



# TEAMSTERS CANADA

**OUR STRENGTH. OUR VOICE. OUR FUTURE.**



**IBT General President Sean O'Brien and Teamsters Canada President François Laporte on the CPKC picket lines in Calgary**



## **OUR STRENGTH.**

**President François Laporte with striking Richelieu Hardware workers in Montréal, QC.**



## **OUR VOICE.**

**President François Laporte with striking Gate Gourmet workers in Mississauga, ON.**



## **OUR FUTURE.**

**International Vice-President Stan Hennessy with Gordon Food Services organizers in Delta, BC.**



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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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**"We're working for you and your family!"**





# OUR STRENGTH. OUR VOICE. OUR FUTURE.

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



François Laporte, President of Teamsters Canada, at a rally outside of CN's headquarters in Montreal



Teamsters Canada President François Laporte walked the picket line with members of Local Union 106 at Richelieu Hardware in Montreal

2024 has been a year of struggle, triumph, and betrayal by an increasingly unpopular federal government. But through it all, we have remained strong.

As the cost of living continues to soar, with housing costs pushing more Canadians to the edge, the appeal of union membership and better jobs has only grown. This year, our membership surpassed 130,000 workers—the largest Teamsters Canada has ever been.

## BIG FIGHTS, BIG WINS

The surge in membership is no accident. It was fueled by big organizing wins, like at Gordon Food Services in British Columbia, where nearly 550 workers joined Teamsters Local Union 31 in September. These workers had been grappling with a range of workplace issues, including lagging wages, safety concerns, blatant favouritism, unjust discipline and terminations, and rising benefits costs. They knew that with a union, they could stand up for fairness in the workplace.

Teamsters Canada is committed to supporting our affiliates in their organizing drives and campaigns, while fully respecting local union autonomy. The decision to organize lies with each local union. Nationally, our goal is to introduce initiatives that will assist and empower our affiliates, helping to grow our movement across Canada.

Growth in membership, paired with the realities of increasing unaffordability, means we need to adapt. This year, we raised our strike pay to \$400 per week, ensuring that all our members have the resources they need to stand up to corporate greed and demand a better future.



Underpaid and overworked, over 800 workers at airline catering company Gate Gourmet voted 98.8% in favour of strike action

Our strike fund was put to the test in April when around 800 workers at Gate Gourmet in Toronto went on strike for two weeks. Their resolve paid off as they secured wage increases that help address the soaring cost of living in Canada's largest city.

Then in June, over 130 warehouse workers at Quincaillerie Richelieu in Montréal took to the picket lines, demanding fair wages. For a month, they walked the picket line every day, and showed their bosses in their air-conditioned offices that they were willing to fight to the end. Workers won, securing the inflation-busting wage increases they fought so hard for.

Strikes are always the last resort but remain the most powerful tool we have to confront employers unwilling to offer fair working conditions. This year, with the support of all four federal political parties, the government evened the playing field by moving to ban the use of scab workers during strikes. This will help ensure that strikes are shorter, less frequent, and more effective, giving workers a fairer chance to negotiate.

## ATTACKS ON WORKERS' POWER

However, our successes do not mask the serious challenges we faced this year. In August, our members at CN and CPKC were locked out by employers determined to roll back safety protections in our collective agreements. Both companies were gunning to eliminate hard-won language in our collective agreements around fatigue management and scheduling.

Our members only sought a fair deal at the bargaining table. But the federal government, despite its pro-worker rhetoric, caved to corporate pressure and intervened almost immediately. Just over 16 hours after the lockout began, the Labour Minister ordered members back to work and imposed binding arbitration.

This undemocratic move short-circuited our right to bargain collectively, handing CN and CPKC the upper hand. Now, these companies will attempt to push through their dangerous objectives via arbitration.

Our union is fighting this through the justice system. We'll go to the Supreme Court if we must.

Unions win improvements for working people—fair wages, paid sick leave, and more by standing together and negotiating fair deals.

## STRONGER UNIONS, BETTER LIVES

At our core, unions exist to help workers secure better wages, safer workplaces, and improved conditions. We fight for a better quality of life, and a better future for our families.

No one should oppose unions—except perhaps profit-hungry corporate executives. With workers and the middle class struggling to make ends meet, our strength, our voice, and our ability to shape a better future are more important than ever.

United, we are stronger. United, our voice is louder. And united, we will ensure that the future is bright—for workers, for families, and for all Canadians.



More pictures of the Gate Gourmet Strike on page 29

## OUR STRENGTH. OUR VOICE. OUR FUTURE.



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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. Four \$2,500 scholarships are awarded.

## | TEAMSTERS SCHOLARSHIP FUND

These scholarships are available to the children or financial dependents of Teamster members. The fund will award 600 one-time \$2,000 scholarships. The fund is administered by the International Brotherhood of Teamsters. Questions? Contact the IBT by email at [ScholarshipFund@teamster.org](mailto:ScholarshipFund@teamster.org). The deadline is **May 1** this 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**



## 2024 TEAMSTERS CANADA SCHOLARSHIP WINNERS

Four Teamster members won a \$2,500 scholarship in 2024. The application process includes submitting an essay on a given theme. This year we've chosen to publish the essay by Brother Paul Stedman from Local Union 647.



### WHAT ARE THE BENEFITS OF BEING A TEAMSTER MEMBER?

*by Brother Paul Stedman, Local Union 647*

Representing my fellow employees as Chief Union Steward has been an experience fraught with many challenges. At the same time, it has been incredibly rewarding with respect to my development as a leader. In an increasingly hostile work environment, I am often called upon to be the voice of my brothers and sisters, ensuring that the contract is respected by the employer and that employees are treated fairly. My co-workers expect me to address their concerns promptly and take decisive and carefully considered action that will make the workplace a positive and cooperative environment where the members can thrive while the business remains successful.

My understanding of leadership skills has improved in many ways. These areas include conflict resolution and the delegation of tasks amongst stewards. I have learned the importance of meeting frequently with my fellow stewards to promote strong teamwork through regular communication. This helps us to tackle issues before they become problems. I continually encourage them to interact with employees to make sure that we are up to date on what is happening in real time and aren't caught off-guard. I am helping members better see, and participate in, what is being discussed with management. In doing so, I aim to minimize omissions and strengthen our team through member engagement. The effectiveness of this practice is evident as now members increasingly ask questions, suggest issues requiring attention, and inquire about the timing of the next posting.

As a team, our committee has overcome many obstacles. One particularly satisfying victory, achieved through solidarity and perseverance, was our ability to convince the employer of their error in judgement by asserting their management rights to eliminate a shipping/receiving position. This was accomplished by the relentless lobbying by shop stewards, supported by our Teamster representative. Following several months of discussion, grievances, and health and safety concerns, our persistent drive as a team resulted in the employer acknowledging their mistake and reinstating the position.

*My experiences in the union have played a vital role in my understanding of leadership and teamwork and I strive for continued growth in these areas.*



Teamsters Canada Foundation  
Charity Registration Number:  
747612687RR0001

## YOU ARE THE HEART OF OUR FOUNDATION

Thanks to your generosity, our revenues exceeded \$400,000 in 2024. 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 our golf tournament, and to all those who took part in our Warm Hearts, Toasty Toes campaign.

Thank you to all our donors for your contributions to the Teamsters Canada Foundation in 2024.



