

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

**28-29 May 2026
Meeting on ZOOM**

Day **1.**

Attendees: Manny D'Souza (MDS), Jeffrey Howell (JH), Erin Zuchotzki (EZ), Michel De Blois (MD), Joe Rizzuto (JR), Kristopher Marzitelli (KM)

Guests: Nancy Lapointe (NL)

The meeting is called to order at 10:00 AM.

MDS greets the members in attendance.

Minutes of Previous Meetings

- Reading of the minutes of 12-13 March 2026 (Zoom) meeting
Motion by EZ/JH to approve the minutes. All in favour, motion passed.

REPORTS:

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

(Version française ci-dessous)

My first five months as the President of this Local have been very fast paced and intense. I would like to begin my report by announcing that we have added a new family member to our amazing Local: Porter Airlines at Toronto Pearson Airport are now Steelworkers! The certification was approved in April and we had our first membership meeting and there was an amazing turnout. We had 90 out of 155 members join us and the show for Solidarity was strong and carried lots of enthusiasm. We have added Bridgett Curtis (Unit President) and Abigail Danso (Recording Secretary) who will now lead those members to their first collective agreement. Please welcome them to the 1976 family!!!

I have participated in numerous conferences and have visited some Units that I have never been to before. My stops included our members in Valleyfield Quebec at Valport (Desgagnés), where a 6-year agreement was successfully negotiated and ratified with positive gains of 7 % in the first 2 years, of which the first year is retroactive. This was led by our bargaining committee, composed of Benoit Laperle, Pierre Phenix, Staff Representative Pierre Luc Dick and Vice President of District 5, Michel Deblois. I was present at the ratification vote and the members were extremely happy with the acceptance of the vote and it was great to see them personally thank the committee for their hard work.

I also had the opportunity to travel to Thunder Bay to visit our members in the Grains. I toured the 3 terminals and it was quite eye opening the hard work our members do there. I met members in all 3 terminals with Vice President of District 6 Joe Rizzuto and they also were appreciative of their bargaining committee composed of Eric Labarre (Bunge), Phil Stankowski (Superior Elevator), Dale Bowie (Bunge), Eric Hautakangas (Richardson), Joe Rizzuto (Vice President of District 6) and Cody Alexander (USW Staff Representative). They also were successful in a 3-year deal with improvements to wages and pension.

In Quebec our Airport Commissionaires at Dorval and Mirabel airport have also reached a ratified agreement with a 4-year deal which provided them fair wage increases and significant premiums that provide financial improvements. The bargaining committee composed of Salim Boudi (YUL), Gilles St-Cyr (YMX) with District 5 Vice President Michel Deblois and Staff Representative Jean Yves Couture. They did a great job and received an approval of 86 % in favor.

For the month of June, I will be attending 2 conciliation meetings with ICS and Marine Atlantic, as we have reached impasses at the bargaining table. These hearing will be conducted in early June and we hope to get the mediator to assist us in getting a fair contract for our members. We also await an Arbitration ruling for our Garda members in Ottawa which has been delayed a few times due to health issues that the Arbitrator has been challenged with. We hope to get a ruling before July. In Quebec our Garda screeners have had conciliation hearings with no success and now the next steps are in progress. The committee is working hard to get a resolution with the employer but unfortunately the employer's efforts are not being demonstrated. In the airline industry Delta Air Lines bargaining has begun and follow-up dates have been confirmed in bargaining for the month of July and August. This is a clear indication that the summer months will be very busy.

In conclusion, I want to take the time to thank everyone for their hard work and dedication, also thanking our great support staff and all the Staff Representatives who 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, and 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,
President TC Local 1976 USW

Rapport du président à l'intention du Comité Exécutif

Mes cinq premiers mois en tant que président de cette section locale ont été très intenses et se sont déroulés à un rythme accéléré. Je voudrais commencer mon rapport en annonçant que notre formidable section locale compte un nouveau membre : Les employés de Porter Airlines à l'aéroport Pearson de Toronto font désormais partie des Métallos ! L'accréditation a été approuvée en avril et nous avons tenu notre première assemblée générale, qui a connu une participation exceptionnelle. Sur 155 membres, 90 se sont joints à nous, et la manifestation de solidarité a été forte et pleine d'enthousiasme. Nous avons accueilli Bridgett Curtis et Abigail Danso, qui mèneront désormais ces membres vers leur première convention collective. Souhaitons-leur la bienvenue dans la famille 1976!!!

J'ai participé à de nombreuses conférences et j'ai rendu visite à certaines sections où je ne m'étais jamais rendu auparavant. Je me suis notamment rendu chez nos membres de Valleyfield, au Québec, chez Valport (Desgagnés), où une convention collective de six ans a été négociée et ratifiée avec succès, avec des gains de 7 % pour les deux premières années, dont la première est rétroactive. Cette négociation a été menée par notre comité de négociation, composé de Benoit Laperle, Pierre Phenix, du représentant syndical Pierre Luc Dick et du vice-président du district 5, Michel Deblois. J'étais présent lors du vote de ratification et les membres étaient extrêmement satisfaits du résultat du vote ; c'était formidable de les voir remercier personnellement le comité pour son travail acharné.

J'ai également eu l'occasion de me rendre à Thunder Bay pour rendre visite à nos membres du secteur grains. J'ai visité les trois terminaux et j'ai été très impressionné par le travail accompli par nos membres sur place. J'ai rencontré des membres dans les trois terminaux en compagnie du vice-président du district 6, Joe Rizzutto, et ils ont également exprimé leur gratitude envers leur comité de négociation composé d'Eric Labarre (Bunge), Phil Stankowski (Superior Elevator), Dale Bowie (Bunge), Eric Hautakangas (Richardson), Joe Rizzutto (vice-président du district 6) et Cody Alexander (représentant syndical de l'USW). Ils ont également conclu avec succès un accord de trois ans prévoyant des améliorations en matière de salaires et de retraite.

