

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

**December 11-12, 2025
Montreal, QC**

Day **1.**

Attendees: Manny D'Souza (MDS), Jeffrey Howell (JH),
Erin Zuchotzki (EZ), Joe Rizzuto (JR)

Absent: Michel De Blois (MD)

Guests: Nancy Lapointe (NL), Annie Daigneault (AD), Kristopher Marzitelli, Jonathan Grdic

The meeting is called to order at 10.26 AM.

MDS greets the members in attendance.

Minutes of Previous Meetings

Reading of the minutes:

- 11. September 2025 meeting
Motion by EZ/JR to approve the minutes. All in favour, motion passed.
- 17. October (Zoom) meeting
Motion by JR/EZ to approve the minutes. All in favour, motion passed.

REPORTS:

REPORT of PRESIDENT - Manny D'Souza TC Local 1976USW Executive Council Meeting

Report for Executive Committee

The Year 2025 is coming to an end and it has passed by so fast that it is hard to believe that we are in the month of December. This brings me to my first report as President of the Local, and it has been a learning experience. With numerous negotiations and connecting with Unit Presidents the workload has been very busy, and I am enjoying the fast pace that this job entails. I will continue to do my absolute best as I go through the new learning curve of this new adventure.

In the airline industry at Delta Air Lines we finally have almost arrived at the finish line of the project of Pay Equity Committee. The hard work by Kathy Klassen and David Pinck has been extraordinary as this project concludes. We expect the results to come out sometime in 2026 and we appreciate all the time and work into completing this complex task. At American Airlines the Pay Equity has almost reached its final conclusion and now the company has an obligation to put forward the results. We have been signaled from the company's behaviour that they will be contesting this result. Stephanie Guerrera Silva has been working hard on this project and spent endless hours completing this project. The contracts at American are out for print and all members should be receiving copies before the New Year.

At Garda World in Ottawa after an amazing turnout for a strike mandate of 322 to 0 out of a possible 400-member vote, the company finally reacted and decided to meet with us at the table for bargaining. It has been a very frustrating process, but the Bargaining Committee led by Kristopher Marzitelli, Sheng Hong Zhong, Barry Pascoe, Anish Sethi and Stevan Kerestes we made our voices heard. After 2 sessions as a committee, we decided to take up on Med-Arb with our Steelworkers brothers and sisters in the Maritimes and Ontario Regional Airports to build a strong team at mediation. Dates to be determined in the new year, we hope to get dates by Feb 2026.

Canpar negotiations concluded and we reached a tentative agreement with the company which conducted a vote and was accepted by the members at 55%. I was impressed with the 11-member committee and the solidarity that they demonstrated during this challenging process. I was proud to take part of this and want to say a special thanks to all the members in the committee. A special thanks to Annie Daigneault who did an amazing job leading this team at the bargaining table, members involved were Peter Aligianis, Todd Schulstad, Erin Zuchotzki, Glen Rankine, Susan Jonah, Freddy Montoya, David Hill, Alexandre Lachance, Jules Rochemont, Stephen Aubertin and Jonathan Grdic. Congratulations to them and all the hard work they put in throughout this process.

The ICS group is still in bargaining, and we expect to resume in early 2026.

I want to wish all the best in the future to our long standing D5 VP Johanne Gosselin, who announced her retirement. She has been a great advocate for the Local and the members, she gave 100% every time she was called for help.

Johanne will be missed but will always remain part of the Local 1976 family. With this exit enters a new advocate of which I am looking forward to working with. Michel Deblois who works at CP in Lachine will now be heading the D5 members. His strong leadership skills are a great addition to our team. Please welcome Michel to the team, many will learn soon about his passion and dedication to the members. I also want to welcome Sebastien Boilard to the Chief Steward position that was also filled in by Johanne. Sebastien has been a strong leader at Quebec City airport and will be handling the day-to-day work with Regional Airports and assist at Nordia to help them with any issues if they arise.

In conclusion, we continue to work hard and look out after our members. We have numerous contracts to bargain so we will be busy negotiating with Marine Atlantic, Delta Airlines and Garda World for the Quebec Regionals. The year 2026 will be an interesting one but our team is ready for it. Nothing can stop us and I am proud to be part of this team and its dedication to make Local 1976 a great Local.

I want to take the time to thank everyone for their hard work and dedication, also thank our great support staff and all the Staff Reps that have assisted us with making this Local a success. Without them this job would be a lot more difficult. I also want to wish all the best during the Holiday season, enjoy your families and thank them for their support as they deserve recognition for the sacrifices they do to assist you in your roles.

This concludes my report, thank you for your attention,

In solidarity,

Manny D'Souza
President,
TC Local 1976 USW

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

Disaster Relief Report

Since our last Disaster Relief Fund report of March 6, 2025.
No requests have been made for any assistance.

This concludes my report,

In Solidarity,

Manny D'Souza
Vice-President/ FST

**Report of the Vice President - District #3- Erin Zuchotzki
December 11.-12. 2025**

District 3 Vice President Report

Bulk Systems – Golden

- Things are going well; this group will be starting the Bargaining process soon.
- I have requested to observe the bargaining process as Earl is retiring soon.