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foundation@teamsters.ca

## SOLIDARITY AT *heart!*

“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

## 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](http://www.ftcf.ca)

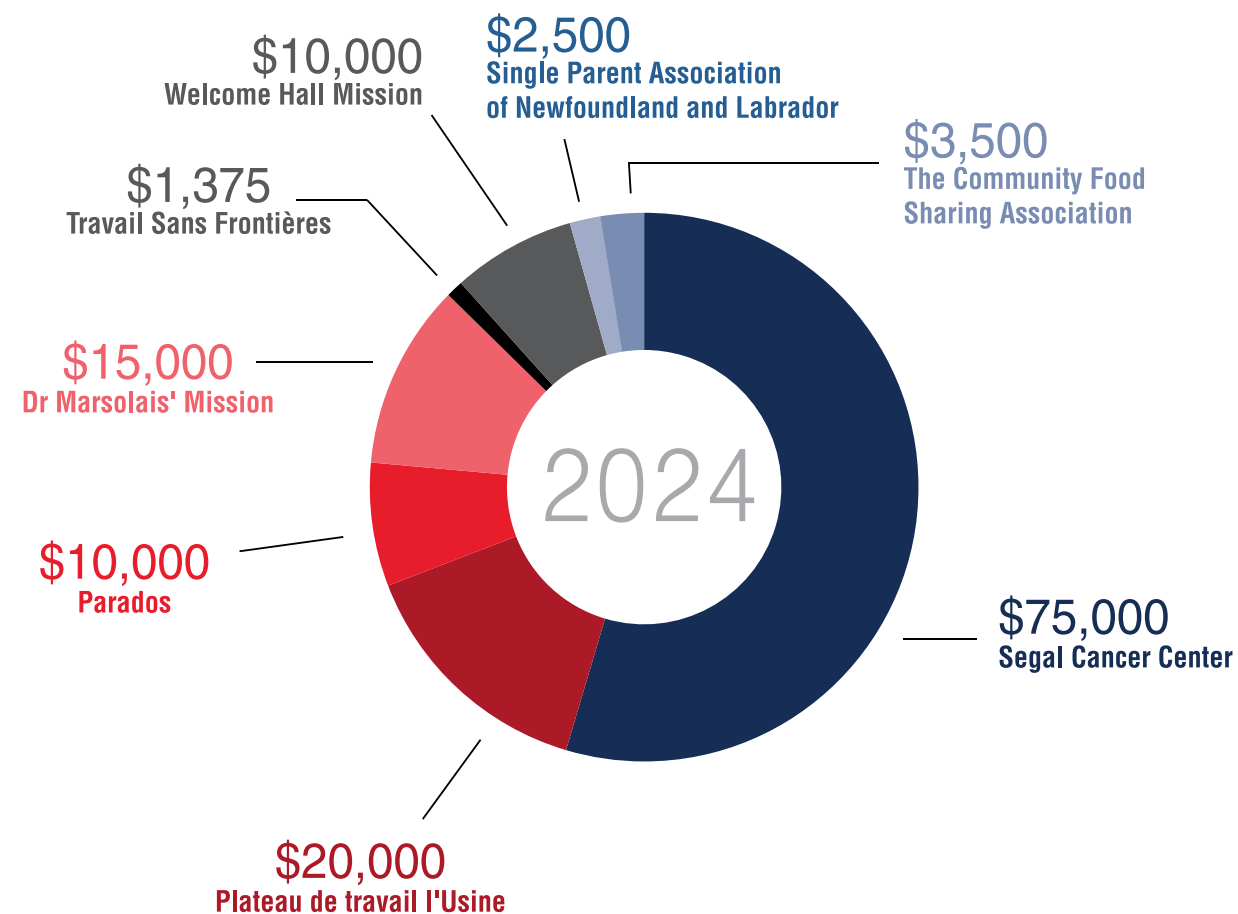


### \$250,000 DONATION TO SEGAL CANCER CENTRE

The Teamsters Canada Foundation renewed its support to the fight against cancer by announcing a \$250,000 donation to the Jewish General Hospital's (JGH) Segal Cancer Centre. Payable over five years, this donation signifies our long-term commitment to supporting healthcare innovations. It allows the Teamsters to contribute to medical advancements that can potentially touch the lives of every Canadian

# TEAMSTERS CANADA FOUNDATION

THE FOUNDATION REDISTRIBUTED \$137,375 IN 2024.



### \$20,000 DONATION TO PLATEAU DE TRAVAIL L'USINE

The Teamsters Canada Foundation is proud to have donated \$20,000 to the Plateau de travail l'Usine in Joliette by Entraide pour la déficience intellectuelle du Joliette Métropolitain, which offers individuals and businesses quick and secure shredding solutions, while fulfilling an important social mission in the region



### \$10,000 DONATION TO LE PARADOS

On behalf of the Teamsters Canada Foundation, François Laporte, President of Teamsters Canada, and Nathalie Guillemette, Coordinator of the Teamsters Quebec Feminist Action Committee, are proud to present a donation of \$10,000 to The Parados, a shelter for women who have experienced domestic violence and their children





# GOVERNMENT AFFAIRS

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

## 2024 KEY LEGISLATIVE HIGHLIGHTS

### GOVERNMENT AFFAIRS

We began 2024 on Parliament Hill anticipating over 630 days until the next federal election. The political landscape has since shifted dramatically, with the NDP terminating its agreement with the Liberals. Despite this instability, we have achieved notable gains on issues prioritized by our leadership and membership.

One of our most significant victories was the passage of Bill C-58, the **anti-scab law**, which bans the use of replacement workers during strikes or lockouts. Coming into effect in June 2025, this law aims to prevent federally regulated employers from undermining the collective bargaining process.

### RAIL NEGOTIATIONS

Rail negotiations between the Teamsters Canada Rail Conference (TCRC) and both CN and CPKC were a major test for our government. Facing apparent collusion between the companies, our members were locked out and forced to strike to protect critical safety provisions in our agreements. Disappointingly, the federal Minister of Labour sided with the employers, forcing us into binding arbitration, and a court challenge to protect our rights.



On a positive note, our lobbying efforts to address the growing need for skilled trades workers resulted in:



A **\$90 million investment** in the **Apprenticeship Service** to support the creation of placements for apprentices.



An additional **\$10 million** for the **Skilled Trades Awareness and Readiness program** to encourage Canadians to enter careers in skilled trades.

We also successfully lobbied for several changes to the **Canada Labour Code**:



Introduction of a new **three-day paid leave** related to pregnancy loss.

Establishment of a new **16-week unpaid leave** to support workers during the placement of a child through adoption or surrogacy.



Enhanced protections for **gig workers and truck drivers** by strengthening the prohibition against misclassification through a presumption of employee status. This ensures these workers can access the same rights as employees under the Code. Legitimate owner-operators are not affected.



Requirement for federal employers to establish a **right-to-disconnect policy**, limiting work-related communication outside of scheduled working hours.



Roundtable with Minister O'Regan, Senator Hassan Yussuff, and other leaders



American Ambassador to Canada Cohen, Mariam Abou-Dib, and Francois Laporte

Our lobbying efforts regarding **Bill C-21**, which froze the sale or transfer of handguns, finally yielded results. After much work with Public Safety, the RCMP, the Senate and opposition parties, a new national direction was given to chief firearms officers that would facilitate our members' access to their firearm for practicing at approved ranges across the country. This new development will help support our members to do their jobs effectively and safely.

The purpose of the federal **Pay Equity Act** is to achieve pay equity for employees in jobs commonly held by women by addressing gender-based discrimination in pay practices. While the deadline for employers to post their Pay Equity Plans was September, many have been granted extensions or have yet to begin.



François Laporte, President of Teamsters Canada with Canada's Ambassador to the U.S., Kirsten Hillman, to discuss the important concerns of Teamsters members and their industries in Canada

It is crucial that Teamsters are involved in every Pay Equity Committee in federal companies where we have members. Teamsters Canada has assisted several locals and divisions with their pay equity committees, resulting in significant wage adjustments for members in female-dominated classifications.

Teamsters Canada has long advocated for accessible **childcare**. With the passage of Bill C-35, over half of all provinces and territories are now delivering regulated early learning and childcare for an average of **\$10 a day or less**. Every other jurisdiction has reduced fees by at least 50%.

We are also engaged in consultations on several other pieces of legislation, including the **Employment Equity Act**, which seeks to create working conditions free from barriers and to correct employment disadvantages for designated groups.

The government announced significant updates to the **Temporary Foreign Worker Program** aimed at reducing reliance on low-wage foreign workers. Employers are required to prioritize hiring Canadian workers before turning to foreign labour. Key updates include:

- A **10% cap** on low-wage foreign workers nationwide.
- A **20% cap** for critical sectors like healthcare and construction.

Further consultations are expected into 2025, and Teamsters Canada will be actively involved to ensure our jobs are protected and all workers' employment conditions are fair.

