

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

**March 12.-13., 2026
Meeting on ZOOM**

Day **1.**

Attendees: Manny D'Souza (MDS), Jeffrey Howell (JH),
Erin Zuchotzki (EZ), Michel De Blois (MD)

Absent: Joe Rizzuto (JR)

Guests: Nancy Lapointe (NL), Kristopher Marzitelli (KM)

The meeting is called to order at 10.08 AM.

MDS greets the members in attendance.

Minutes of Previous Meetings

Reading of the minutes:

- 11.-12. December 2025 meeting
Motion by EZ/JR to approve the minutes. All in favour, motion passed.
- 14. January 2026 (Zoom) meeting
Motion by JH/MD 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 2026 has started with lots of intensity. Our President Nancy Lapointe was offered a position to Staff Representative for District 5 and she has accepted this offer. I want to thank Nancy for all her hard work and contribution to our Local throughout the years. Nancy has been an amazing asset to this Local and she will be missed; on the good side she still be working with us with different units for us across Canada. In essence this is my first report as President of Local 1976.

In the very near future, I intend to announce the new Vice President of our great Local. We currently have a very strong team and so I am confident that whoever steps in will be well received and ready to fill in the important role that a Vice President has. This year my goal is to improve on communication. I believe that we need to keep our members informed and in order to have an effective team communication is not only an asset but a must. Communication is a clear way to demonstrate transparency and showing our members that we listen to them.

This year already we I have been involved in numerous bargaining sessions with different employers, and it is getting tough to get to the finish line. Employers are taking hard stands and are trying to save every penny that they can, and this is disappointing as our members are facing financial challenges with the day-to-day cost of living increasing at a pace that is at times unbearable. All committees have been working extremely hard and pushing employers to open up their wallets and pay fair wages to our members.

We were successful with our Canpar agreement that provided labour peace for the next five years. Currently our Ottawa and Quebec screeners have been going back and forth with Garda World with unacceptable offers that have led our Ottawa members to follow the path of Arbitration. After a session of mediation, we found ourselves at loss of words when the employer provided no improvements from the final offers that resulted in a rejection of 100 percent. We will now be heard in Arbitration in late March, and an award will be rendered by Arbitrator Keller later after the hearings are complete. In Quebec and Regionals, we have received our final offer by the same employer and it has been also rejected by 100 pct by our members.

We have not decided what path we will follow with our Quebec screeners but the committees are working hard to finalize a gameplan.

Marine Atlantic negotiations will continue on March 17, 2026, and we are faced with the same challenges with compensation being an obstacle. The committee made up of Shelley Savoury, Jason Musseau, Peggy Neil and Jeffrey Howel are working hard to make sure our members in Nova Scotia and Newfoundland are heard about their needs. USW staff representative Ron Thomas is heading the negotiations and we hope to have a positive result in the near future.

In Quebec our Airport Commissionaires at Dorval and Mirabel airport will be meeting in early March to begin negotiations and our team of Salim Boudi, Gilles St-Cyr and Michel Deblois and Staff Representative Jean Yves

Couture will be presenting proposals to the company in Montreal.

In the airline industry Delta Air Lines is set to prepare for negotiations in April with the company. Currently the committee is gathering survey information from the members to begin the process of preparing proposals to present to the company.

Porter Airlines who may become part of the 1976 family is currently being reviewed by CIRB. We were successful in attaining 96 card signatures out of 150 agents at the Toronto Pearson Airport. We eagerly await the approval of the Board so that we can begin working with them.

In the grains, negotiations are at a standstill with Bunge (Viterra) and Superior Elevator. After a few sessions of bargaining the company has not made any significant progress with respectable offers. This has led to a prepare for a Strike mandate with our members to send both employers a message that we are not playing around. The committee made up of Joe Rizzutto, Eric Labarre, Dale Bowie, Phil Stankowski, Eric Hautakangas and Staff representative Cody Alexander.

Changes are always in the horizon, and we will always do our best to adjust to them. There have been many changes at our leadership recently and I am happy to say that the people who have stepped in are do a remarkable job and I appreciate all they do for our members.

In conclusion, 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 appreciate all the members who support our leadership at every level, with communication being the model for 2026, it is my view that we will attain more confidence and solidarity within the members of our Local.