Au Québec, nos Commissionnaires des aéroports de Dorval et de Mirabel ont également conclu une convention collective d'une durée de quatre ans qui leur garantit des augmentations salariales équitables et des primes importantes, ce qui se traduit par une amélioration de leur situation financière. Le comité de négociation était composé de Salim Boudi (YUL), Gilles St-Cyr (YMX), ainsi que du vice-président du district 5, Michel Deblois, et du représentant syndical, Jean-Yves Couture. Ils ont fait un excellent travail et ont obtenu un taux d'approbation de 86 %.

Au cours du mois de juin, je participerai à deux séances de conciliation avec ICS et Marine Atlantic, car nous sommes dans l'impasse à la table des négociations. Ces audiences auront lieu début juin et nous espérons que le médiateur nous aidera à obtenir une convention collective équitable pour nos membres. Nous attendons également une décision d'arbitrage concernant nos membres de Garda à Ottawa, qui a été reportée à plusieurs reprises en raison de problèmes de santé auxquels l'arbitre a dû faire face. Nous espérons obtenir une décision avant juillet. Au Québec, nos agents de sécurité de Garda ont participé à des audiences de conciliation qui n'ont pas abouti, et les prochaines étapes sont en cours. Le comité travaille d'arrache-pied pour parvenir à un accord avec l'employeur, mais malheureusement, celui-ci ne fait pas preuve de bonne volonté.

Dans le secteur aérien, les négociations avec Delta Air Lines ont débuté et les dates des prochaines réunions ont été confirmées pour les mois de juillet et août. Cela indique clairement que les mois d'été s'annoncent très chargés.

Pour conclure, je tiens à prendre le temps de remercier tout le monde pour son travail acharné et son dévouement, ainsi que notre formidable personnel de soutien et tous les délégués du personnel qui nous ont aidés à faire de cette section locale une réussite. Sans eux, cette tâche serait bien plus difficile. Je tiens également à remercier tous les membres qui soutiennent notre direction à tous les niveaux. La communication étant le mot d'ordre pour 2026, je suis convaincu que nous gagnerons en confiance et en solidarité au sein de notre section locale.

Ceci conclut mon rapport, merci de votre attention,

En toute solidarité,

Manny D'Souza
Président de la Section Locale des Métallos TC 1976

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

Disaster Relief Report

Since our last Disaster Relief Fund report of Dec 11, 2025, one request was made by for the disaster relief for brother Tsundu Gyatso.

Brother Gyatso has unfortunately been met with major challenges with an electrical fire that burned his house down to ground. It was a total loss of his triplex and has been advised that repairs will take at least one year. Fortunately, his three children and family escaped the fire and no one was injured but now they are living in an Airbnb. Brother Gyatso also had his parents living with him and the insurance company has approved living arrangements but they do not include his parents. Brother Gyatso is now challenged with finding shelter for his parents and this is an expense that is very intrusive to his finances.

The Executive Council had approved the amount of 750.00 in Grocery gift cards in order to assist with some short-term stress in purchasing groceries for his family during these difficult times.

This concludes my report,

In Solidarity,

Manny D'Souza
President -USW Local 1976

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

Report of the Vice President – Jeffrey Howell

May 28-29, 2026

Good day Executive Council Brothers & Sisters,

The Board of Trustees conducted the Audit the week of April 14th, 2026.

I would like to extend my appreciation to Shann, Josee and Jasmine for their valued assistance in the process, and to the Lodges that provided the required documentation needed to complete the audit, and to Jon and Kristopher, whom I have had the honor of working with as Chair Board of Trustees.

I would also like to extend my deep gratitude to Manny D'Souza and the Executive Council for the opportunity, trust and privilege to service as Vice President FST upon the transition of Nancy Lapointe and Manny into their new roles.

On April 19 & 20, President Manny D'Souza, VP District 6 Joe Rizzuto, Business Agent Jon Grdic and myself had the pleasure of meeting with our members in Thunder Bay at the Grain Elevators and Canpar. The CLC convention took place in Winnipeg between May 11th and May 15th. The convention was well attended with several resolutions passed. During this period VP District 3 Erin Zuchotzki, myself and Annie Daigneault scheduled to meet the Canpar and ICS members in Winnipeg.

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 July 31st, 2026.

The added Premium for performing these duties have remained for our members and range from 0.72 to 3.63 per hour while performing.

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 in relation to the Crew Dispatchers in Calgary. Myself, Nancy Lapointe, Michel Deblois and Unit Chair Josh White have met and discussed the issue with the Company, and it will be escalated to the Labour Adjustment Committee to address.

The USW Health, Safety and Environment Conference took place in Pittsburgh, from May 17 to May 22, 2026, over 2000 delegates and management were present, additional Canadian Content was offered at this year conference. A new session on Preventing in-plant / in-moll railroad fatalities, injuries & making safer rail operations was conducted. As part of the USW National H&S committee, I and the other committee members will be looking at adopting a Canadian version during our meetings this year.

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

Expedited arbitration was conducted on March 9th. Eleven cases were heard. The arbitrator awarded a return of 110 suspension days, as well as compensation for OT claims and demerit reductions. As a result, in excess of \$21,000 in redress has been issued to the effected members.

The next round of expedited arbitration is scheduled to take place at the end of July, and are expecting more positive outcomes for our members.

We are seeing a growing number of grievances being filed in Unit 951 in relation to position upgrades.

