Secretary-Treasurer Zuckerman, Teamsters Canada President Laporte as well as many other distinguished leaders and government officials. The 2022 TCRC convention was an overwhelming success and displayed the bright future and potential for the TCRC going forward.



LOCKED-OUT CP RAIL WORKERS FROM COAST TO COAST TO COAST





RISE UP FOR TRUCK DRIVERS

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

WE WILL TAKE ON ANY CHALLENGES THAT COME OUR WAY!

The Teamsters Canada Freight & Tankhaul Division had a busy year despite not being fully out of the pandemic. Meetings are once again being conducted in-person, workplaces are relaxing restrictions and the Canadian border has opened up to all who wants to cross into Canada despite their vaccination status. Companies, however, continue to face challenges with regards to hiring drivers. Unfortunately, those who are currently employed are both getting older and getting tired of working long hours with no reward. This has led to local unions across Canada negotiating excellent wage increases for members. Furthermore, there have been numerous cases where employers have asked local unions to open agreements prior to their expiry in order to increase wages and benefits as a means to keep drivers from going elsewhere.

The Freight Division continued to participate in regular meetings with representatives from Transport Canada. These meetings have allowed us an opportunity to communicate directly with the federal government on issues important to Teamster members and road transportation workers in general. It is our intention to continue meeting regularly.

Drivers' Inc

Through our meetings with Transport Canada, we pushed the issue of Driver Inc and how this scourge is affecting the good employers in the freight industry.

Driver Inc is a tax scam and an employee misclassification scam. Typically, a trucking company will tell its employees to register as a corporation. Then, rather than giving its employees a paycheque, the trucking company will pay their employees' new corporations, meaning that drivers receive payment free from tax deductions. The model is completely illegal.

Victims of the Driver Inc scam work with considerably fewer protections and entitlements. They have no government compensation if they are injured while working. They cannot take paid parental leave, cannot benefit from employment insurance, and almost certainly will not have a government pension when they retire.

Moreover, victims of the Driver Inc scam have a much harder time claiming overtime pay, paid sick days, vacation pay, severance pay, and the ten paid statutory holidays. And good luck accessing a group health and dental insurance plan. These entitlements are normally reserved for employees – not incorporated entities.

Finally, dealing with companies involved in a scam carries its own set of risks. If the company is willing to break one law, they are probably willing to break others too. Victims of the Driver Inc scam often report having

trouble being paid for their work, being forced to work dangerously long hours behind the wheel and being forced to operate unsafe vehicles.

I am happy to report that because of our meetings, and our work with the CTA, Ottawa earmarked \$26.5 million over the next 5 years to investigate and fine companies who may be operating under the Driver Inc model.



Electronic logging device

The division continues to work on the electronic logging device (ELD) file and has supported the position that ELD's should be implemented sooner rather than later. There have been numerous consultations on this topic, and we feel that the sooner they are implemented the sooner the bad actors are weeded out of the industry and the playing field is levelled.

The division was well represented at the CCMTA (Canadian Council of Motor Transport Administrators) meetings in Ottawa. These meetings are always very informative, with sessions discussing such topics as ELDs, safety and compliance, international driving permits, artificial intelligence and labour shortages to name a few. We continue to be the only union in attendance at these sessions.

The division was also well represented at the most recent WESTAC (Western Transportation Advisory Council) meeting, where participants raised the issue of

autonomous vehicles. The consensus among experts in attendance was that autonomous vehicles were many years away from implementation. Moreover, experts agreed that such vehicles appear best suited to a handful of American states with flat terrain and excellent weather. They are nowhere near ready to operate in cities or mountainous terrain, and Canadian winters still pose significant challenges.

2023 challenges

The freight industry is an integral part of many local unions across North America. There are many challenges facing our industry and I'm sure 2023 will have its share. The Teamsters are the key players in this industry and must remain as such and through the great leadership of President François Laporte, I know the future will be bright despite those challenges. Along with the Assistant Directors Brother Mike Hennessy of Local Union 31 and Brother Marcel Masse of Local Union 106, as well as Sister Mariam Abou-Dib and Brothers Christopher Monette and Omar Burgan of Teamsters Canada, we will take on any challenges that come our way and ensure the interests and needs of all Teamster members are addressed.



TEAMSTERS

THANKS TO ALL PROFESSIONAL DRIVERS FOR YOUR HARD WORK!



**“Truck drivers are
working class heroes.**

Without them, our economy stalls.

I am glad to see their importance again recognized with **improvements to their wages and working conditions.”**

François Laporte
President of Teamsters Canada



▲ **Members at Simard Westlink Win New Contract after Seven-Day Strike.** Close to 100 members of Teamsters Local Union 31 employed at Simard Westlink ratified a new 5-year collective agreement, ending their seven-day strike. The workers are truck drivers who operate primarily at the Ports of Vancouver and the CP Rail terminal, and include both company drivers and owner-operators.



RISE UP FOR COURIERS

by *Richard Eichel, Director, Package Division*

In our last report I commented on an old Chinese curse of “may you live in interesting times.” Like it or not, we do indeed live in interesting times, but it is nice to see us return to some sense of normalcy compared to the last couple of years. COVID-19 with its many variants and other illnesses persists, forcing us all to continue to be cautious as we return to a new normal.

PUROLATOR

Purolator negotiations dominated our division for the last year. The negotiating committee was intent on negotiating face to face to make sure our demands were taken seriously.