SeaSpan – Vancouver

- The SeaSpan contract has been up for renewal since December 31, 2024.
- I have requested to observe the bargaining process as Earl is retiring soon.
- There is one open grievance open that will progressing to Step 2.
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CPKC Unit 49

- The CP and KCS system amalgamation continues to be a problem.
- The LOU for accepting the extra work expires at the end of the year with no resolutions in sight.
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Unit 891B

- Waiting on printing of the new agreements and wondering if any estimated date
- There are multiple sections of the agreement from our old agreement that are no longer in the new agreement now that we have been integrated into the mainline
- Members have a lot of questions about the implementation of the new mainline agreement and how it affects us. I am waiting to hear back from Jeffrey as to whether the union can come in and speak with myself or myself and our managers to better understand some of the major changes.
- I am trying my best to navigate the changes, and I know our management has been involved with Labour Relations at CPKC looking into what some of the changes mean for us so just waiting to hear back.
- We currently have one unresolved grievance that was submitted on November 18th that I am waiting to hear back on but other than that no current grievances.
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Canpar Unit 862

- The work at Canpar is extremely busy, with most people working OT each day, and Saturday work available weekly.
- With the transfer of rucks, there are no longer any rentals being used in the fleet.
- There are agents coming daily to assist with the freight.
- The Vancouver operation is going to be moving as the landlord jacked the rent up. The location of the new building is about 30 km's away from the current location.
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Canpar Unit 2301

- There is an abundance of freight in Alberta.
- We have agents in Calgary and Edmonton daily, with Cozy shipments going out on Saturdays.
- Recently, we had an OO terminated and an hourly quit. I was told that both areas would be going up for OO. But with the new contract coming into effect soon, they will not be able to convert the hourly route.

The Canpar Bargaining wrapped up with a ratification in favour. I am looking forward to the changes we were able to secure with additional wages and such.

We are now focusing all efforts on ICS bargaining, which started in November.

We will resume mid-December.

Jonathan Grdic and I met with the Uniform providers, and we went through the samples that were provided. Jonathan and I gave feedback, and I continue to wear and test the samples daily.

We completed our Quarterly meetings over zoom for the year, and we had an increase in participation near the end of the year. Most likely because of bargaining updates, but still nice to see.

We will also be implementing zoom meetings for the ICS group in the new year.

Respectfully submitted by Erin Zuchotzki

-Reading of the report

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

**REPORT of the VICE-PRESIDENT District 5 – Michel De Blois
December 11.-12. 2025**

The last quarter of 2025 was quite eventful for CPKC Local 1290 and for me. First, following Johanne Gosselin's well-deserved retirement, I accepted with great pleasure and humility the responsibility of acting vice president of District 5.

CPKC – Unit 1290

Following my appointment, Michel Godin agreed to serve as interim president of Local 1290, and Steven Batiste did the same as secretary-recording secretary. The team of union stewards and the Health and Safety committee in place form a highly capable and experienced group, ready to take on the challenges that lie ahead. In addition, they will be led by Nancy Lapointe and her extensive knowledge.

There are currently 23 active files, primarily related to the Lachine intermodal yard and the team driver's department. We have two cases at stage 2, ten cases at the joint statement of facts -stage, four ex parte cases, and eight cases waiting a hearing date at the Canadian Railway Office Arbitration (CROA).

We have a meeting scheduled with the Federal Mediation and Conciliation Service (FMCS) in the first quarter of 2026.

We recently succeeded in reaching a satisfactory agreement for our members on 12 other grievance cases.

CANPAR – 2347

Our members at Canpar Express are well supported by a strong union team led by Annie Daigneault. The team also includes Jonathan Grdic and Jules Rochemont. They are currently seeking additional Field union representatives for the Lachine, Saint-Hubert and Boisbriand terminals. Jules has received applications, and once these positions are filled, the team will be complete and rock solid.

The union team (the bargaining committee) has begun very challenging negotiations with the employer with the goal of renewing the collective agreement expiring December 31, 2025.

There are currently 10 active cases, 2 cases in stage 2 of the grievance process, four cases in joint statement of facts (JSI), two in ex parte cases, and two cases awaiting an arbitration date.

We recently succeeded in reaching a satisfactory agreement for our members on three other grievance cases.

VALPORT – 2020

President of the 2020 unit, Benoît Laperle, has assembled an excellent team of stewards, supported by Pierre-Luc Dick. However, the company is still gradually adapting to the union. Slowly but surely, the company is beginning to recognize the strength of the United Steelworkers union. It has opted for collaboration rather than confrontation, all due to Benoît and his team remarkable work.

There are currently nine active cases, four cases in stage 2 of the grievance process, and five cases awaiting an arbitration date.

Benoit Laperle recently succeeded in reaching a satisfactory agreement for his members on six other grievance cases.

BOULANGERIE AUGER

I met with President Sylvain Forget, and I will meet with Secretary-Archivist, Sylvie Charbonneau, as soon as she returns from vacation.

CMQR – 9438

CMQR has undergone significant changes recently, both at the management level and within the labor relations staff. Unit 9438 president, François D'Aigle, and his team continue doing a tremendous job. They are now supported by Nancy Lapointe, who has been assigned to the unit.

We have agreed to meet with management every six weeks to try to resolve day-to-day issues upstream.

There are currently 38 active files, 12 joint statements of facts (JSI) files, two ex parte files, 14 files awaiting an arbitration date, and one file before the arbitration committee. Twelve of these cases (concerning vacation pay) are currently under discussion to reach a satisfactory agreement for our members.

We recently succeeded in reaching a satisfactory agreement for our members on three other grievance cases.

