

ANTI-SCAB LEGISLATION

NOT WITHOUT ITS CHALLENGES, THIS BILL IS A STEP FORWARD IN PROTECTING WORKERS' RIGHTS
by François Laporte

THE DRIVER INC SCAM

THE GOVERNMENT HAS INVESTED \$26 MILLION TO FIGHT THE PROBLEM BUT MORE NEEDS TO BE DONE
by Mike Hennessy

RAIL CONTRACTS

PROPOSAL THAT WOULD COMPROMISE SAFETY IS A NON-STARTER FOR THE TCRC
WE WILL NEVER STOP FIGHTING
by Paul Boucher



TEAMSTERS CANADA



CANADIAN TEAMSTERS ARE STRONGER THAN EVER!

Teamsters Canada stands stronger than ever thanks to our members and affiliates. As we look towards 2024, we are filled with optimism and determination to continue our fight for better wages, fairer work conditions, and a stronger voice for our members in the political and economic arenas of Canada.

You can read about all these topics, and a whole lot more, in these pages.

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

Ce document est également disponible en français.

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STRONGER THAN EVER

by François Laporte, President, Teamsters Canada, Vice-President of the International Brotherhood of Teamsters, Local Union 106 Trustee.

LET'S KEEP BUILDING OUR MOMENTUM.

As president of Teamsters Canada, I'm proud to present an overview of the remarkable strides we've made in the past year. Our union is bigger than ever, and stronger than ever.

In 2023, against the backdrop of rising inflation, we witnessed a significant surge in our membership, with an increase of approximately 10,000 members compared to the previous year.

Welcome Freedom Mobile Workers

I would like to extend a special welcome to workers at Freedom Mobile, who joined in the wake of the company's acquisition by Vidéotron. Telecom workers are indispensable in today's connected world. Union protection has secured their working conditions following the acquisition, and has provided monetary gains.

We're not stopping there. Union organizing drives are currently ongoing at dozens of companies across the country, including big names like Amazon and FedEx.

Our affiliates negotiated raises and other contract improvements to help members keep up with the rising cost of living. And when employers were unreasonable, we did not hesitate to strike. School bus drivers in Quebec walked off the job by the hundreds, achieving substantial first-year increases and cost of living clauses. In British Columbia, workers at Coca-Cola went on strike, causing a soft drink shortage in the province. This is on top of dozens of labour disputes at smaller – but no less important – companies across the country.

Contracts at Canadian National and Canadian Pacific Kansas City expired last year. These negotiations are crucial as they affect approximately 9,000 members.



▲ Teamsters Canada President François Laporte and Labour Minister, Seamus O'Regan in Ottawa to welcome Bill C-58, legislation to ban the use of replacement workers.

Anti-Scab Legislation

We've also made substantial progress in our lobbying efforts. The federal government's introduction of an anti-scab bill, which could impose fines of up to \$100,000 per day on employers using replacement workers during strikes at federally regulated workplaces, marks a huge victory. Though not without its challenges, this bill is a step forward in protecting workers' rights.

Our campaign against employee misclassification, particularly in the trucking sector (known as Driver Inc), has led to the federal government allocating \$26 million to address this issue. We continue to advocate for stricter enforcement through the Canada Revenue Agency and the Labour Program.

We also began to see the dairy dispute heat up again between Canada and the United States. This is a critical issue for our thousands of dairy worker members. Four years ago, during CUSMA negotiations, we lobbied for an agreement that protects our supply management system. Our focus remains on protecting Canadian Teamster jobs and preventing the dumping of U.S. over-production in Canada.



▲ Teamsters Canada President François Laporte, the Canadian Trucking Alliance (CTA), and the Association du camionnage du Québec (ACQ) calling for urgent federal action to put the brakes on the growing Driver Inc crisis.

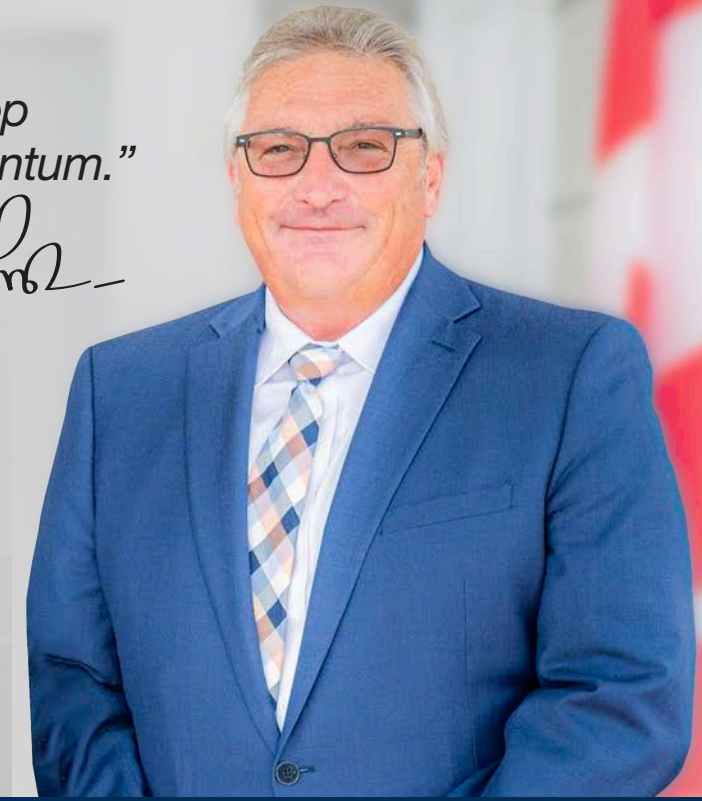
The Teamsters Canada Foundation had its most successful fundraising year, supporting various causes including food banks, women's shelters, and cancer research.

We also saw unprecedented wildfires in 2023. These fires devastated over 18.5 million hectares of beautiful Canadian land, and covered cities across North America in a thick blanket of smog. Thousands of Canadians faced evacuations orders or lost their homes. In response to this crisis, Teamsters Canada and its affiliates raised over \$50,000 for the Red Cross to support those most impacted. That amount would later be tripled by federal and provincial government contributions.

Teamsters Canada stands stronger than ever, thanks to our members and affiliates. As we look towards 2024, we are filled with optimism and determination to continue our fight for better wages, fairer work conditions, and a stronger voice for our members in the political and economic arenas of Canada.

You can read about all these topics, and a whole lot more, in these pages.

"We are stronger than ever. Let's keep building our momentum."



▲ Teamsters Canada President François Laporte, along with General President Sean O'Brien and Canada International Vice-President Stan Hennessy at the 2023 Teamsters Women's Conference.

Approximately 130 Canadian Teamster women, alongside President François Laporte traveled to Nashville for the 2023 Teamsters Women's Conference, under the theme: Sisters in Harmony.



Follow François Laporte on Facebook

TEAMSTERS SCHOLARSHIPS

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 a better country for everyone.

| TEAMSTERS CANADA MEMBER SCHOLARSHIP

Unlike other scholarships, the Teamsters Canada Member Scholarship was specifically created for current members themselves. 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 with 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.

| TEAMSTERS SCHOLARSHIP FUND

These scholarships are available to the children or financial dependents of Teamster members. The fund will award 600 one-time \$2000 scholarships. The fund is administered by the International Brotherhood of Teamsters. Questions? Contact the IBT by email at ScholarshipFund@teamster.org. **The deadline is March 29, each year.**

| JAMES R. HOFFA SCHOLARSHIP

The James R. Hoffa Memorial Scholarship Fund was created to help the children 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

2023 TEAMSTERS CANADA SCHOLARSHIP WINNERS

Four Teamster members won a scholarship in 2023. The application process includes submitting an essay on a given theme. This year we've chosen to publish the essay by Sister Abegail Morallas from Local Union 213.



WHAT ARE THE BENEFITS OF BEING A TEAMSTER MEMBER?

by Abegail Morallas, Local Union 213

James E. Faust once said, "The influence of a mother in the lives of her children is beyond calculation." Eleven years ago, my mom started working at IKEA. When I came to Canada, she encouraged me to work with her. It took two years for me to be convinced because I just wanted to do things my way. But then, looking into her work experience at IKEA, I saw how her confidence grew as a valued and respected employee, and she is so happy whenever she finishes her shift. I wanted to work at IKEA because of her living testimony. It has now been more than seven years since I started my work at IKEA; my heart is still incredibly happy. I also had my first experience with a labour dispute early this year; it was difficult and exhausting. It was a firsthand experience that created a sense of belonging, protection, and confidence in our local union.

First, one of the benefits of being part of the Canadian Teamsters is the opportunity to learn a new career or upgrade a coworker's educational level. The number of scholarships given to a member and a family member is enormous. It is a significant help in this time of season, and it does not only help the member or family member but also the community itself.