Correlation of the country’s proposals were done in July 2021 with negotiations kicking off in September, with the union applying for conciliation in November.

Further meetings were scheduled for January but had to be cancelled due to pandemic restrictions. When meetings were once again allowed, we next met in March and thereafter went to the membership for the strike vote.

A final offer was presented by the company in May with a unanimous recommendation from the union to reject as the negotiating committee felt there were still areas that needed improvement.

The offer was rejected.

Further meetings were scheduled for July, where after serving a 72-hour strike notice, an acceptable offer was concluded.

This offer was unanimously recommended by all 12 local unions coast to coast to coast. Ballots were sent out and the offer was ratified by 60.3% of the voting members.

The five-year agreement included a 16% percent wage increase along with improved pension and health care benefits. Most importantly, the offer included expanded language for subcontracting, which preserves and protects jobs into the future and many language improvements specific to certain regions of the country.

The negotiating committee was comprised of 57 officers and shop stewards from all twelve Purolator local unions. We are extremely proud of how this negotiation committee, through its determination and solidarity, was able to gain so much in this round of bargaining. Our thanks go to those strong, united and responsible committee members.

Retro pay has now been paid out and new contracts are being prepared for signing and distribution.



▲ The union bargaining committee at Purolator

UNITED PARCEL SERVICE

The United Parcel Service agreement is ongoing and does not expire until July 31, 2025.

During UPS negotiations in 2020, it was agreed to change the UPS Pension Plan's investment strategy to a "liability driven investment" model. The idea of this strategy is to match investments to liabilities and to take investment risk out of the equation. Unfortunately, the pension trustees, three of whom represent the company and three of whom represent the union, could not agree on who the new investment manager should be. The company-appointed trustees wanted an internal UPS group (the United Postal Service Investment Group, UPSIG) and the union trustees wanted an independent Canadian firm. An arbitration followed in August and the arbitrator ruled with the union trustees, awarding TD Asset Management the fund. The transition to this new strategy is underway.

We are happy to report that both Purolator and UPS pension plans are well funded for our members' protection. Both plans are overseen by the Office of the Superintendent of Financial Investments (OSFI) and scrutinized by the trustees on the UPS plan and by the Pension Advisory Committee for Purolator.

UPS contract negotiations for US-based workers will start in 2023. Proposals were taken through the fall of 2022. This is the biggest bargaining unit in the US with approximately 300,000 Teamsters working under the terms and conditions of this contract. We will be keeping an interested view of these negotiations for our Canadian bargaining in 2025.

AMAZON DELIVERY OPERATION

A report from this division would not be complete if we did not mention Amazon and its continued growth. This behemoth is continually developing its delivery operation. The International Brotherhood of Teamsters has made it a priority to organize Amazon operations and many resources are being used to this end. Our efforts to date have not come to a certification but the Teamsters Union is on the front lines. As Amazon grows their delivery models, we must be concerned that the new work they pick up will come from unionized employers and we must be vigilant to keep our market share and the competition on a level playing field. As you all know, UPS and Purolator contracts set out wage levels and working conditions that far exceed what Amazon gives to its employees. If any of our members know people who work for Amazon or any other employer that need the help of the Teamsters Union, please do your part and pass their contact information to your local union.



If you know people who work for **Amazon** or any other employer, and they need the help of the Teamsters Union, please do your part and pass on their **contact information** to your local union.



TEAMSTERS.CA/LOCAL



RISE UP FOR AMAZON WORKERS

by **Doug Finnson**, National Representative

AMAZON PROJECT

The solution is to organize.

The rise of Amazon as one of the largest and most powerful companies in the world has brought a host of challenges for its workers. Despite being one of the most profitable companies on the planet, Amazon has been rightly criticized for its harsh treatment of workers, who are regularly subjected to grueling conditions for low pay and few benefits.

The solution is to organize. Teamsters Canada has been working with Amazon employees to empower them to unionize. We have been advocating for better working conditions, including improved pay and benefits, and improved safety on the job.

Every year, Amazon earn tens of billions of dollars in net profits. But hourly wages for the company's warehouse workers remain stuck at just below \$20. Meanwhile, hourly wages for Teamster members in other large, unionized warehouse can progress up to between \$25 and \$35. That's on top of benefits and other perks.

The comparatively lower wages are particularly egregious given Amazon's notoriously intense and demanding work environment, which can put a significant strain on employees' physical and mental health.



▲ Members of Local Union 362 organizing in Alberta

According to the Strategic Organizing Centre in the United States, the company had an overall injury rate of 7.7 per 100 warehouse workers in 2021, which is much higher than the 4.0 per 100 workers rate for non-Amazon employers. And while Amazon employed 33% of all U.S. warehouse workers in 2021, the company was responsible for 49% of all injuries in the industry.

And to add insult to injury, Amazon workers have little protection against layoffs and terminations, which often occur when exhausted workers fail to hit arbitrarily high production quotas.

It's not right to treat people this way.

Supporting Amazon Workers

We are pro-worker, not anti-Amazon. We stand in solidarity with all warehouse and delivery workers who are not getting a fair shake in the workplace.





▲ Members of Local Union 987 organizing in Alberta

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. That work continued throughout 2022.

It's difficult to achieve meaningful change individually, but we can do a lot if we stand together in union. Teamster members have a voice in the workplace and the ability to bargain a better deal with employers like Amazon. That voice can also be used to advocate for policies and procedures to improve safety on the job.