DIOGÈNE

The union team representing Diogène, composed of Simon Tanguay and Nathalie Tomsett-Perrot, supported by Nancy Lapointe, has begun discussions with a view to renew the collective agreement, expiring on December 31, 2025.

PLACE BONAVENTURE – 2016

Accompanied by President of Unit 2016, Hacène Chérif, I met with Place Bonaventure management to try to implement the winter schedule for our members. Unfortunately, management chose to maintain the status quo, as stipulated in the collective agreement.

However, we did succeed in regularizing the status of an agency employee who had been working without a competency card since May 2025.

Here is my report for December 2025. I have only been in this position for three weeks, so over the next few weeks, I will be contacting each of the unit presidents personally to gain a clear understanding of the challenges they face in the field. To be continued.

Submitted by Michel De Blois V-P District 5

-Reading of the report

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

**REPORT of VICE-PRESIDENT/DISTRICT 6 - Joe Rizzuto
December 11.-12. 2025**

Unit Lodge 650 Grain
Eric LaBarre

Lodge 650 has begun negotiations. We have met with the LTEA for two days so far and have two more dates booked in December.

The LTEA is supposed to be bringing their "pension experts" to one of our next meetings to review the costing for the pension proposals we submitted.

Tensions fell much lower during our first two days of meetings compared to our last round where tensions were extremely high. Having said that, it appeared to our committee that the LTEA was extremely unprepared to begin negotiations even though they initiated the process.

We recently held stewards 1. and 2. training in Thunder Bay and we had several members participate in the courses.

Unit Lodge 2308 Canpar
Jon Grdic

Windsor Canpar, we have been busy for the last few months as it is our peak season. In Windsor they have actually hired a few new employees over the last couple months to help keep up and replace Workers off on leave. Also, the membership has just ratified a new 5-year deal with the Company so most employees are in good spirits and happy with the agreement. We also currently have no grievances in this unit. Jon Grdic

Unit 2353 Canpar
Susan Jonah

2025 has been an interesting and positive year in Unit 2353. Both Canpar and ICS have been involved in contract negotiations. Canpar is completed and ICS is still pending an agreement. While I don't believe that either we have or are going to gain the contract that is needed, I feel that as a Union we acted with integrity and openness to the best of our ability.

For this unit the biggest satisfaction for me was the increased communication within the Unit. While the participation rate can always be improved on. I'm happy that more members know I exist.

As a result, I have 2 issues that I believe are very important to the members of this Local.

1. For the 1st time ICS had a meeting where members from across the country were present. This is amazing because 5 years ago when I became Unit Chair. I was the first ICS to ever be involved with the Local. At this

meeting I was impressed with the interest of members from across the country. I feel it is important to build on this momentum. There are approximately 141 of us. According to the constitution, more than the 50 members required to have a separate bargaining unit within USW. Similar to the Federal Chaplains. I believe it is a perfect time to get these members more involved. Everyone agrees that ICS and Canpar are similar but different business models and therefore I believe they should be represented by fellow members. It has absolutely nothing to do with the quality of the representation anyone has had until now. It has everything to do with making the Local stronger and representing our members in the best way possible. I also believe there is interest within ICS to be more involved.

2. As a follow-up to the two motions made by this Unit last spring in Montreal at the triannual meeting in Montreal. There was an agreement to have a zoom meeting to present the Audited Annual Financial Report. Hopefully that can be scheduled early in the new year. Also, since the meeting I have received numerous inquiries about the motion to have real election reform that will follow the USW constitution. Mostly the comments were that people were not aware of the process and did not know enough to make an educated vote but were interested in knowing more. And they were defiantly interested in making sure that we were doing our best for our members. This is partially my mistake because I did not think of sending my correspondence from the last couple of years to this board. I will get all of that together as soon as possible in the new year. Unfortunately, I don't remember the name of the wonderful woman who always presents at our educational meetings. But she is correct. You can't continue to do things the same way just because "that's the way we always did it" it is indeed time to move on and make life better and less stressful for the members, the executive and the staff. And as I've said repeatedly. This is not intended in any kind of negative attack or aimed at anyone as a personal front. But it is something that needs to be addressed, and new bylaws that are approved and documented for all members to see. Getting this process in place will take time and believe it or not election time will be around again before we know it. In general, all groups are having problems with harassment and civility. I've been involved with this issue more than I would like in New Brunswick. Many provinces including NB and Quebec are drafting legislation to deal with Councilors, staff, and the public. The government of NB has contracted with a consultant out of Newfoundland who are wonderful at dealing with this issue head on. If you are interested. I can certainly get more information. I'm not sure of the costs. But in my opinion, they are worth every cent. I see many similarities in these 2 groups.

I hope everyone has a good Christmas and I look forward to a productive 2026.

Canpar Unit 2018
Stephen Auertin
Nothing to report.

Zayo (Allstream) Subunit 4001 (1824)
Warren Wadsworth

Everything is going well at Zayo, as we are approaching the end of 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 optic builds in the field. We also are responsible for locating and maintain the Zayo fiber optic network in the field. Our members are taking on more fiber network testing and certification. However, we continue to see most of our fiber splicing and testing work being contracted out to third party vendors. In solidarity. Warren.

Sub Unit 4001 ADM
Earl Scott

The ADM facility has busy summer with the harvest trucks we get about six trucks a day to load out plus our boats we got one coming in the next few weeks we hired one guy and have another guy leaving in a few weeks must hire another plus we have mill shots two times a day always busy thx

Subunit 4001 Assex
Josh Banner
Nothing to report.