This concludes my report, thank you for your attention

In solidarity,
Manny D'Souza

In solidarity,

Manny D'Souza
President,
TC Local 1976 USW

- Reading of the report
- Motion by MD/JH 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
President,
TC Local 1976 USW

Report of the Vice President - District #3- Erin Zuchotzki
March 12.-13. 2026

District 3 Vice President Report

Bulk Systems – Golden

I have been in contact with Jay Miur trying to get the situation of driver-facing cameras resolved. We still have not heard back from the company as to the purpose of these devices is going to be. We have also discussed STD and LTD for members.

On March 11, 2026, Manny, Jeffrey and I will be travelling to Golden to see the members in Golden. I will be collecting everyone's email addresses so we can start the bargaining process with them as their agreement will be up this summer.

With Earl Graham's imminent retirement this summer, I am hoping to get this rolling before his departure.

SeaSpan – Vancouver

I have had a lot of discussion with Joe over the last few months. There is an uptick in the company inadvertently interfering with the benefits, including extended benefits, of our members. We have filed grievances, had meetings with the company with HR, and still we are facing roadblocks with how the benefits are handled with members.

We had a grievance for OT filed not too long ago, where the company offered OT to someone on shift, instead of offering according to seniority. We are pushing that up to the next step.

We recently sent out a bargaining survey for the Sea Span membership. We got about 75% return on the surveys. The next steps will be to write up proposals and present to the membership through a zoom meeting to ferret out any other issues they want brought to the bargaining table. Then we will look at dates for bargaining. Hopefully we can start this in late March or early April.

CPKC Unit 49

I assisted Evan in setting up further education for himself in Winnipeg with Stewards 2 this year. Evan has also expressed interest in having some training for his Unit Secretary. We are watching the education schedules to see if something will be offered in Winnipeg in the future.

Unit 49 continues to deal with higher-than-normal workloads due to the CP-KCS merger, our recently extended agreement to handle new KCS work has resulted in higher pay for the individuals doing the work, and members are hopeful this eventually turns into new permanent positions. CP however, having bought an expensive cross-border railway just before Trump showed up and decided tariffs are a good idea, has assumed a stance even more focused on controlling their costs than usual. As a result, we just had a store person position abolished 02-13-2026. They are making efforts to reduce OT, etc. We also had several store people laid off during December, which is likely also related to this effort.

Unit 891B

Waiting on printing of the new agreements and wondering if any estimated date? – Current version online is not up to date with below information. Spoke with Jeffrey and CPKC Employee Relations regarding PSCC specific Article 8 edits back into the updated CBA from last version. Information was formatted with CPKC Employee relations and confirmed by me on January 6, 2026. Have not heard back with any updates yet.

Step 2 grievance for Kevin Davies submitted by Jeffrey on January 16, 2026 – awaiting response from CPKC. I recently reached out to Natalie to offer a training opportunity with USW D3 with Political action. She sounded interested, but it would interfere with vacation time. I will keep Natalie in mind the next time we have training opportunities in Calgary.

Unit 891A

I was recently contacted by a member in Stores in Calgary who was involved in a work place accident. I walked them through protocol and got them in touch with Jeffrey for more information. They sounded interested in helping out with Union matters, and they might be a potential shop steward with more communication.

Canpar Unit 862

Glen Rakine is mentoring a new shop steward. He is bringing George Petrelli along for interviews, and all Labour Relations meetings with the company. So far it is going well, and George is taking on the new role well. A few times when Glen is away George has reached out to me and I have given guidance when I can.

There are currently 3 grievances open for conversions violating the CBA. As of today, there is no resolve, but a suggestion to commit to a re-route of the entire Surrey terminal as the terminal will be moving locations before the end of the year.

I have heard a few reports that T-Force may not have updated their payroll for the new contract, but we are looking into it.

There are no issues being reported out of the ICS side of things, the branch manager covering BC areas is out on leave, and someone from Alberta is covering the areas of BC.

Canpar Unit 2301

We have done a complete terminal re-route in Edmonton; we are filling the positions that have been created because of the re-route. 3 OO positions and an hourly driver position was created. Once all positions have been filled the re-route will go into effect. This was in response to a grievance being filed because of a conversion in violation of the CBA.

In Calgary, there is also a re-route taking place. The details will be finalised soon and then put into play once I give my approval.

We had a string of investigations for the Calgary Canpar folks because of non-compliance with scanning freight “with courier” prior to departing the terminal. I had the discipline reduced to warning letters to avoid demerits and impress upon the membership the importance of following company policies.

