

**MINUTES OF THE EXECUTIVE COUNCIL MEETING  
TC LOCAL 1976 USW**

**September 12th, 2025  
Montreal, QC**

**VIDEOCONFERENCE via Zoom**

**Day \*\*1.\*\***

**Attendees:** Nancy Lapointe (NL), Manny D'Souza (MDS), Jeffrey Howell (JH),  
Johanne Gosselin (JG), Erin Zuchotzki (EZ), Joe Rizzuto (JR)

**Guests:** Annie Daigneault (AD), Nathalie Lapointe (NatL)

The meeting is called to order at 10.15 AM.

NL greets the members in attendance.

**Minutes of Previous Meetings**

- Reading of the minutes of the May 2025 meeting.  
Motion by EZ/JH to approve the minutes. All in favour, motion passed.

## REPORTS:

### **REPORT of PRESIDENT - Nancy Lapointe** **TC Local 1976USW Executive Council Meeting** **May 12, 2025**

Below is my report on some of the activities and other business I was part of since our last meeting in May.

Things are always a little slower during summer, but it has allowed me to meet with smaller groups that we don't get to hear from as often.

At the beginning of July, Jeff, Michel, Nathalie and I flew to Calgary for expediated arbitration and got close 20 cases heard in one day. Most of them will not get an award, since it turned out getting mediated instead of arbitrated.

Michel, Jeff and I also went to Calgary at the end of July to right up and agreement on the way to call overtime in the intermodal facilities with CPKC.

Talking about CPKC, we are gaining more members as CPKC is contracting in their Car compounds in left to fend for themselves.

We still have not heard from Josh and are still looking for a replacement to cover some of the work he was doing to free up some of Jeffrey's time.

We also have a grievance meeting schedule with FMCS to try and agree on what we can to get as many grievances' settlement as possible.

The last thing I will report about in relation to CPKC is a complaint filed at the CIRB by Leighton Costanzo against the company for holding him out of service while waiting for a medical report. At the peak of the July heat, Matt Hipweel has forbidden our members to go to the main building to access water and washroom.

They were instructed to bring enough water with them to last until their lunch break and if the needed to go to the washroom, they could use the Johnny on the spot installed outside in the yard.

Leighton submitted a complaint, stating that being diabetic, not having access to fresh water and a clean place to keep his medicine was threatening to his health. He was immediately removed from service. Since the company was fully aware of his condition, there were no reasons to hold him out of service.

We have a little issue with an arbitration for Marine Atlantic where we were informed by the staff representative that he would not be handling the case because he's worried about a DFR complaint coming after the hearing if we were to win our case.

Manny and I have spoken to D6's Director, Kevon Steward and he agreed with the staff representative.

Canpar is under control. We have some arbitration coming and we will be starting to bargain with them soon.

Respectfully Submitted

Nancy Lapointe  
President,  
TC Local 1976 USW

- Reading of the report
- Motion by JG/JH to approve the report. All in favour, motion passed.

**REPORT of VICE-PRESIDENT – Manny D’Souza**

**Report for Executive Committee**

**May 12, 2025**

The summer of 2025 is coming to a wrap it has very intense with lots of challenges. With the heat wave and negotiations, the summer has kept the Local busy with preparation and also with conflict resolution.

In the airline American Airlines negotiations have finally come to an end and tentative deal was ratified with the result being 63 pct in favor of a 3-year deal. I am proud to announce that no concessions were made but gains to vacation, overtime rules and fair market wages were reached. The avg rate was 6.7 pct increase in year 1 and 2 following years at 3pct. The bargaining committee was also successful in attaining signing bonuses for all members. A special thank you to Kurtis McGibbon, Dave Eccleston, Alexandra Farley, Stephanie Guerrera-Silva and Derek Teolis for a fair deal. The pay equity process has reached its conclusion, and the company has published their plan. We are awaiting to see when they will apply the changes. We also have an Arbitration ready to go in October for a dual employment Grievance filed on behalf of 3 members being terminated at the Toronto station.

Delta Airlines has been working well. The company announced a reduction in their disciplinary process reducing the timeframe of a discipline reducing them by 6 months on all levels. Although we are happy with this reduction we are still in dispute with their policies towards tardiness. There are also a few Arbitrations that will be scheduled as we have not been successful in agreeing to some grievances. The pay equity committee has almost completed their tasks, and we await to see what results will come from the work of the committee. A special thank you to David Pinck and Kathy Klassen for being part of the mandated process and working hard on this project.