Essex Motipark Subunit 4001
Kurt Merner
Nothing to report

Unit 2008 ONR
Mildred (MJ) Page

Running trades: We finally have a signed LOU/MOU regarding training for the return of passenger service Timmins to Toronto. The first trainset should be delivered over Christmas, so people need to know the differences in operating on CN vs ONR vs METROLINX We have signed an agreement with VIA to start formal training. I was in the first group, and second group starts in a week then there are 4 more groups after that. All excellent paying jobs - high stress and responsibility.

Signals: We've had one employee fired and this is currently going to be reviewed by the arb committee as we feel termination was an unjustified punishment

Cssa/cccr/rtc: Several grievances going to arbitration committee. By far the most challenging group as management does not respect seniority. Also, although negotiations have finished and contracts were signed back in March/April we agreed to a formal committee to integrate the cccr (call center people who work from home) into the CSSA (public facing customer service) agreement. This is challenging and we have encountered many hurdles that should be able to come to a consensus soon.

Unit 613 GARDA
Kristopher Marzitelli

Bargaining Status Overview

Since the last update shared with our National Executive in September, Unit 613 members at Ottawa International Airport (YOW) have demonstrated exceptional unity in the face of continued employer inaction. Following a unanimous rejection of Garda's offer during the summer, and a 100% YES strike mandate a few weeks ago, the employer returned to the table under pressure, yet we remain at an impasse.

Escalations continued over the last couple of months while workplace actions remained strong, even as union members faced discipline. Shop Stewards Lilly Nguyen and Christie Anna Ames (both strong female activists) were the first Screening Officers Garda fully served five unpaid days with a 5 Day Suspension + Final Notice. Our Shop Stewards resolve, visibility, and leadership on the front lines and in the checkpoints helped anchor

member participation. We now have several dozen union members with Final Notices and several hundred suspensions issued relating to pants or shoes solidarity work actions (all of which are currently content with the grievance process).

We restructured our CAT communications to flow directly from the Bargaining Committee to CAT members, which significantly improved communication fluidity. Our most effective tool has been WhatsApp chat and voice/video calls. We refocused on the CAT network to include 30+ active CAT members, which notably increased responsiveness and coordination in the rollout of actions. During critical points—such as the colour shoe launch and the surge in 5 Day Suspensions + Final Notices —we implemented rotating WhatsApp outreach calls at typically at 6 a.m., 9 a.m., 12 p.m., 3 p.m., 6 p.m. and 9 p.m. (or as needed) to ensure real-time messaging across shifts.

Our Local President Nancy Lapointe joined the unit for Solidarity Pizza Day on September 30, reinforcing our Executive’s support for Unit 613 and addressing questions around escalation tactics and the federal strike framework.

The unit then held a formal strike vote from October 13–15, resulting in a 100% YES mandate. In good faith, workplace actions were paused and full uniform compliance resumed as two bargaining dates were secured for November 3 & 4. While the parties resolved all remaining non-monetary issues via a Memorandum of Agreement, we remained far apart on monetary issues (wages, benefits, and pension) which remain unresolved.

Following several days of bargaining committee deliberation, we invoked Mediation–Arbitration (Med-Arb) under Section 79 of the Canada Labour Code. This was jointly filed with the employer and accepted by federal authorities.

Airport Operations & Sectoral Alignment

Ottawa International Airport (YOW) is projected to serve ~5.2 million passengers in 2025, with approximately 590 scheduled departures per week. This translates to over 30,000 annual commercial departures, placing YOW among the busiest regional airports by passenger density and security screening intensity.

As of late 2025, YOW employs approximately 400 screening officers, with staffing expected to increase to 450 by winter 2025/2026 to accommodate surging seasonal and charter traffic.

Halifax Stanfield International Airport (YHZ), by comparison, is expected to serve ~4.2 million passengers this year and is currently staffed by approximately 375 screening officers. Despite handling fewer annual passengers, Halifax has nearly reached parity with Ottawa in staffing. This adds urgency to YOW’s case for improved compensation, staffing stability, and resource protections in Med-Arb.

Toronto is not included in this round of Med-Arb as their screening unit settled bargaining in a prior cycle with binding arbitration, with a contract already in place. Current coordination focuses on all actively bargaining screening units in Ontario and the Atlantic, to preserve alignment and consistency across District 6.

Next Steps

A Unit 613 membership meeting is scheduled for November 20 to deliver negotiations update and talk members through:

- The Section 79 process
- Strategic implications of Med-Arb
- Timeline expectations
- Continued grievance tracking, monitoring, and escalation procedures

We’ve also welcomed Caitlin Scharf, Donya Shekarchi, and Quinton Harrison to the Joint Health & Safety Committee—a strong generational transition as senior union members retire.

Summary

- 100% strike mandate was successfully used to secure movement
- Employer returned to the table under pressure; MOA signed for non-monetary items
- Monetary issues (wages, benefits, pension) proceeding to Med-Arb (Sec. 79)
- Sectoral alignment across District 6 (excluding Toronto for timing reasons)
- Operational load at YOW underscores urgency of fair resolution
- Leadership renewal actively underway

Further updates will follow throughout the Med-Arb phase.

Unit 2311 Canpar

Nothing to report

Unit 4002 American Airlines.

Kurtis McGibbon

Nothing to Report.