Given their hard work and their employer's incredible wealth, Amazon workers deserve to be able to come home safe and healthy to their families, and to be able to make ends meet.

Unfortunately, Amazon does not think highly of Canadian workers' right to unionize. We have seen the company conduct intimidating one-on-one meetings to convince workers not to sign Teamster membership cards. They have put up anti-union posters in the workplace and sent anti-union messages to cellphones. Their union-busting machine is well oiled, and we believe they will stop at nothing to undermine workers' labour rights.

Despite these efforts, Amazon workers' determination remains strong. A union is the only way to bring change to Amazon, and Amazon employees understand that they have the power to achieve progress through unionizing and through the Teamsters.

Amazon workers in countries around the world have formed unions. If it's been done elsewhere, it can be done in Canada.

Despite Amazon's resistance to unionization, the Teamsters and Amazon workers won't stop efforts to improve working conditions and secure workers' rights through union representation.



▲ Members of Local Union 31 organizing in British Columbia



▲ Members of Local Union 879 organizing in Southern Ontario



For the latest news, and for information on how Amazon workers can get in touch with an organizer, visit **TEAMSTERS.CA/AMAZON**



RISE UP FOR WAREHOUSE WORKERS

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

THE TEAMSTERS UNION HAS YOUR BACK

With warehousing and logistics management constantly evolving, what are the Teamsters doing to ensure that we are getting the best for our membership?

Like in other industries, employers in the warehouse industry are complaining about having trouble attracting and retaining workers. That's putting added strain on the current workforce, with managers demanding more productivity and overtime hours.

As the cost-of-living rises, the obvious fix is going to the bargaining table looking for more money to put in your pockets. But we can't forget that the pandemic put a lot of added stress on our Teamsters family, and we need to look at benefit improvements that have a mental health component. It's important that our members know that when they hit their lowest, the Teamsters Union has their backs.

There is also concern about getting sick and missing work. Job security is the first step to relieving that worry. Members need to know that we have seen the Ontario provincial government take sick days away from working men and women. That's why it's crucial as a union that we get language in our collective agreements that protect our membership.

Building unity and strength in the workplace is crucial with today's challenges. For non-union warehouse workers, that starts with organizing. After a two-month campaign this year by the organizing team at Teamsters Local Union 419, over 350 workers at the largest Sobeys warehouse in Vaughan, Ontario, voted in favour of Teamster representation. This is a huge victory for the Teamsters.

I am also glad to report that we are getting results for members at the bargaining table. Metro warehouse workers in Ottawa ratified a new 5-year collective agreement, with average immediate wage increases ranging from 9% to 25%, depending on seniority, plus retro pay. The union made no concessions.



▲ Brother Rex (Hoan) Truong from Wesco/
Anxiter Canada



▲ Brother Jason Chaulk,
Union Steward at
Hopewell Logistics

“Building unity and strength in the workplace is crucial”

Benefits for members and their dependents were also significantly bolstered, with vision coverage being doubled to \$500 for members and their dependents in 2023, and a 40% increase to \$2,500 for major dental care coverage.

Negotiations with Metro were chaired by Brian MacDonald, the president of Teamsters Local Union 91. At the time, he said that the agreement reflects Metro warehouse workers' hard work and the respect they deserve. “These essential workers continue to rise to the challenge and support Metro's supply chain network. These improvements and the guarantee of a strong collective agreement should send notice to all Amazon warehouse employees that Teamsters should be their union of choice!”



▲ After a two-month campaign by the organizing team at Teamsters Local Union 419, workers at Sobeys “Crown Jewel” in Vaughan, Ontario, have voted in favor of Teamster representation. These hardworking employees stepped up and never missed a beat during the pandemic. All they wanted in return was a little respect; today they got it. There will be over 350 Teamsters in this building when all said and done.



RISE UP FOR MAINTENANCE OF WAY EMPLOYEES

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

WE LOOK TO ACHIEVE THE BEST POSSIBLE CONTRACTS IN THE RAIL INDUSTRY

2022 was an exciting year for the TCRC-MWED. During this past year, we negotiated several new agreements including those for Goderich Exeter Railway, Southern Ontario Railway, Halcon, VIA Rail and other parties across the country.

We continue to service our members with quality representation. Our members work at 15 short line railroads across the country as well as at Canadian Pacific, our largest group.

At Canadian Pacific, we have been involved in several initiatives with other bargaining groups, including the TCRC. We are seeking closer relationships with labour organizations that also represent workers within the company – something we have not done enough in the past decade. These relationships are crucial to our membership as we look to achieve the best possible contracts in the rail industry.

We have continued our work cleaning up the grievance procedure. Since January 1, 2021, we have settled or arbitrated nearly 400 grievances to a tune of over \$2 million back in our members' pockets, where that money belongs!

We are still working on other major issues, including the unreasonable 28-day ban on cannabis use and heavy-handed discipline. We have created a basis of argument that we believe will achieve our ultimate goal: fairness for all our members.

Like in many industries, we were able to use video conferencing again in 2022. This has resulted in a decrease in our travel expenditures and the ability to spend each dollar that we receive from the membership to advocate for them in their specific collective agreements.

Finally, we entered into negotiations with Canadian Pacific. We have not come to any agreement as of this writing. We will continue working towards an agreement that strengthens our members' rights and that recognizes the generational inflation and interest rates that we all face every day.

