



# 50 YEARS ANNEES & GOING STRONG ÇA CONTINUE



**1991**

An amendment to the IBT constitution was approved to double the number of Canadian regional vice-presidents on the General Executive Board.

**2001**

A historic IBT-Teamsters Canada agreement formally established Teamsters Canada's autonomy while remaining affiliated with the IBT.

**2004**

The Teamsters Canada Rail Conference was created when Canadian locomotive engineers affiliated with Teamsters Canada.

**2016**

The union launched the "Make It Mandatory" campaign for mental health protections in federally regulated workplaces.

**2013**

Following the Lac-Mégantic rail tragedy, Teamsters Canada defended workers and contributed to relief efforts.

**1993**

In July 1993, at a convention in Halifax, all leaders voted in favour of greater autonomy for Canadian Teamsters and adopted the new name "Teamsters Canada."

**2019**

The Teamsters Canada Foundation officially begins operations.

**2024**

A major labour dispute resulted in a lockout and binding arbitration ordered by the federal government.

**2026**

Teamsters Canada celebrates its 50th anniversary.

Here are some key milestones in the history of Teamsters Canada.

Because every worker deserves respect, justice, fairness, and dignity on the job, joining Teamsters Canada means securing these fundamental rights while improving your quality of life.

Follow our journey across our many divisions, from coast to coast, across Canada.

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This year we're celebrating a deeply meaningful event: the 50th anniversary of Teamsters Canada.



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Special thanks to all the local union officers and staff who took part in the preparation of this document.  
Ce document est également disponible en français.

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Teamsters.ca

Teamsters Canada Magazine  
– Fall and Winter 2021



# TEAMSTERS CANADA EXECUTIVE BOARD



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**Roy Finley**  
Executive Assistant  
Calgary, AB

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

# 1985

François Laporte began working full-time as a Teamster rep in 1985. After starting with Local Union 1999 and Joint Council 91, he held several roles, including organizer, communications specialist, director of government affairs, and business agent. He also served on the executive boards of Local Unions 931, 1999, and 106.

# 1989

Louis Lacroix, in 1989, during a well-attended press conference marking his appointment as Director of Teamsters Canada; to his left is François Laporte, who would become President of Teamsters Canada in 2015.



# 1992

François Laporte, on the left, alongside Pierre Deschamps in the centre and Gaétan Morin on the right, present a cheque to renowned Paralympic athlete Rick Hansen, better known as the "Man in Motion."



# 2007

François Laporte speaking at the National Conference on Globalization.



# 2015

François Laporte assumes the presidency of Teamsters Canada after being sworn in by James P. Hoffa, General President of the IBT.



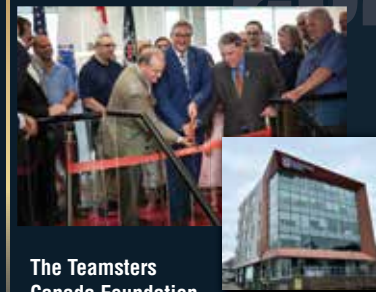
# 2016

François Laporte on the picket lines at Manoir Sainte-Julie of the Résidences Soleil, a retirement home.



# 2019

Inauguration of the Teamsters Canada building in Laval, Québec.



The Teamsters Canada Foundation officially begins operations.



# 2024



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

# 2023



François Laporte at a press conference addressing the Driver Inc crisis, and calling for decisive action to protect drivers.

# 2017

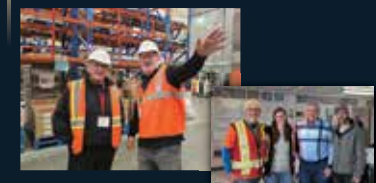
François Laporte is sworn in as International Vice President of the IBT.



François Laporte on the picket line at the Sleeman-Unibroue plant in Chambly.

# 2026

François Laporte on the road meeting with members. Happy 50th Anniversary!



## FIFTY YEARS OF BUILDING THE FUTURE

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

Sisters, Brothers,

This year we're celebrating a deeply meaningful event: the 50th anniversary of Teamsters Canada.

Although the Teamsters have been present in Canada since the union's founding in 1903, it was only in 1976 that we established a truly national, Canadian-led organization to defend working people here, at home.

We're still going strong half a century later, and our mission remains the same: to protect, strengthen, and amplify the voices of the people who keep this country moving.

### STATE OF THE UNION

The past twelve months have been positive overall, despite economic and trade uncertainty, and the uncertainty around the legislative framework that governs unions.

In Alberta, the provincial government used the notwithstanding clause to break a strike. Federally, the problem with section 107 of the Canada Labour Code, which allows the minister to end a strike with a simple email, remains unresolved. And in Québec, as I write these lines, a bill that would bury unions in red tape and bureaucracy is still before the provincial legislature.

All this is on top of the Trump tariffs, which continue to weigh heavily on the Canadian economy.

Despite these challenges, our union has continued to grow thanks to the strength of our local unions, which keep organizing new members. We continue to support them by creating organizing tools and materials, assisting with regulatory processes, and training members to become strong activists and capable leaders.

### TURBULENCE AHEAD

That being said, 2026 promises to be a turbulent year. The upcoming review of the Canada-United States-Mexico Agreement, combined with U.S. tariff policy, is slowing investment in Canada. Many businesses simply don't know what to expect, and businesses hate uncertainty.

To stimulate the economy in the medium term, the federal government continues to invest in infrastructure, which our union fully supports. These projects will directly create work for our members, especially in construction, energy, rail, and transportation.

But overall, governments are giving far more money to corporations than workers. And we all know that subsidies to companies rarely trickle down to employees. We need direct supports for laid-off workers to help people get through difficult times, supports that are becoming increasingly scarce.

This disconnect from the realities of working people is also reflected in the rise of anti-union sentiment across the

country. We will fight every government and every politician who tries to silence workers, and this fight will be driven from the ground up, through the strength of our local unions.

We're also keeping a close eye on challenges like artificial intelligence. AI will transform our workplaces, and these tools must enrich and improve workers' lives, not make them harder. Yesterday's solutions will not necessarily solve tomorrow's problems.

### FAITH IN WHAT'S AHEAD

Despite everything, we remain confident, as Canada's future is bright. We live in a rich country, built on solidarity and lending a helping hand, with strong institutions that protect our rights and freedoms. Unions are a fundamental part of those institutions.

My sincere thanks go to the staff of Teamsters Canada, to our local union officers, and above all to our members, the people who build this country and keep it moving every single day.

*The Teamsters Union is each and every one of us. Thank you.*



Teamsters Canada President François Laporte joined Sobeys workers on the picket line to show his support.

François Laporte spoke to Canadian and American members at the international Teamsters Unity conference, delivering a message on tariffs.

Scan here to watch a clip from his speech.



And follow us 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 2025.

The application process includes submitting an essay on a given theme. This year we've chosen to publish the essay by Brother Jean-François Deguire from Local Union 1999.



**DYLAN SINCLAIR**  
TCRC



**TAFARA JONGA**  
Local Union 1999



**CHENG BANG ALVIN GONG**  
Local Union 464



**In what ways have your experiences in the union contributed to your understanding of leadership and teamwork?**

*Describe a situation where the solidarity among the members or the leadership of your union representatives have made a difference in your workplace.*

*by Brother Jean-François Deguire from Local Union 1999*

My union experiences have taught me the true meaning of leadership and teamwork. As a health and safety representative, I witnessed conditions in material handling that seriously compromised the health and safety of workers. Aware of the importance of taking action, I took the initiative to mobilize my colleagues and transform this shared concern into collective action, thereby affirming our ability to defend our rights and working conditions.

Thanks to everyone's collaboration and solidarity, we have opened a constructive dialogue with management and achieved concrete improvements: revised procedures, adapted equipment and the creation of a sector called 'Heavy', allowing workers to perform their tasks in pairs. This experience has shown that solidarity and collective commitment are essential for transforming individual concerns into tangible and lasting change.

I also understood that leadership is not measured by authority, but by the ability to listen, bring people together and represent the voice of the collective. Without solidarity, leaders lose focus; without leaders, the collective loses direction. It is their complementarity that is the key to efficiency and sustainable improvement in working conditions.

My role in the union has taught me that leadership means serving the collective, and that teamwork means defending the health, dignity and safety of everyone. These lessons will guide my future commitment and approach in any new professional context.



Teamsters Canada Foundation  
Charity Registration Number:  
747612687RR0001

**“Our contributions symbolize more than generosity. They represent our vision of a united, resilient, and thriving Canada.”**

- François Laporte, President

### A HEARTFELT THANK YOU

Thanks to your incredible generosity, **we raised over \$450,000 in 2025**, a milestone that reflects the strength of our community and the power of solidarity. Your support enables us to continue championing the causes that matter most to Teamsters and to make a meaningful difference in the lives of countless people across Canada.