Unit 2344 Canpar

Tood Schulstad

Things are busy, thanks to Canada Post and heading into the Christmas rush. We recently finished bargaining, soon we all will be voting and hopefully be ratified.

All is good in the terminal. Not much to report.

Unit 2304 Canpar

David Hill

Unit 2304 has been pretty quiet as of late. Can par Freight volumes have been lower than average giving everybody straight hours.

The local and I have been in negotiations with can par and are ready to produce the memorandum of settlement for the membership to vote on.

As far as ICS Courier, their Freight volumes are very low. Again there, I am negotiating their next contract this will be more intensive as the company is more of a low economical Courier.

I have nothing new at all to discuss about T-force there is no word of any changes, any fluctuation and work everything is status quo.

There are no outstanding grievances except for one at T-force for the use of temp agency workers that has gone to arbitration. There is no outcome on this, yet I have not heard word.

I am submitting this report on behalf of the members of Unit 551 in Port aux Basques to ensure the Local Executive understands the seriousness of the concerns being raised at the shop floor level. The issues outlined below are not isolated complaints; they reflect a growing sense of frustration, discouragement, and uncertainty among the membership as we approach bargaining in early January.

My goal is not to criticize, but to clearly communicate how our members are feeling and to request the support and direction we urgently need.

1. Bargaining Begins in Early January – Members Need Clarity on Essential Service

The Port aux Basques unit is still waiting for an answer regarding the Essential Service Agreement that was promised to the members by Manny and Nancy in July 2023. Members are asking for this information before we sit at the bargaining table. They feel strongly that going into negotiations without understanding what our essential service obligations are puts them at a disadvantage and leaves us unprepared.

This uncertainty is creating anxiety and weakening confidence in the bargaining process.

2. Recent Arbitration Loss – Significant Impact on Morale and Trust

We recently lost an arbitration case that has had a detrimental and demoralizing effect on our members. The decision has been viewed as a major setback, and members are openly questioning what protection remains for them.

This ruling has amplified a belief that the company is expanding “management rights” far beyond what is reasonable, and that the union’s ability to defend members is becoming restricted.

3. Training Selection – Senior Employees Being Left Behind

There is growing concern about the company’s selection process for training opportunities. Members have repeatedly reported that:

- New employees are being chosen for training ahead of long-serving senior members.
- Senior members are then considered “not qualified,” which prevents them from bidding on better positions, earning higher wages, or accessing improved schedules.
- This appears to be creating two tiers within the workplace, weakening internal mobility and eroding the principle of seniority.

This practice is causing significant frustration, and members feel it contradicts both past practice and the spirit of fairness within the collective agreement.

4. Use of LMC/Communication Meetings as per article 37. Against Members and the Union

Members are extremely concerned that discussions from our communication meetings have been used by the company during arbitration and other processes. These meetings were intended to support open dialogue and problem-solving—not to be used as evidence against the union or employees.

This has created a chilling effect where members now feel they cannot speak freely, and union representatives feel it is not safe to raise issues without unintended consequences.

5. Members’ Perception of Union Strength and Representation

Perhaps the most troubling issue is the feeling among many members that:

- Their rights are slowly eroded,
- The company is pushing the boundaries of management rights, and
- The union’s ability to protect them has been weakened.

Some members have openly stated, “We don’t even know if we have a union anymore.” Others feel they have “no help” and are unsure where to turn when they see contractual rights narrowing and decisions being made that affect the workplace without union involvement.

As both a union representative and a member, I must acknowledge that we are at a standstill. Confidence and morale are low, and members are looking to the Executive for support, direction, and a clear plan forward.

6. Request for Support and Next Steps

The members are not asking for the impossible—they are asking to feel protected, heard, and represented. To move forward, we respectfully request:

- An immediate update on the Essential Service Agreement and guidance on how it impacts bargaining.
- Support for addressing training selection concerns, including interpretation of seniority rights and qualification processes.
- Clear guidance on how LMC/communication meetings should be handled so they are not used against the union again.
- Visible, engaged support during the upcoming bargaining process, to help restore members’ confidence.

7. Visitation from

The chair and I of board Trustees - Jeffrey Howell visited Argentia members during their season who was also met with in 2023, and they want to know about the essential service as well. Staff rep was also present at the 2023 in Argentia.

Also, in an email that Nancy sent to our HR rep within the company, she stated that if she was not back in time for our bargaining, that Jeffrey Howell would be at our table for bargaining. Can this please be confirmed as we need to know who to be reaching out to with bargaining concerns and related matters. Again, bargaining is just over one month

8. Another big concern for our membership is members being able to go and come from one union to another. One of these would be from USW to management and then back to USW again. This is causing big problems within our lodge.

9. We have had our surveys presented to our members in PAB and me and Jeffrey presented them in Argentia. We have had one meeting to go through the surveys. Another one will be scheduled for December.

This report is submitted with the utmost respect. The intention is not to criticize the Local Executive, nor us as representatives within the unit but to ensure the reality on the ground is clearly understood. Our members need to feel protected and supported, especially as we enter bargaining in a challenging environment.

They are looking to us—to all of us—to help restore trust and ensure they are not left behind.

I appreciate your attention to these matters and look forward to your guidance as we work together to support the members of Unit 551.