Second, as an immigrant to Canada, Canadian Teamsters gave me a home. A culture that helps everyone to walk through work and life in togetherness; no one stands alone. The union representatives and stewards are so helpful, guiding us on what to stand for and even helping us choose the best for ourselves and our family. They are well-versed in life and very competent in dealing with life's struggles and victories. My mom enjoyed the first lock-out experience she had; the social support she got and encouragements she received from the local union were tremendous.

Third, more than the benefits of negotiating our pay, benefits, and working conditions, being a member of Canadian Teamsters gave importance to my value as an individual and a coworker. It brings so much joy for me knowing I am working with my local union. It increases my self-worth, thus making my work more positive and productive; this is one of the best benefits I had. I am inspired by Canadian Teamsters to do the best for my employer, coworkers, and our local union.

Canadian Teamsters gave me more than what I dreamt of as a member, a wonderful opportunity to grow individually, a home to grow along with, and a self-satisfaction that creates inner peace and joy. Having these benefits makes my life more meaningful. It is a work-life balance anyone can ask for. I am hoping for more beautiful working years with Canadian Teamsters.



Teamsters Canada Foundation
Charity Registration Number:
747612687RR0001

“Our donations represent our commitment to the well-being of communities, and our desire to help make our country a better place.”

◀ François Laporte, President

SOLIDARITY AT *heart!*

SUPPORTING COMMUNITIES!

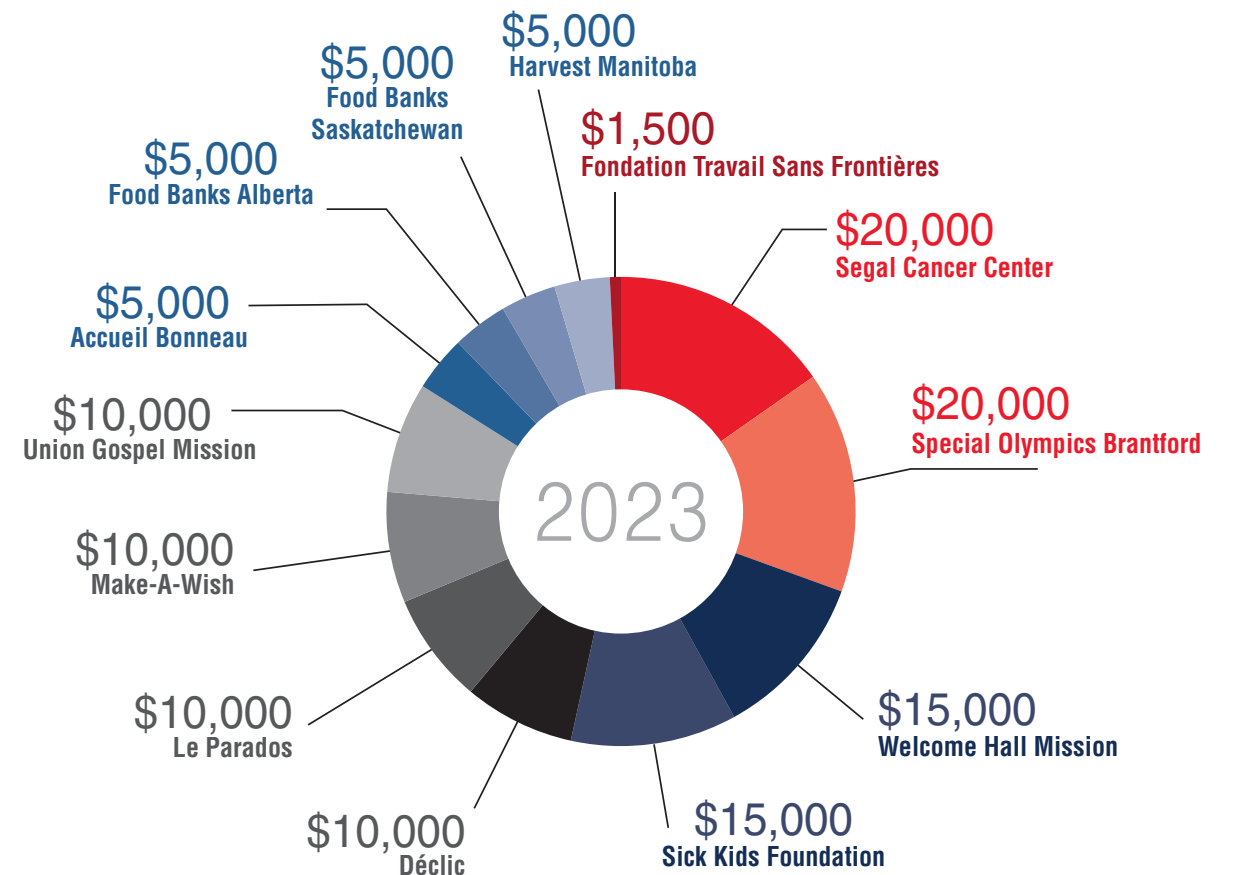
Teamsters Canada and its affiliates stand together with a common goal: supporting communities! In 2019, Teamsters Canada President François Laporte launched the Teamsters Canada Foundation to better structure our charitable work and provide a new avenue to raise funds and support important causes.

Local unions, joint councils, conferences and Teamsters Canada have been raising money for good causes for decades. The Foundation cements this long-standing practice.

To make a donation or to find out more about our activities: www.ftcf.ca

TEAMSTERS CANADA FOUNDATION

THE FOUNDATION REDISTRIBUTED \$131,500 IN 2023.



YOU ARE THE HEART OF OUR FOUNDATION

Thanks to your generosity, our revenues exceeded \$400,000 in 2023. Your support is essential and allows us to continue working for the causes that are important to the Teamsters. We would like to express our deepest gratitude to the golfers and their guests who took part in the Golf Tournament at Club Le Diable de Mont-Tremblant, and to all those who bought a pair of woollen socks as part of our Warm Hearts, Toasty Toes campaign.

Thank you to all our donors for your contributions to the Teamsters Canada Foundation in 2023.



\$10,000 DONATION OF TO DÉCLIC

For over 30 years, Déclic has been assisting young adults in difficulty, helping them acquire the skills and take the necessary measures to succeed in their studies and technical training.



\$20,000 DONATION OF TO SEGAL CANCER CENTRE

The donation will help research conducted by the Segal Cancer Centre. This includes developing new therapies, exploring innovative treatment pathways, and supporting patients and their families throughout the treatment process.



\$10,000 DONATION OF TO LE PARADOS

The Women's Action Committee with the contribution of the Teamsters Canada Foundation, were able to present a cheque for \$10,000 to Catherine Ménard, director of Parados, a shelter for women victims of domestic violence and their children.



1 866 682-5521

FTCF.CA

foundation@teamsters.ca



GOVERNMENT AFFAIRS

by **Mariam Abou-Dib**, Teamsters Canada Executive Director and Director of Government Affairs

MORE WINS FOR TEAMSTERS AND MORE TO COME!

Despite the many challenges we faced in 2023, Teamsters Canada was very active in the halls of Parliament Hill again making important advances for our members across the country.

One of the most significant wins we made was the tabling of Bill C-58, the long-awaited **anti-scab legislation**. This has been at least 50 years in the making in Canada and while Quebec and BC are the only provinces to boast this legislation, we are now one step closer to it at the federal level. Consultations continue in 2024 on polishing up the language, amid great uproar by employers, but we are confident this Bill will be law before the end of the year.

Workers' pensions are now protected when companies go bankrupt in Canada thanks to the hard work done between government and unions, including Teamsters, who made this a priority last year. Now workers can rest assured that pension obligations have moved up to the top of the list over banks and suppliers when a company goes under.

We had a bit of a tumultuous first year for the implementation of the new *Canada Labour Code* provisions for the **10 days paid medical leave**

in the federal jurisdiction. However, we have sought clarification, both through grievances and other means, and our interpretation continues to be correct. If our collective agreements do not specify paid leave as being solely for medical purposes, the 10 days under the Code apply!

Teamsters Canada continues to work on enhancing Employment Insurance (EI) benefits as well. Although we managed to win an increase in **EI sickness benefits** from 15 to 26 weeks, we are still working with the EI Commissioner to make all EI benefits more accessible as well as increase the maximum benefit amounts. We did, however, gain 5 additional weeks of **paternity leave** for new dads to take time to be with their new babies at home.

For our drivers, increased **meal allowances** and new **cabotage rules** are now in effect to protect our members' jobs by limiting foreign trucks from making multiple deliveries within Canada and ensuring local drivers are hired on these routes. We also achieved further crack down on the **Driver Inc** scheme with millions of government funds dedicated to investigating and penalizing companies that misclassify drivers as independent contractors.

In addition to the above, consideration for our **armoured car drivers** and their access to handguns given the new legislation is now being formulated. We also achieved enhanced labour **mobility tax credit** for our members in the construction sector and secured millions of dollars in funding for **skilled trades training** which includes drivers.