We would like to thank all our partners, participants, and their guests who took part in our fundraising activities. Together, we are building stronger communities, fostering hope, and creating opportunities for a brighter future.

From all of us at Teamsters Canada Foundation, thank you for standing with us. Your generosity is the heartbeat of our mission.

Being a Teamster is about more than defending workers' rights. It's also about supporting people and communities in need. The Teamsters Canada Foundation carries on this tradition of solidarity by supporting charitable organizations across the country.

### YOU ARE THE HEART OF OUR FOUNDATION

**Teamsters Canada and its affiliates share one goal: supporting communities.**

Founded in 2019 by President François Laporte, the Teamsters Canada Foundation organizes our charitable efforts and creates new ways to fund important causes, building on decades of solidarity.

**To make a donation or to find out more about our activities: [www.ftcf.ca](http://www.ftcf.ca)**

**Thank you to all our donors for your contributions to the Teamsters Canada Foundation in 2025.**



1 866 682-5521

FTCF.CA

[foundation@teamsters.ca](mailto:foundation@teamsters.ca)

# SOLIDARITY AT *heart!*

This year, the Board of Directors introduced the Charitable Support Program, providing applicants with an efficient and transparent process, including a predefined schedule for submitting requests. This program aims to simplify donation applications from Canadian organizations and promote equity nationwide, based on four key pillars:

- 1 Support for victims and individuals affected by natural disasters**
- 2 Health research, with a focus on cancer**
- 3 Initiatives addressing precarity and combating violence**
- 4 Programs for people with reduced mobility, both locally and nationally**

### TO BE ELIGIBLE FOR A DONATION FROM THE FOUNDATION, AN ORGANIZATION MUST:

- Be duly registered with the **Canada Revenue Agency**
- Have an **active presence in Canada**, with provincial reach
- Demonstrate **rigorous, transparent management** free of controversy
- Have **clear internal and administrative regulations**

*Please consult our charitable support program.* →



### CAUSES SUPPORTED BY THE FOUNDATION IN 2025

- Fresh Start Recovery Centre: **\$60,000**
- L'Entraide du Joliette Métropolitain: **\$20,000**
- Segal Cancer Centre: **\$50,000**
- Tamarack Recovery Centre: **\$5,000**
- Le Parados women's shelter: **\$10,000**
- Mission Bon Accueil: **\$20,000** donation in clothing



The Teamsters Canada Foundation and the Teamsters Québec Feminist Action Committee present a \$10,000 donation to the Parados, a women's shelter.



Alberta Teamsters present a \$60,000 donation to the Fresh Start Recovery Centre, an addiction treatment centre.



The Teamsters Canada Foundation donates \$20,000 in clothing to a homeless shelter.



# GOVERNMENT AFFAIRS

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

As part of our work to ensure Teamsters interests are protected and our voices are heard at the highest possible levels of government, we appear before parliamentary and senate committees, write position papers, and meet with leaders, ministers, MPs and officials from various departments, where our members' jobs and livelihoods are affected.

This year was no different and included several hearings on the right to strike and the misclassification of truck drivers which we come back to below. We also met officials from the Prime Minister's Office, and the Ministers of Transport and Labour, and the current Minister of Jobs and Families, as well as both opposition leaders.

This past year can be categorized as "tense", given the political roller coaster we rode where government affairs are concerned. Because of a prorogation and an election, a third of 2025 had already passed before Parliament was convened and MPs got to work.

Only seven bills were passed this year. Of them, four were more routine or did not have a direct impact on our members or their workplaces. The other three did.

## PROTECTING DAIRY DIVISION TEAMSTERS

There was **Bill C-202** which made an amendment to the Foreign Affairs, Trade and Development Act to ensure the government did not decrease dairy tariffs as a condition of any free trade talks. We have been lobbying hard to ensure that our supply management system, which impacts our members' jobs and livelihood, is protected during any trade negotiations involving the Canadian dairy industry.

## SAFEGUARDING LABOUR STANDARDS

The second very important bill to pass was the **Bill C-5**, the One Canadian Economy Act, which is meant to reduce interprovincial trade barriers and expedite the construction of major infrastructure projects. This bill also gives the Prime Minister extraordinary powers to choose to bypass certain environmental, and other reviews of projects. Our message was heard loud and clear and we were assured that labour standards would not be negatively affected by provincial variations in legislation.



Photo with 120 members who took part in a presentation on the Canadian political landscape, at the annual Local Union 362 training seminar in Alberta.



Mariam Abou-Dib provides an update from Teamsters Canada on government affairs at the Local Union 362 steward's conference in Edmonton.



## CRACKING DOWN ON DRIVER INC

Finally, the Budget Bill was passed in November. For our members in the trucking industry where Driver Inc has been a problem for many years now, the government heard us and allotted new funds to the tune of \$77 million over four years (starting 2026) for CRA to address misclassification alongside ESDC (which had previously been granted over \$23 million over five years), to audit and penalize companies misclassifying workers. In addition to more funds, the budget also amends tax acts to allow CRA to share information with ESDC and increase scrutiny of payroll compliance (CPP, EI, tax) and specifically targets trucking and personal services businesses (PSBs). Finally, the budget also ensures that workers can recover lost benefits, pensions, and labour protections if they were found to be misclassified. Our years of campaigning and lobbying are bearing fruit.

*"For our members in the trucking industry where Driver Inc has been a problem for many years now"*



François Laporte (right), president of Teamsters Canada, with Don Davies (left), interim leader of the NDP and former Local Union 31 general counsel, with Mariam Abou-Dib (centre).

## TARIFF TROUBLE

Clearly, the biggest issue in politics in 2025, and continues on into 2026, is the impact the trade talks and US President Trump's tariffs are having on Canadian lives. As Canadian Teamsters, our primary concern with any trade talks with another country is the impact the agreement will have on our Canadian members. Our meetings with trade officials have focused on the supply management system and tariffs in any industry we have members, as well as labour rights and standards. While this is ongoing and a priority in 2026, we are glad to see our government increasingly diversify its trading partnerships although we remain concerned about the US trade tensions and more so about the potential corporate influence over our government.

As we enter 2026, Teamsters interests will continue to be protected on Parliament Hill.



## 50 YEARS AND STILL GOING STRONG

Former Teamsters Canada President Louis Lacroix, alongside Pierre Soucisse and Patrice St-Onge from Local Union 1999, present a brief during a consultation on free trade with the United States, in 1987.



**Nathaly Guillemette**

Director of Education – Québec | National Coordinator Human Rights



**Jamie Donnelly**

Director of Education – English Canada



# 50 YEARS OF LEARNING, 50 YEARS OF STRENGTH

As Teamsters Canada approaches its 50th anniversary, the Education Department is proud to highlight this year's progress and the plans ahead to mark this milestone. For 50 years, we have supported workers across Canada by strengthening our union through better training for our members and activists.

To respond directly to the needs of our membership, we added several new trainings, including on labour history, addressing the multi-generational workforce, handling conflict, delivering political updates, exploring communication techniques, and many more. Teamsters Canada Education will continue to adapt and innovate by developing relevant, practical, and engaging programs.

## INSTRUCTOR DEVELOPMENT (I.D.) TRAINING

This year, we offered the Instructor Development Training to two additional cohorts. This enhances facilitation skills for representatives across the country. The training aims to develop each instructor's unique style, pivoting techniques, and a focus on delivering practical and engaging training sessions.

## CANADA-WIDE ONLINE TRAINING

To support new shop stewards as soon as they take on their roles, we launched an interactive online training program accessible across Canada, in both official languages. This foundational training aims to provide concrete tools to help them in their union role until they can attend an in-person training.

Over 400 new shop stewards accessed the platform so far, demonstrating significant interest in this new format and the importance of supporting stewards the moment they step into their new roles.

Another major step forward was the full launch of EduCan, the Teamsters Canada personal learning system, geared toward shop stewards, business agents, and principal officers.

With EduCan, after completing any in-person training offered by Teamsters Canada, participants can get a personalized learning profile that logs their skills, certificates, and completed courses. This also gives them remote access to any support material from the training, tracks their progress, and presents their experience. This tool represents a modern, accessible way to support labour education.



From top to bottom: Training sessions put on by Teamsters Canada for Joint Council 91, Joint Council 52, and Local Union 464.

## YOUTH CAMP - FIRST EDITION

The first edition of the Youth Camp, held in Laval in 2025, marked a big moment for our organization. Highly appreciated by all participants, the event brought together twelve members of the Teamsters Canada Youth Committee (TCYC) aged 35 and under from across the country for a week of learning, collaboration, and skills development, while building connections and sharing reflections on the future of the labour movement.