I was contacted by a few ICS folks from Winnipeg and Regina for updates on the ongoing contract negotiations and I continue to keep them informed of the progress there. I will plan a visit with these locations later this year, or next year as I have not been to see them in a while.

ICS bargaining is continuing. On February 18, 2026, we met with the company over zoom. The company offered a last and best offer which we took to the membership. We will have the results of that online vote on March 11, 2026. We have yet to start setting up the ICS meetings as we are waiting for the results of the online vote. Once we have a CBA secured, I will work with Annie Daignault to set up meetings with the ICS folks.

I was in Calgary at the beginning of February for USW meetings and met with the company to finalize the new uniforms. I was able to bring the samples that were sent to me over the last few months. I went into detail

what I liked and what I didn't like about the samples that I was sent and we made choices based on the feedback I supplied as well as that from Jonathan Grdic.

During the USW meetings, I was able to interact with other USW Locals from Alberta. We attended a hockey game the night before the meetings started. The situations the Local's are facing are the same situations we are facing at 1976, an uptick in complaints to the boards which prove to be superfluous in nature. We also heard from AFL president and vice president the upcoming plans they are putting into place for the next year. We also heard from a Staff Rep from the National Office about the tariffs and their impact not only on us as Canadian workers, but also the impacts on our counterparts in the US and their jobs. The next day we had an Area Council meeting. I was happy to hear that there are plans on expanding the area council to include all of Alberta as the Northern Alberta Area Council was disbanded due to lack of activity. IF this happens, I will be happy to discuss having Alberta 1976 join the Area Council.

I attended the first Trustee meetings for MTD/LTD for the year during the week of March 2, 2026. The Pension Trustees met the day before for their first meeting of the year. Our next meeting will be in June. These meetings are a great learning experience as I can see how the funds are being utilized on the markets as well as where the needs of our membership lie.

We have the new schedule for the Quarterly Canpar meetings posted and the first meeting will take place on March 7, 2026. I do not expect a large turnout as the CBA has been ratified and we are now business as usual.

In the next few months, I will have the privilege of attending the International Women's Conference as well as the International Health and Safety Conference. I look forward to giving updates on those two conventions at a later date.

Respectfully submitted by Erin Zuchotzki

-Reading of the report

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

REPORT of the VICE-PRESIDENT District 5 – Michel De Blois

March 12.-13. 2026

The first quarter of 2026 was marked by numerous meetings. I had the opportunity to engage with the majority of members from each unit within Local 1976. A few units remain to be visited, and I plan to do so shortly.

CPKC – Unit 1290

Of the five departments in Unit 1290, four are currently under control, specifically the Compound (Parc Auto) and the medical duty to accommodate files. On January 23, 2025, we prevailed before the Superior Court of Montreal, obtaining a stay of proceedings regarding the application of CPKC policy. Currently, the major challenge remains at Lachine Intermodal, where management is overstepping its management rights to the detriment of our members. Several files are ongoing, and if we succeed, they will significantly improve the working climate for our members.

CANPAR – 2347

The team responsible for Canpar members is very attentive to their needs. Although several issues remain to be addressed, the labor-management relationship remains constructive, allowing us to effectively advance our members' files.

VALPORT – 2020

Valport members are currently negotiating the renewal of their collective agreement. They have expressed great satisfaction with the efforts deployed by Benoit Laperle to uphold their rights. Furthermore, we maintain a good relationship with the employer.

BOULANGERIE AUGER

Following the six-month pilot project, a Letter of Understanding (LOU) was signed on December 19, 2025, leading to the creation of a new permanent position. On December 23, 2025, another agreement was reached regarding the training of a foreign worker. Finally, on January 5, 2026, the union team—composed of Manny, Sylvain (President), and Sylvie (Secretary)—met with members at the Boulangerie Auger facility in Saint-Jérôme. The members expressed high satisfaction with the services provided by the United Steelworkers (USW).

CMQR – 9438

On January 20, 2026, we held the first of six scheduled meetings for the year. At the request of our members, we have already resolved several issues, including the comfort of the bunkhouses in Jackman. We also demanded an adjustment to the 2026 meal and mileage allowance rates. While members are dissatisfied with the slow progress of certain files—and they are right to be—we have redoubled our efforts, and results are already being felt. If everything progresses as planned, the situation will have made a 180-degree turn by my next report.