At Garda World in Ottawa, we have reached the point of no return after a vote of rejection of 229-0 a wave of solidarity has grown and our members at YOW have been engaged with a work action of wearing jeans to work. The membership is eager and been excited for expressing their dissatisfaction but at the same time being professional and doing the great work of keeping our skies safe. Kudos to the bargaining committee comprised of Kristopher Marzitelli, Stevan Kerestes, Barry Pascoe, Sheng Hong Zhong, Anish Sethi and Tracy Simpson for keeping the members in solidarity.

I have been working with our work groups in Montreal at Place Ville Marie and Place Bonaventure to resolve a few issues. The Airport Runway Security at Dorval and Mirabel airport also have been added to my files since the departure of PR Richard.

Canpar negotiations will be beginning in the next few weeks, and we have a strong negotiation team ready to get a fair deal for our members across Canada.

In conclusion, we continue to work hard and look out after our members. The fall season is filled with new negotiations and 2026 is only 3 months away.

This concludes my report, thank you for your attention

In solidarity,

Manny D'Souza

This concludes my report, thank you for your attention,

In solidarity,

Manny D'Souza

-Reading of the report

- Motion by JG/JR to approve the report. All in favour, motion passed.

**Vice President Report -District #3- Erin Zuchotzki**  
**Report for Executive Council Meeting**  
**September 2025**

**Bulk Systems – Golden**

- Nothing new to report

**Sea Span – Vancouver**

- The Sea Span contract has been up for renewal since December 31, 2024.
- The Union sent a notice to bargain at the beginning of the year, and the company has not replied yet.
- Staff rep Earl Graham will reach out to the company in September to see what the hold up is.
- I have requested to observe the bargaining process as Earl is retiring at the end of 2025.

**CPKC Unit 49**

- The CP and KCS system amalgamation continues to be a problem. In some cases, it is reported that the emails are in the thousands behind being addressed.
- Evan is hopeful this will result in some permanent jobs being implemented soon.

**CPKC Unit 891B**

- Natalie has reported that the members are still patiently waiting for the printed and digital copies of their most recently ratified CBA's.
- There are no grievances for this unit at this time.

**CPKC Unit 891/892**

- Since Josh stepped down, Jeffrey has been taking care of these two units.
- There are high levels of Crew Dispatchers currently on leave.
- 2 temporary managers want to come back to Crew Dispatch, Jeffrey is taking care of it.
- There is currently a return-to-work from another Union driving Crew Bus, a grievance has been filed.

**Canpar Unit 862**

- 8 P&D units were transferred to BC from Edmonton. It is nice to enlarge the fleet as we do not have to use rental vehicles unless in case of emergency.
- Recently, there was a driver from Ontario who moved to BC. Originally this member was scheduled to be a driver, but they chose to work in the warehouse instead. This caused a bit of an issue as this member does not have terminal seniority from the move across the Country, and as such, has to start out part time in the warehouse.
- Since the Samsara speed reduction limits, there has been a higher than usual number of interviews coming from "excessive speed" that is caught on the camera. We have a grievance filed that we are hoping will go to arbitration.
- An ICS broker was dismissed without following the CBA, and we are headed to Arbitration on the file and another from Alberta.

**Canpar Unit 2301**

- Since the last Executive Council meeting, we received the news that the Regional Manager had been terminated. The whole of Western Canada for Canpar is looked after by one Regional Manager now.
- We transferred 8 P&D units to BC as we had them sitting in the yard, not being used.
- Business has been up drastically for the summer, but the company is not expanding the membership.
- We had 2 senior drivers retire, and an additional hourly driver quit, and an OO quit. The company has failed to replace these members, and has instead brought in agent workers since mid-April. I thought this was under control, but I was informed this week that the agents are back in the building this week.
- The members are looking forward to the upcoming contract negotiations and many of them have reached out to me to schedule meetings with the membership in their locations.
- I had another ICS broker dismissed with the company not following the CBA, as we are waiting for arbitration on the other 2 files, I have not received a reply from the company.

Since the last Executive, I had the opportunity to attend training for Trusteeship for the LTD/MTD fund. It was very intense training, but very enlightening. I am looking forward to continuing with that journey.