Unit Lodge 716 Marine Atlantic
Peggy Neal
Nothing to report

Unit 951 President
Leighton A. Costanzo

I apologize for the delay in my quarterly submission. I have been sidelined since November 19th with mononucleosis and pneumonia. As a result, I am on short-term medical leave with CPKC and should soon be receiving indemnity payments from Telus Health. The unit 951 secretary, Mr. Thuvaaragen Kathirvel, and union representative Mr. Andrew Simpson, are taking care of CPKC Vaughan terminal in my absence. While I am delegating tasks in a more passive role than usual, I am starting to become more involved as I recover.

Over the past several months, the biggest cause of outrage stems from the fact that the terminal director created a union position for his wife. While she is technically an "As & When" employee at the bottom of the seniority list, the administrators have manipulated the schedule so that she always works from Monday to Friday on day shift. On top of that, she has been assigned to train employees every day so that she earns an extra 10% of wages per the Collective Agreement. Despite the lack of ethics and the flagrant nepotism, there is no violation of the Collective Agreement. As a result, I have faced constant backlash from irate members who expect me to resolve the favoritisms with a wave of my hand. I have been scapegoated by members for not "expelling" her from the Union, even though I do not have the power to do so. Some members are becoming a major source of frustration, and their lack of boundaries have made me question my future as a union representative with Local 1976 USW. Even while I am on sick leave, I have been under a severe amount of stress from members who are fed up with the company and the Union.

Despite their unreasonable expectations, a lot of members have been temporarily satisfied by a sweeping number of individual grievances resolved. Notwithstanding, their culminating frustrations are derived from idealistic expectations of how the company should be run and how the Union should function in a perfect world. In my time on the ground, I am overwhelmed by verbal requests and demands that lack any kind of basis according to the legislation or the Collective Agreement. Other times, there are legitimate grievances that are voiced to me while I am working. Whenever I request that these grievance requests be submitted to me in writing, the initiative is never taken by these members outside of work hours. They are impossible to satisfy and impossible to mobilize.

The scrutiny I face as a Union representative in Vaughan is overbearing. I am expected by the members to do Union work while I am on company time, and while this has been past practice, the times have changed. I will be investigated for insubordination if I abandon my post to act upon their requests. It has become increasingly challenging to balance.

Another source of frustration by the technology-averse members is that hardcopy Collective Agreements have not been distributed to the members or made available at our workplace. Online PDF was only recently made available, and the Local is being accused of corruption for lacking transparency. This has been an ongoing narrative for nearly a year.

The human rights grievance mentioned in my previous quarterly report remains unresolved, and the company has still not provided a response in writing in recognition of the Labour Board's issued directive. I hope this grievance will go to arbitration, or else the company will continue to deny members access to drinking water while on shift. Of course, the Union will be blamed, and I will be the one doing damage control every day. I have not received ANY updates on my CIRB complaint which was transferred into the custody of Local 1976 USW in August. I hope that my interests are still being represented, as this delay does not seem to be consistent with the Board's timelines.

Nevertheless, going forward, I will no longer be as actively involved as a Union Representative because I have realized the sacrifice never pays off, and my efforts to maintain higher approval ratings for the Union have only led to my ongoing persecution by the company. As a result of my involvement, I have been targeted, followed around by management, suspended, bribed, harassed, investigated, and threatened with termination. At this point, I cannot continue to take risks defending ungrateful members until I regain faith in the grievance process and the Union's handling of my CIRB complaint.

Respectfully submitted
Joe Rizzuto
VP-District district #6
TC Local 1976 USW-Reading of the report

- Motion by EZ/JH 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 will commence the December audit on December 9th, 2025.

The Labour Relations manager and I edited and amended the Newest CBA. The Electronic English version of the finalized Collective Agreement was posted October 3rd 2025, on CPKC internal website. We are still awaiting printing of both the English and French Versions from the Company. Nancy has audited and approved the French Translation on November 28th, hopefully the Company will now hasten the printing in order to distribute to the membership.

As the last ratified contract contained language concerning timelines of when Investigations will be conducted at intermodal locations. It stated that that preference will be given to conducting the investigation during a members shift, we are still facing difficulty in Vaughan with respect to Investigations being conducted during members working hours, the Company pivoted 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 the members whom are forced to remain or come early to attend. The grievance process 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 over the course of the year, each grievance is being denied and we will need arbitration from CROA in order to resolve on a permanent basis. Several files were brought forth at the newly established FMCS that was conducted in October, concerning those presented at the time, I was able to have Labour Relations settle and compensate those members, however this practice has continued and as such we will need to present several more instances at the next FMCS or expedited arbitration period, until one is heard by CROA. The Company has also refused to compensate members whom remain after their assigned shifts to submitted to any D&A testing conducted. Grievances of course have been filed.

The FMCS was conducted in October 9th, with parties also from CPKC Labour Relations, myself, Nancy Lapointe, Nathalie Lapointe and Michel De Blois, through this process 14 files from Vaughan had positive outcome & 10 from Montreal.

I submitted my report to the USW National Health & Safety meeting that was conducted October 15 & 16th, concerning the restricted building access during the shifts for employees to obtain drinking water, utilize the washroom etc in Vaughan Intermodal. The grievance process has also continued and is currently at the arbitration committee. From speaking with Labour Relations and with the Unit Chair Mr. Leighton Costanzo, we understand that although the building access has remained very limited, the Company as a result of the member addressed concerns and Labour board intervention did install water coolers in a separate location. As mentioned in previous report members have been investigated and issued discipline for utilizing the washroom / water inside the buildings, further to this the Company issued “coaching letters” to roughly 90 members in a single day. Several were grieved as they include inaccurate information and hold the employee accountable for situations well beyond their control. Those that brought forth the letters to be grieved as a result of the grievance process have had the coaching letters corrected and amended to include the correct information, time entries, and reason’s that were all originally overlooked by the Company.