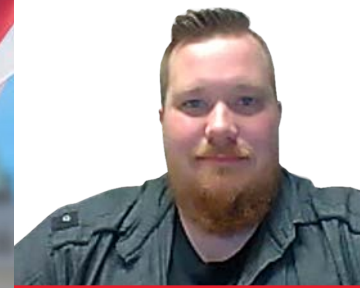
The upcoming year is gearing up to be a busy one as we continue to ensure Teamsters' voices are heard loud and clear on issues that matter to us, our families, and our communities.



▲ Minister of Transportation Pablo Rodriguez, with Executive Director Mariam Abou-Dib and TCRC Legislative Director, Don Ashley on the health and safety of railway workers and our communities.



▲ Freight and Tankhaul Division Director John McCann and Executive Mariam Abou-Dib attended announcement by Transport Minister Omar Alghabra on new funding for the training of truck drivers entering the industry.



MENTAL HEALTH, COMMUNICATION AND VOLUNTEERING

by **Sheldon King**, Vice-president, Teamsters Canada Youth Committee (TCYC)

MAKING A LASTING DIFFERENCE IN THE LIVES OF ITS MEMBERS

The Teamsters Canada Youth Committee (TCYC) is a national platform dedicated to empowering and educating young members, under the age of 35. Through biannual meetings and diverse initiatives, the TCYC aims to engage, educate, and train young Teamsters, providing them with opportunities for personal and professional development while cultivating a strong sense of community.

In their Spring meeting held in Ottawa, the committee took a Mental Health First Aid Training facilitated by Denise Waligora from the Mental Health Commission of Canada. This comprehensive course equipped members with tools akin to traditional first aid but tailored for handling mental health issues. Divided into a self-directed module and a full-day session, the training enhanced their understanding of mental health challenges as well as ways to respond, and it gave them valuable tools that they can bring back in their workplace and their everyday lives.

In the same spirit, they gained further knowledge about the National Standard of Canada for Psychological Health and Safety in the Workplace with Mariam Abou-Dib,

Executive Director at Teamsters Canada. This groundbreaking standard comprises voluntary guidelines, tools, and resources designed to assist organizations in cultivating mental well-being and averting psychological harm in the workplace.

Moving forward into the Fall meeting, held at Teamsters Canada's headquarters in Laval, Québec, the TCYC acted on suggestions from their prior meeting. They dedicated half a day to volunteering at the Welcome Hall Mission food bank in Montreal. By actively engaging in sorting and packing food, members demonstrated their individual commitment to contributing positively to society.

At the same meeting, TCYC participated in a specialized training titled "*Keys to Effective Communication*". This training equipped members with essential techniques for active and efficient communication, facilitating better understanding, collaboration, problem-solving, and nurturing professional relationships. The acquired skills not only benefit their involvement within the committee but also hold promise for application in their respective workplaces.

As TCYC charts its path forward, developing a stronger foothold on social media is a must. Strengthening our online presence offers an opportunity to engage a broader audience by showcasing our volunteering efforts, promoting mental health awareness, and informing people about union issues.

With an unwavering commitment to empowering young Teamsters, the TCYC looks forward to embracing new opportunities, forging meaningful connections, and making a lasting difference in the lives of its members and the broader community.



▲ The TCYC and some employees of Teamsters Canada went to Welcome Hall Mission, a charity organization providing food and shelter to those in need, to do some volunteering.



GENDER-BASED VIOLENCE: A UNION PRIORITY

by *Nathaly Guillemette*, Teamsters Canada Director – Education & Human Rights

Close to 1500 Teamster women from both Canada and the United States convened last August at the IBT Women's Conference. In the workshop offered to Canadian women members, the discussion revolved around domestic violence and its impact in the workplace.

Domestic violence is a social issue that impacts more than beyond the private sphere. Therefore, it is everyone's business to counter it and support victims, including in their workplace. Employers and unions therefore have a key role to play.

Legislation

While there is no specific offence of family violence in the Criminal Code, most acts of family violence are considered criminal offences in Canada. Various provincial and territorial governments have enacted legislation within their jurisdictions. So far, six provinces and three territories have implemented specific laws addressing family violence.

In workplaces governed by federal law, the employers must **identify risks** of violence in the workplace, including domestic violence, implement a prevention policy, provide **training** for supervisory staff and employees and make **support** services available to employees.

Also, workers under the federal jurisdiction are entitled to up to 10 days leave per calendar year if you are a victim of family violence, or the parent of a child who is a victim of family violence. You will receive pay for the first 5 days leave if you have 3 consecutive months of continuous employment with the same employer.

Unions have the duty to ensure employers abide by laws, regulations and policies, to educate their members and raise awareness, to negotiate and enforce clauses on domestic violence such as union leave for designated representatives, and confidentiality clauses and to lobby for better legislation and action.

SPEAK UP! DON'T BE A BYSTANDER TO ABUSE AND VIOLENCE

Gender-based violence encompasses various forms of violence that are rooted in unequal power dynamics and discrimination based on gender. It includes domestic and intimate partner violence and also sexual violence and harassment, street harassment, online gender-based violence, forced marriage, honour-based violence, human trafficking, etc.

As union activists, we can make a positive impact. By making domestic violence an important part of the negotiations, we express strong solidarity with members facing violence and letting them know that, in the workplace, their problem will be taken seriously, and that aid is accessible. While we acknowledge our workplace efforts to support domestic violence victims, it is crucial to speak up against all forms of gender-based violence. By advocating for change and raising awareness, we have the power to bring about meaningful change.

LET'S LOOK AT SOME STATS:

2021 police reported **114,132** victims of intimate partner violence aged 12 years and older in Canada (344 VICTIMS PER 100,000 PERSONS).

81.9% OF PEOPLE EXPOSED TO DOMESTIC VIOLENCE REPORTED NEGATIVE IMPACTS AT WORK.

53% reported that domestic violence follows them to work and **37.1%** of their co-workers say they are affected.

43.3% of people experiencing domestic violence have talked about it at work, and **81.6%** of them have told a work colleague.

86.6% OF WORKERS BELIEVE THAT IF THE UNION IS INFORMED, IT WILL BE ABLE TO TAKE POSITIVE ACTION.



COMITÉ D'ACTIONS FÉMINISTES TEAMSTERS QUÉBEC

by *Nathaly Guillemette*, President of the Women's Action Committee

The Comité d'actions féministes Teamsters Québec remained very active in 2023! They organized numerous events for their members, including a mini women's conference featuring workshops addressing systemic racism, mental health, and domestic violence. Moreover, a panel discussion on gender equality took place, featuring Magali Picard, the president of La Fédération des travailleurs et travailleuses du Québec (FTQ), and Caroline Malette, a union advisor from the Feminist Actions and Pay Equity Services at the FTQ.



In November, an informative brunch conference took place where attendees received guidance on retirement planning. Additionally, participants engaged in a virtual reality training session focusing on addressing sexual misconduct and workplace incivilities.

Again this year, the Committee raised \$10,000 for a shelter for women victims of violence and their children, Le Paradis.



TEAMSTERS ONTARIO WOMEN'S CAUCUS (TOWC)

by *Lenna Phoenix*, President, TOWC

Gender-based violence and intimate partner violence grow in numbers every year and sadly it has been declared an epidemic across Canada. We take pride in our contribution to end such violence and support women in our union and in our communities. The TOWC had another successful International Women's Day event in 2023 and we are currently planning our 2024 event. Proceeds from this event are distributed amongst five different women's organizations.

Our annual Bragging Rights Bowling Tournament in October was another great success with Teamsters Local Union 938 dethroning Local Union 230 for bragging rights for one year. Besides the fun and light rivalry that takes place, this event is yet another way we raise money to support women. Proceeds from this event went towards sponsoring a family of five at Gillian's House at Christmas time as well as the Shoe Box Project for Women in need.



We also supported the "Walk a Mile" (in her shoes) event in the Sarnia area. We are expanding our reach to support our communities and the Teamster Sisterhood.



▲ *Lenna Phoenix, Angela Sou and Jen Willis at the PRLC-IWD 2023 auction!*

We take pride in how much we have accomplished to help support women and their families in our communities and we couldn't have done any of it without the support and generosity of the Teamsters.





PROTECTING CANADIANS AND FIGHTING GREED ON THE RAILWAY

by Paul Boucher, President, Teamsters Canada Rail Conference

WE NEVER STOPPED FIGHTING THE ISSUES, AND NEVER WILL

The Teamsters Canada Rail Conference (TCRC) had a very productive 2023. We were able to renew important contracts, hold companies to account for their misconduct, and kept up the good fight when it came to the systemic rail safety issues affecting workers and all Canadians.

Three-year contract at VIA Rail

We renewed a three-year contract with VIA Rail, putting more money in workers' pockets and pensions, while addressing work-life balance issues. We also managed to renew a contract with Alstom, which operates GO Trains in Ontario. Here too, we managed to secure higher wages for members. Workers in both bargaining units operate passenger trains that communities and hundreds of thousands of passengers depend on every day.