Minutes of the Executive Council, May 2026

Although language was added in the most recent contract, and there was a sharp decline initially, the situation of providing position upgrades in seniority order has resurfaced. Hopefully I will be able to get the majority heard at the next expedited arbitration. Unit 951 recording secretary Thuvaaragen Kathirvel has transitioned from Vaughan Terminal to Toronto yard, which has increased our visibility greatly at that location and he has been instrumental in providing information and filing step 1 grievances in relation to unfilled crew bus driver positions, and members from outside bargaining units performing USW duties.

CPKC Pay Equity Process continues, it has been confirmed that CPKC will not complete within their extension period (March 2026) and as such requested a further extension. According to the meeting schedules recently sent out, it will be proceeding to October.

Bargaining has continued with Marine Atlantic, the last bargaining meeting took place March 17 & 18th, at which time the decision was made to proceed to conciliation. Myself, Chief Steward Shelley Savoury, Lodge Presidents Peggy Neil, Jason Musseau, along with President Manny D'Souza and Staff Rep Ron Thomas will be attending conciliation as part of a joint council committee with the I.L.A, scheduled to commence June 3rd & 4th.

Immediately prior to the initial 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. As of now the Company has not provided the requested written notification.

Jeffrey Howell

Vice President FST
TC Local 1976 USW

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

Report of the Vice President - District #3- Erin Zuchotzki

May 28-29, 2026

Bulk Systems – Golden

- Since meeting with the members in early March, we have now sent out a bargaining survey. We had good results with 12/15 submissions. The information was compiled and we are looking at the requests in detail so we can put them into proposals to the company.
- I have had regular communication with Jay Muir to answer questions that have come up with his new position. Jay is engaging, and asking lots of questions. At the moment, we have had discussion about Trimac being provincial vs federal certification, as well as how overtime is compensated on the paycheques.
- We will be starting negotiations this summer, and they will take place in Calgary.
- Jay will be unable to join us in Mont Tremblant in September.

Seaspan – Vancouver

- The bargaining surveys were returned with 9/12 submissions. After looking at the data, we are now compiling the proposals for the company. Once these have been completed, we will present them to the membership for approval.
- We have booked one day, with another potential day in July for negotiations. The negotiations will be happening at the USW Langley office.
- The two outstanding grievances we have are with the Arbitration Committee waiting their decision. I am hoping for a positive outcome on these issues, as one of them, has to do with benefits and the other has to do with overtime.
- Unfortunately, Joe Delawsky will not be able to join us in Mont Tremblant in September.

CPKC Unit 49

- I spoke with Robert Driedger about the upcoming education in Mont Tremblant, he missed the original email and he will be replying shortly.
- Robert was scheduled to be attending Shop Stewards 2 in Brandon, MB next week, but due to unforeseen circumstances, the class had to be cancelled. We will have to get him into training at another time.
- Robert was recently chosen to become one of the USW ambassadors for the White Ribbon campaign working with the CFLPA. This is a huge honour as well as a huge undertaking. I am sure Robert will be up to the task when he is called upon!
- When speaking with Evan Fitch, he has said that the membership is still dealing with the aftermath of the CP-KCS merger, causing increased workload. Members continue to be stressed and frustrated with this. Management is noticeably stressed, and seem to be even more focused on micro-management and imposing more discipline than usual. They are being pressured from above to make the staffing situation work without adding new positions. They are planning on bringing in more new technology in 3-4 months to improve the speed at which work can be processed; however, they will use the implementation as justification for additional job cuts. That being said, due to attrition, medical leaves, retirements, etc., they have claimed that they will be hiring a new class of 4 new members to fill vacancies in the near future.
- Unfortunately, Evan will not be able to join us in Mont Tremblant.

CPKC Unit 891B

- Natalie Silver is currently working with CPKC on training opportunities across other areas.

CPKC Unit 891A

- With the return of Josh White, we will be scheduling a couple days of meetings for the folks at Unit 891A at the Calgary USW office. I am assisting Josh with planning the meeting dates and times. I reached out to the Local office as well as the D3 office for some swag that Josh can distribute to his members when he meets them.

Delta Unit 4005

- I spoke with Jeff McWhinney and Caleb Liu about what is happening at work.
- Caleb said that they recently had an OSM come in from Montreal and started to have some 'coaching' sessions with the members. After these sessions, the members were then told that the 'coaching' would be considered a warning on their file. Caleb will be sending an email to management to confirm when a Union Representative should be present when speaking with management to avoid situations where someone is facing some form of discipline, but not being given the opportunity to speak with their Union Rep.
- Jeff has reported that management is trying to work against or around the language in the CBA, instead of using the language that is written. This is causing issues when requesting personal days, shift changes, as well as other things where there is a timeline for when to put in requests and when the company has to reply by.
- Jeff also mentioned that bargaining will be starting soon, and he is looking forward to it in hopes that it goes well.

Canpar Unit 862

- Glen Rankine has officially turned the Unit Chair over to George Petrelli. George is doing a great job and is jumping in with both feet. I speak with George often when he has questions on how to respond to members as well as management. I look forward to working with him, even though I will miss working with Glen.
- There are currently 3 grievances open for conversions violating the CBA. As of today, there is no resolve as there was an extension granted that has now expired. We will be proceeding with the Joint Statement preparation.

Canpar Unit 2301

- The re-route in Edmonton is going well, and the re-route in Calgary needing some tweaking. I will be looking closer at the Calgary branch next week when I am there.
- The investigations that occurred in Calgary for scanning freight were all reduced to warning letters. This was a long time coming as I had the regional manager agree to reducing to warning letters in March with the results only being produced recently.
- 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.