I have talked with USW H&S coordinators and education coordinators to start looking at establishing a National H&S course for the federally regulated Locals. While I believe it is important for each District to continue their Province-specific H&S training, there are 3 National Locals who could use continuity in our training to go along with the Provincial training needed in each jurisdiction.

I have been in discussions with the company about our uniforms and making them more productive for the members at Canpar. In mid-July, I received 2 boxes of samples from the uniform company. Jonathan Grdic also received sample uniforms for us to try out. Unfortunately, a lot of the items are for cooler months, and we have not been able to test them out yet, but we have started to use the warmer month clothing and so far, we have good feedback to supply to the company.

We recently started the Canpar bargaining committee, we just finished 3 intense days of meeting with the committee to discuss the process and go over the surveys that were submitted. I am looking forward to negotiations with the company.

After we wrap up Canpar bargaining, we will focus on ICS bargaining as their contract is up the same time as the Canpar CBA.

There are 2 ICS Arbitrations coming up next week. I am hoping for a positive outcome on these arbitrations as it will be precedent setting either way, for all TFI CBA's that we represent. I have an additional broker who will be affected by these arbitrations as well.

Following the ICS Arbitrations, there is a Canpar Arbitration the following week, and another next month. I am hoping to attend at least one of the Canpar Arbitrations.

I reached out to the company to ask about the pay equity committee that was supposed to start. I have been told that the company applied for an extension, and hopefully the process will start soon. The same is true for ICS.

There are International Nomination meetings scheduled for mid-September, and I will be chairing the Local

1976 D3 meetings over zoom. From what I have heard, so far there are no people running against the incumbents, but that could change closer to the International Elections in November.

Respectfully submitted by Erin Zuchotzki

- Reading of the report

- Motion by MDS/JR to approve the report. All in favour, motion passed.



**REPORT of the VICE-PRESIDENT District 5 – Johanne Gosselin**  
**September 12, 2025**

This will be my last executive. It was a pleasure working with all of you.  
I am leaving with great memories of all sisters and brothers in this union family that is Local 1976.  
Wishing everyone great success in everything you decide to do in the future.

Here is my report on what has happened in the last months since May 2025.

Below is a breakdown by employers:

**Canadian Pacific**

No report

**Canpar**

No report

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**Opsis Centre d'appels PET**

No report

**CCC**

Everything is under control

**Nordia Québec**

Kenn Laplante, Stewart at the Nordia Québec is no longer a unionized employee.  
He transferred to the Moncton NB, a none-unionized center.  
I have been trying to find a replacement, but lets be honest, people are not interested and do not see the benefits or the use of a union. They talk to other agent from non-unionized Nordia centers and see that they have the same benefits and more money on there pay minus unions dues. I am still looking because Marie Tellier and myself will be out of work as of 31. October2025.

Teleconference will cease to exist 31. October 2025; Nine people will lose their jobs. Bell Canada is not continuing, since the pandemic with zooms and teams business is no longer lucrative.

**Central Main & Quebec Railway (CMQR/MMA)**

No report

**Desgagnés Logistik Valport**

No report

Benoit Laperle unit president, replacing Pierre Phenix

**Packaging**

No report

Didn't happen for the season 2025

**Bombardier**

No report

**GDI 630 René-Levesque**

No report

**GDI Palais des Congrès**

No report

**Place d'Armes**

No report

**Equan Place Ville-Marie**

No report

**GDI 300 Léo-Parizeau (Gestion Mécanique Yvon Trépanier Inc.)**

No report

**GDI Complexe Desjardins**

No report

**GDI 2001 Robert-Bourassa nouveau nom pour ABC Mécanique de Bâtiment - London Life (2001 University)**

No report

**Lineage**

No report

**Ivanhoe Cambridge**

No report

**INRS (Institut National de la Recherche scientifique)**

No report

**Place Victoria**

No report

**Busac-Chalmé Place Dupuis**

No report

**Place Bonaventure**

No report

**GDI – Place Alexis-Nihon**

No report

**Quebec Airport and Regional Airports**

Negotiation dates: September 23-24,  
October 2, 3, 16 and 17, 2025.

For the region, Ulrich Mkemkeng and Mario Tremblay will be at the negotiating table.

There is a more in-depth investigation into a complaint of harassment at the airport of Mont-Joli.

An employee applied to the CNESST. There was an investigation by the company, and the union was present prior to the complaint to the CNESST but the plaintiff added new dates and events that were not in her original complaint. Hence the need for further investigation on September 18 and 19.