With the current labour market, we are encouraging CP to see that there are other choices out there. If they want the best employees, they need to step up and compensate them appropriately. Paying lip service on company posters – the ones that say how great you are – won't cut it.

We are looking forward to 2023 with initiatives that will continue to see our members receive the best representation possible and continue to grow the relationships that are so vital for this to take place.



▲ TCRC-MWED members at BC Rail, crossing the Fraser River



Keep up to date with the
latest news and events at
TCRCMWED.ORG



RISE UP FOR CONSTRUCTION WORKERS

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

THE 2022 CONSTRUCTION YEAR WAS A BANNER YEAR FOR CONSTRUCTION TEAMSTERS ACROSS CANADA. THE FUTURE LOOKS BRIGHT FOR CONSTRUCTION TEAMSTERS.

2022 was an extremely busy year

2022 was an extremely busy year for Teamster members across the country. From coast-to-coast-to-coast, major projects stressed our capacity to dispatch qualified skilled workers. New members, members from other sectors, and existing construction members were trained and recruited in many areas of the country to meet the labour force demands to undertake, complete, start, finish, or maintain the billions of dollars of infrastructure, energy, mining, and heavy civil projects taking place in Canada.

It was also a very busy year for collective bargaining. The Master Distribution Pipeline Agreement was renewed with substantial gains in all areas of the agreement. The same holds true for the Pipeline Mid-Inch (24 inches and under) letter of understanding that is applicable from Manitoba West to British Columbia and the Northwest Territories. In addition, the Pipeline Maintenance and Service Agreement was successfully renewed with major gains after a 1-year extension. In 2023, the Master Mainline Pipeline Agreement for Canada will be up for renewal.

The ready-mix sector was extremely busy as well. Collective agreements had to be renegotiated on a local-by-local basis. Some local unions had more than 20 ready-mix agreements in a single city that all needed to be renewed in 2022. This industry is struggling to find qualified drivers.



Upcoming projects

There are a handful of future and potential projects across the country that will hopefully keep our members busy over the next few years.

In British Columbia, the \$1.4 billion Pattullo Bridge replacement work is continuing. This project falls under the terms and conditions of the BC Community Benefits Agreement (CBA).

In July 2018, the BC government announced that CBAs would be used for this bridge, as well as the widening of Highway 1 between Kamloops and the Alberta border, the Broadway Subway, and the new Cowichan Hospital on which Local Union 213 just started breaking ground. These CBAs are proving to be quite successful.



The General Presidents Maintenance Agreements for Alberta, Saskatchewan, Manitoba, Ontario, New Brunswick and Newfoundland and Labrador were all renegotiated successfully in 2022. These collective agreements cover both short- and long-term maintenance work for existing major facilities, mostly in the petrochemical sector.



▲ Teamsters Local 213 members at Burnco Rock Products in Burnaby and Langley ratified their first collective agreement.



▲ Teamsters Local 213 members at Rempel Bros. Concrete facilities. The five-week strike, which started in mid-May, ended June 28.





▲ Construction on the Pattullo Bridge replacement is well underway. The new four-lane, toll-free bridge will provide important safety and reliability improvements for people who are driving, cycling or walking, as well as communities on either side of the bridge. The new bridge is scheduled to open in 2024.

In Alberta, in addition to several pipeline and maintenance projects, many members travelled to other areas to supplement local work forces in bordering provinces. The province's ready-mix sector continues to be strong with all the ongoing infrastructure work.

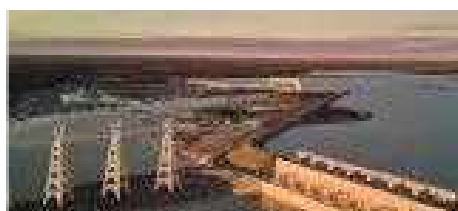
Recently, Air Products announced the construction of a multibillion dollar, net zero, hydrogen energy complex in Edmonton. This facility should be on stream by late 2024 and will be on the cutting edge of new fuel source development with net zero carbon emissions.

In Saskatchewan, BPH announced the \$12 billion Jansen Mine Project. This will be the largest investment in Saskatchewan's history. The project is an underground potash mine and will become the world's largest producer of marketable potash.

In Manitoba, the Keeyask Generating Station is a 695-megawatt, hydroelectric station that is being developed in a partnership between Manitoba Hydro, Tataskweyak Cree Nation, War Lake First Nation, York Factory First Nation, and Fox Lake Cree Nation.



Roughly 30,000 people have worked on the project, which has gone from the original budget of \$6.5 billion to a projected \$8.7 billion. The project is located approximately 725 km north of Winnipeg. In March 2022, the last of seven hydro generation units was completed. Work on this site is now virtually complete.



In Ontario, many large-scale infrastructure, power, pipeline, and heavy civil projects are either underway or close to being approved.