DIOGÈNE

Negotiations for the renewal of the collective agreement, led by Nancy Lapointe, are proceeding normally. We anticipate a swift and satisfactory conclusion for all members.

GDI - PLACE ALEXIS NIHON – 2016

During our February 3rd meeting with Guy Gaudette, we submitted the draft bargaining proposals (cahier de revendications) to the members. They officially chose Alan Beauvil as Shop Steward and Tommy Gingras as Health & Safety Representative to lead their files. The reception was very warm, and the discussions were very positive.

PLACE BONAVENTURE – 2016

A meeting was held on December 17, 2025, with GDI management and HR to settle a dispute. It should be noted that relations with the GDI manager are cordial.

GDI – 630 RENÉ LÉVESQUE – 2016

Accompanied by Guy Gaudette, I met with the members, at which time we confirmed Maxime Leblanc in his duties as Shop Steward. We have had several disputes with GDI at this location and had to hold numerous meetings to enforce our certification (accreditation). The situation is improving now that the employer has recognized our firm intention to defend our members' rights.

GDI – ROBERT BOURASSA – 2016

Guy Gaudette is on the verge of signing the collective agreement renewal, to the satisfaction of our members.

GESTION 500 – PLACE D'ARMES – 2016

This site is on my schedule for upcoming field visits.

GROUPE PETRA – PLACE VICTORIA

I met with the members and took the opportunity to confirm Aliou Thiam as Shop Steward and Vincent Savignac as Health & Safety Representative. The main issue noted is friction between our members and members of the FIPPO. Following a few targeted interventions on our part, the atmosphere seems to be improving. To be monitored.

INRS (Institut National de Recherche Scientifique)

This site is on my schedule for upcoming field visits.

IVANHOÉ CAMBRIDGE (Place Ville-Marie)

This site is on my schedule for upcoming field visits.

OPIS

Following the filing of two grievances for our members, we note that relations with the employer remain very cordial. Caroline is ensuring excellent follow-up and has the situation fully under control.

LINEAGE

This site is on my schedule for upcoming field visits.

BOMBARDIER

Guy Gaudette and I will meet with our members on March 20, 2026.

BRENNTAG

At the company's request, the union submitted a letter of support for the expansion project (doubling current production) planned for the coming months. We also supported the request to add evening shift positions, which are in their upcoming plans. I requested and received approval to visit our members and the facilities in Beauharnois.

CVAC – PLACE DU PARC

This site is on my schedule for upcoming field visits.

EQUANS – PLACE VILLE-MARIE

This site is on my schedule for upcoming field visits.

COMMISSIONNAIRE

Jean-Yves Couture is in full negotiations with the employer for the renewal of the collective agreement. I will be present at the bargaining table on March 16th.

Submitted by Michel De Blois V-P District 5

-Reading of the report

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

REPORT of VICE-PRESIDENT/DISTRICT 6 - Joe Rizzuto

March 12.-13. 2026

Leighton A. Costanzo

Unit 951 President

As we conclude the first quarter, I am pleased to report that Unit 951 remains stable and thoroughly represented. I have been on medical leave since the onset of 2026 due to consecutive unrelated surgeries; nevertheless, I continue to be involved in a remote capacity, answering phone calls, writing grievances, and conferring with members. Additionally, I have a strong and capable team who offers a dependable presence on the front lines, attending investigations whenever required.

On a somber note, it was reported that Manoj Devassy of Toronto Yard passed away while driving into work on January 19th, 2026. Manoj was a USW member with 20 years of service to Canadian Pacific. Immediately upon learning of this tragic event, the Local provided resources to Manoj's family and sent support to the affected members of Toronto Yard. On January 20th and January 22nd, my team visited the membership in Toronto Yard to show solidarity, address concerns, and gather information to be discussed at the national H&S Committee.

In the following weeks, it was also brought to my attention that Vaughan job postings were not being sent out to a faction of the membership in Toronto Yard, which has been past practice. After contacting the administrator of IMS, the issue was promptly rectified and IMS will coordinate with Toronto management to ensure that all members in Unit 951 receive job postings for inter-roster vacancies. Per my request, a contested job was reposted and awarded to the senior applicant who had not been given a chance to bid. This eased the concerns of many members in Toronto as well as Vaughan.