As we approach the **CUSMA\*-2026 review** next year, we are closely monitoring Canada's response to complaints surrounding **dairy** tariff rate quotas under various trade deals. Our position is that elected officials should have the authority to set limits on certain imports to protect Canadian jobs.

Our lobbying work is expected to intensify in 2025, regardless of when an election is called, or which political party is in power. Our priority remains what is in the best interest of Teamster members, our families, and our communities.

### OUR VOICE ON THE HILL WILL BE HEARD.

\* The Canada-United States-Mexico Agreement





# A STRONG VOICE FOR WOMEN

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



In June 2024, the Women's Conference of the International Brotherhood of Teamsters (IBT) brought together more than 1,000 women working in various sectors in the United States and Canada, to share their experiences and learn more about significant issues that affect women in particular. Each year, the Women's Conference creates an enriching space for sharing and learning that provides women with empowering tools they can each take back to their workplace.

Teamsters Canada's Education Department contributed to the Women's Conference by proposing two essential workshops. The first one, on diversity, inclusion and equity, was designed specifically for Canadian Teamster women. It offered insights and techniques to help develop workplaces that are fairer and do a better job of respecting differences. The second workshop was an opportunity to discuss the spread of right-wing ideology and its repercussions on women's rights and their place in society. Current social and political issues are something we need to talk about if we want to understand them and see them coming.

A big round of applause to the Canadian local unions! The power of their commitment and mobilization meant that nearly 100 Canadian Teamster women attended the Conference. These women's active participation was much appreciated, and greatly enriched the discussions at this important event.

## TEAMSTER WOMEN FROM COAST TO COAST

We are proud to say that an increasing number of women are members of our union and actively involved in its activities. They were particularly active at the IBT Women's Conference, and their involvement extends to several provinces, where women's committees actively address union and social issues. In Quebec, Ontario, British Columbia and Nova Scotia, these women's hard work furthers emancipation and autonomy for women.

As well, Teamsters Canada now offers a new guide for local unions and members who want to set up a women's committee.



## PAY EQUITY PAYS OFF!

In Canada, pay equity is a legal requirement, enacted to close persistent pay gaps between women and men who hold different jobs, but of comparable value (assessed on the basis of skill, effort, responsibility, and working conditions). Under Canada's Pay Equity Act, federally regulated employers have time limits within which to make pay adjustments and regularly re-examine pay equity.

Simply put, pay equity requires employers to ensure that, in their workplaces, traditionally female-dominated job classes are not paid less than male-dominated job classes of comparable value.

Each province and territory, as well as the federal government, has enacted pay equity legislation. Although details vary, **Teamsters have often successfully relied on this legislation to put more money in our members' pockets.** One example of this success occurred at Purolator, where several of our members in traditionally female-dominated job classes will soon receive pay increases.

And our efforts won't stop there. Many federally regulated private-sector employers of our members are currently required to make these pay equity adjustments.

That's why, as a union, we owe it to ourselves to ensure that these employers respect their obligations and abide by the law. Teamsters Canada is always available to provide local unions with information and support.



## COMITÉ D'ACTIONS FÉMINISTES TEAMSTERS QUÉBEC



Québec Teamsters Women's Conference Dinner – *Shades of Femininity: Vibrant Diversity*. Retirement planning with advisor Mélanie Poupart and the legendary Michel Dorion, who treated us to a colorful performance



## TEAMSTERS ONTARIO WOMEN'S CAUCUS (TOWC)



Teamsters Local Union 938 and the Teamsters Ontario Women's Caucus donated \$1000 towards the Mississauga Chapter of the Shoebox Project



Teamsters Canada is proud to have attended Equal Voice Foundation Gala, an inspiring event dedicated to promoting women's societal involvement and empowerment



Teamster Sisters Sylvie Reed (Local Union 1999) and Diane Bessette (Local Union 931), took part in the Québec Federation of Labour (FTQ) Feminist School: an essential training course for feminists in the union sphere! Thanks to all participants for their commitment!



The 2024 Teamster Women's Conference. This year's Canadian workshop highlighted the richness that equity and diversity bring to unions. Through interactive activities, participants learned to recognize how our biases impact our decisions, our membership, and our union's actions. Attendees left with new skills to create inclusive workplaces and strengthen union activism.





# TRAINING TEAMSTERS COAST TO COAST

## OUR STRENGTH

The strength of the Teamsters comes from our members. This year, we prioritized need assessments throughout Canada. We met with leadership to discuss ideas to better align ourselves with members' needs. Labour education offers a unique kind of training that takes the problems faced by working men and women at its starting point.

We must constantly adjust to new realities, so we reviewed our training offerings, allowing local unions to request updated courses and presentations to suit their needs. Focused on engagement during our in-person training, this has been a year of adaptation in education. We have incorporated new methods and techniques in delivering labour education such as interactive activities, customized content and practical learning.

We are launching EduCan, our new initiative designed to modernize, brand, and update our training offerings. EduCan represents our commitment to fresh, relevant, and accessible programs that meet the evolving needs of Canadian Teamsters. This modernization effort is a key part of ensuring that our training aligns with Canada's workplace realities.

We are also taking a major step forward with the launch of our Learning Management System (LMS). The LMS is an online platform where shop stewards and the leadership can access follow-up materials, additional resources, and vital information even after training ends. It will allow your representatives to stay informed, updated and connected. This digital approach provides flexibility and accessibility, empowering them to engage with training on their own time.

## OUR VOICE

Making our voices heard is essential. The Education Department has focused on working with locals to train shop stewards to represent and advocate for the membership by making sure they have the skills they need to ensure that we have a strong, unified voice across all platforms.



## TEAMSTERS CANADA EDUCATION DEPARTMENT

The new Teamsters Canada Education Department is proud to share the progress we've made this year.

Our mission is to equip members with the skills and resources to face Canadian workplace challenges and advocate for their rights.



**Nathaly Guillemette**

Director of Education – Québec | National Coordinator Human Rights



**Jamie Donnelly**

Director of Education – English Canada

educan@teamsters.ca



Basic training session for shop stewards from Local Union 647 in Ontario, for stewards new to their role

By incorporating members' experiences and insights, we're creating programs that are practical and rooted in real needs.

We focused on creating Canadian-based content to keep our programs relevant and informative. To ensure we understood our needs, we attended (or presented) over ten shop steward training courses and created new workshops on our labour history as well as our political work on the federal level and how it affects the Teamsters today. We also tackled psychological harassment, diversity and inclusion and much more. Finally, we presented two workshops at the IBT Women's Conference, proudly representing Canada and sharing with our Sisters down South.

This year, we introduced Teamsters I.D. (Instructor Development) Training which focused on enhancing the presentation skills of representatives across the country. Participants discovered their unique instruction styles, learned how to adjust to different learners, and picked up practical tips for effective training. We welcomed a diverse group of participants from both Local Unions and the Rail Division, creating an opportunity to develop skills, network with other instructors, and strengthen unity across Teamsters Canada.

And in February, we held our very first Québec Teamsters Instructor Development Training! We are proud to train over 300 shop stewards every year, and we believe that by offering our trainers advanced training, we strengthen our autonomy and our commitment to members.

## OUR FUTURE

Our future depends on preparing members for the challenges ahead. With evolving workplaces and labour laws, we're committed to equipping Canadian Teamsters with the skills and knowledge needed to adapt.

A big part of this commitment is our new Shop Steward Prequel Training. This online, interactive 45-minute course welcomes shop stewards into their new roles, providing a flexible format that they can start, stop, and revisit as needed. This training covers the basics of the role, offering immediate support for new shop stewards as they prepare for their responsibilities. It ensures that they can approach their duties with more confidence and support until they can attend in-person training at their Local.

Our commitment to a digital future, alongside traditional learning approaches, remains strong. EduCan (the LMS) will continue to expand, providing features like interactive quizzes, personalized learning paths, and additional resources, all designed to support flexible, on-demand learning. This approach combines technology with our union's values, creating a dynamic, accessible learning experience.