**Diogène**

No report

**Brenntag**

No report

Submitted by Johanne Gosselin V-P District 5

- Reading of the report

- Motion by JH/EZ to approve the report. All in favour, motion passed.

**REPORT of VICE-PRESIDENT/ DISTRICT 6 - Joe Rizzuto**

**September 12, 2025**

The grain season is full harvest-time mode in Thunder Bay. We are busy and expect to continue this way until the end of the season. As Eric mentions below, we are in still the middle of pension improvement talks. Hopefully we'll have a result prior to the start of bargaining again early in 2026. We've began to transfer to Local 1976 all of our files and data dealing with Lodge 650's retiree (health benefit refund) portfolio. We hope to transfer from District #6 to the Local, our accumulated funds dedicated to this benefit. Hopefully we can finalize this transition as soon as possible. Please see reports from presidents below.....

**Unit Lodge 650 Grain**

Eric LaBarre

Lodge 650 will be resuming monthly membership meetings in September. We have had the legal dept looking into grievance for us after the Viterra - Bungee merger. There were questions of whether members were entitled to severance (if they chose) but the language didn't support that. Cody Alexander and I have been trying to resolve the termination of one of our employees. Danny Poitras was We have been working on educating ourselves about our pension plans and how we can make improvements at the next round of bargaining. We have reformed our pension committee and have met several times. We are having the LTEA cost out a few different proposals that are important to the membership in preparation for bargaining.

We will be conducting our nominations and elections of our bargaining committee this month and will begin surveying the membership. Pensions will be our fight this round as we are much more prepared to have that fight than we have been in previous years.

**Unit Lodge 2308 Canpar**

Jon Grdic

Hello all, over the last 3 months freight levels have been pretty steady at Canpar. Since it is vacation season as well everyone is getting plenty of hours. Our contract is up later this year, and the bargaining team is busy putting together our proposals. There are currently no grievances in unit 2308. And we are expecting freight levels to increase as they usually do in September.

**Unit 2353 Canpar**

Susan Jonah

The most important thing in this Unit is the upcoming Contract Negotiations. I hope that most people will send in the survey, but I am concerned. Ics has lost the contract with TD which was both good and bad for Brokers. They were overwhelmed with the volume and were not paid extra even though they were residential and

often out of town.

At Canpar they are trying to change the Owner Operator contract. Every chance they get. I've still not seen one.

But it's basically a per piece price, period.

Then they change the route around and give the large volume routes to Loomis.

Other than that. It's fairly quiet.

#### **Canpar Unit 2018**

Stephen Auertin

Hi Joe. Everything is going well in my unit. Jon and I have done a great job at mitigating discipline and health and safety measures seem to be in place.

I have been nominated to the bargaining committee so my members are hopeful that the North can be fairly represented in bargaining. I am hoping for a positive experience and hope for a good contract for my members.

Thanks for reaching out! Have a great day!

#### **Zayo (Allstream) Sub Unit 4001 (1824)**

Warren Wadsworth

Work is being contracted out to third party vendors. In solidarity. Warren.

Hi Joe, I hope you are doing well. Everything is going well at Zayo, as we are halfway through the second year of a new collective agreement with a 17% pay increase over 4 years. We are still pushing Zayo to hire more Cable & Line Technicians ( USW Members) to accommodate the increased workload of new fiber optics built in the field. We also are responsible for locating and maintaining the Zayo fiber optic network in the field. We continue to see the majority of our fiber splicing and testing

#### **Sub Unit 4001 ADM**

Earl Scott

Hi, we are busy with the harvest season with local wheat 15 trucks a day and 8 loads of outbound trucks a day to the city and just had a boat to unload a couple of weeks ago that will end in a couple more weeks enjoy the rest of your summer 🏠 CA 🍷

#### **Sub Unit 4001 Assex**

Josh Banner

Nothing to report.

#### **Essex Motipark Sub Unit 4001**

Kurt Merner

Nothing to report

**Unit 2008 ONR**

Brandon Gowlett

Nothing to report.

**Unit 613 GARDA**

Kristopher Marzitelli

I'm writing you with an update on the state of bargaining and workplace actions at Ottawa International Airport. Two months ago, our membership delivered a **unanimous 100% "NO"** vote on Garda's most recent offer, sending a clear and united message that the proposal was unacceptable. Since that vote, Garda has maintained **radio silence**, offering no communication, no counterproposals, and no willingness to address the concerns of our members.