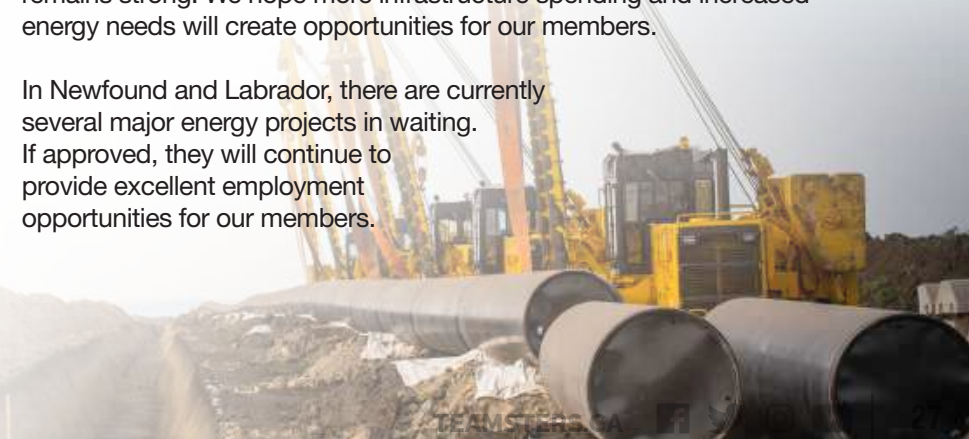
Recently, a project labour agreement was signed for the construction of a new Ottawa Civic Hospital. This project is estimated to cost more than \$3 billion and could take 15 years for all stages to be completed.

TC Energy is currently seeking approval for the multibillion-dollar Ontario Pumped Storage Project. This will be built on a military base near Meaford, ON. This is a green energy project that stores electricity by pumping freshwater from Lake Huron to an elevated reservoir. When electricity is needed, the water is released back into Lake Huron under the power of gravity through turbines to generate close to 1000mw. This project should employ over 1000 construction trades workers and is scheduled to begin at the end of 2023.

In Québec, our members work mainly in the ready-mix sector. They will benefit from continued public infrastructure spending.

In the Maritime provinces, major projects where project labour agreements and CBAs can be put in place are not as prevalent. There has been some pipeline work and smaller projects for members. Residential construction remains strong. We hope more infrastructure spending and increased energy needs will create opportunities for our members.

In Newfound and Labrador, there are currently several major energy projects in waiting. If approved, they will continue to provide excellent employment opportunities for our members.





RISE UP FOR RETAIL, BREWERY, SOFT DRINK AND BAKERY WORKERS

By *Michel Héroux*, Director, Retail, Brewery, Soft Drink and Bakery Division

In 2022, this sector was affected by many developments including the labour shortage, inflationary pressure, supply chain issues, and changes in consumer habits. Overall, however, the year ended on a positive note for our members, who faced down some significant challenges.

SOFT DRINK WORKERS

The beverage industry, which produces both soft drinks and health drinks, continues to expand. Increased demand, changing consumer preferences, and technological innovations led to assembly line changes. In 2022, numerous investments in facilities and equipment were announced: \$34 million at Coke Canada's plant in Lachine, Quebec; and \$43 million in British Columbia, including installation of a single machine that can perform blow moulding, labelling, bottling and capping. Several distribution centres are also being consolidated and expanded.

Such growth is typically positive for our members, generating more jobs, consolidating existing positions, adding work hours and overtime opportunities. For example, the number of our members at Pepsi in Ontario shot up from 375 to 500 workers, and this expansion is expected to continue. In British Columbia, more jobs were created at Pepsi in Delta and at Refresco in Surrey. In distribution, technician and assembler positions were maintained thanks to resurgent customer spending on single serve formats in retail outlets, and to the recovery of the restaurant sector.

As is the case in all sectors, recruiting for all positions is a challenge. It's nearly impossible to find skilled workers from day labourers to mechanics and electricians. Businesses have been forced to change their approach, for example, by offering apprenticeship programs, better working conditions, and hiring bonuses (in Ontario, Pepsi is offering \$10K in bonuses for maintenance positions).

All these factors have had an impact on bargaining. At Pepsi, Local Union 938 obtained a four year contract, with substantial pay increases. As for Local 1999, members didn't wait for the renewal of their collective agreement with Pepsi: they secured industrial peace for five years, with notable pay increases, with the employer's investment in assembly line

and equipment modernization as a backdrop. At Canada Springs, solidarity and tenacity among members of Local Union 31 paid off in a three year contract, including the largest pay raise in the business's history (increases of 15% to 16%; guaranteed daily hours for drivers; and increases of 3% to 4% per year for warehouse workers and drivers on commission).

Still, some bargaining outcomes were disappointing. In the interior of British Columbia, although members at Coke Canada held out and collective agreements were renewed in 2022 after long years without a contract, the employer gave priority to investing in bricks and mortar rather than in its own labour force.



▲ 300 members of the Teamsters Local Union 847 Arena Division (Kitchen, Housekeeping, Conversions/ Ice Crew and Warehouse) and Restaurants Division at Maple Leaf Sports & Entertainment (MLSE) ratified two important new contracts with significant salary, scheduling and health and benefits improvements.





▲ Molson strike participants and representatives of Local Union 1999 leading the 2022 May Day march

BREWERY WORKERS: MOLSON-COORS

In 2022, at the Molson-Coors plant near Montréal, the unlimited general strike by our workers dragged on for 81 days. Thanks to solidarity among the 435 members of Local Union 1999, workers at this plant signed a historic collective agreement providing significant pay increases over five years. Our members were back on the job by June 14.

A few weeks later, again in a difficult bargaining context, some 100 workers at the Molson-Coors distribution centres in Quebec closed ranks and voted for a strike mandate. Tense bargaining eventually got great results for our members.