Advanced training session for shop stewards from Local Union 647 in Ontario, specifically designed for Stewards with 5-10 years experience



Teamsters Joint Council 36 Annual Education Week. The week-long event gathered over 70 shop stewards and union officers from across BC and Yukon Territory



Teamsters Instructor Development (I.D.) Training. More than a dozen union reps from across the country came together to learn new training techniques and tech integration

## CONCLUSION

This year has been one of building for Teamsters Canada. Through new programs, expanded resources like EduCan, and our commitment to flexible learning, we're empowering members to stand together, speak up, and prepare for the future.

With the strength of our members, the power of our voices, and our focus on a brighter future, Teamsters Canada is ready for the road ahead. Together, we are strong. Together, we are heard. Together, we are building the future of our Canadian Teamsters education.





# TRUCKING FORWARD FOR FREIGHT DIVISION WORKERS

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

## FREIGHT AND TANKHAUL DIVISION

Teamsters Local Union 31 made history this year with its largest organizing victory since its founding in 1936. After years of effort, more than 550 workers at Gordon Food Service Canada in British Columbia are now represented by the Teamsters.

The organizing campaign, launched in 2021, quickly started gaining momentum last summer. Across Metro Vancouver and the Okanagan, workers—including drivers, warehouse staff, clerks, and others—stood firm against corporate pressure and interference.

Workers had been grappling with a range of workplace issues, including lagging wages, safety concerns, favouritism, unjust discipline and terminations, and an increasingly expensive benefits package.

This achievement would not have been possible without the leadership of Local Union 31.

But this is just the beginning. The next battle lies in negotiating a first collective agreement to secure better wages, benefits, and protections for these courageous workers.



After years of effort, over 550 workers at Gordon Food Service Canada in British Columbia are now represented by the Teamsters



Local Union 362 members hauling heavy equipment accross Alberta



## ACTIVE ACROSS CANADA

Things are strong in Ontario as well, where we recently renewed collective agreements for Fastrate Driver Dock, Fastrate Administration and Supervisors, Autoport Concord, Trimac, and Young Transportation. All contracts were approved with high-percentage votes and included favourable increases. As of this writing, Western Canada Express is also under negotiation. Meanwhile, freight volumes have remained steady at Clarke, Vitran, TST, WCE, XTL, CCT, and Cassens.

At Ford's Oakville plant, where we represent Cleveland Switching Services Shunters, Cleveland Gate Monitors, and Autoport Oakville workers, production changes are underway. The electric vehicle transition has been replaced with a new 2500 series gas pickup truck and potential Lincoln vehicles. The plant is expected to be operational by late 2025 or early 2026, over a year ahead of schedule.

However, it's not all positive. The trucking industry remains sensitive to larger economic trends; a strong economy means more goods are shipped by truck. With 2024 being a sluggish year for the middle class, some trucking companies were forced to close. This was the case with SGT2000 and Bessette et Boudreaux, two Quebec-based companies, resulting in the loss of approximately 75 members.



Representatives from the Canadian Trucking Association, Teamsters Canada, and the federal government announcing new measures to combat Driver Inc.

## THE WAR ON DRIVER INC.

No report on the trucking sector would be complete without addressing the ongoing battle against Driver Inc.

The Driver Inc. employee misclassification scam continues to plague Canada's trucking industry. Under this scheme, companies misclassify employees as independent contractors to dodge statutory obligations like CPP, EI, and WSIB premiums.

Misclassified workers, despite operating under employment-like conditions (e.g. company-owned trucks, set schedules, and company oversight), are denied fundamental protections and benefits like overtime pay, vacation, and job security. This practice not only harms workers but also creates unfair competition, allowing exploitative companies to undercut legitimate businesses.

Respectable trucking companies are losing business to those engaged in the Driver Inc. scam. Teamsters Canada is collaborating with these employers to pressure the government to act. The Driver Inc. problem persists because federal and provincial governments have allowed it to fester.

This year, we achieved a major victory: Parliament amended the law to place the burden on employers to prove their independent contractors are not misclassified employees. We also achieved higher investments in resources for the Labour Program to increase outreach to employers and the Canada Revenue Agency to ramp up audits of suspicious companies.

**It's important to distinguish between legitimate owner-operator truck drivers and victims of the Driver Inc. scam.** Owner-operators typically work independently and own their trucks. In contrast, misclassified employees are businesses only on paper, while otherwise indistinguishable from regular employees.

 **If You See It, Report It** ▶



François Laporte, President of Teamsters Canada, speaks to 2,000 delegates at the Congress of the International Transport Workers' Federation: "Canadians have a constitutional right to strike and engage in collective bargaining. Yet, government intervention undermines these rights, allowing employers to trample on them and bargain in bad faith. Our union is taking on Ottawa to protect these fundamental rights. We have filed court challenges and will do whatever it takes to defend our members."







# FROM BARGAINING TABLES TO COURTROOMS

by Paul Boucher, President, Teamsters Canada Rail Conference

2024 was a pivotal year for railroaders, with far-reaching implications for all transportation workers. Over 10,000 of our members engaged in negotiations with CN and CPKC, as our union fought to secure fair and equitable agreements. With the rising cost of living and record-breaking corporate profits, our members deserved nothing less than wages and conditions that reflect their vital contributions to the success of these companies.

Sadly, the bosses saw things differently. Both CN and CPKC prioritized profit over fairness, opening negotiations with proposals that included pay cuts for most members instead of much-needed increases in wages and improvements to working conditions.

## THREATS TO WORKER PROTECTIONS

Beyond wages, both companies sought to undermine critical provisions of our collective agreements, particularly those related to fatigue management. They also aimed to erode protections enshrined in the Canada Labour Code regarding time off.

Operating trains may be a dream job for some, but it comes with challenges. Railroaders often give over 80 hours per week to their employers, remain on call 24/7, and face minimal consideration for their family lives. Our members frequently miss holidays and important family events due to the relentless demands of the job.

In extreme cases, the grueling nature of the work creates fatigue-related safety risks, making it nearly impossible to ensure workers are well-rested when called to duty.

On the critical issue of fatigue management, we stood firm. The companies' unwillingness to compromise only deepened the divide at the bargaining table.

## ARBITRATION: A TOOL FOR CORPORATE INTERESTS

Frustrated by our resistance, CN and CPKC turned to a familiar corporate playbook: lobbying for binding arbitration. Typically used as a last resort to address a few unresolved issues, the companies sought to submit close to their entire agreements to arbitration. This was an attempt to bypass good-faith bargaining and force through concessionary changes they could not achieve at the table.

When we refused, the railway CEOs ramped up the pressure. They accused us of bargaining in bad faith, orchestrated a lockout, and created supply chain disruptions to compel Ottawa to intervene.

It worked. Politicians who often speak of their so-called progressive values caved under corporate pressure. Within just 16 hours and 29 minutes of the lockout, the labour minister announced binding arbitration

for all rail workers under a rarely used section of the *Canada Labour Code*.

## A FIGHT FOR WORKERS' RIGHTS

This decision is almost certainly unconstitutional. Workers have a Charter-protected right to engage in collective bargaining. In response, we filed challenges in the federal court system to defend these fundamental rights, even though we anticipate the arbitration process will conclude before the courts can intervene.

We are also rallying other unions to seek intervenor status, a move that has proven prescient. This year alone, Ottawa has used binding arbitration tactics against unions representing workers at five employers, including WestJet, CN, CPKC, and the ports of Montreal and Vancouver.

Such actions mark a dangerous trend, one where a single politician can unilaterally stop the bargaining process or weaken unions. This dynamic empowers corporations to sidestep negotiations entirely, eroding the collective bargaining process and undermining workers' rights.

## THE IMPORTANCE OF STRONG UNIONS

Strong unions are the backbone of a robust middle class, but not when politicians regularly short-circuit the bargaining process. When workers negotiate fair wages and conditions, they drive consumer spending, fuel economic growth, and strengthen society. Conversely, weakening unions leads to stagnant wages and widening inequality, benefitting only corporations.

As we reflect on 2024, one thing is certain: the Teamsters will continue to stand up for what's right. We remain committed to protecting the rights of our members and ensuring a brighter future for all workers.