Garda's subpar offer consisted of:

- *A wage freeze for the lower ranks of the pay grid*
- *Increase in wages to only the top ranks of the pay grid with a 3-year offer - 3%/2.8%/2.8%*
- *0 into benefits – status quo*
- *0 into pension – status quo*

Among the most pressing issues remains the **benefits program**. Members have expressed strong frustration over the **lack of protections and safeguards** to prevent unilateral changes or rollbacks. The absence of security in this area has only added to the sense of mistrust and reinforced members' resolve to push for meaningful improvements.

In response to the employer's inaction YOW members then initiated workplace actions beginning this past Monday. Garda retaliated swiftly and aggressively against all pants that were not basic jeans, issuing a few dozen administrative suspensions. Despite this, the rank and file have shown remarkable solidarity, discipline, and militance as we pivoted to blue/black jeans, camo pants, and khakis—choices that have so far avoided management's radar. **Participation in the actions has surged from approximately 70% on Monday to now roughly 95% to 98%** across the workforce, excluding probationary employees and those on last chance agreements. The membership has stuck to their guns in the face of employer pressure, and rather than backing down, their commitment has only deepened.

Overall, what we are witnessing is a workforce that is **united, resilient, and increasingly determined**. Garda's silence and punitive response have not weakened participation but instead strengthened the resolve of YOW members to fight for a fair contract and the protections we deserve.

**Unit 2311 Canpar**

Freddy Montoya

Nothing to report

**Unit 4002 American Airlines**

Kurtis McGibbon

Nothing to Report.

**Unit 2344 Canpar**

Tood Schulstad

We are good in Ottawa, finally enjoying the cooler weather.  
It has been busy at work, everyone is working. Extra is being given to 3rd party contractors. It would be nice to hire and keep the work for our members.  
Bargaining is approaching, members are hopeful for a productive contract.

**Unit 2304 Canpar**

David Hill

Here are the highlights I have for the last three months.

At Canpar the freight is low but the Maltese per stop is high large boxes for deliveries few stops to go to. I'm sure that we will see layoffs in the new year.

At T force, I have a step one grievance for the use of temp agency employees they're about 30 temps that come to work at this facility Mike grievance just went in it looks promising hopefully something will be done before we start negotiations early next year.

Nothing exciting is happening at ICS that I am aware of they are light also.

**Unit Lodge 551 Marine Atlantic**

Shelly Savoury

Hello everyone, as you know, our contract expires on December 31, 2025. I have sent an email regarding the issue of essential service on multiple occasions, but the members have not received the communication they have requested since July 2025. The members are not willing to negotiate until this matter is clarified and they have documentation supporting whichever it may be. Either we are essential, or we are not. They don't want maybes or assumptions, they want the correct, legal answer. I have advised the membership, I have asked for the information on different occasions. I have also advised them they can send their own concerns to the local. Also, I sent an email on July 3 to the local regarding when notice is actually served that we are ready to bargain, a maintenance of activities must be done between the local and the company within 15 days. To date I have not received a response. We have grievances awaiting arb and a few awaiting responses from the company on step 2.

**Unit Lodge 716 Marine Atlantic**

Peggy Neal

Nothing to report



**Leighton A. Costanzo**  
Unit 951 President

Summary:

Lots of tension at CPKC in Vaughn. There has been a clash with management and members, especially with the Unit Chair and the stewards. The respect level is very low, and this is causing a very unsettling and uncomfortable working environment.

Since the new agreement the company has not fulfilled its obligations and commitments when it comes to conducting investigations. In bargaining it was understood that investigations would be given preference to members' on-duty hours to have them conducted. In the past the company always made employees come in on their days off to conduct investigations which was a problem and now this has begun its repetition.

Another obstacle is the way the company is applying discipline to sick days and not following the guidelines of the Labour Code. This is causing unnecessary work for the reps in filing grievances. The biggest challenge this year has been how the hot weather variables have created a toxic work environment. The company has been making it very difficult for members to access drinking water, and this is causing members a big concern about their health. What is even more angering is that members are being deducted pay if they take too long to get water.

We have brought the concerns forward thru the Health & Safety committee and have also filed grievances in order to address these concerns.