- After the USW meetings in February, I have had more contact with the AFL group. I will be sitting in on a pay equity zoom call on May 21, 2026. The AFL has scheduled a provincial wide day of action on May 29, 2026, while I would love to attend, I will be busy at Executive Council meetings.
- In March I attended the Women of Steel Conference in Toronto. It was wonderful hearing International President Roxanne Brown give her first address to a large group under her new title. The week was spent reconnecting with old friends, making new friends, supporting my fellow sisters facilitating to the groups, and lots of laughs. I look forward to these conferences each time as there is a different energy that flows around that many women.
- ICS bargaining is now at a standstill with the membership turning down the companies best and final offer. We are currently waiting for mediation at the beginning of June. We will start with 3 days, and if more are needed, they will be scheduled afterwards.
- On May 16, 2026, we had our quarter 2 membership meetings for Canpar. While they were not well attended, we had good discussion at all 3 meetings. There are some topics that will need some follow up, but overall, nothing major that cannot be resolved with discussion.
- In May I attended the International Health and Safety Conference in Pittsburgh. This conference is a little different as it is mostly American-based learning, but there is still a lot of very useful information. It is also a great time to connect with folks who are safety reps in their own industries and learn from them. I look forward to attending again in 36 months (ish).
- The Canpar group in Calgary is reporting there are some issues with the reroute. I will look into it further while I am in Calgary next week. I will also be able to sit at a couple in-person interviews with the members, which I don't get to do very often.
- During the second week of June, we will have our second pension/LTD meeting of the year. I look forward to hearing the updates from the investment companies.
- With Health and Safety in mind, we have our yearly in-person meeting happening with the company on June 15. I am hopeful we will continue to grow our relationship with the company.

Respectfully submitted by Erin Zuchotzki
District 3 Vice President

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

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

May 28-29, 2026

(English version below)

Rapport - Conseil exécutif de la section locale 1976 – Mai 2026

- Un autre trimestre se termine, marqué par beaucoup d'actions et, surtout, plusieurs avancées positives pour nos membres.
- Pour ma part, j'ai suivi une semaine de formation offerte par Fédération des travailleurs et travailleuses du Québec portant sur les règles de preuve et les procédures.
- Voici donc mon rapport du mois de mai 2026 concernant nos membres et leurs milieux de travail.

CPKC – Unité 1290

Sous la présidence de Michel Godin (Unité 1290), le deuxième trimestre a été marqué par une stabilisation constructive des relations avec la direction. Voici les points saillants des récentes interventions :

Réintégration et Arbitrage

- Lors d'une audience en arbitrage, nous avons obtenu gain de cause pour un membre indûment congédié. Ce dernier a officiellement été réintégré dans ses fonctions, avec compensation monétaire.

Contentieux et Affaires Juridiques

- **Révision judiciaire (Données médicales)** : Nous contestons fermement les exigences de la compagnie concernant l'accès aux informations médicales de nos membres. Ce dossier est actuellement en processus de révision judiciaire pour protéger le droit à la vie privée des travailleurs.
- **Plainte pour agression** : À la suite d'un incident impliquant un de nos membres, une plainte a été déposée contre deux directeurs de l'entreprise. Cette procédure suit actuellement son cours devant les instances compétentes.

Finalement, nous sommes heureux d'accueillir Chris Robinson au sein de l'équipe. Il agira à titre de troisième délégué pour l'Intermodal de Lachine, renforçant ainsi notre présence et notre capacité d'action sur le terrain.

CANPAR – 2347

À la mi-avril, Annie Daigneault, Jonathan Grdic et moi-même sommes allés à la rencontre de nos membres au terminal de Lachine. Cette visite a permis de maintenir une présence syndicale forte sur le terrain et d'échanger directement sur les enjeux actuels.

État des dossiers et arbitrage

- **Arbitrage:**
 - Décision rendue : Nous avons malheureusement reçu une décision défavorable concernant l'un de nos dossiers soumis à l'arbitrage.
 - Dossier en délibéré : À l'inverse, nous sommes en attente d'une décision imminente concernant un autre membre. Les éléments présentés nous permettent d'anticiper un dénouement très favorable.

- **Règlements de griefs** : Sur une note plus positive, l'intervention de Jonathan Grdic a permis de régler plusieurs dossiers à la satisfaction des membres concernés.
- **Relations patronales-syndicales** : Nous constatons une nette progression dans la qualité des relations avec les dirigeants de la compagnie. Ce climat de travail plus constructif est de bon augure pour le traitement des dossiers futurs.

Dans l'optique de poursuivre notre travail de proximité, Annie, Jonathan et moi prévoyons une tournée de rencontres avec nos membres de la région du Saguenay au cours du mois de juin.

VALPORT – 2020

Je suis fier d'annoncer la conclusion d'une entente de principe majeure pour nos membres de chez Valport. Après des négociations menées avec rigueur par le permanent Pierre-Luc Dick, appuyé par Benoit Laperle (président de l'unité 2020) et Pierre Phoenix (santé et sécurité), les membres ont ratifié l'entente dans une proportion de 93 %.

- **Faits saillants de l'entente:**
 - Durée du contrat : Une convention collective d'une durée de 7 ans.
- **Augmentations salariales:**
 - Un gain total de 30 % sur la durée du contrat.
 - Une rétroactivité de 7 % pour l'année 2025.
 - Une rétroactivité de 7 % pour l'année 2026.
- **Ajustements supplémentaires:**
 - Au-delà des augmentations générales, l'entente prévoit des ajustements salariaux spécifiques ainsi qu'une bonification des primes liées aux qualifications professionnelles.

Cette entente a été accueillie avec un haut niveau de satisfaction par les membres, tout en répondant aux objectifs opérationnels de l'employeur. Ce dénouement mutuellement bénéfique permet de consolider un climat de travail stable et harmonieux pour les années à venir.