CPKC has completed insourcing the Intermodal operations in Regina and Winnipeg, further the Vancouver car compound. The Vancouver car compound members have since selected representatives at the unit level and for their health & safety committee. I have reached out to the District 3 Education representative on a

few occasions to enquire when stewards level 1 and health and safety courses are available for the newer reps of 1976 at our BC locations, there are currently not any offerings in the Vancouver area, however Ms. Sykes has advised that she will look for dates in January and may be able to conduct stewards' level 1 at the District 3 office. Ms. Sykes will let me know once available. There have been several members in Vancouver at the auto compound who have highlighted to me that during their training period, they were informed by trainer, that they would be working 40 hours a week, however, the offer letters from the Company specifically state that these positions are "spare" employees. As such this would not afford them a guaranteed 40 hours per week.

As mentioned previously with the Insourcing having commenced it is an opportune time to check / adjust the Unit lists for CPKC, and if to create new units or subunits. 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. However, there is now a new group in the Winnipeg facility for Intermodal that are currently not joined with 49 or a subunit. Unit 892 currently reflects Calgary AB, Coalhurst AB, Edmonton AB, Golden BC, Medicine Hat AB, Moosejaw SK & Saskatoon SK, and as mentioned above there are now Regina and Vancouver to integrate into a unit or create subunits.

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, and there has been a class of crew dispatchers hired, while the Company is hopeful this will alleviate some of the short falls and forced overtime in the CMC we will need to keep a eye on the situation. There still appears to be continued shortages in Lachine, in which the Company is sending Vaughan members to Lachine to back fill. Also, for crew bus driver positions in Thunder Bay, the Company has utilized return to work employees from other bargaining units to fill positions previously abolished & vacancies for annual vacation, medical leaves etc. Further to this they have denied senior members of the bargaining unit an opportunity to secure vacancies of less than 120 days per the CBA and are providing them to the RTW employees. Similar to Thunder Bay, Calgary Crew Bus Drivers are being denied the opportunity to work excess hours, and those shifts are being provided to RTW from outside bargaining units. Several grievances have been filed and will need to be escalated to CROA.

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 did not meet target and as such a new agreement was reached to December 2025 which members whom are compensated regularly at any SES lower than 16 will continue to be compensated at the SES 16, and with the addition of members whom 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, as we draw closer to the end of the period, we will need to monitor for that work to either transition back to the USA, or if the Company has a wish to extend, as this has been lengthy period, should the Company wish to extend, it may be advisable for the Local to seek intent to increase the number of permanent positions within the NSC, as clearly this is needed work.

Although most of the outstanding SES evaluations were completed over the summer. We are still awaiting final upper tier concurrence from the Company in order to finalize the SES changes to the positions audited. A follow up will be sent to CPKC, as several of the evaluations are for large groups of membership and the SES evaluations conducted would result in a positive gain.

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 to suggest we begin at the established Intermodal locations and the newly insourced locations. The NSC has already enquired if one can be done in the early in the New Year,

as there will be a transition in the Labour Relations Officer after December 19th of this year, it may not be until February / March. The Company has yet to determine whom will be replacing the current LR officer.

CPKC also is going through some changes concerning the pension plan, for those whom are currently on Leaves, whether it be it for medical, Union, etc. they are adjusting to require monthly payments by the 1st of every month for service to be credited. Unfortunately, often cheques that are dated for the first of the month are not being cashed by CPKC for several weeks/months. The question is how this will affect the members as the company has stated that they cannot take EFT's. Meetings have occurred between all the Unions and the Company in order to seek clarification, the Company states that these changes are being implemented as a result of guidelines provided the Canada Revenue Agency, all effected will be notified in writing by the Company, of all changes, will include a section of FAQ. They are looking to make the changes effective January 2026.

CPKC Pay Equity Process continues, it is doubtful that CPKC will complete within their extension period (March 2026) without the need for further extensions. The Vast majority of meetings are conducted via zoom and two periods of six days total were to be conducted in person. We have been advised that the in-person meetings that are requested by the Company in order to expedite the business of the equity committee, CPKC will not compensate those Union parties whom join, despite it being at the Company's request.

In late September I met with the members at Marine Atlantic from Argentia with Chief Steward Shelley Savoury, the meeting was well attended, and we were able to field many questions and concerns from the membership and get vital information by providing surveys to the group for their upcoming contract negotiations. There are still some long-standing concerns that need to be addressed concerning training in seniority order, members going to Management roles and reverting to the Lodge, some individuals have gone back and forth between to two groups on several occasions, and there is a deep desire to gain clarification regarding essential service.

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

December 2025

I am pleased to submit my fourth quarter report to the Executive Council of Local 1976. I have spent a good chunk of time in bargaining over the last few months. I was proud to be part of a committee that included all the unit chairs across the country for Canpar. All of us on the committee spent time on zoom developing the project as well presenting it to the members for their approval before meeting numerous times with the Company to secure the best deal for our members. I am very happy to let you know that we reached a tentative agreement in early November which was then ratified by the membership before the end of the month.