**Count on us to keep fighting.**

### BRITISH COLUMBIA



Port Coquitlam Yard



Vancouver Intermodal Facility

### NEW BRUNSWICK



Moncton

### ALBERTA



Medicine Hat



Kipp Yard Coalhurst

### SASKATCHEWAN



Saskatoon

### MANITOBA



Winnipeg Yard



Winnipeg Yard



Minnedosa Yard

### ONTARIO



Chapleau



London Yard



Havelock Yard

### QUÉBEC



Montréal



Halifax

You can read more about our efforts for rail workers and all Canadians by visiting our completely revamped website, [teamstersrail.ca](http://teamstersrail.ca)

*Count on us to keep fighting*





# DELIVERING PROTECTION FOR PACKAGE DIVISION WORKERS

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

## PACKAGE DIVISION

Package Division members play a vital role in the coast-to-coast supply chain network, consistently meeting and exceeding the demands of sustainability and reliability in a fast-paced economy for their respective customers.

Federally regulated employers like Purolator and UPS are required to undergo extensive pay equity reviews. Pay equity's core principle mandates equal pay for work of equal value. This year, Purolator members in certain 'female predominant' job classifications received upwards wage adjustments upon completion of the mandated job evaluation exercise.

These adjustments, implemented on September 4, 2024, were completed on schedule. Teamsters Canada ensured a fair and transparent progression to conclusion, noting draft pay equity plans were posted in the worksites for sixty days prior to implementation, providing our members an opportunity to review the draft plans prior to finalization.



Part of the Purolator pay equity committee

On the technology front, both Purolator and UPS are increasingly implementing automation and artificial intelligence. While some technological advancements support job functions, often they tacitly pose a risk to existing Teamster jobs. While we are unable to halt the growth of automation, we must advocate for unprecedented protections amid this structural business shift.

We must remain vigilant as Purolator and UPS expand into the lucrative and highly regulated healthcare delivery market. Purolator's recent acquisition of Williams PharmaLogistics marked a significant entry into this sector. Often premium shipping costs are incurred by the shipper as deliveries are temperature-controlled, secured, and may not be intermingled with regular freight. The healthcare segment of business focuses on specialized deliveries to pharmacy's, hospitals, doctors' offices, long-term care facilities, and other healthcare facilities. The main competitor to Purolator and UPS remains ATS, which is estimated to service 70% to 80% of the deliveries in this sector.

As the healthcare industry expands, it is incumbent upon our members to monitor these developments and report any change in supply chains to their local union. Healthcare represents a significant growth opportunity, which our members deserve to benefit from.

Reflecting on the national landscape, Amazon continues to war with any union endeavouring to organize workers under their umbrella. At arm's length, local unions in Quebec and Newfoundland have taken on the national challenge, filing labour board applications to certify Amazon's main



UPS members from Local Union 879. After 37 years and with 34 years safe driving, UPS driver Frank Vanderwyk hung up his keys

For our UPS members, Teamsters Canada remains involved in the ongoing UPS pay equity discussions. Despite the passage of the September 4, 2024 deadline, we are pushing UPS to expedite the project to ensure fairness for our members. Although UPS applied for extensions, any pay equity adjustments will be retroactive to September 4, 2024, potentially including interest for our members as well.

The Package Division continues to engage in Pension and National Health and Safety meetings with both employers. We consistently urge employers to prioritize the well-being of our members. Both pension plans remain well funded due to favourable market conditions, highlighting the importance of secure retirement funds. Generally, at National Health and Safety meetings, both Purolator and UPS provide statistics surrounding workplace accidents and collisions. Both employers have reported significant reductions in each category, reflecting the attention and professionalism deployed by our members each day.



Canadian carrier: Intelcom (Quebec) or Dragonfly (the rest of Canada). Intelcom continues to grow their market share in the courier industry, threatening the existing market share of our unionized carriers. As Temu and Shein aggressively invade Canadian markets, Intelcom has, in many instances, been designated their preferred delivery carrier.

With the UPS national collective agreement set to expire on July 31, 2025, preparations for collective bargaining have begun. UPS negotiations are traditionally a complex process; 2025 may prove significantly more challenging, given the economic factors and working conditions experienced by our members since 2020. The assistant directors and I look forward to supporting the local unions through the upcoming negotiations.

In conclusion, the rise of automation and artificial intelligence poses significant challenges. Protecting our jobs will require enhanced technology protections in the years ahead. Whether through amplified collective agreement language, or the vigilant enforcement of our current collective agreements today, our collective efforts are essential to the future. Be diligent and support your local unions; collectively we can achieve much.



Local Union 879 members at Purolator



Another Circle of Honour award out of the Stoney Creek UPS facility. UPS driver Randy Day is pictured here being congratulated for driving 25 years without an avoidable accident

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







# BUILDING A SOLID FUTURE FOR CONSTRUCTION TEAMSTERS

by Gary Kitchen, Director, Teamsters Canada Construction Division



## CONSTRUCTION DIVISION

2024 was another exciting year for Teamster Construction Division members. Many major projects that have been ongoing for several years are now reaching completion, while numerous new and promising projects are being contemplated.



▲ *Gordie Howe Bridge project will be completed and open in fall 2025*

For example, on June 14, 2024, Construction Trades workers connected the bridge deck of the Gordie Howe Bridge, linking Windsor, Ontario, with Detroit, Michigan. If progress remains on schedule, the bridge is set to open in fall 2025.

Major projects continue across Canada in the heavy civil infrastructure, power, nuclear and hydroelectric, petroleum, and gas sectors. Many industrial, commercial, and institutional construction projects are also ongoing or in the planning stages.



## STRONG REPRESENTATION

In the Construction Division, we ensure our members' voices are heard not only locally, but also at provincial, federal, and global levels. As previously reported, it is important to continue our involvement and participation in Local Building Trade Councils, Provincial Building Trade Councils as well as on the Executive Board of the Canada Building Trades Unions (CBTU). Through these affiliations, we collectively build our strength, amplify our voices, and position ourselves at the forefront for organizing, negotiating project labour agreements, lobbying at all government levels, and securing a future for Construction Division Teamsters.

Many of our officers have been elected to leadership positions within their respective Trades Councils at both the local and provincial levels, in addition to their responsibilities within their own respective local unions. Their participation ensures our voices are heard and represented at all levels.

We also hold a seat on the Canadian Pipeline Advisory Council (CPAC), which includes industry leaders from the Pipeline Contractors Association of Canada and the four craft unions. CPAC was established in 1969 to provide labour relations stability in the Canadian pipeline construction industry.



## A GLOBAL VOICE

Teamsters Canada is also affiliated with IndustriALL, a global union network representing over 50 million workers in 150 countries. This affiliation enables us to share information and strategies on a global scale within the construction materials, cement, and ready-mix sectors—a crucial relationship as most major contractors and cement producers are now multinational entities.

For example, in October, I was honoured to be one of two North American delegates selected to attend a historic tripartite meeting sponsored by the International Labour Organization (ILO). This gathering, which brought together over 26 trade unions, 25 multinational employers, and representatives from more than 36 countries, aimed to develop an ILO document promoting decent work and a just transition in the building materials sector, including cement.

## TRAINING FOR THE FUTURE

Teamsters Local Union 213 Training School, Local Union 362 Training School, and the Ontario Teamsters Training Fund have been working together to develop and gain accreditation for a Construction Materials Management Apprenticeship program. If successful, this will be the first apprenticeship in materials management within the construction trades.

The curriculum is currently in development, and we are seeking input from our warehouse and materials management members to help shape it. If contacted by your Local Union, please consider contributing to this effort, as input from active members is crucial for crafting a relevant and effective program.

Creating an accredited apprenticeship program is no easy task, yet one we must continue to pursue to ensure a strong future for our members. This program will train, qualify, and upgrade members' skills, creating a standardized skill set across the country for our Construction Division members.

Looking ahead, 2025 promises to be another strong year for our members in the Construction and Ready-Mix sectors. While challenges still lie ahead, we remain vigilant in protecting our jurisdiction, organizing, training, market share, and continuing to provide quality job opportunities for our members.