Boulangerie Auger

- Les relations de travail avec la direction de la Boulangerie Auger sont excellentes. Un respect mutuel s'est solidement établi entre les parties, favorisant une communication transparente et ouverte, quels que soient les dossiers abordés.
- Une rencontre est officiellement prévue pour le 15 mai prochain. Le permanent Jean-Yves Couture, le président de l'unité Sylvain Forget et moi-même rencontrerons la direction afin de discuter de la création d'un nouveau poste au sein de l'entreprise.
- L'objectif de cette rencontre est de parvenir à une entente qui servira les intérêts de nos membres tout en répondant aux besoins opérationnels. Les conclusions de ces discussions vous seront transmises dans mon prochain rapport trimestriel.

CMQR – 9438

Le trimestre a été marqué par une activité intense et des résultats tangibles pour nos membres :

- **Règlement de griefs** : Le 9 avril dernier, en collaboration avec François D'Aigle (président de l'unité 9438), nous avons conclu le règlement de six griefs. Ces interventions ont permis de récupérer une somme totale approximative de 30 000 \$ pour les membres concernés.

- **Application de la convention (Annexe 4 - TMC)** : Grâce aux démarches de François D'Aigle, l'annexe 4 de la convention collective a été appliquée. Cela se traduit par une augmentation salariale de 0,75 %, rétroactive au 1er janvier 2026, pour l'ensemble des membres de son unité.
- **Rétroactivité des vacances** : En coordination avec Chris Clarke (RH du CPKC), la permanente Nancy Lapointe a réglé avec succès le dossier de la rétroactivité des vacances pour l'année 2025.
- **Un dossier de congédiement majeur** a été résolu par Nancy Lapointe. Le membre concerné a réintégré son poste avec une compensation financière, le tout à son entière satisfaction.

Enjeu de l'accréditation syndicale (CCRI)

- Sur le plan juridique, le trimestre a connu un développement important. Le Conseil canadien des relations industrielles (CCRI) a rendu une décision accordant l'accréditation syndicale du groupe des « Running Trades » du CMQR au syndicat des Teamsters.

Position des Métallos:

- Le Syndicat des Métallos, soutenu par son département juridique, conteste fermement cette décision. Nous allons nous battre avec détermination pour conserver nos membres du CMQR et garantir le respect intégral de leurs droits. Nous rappelons à la partie adverse que le dénouement final reste à venir et que c'est à la fin de la lutte que l'on reconnaît la valeur des organisations engagées.

Diogène

- Le processus de renouvellement de la convention collective de l'unité Diogène était officiellement entamé sous la direction de la permanente Nancy Lapointe, accompagnée initialement de deux représentants syndicaux de l'unité.
- Le processus a été marqué par un revirement de situation inhabituel : les deux représentants syndicaux siégeant au comité de négociation ont quitté leurs fonctions après avoir accepté des postes de cadres non syndiqués au sein de la direction de Diogène.
- Face à cette situation, une mesure d'urgence a été prise pour assurer la continuité des représentations :
 - **Réunion de mobilisation** : Nancy Lapointe a immédiatement organisé une rencontre via Teams avec l'ensemble des membres de Diogène.
 - **Appel de candidatures** : L'objectif était de pourvoir les postes vacants au sein du comité de négos et de maintenir la force de frappe syndicale.
- Nouvelle représentante : Nous avons le plaisir d'annoncer que nous pourrions désormais compter sur l'implication d'Océane Bouchard, qui a accepté de se joindre à l'équipe pour représenter les intérêts des membres de Diogène.
- Malgré ces changements structurels, le moral reste solide et l'objectif demeure inchangé : obtenir une convention collective qui répond aux attentes des membres.

Place Bonaventure – 2016

- À la suite d'une rencontre avec le représentant syndical Hacène Chérif, nous avons pu faire le point sur les dossiers en cours. Tout est sous contrôle.

GDI – René Lévesque – Alexis Nihon – Robert Bourassa - Palais des Congrès

- Le début des échanges avec la direction de GDI a été marqué par une période de tensions. Guy Gaudette et moi avons dû intervenir fermement pour clarifier la position du Syndicat des Métallos concernant plusieurs incidents survenus récemment.
- Nous avons profité de ces discussions pour définir nos attentes claires quant à la gestion des relations de travail à l'avenir. La direction de GDI a accueilli favorablement nos suggestions et a manifesté une volonté de collaboration.
- Afin de prévenir de futurs différends et de maintenir un dialogue constructif, les parties ont convenu des points suivants :
 - Rencontres trimestrielles : Mise en place d'un comité de suivi virtuel tous les trois mois.
 - Objectif : Faire le point sur les dossiers en cours et assurer une communication fluide entre le syndicat et l'employeur.

GESTION 500 – Place D'Armes

- Une rencontre avec les membres est prévue prochainement.

GROUPE PETRA – Place Victoria

- À la suite d'une rencontre avec les membres travaillant pour le Groupe Petra, nous avons procédé à la structure de l'équipe de représentation :
 - **Délégué syndical** : La nomination d'Aliou Thiam a été officiellement confirmée. Je maintiens d'ailleurs une excellente communication avec lui pour le suivi des dossiers.
 - **Santé et sécurité** : Vincent Savignac a été désigné comme représentant à la prévention en santé et sécurité du travail (RSS).
- Afin de garantir une défense efficace de nos membres, j'ai demandé que les deux nouveaux représentants soient inscrits aux formations de base offertes par le syndicat dans leurs domaines respectifs (délégué et santé-sécurité).
- Nous observons actuellement certaines frictions entre nos membres et ceux de la FIPO. La situation fait l'objet d'un suivi rigoureux de notre part afin de protéger l'intégrité de notre unité et d'assurer un environnement de travail respectueux pour nos membres.