CN and CPKC contract in 2024

We also managed to extend our contract with CN by one year. The contract extension proved extremely lucrative, giving our members a measure of immediate relief from the rising cost of living with wage and benefit improvements. Moreover, the contract extension places us in a position where we will be bargaining simultaneously in 2024 with both CN and CPKC.



▲ Minister of Transport Omar Alghabra met with Teamsters to discuss rail safety and recognize the important role of workers in strong supply chains.

As I write these lines, negotiations with both companies have already started. Any company proposal that would compromise safety is a non-starter for the TCRC. We will also make no concessions on the issue of rest and fatigue. We will fight and do everything we can to safeguard these life-saving aspects of the collective agreement.

Scientific evidence regarding fatigue is crystal clear. A railroader who has been awake for 17 hours may experience impairment comparable to having a blood-alcohol level of .05. Despite this, there are still thousands of cases each year where train crews are not relieved on time. This situation is more than just an infringement of our rights; it poses a significant risk to public safety.

Rather than address the problem, rail companies seem to be doing everything possible to maximize efficiency and shareholder returns to the detriment of our members at these carriers. We all know that the rules around fatigue are not being followed, and it's landing rail companies in serious legal trouble. Last year, for example, we filed an arbitration order in federal court and took CPKC to task on contempt charges.



▲ The negotiation team at Via Rail. From left to right: Jean-Michel Hallé - GC Via East, K.C. James - GC Via West, Dale Dunn - VGC Via Central, Tracy Russet - VGC Via West and Philip Hope - GC Via Central.



▲ 14 new trainees were educated on skill development and course familiarization, which was led by Janet Stewart and supported by our experienced TCRC Facilitators. An outstanding week has demonstrated our education program has an excellent future, which will benefit all TCRC Officers and members alike.



Teamsters Canada Rail Conference

Stronger Together

LAC-MÉGANTIC

Last year was also the 10-year anniversary of Lac-Mégantic. We all know that that rail companies in this country can be doing more for safety. Annually, Canada faces hundreds rail incidents, including derailments, fires, explosions, collisions, and instances of runaway trains, with many involving hazardous materials. Every incident carries a risk of catastrophe.

Since the Lac-Mégantic tragedy, there have been 21 fatalities and 110 serious injuries among railway workers. Most of the victims were Teamster members. Our union is one of the only organizations in Canada fighting to prevent similar accidents from occurring. With rail companies still focused on putting profits over safety, and Ottawa unwilling or incapable to do anything about it, we sadly still have a lot of work to do.



▲ The Lac-Mégantic derailment site following the accident, July 5, 2013.

Canadians can rely on the Teamsters to vigorously advocate for rail safety. We are committed to standing firm in our efforts, especially when our lives and communities is on the line.

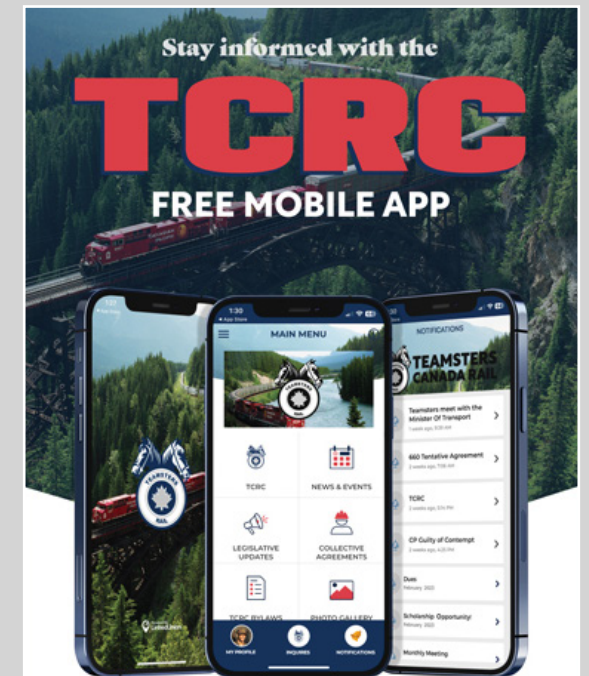


▲ The Canadian Coordinating Committee of the International Transport Workers' Federation (ITF), that includes Teamsters Canada, adopted a resolution of solidarity on June 7th with Indian rail workers and their unions, following the Odisha train tragedy, which claimed the lives of several hundred people in India. Together, we are fighting to improve safety conditions in transport.

FOLLOW US ONLINE!

You can read more about our efforts for rail workers and all Canadians by visiting our completely revamped website, teamstersrail.ca.

Members are also invited to download our new union app.



Check Your Benefits
Legislative Updates
View Your Contract
Contact Your Rep
Event Notifications
SCAN THE CODE TO DOWNLOAD THE APP

The **TCRC** Mobile App is the best way for members to stay connected on the go!





STEERING FORWARD FOR TRUCK DRIVERS

by **Mike Hennessy**, Director, Teamsters Canada Freight & Tankhaul Division

HIRING NEW DRIVERS AND RETAINING THEM

Firstly, I would like to thank Teamsters Canada President François Laporte and Teamsters Canada Vice-Presidents Craig McInnes and Stan Hennessy for my appointment to the Directorship of the Teamsters Canada Freight and Tankhaul Division.

Thank you also to previous Freight and Tankhaul Division Director, Brother John McCann, for his dedication, commitment and mentorship as my predecessor; and to Sister Mariam Abou-Dib, Executive Director & Director of Government Affairs, Sister Jamie Donnelly, and Brothers Omar Burgan and Christopher Monette, for making my transition to my new position within Teamsters Canada a seamless one. I look forward to working together with you all.



▲ *John McCann, former division director, from 2013 to 2023.*

On October 25, 2023 I had a virtual meeting with the Canadian Trucking Alliance to introduce their team to me and the role they play. We look forward to working with each other going forward.

On November 22, 2023 I attended a two-day virtual meeting with the Assistant Freight and Tankhaul Division Directors Brother Wayne Franklin and Marcel Masse, along with Brothers Brian MacDonald and Christopher Monette and Sister Mariam Abou-Dib. The meeting was a Transport Canada Multi-Modal Symposium on Labour and Skills Shortages. The courses were concentrated on the trucking sector and issues faced today and going forward.

The last several months have been busy on the negotiations front at Local Union 31. Many freight companies have ratified new agreements. On a positive note in British Columbia, we have been able to negotiate Year 1 wage increases anywhere from 6-14 % and / or CPI index (Cost of Living).

In trucking right now - as faced across Canada – one big issue remains in hiring retaining Class 1 drivers. In order to entice new drivers and retain existing drivers, a lot of companies have waived the wage progression and started new hires at the top rate of pay for the classification, which is usually several dollars higher than the starting rate.



▲ *The Teamsters stand with off-dock truckers in Greater Vancouver against BCCTC's overreach, whose new policies threaten union jobs and fair competition.*



YRC Freight Canada

I started as Director of the Freight and Tankhaul Division on October 1, 2023, however, I have been involved in the sudden closure of YRC Freight Canada since the summer when it occurred. We have had several conversations with local unions across Canada since the closure where we have each filed similar grievances to make sure each member is represented and receives what is owed to them. Currently the members have received their outstanding wages, severance, banked overtime. Vacation pay accruals for 2023 and 2024 remain outstanding. Across Canada, each local union has filed a “management performing bargaining unit work” grievance which we are still waiting to hear back from the company. Court hearings regarding YRC Freight Canada’s closure and selling of assets will take place soon. I will be participating in this process along with Local Union 31’s Legal Counsel Riley Kearns. Once the hearings are held, I will provide updates.



▲ *François Laporte, held a press conference with industry leaders on the Driver Inc crisis in the trucking sector. Drivers and legitimate businesses are hurting, and it's time for action.*

BEWARE OF THE DRIVER INC SCAM

Driver Inc is a tax and employee misclassification scam. It sees truck drivers incorporate, often at the request of dishonest employers, under the guise of paying lower taxes and avoiding other payroll deductions. But in reality, these drivers are indistinguishable from regular employees, lacking truck ownership, route choice, or any real degree of independence or financial risk.

Truckers engaged in Driver Inc are not only missing out on essential protections like workers’ compensation and employment insurance, but are also being duped into believing they’ll have higher earnings. None of this is legal, and they could end up losing tens of thousands if they are audited. Because of the lack of information about rights and obligations in Canada, new Canadians and temporary foreign workers are particularly vulnerable to this scam.

Moreover, drivers taking part in the “Driver Inc” scam cannot claim employment insurance, overtime pay, vacation pay, severance pay, the ten paid sick days, and other employee benefits accorded under labour legislation. They also report difficulty accessing group health and dental insurance plans, with employers claiming these entitlements are normally reserved for employees – not incorporated entities.

Teamsters Canada is working with the trucking industry to address the Driver Inc crisis. At our urging, the government has invested \$26 million to fight the problem. But more needs to be done.

Beware of the Driver Inc scam!