▲ *A summit organized by the International Labour Organization*







# NEWS FROM THE LINEN SERVICES DIVISION

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

## INDUSTRIAL TRADE AND LAUNDRY DIVISION

In the linen services sector, the plan to assemble collective agreements is off to a good start. Some of these collective agreements have been received, and will soon be accessible in the general database developed by Teamsters Canada. It is of great use and interest to have a report on gains made during collective bargaining in our industry.

I attended the IBT's first **Industrial Trades Division** Conference, where I met Director, Rocco Calo. The IBT Industrial Trades Division encompasses several sectors, from linen services to auto making, car rental, parking lot and warehousing, among others.

We talked about including important collective agreement language, especially around health and Safety as part of our bargaining strategies. Unlike unions in Canada, US unions have to bargain for clauses governing workplace security (risk of accidents) and the types of personal protective equipment that members are to use.

One priority is organizing parking lot and car and truck rental workers, whose working conditions are less favourable than the average worker on the market.

The conference also promoted the strategic research service offered to local unions. This service profiles unionized or recently unionized employers, highlighting, for example, their financial health, the groups of workers they employ, and other useful information to help prepare for bargaining sessions. Teamsters Canada provides such research services for our Canadian locals.

As always, the Teamsters Union is fighting to improve the lives of its members, a fight that continues in our Linen Services Division. In bargaining for better working conditions, health and safety, and standardized union practices across every province, we have a clear goal: to defend the interests of all workers. Each collective agreement we sign, and each gain we make, is a step up for our members in this industry. This is the solidarity that makes our movement stronger every day.



*The Industrial Trades Division is one of the largest and most diverse in the Teamsters Union, representing a wide range of jobs, industries, and employers. The division covers workers in the laundry industry, at manufacturing plants, car rental companies, parking lots, factories, and related worksites. With members in nearly every local union, the spectrum of what is done by the Industrial Trades Division is wider than any other within the Teamsters.*

*Throughout the two days of the conference, Teamsters attended more than half a dozen workshops on a variety of topics, including organizing in the car rental and parking industries, offensive bargaining, regional agreements, production standards, and strategic research.*



# FAIR WORKING CONDITIONS IN GOOD SUPPLY IN TEAMSTER WAREHOUSES

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

## WAREHOUSE DIVISION

The Teamsters Canada Warehouse Division has never been more active. We're celebrating major organizing wins and industry-leading collective bargaining agreements across Canada, and we're gearing up to face the challenges posed by the rise of automated, high-production warehouses as corporations increasingly turn to robotics.

In Alberta, Teamsters Local Union 987 secured a landmark collective agreement for Sysco Foods members in Edmonton. This agreement set a new standard, with average wages rising to approximately \$44 per hour. It also includes additional vacation, sick days, and pension increases, raising the bar for Alberta's warehouse industry.

And following a lengthy organizing battle, Teamsters Local Union 31 in British Columbia successfully organized Gordon Food Services, bringing 550 new members into our union, many of whom are warehouse workers.

This level of progress isn't possible without strong members standing united with their union.

In Ontario, Teamsters Local Union 419 raised the bar again at Lantic Sugar in Toronto. Distribution workers now see top wages over \$43 per hour, along with benefits improvements and the end of mandatory overtime for junior employees.

In early May, I attended a Costco Rally in Virginia, learning from our American colleagues about their successes in organizing Costco warehouses. I had the privilege of speaking with newly organized members, hearing firsthand about the challenges they faced from management and how they ultimately triumphed.

### What does the future hold for the warehouse industry?

Across North America, Teamsters are discussing the rapid evolution in one of our core industries. High-tech distribution centres are achieving productivity levels never seen before, with unmanned forklifts and robotics pushing performance to new heights. Many of these employers are unionized, making it critical for us as Teamsters to communicate and ensure that our collective agreements guarantee training and opportunities for our members to lead in these future workplaces.

In Ontario, Teamsters Local Union 419 members are already running the advanced Witron robotic system at Sobeys Corporate Distribution Centre, showing that our members are ready to operate and manage the technology of tomorrow.

### Together, we are shaping a stronger future for every Teamster in the warehouse industry.



*Teamsters Canada President François Laporte with striking Richelieu Hardware workers in Montréal, QC.*





# BUILDING BETTER FOR MAINTENANCE OF WAY EMPLOYEES

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

## TEAMSTERS CANADA RAIL CONFERENCE MAINTENANCE OF WAY EMPLOYEES DIVISION

2024 presented both challenges and big steps forward for the TCRC-Maintenance of Way Employees Division. Our members made substantial gains through several newly negotiated collective agreements. Agreements with Southern Vancouver Island Railway, Ottawa Valley Railway, Hallcon, and Ontario Northland were successfully ratified, ensuring wage increases that address the rising cost of living and recover lost ground from past years.

**As this report is published, tentative agreements at Alstom and CPKC are in the process of being ratified. I want to thank our members for their patience and unwavering support, and I salute our bargaining committees for all their hard work. Our union made no concessions and secured meaningful improvements to advance working conditions. I encourage all members to review the proposed contracts, ask questions, and participate in the ratification vote.**

In arbitration, we've achieved outstanding results. We have successfully reinstated members and continue to challenge unreasonable disciplinary actions imposed by some employers. These are important victories in an industry that increasingly rushes to punish or fire workers for even the slightest misstep.

We continue to work with other unions at CPKC, focusing on improving our information-sharing and long-term planning. We are also still fighting an unjust drug and alcohol policy that infringes on members' rights when they are off duty. This fight will not end until our members enjoy the same rights as every other Canadian.

Membership levels have remained steady, and we are actively exploring opportunities for growth. Every maintenance of way employee across Canada deserves strong representation and solid working conditions. The best way to achieve this is through organizing and Teamsters membership.

As we move into 2025, we would like to thank our membership for their incredible solidarity. It is their dedication and hard work that gives us the strength to continue fighting for fair and equitable contracts.

**Together, we will face the challenges ahead with confidence and determination.**



The TCRC-MWED bargaining committee at CPKC



# PROTECTING DAIRY WORKERS FROM THE FARMS TO THE FRONTLINES

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

## DAIRY DIVISION

Overall, Teamster local unions in the Canadian dairy industry are stronger than ever. We are better serving our members, thriving, growing, and protecting the industry for the future.

With the full support of Teamsters Canada President François Laporte and the IBT, the Teamsters remain committed to protecting supply management from further encroachment by international interests, thereby protecting Teamster jobs within the industry. We are actively supporting Bill C-282 to further safeguard Canada's dairy supply management system. Although the bill passed through the House of Commons last year, it is currently facing challenges in the Senate.

The Canadian Dairy Division has significantly improved communication and coordination among the six dairy union locals nationwide. This improved teamwork has been highly beneficial to our membership, enabling us to better respond to and represent our members and negotiate better contracts.

While it is always preferable to negotiate contract renewals without labour disputes, strikes in 2023 in Quebec proved that the Teamsters uphold their principles and are willing to fight when necessary. Currently, Quebec's Local Union 1999 is working to rebuild constructive relationships with Agropur following the challenges faced in defending our members.

Overall, employers in the dairy sector are experiencing growth. New and renewed contracts between employers and major customers such as Walmart, Costco, Sobeys, and Overwaitea support strong wages and job security. Additionally, the development of new and existing value-added products—including lactose-free options, plant-based alternatives, cheeses, and cultured products—continues to generate significant profits for these companies, allowing us to negotiate improved contracts for our members.

The Teamsters fight and advocate for additional member training wherever possible, which yields long-term benefits. Thanks to the efforts of Local Union 1999, we secured extra health and safety training, as well as instrumentation and plant control programming training. Similarly, Local Union 395 has introduced enhanced driver training to bolster job security for those involved in bulk milk-hauling.

Ontario's Local Union 647 is preparing to fight hard for its members at their upcoming negotiations with Gay Lea in Guelph and Agropur in Don Mills. The local and its members are disappointed and frustrated by the deteriorating relationships with these employers.

There is positive news from Mount Pearl, Newfoundland and Labrador, where the facility damaged by fire earlier this year was subsequently sold



Teamster member at Saputo

by Agropur to the Newfoundland and Labrador Dairy Co-operative. Local Union 855 ensured that the existing contract will be honoured, and local investment will provide job stability.