INRS (Institut National de Recherche Scientifique)

- Une rencontre avec les membres est prévue prochainement.

Ivanhoé Cambridge (Place Ville-Marie)

- Une rencontre avec les membres est prévue prochainement.

OPSIS

- Grâce à la collaboration de la présidente de l'unité, Caroline Agar, nous avons réglé avec succès les deux griefs qui avaient été déposés. Le dénouement de ces dossiers s'est fait à l'entière satisfaction de nos membres.

- **Relations de travail** : Nous maintenons une relation très cordiale et productive avec la direction. Ce climat de travail favorise une résolution efficace des enjeux courants.

Lineage

- J'ai parlé avec le représentant syndical, Belhadj Arezki. Il m'a transmis les coordonnées du nouveau MMF et, de son côté, la situation est sous contrôle.

Bombardier

- Guy Gaudette et moi-même sommes allés rencontrer nos membres chez Bombardier. Sébastien Gourgue, représentant syndical, nous a fait part des attentes des membres dans le cadre des négociations de la prochaine convention collective.
- Nous avons également rencontré le directeur des ressources humaines. La rencontre s'est déroulée dans un climat cordial et constructif.

Brenntag

- Le syndicat des Métallos a consenti, sous certaines conditions visant à protéger les intérêts de nos membres travaillant pour Brenntag, à donner notre accord au projet d'expansion de l'entreprise (doubler la production). Cette expansion devrait entraîner la création d'emplois bien rémunérés, contribuer au développement de la région et favoriser la protection de l'environnement.

CVAC – Place du Parc

- Une rencontre avec les membres est prévue prochainement.

EQUANS – Place Ville-Marie

- Une rencontre avec les membres est prévue prochainement.

Commissionnaires

- À la suite de plusieurs rencontres de négociation menées par le permanent Jean-Yves Couture, avec l'appui de Salim Boudi et de Gilles St-Cyr, représentants syndicaux, le comité de négociation est parvenu à conclure une entente de principe concernant le renouvellement de la convention collective.
- Les membres seront invités à prendre connaissance de cette entente et à se prononcer par vote le 11 mai 2026. L'entente de principe a été ratifiée par nos membres à 86 %.

Bien à vous,

Michel De Blois
VP District 5
Métallos TC-Local 1976

Report - Executive Council of Local 1976 – May 2026

- Another quarter has come to an end, marked by significant activity and, above all, several positive developments for our members.
- For my part, I attended a one-week training session offered by the FTQ on rules of evidence and procedures.
- Below is my May 2026 report concerning our members and their workplaces.

CPKC – Unit 1290

Under the leadership of Michel Godin, the second quarter was marked by a constructive stabilization of labour relations with management. Below are the highlights of recent interventions:

Reinstatement and Arbitration

- During an arbitration hearing, we successfully represented a member who had been unjustly dismissed. The member was officially reinstated to his position with financial compensation.

Litigation and Legal Matters

- **Judicial Review (Medical Information):** We are firmly contesting the company's requirements regarding access to our members' medical information. This matter is currently before the courts through a judicial review process aimed at protecting workers' privacy rights.
- **Complaint for Assault:** Following an incident involving one of our members, a complaint was filed against two company managers. The matter is currently proceeding before the appropriate authorities.

Finally, we are pleased to welcome Chris Robinson to the team. He will serve as the third delegate for the Lachine Intermodal terminal, strengthening our union presence and representation on the ground.

CANPAR – 2347

In mid-April, Annie Daigneault, Jonathan Grdic and I visited our members at the Lachine terminal. This visit helped maintain a strong union presence on-site and allowed us to discuss current issues directly with members.

Status of Cases and Arbitration

- **Arbitration:**
 - Decision Issued: Unfortunately, we received an unfavourable decision regarding one of the cases submitted to arbitration.
 - Case Under Deliberation: Conversely, we are awaiting an imminent decision concerning another member. Based on the evidence presented, we anticipate a very favourable outcome.
- **Grievance Settlements:** On a more positive note, Jonathan Grdic's intervention allowed several grievances to be resolved to the satisfaction of the members involved.
- **Labour Relations:** We have observed a significant improvement in relations with company management. This more constructive climate bodes well for the handling of future matters.

In order to continue our close contact with members, Annie, Jonathan and I are planning a tour of meetings with our members in the Saguenay region during the month of June.

VALPORT – 2020

I am proud to announce the conclusion of a major tentative agreement for our members at Valport. Following negotiations led diligently by staff representative Pierre-Luc Dick, with the support of Benoit Laperle and Pierre Phoenix, the members ratified the agreement by 93%.

- **Highlights of the Agreement**
 - Contract Duration: A 7-year collective agreement.
- **Wage Increases:**
 - A total wage increase of 30% over the life of the agreement.
 - A 7% retroactive increase for 2025.
 - A 7% retroactive increase for 2026.
- **Additional Adjustments**
 - In addition to the general increases, the agreement includes specific wage adjustments and enhanced premiums related to professional qualifications.

This agreement was received with a high level of satisfaction by the members while also meeting the employer's operational objectives. This mutually beneficial outcome helps ensure a stable and harmonious work environment for years to come.

Boulangerie Auger

- Labour relations with the management of Boulangerie Auger are excellent. Mutual respect has been firmly established between the parties, fostering transparent and open communication regardless of the issues discussed.
- A meeting is officially scheduled for May 15. Staff representative Jean-Yves Couture, Unit President Sylvain Forget and I will meet with management to discuss the creation of a new position within the company.
- The objective of this meeting is to reach an agreement that serves the interests of our members while also meeting operational needs. The outcome of these discussions will be included in my next quarterly report.