This negative effect has created some people to resign and senior members taking early retirement which then creates a bigger workload as training and getting the replacement employees to be efficient takes time.

Complaints were submitted to the CIRB about these tactics, and it has created a tense environment between Union leaders and management. Leighton and his team will not back down and make sure that the company treats every member with dignity and respect.

On a positive note, Jeffrey Howell has assisted in resolving numerous Grievances and there has been a growing number of positive arbitration outcomes.

Respectfully Submitted by Joe Rizzuto VP-District #6 TC Local 1976 USW

-Reading of the report

- Motion by JG/EZ to approve the report. All in favour, motion passed.

## **REPORT OF THE CHAIR, BOARD OF TRUSTEES – Jeffrey Howell**

Good day Executive Council Brothers & Sisters,

The Board of Trustees completed the May 28., 2025 audit, a separate report will be provided to the President and VP FST.

With the CPKC ratification, The CPKC Police Communication Centre, which has been a separate group will now be merging into the mainline agreement, Labour Relations and I have completed the adjusting the CBA to include the new articles, SES levels, and merger appendixes, finalized copy has been sent to the Local President and Dave Guerin from Labour Relations for final approval. Once completed the Company will post an electronic version on their website, as shall we on ours, and printing of physical copies can commence.

As the last ratified contract contained important language concerning timelines of when Investigations will be conducted at intermodal locations, in that preference will be given to conducting the investigation during a members shift, we are still facing extreme difficulty in Vaughan with respect to Investigations being conducted during members working hours, the Company has switched from holding Investigations on their rest days and is now holding every investigation either prior or after completion of their assigned shift and are not compensating anyone. The grievance has continued on a great many files to address. Prior to the new contract several were able to be resolved and the members compensated for their time, however in the current atmosphere, each grievance is being denied and we will need arbitration in order to resolve. Part of the of the contract also contains language concerning addressing grievances with FMCS and thru expedited arbitration. Nancy Lapointe and myself will be taking part in FMCS on October 9th.

We utilized the expedited arbitration on July 7th of this year, we presented 18 cases to the arbitrator with 16 leading to a positive outcome for our members.

This Summer during the extreme heatwaves, Vaughan terminal management restricted building access during the shifts for employees to obtain drinking water, utilize the washroom etc., this was done in spite of heat warnings being issued. Several members addressed thru the appropriate Health & Safety channels with the assistance of the Unit Chair and the HS representative. Human rights complaints were also filed by several members. However, the Company in our view unjustly removed the Unit Chair from service during this period for attempting to address safety and well being concerns. Grievances process has continued in regards to the removal from service and to the bulletin to limit building access, and we have been advised that the Company as a result of the member addressed concerns and Labour board intervention did install water coolers in a separate location, though there was no consultation with the membership, the unit chair or any other interested party. We should expect to see if this issue is raised at the next CPKC National Health & Safety meeting, and I will be writing in my report for the USW National Health & Safety meeting. Members have been investigated and issued discipline for utilizing the washroom / water inside the buildings, further to this the Company commenced issuing “coaching letters” to roughly 90 members in a single day. Several have been grieved as they include inaccurate information and hold the employee accountable for situations well beyond their control. There has been a break down in communication in respect to the Company addressing grievances at the step 1 phase as well as any other concerns brought forth at the unit level. This has been brought to the Labour Relations attention. It may be beneficial to schedule a meeting with all parties.

Insourcing has also commenced as part of the ratified contract, CPKC has completed insourcing the Intermodal operations in Regina and Winnipeg, further the Vancouver car compound. Manny and I were able to introduce ourselves and meet the new members at Vancouver over zoom during their initial weeks with the Company. They have since selected representatives at the unit level and for their health & safety committee. I have reached out to the District 3 Education representative to enquire when stewards level 1 and health and safety courses are available. The Company will be continuing the process of insourcing into

2026.

With the Insourcing having commenced it is an opportune time to check / adjust the Unit lists for CPKC, and if to create new units. For Instance, Unit 49 currently reflects Brandon MB, Ignace ON, Kamloops BC, Thunder Bay ON, Winnipeg MB, this is very geographically diverse, encompassing 3 provinces and two districts. Unit 892 currently reflects Calgary AB, Coalhurst AB, Edmonton AB, Golden BC, Medicine Hat AB, Moosejaw SK & Saskatoon SK.