Our grievance resolve process continues to be efficient and successful. Step 1 grievances are filed as quickly as possible to expedite the timelines allowed within the Collective Agreement. Jeff Howell continues to negotiate strong resolves and submit Step 2s weeks before the deadline to accelerate grievance outcomes. Since February, thousands of dollars have been returned to the membership as a result of successful grievances, including suspensions reduced by 50% and investigations compensated. While not every resolve is accepted by the aggrieved member, expedited arbitration has prevented backlogs and ensures that grievances are advanced in a timely manner.

Although the number of grievance files for Unit 951 have gradually dissipated over the past several years, there will always be new files that require our attention. Unfortunately, we received notice of our first non-probationary dismissal since I accepted this role in December 2023. In addition, the company has initiated a blitz of file closures against members for disability non-compliance. These are the challenges with which we are currently confronted.

We have a membership meeting scheduled for March 10th 2026. We hope to expand our outreach and build on the momentum of the past year.

In solidarity,

Leighton A. Costanzo

Unit 951 President

TC Local 1976 USW

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

Minutes of the Executive Council, March 2026

REPORT OF THE CHAIR, BOARD OF TRUSTEES – Jeffrey Howell
March 12.-13. 2026

Good day Executive Council Brothers & Sisters,

The Board of Trustees completed the December audit on December 10th, 2025.

As indicated in My December report; after reaching out to Dana Sykes, we were able to obtain a Steward level 1 course in Vancouver for 6 of our members and 2 from Local 2009 on January 27 & 28th. Have received positive feedback from Dayna that the course went extremely well.

On January 14th, myself and Manny D'Souza took part in a membership meeting with the members at auto compound CPKC Vancouver. The meeting was productive and key issues were brought forth and we have begun to address with the Company. Turn over remains high at that location, due to the working conditions combined with the lack of permanent positions, as all current members at the newly insourced locations are spare board positions.

Due to the size, and varying locations of members in Unit 49 in Winnipeg, a day long membership meeting on March 6th and was well attended.

As mentioned previously with the Insourcing locations at CPKC it is an opportune time to check / adjust the Unit lists for CPKC, and if to create new units or sub 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. However, we now have members 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 sub units.

There are issues concerning the insourced locations especially in the Winnipeg IMS as it pertains to bulletined positions in other departments. The Company is of the opinion, that those insourced employees are not eligible to bid for positions within other departments, as are not part of the seniority group, and were hired solely for the insourced roles. Further discussions should occur with the Company on this matter.

CPKC has continued to utilize the Winnipeg NSC members to assist in duties that would normally be handled by their USA counterparts. The initial period was to complete in August 2025, however the Company did not meet target and as such it was extended to December 2025. To this end, the Company was not yet at their targets and as such this agreement has been extended to April 30th, 2026.

Premiums for performing these duties have remained for our members and 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.

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 the majority of the outstanding SES evaluations were completed in the Summer of 2025. We are still awaiting final upper tier concurrence from the Company in order to finalize the SES changes to the positions audited. We anticipate to have these finalized with the Company very shortly, and this will have a

positive impact for our members in the Calgary CMC, should CPKC concur with our analysis for SES level increase.

Joint Investigation and Joint Harassment training, is still outstanding from CPKC, I will revisit with Labour Relations in order to set up dates and would still like to begin at the newly insourced locations.

We are still awaiting printing of both the English and French Versions from the Company. There were some additions concerning letters and documents, this has been completed and shall follow up with the Company as to when we can expect the printed version.

We are seeing an uptick the level of grievances being filed for discipline issued due to electronic device usage, whether that be a cell phone, tablet etc. CPKC has been performing random spot checks in the IMS facilities as to if an employee has a phone in their possession, this has also spread to the NSC although clerical, new policy's have been brought forth that no electronic device other than Company issue can be visible on a desk, or even held in hand while transiting the building. Discipline is coming in varied amounts ranging from 10 – 40 days suspension.

Expedited arbitration is scheduled for March 9th, 18 cases were originally expected to be heard over the period, however I was able to obtain several resolves from Company that were accepted by the effected members, concerning suspension and discipline reduction and payment for attending investigations outside of scheduled hours. Further also to resolve a claim for 17 members in Winnipeg for compensation for incorrect OT procedure. As such 11 cases will be heard and we are expecting more positive outcomes for our members.

CPKC Pay Equity Process continues, it has been confirmed that CPKC will not complete within their extension period (March 2026) and as such will be requesting a further extension. The meetings are held bi-weekly virtually two periods of six days total were to be conducted in person. Further to this in order to assist in expediting the outstanding position reviews, 3 consecutive in person days have been set up for the end of March. However, as 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, and expect most of the members of the community will join virtually on those days.