Participants took part in interactive workshops aimed at strengthening their leadership skills and union instincts. These workshops, which addressed the history of the labour movement and current workplace issues, also allowed them to develop mobilization and communication skills, with an emphasis on teamwork. They also participated in an impactful simulation activity by lobbying a current Québec federal MP.

A special thank you to Brother Joshua Cenaiko, President of Local Union 395 in Saskatchewan and former member of the Youth Committee, for his participation and generosity in his interactions with the young members.

## NATIONAL IMPACT AND DELIVERY

In 2025, Teamsters Canada delivered a high volume of training across the country, reflecting our commitment to strengthening union skills and adapting to evolving workplace realities. In Québec alone, over 450 shop stewards were trained, illustrating the scale of these efforts.

Several core trainings were updated to align with our online platform, creating a more coherent and progressive learning pathway. Specialized sessions, including grievance arbitration simulations, strengthened practical skills. Advanced training supported the continued development of more experienced shop stewards.

## COMING UP – 2026

New initiatives aimed at increasing union presence in the field and making training more accessible to members in regional areas are currently being planned for 2026. With five decades of progress, we look forward to continuing to develop our members' learning journeys and building an even stronger future for all.

## A YEAR IN REVIEW:

- 2x Instructor Development (I.D.) Training: 30+**
- Shop Steward Trainings: 550+**
- Presentations & Various Workshops:**
  - Shop Stewards: 793+**
  - Local & National Leadership: 120+**
  - Workshops attendance at Women's Conference: 250+**
  - Members at Youth Camp: 10+**
- Updated & Designed Trainings & Workshops: 18+**



François Laporte, president of Teamsters Canada, at the Teamsters Canada youth camp.



From top to bottom: Training sessions put on by Teamsters Canada for Local Unions 395 and 879.



# RUNNING STRONG, DECADES LONG

by Paul Boucher, President, Teamsters Canada Rail Conference

## THE TEAMSTERS CANADA RAIL CONFERENCE (TCRC) HAD A BUSY YEAR.

In 2025, we continued our legal challenge against the federal government's use of Section 107 of the Canada Labour Code. That provision was used to order our members at CN and CPKC back to work while they were engaged in legal job action.

Our members were fighting for safer working conditions, predictable schedules, and basic respect from two of the largest corporations in the country. Instead of letting negotiations run their course, the government stepped in and effectively shut the dispute down.

The government has taken the position that using Section 107, it can end labour disputes unilaterally, literally by sending an email. This is a dangerous precedent. It strips workers of their constitutional right to collective bargaining and meaningful job action, and it undermines one of the most fundamental tools unions have to win fairness on the job.



Advanced training session for TCRC officers.

We believe this approach is unconstitutional, and we are challenging it in Federal Court.

We also fought against CPKC to protect our members' safety and rest provisions. In railroading, fatigue is a serious safety issue for workers and the public alike. Our members often work long, irregular hours, and proper rest between shifts is essential.

This is where "reset rest breaks" come in: a clearly defined period of true time off, when workers know in advance that they are off duty and can actually rest, make plans, and spend time with family. Instead, CPKC tried to decide after the fact what counted as a reset break, leaving workers effectively on call. We were forced to take the company back before an arbitrator, where we successfully defended our members' right to real, predictable downtime.

And more challenges still lie ahead. In 2026, we will be pushing back hard against corporations lobbying to import U.S.-style railway labour laws into Canada. These laws are heavily tilted in favour of employers. They make



François Laporte (centre), president of Teamsters Canada, at the TCRC annual general meeting.

## "In 2025, we continued our legal challenge against the federal government's use of Section 107 of the Canada Labour Code"

it harder to strike, harder to organize, and easier for companies to override workers' voices. They put profits first and people last.

Outside of Parliament and the courtroom, the work continues at the bargaining table, where the goal is simple: put more money in your pockets and improve your quality of life. As I write these lines, negotiations are ongoing at VIA Rail, Alstom Exo in Montréal, and for CN rail traffic controllers.

Last year, we also ratified a one-year agreement at Alstom GO Trains in the Greater Toronto Area, which means we are already back at the bargaining table there again. And at CN, because arbitration awards are never long lasting, we will once again be back at the table this fall for conductors and locomotive engineers.

In this challenging period for Canada-U.S. relations, we have made a point of strengthening ties with our sisters and brothers south of the border. Members of the Brotherhood of Locomotive Engineers and Trainmen are also Teamsters, and they face many of the same issues we do. There is far more that unites us as workers than separates us, and we will continue building that relationship in 2026.

This year is also an important anniversary for Teamsters Canada, which is celebrating 50 years as a national organization. While the Teamsters' history goes back to 1903, it was in 1976 that we established a national body representing Teamsters across all industries in Canada.

Similarly, the TCRC is marking the 20th anniversary of its founding convention. Our union was created to give railroaders a strong national voice, following the merger of the BLE and the UTU. The history of these rail unions also stretches back more than a century.

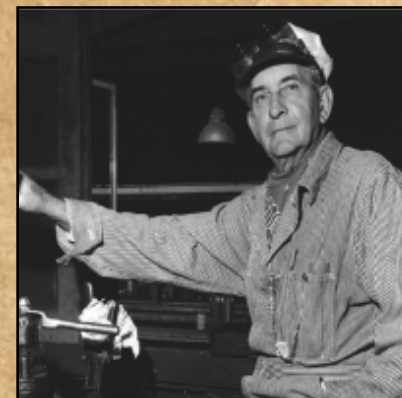
Today, we all benefit from the battles fought by workers who once walked this same path. And we continue that fight, not just for ourselves, but to improve working conditions for generations to come



TCRC President Paul Boucher appearing before the Senate Standing Committee on Transport and Communications to speak about the federal government's suppression of lawful labour disputes.



1906 - Strike by Winnipeg tramway operators



Member of the Brotherhood of Locomotive Engineers



Circa 1915 - Strike railways workers, Winnipeg.



2010 - Rail industry members making their voices heard in Ottawa, demanding the government end self-regulation in the rail industry. The safety of workers, passengers and the public have always been front and centre for the Teamsters.



Railway workers - circa 1920s





# MOMENTUM AGAINST MISCLASSIFICATION

by Mike Hennessy, Director, Freight & Tankhaul Division

2025 was a busy year for local unions across Canada, marked by tough negotiations, new organizing efforts, and staying on top of developments at YRC Corp.

Since 2024, freight volumes have fluctuated sharply; peaks and valleys that have become the new normal. One moment, terminals are overwhelmed with shipments. The next, workers are facing layoffs. Over the past two years, we've seen major changes in how the workforce has had to adapt to new and shifting tariffs. These policies harm our country and the unionized companies we represent, disrupting cross-border freight volumes and affecting what we move into Canada and deliver to domestic partners.

We also continue to see how schemes like Driver Inc. hurt all Canadian workers, union and non-union alike.

Driver Inc. is a scam used by some trucking companies to misclassify employees as independent contractors. In reality, these drivers are just like any other employee. They work full-time, follow company schedules, use company equipment, and are subject to company control. The difference is that, on paper, they are stripped of basic protections: no overtime, no EI, no CPP, no workers' compensation, and no job security. It's a race-to-the-bottom model that cheats workers, undercuts responsible employers, and drains public services.

People caught up in the Driver Inc. scam are also more likely to be pushed into working longer hours, cutting corners on safety, and taking risks just to make ends meet.

For unionized employers, this creates an uneven playing field. Many already pay higher wages and provide full benefits and pensions. When they are forced to compete with non-union companies using misclassification schemes like Driver Inc., it becomes even harder to remain competitive.

## THE WAR ON DRIVER INC.

The good news is that, after years of lobbying and sustained pressure from the Teamsters, the federal government has finally begun taking concrete action to shut down the Driver Inc scam. Over the past year, Teamsters Canada has worked directly with government officials to push for real enforcement, not just talk.

As a result, the Canada Revenue Agency and the federal Labour Program have now formalized an information-sharing agreement that allows them to coordinate investigations and enforcement in the federally regulated transportation sector. This means tax authorities and labour inspectors can now work together to identify misclassification, wage theft, and violations of employment and tax laws, closing loopholes that companies have exploited for years.

**"We see how schemes like Driver Inc. hurt all Canadian workers, union and non-union alike"**

In addition, the Labour Program and the Temporary Foreign Worker Program have signed new data-sharing agreements, allowing the two programs to better identify high-risk employers and strengthen enforcement efforts.

Moreover, the Federal Labour Program has announced that its Misclassification Team will be conducting inspection blitzes in Hamilton and across the Greater Toronto Area, targeting ongoing concerns about worker misclassification.

This is a major step toward restoring fairness in the trucking industry, protecting good union jobs, and ensuring that workers are treated with dignity rather than as disposable contractors.

All this is only possible because the Teamsters forced the feds to confront the reality of Driver inc. But we're not backing down, nor will we claim victory, until this abuse is fully rooted out of the industry.