CMQR – 9438

The quarter was marked by intense activity and tangible results for our members:

- **Grievance Settlements:** On April 9, in collaboration with François D'Aigle, we settled six grievances. These interventions resulted in approximately \$30,000 recovered for the affected members.
- **Application of the Collective Agreement (Appendix 4 – TMC):** Thanks to the efforts of François D'Aigle, Appendix 4 of the collective agreement was applied, resulting in a 0.75% wage increase retroactive to January 1, 2026, for all members of the unit.
- **Vacation Retroactivity:** In coordination with Chris Clarke, staff representative Nancy Lapointe successfully resolved the issue regarding vacation retroactivity for 2025.
- **A major dismissal case** was also resolved by Nancy Lapointe. The member was reinstated with financial compensation to his full satisfaction.

Union Certification Issue (CIRB)

- On the legal front, the quarter saw a major development. The Canada Industrial Relations Board granted union certification for the CMQR "Running Trades" group to the Teamsters union.

The Steelworkers' Position:

- The United Steelworkers union, supported by its legal department, is firmly contesting this decision. We will continue fighting to retain our CMQR members and ensure full respect for their rights. We remind the opposing party that the final outcome remains to be determined and that the true value of organizations is revealed at the end of the struggle.

Diogène

- The collective agreement renewal process for the Diogène unit officially began under the leadership of staff representative Nancy Lapointe, initially accompanied by two union representatives from the unit.
- The process took an unusual turn when both union representatives serving on the bargaining committee left their positions after accepting non-union management roles within Diogène.
- To ensure continuity of representation, emergency measures were implemented:
 - Mobilization Meeting: Nancy Lapointe immediately organized a Teams meeting with all Diogène members.
 - Call for Candidates: The objective was to fill the vacant positions on the bargaining committee and maintain strong union representation.
- New Representative: We are pleased to announce that Océane Bouchard has agreed to join the team to represent the interests of Diogène members.
- Despite these structural changes, morale remains strong and the objective remains unchanged: securing a collective agreement that meets the expectations of the members.

Place Bonaventure – 2016

- Following a meeting with union representative Hacène Chérif, we reviewed the ongoing files. Everything is under control.

GDI – René Lévesque – Alexis Nihon – Robert Bourassa – Palais des Congrès

- The beginning of discussions with GDI management was marked by a period of tension. Guy Gaudette and I had to intervene firmly to clarify the position of the United Steelworkers regarding several recent incidents.
- We used these discussions to clearly define our expectations concerning the future management of labour relations. GDI management responded positively to our recommendations and demonstrated a willingness to collaborate.
- To prevent future disputes and maintain constructive dialogue, the parties agreed to the following:
 - Quarterly Meetings: Implementation of a virtual follow-up committee every three months.
 - Objective: Review ongoing matters and ensure smooth communication between the union and the employer.

GESTION 500 – Place D' Armes

- A meeting with members is scheduled in the near future.

GROUPE PETRA – Place Victoria

- Following a meeting with members working for Groupe Petra, we finalized the structure of the representation team:

- **Union Delegate:** The appointment of Aliou Thiam was officially confirmed. I continue to maintain excellent communication with him regarding ongoing matters.
- **Health and Safety:** Vincent Savignac was appointed as the health and safety prevention representative.
- To ensure effective representation of our members, I requested that both new representatives be enrolled in the union's basic training programs in their respective areas.
- We are currently observing tensions between our members and members of the FIPO. The situation is being closely monitored to protect the integrity of our bargaining unit and maintain a respectful work environment for our members.

INRS (National Institute for Scientific Research)

- A meeting with members is scheduled in the near future.

Ivanhoé Cambridge (Place Ville-Marie)

- A meeting with members is scheduled in the near future.

OPSIS

- Thanks to the collaboration of Unit President Caroline Agar, we successfully resolved the two grievances that had been filed. These cases were settled to the full satisfaction of our members.
- **Labour Relations:** We continue to maintain a very cordial and productive relationship with management. This work climate facilitates the efficient resolution of ongoing issues.

Lineage

- I spoke with union representative Belhadj Arezki. He provided me with the contact information for the new MMF, and from his perspective, the situation is under control.

Bombardier

- Guy Gaudette and I met with our members at Bombardier. Sébastien Gourgue shared the members' expectations regarding negotiations for the upcoming collective agreement.
- We also met with the Director of Human Resources. The meeting took place in a cordial and constructive atmosphere.

Brenntag

- The United Steelworkers union agreed, subject to conditions protecting the interests of our members working for Brenntag, to support the company's expansion project (doubling production). This expansion should create well-paid jobs, contribute to regional economic development, and support environmental protection.

CVAC – Place du Parc

- A meeting with members is scheduled in the near future.

EQUANS – Place Ville-Marie

- A meeting with members is scheduled in the near future.

Commissionnaires (CCC)

- Following several bargaining sessions led by staff representative Jean-Yves Couture, with the support of Salim Boudi and Gilles St-Cyr, the bargaining committee reached a tentative agreement regarding the renewal of the collective agreement.
- Members will be invited to review the agreement and vote on May 11, 2026. The tentative agreement was ratified by 86% of our members.