▲ *John McCann, the former director, delivering a speech on Driver Inc*



▲ *Teamsters General Secretary-Treasurer Fred Zuckerman and Teamsters Canada President François Laporte at the International Transport Workers Federation global union meeting.*



DELIVERING PROGRESS

by Brian A. MacDonald, Director, Teamsters Canada Package Division

NAVIGATING NEW CHALLENGES IN CANADA'S PACKAGE DELIVERY SECTOR

PUROLATOR AND UPS

Today, it is commonplace to see our Purolator and UPS members on the road seven days a week at all hours of the day. Teamsters in the courier sector play a critical role in ensuring the continuous flow of goods and services across Canada.



▲ A Purolator Courier working in extreme cold weather conditions, in Montreal, Quebec.

10 annual days of paid leave

The effect of changes to the *Canada Labour Code* (the Code) adding ten annual days of paid leave commencing in 2023 continues to be a substantial priority in the Package Division. The ongoing efforts to secure ten additional days of paid leave has posed challenges due to the complexities around interpreting the Code. At the core of the issue, is the impact of the new paid leave days intertwined with existing leave entitlements within the respective Purolator and UPS collective agreements. Local unions across Canada are actively advocating for the maximum benefit entitled to our members as contemplated by the amendments to the Code. The employers disagree with our position, and the matter is unresolved. Hearing dates have been held in 2023, with a commitment to continue onto 2024 should it be needed.

Pay equity

Pay equity or 'equal pay for work of equal value' will be a focus in 2024. Federally regulated employers are required to undergo an extensive review of their job classifications measuring gender predominance. Job-related tasks are evaluated for relevance and frequency in each job classification. Employers are required to post finalized pay equity plans by September 3, 2024, in their respective sites. Prior to the final posting, our Members will have the opportunity to review the employer's draft pay equity plan and offer the employer's pay equity committee feedback preceding the posting of the final plan.

Brother Richard 'Rick' Eichel, Director for the Package Division elected to take a well-deserved retirement effective December 31, 2023. Rick served the Division for several years, successfully chairing UPS and Purolator collective bargaining during his tenure. Most importantly, Rick piloted the Division through the COVID-19 pandemic when our members remained on the frontlines, supporting our nation. Rick is acknowledged with appreciation for his years of service and successful negotiations, especially during the challenges posed by the COVID-19 pandemic.



▲ Rick Eichel, former division director, from 2013 to 2023.

Technology enhancements remains a primary focus for Purolator and UPS. While some applications are beneficial in supplementing the environment our members work in, others simply do not. New challenges continue to arise as the employer's use of telematics and other productivity monitoring systems increases under the pretext of safety. The Package Division continues to monitor the impact on our members as new technology systems are implemented, ensuring the safeguards within our collective agreements are upheld, and the safety of our members remains the primary purpose of related new technology.



SEAT BELT SENSOR
BULK HEAD DOOR SENSOR



TELEMATICS DEVICE

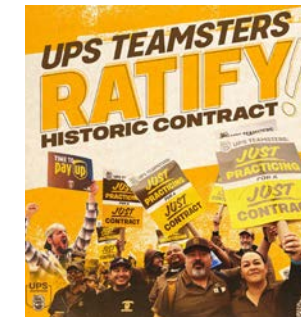


UPS CENTER

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



TEAMSTERS.CA/LOCAL



Teamsters voted by an overwhelming 86.3 percent to ratify the most historic collective bargaining agreement in the history of UPS. The five-year contract protects and rewards more than 340,000 UPS Teamsters nationwide.

UPS Collective Agreement

While 2023 witnessed the conclusion of the UPS collective agreement renewal in the US, preparations will commence in 2024 for the renewal of the Canadian UPS agreement expiring July 31, 2025, followed by the Purolator collective agreement in 2026. Automation and AI protections were at the forefront of the US renewal agreement, citing strong protections for the application of technology, the integration of AI platforms and most importantly the protection of our jobs. Our members provide years of dedicated service to their respective employers, subjected to high productivity demands and often less than ideal conditions. The protection of our members livelihoods will become paramount as advances in AI are made, whether driven externally or by the respective employers themselves.



Union organizers from Teamster locals across Canada, alongside our national president François Laporte, met to discuss Amazon. We firmly believe that Amazon workers are entitled to more - more security, more benefits, more respect. Amazon wants to bust the union - but we won't back down.

Organizing Amazon

North America delivery networks continue to be pressured by the 'Amazon factor'. Teamsters continue to make Amazon organizing efforts as the Company expands its delivery fleets. Organizing drives highlight the tangible benefits of a guaranteed collective agreement with a voice in the workplace to non-union competition. Together, we all play a role in protecting our future against this greedy corporate giant, whether through our daily contacts on the road, by supporting our local union organizing drives, or simply by separating ourselves from non-union carriers through the top-notch service and familiarity we provide Canadians daily.

In conclusion, paramount to protecting our jobs will be securing enhanced technology protections in the years ahead. Whether through amplified collective agreement language, or policing our current collective agreements today, our collective efforts are essential to the future. Be diligent and support your local unions as together we can achieve much more.



◀ Local Union 879 organizers were at the FedEx London terminal spreading the word of solidarity in hopes that their new information leaflet will encourage the FedEx couriers to organize and join the Teamsters Union.



A FRESH START IN THE LAUNDRY INDUSTRY

by **Christian Dubois**, Director, Teamsters Canada Industrial Trade and Laundry Division



▲ Brother Chris Mathison, Canadian Linen, Red Deer, Alberta



STRENGTHENING THE INDUSTRY AND IMPROVING WORKING CONDITIONS

Working with dedication and passion

I am honoured to announce my recent appointment as the director of the Laundry Division. This achievement marks not only a significant milestone in my career but also a continuation of my family's legacy in the laundry industry.

My journey in this field is deeply rooted in family history. I've dedicated 18 years of my professional life to working at Jolicoeur Ltée, a renowned laundry service, following in the footsteps of my father, who devoted 44 years of service there. His major contribution to unionizing their five major laundries in the 1970s continues to inspire me and serves as a model of determination.

In my new role, I aim to make a significant contribution to the industry. My primary goal is to establish a registry of collective agreements for all laundries represented by the Teamsters across Canada. This registry will be a valuable tool for staying informed about the progress and advancements made by our colleagues in various establishments.

The idea behind this registry is to create an information exchange platform where laundry employees can share their experiences, challenges, and successes. This network will not only keep us updated on current trends among different employers but will also strengthen solidarity among industry workers.

Among other things, I plan to standardize collective agreements for similar employers as much as possible. This will help establish a fairer and more balanced framework for all employees in the sector. Such standardization will also simplify the processes of negotiating and implementing agreements, ensuring greater consistency in working conditions nationwide.

This initiative is driven by the belief that collaboration and information sharing are crucial for strengthening the industry and improving the working conditions of its employees. With the support of my colleagues and the richness of my personal and family experience, I am confident that we can make significant strides in promoting the rights and well-being of workers in the laundry sector.

I am deeply grateful for this opportunity and commit to working with dedication and passion to advance our industry. It is with enthusiasm that I embark on this new chapter of my union career, ready to face the challenges and celebrate the successes that lie ahead.



BIG ORGANIZING WINS THIS YEAR IN THE WAREHOUSE DIVISION

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

AN ACTIVE YEAR FOR ORGANIZING

This has been a notably active year for organizing within the Teamsters Warehouse division, highlighted by three major victories: Sobeys Capital building in Vaughan (Local Union 419), Sysco Canada in Ottawa (Local Union 91), and Sysco Canada in Port Coquitlam BC (Local Union 213). This is merely the beginning, as an increasing number of warehouses and fulfillment centers are recognizing the Teamsters as their preferred union for negotiating strong contracts.

Historic Win for Sysco Teamsters

Sysco Toronto achieved a historic collective agreement, securing raises that rank them among the highest-paid in North America. This five-year agreement secures wage increases of over 31%, doubled pension contributions, significant benefit improvements, and the addition of an unprecedented seventh week of vacation. With both Ottawa and Port Coquitlam entering negotiations, this agreement serves as a powerful reference point for both locals.

Major Strike at the Sobeys Capital Building in Vaughan

The post-COVID-19 lockdown period saw grocery corporations, including Sobeys, amassing substantial profits. Despite calls from all three major federal party leaders for immediate action, Sobeys' largest distribution center in Canada presented a subpar offer. This included job security removal, intentions to subcontract work, and refusal to integrate their pension into the agreement. This offer infuriated the employees, leading to a resounding 93% vote against this below-industry-standard agreement and a consequent strike.

International Brotherhood of Teamsters Food Supply Conference

Representing Canada's warehouse division at the 2023 Food Supply Conference in Chicago was an immense honour. Discussions centered around the importance of organizing and the strength of Teamsters Canada's cold storage contracts. Building unity among our common employers across the border is essential to continually showcase why the Teamsters is the union of choice in cold storage. This conference was a significant opportunity to underline our commitment to enhancing workers' rights and strategies for effective organizing and negotiation, further solidifying our role as a leading labour organization in North America.