## YRC

Even when companies walk away, the Teamsters do not. As we are all well aware, YRC closed its doors and ceased operations in 2023. In response, local unions across Canada filed similar grievances on behalf of affected members, and those cases remain active. Hearings are still ongoing, with resolutions expected in the near future. We will continue to fight for what workers are owed, to hold corporations accountable, and to ensure that members are not left behind when companies abandon their responsibilities.



Local Union 879 member Joseph Bayards was named ISAAC Instruments' 2025 Driver of the Year for North America. Brother Bayards (pictured at right) is a 36-year Teamster who works for Connell Transport in Hamilton, Ontario. Teamsters from coast to coast congratulate Brother Bayards on this well-deserved achievement.



In November 2025, Local 879 Business Agents Joe King, Rick Parent, and Darren Hogan met with MP Chris Lewis (Essex, Ontario) to discuss the harm caused by Driver Inc. in the trucking industry. From left to right: Chris Lewis; Joe King; Rick Parent; Darren Hogan.



No big deal, just the Teamsters (with Mammoet, Local Union 362, in Alberta) hauling around 4 million pounds



The first Canadian local union charters were issued in 1903, the same year the Teamsters were founded.



Picture of the So-Called Vaseline Club Teamsters earned this nickname because of the practice of putting Vaseline inside the neck halter to avoid chafing the horse's skin Teamsters universally believed the horses were their partners and should be treated with care.



1907 - A fireproof, dual-control truck developed by the Montreal transportation company J.B. Baillargeon Express. A Teamsters driver is stationed at each end of the vehicle.



1916 - Canadian National Express Drivers Winnipeg.

THESE ARE SOME DEFINING MILESTONES IN THE PROUD HISTORY OF TEAMSTERS CANADA.

Logging Teamsters of Ontario — 1905

*“Belonging to the Teamsters allows us to stand up and be heard without fear of retaliation.”*



The Great Western Garment Company (GWC) sold union-made clothing in Edmonton from 1911 until its closure in 2003.



## 1903 - 1975

The International Brotherhood of Teamsters was founded in 1903 following the merger of two unions. One of them, the Team Drivers' International Union, already represented workers in Montréal and Vancouver.



In its first year, charters were issued to eight Canadian local unions.



## 1937

After seven years of absence, the IBT returned to Québec by issuing a charter to a dairy industry local in Montréal.



## 1960

The Canadian wing of the IBT was expelled from the Canadian Labour Congress due to a railway jurisdiction dispute.

## 1966

A 15-week strike involving 8,500 Ontario Teamsters resulted in a contract establishing the 40-hour work week.

## 1989

Louis Lacroix served as Director of Teamsters Canada from 1989 to 2000.



## 1994

To strengthen protections, a Canadian strike fund was established.

## 1995

The international constitution was amended to strengthen Canadian sovereignty, granting Teamsters Canada greater autonomy and control over matters affecting Canadian members, and establishing the position of Teamsters Canada President.

The President would be elected directly by Canadian members through a one-member, one-vote system.

## 1996

The international convention established three Canadian International Vice President positions, one of which was held ex officio by the President of Teamsters Canada.



## 2004

The Teamsters Canada Rail Conference was created when Canadian locomotive engineers affiliated with Teamsters Canada. The BMW (maintenance of way) later joined, consolidating rail representation under the Teamsters banner.



## 2016



The union launched the “Make It Mandatory” campaign for mental health protections in federally regulated workplaces.

## 2020

The union established safety guidelines and advocated for worker protections at the start of the COVID-19 pandemic.



## 2026

Teamsters Canada celebrates its 50th anniversary.

Over the past 50 years, Teamsters Canada has developed a unique culture and work ethic that has allowed us to take our rightful place in our workplaces and communities. By continuing the on path of our predecessors, we continue to build Teamsters Canada - and our country.



## 1916



Canadian National Express drivers - Winnipeg

Most Teamsters members, like their American counterparts, used horse-drawn carts in their daily work.

## 1919

In 1919, Winnipeg was shut down by a general strike lasting nearly 40 days. Teamsters played a critical role by blocking the city's streets with their horse teams and wagons. The largest strike in Canadian history at the time became a powerful example of solidarity and a lesson for the future.



## 1920

The IBT voted to affiliate with the Trades and Labor Congress of Canada to join the broader Canadian labour movement.



## 1954

The IBT introduced the conference system, grouping Canadian locals into Western, Central, and Eastern conferences.



## 1975 - 1976

In October 1975, the IBT issued a charter to the Canadian Conference of Teamsters. In March 1976, it became an official affiliate of the IBT. The Canadian Conference of Teamsters was officially formed at a convention held in Ontario in 1976. Approximately 100 delegates were present.



Senator Edward M. Lawson served as Director of Teamsters Canada from 1976 to 1989.

## 1993

In July 1993, at a convention in Halifax, all leaders voted in favour of greater autonomy for Canadian Teamsters and adopted the new name “Teamsters Canada.”



## 2001



A historic IBT–Teamsters Canada agreement formally established Teamsters Canada's autonomy (local unions, joint councils, and national structure), while remaining affiliated with the IBT



Robert Bouvier served as President of Teamsters Canada from 2000 to 2015.

## 2015



François Laporte was elected President of Teamsters Canada.



## 2019

The Teamsters Canada Foundation officially begins operations.

CN Triage Garneau

## 2024



Nationwide rail crisis involving CN and CPKC.

A major labour dispute resulted in a lockout and binding arbitration ordered by the federal government.



Garbage Haulers in Toronto, 1918.





# DELIVERING IN A CHANGING INDUSTRY

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

Our division's over 24,000 members at UPS, Purolator, and beyond continue to play a vital role in Canada's supply chain. In an economy that demands speed, sustainability, and reliability, Teamsters deliver excellence every day.

## PAY EQUITY: PRESSURE ON UPS - PROGRESS AT PUROLATOR

Federally regulated employers are required to complete extensive pay equity reviews that evaluate gender predominance, job content, and compensation structures. The principle is straightforward: equal pay for work of equal value.

That exercise was completed at UPS prior to the expiry of 2025. Ultimately, our efforts on behalf of the members were successful. The unionized UPS clerical group received the largest adjustment to its hourly rates. In early 2026, retroactive pay and interest were paid to our members. Affected Purolator members had their pay equity wages adjustments implemented prior to the 2024 deadline.



François Laporte, president of Teamsters Canada, speaks with local unions representing members at UPS Canada.

## PENSION AND HEALTH & SAFETY

Our division continues to participate in pension and joint national health & safety meetings with UPS and Purolator. We consistently emphasize that safe working conditions, secure retirement income, and strong preventive measures must remain central priorities.

Both pension plans remain well funded, supported by favourable market conditions. This stability underscores the long-term value of defined benefit pension plans - something Teamsters Canada has long defended.

At National Health & Safety meetings, Purolator and UPS regularly provide statistics on collisions and workplace accidents. Encouragingly, both employers have reported meaningful reductions in incidents. These improvements are not the result of corporate initiatives alone; they

reflect the professionalism and commitment of our members.

## TECHNOLOGY, AUTOMATION & AI

Both Purolator and UPS continue to accelerate the implementation of automation, robotics, and artificial intelligence. While some technological changes can support operational efficiency or reduce repetitive tasks, many pose direct risks to Teamster jobs.

The union cannot halt technological change; it's already here. But we can and must negotiate unprecedented safeguards, ensuring members are as protected as possible. Our response must be structured and aggressive.

## GROWING COMPETITION IN HEALTHCARE LOGISTICS

Both employers are expanding rapidly into the healthcare logistics market, an area with strict regulatory requirements that routinely command premium pricing. Purolator's acquisition of Williams PharmaLogistics was a significant step into specialized pharmaceutical delivery.

Deliveries within this segment include hospitals, pharmacies, long-term care homes, medical clinics, laboratories, vet clinics and other specialized facilities.

The principal competitor in this sector remains ATS, which is estimated to handle 70 -80% of Canada's healthcare deliveries. As UPS acquired ATS in 2025 in an attempt to capture market share, members must remain vigilant. Any changes in freight composition, routing, or healthcare-specific handling must be reported to your local union immediately. Healthcare logistics represents an area of significant growth and Teamsters must be positioned to benefit directly from that expansion.

## INTELCOM, DRAGONFLY, AMAZON, TEMU & SHEIN

The broader logistics market continues to shift. Amazon remains deeply anti-worker and continues to fight union organizing campaigns. Amazon's primary Canadian delivery contractor, Intelcom, continues to grow aggressively, driven in part by the explosive expansion of ultra-discount e-commerce platforms Temu and Shein. In many regions, Intelcom has become the preferred carrier for these companies, placing significant pressure on unionized courier operations. Currently, Local Union 931 is intensifying its efforts to unionize workers at the Intelcom mega distribution center in Laval, where working and employment conditions also raise serious concerns.