In Saskatchewan, Local Union 395 reached an agreement with Saputo on the use of third-party contractors and successfully reclaimed outsourced work at Agrifoods, as well as securing work previously handled by a competing tank hauler.

Local Union 987 in Alberta ratified a two-year contract with Agrifoods, achieving wage and benefit increases, and Local Union 464 in British Columbia did the same. Other renewed contracts in BC, including those with Lactalis and Agropur, also resulted in significant improvements in wages and benefits.







# A LANDMARK YEAR FOR BREWERY AND SOFT DRINK WORKERS

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

2024 was a year of transformation and progress for members of Teamsters Canada's Brewery and Soft Drink division. Across the country, we negotiated historic agreements that addressed current economic pressures while strengthening the dignity and value of our members' work.

## AGREEMENTS THAT CHANGE THE GAME

In Quebec, negotiations at Coca-Cola Montreal were a turning point. After an initial 90% rejection of the employer's initial offer, members accepted a solid six-year agreement that includes a 21% wage increase to address the rising cost of living.

Meanwhile, employees at Refresco Montreal secured wage increases of up to 25% over five years, along with improved differentials and enhanced benefits. Their defined benefit pension plan was also improved.

Negotiations are ongoing at Coca-Cola Vancouver as of this writing, with wages remaining a key focus. More talks with Coca-Cola elsewhere in British Columbia are scheduled to begin in 2025.

In the brewery sector, Labatt workers also renewed agreements this year that offset the high cost of living.

## NEW PLANTS, BETTER JOBS

In British Columbia, Coca-Cola opened a state-of-the-art distribution centre in Richmond. This \$42-million investment consolidated two warehouses into one and introduced a new production line featuring blow-moulding technology. The result: greater job security and better-paying positions for our members.

In Calgary, a \$70-million investment in an automated pallet storage and retrieval system is transforming operations. Once completed, this project will end subcontracting—a key issue during the 2021 strike.

Pepsi's Mississauga plant in Ontario continued to lead on the North American stage. With production increasing by 2.4 million cases over the

previous year, the facility is now the top producer of mixed beverages and the second-largest overall producer on the continent. This success has led to hiring and new members for our union.

## CHALLENGES TO OVERCOME

That said, 2024 was not without its challenges. Employers continue to explore invasive technologies, such as AI cameras in some delivery trucks, fuelling concerns over privacy and trust. Additionally, the uniforms mandated for Coca-Cola workers in some provinces remain a sore point—simply put, they're really uncomfortable!

The year 2024 demonstrated once again that solidarity and determination are powerful tools for protecting and advancing workers' rights. By navigating massive plant and upgrades and tricky negotiations, and with our ongoing commitment to workplace dignity, Teamsters Canada is getting strong outcomes for workers in the soft drink and brewery sectors.



Our national president, François Laporte, with Local Union 1999 representatives at the Teamsters Brewery, Bakery, and Soft Drink Workers' Conference

## CHALLENGES FACING RETAIL WORKERS

Retail workers are facing growing challenges. The rise of precarious contracts, unpredictable schedules, and wages that just aren't keeping up with inflation are everyday realities. On top of this, increased pressure from employer expectations, often exacerbated by technology and surveillance systems, adds to their burden. From a union perspective, our mission is clear: to defend the right to fair working conditions, negotiate fair wages, and ensure a healthy work-life balance.

# GATE GOURMET STRIKE

Gate Gourmet put profits over people amidst a cost-of-living crisis, leading to a labour dispute.

*"In April 2024, more than 800 workers at Gate Gourmet, an airline catering company, went on strike to demand fair wages. Members of Teamsters Local Union 647 had helped the company survive during tough times. Workers took a stand, made their voices heard, and showed management they were serious," explained Martin Cerqua, president of Local Union 647.*







# NAVIGATING RECOVERY FOR FILM AND TV WORKERS

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



## MOVIE AND TRADESHOW DIVISION

Following the conclusion of the SAG-AFTRA and WGA strikes in November 2023, the film and television industry has experienced a gradual recovery through 2024. The bursting of the streaming bubble, combined with industry consolidation, high inflation, and increased competition from international markets, led to reduced work levels in both Local Union 155 and Local Union 362 Film Divisions.

In British Columbia, Local Union 155 has used this period to advocate for increased tax credits from the BC government to enhance global competitiveness. The local has continued to support members by offering educational opportunities, including access to the Local's Training and Education Fund, Security and Shop Steward courses, the BC Motion Picture Training Society, and Employee Assistance Programs. October featured another successful Joint Council 36 Teamsters Education Week, with participation from Locals Unions 31, 213, and 464, as well as input from Jamie Donnelly, Director of Education with Teamsters Canada.

In collaboration with other Teamster Film Division colleagues, preparations are underway for the January 2025 negotiations of the BC Council of Film Unions' collective agreement with the Alliance of Motion Picture and Television Producers and the Canadian Media Producers Association. We are grateful to Hollywood Teamsters Local Union 399 for inviting other Film Locals to observe and participate in their bargaining sessions with the producers. We continue to value the support and cooperation from Teamsters Local Union 362 Secretary Treasurer Bernie Haggerty, President Richard Brown, and Business Agent Mike Dunphy.

Teamsters Local Union 362 has had a similar year, with film production in 2024 limited to eleven projects. The Alberta government has enhanced their Film and Television Tax Credit, which bodes well for future productions in the province. The Local is also doing more steward training and permit orientation training. Brothers Brown and Dunphy have been actively engaged in promoting Alberta's film industry through industry associations, lobbying the provincial government, and collaborating with Local Union 155.

▲  
*General Teamsters movie meeting, Local Union 362, Calgary, Alberta*

As the industry recovers from this cyclical slowdown, the motion picture Locals are grateful for the steadfast support from our Joint Councils, Teamsters Canada, and National President François Laporte. And with ongoing technological advances and economic shifts, strong unions remain a powerful voice to protect workers' rights, foster stable careers, and build a better future for everyone in the industry. Wondering which productions our members have worked on?

## GRAB SOME POPCORN!

Canadian Teamsters worked on the popular HBO MAX series **The Last of Us**, which was shot in Alberta and BC. The Emmy-record-setting miniseries **Shogun** was filmed in and around Vancouver, along with **Tron: Ares** (starring Jared Leto and Jeff Bridges), **Final Destination 6**, **The Smashing Machine** (with Dwayne "The Rock" Johnson), and scenes from **The Old Guard 2** (starring Charlize Theron). And be sure to check out *Tracker*, *Fire Country*, *The Good Doctor*, *The Irrational*, and *Yellowjackets*. Alberta also hosted the 18th season of *Heartland*.

**Keep an eye out for the Teamsters logo in the credits!**



# A CLEAN PATH FORWARD FOR WASTE AND RECYCLING WORKERS

by **Danny Mitchell**, Coordinator, Teamsters Canada Waste Management - Solid Waste and Recycling Division

## WASTE AND RECYCLING DIVISION

The year 2024 was both eventful and productive for the Teamsters, marked by significant advancements in wages, benefits, and working conditions across the Solid Waste and Recycling Division.

## SUCCESS IN BARGAINING

Local Union 879 members at Modern Landfill in Niagara Falls ratified a new three-year collective agreement this year, securing above-average wage increases. Members also opted to join the Teamsters Benefit Trust Fund, gaining access to enhanced benefits coverage.

Additionally, members at Emterra-Halton Recycling, also represented by Local Union 879, ratified a landmark four-year collective agreement featuring the largest wage increases for this group to date. Along with substantial wage improvements, the agreement also includes better benefits and enhanced working conditions.

In Toronto and Mississauga, Local Union 419 successfully negotiated a five-year agreement with GFL transfer yards, providing considerable wage increases that place operators among the highest-paid in the industry.

In the Peel Region, Waste Connections Canada (WCC) received a two-year extension on their collection services contract, ensuring continuity beyond the current collective agreement for members of Local Union 419. In Simcoe County, although we lost the collection contract, our transfer station remains operational for receiving and processing recyclables. This transition helped protect jobs and maintain security for many of our members. We're also preparing for the expiration of two more WCC contracts in 2025.

