

## Membership Meeting Minutes

March 7, 2026

JG opens the meeting at 1:07pm MST

There were 13 attendees to this meeting.

- TS – did meeting announcements go out beforehand?
- EZ – That is my fault, it slipped my mind. I have already taken the proper steps to make sure it does not happen again.
- JG – Update on Ontario – it is slow, but no layoffs, work is steady. Hoping it will pick up soon. There are 4 conversions to date in Ontario. There are not a lot of Samsara infractions, but there are a lot of Winches this year.
- RW – Question about LTD premiums.
- EZ – Explain the premium increase.
- RW – STD? Is there a waiting period switching from STD to EI? We have not received the CBA yet.
- JG – Once we get the printed copies, we will distribute them. There is no waiting period transitioning from STD to EI.
- WD – On LTD, broke leg in 5 places. Are there any benefits? I have to pay out of pocket for prescriptions.
- JG – Only changes we made during negotiations was to extend benefits up to 1 year. If you have been off for longer than it won't be anything.
- WD – If we had benefits, I could get the private physio. It will be a longer healing process. I will call my caseworker.
- CS – Question about LTD premiums.
- EZ – When plan started, a person could be approved for LTD up to 65 years of age. The plan was not sustainable, so we had to increase the premiums and lower the length of the term. Beginning of Covid, there was a lot of extra funds in surplus, and we were able to re-evaluate the plan by lowering the premiums to 1.08%. We have now worked through the surplus, and will have to increase the premium to 1.75% to sustain the length of the program.
- WD – What if I cannot return to Canpar?
- EZ- You will either be rehabilitated back into the workforce, or the plan will rehabilitate you into another job.
- AD – It is important to stay in touch with your doctor, they are the only ones to make that determination. If unable to return, and there are permanent restrictions, reach out to your Union Rep, we will assist when able.
- MD – I have met most of you. Make sure to keep communication open. Thank you everyone for coming on. I started my new role about 3 weeks ago; Nancy took a different role with USW D5. Annie and I have tried to go to as many terminals as possible. If you have any questions, I will get the answer to you as soon as I can. We had a meeting with Canpar about things we've seen with 3<sup>rd</sup> party vendors, and loose ends on the CBA. Everyone is in different terminals, some have Loomis, some don't. We made clear communications as to why they're in the terminals, and not just "I can't hire anyone". That's not good enough. Postings should go up for everyone to see. Happy to see collaborative discussions. Want to get people in place. We have big changes at JCC with Warehouse B. There are processes that need to be tweaked. They can be collaborative on meetings; doesn't mean they will follow through. Will be meeting the folks in the Calgary terminal

soon. We have a good support team. If members are informed, they are members who know what is going on.

- JG – Canpar lost a large customer. It is a big loss; we were underbid by Purolator. DG was there with the sales team to try to get them back.
- CS – Do we have access to benefits, vacations and seniority?
- MD – If there are people working less than 40 hours and there are temps, a grievance has to be put in. If any warehouse employees are going home and there are 3<sup>rd</sup> party vendors there, we have to put an immediate stop to it.
- WD – It has always been a problem.
- EA – Why are we not given a list of the benefits available to us?
- AD – All the benefits will be in the CBA which will be available shortly.
- CS – Why can't I have a set schedule?
- JG – When you get the contract, you will see that. But you can also ask your supervisor.
- WD – We looked at a 2–3-year deal. Why did we settle for 5?
- AD – We asked for a 3-year deal, but the company wanted to secure the workforce for 5 years.
- WD – The company should guarantee hours for the time.

Meeting end at 2:22pm MST

Next meeting scheduled for May 16, 2026 1pm MST.