"My members, their employees, made Sobeys a lot of money over the years, stepped up during the pandemic and to hear them say it was a competitive offer is just corporate greed at its best." Jason Sweet, in the *Toronto Star*

Driving Wages Even Higher in Québec's Warehouses

Warehouse workers at Groupe Robert, the largest Teamster-represented warehouse in Québec, saw an immediate 12% to 20% wage increase kick into effect in early 2023. I am pleased to report that the warehouse is busy as ever, currently employing over 500 workers and actively hiring more. This 24/7 operation handles a diverse range of products, including fresh and frozen foods, dry goods, and items as varied as airplane parts to yogurt. Our momentum in the province is strong, with 2023 marking a year of successful organizing campaigns across numerous smaller workplaces.



▲ Sysco Toronto Members



▲ Sobeys Strike



▲ Close to 175 workers at a Sysco warehouse in Ottawa voted to join Teamsters Local Union 91



BUILDING A BETTER CANADA

by Gary Kitchen, Director, Teamsters Canada Construction Division

Activities within the Teamsters Canada Construction Division continue at record pace as some major projects near completion. Last year was once again a banner year for Teamster members employed in the Construction Division.

Work continues with more than 3,600 tradespersons on-site at the LNG Canada Facility in Kitimat BC. This is the first phase of what could be 4 phases of construction at this LNG Terminal. Construction on the first phase alone has projected costs in excess of \$20 Billion.



▲ Teamsters Canada Construction Division Director along with members of the Canada Building Trades Executive Board tour the LNG facility in Kitimat.



▲ Coastal GasLink installed approximately 1,400 meters of pipe this summer across what the project calls Cable Crane Hill in Section 8.

The CGL Project is starting to get close to completion, with 93.4% overall progress finished.

Throughout BC and Alberta, construction in many different sectors continues at a very strong pace. The Pattullo Bridge, Site “C”, and the Air Products multibillion-dollar Net Zero Hydrogen Energy Complex in Edmonton is now in its initial stages of construction. The quickly advancing Hydrogen Sector is expected to create over 350,000 jobs over the next three decades. Pipe-line looping projects in addition to steady work in the maintenance sector has kept many Teamster members busy. Pipeline distribution and maintenance and assessment work continues to provide steady employment for many of our construction members.



▲ This map shows the progress on the Coastal GasLink natural gas pipeline as of May 31, 2023. / TC Energy handout image



▲ In the provinces of Saskatchewan and Manitoba, work continues on projects such as BHP in addition to pipeline looping and assessment projects in both. Image credit: BHP



▲ In Ontario, refurbishment work at the Darlington Nuclear, Pickering Nuclear, and Bruce Nuclear all continue to employ hundreds of Teamster members with more work being proposed in the near future. Some of our members have worked for well over 20 continuous years at these facilities. Image credit: OPG

In addition, OPG will be advancing North America's first commercial, grid scale Small Modular Reactor (SMR) at the Darlington site. The Ontario Government will work with OPG to commence planning and licensing for 3 additional SMRs as part of the project.



▲ The Gordie Howe International Bridge project in Windsor, Ontario, Canada. / Progress December 2023 / Image credit: Gordie Howe Inter. Bridge

Pending regulatory approvals, the completion of these new units in the mid-2030s would provide an additional 1,200 megawatts of new, clean, reliable electricity, or enough to power about 1.2 million homes. This would advance Ontario's net-zero goals, support the province's growing economy, and help meet the expected increased demand for electrification.



▲ SMRs have the potential to be game changers for power generation across the country if proven successful. / Image credit: USNC-Power

The 6-billion-dollar Gordie Howe Bridge between Windsor, Ontario and Detroit Michigan is finally, (after 12 years) starting to look like a real bridge. Work continues with Teamsters from both Canada and the USA working on their respective sides of the border.

Infrastructure Projects continue across the country and will continue for the foreseeable future. This will provide work opportunities for our existing construction members and many new ones in the future.

Numerous projects, both currently underway, and many yet to begin, are going to require an increase in membership in all of the Construction Trades.

Proposed projects such as the Atlantic Loop, if approved will provide years of construction opportunities for our members and help secure our future renewable energy needs.

Demand for construction trades is likely to remain high. According to Buildforce Canada, the industry needs to recruit 309,000 new construction workers over the next decade (2021 to 2030), driven predominantly by the expected retirement of 259,100 workers (22% of the current labour force).

Promoting the skilled trades to young people is essential to reducing the stigma that still surrounds careers in the trades. These careers offer good quality, well-paying jobs, yet there is a gap in knowledge for many Canadians.

The Teamsters Local 213 and Teamsters Local 362 Training school and the Ontario Teamsters Training Fund have all been working tirelessly to not only provide necessary training for our members, but provide opportunities to upgrade skills, learn new skills, and identify the future training needs of construction Teamster members.



The Teamsters Canada Construction Division continues to be in the forefront of recruitment and retention of Teamster members for this ever growing sector. The ability to earn while you learn with the Construction Trades provides many career opportunities.

As Canada experiences more shortages in the skilled trades, it is more important than ever to reach young Canadians from all backgrounds and show them how the trades offer rewarding and high-paying careers.



SUDS AND SOLIDARITY IN THE BEVERAGE INDUSTRY

By **Jean-François Pelletier**, Director, Teamsters Canada Retail, Brewery, Soft Drink and Bakery Division

I was appointed this year as the new Director of the Teamsters Canada Soft Drink and Brewery Division.

I am lucky to work with an incredible team of business agents and principal officers across the country, and would like to thank all the members and shop stewards for getting involved and making this union as strong as it is.

On the brewery front, over 80% of all beers in Canada are domestic. We continue to see consumers shift to micro-breweries, over the largest breweries that employ the bulk of our members. But that doesn't mean these companies are not profitable, or that our members are not busy.

Local Union 1999 is currently in bargaining with Labatt in Montreal. The company employs close to 1300 members. Workers are demanding higher wages amid rising a cost of living.

I note the international context of these negotiations. Anheuser-Bush, which owns Labatt, is also in negotiations with the Teamsters in the United States. The talks cover over 5,000 workers at twelve breweries.

Different country, same challenges: workers in the United States are facing the same inflationary pressures as our own Canadian members.

Luckily, being part of a large international union like the Teamsters mean we are able to cooperate, share information and strategy notes, and work together to ultimately reach the best possible contract for our members.

On the soft drink front, companies continue to see record profits. Companies in this sector have been making more and more money since the outbreak of the pandemic.

Soft drink companies are investing big money in their Canadian locations. For example, at Coca-Cola in Calgary, the company is investing \$70 million to upgrade their facilities. That's good news Local Union 987.

And thanks to recent upgrades to the Pepsi facility in Toronto, whose workers are members of Local

Union 938, the facility operating close to 24/7 and employing more people than ever before. They are even exporting products to Upstate New York.

We are also seeing more and more Gatorade bottling lines into Canada, which bodes well for our membership across the country.

These investments signal industry growth, job security, and a strong possibility of job creation. But without strong unions, these investments won't necessarily translate to high wages and better working conditions.

Workers too often have to fight for fairer wages and conditions. That is exactly what happened at Coca-Cola in British Columbia, whose workers are members of Local Union 213. They went on a nine-week strike last year.

They were demanding better wages, to help cope with the high cost of living in one of the most expensive places to live in Canada. But the company just didn't want to hear out their employees.

Instead, Coca-Cola tried to bring in scabs from other provinces. Most came from Alberta, but some flew in from as far away as Québec! Luckily, BC has its own provincial restrictions on scab labour. The Teamsters took the company to the labour board and sent those managers packing!

Soon after, stores across BC ended up running out of Coca-Cola products, with journalists noticing.

In the end, the company had no choice but to come to terms with reality. They could no longer afford to hoard their profits. They had to do better by their employees, and finally settled on a fair deal.

Inflation will remain a major issue in 2024. Negotiations are currently underway with Pepsi in Granby, Québec, with members' backs once again up against the wall on monetary issues.

This division remains committed to address all the challenges being thrown at workers, such as automation, workplace safety, and the evolving nature of the beverage industry.



▲ 400 plus Teamster Local 213 members on Strike at several Coca-Cola warehouse and bottling locations fighting for a fair contract!

FREEDOM MOBILE

Employees at Freedom Mobile successfully unionized last year, becoming part of the Teamsters family after a concerted six-month campaign.

Employees now have guarantees when it comes to their working conditions, along with union support to address any problems with the company. The Teamsters also secured an immediate 2% bonus for all union members and guaranteed 4% annual salary increases for the next four years.

The newly formed bargaining unit encompasses nearly all workers at the company, including notably those in retail roles. While there are already many unionized telecom workers in Canada, collective agreements typically never extended to retail worker who sell phones and help customers in malls and stores.

Interest in union membership remains at an all-time high. Amid escalating inflation, employees from various industries are recognizing the substantial advantages of union representation.