## NEW AGREEMENTS AND EXPANSIONS

Local Union 395 ratified a first-time collective agreement with GFL employees in Estevan, Weyburn, and Bienfait, Saskatchewan. Ratified with unanimous support, this three-year agreement includes substantial wage increases, paid sick leave, improved overtime policies, and more favourable working hours—marking a significant achievement for these 25 new Teamsters members.



▲  
*The Members at GFL Environmental in Kelowna have ratified their first agreement with the Teamsters Local Union 213 after a Strike/Lock Out that began on March 25, 2024*



## UPCOMING NEGOTIATIONS

The GFL agreement covering Regina, Moose Jaw, and Swift Current is approaching its renewal period, with proposal meetings scheduled for winter. We look forward to advocating for our members in these regions as we prepare for negotiations in 2025.

## IN MEMORIAM

On September 26th, we suffered the tragic loss of Sister Daphne Araujo. Shortly after requesting additional shifts following her first home purchase, Daphne was involved in a devastating accident. A transport truck, reportedly driven by an individual who experienced a medical emergency, crossed the median, resulting in a head-on collision that claimed Daphne's life. She leaves behind her son, Christian, and a legacy of dedication and friendship. Daphne will be deeply missed by all who knew her.



**Our progress this year honours her spirit, and we move forward with renewed commitment to the values she embodied.**



▲  
*Steward Lenworth Kennedy at GFL, Local Union 419*



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# PROTECTING THE GUARDS: TEAMSTERS IN THE ARMoured CAR INDUSTRY

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

## ARMoured CAR DIVISION

At the heart of the armoured car industry are the workers who ensure the safety and security of valuable goods—and at the heart of protecting those workers are the Teamsters. We are the ones watching your back, standing firm to ensure that your working conditions remain fair, your compensation decent, and that employers never compromise on safety.

In 2024, the armoured car industry in Canada experienced significant developments impacting Teamster members. A notable event was the merger of former CIBC Intra workers into Garda, resulting in approximately 100 new Teamster members joining the Ontario CVS department.

The largest collective agreement with Garda in Ontario is set to expire in May 2025. Given the rising cost of living and the Toronto Police Service's challenges in reaching a deal—leading them to interest arbitration—upcoming negotiations are expected to be particularly challenging. Our goal will be to get as much money into our members' pockets as possible.

## SAFETY

Over the past few years, we have raised serious concerns regarding the application of **Bill C-21, An Act to amend certain Acts and to make certain consequential amendments (firearms)**, and its implications for members in the armoured car industry.

A critical oversight in Bill C-21 is the failure to account for the realities faced by armoured car workers, who depend on access to firearms and firearms training as essential tools for their jobs. Armoured car guards face the daily threat of robbery or violent attack, necessitating easy and reliable access to firearms for their safety and the safety of the public. The lack of flexibility in the legislation for armoured car guards—apparently made without proper consultation—introduces significant risks to our members.



During our outreach, Teamsters Canada presented our concerns, and the Senate Committee recommended special consideration for armoured car industry workers. Moreover, the division and Teamsters Canada met with Public Safety and RCMP representatives to again outline our concerns. **This resulted in a new national direction given to chief firearms officers that facilitates our members' access to their firearm for practicing at approved ranges across the country.**

We will continue to fight for the safety of our members and bring our issues to employers and the government, as we head into 2025.



Happy retirement to long time Loomis/GardaWorld brother Mike Waite, he's with his steward brother Shane Nanay.

On behalf of all Teamsters, we wish you health and happiness for years to come.



# HEALTHCARE: A WIN THAT COULD PAVE THE WAY FOR OTHERS

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

## SOCIAL SERVICES DIVISION

For anyone who has ever heard of the Teamsters Union, transportation is the first sector that comes to mind. In trucking and rail transportation, our contribution to the supply chain is well known. As the saying goes, if you got it, a truck – and likely a Teamster – brought it.

But it's important to note that Teamsters work in many other sectors too. Reading the pages of this report shows just how many different groups of workers our union represents.

In the health care sector, Teamster know-how is well established. Our men and women members – nurses and personal care workers – care for Canadians in many provinces.

Last year I wrote that, as Canada's population ages, our members will have a more prominent role to play in the health care sector. This means that our union will be crucial in ensuring that the various levels of government focus on providing humane care and that people's health is never treated as a mere commodity for the benefit of an industry, where our members would be perceived as tools to be used for profitability.

## A FIRST IN QUEBEC

Although Teamsters have been present in Quebec since 1903, for the first time in their history, they have signed a collective agreement with the Quebec government! Local Union 106, which already represents several hundred health care workers, played an active role in the recent solidarity movement in this sector, negotiating a new collective agreement for 500 members working in long-term healthcare facilities that were recently integrated into the publicly-funded system.

This drive was led by Local Union 106 shop steward Jean-Philippe Hairabadian, who thus became the first Teamster union representative to lead bargaining with the Quebec government. His expertise helped earn our members a significant wage increase, as well as working conditions that will be well protected for years to come. This achievement may well herald good things to come for the Teamsters, as a union that can effectively represent and protect public-sector healthcare workers in Quebec and potentially all of Canada.

**In 2025, let's keep up the good work and be even more visible in defending healthcare workers' rights!**



Jean-Philippe Hairabadian, Local Union 106 Business Agent, holding an historic collective agreement for Québec Teamsters



The three Ontario Hospitals from the William Osler Health System overwhelmingly ratified a new 4-year collective agreement.

Brampton Civic Hospital, Etobicoke General and Brampton Memorial Teamsters members voted throughout the day and passed this historic agreement by 84%. Major victory in healthcare in Canada!







# KNOWLEDGE IS BARGAINING POWER

by Omar Burgan, Director of Research & Policy

## RESEARCH AND POLICY

Teamsters Canada has a Research and Policy Department dedicated to empowering local unions and national office departments with data and research to better serve our members.

Over the last year, we have been working continuously towards the modernization of the central database of all the collective agreements across Canada. The goal is to allow business agents the ability to look up any Teamsters agreement in Canada at any time of day, even on their smartphones. The new online system even allows us to search for contract language across thousands of agreements instantly, which will be a great tool for locals at the bargaining table.

As local unions have been diligently submitting their agreements to the new database, we've started rolling out training sessions for representatives across the country to help them make the most of this valuable tool. We believe that locals should have every resource needed to secure the best possible contract language for their members. When we get organised, we get results.

We have also continued to ensure that we support our participation in federal consultations through research on different issues that affect workers. When public servants and lawmakers shape our laws and programs, it is important that they hear from us and know what the Teamsters' priorities are.

Teaming up with our Education and Government Affairs departments, we created and delivered training on the role of unions in Canada's democracy. We proudly delivered this to the members of the national executive, as well as to a gathering of 150 shop stewards from Local Union 987 in Red Deer Alberta.

Locals often have special projects related to the challenges they face in different sectors. To assist them, we conduct research and draft content for letters, pamphlets, booklets as well as delivering internal research to aid locals in their organising and bargaining efforts. Whether it is promoting the work of Teamsters on busy construction sites, or preparing a national campaign to combat the misclassification of truck drivers by unscrupulous employers, we are always happy to support our members and their locals from coast to coast.

**We look forward to continuing to work with our locals to ensure Teamsters Canada's work is always useful, relevant and effective.**



Presentation to Teamster officers, and executive members



Presentation on unions and democracy for Local Union 987 shop steward meetings in Red Deer, Alberta



**DRIVER INC SCAM**  
**BEWARE OF THE DRIVER INC SCAM**  
**WHAT IS DRIVER INC?**

**Driver Inc. is when trucking companies illegally misclassify employees as "independent contractors" through incorporation.**

**These drivers are not owner-operators and are misclassified by employers to avoid paying their employees what they are owed.**

**These companies are ripping off their employees, breaking the law and driving down salaries for ALL truck drivers.**

**TO FIND OUT MORE, VISIT:**



**TEAMSTERS.CA/DRIVER-INC**



# FOLLOW US

ON OUR SOCIAL NETWORKS



@teamsterscanada



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.*

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Tell your friends and family members to visit  
**TEAMSTERS.CA/JOIN OR CALL 1 866 888-6466**  
for more information about joining our union