As you are all aware, Mr. Josh White stepped down a few months ago from his unit chair position of 891. I have been filling in and attending the Investigations and getting some traction on issues.

There remain several open positions due to resignations, retirements, dismissals and leaves across CPKC locations. High turnover of staff is still a continuous issue in the Calgary CMC and Vaughan IMS Terminal. However, they have been hiring for Vaughan Intermodal terminal. There still appears to be continued shortages in Lachine, in which the Company is sending Vaughan members to Lachine to back fill.

CPKC has continued to utilize the Winnipeg members to assist in duties that would normally be handled by their USA counterparts. The initial period was to complete in August, however the Company has not yet met their challenges and as such wished to continue the arrangement for an additional six months. Those who were compensated regularly at any SES lower than 16 will continue to be compensated at the SES 16. As part of the conversations with the Company I stated we would not be able to endorse an extended period unless they compensation was expanded to additional members, as such the Company has now expanded to members who would normally make SES 16, will now receive SES 17 for the period in which they handle the tasks. Premiums for our members range from 0.72 to 3.63 per hour while performing. A Direct link was sent to the Unit 49 membership to advise of the premium and that the period would be extended to December.

We have made solid progress with CPKC regards to SES Evaluations and have completed all the outstanding SES evaluations requests except for 1 due to the member currently being on medical leave. The reports have been completed and are awaiting final upper tier concurrence.

We will still need to address the Joint Investigation and Joint Harassment training, hopefully we can get some dates with the Company, and I would like suggest we begin at the established Intermodal locations and the newly insourced locations.

CPKC Pay Equity Process continues, several meetings have been held and will continue to be held every second week until the process is complete. Myself and Nathalie Lapointe have been involved in this process, the Company will also be adding 3 full days in October in efforts to speed this process to its conclusion, as they have already obtained an extension from the Government initially due to the merger of CP with the KCS, they are still behind in the process, however their goal is to everything completed by end of year.

J.Howell  
Chairman Board of Trustees &  
Chief Steward CPKC  
TC Local 1976 USW

-Reading of the report

-Motion by JR/EZ to approve the report. All in favour, motion passed.

## **REPORT OF CANPAR UNION BUSINESS AGENT - Jonathan Grdic**

September 2025

I am pleased to submit my third quarter report for 2025 to the Executive Council of Local 1976.

After the last EC meeting I started June off by visiting our Canpar members in Thorold with Erin Zuchotzki. We then travelled to Mississauga that afternoon to meet with Company officials at Unifirst to select and try on more comfortable uniforms for our members at Canpar to wear in the future. Currently the new items have been sent to us to test and garner other members feedback on what they like and dislike. We are looking at providing feedback to the Company on our thoughts at a point later this year. Also, that week we attended the National Health & Safety meeting with the Company for Canpar and ICS at the Toronto JCC Hub. Later in the month I visited a few Canpar terminals; one of which was Walkerton when I was accompanied by Manny D'Souza. I also travelled to Windsor to meet with a few of our Motipark members. During the month I was able to get numerous disciplinary infraction demerits reduced for our members across the Ontario region, and in Montreal resolved some monetary grievances for one of our Owner Operators.

In July I spent quite a bit of time working from home as I have been now tasked with helping our Local with Canpar in the Quebec region. It has been a challenge as management in that area seems to do and see things differently than their counterparts in Ontario.

Overall, we are seeing progress as they are starting to be more transparent with the Union, and we are seeing long standing grievances getting resolved. I did start working on obtaining and forwarding to the Local all current O/O contracts and seniority lists for each Canpar terminal I look after in Ontario.

Near the end of July, Stephen Aubertin and I took a week to visit North Bay, Timmins, and Sudbury Canpar terminals as re-routes in region had recently taken place. The visits went well with members sharing their thoughts on upcoming contract negotiation's along with minor issues that we were able to resolve with local management. We did not find any interest from the members to become reps, but some employees indicated that they would be willing to reach out on an informal basis with any issues of concern.

During this month again I had disciplinary infraction demerits reduced along with reaching a monetary settlement with the Company for an O/O in Northern Ontario.

In the month of August, I travelled with David Hill. We visited Canpar Thorold members and stopped in Hamilton to talk to management on our way east. We then drove up and visited our ICS members in Kingston and Belleville. This was my first time visiting these ICS terminals and the members were happy to see us as their current CBA expires, as Canpar's does, at the end of October. I was able to update their info with the Local so that they will receive all future Union correspondence which was a concern before.