## PUROLATOR NATIONAL BARGAINING

The Purolator national collective agreement expires December 31, 2026. Preparatory work for bargaining is already underway. Purolator negotiations have always been complex; however, 2026 will present a uniquely challenging environment shaped by five years of inflation, record volume swings, understaffing due to labour availability, and technological deployment.

## UPS NATIONAL BARGAINING

The UPS national collective agreement expired July 31, 2025. The bargaining committee worked diligently throughout the negotiation cycle advocating for better working conditions, increased compensation (including pension / health and welfare benefits) and job security. A tentative offer was ratified by the members on August 29, 2025, with a record-setting seventy-six percent of our members (8,862 active participants) voting. QR codes were issued early thereafter to allow members to access their new collective agreement.

**“Federally regulated employers are required to complete extensive pay equity reviews that evaluate gender predominance, job content, and compensation structures.”**



Teamsters Canada President François Laporte meeting with UPS workers in Calgary to thank them for their hard work and commitment.

These members work at one of the largest UPS hubs in the country. They keep parcels moving and communities connected every day.



Purolator member, Mississauga, Ontario, 2000.

Purolator bargaining team, 1996.



# BUILDING UP CANADA THROUGH THE DECADES

by Gary Kitchen, Director, Construction Division

The Construction Division within Teamsters Canada is truly unique. Our members have played -and continue to play - a vital role in building this country. They can point to bridges, dams, towers, pipelines, and power plants and tell their children and grandchildren, "I helped build that."

As you will see in the following pages, many of the projects that shaped Canada's modern history were monumental in scale, and groundbreaking in their ambition. Decades later, they still stand as testaments to the skill and dedication of Teamsters members, who worked on these projects alongside other trades.

During the 1970s, Canada began to fully recognize the importance of pipelines for transporting oil and natural gas, following major new energy discoveries. This period also marked the beginning of greater environmental scrutiny around pipeline construction. Despite these challenges, the pipeline sector remains one of the most active areas of employment for Construction Division members.

Beyond pipelines, Canadian Teamsters remained deeply involved in large-scale construction across the country, particularly in resource development, energy, and major infrastructure.

As we look ahead to celebrating the 50th anniversary of Teamsters Canada, it is important to revisit the role Construction Division members played in shaping the nation we know today. With another wave of massive infrastructure projects expected over the coming decade, Teamsters Canada members will continue to play a leading role in the construction, operation, and maintenance of Canada's infrastructure.

**1971-1985**

**James Bay Project (phases I et II)**

Northern Québec | \$15-20 billion

At the time, the world's largest hydroelectric complex, with 16,000 MW of installed capacity. La Grande-2 (now the Robert-Bourassa Generating Station) remains the most powerful hydroelectric dam in Canada.

**1974-1977**

**Olympic Stadium & Olympic Park**

Montréal, Québec | \$1.5 billion (with major overruns)

"The Big O" became infamous for its cost overruns and retractable roof issues, but remains one of Canada's most recognizable landmarks.

**1977-1984**

**Revelstoke Dam & Generating Station**

Revelstoke, British Columbia | ~\$2 billion

A 2,000 MW hydroelectric facility on the Columbia River.

**1973-1979**

**CN Tower**

Toronto, Ontario | \$63 million

The tallest freestanding structure in the world until 2007. More than 70,000 cubic metres of concrete were poured during construction.

**1975-1985**

**Alberta Oil Sands Mega-Projects**

Fort McMurray, Alberta

The \$2.3 billion Suncor expansions marked the birth of modern oil sands mining. At the time, Syncrude was the largest single construction project in Canadian history. Teamsters Canada members remain heavily involved in the oil sands today.

**1984-1986**

**Expo 86 Site & SkyTrain (Phase I)**

Vancouver, BC  
Expo 86: \$1.5 billion, Sky Train: \$800 million

Canada's first fully automated rapid transit system. Construction work on LRT and transit expansions continues throughout the Greater Vancouver area.

**1989-1994**

**SkyDome (now Rogers Centre)**

Toronto, Ontario | \$570 million

The first stadium in the world with a fully retractable roof.

**2000-2015**

**Alberta Oil Sands Expansions**

Fort McMurray region | Tens of billions of dollars

Major projects included Kearl, Fort Hills, Jackpine, Horizon, and others. Beyond construction, many Teamsters members continue to support these facilities through ongoing maintenance, site logistics, warehousing, and transportation.

**2010-2030**

**Muskrat Falls & Labrador-Island Link**

Labrador & Newfoundland | \$13.1 billion

An 824 MW hydroelectric project paired with an HVDC transmission link. First power flowed in 2020, with full service achieved around 2024. Attention is now turning to the proposed Gull Island project, which could be three to four times the size of Muskrat Falls.

**2019-....**

**LNG Canada & Coastal GasLink**

Kitimat (C.B.) | 40 milliards de dollars

Largest private-sector investment in Canadian history. Product delivered July of this year. Waiting on a final decision on phase 2 going forward hopefully by April 2026.

**1984-1986**

Vancouver, BC  
Expo 86: \$1.5 billion, Sky Train: \$800 million

**1989-1994**

Toronto, Ontario | \$570 million

**2000-2015**

Fort McMurray region | Tens of billions of dollars

**2010-2030**

Labrador & Newfoundland | \$13.1 billion

**2019-....**

Kitimat (C.B.) | 40 milliards de dollars

**1980-1985**

Clarington, Ontario | \$14.4 billion

**Darlington Nuclear Generating Station**

Canada's most recent completed nuclear power station, featuring four CANDU reactors. Many Teamsters members continue to build long careers in the nuclear sector. With refurbishments underway at Bruce Power and Pickering, and five new small modular reactors (SMRs) approved for Ontario, this sector remains strong. Other provinces are also closely watching SMR developments.

**1986-1993**

Prince Edward Island - New Brunswick | \$1.3 billion

**Fixed Link Studies - Confederation Bridge (built 1993-1997)**

The longest bridge over ice

**1990-2000**

Offshore Newfoundland | \$5.8 billion (first oil in 1997)

**Hibernia Oil Platform (GBS)**

A gravity-based structure built in "iceberg alley," and the largest offshore platform ever towed.

**2008-2010**

\$3.3 billion

**Alberta Clipper Pipeline**

A 1,607 km pipeline stretching from Hardisty, Alberta, to Superior, Wisconsin. The 36-inch diameter line remains a major piece of cross-border energy infrastructure.

**2018-....**

Windsor-Detroit | \$6.4 billion CAD

**Gordie Howe International Bridge**

The largest Canada-U.S. border crossing project in history. Expected to open to traffic next year.



## SOLID WORK IN THE LAUNDRY SECTOR

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

2025 saw several collective agreements renewed in the laundry industry, and I am pleased to say that this sector remains competitive, offering good working conditions and promising prospects for those who choose to work in it. We saw demanding negotiations, direct and sometimes lengthy discussions, but always driven by a desire to protect and improve the conditions. This is an all-important service, too often invisible, yet always needed. Laundry workers deserve respect, and 2025 was a year that reminded us of that simple truth.

When I began my role as director of this division within our union, I decided to undertake a full inventory of every



collective agreement we hold in this industry across Canada, so that our brothers and sisters in every province can aspire to similar conditions. It is my belief that the more we are informed, the better we become at securing strong contracts. Knowledge is a powerful tool. A collective agreement signed in Vancouver can lead to more ambitious demands in Québec. A clause obtained in Winnipeg may open the door to new protections in Ontario. Nothing moves forward in isolation.

Although there is still work to be done on this front, I am pleased to say that the groundwork is underway. The first documents have been catalogued, comparative analyses are in progress, and already, patterns are emerging. What we learn today will serve us tomorrow, and for a long time to come.

Laundry work is hard work. It's lifting heavy loads, working in constant heat, keeping up with a fast pace, repeating the same movements at workstations, handling chemicals that can sometimes be irritating, standing long hours, and performing physical tasks that demand strength, precision and endurance. It is a demanding daily reality. Yet it is carried with pride by our members. And I am convinced that our union remains the best vehicle to ensure that the workers in this industry receive conditions that reflect the true value of their contributions



*Workers at Canadian Linen have been Teamster members for decades.*



## UNITED ON THE WAREHOUSE FLOOR

by *Jason Sweet, Director, Warehouse Division*

Teamsters Canada is celebrating 50 years of greatness, and no division has carried that legacy quite like the Warehouse Division. Since day one, our members, agents, and locals have been on the frontlines, driving standards, raising expectations, and delivering actual results for workers from coast to coast.