On a somber note, long time member Mr. Manoj Devassy of Toronto Yard CPKC passed away on January 19th, 2026. Manny D'Souza and myself coordinated with the Company and the USW in order for the USW's ERT to attend the location and provide any and all support to the members.

Mr. Murry McClelland, a long-time crew bus driver at the Winnipeg Terminal, passed away on February 6th, 2026.

I was advised by unit chair Ms. Natalie Silver that PSCC dispatcher Daniel Hall passed away on march 4th, and have reached out to see if anything is being done for his family or if anything is needed for the members whom worked with him. There currently is an established "go fund me" account for anyone whom wishes to donate.

Bargaining has begun with Marine Atlantic, myself, Chief Steward Shelley Savoury, Unit Presidents Peggy Neil, Jason Musseau, along with Manny D'Souza and Staff Rep Ron Thomas attended the meeting as part of a joint council committee with the I.L.A. The first round took place from January 19-22.

Immediately prior to the discussions at the bargaining table, the Company informed the Union Representatives, that over the period of the upcoming contract, the Company would be looking into

efficiencies and as a result reductions due to upcoming AI implementation. This has been communicated to the members thru membership meetings. Shelley will be holding meetings with the Argentia members on March 11. Of course, there are concerns as to whether packages will be offered, and we have yet to receive any written notification from the Company.

There are still some long-standing concerns that we are addressing concerning training in seniority order, members going to Management roles and reverting back to the Lodge, as well as wage increases, benefits etc. A second round of bargaining is scheduled to take place March 17 & 18th.

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

-Reading of the report

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

REPORT OF CANPAR UNION BUSINESS AGENT - Jonathan Grdic

March 12.-13. 2026

I am pleased to submit my first quarter report to the Executive Council of Local 1976.

Since the last Executive Council meeting, I have spent majority of my time working from home to keep expenses down. The poor weather we received during the winter has led to more interviews being conducted for winches, service failures, and accidents then I can remember at Canpar. The Company is not as lenient as it has been in the past in the issuing of demerits, but with that, Peter Aligianis and I have spent a lot of time on the phone as well as grievance meetings in working hard at getting the demerits reduced as much as possible for our members.

During the month of February I visited a few Canpar terminals, one of them being Barrie, where the freight has dropped drastically since the beginning of December. The cause of this is the fact that they are no longer delivering T-Force freight. This has led to 3 driver routes being abolished in that terminal, along with a reduction in hours for our warehouse staff. This is a situation I will be monitoring as we get closer to spring. I also visited our members at Canpar and ETR in Windsor. There were no issues reported at Canpar with morale being much better as freight was steady but not overwhelming. At ETR no issues were mentioned and they are actively hiring as business has picked up with the launch of a new Chrysler vehicle. I then visited Canpar Walkerton. The Company abolished all the 10hr driver positions and reposted them as 8hr positions. In doing this it created more runs in the terminal along with the need of warehouse staff. They are currently working out the kinks but morale I found was positive.

Over the last month we went back to the table with ICS. We left with no deal but a final offer that the Company asked us to present to the members. At the time of this writing voting was still going on. As well, I have been busy trying to improve the Canpar contact list for the Union so all our members will receive important future correspondence that some say they were not receiving. I have also been keeping track of the Canpar Hourly to Owner Operator route conversions. We are currently up to 4 for the regions I look after in Ontario. These are being sent to the Union office where a running total is being kept for the country. Peter and I will be confirming these totals with the Company at the end of every month to prevent any future issues. I have also been working with Michel De Blois, Annie Daigneault and Alex Lachance-Rubsteck on solutions to reduce and eliminate 3rd Party workers in some areas of Quebec. This is on-going we have had some progress with the Company, but things are moving slow. We are keeping on it and hope to have positive results soon.

Jonathan Grdic
Business Agent

-Reading of the report

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

REPORT OF CANPAR UNION BUSINESS AGENT - Peter Aligianis

March 12.-13. 2026

As a business agent, I continue to aid 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 we had a grievance meeting with the company which went well and had some more demerits removed from employees. Work is slowing down and the company is watching everyone and been interviewing many employees for everything they are focused on attendance as they must pay out sick days, they think the employees are abusing them and want it stopped so they have implemented an attendance program again to try to get attendance under control.