During early October, I was also on the bargaining team representing our members employed at ICS courier. Again, here we spent a fair bit of time developing the project and presenting it to our members before meeting with the Company. I can report that we have made progress in our attempt to reach an agreement but still have some work to do. By being part of these negotiating teams has allowed me to gain valuable insight and knowledge I can apply to future bargaining projects.

With all I have done on the bargaining committees I still have been able to visit numerous Canpar terminals across Southern Ontario and the Montreal area during the last couple of months. I have spent time answering questions about the bargaining and agreement with Canpar, along with helping the members to vote when that time came.

There is definite relief from the membership in Ontario due to the government removing the speed cameras. Peter and I have both dealt with numerous interviews and demerits due to the cameras this entire year. Attendance is the other major issue we are currently dealing with down here.

Motipark in Windsor is preparing for the launch of a new vehicle, so they have called all employees back from layoff, including part time. They are also upgrading one of their yards for early next year to strictly run rail loading out of which should lead to hiring of more full-time employees.

In recap this year has been quite busy. I have been successful in the removal of over 150 demerits along with having terminated employees from Canpar brought back. I have also been assigned new tasks by the Local as my area has increased with the addition of the Quebec region for Canpar. I enjoy the added responsibility and look forward to assisting our members and my fellow reps in the future.

Jonathan Grdic
Business Agent

-Reading of the report

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

REPORT OF CANPAR UNION BUSINESS AGENT - Peter Aligianis

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

To the attention of Executive Council,

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 I have been visiting terminals and meeting with our members getting them prepared for the bargaining that just recently happened, making sure everyone was aware of the surveys that went out although participation was rather low. We did get some great ideas to bring to the table. I would like to thank all the members of the bargaining committee we worked hard and put together a good contract best I have seen in the thirty plus years I have been there. The weeks before the vote I spent most of my days going around to terminals and making sure everyone was informed on how to vote for the contract and also helping members who had no access to computers. The weeks we spent bargaining gave me more insight into what members wanted and what problems they were dealing with at work and what we as a committee can do to help them with those issues. I feel we touched on quite a few issues and did well on getting our members what they wanted.

After the vote was concluded I went around and spoke with members. Most of them were happy with the results.

I will be holding a membership meeting with my local to make sure everyone is aware of the progress we have made for them and to confirm if they have any further questions about the new contract.

Over the past year I have been working closely with our members continuing to build a good rapport with the union and restore their confidence in us as I make myself available at any time.

I helped with reducing many demerits thru the grievance process which also assisted with member keeping their jobs and helped bring back Six members from termination this past year. Overall, the feedback from our members has been positive with the work we have been doing as business agents.

I look forward to continuing to work along side our members to provide support and further building trust towards our union.

Peter Aligianis
Business Agent
Unit 2346 President

-Reading of the report

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

LUNCH BREAK 12:45 pm to 1:30 pm

APPEALS

G2346-384-25 Erwin Dauphin Discipline

- Reading of the grievance, discussion.

Motion by EZ/JR to hold the decision to close the file.
All in favour, motion passed.

REVIEW/UPDATE LISTS:

Resolutions

-Updates/modifications noted

Collective agreements

-Updates/modification

Grievances

-Updates/modifications noted

To Do's

-Updates/modifications noted

Convention Fund Budget

-Updates/modifications noted:

Unit Budgets

-Updates/modifications noted

Motion to adjourn the 1st day of the meeting at 3.15 PM by EZ.

Day **2.**

The meeting is called to order at 10.26 AM.

ANNIE DAIGNEAULT – MONTREAL AREA CORDINATOR (INTERIM)

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

NANCY LAPOINTE – DISTRICT -5 Staff representative

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

FINANCES

Jennifer Snyder's Financial presentation postponed to a further date due to Jennifer falling sick.
Date TBD.

NEW BUSINESS

Education Session September 2026

14. - 18. September 2026, Grand Lodge Mont Tremblant
Discussion and brainstorming about subjects.

In-house-training for education session and possible courses:

EZ will search possible options.
Motion by EZ/JH to approve the "in-house training".
All in favour, motion passed.

L650 Benefit plan

Joe Rizzuto and Herb Daneher will have a meeting on this matter in 2026 (in Thunder Bay)

Diogène Unit or Sub-Unit (30 members)

Motion by JH/EZ to form Diogène into a union Unit 1260.
All in favour, motion passed.

Women's Conference March 29-April 2, 2026, Toronto

Motion by JR/JH to send three people to the conference:

- Shelly Savoury
- Alexandra Farley
- Erin Zuchotzki

All in favour, motion passed.

Health, Safety Conference May 18-22, 2026, Pittsburgh

Motion by EZ/JR to send three people to the conference:

- Shelly Savoury
- Jeff Howell
- Erin Zuchotzki

All in favour, motion passed.

TC Local 1976 Staff- New Collective Agreement signed for 2026-2028

FOR THE GOOD OF THE UNION

Supporting Local Youth Hockey in Ottawa (Embrun Panthers)

Motion by JH/JR to donate \$500 for the team (winter hats with Local1976 logo printed on them)

All in favour, motion passed.

Business agents Jonathan Grdic and Peter Aligianis

Motion by JR/JH to keep keep current Union Business agents Jonathan Grdic and Peter Aligianis for the year 2026.

All in favour, motion passed.

Motion by EZ to close the meeting at 12.10 AM.

Respectfully submitted by: Mari Sulkala

Approved by:

Nancy Lapointe, President

Manny D'Souza, Vice-President