BAKERY WORKERS

Excellent work by union representatives and bargaining agents, as well as solidarity among members at Local Union 647, resulted in productive bargaining and collective agreements at Bimbo Bakeries (formerly Canada Bread) in Brampton, and at Weston Bakeries (now Wonder Brands).

As well, two new union certifications were obtained. At the Bimbo Bakeries Viceroy plant in Concord, Ontario, the organizing committee focused on the interests of its 142 members and obtained the best collective agreement in the history of the Viceroy plant (see photo). At Bagos Bun Bakery (Sons Bakery), workers overcame intense anti union tactics and voted to unionize. A strong Teamsters contract gave these new members better pay, rights and working conditions.



▲ The bargaining committee at Viceroy (Bimbo Bakery), which just negotiated the best contract in the history of Viceroy. From left to right: Joe Childs, Martin Ceraqua, Conroy Irving and Ingram McLean

RETAIL WORKERS

In the retail sector, although the situation is less severe in unionized stores, the Big Quit (or Great Resignation) continues. At the same time, customers are becoming ever more demanding.

ISSUES TO WATCH IN 2023

At press time, we are still awaiting the outcome of grievances over Coke Canada's mandatory vaccination policy. Our unvaccinated members are still on indefinite leave without pay. On our radar for 2023 will be bargaining at Labatt (Local Union 1999), Pepsi (Local Union 213 in Delta, BC) and Coke Canada (Local Union 213 in Richmond, BC).



RISE UP FOR MOVIE, TV AND TRADESHOW WORKERS

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

WE EXPECT THAT PRODUCTION WILL ONCE AGAIN RAMP UP IN THE NEW YEAR.

As the 2022 calendar year winds down as I write these lines, the production levels have also decreased to historical levels for the holiday season. We expect that production will once again ramp up in the new year. Local Union 155 continued to grow with its membership now approaching 2,300 members and over 1,500 permittees in all eight divisions.

In Alberta

Local Union 362 in Alberta has also experienced significant growth with approximately 500 members in their Film and Television Division. The local union is on track to have their biggest film and television year to date.

In British Columbia

This summer, Local Union 155, as part of the BC Council of Film Unions, was finally able to ratify our Master Collective Agreement with the producer groups. Some of the highlights of the contract include 3% annual increases, improved discharge language, and payments/equipment fees. The new agreement expires March 31, 2024.

The local union continues to promote education for its members, having brought some courses in house and offering reimbursement to all members for a vast number of industry-related courses. We have been fortunate and thankful to have many of the staff continue their education through courses offered by the IBT Teamster leadership Academy.

The principal officer and business agent of Local Union 155 recently took part in a Motion Picture Production Industry Association Marketing Trip in Los Angeles, meeting with our producer counterparts. Discussions involving the state of the industry and future prospects proved to be encouraging for our members going into 2023. Despite increasing worldwide competition for entertainment production, the BC industry is proving to be resilient with the full support of our industry partners and the provincial government.

British Columbia sees continuing development in infrastructure, including over 1 million square feet of new studio space being developed in the next 3-5 years. This will translate into an increased need for labour, including attracting Class 1 drivers. We are working with industry partners in trying to assist with the costs associated with MELT training (mandatory entry-level training). Coupled with industry and government initiatives involving diversity and inclusion, the outlook for film and television production is very positive.

The Movie and Trade Show Division is thankful for the ongoing support and assistance from Teamsters Canada, Joint Council 36, Local Union 155, Local Union 362, and all our fellow Teamsters.



▲ *Movie Teamsters on set*





RISE UP FOR DAIRY WORKERS

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

TEAMSTER MEMBERS, TRUE PROFESSIONALS IN THE INDUSTRY.

Focussing on wage enhancements

Like in many other industries, dairy companies are still complaining about difficulty filling vacancies. Their inability to attract and retain labour has led to a levelling of the playing field, forcing them to focus on training programs and increasing compensation.

Teamster local unions have been actively engaged in negotiating wage enhancements outside of regular bargaining, like at MDC Agropur in Ontario. There, Local Union 647 achieved major increases in the middle of their contract. In Alberta, Local Union 987 reported significant wage adjustments for skilled trades at Saputo Calgary and Red Deer, as well as a wage reopener with Agrifoods' Bulk Milk Tankers. On the Prairies, Local Union 395 also reports that Saputo is offering big raises for skilled trades.

In Newfoundland and Labrador, Local Union 855 reports that Agropur is paying for a handful of their employees to attain their Class I license, and in Saskatoon there's a renewed focus on apprenticeships. Because when companies can't get what they need from outside, they need to look to within.

Shortages on the management side have led to some disruption for Local Union 855, where the lack of a local HR manager at Agropur has business agents trying to address workplace issues with managers from outside the province. In BC, Agropur had no HR rep, for several months, leading to a backlog of grievances. Fortunately for our members at Local Union 464, we are now getting caught up on these matters.

Of course, Teamster representatives countrywide continue to negotiate some of the strongest agreements in the industry. After ratifying excellent deals at Gay Lea foods and Intercounty Milk Drivers, Local Union 647 was next in bargaining with the London Nestles Ice Cream plant, hoping



▲ Teamster member at Saputo



▲ Teamster member at Natrel

to achieve a renewal agreement this spring.

In Saskatchewan, Local Union 395 members at Agrifoods ratified a new deal with many improvements, including seniority rights and pension increases.