For five decades, we have led the way in securing the strongest warehouse contracts in the country and defending the rights of workers in every sector of the supply chain. Whether it is food, logistics, e-commerce, manufacturing, or distribution, Teamsters warehouse workers have set the benchmark for fairness, safety, and respect on the job.

Since our last report, more than 250 warehouse and distribution workers at the Sobeys distribution centre in Balzac, Alberta, were locked out by their employer, simply for demanding what every worker deserves: fair wages and respect. These hardworking Teamsters, represented by Local Union 987, stood united against corporate greed and an employer that believes it can intimidate its own workforce.

Teamsters Canada President François Laporte said it best: "Sobeys is putting profits before people and expecting workers to simply roll over. That is a miscalculation. Everything is getting more expensive, and grocery workers should not have to struggle to afford food themselves."

When companies choose profits over people, Teamsters choose to fight back. Ultimately, Sobeys workers were able to secure an agreement.

Once again, I had the privilege of speaking on behalf of Canadian Teamsters at our union's warehouse conference. It was an incredible opportunity to stand shoulder-to-shoulder with Teamsters from across North America as we came together with a shared purpose: to strengthen our movement, elevate our standards, and ensure that our members continue to lead the way in every corner of the warehousing industry.

Throughout the conference, we exchanged ideas, experiences, and strategies. Major topics included technological change, safety on the floor, fair scheduling, or the next generation entering our industry. The ability to coordinate, learn from one another, and share best practices is essential when taking on major employers, who spare no resources in their efforts to undermine workers and their unions.

I am proud to represent Canada in a division that raised me, and proud to stand with every Teamster who keeps our industry moving forward



*Teamster members employed at Sofina.*



*A shop steward from the Warehouse Division and member of Local Union 419*



## PROGRESS AND PERSISTENCE

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



▲ François Laporte, president of Teamsters Canada, at the TCRC-MWED national convention in Toronto.

2025 started for members of the TCRC MWED at CPKC with a great deal of uncertainty. We reached a point with CPKC where we were forced to seek help from federal mediators and entered into conciliation with the employer over the renewal of the collective agreement. Our members stood together and sent a clear message to the employer with over 80% of our members voting in favour of a strike, if necessary.

Ultimately, through the hard work of the bargaining team and the solidarity of our members, we were able at the last minute to agree to terms on a renewed collective agreement that will be in place over 2025-2028. This agreement saw increases in all categories of wages, benefits and expense reimbursements as well as positive work rule changes that impact our members every day.

On other fronts, we continued, alongside other CPKC unions, challenging the company's Drug and Alcohol Policy. The policy effectively attempts to control workers when they are off duty. This has been a long road of arbitration, but we are looking forward to a decision in early 2026. We believe fairness will finally prevail.

Our group once again spent a great deal of time resolving grievances. This has continued to be a success story for our members, effectively putting hundreds of thousands of dollars into their pockets. We are not where we want to be yet, but we continue to prioritize resolving grievances as quickly as possible.

Elsewhere, we negotiated agreements with Québec Gatineau and VIA Rail. We also began negotiations with Southern Ontario Railway, Goderich Exeter Railway, Ottawa Valley Railway and Hudson's Bay Railway. These negotiations are ongoing and we will be spending more time in 2026 to ensure that these members get what they deserve: a strong Teamsters contract.

In 2025 we held our first convention since 2014. Our previous convention had to be cancelled due to Covid. We were happy to have many great guests from Teamsters Canada, TCRC, BMWED, Unifor and the BRCF.



**“Resolving grievances: a success story for our members, effectively putting hundreds of thousands of dollars into their pockets.”**

We were especially honoured to have the president of Teamsters Canada, Francois Laporte, address the delegation. This was fitting, as President Laporte played a major role in helping our group join the Teamsters in 2004.

Wade Phillips remains as president, Trevor Marshall became Vice President, Patrick Gauthier became Secretary Treasurer, Graham Bradley and Maclean Foster were re-elected to their Regional Director positions and Gaetano Pompizzi and Justin Grimshaw were newly elected as Regional Directors.

I can safely speak for the whole group to say that we are humbled and honoured to have had the confidence of the membership bestowed upon us and we will spend the next five years working to ensure that our members believe that they made the right decision.

In August, our former President, Vice President and Prairie Region Director, Gary Doherty retired. We will miss Gary's knowledge, his drive for the members and his guidance.

Most recently, we had the retirement of another long-time Union officer, our Secretary Treasurer and former Atlantic Region Director Anthony Della Porta. Anthony has done a great job to keep our finances in shape, and has been a strong advocate for our members.

**Both will be missed!**



## RESEARCH IN THE SERVICE OF WORKERS

by **Omar Burgan**, Director of Research & Policy

Despite all the technological advances in our society since the early days of organised labour in Canada, the same dynamic still plays out under our economic system: workers drive the economy and produce immense wealth while employers and investors continue to claim a disproportionate share of the benefits.

Just last year, Statistics Canada reported that the gap between the highest- and lowest-income households reached a record high in the first quarter of 2025. CEO pay has also hit new heights, now averaging 248 times that of the typical worker.

This staggering level of inequality is deeply felt by workers across the country, including our own members. Soaring corporate profits on essentials like groceries and housing have left people feeling economically insecure despite a strong national economy. Ongoing global uncertainty has only added to this sense of precarity.

Rather than be discouraged, we must continue to organize and rise to the challenges before us, just as we always have.

Teamsters Canada has acted on many fronts to fight back against exploitation of workers and to win better material conditions for our members. We've provided research support to locals in bargaining and arbitration as well as maintained a national content searchable database of Teamsters collective agreements to strengthen bargaining power across the country.

We have fought hard against the illegal Driver Inc scheme in the trucking industry, including a flyer campaign distributed to drivers across the country. We have also spoken out about the industry's overreliance on temporary foreign worker permits that leave many workers tied to a

**“Teamsters Canada has acted on many fronts to fight back against exploitation of workers and to win better material conditions for our members.”**

single employer under threat of deportation, making them vulnerable to exploitation.

With the growing use of artificial intelligence in our workplaces, we shall remain vigilant in ensuring our members are well equipped to protect themselves. While we don't oppose the use of new technology, we insist that it be used to help workers, and not as a tool to overwork them, discipline or monitor them. Recently we partnered with a university research group to document the impact of AI camera technology on some of our members. We encourage any member affected by AI technologies on the job to contact Teamsters Canada.

One of the goals of this department is to turn data and analysis into leverage and concrete gains. As inequality deepens and technology reshapes work, our role becomes even more critical. Together, we can push back against exploitation and help give workers a real voice in shaping the future of the economy.

**Solidarity, informed by research and backed by action, remains our strongest tool.**



▲ Handing out flyers about Driver inc.



▲ Research and policy presentation at the Teamsters Canada youth camp



# RESILIENCE, MODERNIZATION, AND SOLID GAINS ACROSS CANADA

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

2025 was a year of forward momentum for workers in Teamsters Canada's Soft Drink and Brewery Division. Despite real pressures, from volatile aluminum tariffs to shifting consumer trends in alcohol, our members have continued to secure better working conditions, strong contracts, and new opportunities across the country.

## INNOVATION AND INVESTMENT STRENGTHEN JOBS

Major investments continue to improve stability and long-term prospects for our members.

In British Columbia, Coca-Cola Canada Bottling injected \$12.5 million into a new can-line production system at the Richmond facility, boosting output and strengthening the Western Canadian supply chain. The facility has also begun electrifying its fleet with new EV service vans, and we've been able to protect Teamster jobs in the transition.

Meanwhile in Alberta, Calgary's automated storage and retrieval system is now fully operational. Production hours are high, with many members earning record-high paycheques. As negotiations approach, workers are focused on ensuring job security and training to safely manage new technology in a growing market.

## NEGOTIATIONS PROTECT WHAT MATTERS MOST

Wage fairness, seniority protections, and safe workloads remain top priorities everywhere.

Back in British Columbia, Coca-Cola workers in Vancouver Island and the Interior secured a six-year deal that keeps operations stable and productive. Contract language for skilled trades negotiated in 2023 continues to pay off with substantial wage gains coming into effect in 2025.

In Québec, as I write these lines, negotiations are underway at Sleeman breweries across several cities, with wages leading the agenda. At Coca-Cola and Pepsi Montréal, hiring has finally caught up to demand, with most positions filled for the first time in years. New production lines, including a major Gatorade system, are ramping up, though rapid growth has brought training challenges and management turnover.

Workers at Pepsi Montréal are also preparing to defend recovery-route jobs as provincial recycling programs evolve, making sure employers don't eliminate positions without proper consultation or compensation.

In Ontario, bargaining is ongoing at Refresco, where the union will push for recognition of workers' substantial contribution through inflationary and supply-chain pressures.

## BREWERS UNDER PRESSURE

Brewers nationwide continue to feel the impact of declining alcohol consumption among younger Canadians.