FREEDOM MOBILE WORKERS: GET THE BEST COVERAGE!

JOIN THE TEAMSTERS!
TEAMSTERS.CA/FREEDOM



On April 3rd, 2023, the **INTERNATIONAL BREWERY, BAKERY, AND SOFT DRINK WORKERS ANNUAL CONFERENCE** took place, during which our president, François Laporte, celebrated workers' achievements in these industries and emphasized the strength and unity between Canadian and US workers.



FROM STRIKES TO SCREENINGS IN ALBERTA AND BRITISH COLUMBIA

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

The Teamsters Canada Movie Making and Tradeshow Division includes a variety of workers involved in making movies and TV shows, including drivers, animal wranglers, caterers, security guards, and others. Workers in this industry are represented by Local Union 155 in British Columbia and Local Union 362 in Alberta.

Local Union 155

Teamsters Local Union 155 is pleased to report that its members are gradually returning to work, following almost seven months of labour unrest and strikes in the U.S. film industry. The employment rate is currently 42%, which is significant considering at our lowest we had 98% unemployment.

Thanks to strong fiscal management from current and previous executive boards, the local was able to assist with dues payments and the extension of health benefits. Many members were able to use this slow period to access funds through the local's Training and Education Fund to upgrade their skills and certifications.

The local union has been able to create and host film industry-specific shop steward and Security Division training courses that have to date had over two hundred members attend.

Local Union 155 proudly participated in the Joint Council 36 Teamster Education Week sending 10 members to a weeklong course in New Westminster during the last week of October. Thanks to Ben Hennessy and the Joint Council 36 member unions who helped create and host an excellent, inaugural event.

The local has also been upgrading its website and social media presence, and improving its records retention and information systems.

Alongside Local Union 31, Local Union 155 again helped the Burnaby Christmas Bureau with the warehousing and trucking of their gifts over the holidays. Local Union 155 has also been supporting other community initiatives and charities including *Together We Can* and the AFC (formerly Actor's Fund of Canada) initiatives.

Local Union 362

General Teamsters Local Union 362 in Alberta continued to gain members with 10 Productions throughout the year, despite the U.S. strikes that affected filming in Canada. The local is working on electronic logging device exemptions for the film industry and expanding their boards into departments to better track and facilitate employment for the members.

Business Agent Mike Dunphy has been actively engaged in many industry committees and associations, lobbying the Alberta

Government on behalf of the members. Local Union 362 President Richard Brown and Mike Dunphy have continued to work with Local Union 155 in meetings and conversations to build the Canadian industry as a whole.



▲ Local Union 155 representatives, Trey Dorsey and Darrin Pearson supporting Unite Here Local 40 members with a coffee delivery on their 6-month strike against Sheraton YVR in Richmond!



▲ Teamsters Local Union 362, ACTRA Alberta, DGC, IATSE 212 and Calgary Film Commissioner Luke Azevedo were joined by Calgary's Mayor Jyoti Gondek at Disney's Studios. The Unions and Guilds met with Disney Executives to further explain the Alberta Advantage and the benefits of filming in our beautiful province, as well as how the Members of Alberta's Unions and Guilds help to produce some of the best productions in the world!



PROTECTING DAIRY WORKERS FROM THE FARMS TO THE FRONTLINES

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



Getting the job done

As Canada's dairy industry continues to defend its system of supply management from some of its trading partners, Canadian Teamsters continue to get the job done on the ground.

A perennial theme of this publication is the continued international trade issues. Our major trading partners continue to take issue with the way Canada manages its dairy industry as well as its Tariff Rate Quotas (TRQs), which defines the market access available to our trading partners through each applicable trade deal.

After last year's CUSMA decision on the American complaint deemed Canada's allocation of dairy TRQs to be a violation of CUSMA, Canada adjusted its practice slightly to come into compliance. The US, not at all happy with this slight adjustment, filed a second complaint earlier this year, which was not successful.

US politicians and industry insiders are not at all happy with the most recent decision. Although they haven't ruled out filing another complaint, for now the US plan is to find creative ways around the agreement to access the Canadian market.

Meanwhile, New Zealand, filed its own complaint under the CPTPP, where Canada was found to be incorrectly applying its TRQs.

Teamsters Canada and the IBT continue to support Canada's supply management system and are working to protect Teamster jobs, from coordinating with industry groups on trade matters to lobbying in support of members' jobs.

Milk consumption appears to have levelled off following years of decreasing consumption and we've seen some slowing of sales of the plant-based alternatives.

Adding to the rosy outlook for Canadian Teamsters, the bulk milk-haul division of Agrifoods International has continued to move away from using third parties to haul milk tankers and get Teamster members back on the job across the Prairie Provinces. Agrifoods has also been looking to expand its trucking operations into other products in parts of Canada.

Representatives from each of our Teamster locals across Canada continue to have boots on the ground administering our contracts and defending our members' rights.



▲ The members of Agropur Cooperative were fighting for better wages and conditions! - Montreal, Québec

Agropur stike in Québec

Members from Local Union 1999 working at the Agropur Facility in Beauceville, QC, went on strike in May to achieve an agreement that helped them catch up to other plants Agropur operates in the Province and achieve more mobility within the operation. The new deal was ratified by 61% of the workers.

In October, Saputo workers with Local Union 987 in Red Deer ratified a new 3-year deal with a 10% increase for wages, plus improvements to vacation, benefits and more.

Ontario's Local Union 647 has had a busy year, ratifying offers at Logistics In Motion, a dairy distribution centre. Agropur drivers and Nestle workers also ratified new agreements. At Gay Lea, lab workers were headed into conciliation.

All Locals have focused on training their stewards. In BC, Joint Council 36 pulled off its first annual one-week Steward Training School.

Thanks to all members

Teamster members have worked hard to protect this industry and its workers. From coast to coast, thank you to everyone whose efforts lead to our shared successes.



SUSTAINABLE SOLIDARITY FOR WASTE AND RECYCLING WORKERS

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

TEAMSTERS CANADA SOLID WASTE AND RECYCLING DIVISION CONTINUED TO GROW IN 2023.

Successful negotiation across Canada

President Joshua Cenaiko from Local 395 in Saskatchewan reports that their Local grew when they were successful in organizing the employees at GFL Solid Waste in Estevan, Weyburn and Bienfait Saskatchewan in late October for GFL's drivers, mechanics and landfill scale attendants. Local 395 now represents all GFL Solid Waste employees in southern Saskatchewan. Bargaining for their collective agreement is set to commence in early 2024.



▲ Teamster Local 395 now represents all GFL Solid waste employees in Southern Saskatchewan!

In Ontario, Brother Ken Dean of Local 419 reports that Waste Connections in Barrie have lost the collection contract with the city but hope to regain the recycling contract when the province moves to the new tendering format. Local 419 also ratified a new collective agreement with this group that saw good increases across the board that included retention language for every hour worked.

Brother Dean also reports that Clean Harbors in Mississauga recently closed their hazardous waste facility due to not being able to renew their licensing required by the city to operate within the city. This resulted in the loss of approximately 15 members.

Brother Keith Bruce from Local 419 reports that they have ratified a new agreement with Waste Management that saw improvements across the board.

Also in Ontario, Brother Kevin Quinlan Local 879 reports negotiations with Waste Connections in London, Ontario for 2023 were successful, resulting in a four-year contract. Key highlights include members receiving enhanced monetary benefits, such as statutory holiday and bereavement pay based on a 10-hour workday, and double time for work on statutory holidays, in addition to statutory holiday pay. Pension increases along with significant wage increases ranging from 12% to 22% across the wage grid were secured. This negotiation also saw the end of two separate collective agreements. The merger of the Material Recovery Facility (MRF) and haul side agreements into a single agreement was approved by members through a vote, offering consolidated benefits and perks.

While achieving a deal necessitated conciliation and involved challenges for both the hauling side and the MRF, the committee's relentless efforts and the unwavering determination of the members ensured success.

In Niagara Falls, the material recovery facility operated by Niagara Recycling was purchased from the Niagara Region by the Emterra

Group with the sale taking place in April. Local 879 was able to remain the bargaining agent for the eighty members there. With the change to the stewardship program taking effect on July 1, 2023, Ontario municipalities are transitioning out of the collection and processing of residential recycling programs with Niagara's transition date being January 2024. The new program regulations will make producers of products and packaging fully responsible for the cost and operation of the Blue Box program in Ontario.

With drivers and heavy equipment and truck mechanics in high demand, Local 879 has been successful in negotiating retention bonuses as well as good wage improvements for the members at Woodington Systems in Niagara.

We will be going into talks with Modern Landfill in Niagara Falls in early 2024.

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



Follow **Teamsters Solid Waste & Recycling** on Facebook



SECURING THE FUTURE FOR ARMoured CAR WORKERS

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

It's been another busy year for the Teamsters Canada Armoured Car Division. We have seen good progress across various regions, which I am excited to share with you in this article.