I was also proud to be a part of the Canpar Bargaining team with all my fellow unit chairs. We spent three days together over zoom developing our proposal which we will be presenting to the Company near the end of September.

Jonathan Grdic  
Business Agent

-Reading of the report

- Motion by JH/JR to approve the report. All in favour, motion passed

Minutes of the Executive Council, September 2025

**REPORT OF CANPAR UNION BUSINESS AGENT - Peter Aligianis**

TC Local 1976 USW  
1031 Barton St. East  
Hamilton Ontario L8L 3E3

To the attention of Nancy Lapointe and Executive Counsel,

As a business agent, I continue to assist the members within my region. Ongoing visits to my terminals have built a stronger rapport, keeping them informed of the unions plans and showing them that we are working hard to make changes within the company together.

Since my last report Canpar has been still making it a point to address the Attendance problems they have been having with the new sick days the new thing now with Canpar is work performance. In the GTA they have reduced the speed limits drastically in many areas yet they still expect the same number of stops from our drivers without breaking any laws mostly speeding they are also using the Samsara cameras they have installed in the newer trucks to monitor and discipline drivers for speeding with the footage they bare getting from these devices sidenote they are not installed in all truck so only those with the cameras are being disciplined. I took 2 weeks vacation in July and went to Newfoundland while there I stopped in to visit the members at Canpar in St John to make sure they know we are there for them and they were happy to see me and did not have any issues to talk about. I am still having meetings with managers to settle grievances which seems to be working well but there is plenty that need to be brought forward thru the grievance process as they are more serious in nature and cannot be resolved with a phone call or email I continue to travel to all my respectful terminals and regularly check on our members to make sure everything is running smoothly. We just had our national general meeting wished the turnout had been better spent the last two weeks talking to members about it trying to convince them to come to the meeting to hear what we had put together but that's ok once the ones that did come spread the word there should be more interest. This is all I have for now

Peter Aligianis  
Business Agent  
Unit 2346 President

-Reading of the report

- Motion by JG/MDS to approve the report. All in favour, motion passed.

## **APPEALS**

### **G49-301-24 Velasco Termination**

Reading of the grievance, discussion.

Motion by EZ/JG to hold the decision to close the file.

All in favour, motion passed.

### **G4002-109-24 Adams Termination**

Reading of the grievance, discussion.

Motion by MDS/JG to hold the decision to close the file.

All in favour, motion passed.

## **NATHALIE LAPOINTE – MONTREAL AREA CORDINATOR**

NatL gives an update on her various business meetings, visits to locations and ongoing negotiations.

## **ANNIE DAIGNEAULT – DISTRICT 5 STAFF REPRESENTATIVE**

AD gives an update on her various business meetings, visits to locations and ongoing negotiations.

## **REVIEW/UPDATE LISTS:**

### **Resolutions**

-Updates/modifications noted

### **Collective agreements**

-Updates/modifications noted

### **Grievances**

-Updates/modifications noted

### **To Do's**

-Updates/modifications noted

### **Convention Fund Budget**

-Updates/modifications noted:

### **Unit Budgets**

-Updates/modifications noted

## **FINANCES**

Jennifer Snyder's financial presentations:

TC Local 1976 USW Long-Term Performance

TC Local 1976 USW Portfolio Report

## **NEW BUSINESS**

International Election November 2025 -Nomination Meeting-  
(7 positions to be nominated)

Nomination process reviewed.

Meeting times per time zones verified.

Education Session September 2026:

Discussion about location, session timing (end of spring/early fall).

Topics for training to be determined.

## **FOR THE GOOD OF THE UNION**

Motion by MDS/JG to donate \$300 to Mike White, Seaspan.

All in favour, motion passed.

Motion by JH/JR to donate \$1000 to Manitoba wildfire victims.

All in favour, motion passed.

Motion by EZ/JR to donate \$1000 to Rio Tinto Sorel-Tracy Strike fund.

All in favour, motion passed.

Motion by EZ/MDS to donate \$250 to Daniel Plante (CP-1290 Iron Man).

All in favour, motion passed.

Motion by EZ to close the meeting at 13:18 PM.

Respectfully submitted by: Mari Sulkala

Approved by:

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Nancy Lapointe, President

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Manny D'Souza, Vice-President