The company is constantly cutting runs and asking drivers to volunteer to go home to avoid layoffs, yet they are asking others to work overtime on a regular basis and are disciplining employees if they refuse to do the overtime which is affecting work life balance and I am getting many complaints over this issue.

Something needs to be done about this. I have been talking to management about this issue, but they are telling me that they will run the company as they feel.

We recently had an issue with an employee being stuck in the snow for almost 8 hrs and was left out there only to be disciplined for getting stuck as opposed to looking at a way for this not to happen again. This could have ended much worse, and I am in the process of filing a grievance for this employee to have the discipline removed and a policy put in place so that this never happens again.

This concludes my report,

Peter Aligianis
Business Agent
Unit 2346 President

-Reading of the report

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

LUNCH BREAK 12:15 pm to 12:30 pm

APPEALS

G4004-452-25 Korrie Mullen Harassment DELTA

Reading of the grievance, discussion.
Motion by MD/EZ to hold the decision to close the file.
All in favour, motion passed.

G4004-461-25 Harinder Singh Termination DELTA

Reading of the grievance, discussion.
Motion by MD/EZ to hold the decision to close the file.
All in favour, motion passed.

G862-091-25 Omar Hakimi TFORCE

Reading of the grievance, discussion.
Motion by MD/JH to hold the decision to close the file.
All in favour, motion passed.

2018-047-25 Shawn LeBreton CANPAR

Reading of the grievance, discussion.
Motion by MD/EZ to hold the decision to close the file.
All in favour, motion passed.

G2346-370-24 Frank De Napoli Route CANPAR

This file will be discussed at the next Executive Council meeting, if file is still open.

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

NEW BUSINESS

Nominations:

Motion by EZ/MD to nominate **Jeffrey Howell as the Vice-President of the Local 1976.**

All in favour, motion passed.

Motion by MD/JH to nominate **Kristopher Marzitelli as the Chairman of the Board of Trustees, Local 1976.**

All in favour, motion passed.

Motion by EZ/MD to nominate **Jason Muir as the Sub-Unit 2314 Chairperson.**

All in favour, motion passed.

Motion by JH/EZ to nominate **Robert Driedger as the Unit 49 secretary (CPKC NEW LIST).**

All in favour, motion passed.

Motion by MD/ JH to nominate **Joshua White as the Unit 892 President.**

All in favour, motion passed.

Motion by MD/ JH to add Stephanie Guerrera-Silva to the participants for Women's Conference March 29-April 2, 2026, Toronto.

All in favour, motion passed.

Motion by MDS/ MD to send Erin Zuchotzki and Jeffrey Howell to the Canadian Labor Congress, May 11-15, 2026, Winnipeg.

All in favour, motion passed.

Motion by MD/EZ to send one of the following members to the Canadian Labor Congress, May 11-15, 2026, Winnipeg: Jeff McWhinney, Kathy Klassen or Evan Fitch.

All in favour, motion passed.

Motion by JH/MDS to send

- Michel DeBlois
- Michel Godin
- Francois Daigle
- Simon Tanguay
- Benoit Laperle
- Alexandra Farley
- Dave Smith

To the Montreal regional meeting, 7.-8. May 2026.

All in favour, motion passed.

Motion to adjourn the 1st day of the meeting at 2.55 PM by EZ.

Day **2.**

The meeting is called to order at 10.04 AM.

FINANCES

Jennifer Snyder's Financial presentation:

- TC Local 1976 USW Long-Term Performance
- TC Local 1976 USW Portfolio Report
- TC Local 1976 USW Yields Report

Convention Fund Budget verified.

Unit Budgets verified.

NEW BUSINESS

Education Session September 2026

14. - 18. September 2026, Grand Lodge Mont Tremblant

Training courses:

- Mental health
- Duty of fair presentation
- Steps in negotiations and bargaining
- Complaints; how to respond/handle
- Artificial Intelligence

EZ and NL to contact resources to find speakers/instructors.

Motion by MD/JH to approve the list of participants.

All in favour, motion passed.

FOR THE GOOD OF THE UNION

Motion by JH/MD to donate \$750 gift card to Tsundu Gyatso.
All in favour, motion passed.

Motion by MD/EZ to donate \$1000 to Section Local 5490 (District 5) as support for their striking members.
All in favour, motion passed.

Motion by EZ to close the meeting at 12.58 PM.

Respectfully submitted by: Mari Sulkala

Approved by:

Manny D'Souza, President