

Unit Chair Meeting Minutes

March 7, 2026

JG opens the meeting at 11:13am MST

There were 8 attendees to this meeting.

- AD
 - Welcome to GP, will share info with group, but don't wait to bring things to our attention.
 - User Guide update.
 - CBA printing update.
 - Warehouse B update.
 - Vacation pay will be for 2027.
 - Seniority date will be ratification date, but when it comes to bidding process will be the last 4 digits of SIN number inverted.
- TS – if on a seniority list already, will the seniority date change?
- AD – Its shouldn't.
- JG – If SINs are used, how does it work?
- MD – explains, non-discriminatory to use numbers assigned by gov't.
- AD
 - Route conversions – it is working by communication with company. Try to resolve with regional manager. If needed we will go to arbitration. File grievances for route conversions, in meantime meet with company to try to resolve.
- GP – Who is on the arbitration committee?
- MD – Will answer once AD is finished.
- AD – I'm done.
- GP – Seems the company always denies the grievances we file.
- AD – That's the process we have, and we have to follow it.
- EZ – The company seems to be forcing the reroute in Surrey.
- AD – Have you had a labour relations meeting?
- EZ – It is being postponed until GR return from vacation.
- AD – Let us know how it goes.
- MD – We are not obligated to agree.
- JR - #rd party, what exactly is it? One guy will be assigned drivers, will be driving a Canpar truck, but he is paid by an OO?
- AD – It is supposed to be posted, have people bid on it, etc.
- JR – example, when an hourly driver quits.
- MD – Based on the discussion yesterday, no freight should be going over to Loomis. Loomis is considered a 3rd party agent.
- AD – Try to keep track daily of licence plates.
- GP – Yes, they ae transferring freight, they have to run a business. But they are cutting routes to make it more busy.
- AD – Denial is normal for grievances, it is frustrating, but they don't want to put it on paper that they agree.

- PA – The guy who was stuck on the road calls every day and says there is a guy who retired, and he is doing that area. The Loomis guy is still going into the Canpar truck to look for freight.
- MD – Get there earlier and look to see him. Would rather withdraw a grievance, its easier that running out of time.
- MD – The Arb committee is an Ad Hoc group, consisting of the executive council and/or staff rep. Made up of 3 members who will look at the entire file. We try to hold an Arb Committee every 45 days, if possible. Will not have the person who files the grievances at the Arb committee.
- AD – The User guide should be distributed soon.

Unit Chair Updates:

- TS
 - Grievance with OO is resolved, if the route is going to OO it should be offered to our members first.
 - Freight has dropped.
 - Hours have been reduced, guys from St. Hubert are coming 1-2 times a week.
- PA
 - Attendance is a big issue; guys are using up their days as soon as they get them. They are being put onto the new attendance program.
 - Things are getting slow, routes are being cut and the work is being put onto other drivers. The drivers are now working 10-12 hours and they don't want to. CLC says 48 hours is max per week.
 - Driver who was stuck and company didn't send anyone to collect driver. Left him out there until the tow truck got the vehicle out.
 - If an OO has 3 routes, is he responsible for all his employees/routes?
 - EZ – yes.
 - MD – I sent you a link for CLC, you can refuse work after 48 hours.
- JR
 - Guy with an invalid licence was stopped while driving to Granby.
 - Trucks are coming back with dents, and no one knows how the dents are occurring. If it happened to hourly drivers we would be disciplined.
 - The OO employees don't have to take the DG course.
 - The OO employees are delivering pharma without any training.
 - There are OO's on 2-3 terminal seniority lists.
 - They cannot keep trucks.
 - Overflow is being taken by Loomis daily.
 - Supervisors threaten discipline daily.
 - The company is sending documents to Jules instead of the drivers.
 - Trying to get people to sign ADR's without talking with a Union Rep.
 - WHB, we will see if it works next year.
- GP
 - Getting my feet wet. Thank you for having me on.

Meeting end at 12:59pm MST

Next meeting scheduled for May 16, 2026 11am MST.