At Sleeman's brewery in Chambly, Québec, canning operations are shifting back toward bottles. Thanks to foresight and previously negotiated investment commitments, layoffs were avoided, even as other non-Teamsters facilities experienced cuts.

The Unibroue product brand remains a bright spot, remaining popular and profitable despite shifting trends, helping preserve stable employment in key brewery workplaces.

## A STRONG DIVISION READY FOR THE FUTURE

Across provinces, common challenges persist, like fair overtime distribution, workplace safety and compliance, stronger seniority protections, and respecting workers as technology changes.

But one theme stands out above everything else: the union continues to deliver results. From upgrades to job-saving negotiations, 2025 has been a year where workers made sure progress didn't leave anyone behind.

***"Major investments continue to improve stability and long-term prospects for our members."***

## THE PROTECTION THAT FREEDOM MOBILE WORKERS CHOSE

When Freedom Mobile changed hands in 2023, workers moved quickly to make sure their voices would not be lost in the shuffle. More than 800 retail and customer service employees chose to join the Teamsters, seeking protection amidst uncertainty, following Freedom Mobile's sale by parent company Shaw Communications to a new owner, Quebecor.

A first collective agreement was signed in November 2023 and runs through November 2027, putting the bargaining unit roughly at a midway point.

Since then, the union has been focused on building strong connections across a workforce that is spread between storefronts and work-from-home customer service staff. Reaching members who rarely meet face to face takes extra effort, but is nonetheless crucial. Stewards and business agents have been fielding questions, dealing with managers, and using the grievance procedure to make sure problems are taken seriously.

Pay, especially commissions, remains front and centre. Frequent changes to the incentive structure after the acquisition have created confusion and frustration, and the union expects the issue will loom large in the next round of bargaining.

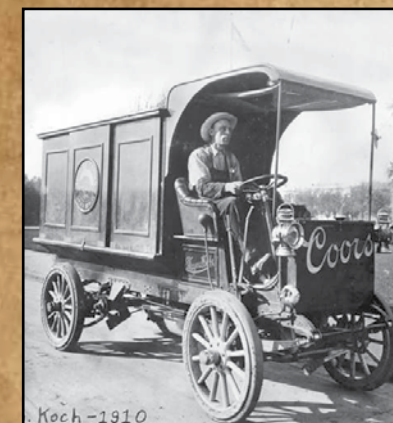
Those frequent changes have real consequences. For example, the union is currently challenging a dismissal in which a worker improperly submitted sales figures. The company accused the worker of trying to game the system.

Challenging corporate decisions like these would normally cost an individual thousands of dollars. Thankfully, with the Teamsters, Freedom Mobile workers have the protection and the backing they organized for.



*Did you know that almost all Coca-Cola beverages sold in Canada are made right here at home? Many are even made by Teamster members!*

*Solidarity is the secret ingredient for these BC-based Coca-Cola workers, pictured here welcoming Teamsters Canada President François Laporte and Teamsters Local 213 Secretary-Treasurer Tony Santavenera for a workplace visit.*





# TEAMSTERS BEHIND THE SCENES

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

## THE TEAMSTERS REPRESENT MOVIE AND TV WORKERS IN BC AND ALBERTA.

As 2026 begins, production levels have equalized close to average, historic levels. We expect that production will continue at these levels due to acquisitions and mergers, tech changes, and the increasing number of players and delivery platforms currently in the industry.

Local Union 155 has experienced a slight decline in membership through attrition and retirements. Membership is approximately 2130 in all eight divisions. These changes are normal in our cyclical industry, and we are confident in future growth as the cycle changes. Members are thankful that they have been able to take full advantage of their Teamsters membership - a diverse union present in many industries - by accessing work through other local unions in Joint Council 36.

Teamsters Local Union 362 in Alberta, along with some US-based local unions, are experiencing similar changes to their production levels. The industry in that province continues to benefit from generous provincial tax credits, which the union has supported.

As part of the BC Council of Film Unions, we have been working on organizing new segments of the industry, including verticals and micro dramas. Diversification and organizing are key priorities for the future.

We continue to promote education for our members, having brought some courses in-house, and offering reimbursement to members for a vast number of industry-related courses. We are also cooperating with Local Union 213 and their new training school. During the last round of bargaining in BC, the union was successful in doubling the employer contributions to the Motion Picture Training Society. And finally, we have been fortunate and thankful to have access to courses offered by the IBT Teamster Learning Academy and Teamsters Canada.

We are also working with our industry partners to assist with the costs associated with MELT training for truck drivers.



People often overlook that film productions are complex logistical operations, powered by Teamster truckers. Mandatory entry level training for truck drivers, while helpful from a safety perspective, is expensive and continues to discourage many from entering the job.

The Teamsters continue outreach efforts with the Motion Picture Production Industry Association, meeting with producers and employer representatives frequently. Discussions involving the state of the industry and future prospects proved to be encouraging for our members going into 2026.

## GRAB SOME POPCORN!

Alberta productions included *My Life with the Walter Boys*, *The Abandons*, *Billy the Kid*, and the long-running Canadian hit *Heartland*. Canadian Teamsters also worked on the hugely popular HBO MAX series *The Last of Us*, filmed in both Alberta and British Columbia.

In Vancouver, production remains strong. The Emmy-record-setting miniseries *Shogun* is back for Season 2, and Sony's new adaptation of the blockbuster game franchise *God of War* is now filming in BC.

Members also found solid union employment on popular series including *Tracker*, *Fire Country*, *Avatar: The Last Airbender*, *Percy Jackson*, *Virgin River*, and *Watson*.

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



*Francois Laporte, president of Teamsters Canada, with David Holm visiting movie set workers in Vancouver.*



# ARMOURED SOLIDARITY

by *Owen Lane*, Director, Armoured Car Division

## ARMOURED ONTARIO

The Teamsters' largest armoured car contract expired on April 30, 2025. For nearly 25 years, the bargaining relationship followed a unique framework. But poorly executed negotiations - and GardaWorld's push for major concessions - upended that process. Through legal manoeuvring, the company then attempted to limit our members' ability to strike, inadvertently triggering that very right.

The membership sent a clear message with a 97% strike mandate. Realizing its miscalculation, GardaWorld tried to walk back its demands, but the damage was already done.

Rather than respect that message, GardaWorld filed complaints with the Canadian Industrial Relations Board (CIRB), alleging that Local Unions 419 and 879 were in breach of the collective agreement and in an illegal strike position. The CIRB rejected those claims and reaffirmed our members' right to strike.

Following that ruling and mounting pressure from the membership, GardaWorld finally brought in a new negotiator. In November, Ontario members ratified a new, industry-leading five-year collective agreement, once again placing our members at the top of the sector.

## ARMOURED WEST

In the Prairies, Local Union 979 in Winnipeg has concluded bargaining with Brink's. The recommended four-year agreement includes significant wage increases and meaningful language improvements.

The Western Canada Council of Teamsters is now preparing for upcoming GardaWorld bargaining, with the contract set to expire on May 31, 2026. Local unions from Alberta (Local Union 362), Saskatchewan (Local Union 395), and Manitoba (Local Union 979) are coordinating proposal meetings within their jurisdictions and will hold a coalition meeting in early 2026.

Local Union 362 has also been notified by GardaWorld of its intention to pilot member-worn body cameras in early 2026. To date, the union has been given no rationale for the introduction of this technology. As the National Health and Safety Policy Committee (NHSPC) has not been consulted, it is reasonable to conclude the proposal is not safety-related. We are closely monitoring the situation.

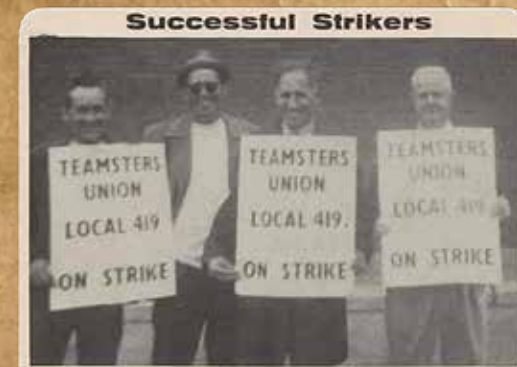
## ARMOURED EAST

In April 2025, members of Local Union 927 in New Brunswick working at Brink's ratified a new collective agreement. The contract secured wage increases of up to 33%, bringing the

group to wage parity with GardaWorld New Brunswick by the end of the agreement, along with several additional financial improvements. The membership delivered a 100% ratification vote.

Following an extended and difficult round of negotiations and backed by a 100% strike mandate, GardaWorld members in New Brunswick and Prince Edward Island also ratified a new collective agreement. The deal closes the wage gap with Nova Scotia and achieves these gains without concessions.