Agrifoods in Red Deer bought out an independent milk-hauling operation, adding several additional Teamster jobs. A major expansion in Saskatoon will see more automation, but also more Teamster jobs. And the recent expansion of the Nestles plant in London will also be creating a number of good Teamster jobs at Local Union 647.

On the international trade front, the Dairy Division remains vigilant as Canada faces continued challenges. The United States has renewed a complaint against our industry's structure and now New Zealand has filed their own complaint. It's too early to tell how this will play out.

Finally, I note that the continued reduction in milk consumption has forced many producers to look at new products to achieve their profitability targets. Saputo will have a focus on increasing their plant-based offerings, produced in BC, in competition with another BC employer, Earth's Own/Happy Planet, who have gone all-in on alternatives to dairy.

Teamster members, true professionals in the industry, help us strive to negotiate some of the leading agreements in North America. They do us proud.



RISE UP FOR WASTE AND RECYCLING WORKERS

by **Danny Mitchell**, Director, Waste and Recycling Division

2022 A VERY BUSY YEAR FOR THE SOLID WASTE AND RECYCLING DIVISION IN CANADA

Successful campaign in Ontario

Local Union 419 in Mississauga, Ontario added to their membership with a successful organizing campaign at Waste Connections in Peterborough. Brother Ken Dean reports that he recently ratified a strong first agreement with the group. He also reports that Local Union 419 is entering contract talks with Waste Connections in Barrie and Brother Keith Bruce will be starting talks with Waste Management in the Greater Toronto Area in the new year.

Brother Jeff Snow from Local Union 847 reports that their Stericycle group sold off their liquid waste division to GFL but retained their medical waste division, where he renewed a three-year agreement with improvements in wages and benefits. He also reports that he renewed a two-year agreement with GFL with improvements to their wages and benefits.

Things are moving strong in Niagara Falls

Local Union 879 reports that members at Niagara Recycling finally learned that the new owner of their facility will be the Emterra Group from Burlington, Ontario. The new owners will take over in April 2023. Local Union 879 recently negotiated a two-year agreement that saw incentives for retention added as well as lump sum wage and benefit improvements. With the future of the material recovery facility uncertain, the talks were focussed on retention and severance in case the new owners decided to close the facility.

Local Union 879 was successful in negotiating wage increases to the current collective agreement for members at Modern Landfill in Niagara Falls. The hiring and retention of drivers, mechanics and labourers in the waste industry, as well as others, has seen employers offer incentives in the form of lump sum payments or wage increases to attract and retain these employees. Woodington Systems in Niagara Falls is another waste hauling company that has requested an early start to renew their agreement with Local Union 879 as hiring and retention is an issue there as well.

Brother Quinlan from Local Union 879 reports that he was contacted by Waste Connections in London, ON, which also requested to enter talks early because they are having a difficult time hiring and retaining employees. In their initial meetings in September, the company proposed generous increases to wages and benefits, but they hinged on Local Union 879 agreeing to merge the two collective agreements that cover the drivers and the manufacturing recovery centre into one. Talks broke off with Brother Quinlan seeking legal

counsel and holding meetings with the membership to discuss the company's proposal. Talks are scheduled to resume in the new year.

Will the hiring and retention problems be resolved in 2023? No one knows for certain, but the Teamsters Canada Solid Waste and Recycling Division continues to grow and the members in the division represented by locals across the country are finally getting the recognition they deserve for the hard work they do, day in and day out.



▲ Waste Management Toronto proposal meeting



▲ Proud Teamster Brothers from Waste Connections Peel



**TEAMSTERS SOLID
WASTE & RECYCLING**



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RISE UP FOR ARMoured CAR GUARDS

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

THE ROLE OF OUR DIVISION IS NOT TO PROTECT CASH — IT IS TO PROTECT THE GUARDS.

Armoured car guards should be recognized for their professionalism. They perform a difficult, crucial, and frequently undervalued job. Even in today's increasingly digitalized world, paper money continues to play a significant role in our lives. Protecting that cash is essential to the smooth operation of our country.

The role of our union's Armoured Car Division is not to protect cash – it is to protect the guards. We had our hands full this year as banks looked to cut costs and armoured car companies sought to maximize their profits, all at the expense of those actually doing the work in this industry.

The importance of unions in the armoured car world was on full display last year in New Brunswick and Prince Edward Island. Garda had attempted to reduce crewing levels, potentially putting guards' lives at risk. Teamsters Local Union 927 had to go on a week-long strike to force the company to ensure that every armoured car guard has at least one partner.

The strike was about protecting lives, putting safety over profits, and taking every reasonable step to make sure guards come home safely after their shifts.

The job action was ultimately successful, with the company agreeing to our safety demands. Workers also won a 12.7% raise in the first two years of the agreement, and a subsequent increase in the final year of the agreement to match the yet-to-be-determined raise given to Garda armoured car guards in Nova Scotia.

All this would have never happened without a strong union. Congratulations to the local and the members on their fight.

Brink's & Garda

Brink's lost their national service contract with CIBC to Garda World. Brink's was forced to shut down its operation in Lethbridge, Alberta, where approximately 12 members were laid off permanently. Both Edmonton and Calgary also faced layoffs. Fortunately, most of the affected workers found jobs at Garda.

Mississauga is now the biggest Brink's branch in Canada, employing approximately 700 Teamster members.