Ontario

A key focus in Ontario has been ongoing discussions regarding the integration of INTRIA (formerly CIBC processing centers) with GardaWorld. Our collective agreement remains effective until April 2025, providing stability during this period of transition.

GardaWorld's rollout of CashTrak in late 2023 marked a significant technological change for members. The new package tracking system allows GardaWorld to electronically track all customer items from the minute they are received to final delivery. This helps provide more consistent service and improved security.

Armoured Car workers in Ontario are members of Local Unions 419 and 879.

Atlantic Canada

In Nova Scotia, negotiations with Brinks resulted in a 5.2-year term agreement. This includes a new letter of understanding for non-traditional work and wage increases ranging from 15.5 to 19%, achieving wage parity for messengers, drivers, and guards upon the agreement's maturation.

Part-time positions at Brinks saw a remarkable 31% increase in base wages, addressing staffing needs and aligning part-time wages closely with full-time colleagues. Additionally, the "Top Up" program offers part-timers an extra \$1.75 per hour, nearly equating their earnings with full-time staff. We've also made health and welfare benefits more accessible to part-time employees through cost-sharing and hour qualifiers.

Bargaining with Garda in Nova Scotia started in late January 2024. And in New Brunswick, we're gearing up for Brinks bargaining scheduled for June 2024.

Armoured car workers in New Brunswick, Nova Scotia, and Prince Edward Island are members of Local Union 927.

Western Canada

Our efforts in Western Canada, particularly with the Western Canada Council of Teamsters, have been pivotal. After a steadfast fight, Garda agreed in February to the WCCT's representation of INTRIA workers. Local unions across the Prairies have started taking proposals



▲ Honoured as heroes — On June 14th, 2023, a York Regional Police Sergeant, Dan Ju, was critically injured in Markham when his car was hit by a 5-ton truck. He suffered severe injuries and couldn't call for help. GardaWorld team members Justin Williams and Gissela Membrano, both Teamsters, were first to arrive. Williams used Ju's radio to call for assistance and they provided aid until more help arrived.

from the new INTRIA members, adding them to the already growing proposal document for upcoming negotiations.

In August 2023, a memorandum of agreement was presented and received 78% approval. This victory brought significant improvements for INTRIA members, including the doubling of full-time positions, cessation of temporary worker usage, immediate wage increases of \$10,000 annually, substantial contributions to the Teamsters Prairie Provinces Pension Plan, and enhanced working conditions. A 3-year deal is now in place, ending May 31, 2026

For Brinks West, Local Union 362 is preparing for mid-2024 bargaining, following a 2-year deal.

Armoured car workers in Western Canada are members of Local Unions 362, 395, and 979.

Looking Forward

We continue to strive for better working conditions, fair wages, and stronger representation in all our negotiations. Thank you for your continued support and dedication. Together, we are building a stronger, more secure future for all our members in the Teamsters Canada Armoured Car Division.





LAYING TRACKS TOWARDS A BETTER WORKPLACE

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

2023 WAS ANOTHER BUSTLING YEAR FOR THE TCRC-MWED.

Many negotiations to come

The beginning of the year saw our group still in negotiations with Canadian Pacific Kansas City (CPKC), but by late April a new two-year agreement had been reached and ratified at 80%. The fact that it was a two-year deal puts us in the position of having to recommence negotiations with CPKC this year.

This year will also see us continue negotiations with the Southern Vancouver Island Railway and with Hallcon. These contract negotiations are ongoing, and we continue the fight for fairness for our members at these workplaces.

We have several other collective agreements set to expire this year. We will soon begin negotiating with Alstom Transport, Ottawa Valley Railway, Burlington Northern Sante Fe, Ontario Northland, Hudson's Bay Railway, and Carleton Trail Railway.

We have been in discussions with CSX to enhance the benefits and working conditions of our Canadian membership on that line. To date, discussions have been fruitful and we expect to see a modernization of our relationship with the employer so that we may better address Canadian specific issues with this primarily American railroad.

Online membership surveys

We are using online membership surveys to identify areas for improvement in new collective agreements with several employers. We have found that online surveys are a valuable tool in determining areas of the collective bargaining agreement that require the most attention.

We have continued on a rigorous path to resolve grievances at CPKC, and through the use of grievance resolution meetings, Med/Arb and the Canadian Railway Office of Arbitration we have successfully reduced our backlog of grievances while at the same time winning hundreds of thousands of dollars that have been paid to our members in 2023 alone.

Rail labour more united than ever

Another significant aspect of 2023 was that it was a year in which we worked in cooperation with other rail unions, with the result being that rail labour is now united in a way that it hasn't been for decades. We are, as a group, committed to working together in every area of shared interest.



Solidarity and support

The team at the TCRC-MWED is prepared for whatever this year throws at us. One of our focusses will be on increasing the participation of our members and on building a stronger organization from the ground up. Winning better contracts is always a battle, but with the active solidarity and support of the membership we anticipate great gains.

TCRC-MWED twentieth anniversary

Finally, 2024 is a very special year for the TCRC-MWED as it marks our twentieth anniversary as proud members of the Teamsters! It has been exciting to grow in this organization and we are looking forward to celebrating this milestone.



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



HEALTHCARE: A FIGHT FOR BETTER QUALITY CARE

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

RECOGNIZING THE VALUE OF HEALTHCARE PROFESSIONALS

Vital role

As Canada grapples with a significant aging population, the role of long-term care workers is becoming increasingly vital. This year has seen a growing awareness of the importance of these dedicated professionals who tirelessly support the elderly and most vulnerable communities. There has been a focus on recognizing their work and enhancing their working conditions.

Negotiations at Résidences Soleil

In Québec, considerable effort has gone into negotiating good collective agreements for workers at the Résidences Soleil group, a chain of long-term care facilities. These negotiations have led to notable advancements, including salary increases of nearly 20%, acknowledging the value and complexity of the work. These improvements, along with better working conditions, are elevating the status of these essential workers.

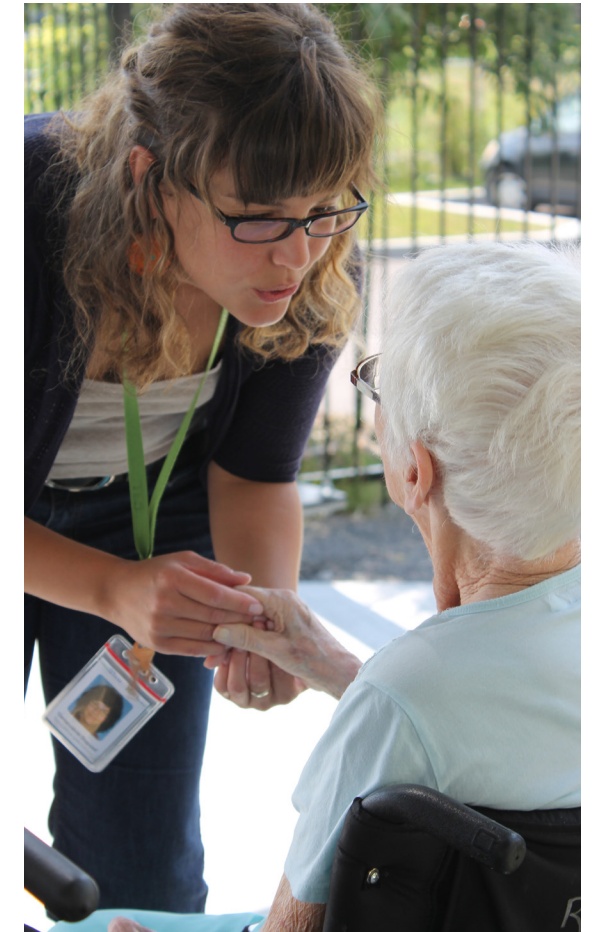
Beyond Quebec, attention has also been given to various healthcare professionals across the country. We are witnessing a renewed commitment to defending workers' rights and improving the quality of life for our members in this sector. This reflects a strong desire to support these professionals, who are vital to our healthcare system, so they can provide the best care possible to Canadians.

Taking care of our caregivers is crucial

We know that good working conditions attract and retain talent in this sector. The quality of the work environment significantly impacts the care provided. A content and fairly treated caregiving staff is crucial for ensuring high quality and compassionate care, especially for our older, often vulnerable patients.

This year marked a significant turning point in recognizing and improving the working conditions for care workers. Focusing on their health and appreciating their professionalism is a step toward better long-term care in Canada. It demonstrates a collective acknowledgement of the importance of these professionals and the necessity to support them.

Improving working conditions in the long-term care sector is essential to ensuring a future where the quality of care and workers health go hand in hand, benefiting the entire society.



▲ On April 6 & 7 William Osler Hospitals wore green across our sites in recognition of #BeADonorMonth, and to honour organ donor and Humboldt Bronco's defenceman, Logan Boulet.

An estimated 150,000 people were inspired and registered to become registered organ donors following his passing.

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Everybody deserves respect, justice, equality, fairness and dignity in the workplace.
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for more information about joining our union.