Organizing efforts are now underway among Brink's vault and cash staff across the Maritimes, as we continue to expand our footprint and strengthen working conditions throughout the armoured car division



Teamster Local 419 of Toronto, Can., recently concluded a successful strike against Brink's Express Co., of Canada, Ltd., at the company's Toronto branch. Taking a short break during picketing duty were (left to right): Al White, Andy Nelson, Al La Fort, Local 419 secretary-treasurer, and Pat Riley.

**Brinks strike by members of Local Union 419 in Toronto, 1973**



**Strike of 400 employees at Securicor Armoured Cars in Toronto, Ontario - 2001**



# TEAMSTERS WOMEN

by *Nathaly Guillemette, Director of Education – Québec | National Coordinator Human Rights*

## TEAMSTERS INTERNATIONAL WOMEN'S CONFERENCE - AUGUST 2025, TORONTO

Last August, Toronto welcomed over 1,300 participants from Canada and the United States, including more than 160 Canadian women and their allies, for the Teamsters Women's Conference. Members of the women's committees from Québec, Ontario, and British Columbia were also in attendance.

This conference offers a unique and welcoming space where women workers can deepen their knowledge, share their experiences, and develop the skills needed to promote equality, solidarity, and union values in their workplaces.

The International Brotherhood offered a wide range of workshops focused on issues specific to women workers. Teamsters Canada stood out in particular by hosting two highly recognized sessions:

- ◆ *Organizing and Mobilization - a dynamic workshop presenting organizing strategies designed to motivate and empower women while highlighting the role of allies. Participants left with concrete tools to increase women's participation and representation within the union.*
- ◆ *Inspiring Panel of Four Teamster Women - four activists from our organization generously shared their personal journeys, challenges, and successes, underscoring the vital importance of union involvement. Their authenticity and courage deeply moved the audience and served as a powerful reminder of the importance of women's voices within our organization.*

The Women's Conference once again demonstrated solidarity and commitment to building a more representative and inclusive labour movement. Through the participation of Teamster women and their allies, we are strengthening our leadership, supporting women workers, and advancing equity in the world of work.

As the Teamsters' 50th anniversary approaches, the Education Department remains committed to offering accessible, practical, and

engaging programs for all our members. After five decades of progress, we look forward to celebrating our history and continuing to build an even stronger future for workers.



Local Union 847 President *Fernanda Santos* shares her journey as a trade unionist, as a mother and grandmother, highlighting the progress women have made in leadership roles and the work that remains to be done.



*Lenna Phenix*, president of the Teamsters Ontario Women's Caucus and business agent at Local Union 879, received the *Barbara Liddy Teamster Woman Activist Award*.



*Teamsters Canada President François Laporte* addresses the Canadian delegation to the women's conference, concluding his remarks by expressing his unwavering support for our members, stating: "When women lead, our union grows stronger, today and for generations to come."



*Ontario Joint Council 52 President Craig McInnes* welcomes Teamster women from across North America to Toronto for the International Teamsters Women Conference



*BC & Yukon Joint Council 36 President Stan Hennessy* showing solidarity at the International Teamsters Women Conference

## WORKSHOP 1



*Organizing and mobilizing - a dynamic session on organizing strategies aimed at motivating and empowering women while highlighting the role of allies.*



## WORKSHOP 2



*Panel discussion - four Teamster women activists generously shared their journeys, challenges, and successes, highlighting the essential role of union involvement.*





## CHALLENGES EVERYWHERE

by *Alain Michaud, Director, Social Services Division*

As we move into 2026, it is worth looking back at the year behind us. In 2025, the social services sector went through an exceptionally demanding period, marked by constant pressure, growing needs and a glaring lack of resources. Yet despite the scale of the challenges, our members continued to hold the network together. Their commitment, dedication and resilience deserve to be acknowledged openly.

In public long-term care centres and other healthcare settings across the country, the reality remains the same: the population is aging, and the level of care required is rising. Needs are increasing, becoming more complex, requiring more time, more presence and stronger skills. But resources are not keeping pace. Staffing ratios are inadequate, and teams are asked to do more and more with less and less. Service quality suffers, and exhaustion sets in. In 2025, far too many workers carried the system on their shoulders without being given the means to do so safely or sustainably.

On top of this came the end of reliance on staffing agencies, in Québec, a measure which, without proper funding and planning, shifted the full weight of the workload onto internal teams. In a climate where replacements are cut, budgets stagnate, and labour shortages become structural, it is our members who pay the price. And behind them are our seniors, our loved ones, the most vulnerable people in society. Those who built this country deserve better than a system permanently operating under capacity.

The integration of immigrant labour was also a major issue in 2025. These colleagues arrive with skill, determination and courage. But language support, training and knowledge of union rights remain insufficient. Their full participation is immensely important to the healthcare system.

What 2025 has again shown us what we have long known: we need more resources, better staffing ratios, real funding and a serious plan to stabilize teams. Governments must invest more. This is a matter of respect for our members, and for those who rely on their care. In 2026 and beyond, we will continue to fight. We will continue to advocate, to educate, to apply pressure. We are not letting go. Because our people, and our elders, deserve nothing less.



*These members of Local Union 419 are healthcare heroes, serving across Peel Region as nurses and frontline staff at Etobicoke General Hospital, Brampton Civic Hospital, and Peel Memorial Hospital.*



## FROM C-202 TO THE BARGAINING TABLE

by *Paul Barton, Director, Dairy Division*

It was an absolute pleasure to see the passage of Bill C-202 in 2025, which protects supply-managed industries from international trade negotiations. Does this mean the dairy sector is out of the woods? As some domestic voices continue to oppose the way this industry is structured, they fail to mention that the USA subsidizes its dairy sector to the tune of billions, while Canadian producers receive no taxpayer money.

Closer to home, communication among dairy locals continue to improve. There's a sense that our cooperation and coordination are having a positive effect on the work we do on behalf of our membership. Our united front has strengthened our bargaining power against these multinational employers and helps us match their tactics.

As proof that building and maintaining relationships are key to the Teamsters' success, our brethren at Local Union 647 in Ontario managed to avert a strike in Don Mills, achieving a contract with Agropur at the eleventh hour. Meanwhile, Québec's Local Union 1999 has been busy mending fences after last year's labour strife in Beauceville. Although workplace issues remain, the relationship with the employer is improving.

On the East Coast, the team at Local Union 855 has worked effectively with the incoming Dairy Farmers of Newfoundland and Labrador, who took over from Agropur last year. This transition has resulted in increased production and the addition of more full-time jobs. Today, approximately 300,000 litres of raw milk that would have been shipped off the island is now processed in-house. Clearly, this partnership has improved morale at the facility.

Local Union 987 achieved four-year agreements with both Lactalis and Saputo in Calgary. In addition, Saputo added 30 new full-time positions there. At Local Union 395, a three-year renewal agreement was negotiated with Agrifoods, providing stability and labour peace.

Local Union 464 is in bargaining with Saputo as of this writing, with no future dates set. Local Union 395 is preparing for bargaining with Saputo in early 2026, while Local Union 647 is about to engage with Intercounty Milk Transport.

The closure of the heavy-truck workshop in St. Laurent, affecting 10 well-paying jobs, was an issue for Local Union 1999, where they managed to limit the damage through early retirements. Other workers were redirected into the plant.

Count on the Teamsters to help keep the pressure on the government and employers to do right by dairy sector workers.



*Teamsters Canada President François Laporte and Local Union 464 Secretary-Treasurer Paul Barton meeting with Saputo workers to stand shoulder to shoulder with the rank and file.*



*Local Union 647 President Martin Cerqua with the bargaining committee at the Agropur plant in the Greater Toronto Area.*



*Hilton Dairy Vancouver 1936*

**1903**

The International Brotherhood of Teamsters was founded in 1903 following the merger of two unions. One of them, the Team Drivers' International Union, already represented workers in Montréal and Vancouver.

**1919**

Winnipeg was shut down by a general strike lasting nearly 40 days. Teamsters played a critical role by blocking the city's streets with their horse teams and wagons.

**1920**

The IBT voted to affiliate with the Trades and Labour Congress of Canada to join the broader Canadian labour movement.

**1937**

After seven years of absence, the IBT returned to Québec by issuing a charter to a dairy industry local in Montréal.

**1954**

The IBT introduced the conference system, grouping Canadian locals into Western, Central, and Eastern conferences.

**1960**

The Canadian wing of the IBT was expelled from the Canadian Labour Congress due to a railway jurisdiction dispute.

**1966**

A 15-week strike involving 8,500 Ontario Teamsters resulted in a contract establishing the 40-hour work week.

**1976**

In October 1975, the IBT issued a charter to the Canadian Conference of Teamsters. In March 1976, it became an official affiliate of the IBT.

**1980**

The Motor Carrier Act was signed in the United States, launching trucking deregulation that would soon affect Canada.