Brink's attempted to institute two unsafe crewing practices in 2022 in Alberta, which Local Union 362 was able to successfully halt.

Bargaining at Garda is expected to start early next spring in Alberta, Saskatchewan, and Manitoba. The current agreement between the company and Local Unions 362, 395, and 979 expired in May 2023.



▲ Brian Ilesic



▲ Eddie Rejano



▲ Michelle Shegelski

MOURN THE DEAD, FIGHT FOR THE LIVING

Last year also marked the sad 10-year anniversary of the University of Alberta HUB Mall shooting. During a routine cash transfer, a coward ambushed and fatally shot three armoured car guards who were members of Teamsters Local Union 362: Eddie Rejano, Brian Ilesic and Michelle Shegelski.

A fourth, Matthew Schuman, was rushed to hospital with a bullet wound to the head. He later survived.

I promise you that the Teamsters 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.



▲ Striking workers at Brink's in New Brunswick and Prince Edward Island



RISE UP FOR HEALTH AND SOCIAL SERVICES WORKERS

by **Alain Michaud**, Director, Social Services Division

THANK YOU FOR YOUR DEDICATION, YOUR COURAGE, AND YOUR TENACITY.

Work that is crucial as ever

In 2022, health care workers in retirement homes, hospitals and all other kinds of care facilities continued to wage a front-line battle, with heavy casualties. Not just COVID, but also other respiratory viruses including influenza, have overwhelmed health and social services. The resulting staffing shortfall is bad news: according to Statistics Canada, 2022 was a record year for vacant (non-management) health care positions. We are talking here about women and men who put their heart and soul into looking after our relatives, our loved ones, our friends.

Let's take a moment, all of us, to thank these workers for their dedication, their courage, and their tenacity.

As Teamsters, though, we do more than offer thanks. We fight to have these essential workers' contributions recognized for what they are really worth, and to improve working conditions within the health and social services system.

For example, at Woods Park Care Centre (Sienna Senior Living) in Barrie, Ontario, our Local Union 419 representatives and members demonstrated strength and solidarity in hammering out their new collective agreement. Highlights of the agreement include a wage increase of 6% over two years, which is unprecedented in Ontario's health care system; a guaranteed \$3 an hour bonus for public-sector workers, for the duration of the agreement; an additional 50¢ an hour increase for senior nurse practitioners and support workers; and enhanced complementary health benefits, vision benefits and, for the first time, a mental health component. Our success in having a mental health component included in the collective agreement will set the tone for all future bargaining in this sector.

As well, our sisters and brothers at Dexterra Forensics in Toronto, one of North America's most sophisticated forensic science complexes, ended the year by concluding a historic collective agreement that provides a 14% increase for the duration of the contract.

In Quebec, Local Union 106 continues to be active with our members working in public long term health care facilities, intermediate care resources, and private-sector retirement residences. In May, Teamsters made a significant gain when letters of agreement were signed with Groupe Savoie (owner of the Résidences Soleil chain), making permanent the bonuses paid by the government to retain

employees during COVID 19. This is great news for our members, and sets an example for all private-sector retirement residences.

Teamsters will be closely monitoring how the government implements Coroner Géhane Kamel's May 2022 recommendations. We point out that her report reiterated certain issues we had noted in the brief we presented at the inquiry.



▲ Sister Clara Thebull at William Osler



▲ Sister Leah James at William Osler



▲ Sisters Corinna and Lindsay from WoodsPark Care Senior Living in Barrie Ontario



▲ Sisters and Brothers of Dexterra Forensics in Toronto



RISE UP FOR YOUNG WORKERS

by *Chelsea Longworth*, Chair, 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.

LOBBYING

The Teamsters Canada Youth Committee (TCYC) kept itself busy this year, with lobbying and the Teamsters Canada convention, among others, we brought important topics to our government leaders, including health and safety for workers, labour shortages, and work life balance. These topics were met with understanding and agreement from the government officials we spoke with.

The convention held in Montréal, brought people together from coast-to-coast-to-coast for the first time since the pandemic. A great showing of the strength of our amazing union. There were many wonderful speakers and guests that provided valuable insights, information, and points of view.

The TCYC hosted a booth throughout the convention, handing out information packets and speaking to different local unions about the impact of sending a member to the TCYC to represent their region. We also created mental health resource cards identifying local resources for each province. These are still available upon request.



▲ Emily and Samuel, youth committee members at the Teamsters Canada Convention

When asking youth committee members about the activities they participated in this past year, Sheldon King, president of TCRC Division 583 said that “at the beginning of the year, we at the TCYC did a leadership and team building exercise. Although it wasn’t a long workshop, I learned some valuable and quick tips about making yourself clear and easy to read. These skills have helped me with my own local, helping the members there.”

For myself, I have never been part of something that has made me feel so valued and heard. Being a part of the bigger picture is always something that I have strived for, and the youth committee has helped me to do just that. I am forever thankful for the opportunity to represent my local proudly by being chosen as a member of the TCYC and, more recently, being chosen as president by my peers. I have met so many amazing people that I never would have had the chance to and had life changing experiences that I will be forever grateful for.

We look forward to what the next year will bring and hope to meet some new faces in the new year. If you are thinking about getting more involved in our great union and you’re under 35, speak to your local union. The Teamsters value young people and their contribution to the trade union movement.



▲ Maxwelleta and Chelsea, youth committee members at the Teamsters Canada Convention

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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.**