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
May 28-29, 2026

Unit Lodge 650 Grain

- The grain terminals in Thunder Bay are gearing up for another strong year ahead. All early indications point to another excellent crop across the Prairies, building on the record-breaking 2025-26 harvest.
- We've successfully settled a new three-year collective agreement featuring solid wage increases of 4%, 3%, and 3% over the term. While pension improvements were not achieved this round, we secured meaningful gains in benefits coverage along with several other significant contract improvements that support our members long-term.
- All three major terminals continue to actively hire, with some already signaling plans to add a third shift to handle the expected volume.
- Looking ahead, the future prospects for Thunder Bay's grain sector remain very positive. With stable to slightly increasing seeded acres for key crops like canola, barley, soybeans, and corn in 2026, combined with strong rail capacity commitments from CN and CPKC, throughput through the Port of Thunder Bay is expected to stay robust. The port continues to serve as a vital eastern gateway for Prairie grain, especially with growing global demand and ongoing infrastructure efficiencies. Steady export opportunities, particularly for wheat and oilseeds, should support consistent work and potential overtime through the coming seasons.
- Overall, it's a solid time to be in the Thunder Bay grain industry — strong crops, good contracts, and expanding operations.
- This spring I was honoured to host Local President Manny D'douza, VP, FST Jeffrey Howell, and Board of Trustees member Jonothan Grdic for a tour of the grain terminals in Thunder Bay. The tours went well and the executive were well received by the members.

Unit Lodge 2308 Canpar

Jon Grdic

- Things have picked up freight-wise at Canpar since March, and business has been quite steady. In London, we have also been receiving more Loomis freight for delivery than usual, as they recently completed a reroute and we are currently assisting them. This has resulted in a few complaints, but nothing serious.
- There have been no disciplinary interviews lately, which is positive. Additionally, there are no current grievances in the unit.
- There does appear to be a slight uptick in employees on light duty, which is likely due to the heavier and bulkier freight we have been handling.

Unit 2353 Canpar

Susan Jonah

- The Canpar agreement was signed before Christmas. Everyone is still waiting for the printed copies.
- The Owner Operators are asking when and how the reviews of their individual contracts will be conducted.
- Vehicle cameras continue to be a major issue. Most disciplinary interviews are related to them.
- Business remains very slow for both Canpar and ICS. Several ICS brokers are actively looking for other jobs, as they can't survive on total daily revenue of \$200 — sometimes even less.
- In PEI, Cape Breton Island, and Newfoundland, there are frequent linehaul delays because Loomis regularly leaves freight behind when the trailer is full. ICS is clearly not their priority.
- Additionally, I don't believe Canpar has received any increase in the fuel subsidy since fuel prices exploded. ICS received a small increase a month or so ago, but nothing since. Theirs is also calculated differently and remains below the already low Canpar rate.
- ICS did not reach a contract agreement. Mediation is scheduled for June 1–3, so we'll see how that goes.
- Unfortunately, it's a difficult time for everyone, and as usual, Transforce doesn't seem to care.

Unit 2018 Canpar

Stephen Aubertin

- Nothing to report

Unit 2008 ONR

Mildred Page

- So far, it's been crazy! We've had some very challenging times lately. We support three different collective agreements here at the ONR. One agreement in particular cover three departments and has been extremely difficult to manage.
- Most of the management team is new — hired within the last 3–4 years — and the HR department is also relatively new to the railroad industry. Management comes from non-unionized backgrounds, while HR comes from a hospital background.
- Since negotiations, I've been pushing to settle the integration of one group into another, but the company has been stalling. We now feel that arbitration may be the next step.
- We also have expenses that were agreed to during negotiations a year and a half ago, but they still haven't paid the increased rates.
- On top of that, I'm getting busier in my own role as we undergo training to bring back a passenger train service that was abolished 14 years ago.

- Soooo busy!

Zayo (Allstream) Sub Unit 4001 (1824)

Warren Wadsworth

- Everything is going well at Zayo as we approach the end of the first quarter of 2026. We continue to push for Zayo to hire more Cable & Line Technicians (USW members) to handle the increased workload from new fiber optic builds in the field. Our members are also responsible for locating, maintaining, and repairing the Zayo fiber optic network. They have taken on more fiber network testing and certification work for these new builds.
- However, we continue to see the majority of our fiber splicing and testing work contracted out to third-party vendors.

Sub-Unit 4001 ADM

Earl Scott

- We are busy here. We have a boat arriving to unload tomorrow. They are also looking to hire another person.
- We start negotiating a new contract on June 10 and 11. I have 57 years of service with this company, but they still don't recognize it. Thank you. 🇨🇦🔧

Sub-Unit 4001 Assex

Josh Banner

- Nothing to report

Essex Motipark Sub-Unit 4001

Kurt Merner

- Nothing to report

Unit 2008 ONR

Brandon Gowlett

- Nothing to report

Unit 613 GARDA

Kristopher Marzitelli

Please find below an update regarding Unit 613 GardaWorld Ottawa Airport Screeners.

- Operations at Ottawa International Airport remain stable. However, frustration continues to build among the union membership as the bargaining and arbitration process has extended well beyond what members reasonably expected.

Arbitration & Mediation Update

- Since the conclusion of the Mediation-Arbitration proceedings under Section 79 of the Canada Labour Act, the following was discussed in the Minutes of the Executive Council, May 2026

Code, the parties have remained in the final stages of the process, awaiting the arbitration award.

- Additional extensions were granted through April 29, 2026, and a final meeting took place on May 13, 2026, to review and confirm the appendices, exhibits, and final briefs. The Union has since filed its final rebuttal materials, and the matter now rests fully with the arbitrator for a decision.
- While union members remain unified and engaged, there is significant disappointment regarding the pace of the process, especially as members continue to work under an expired collective agreement. This delay has postponed anticipated improvements to working conditions and quality of life.
- The experience at YOW has also highlighted broader concerns about delays within the federal labour relations framework. Discussions have taken place within the unit regarding possible amendments and modernization of the Canada Labour Code. We plan to share these ideas with Annie Daigneault as we work on advocating for labour code reform.

Biometric Timekeeping (Facial Scan Clocks)

- Garda continues to move forward with the rollout of biometric facial scan punch clocks following earlier implementation delays.
- Union members continue to raise concerns regarding privacy protections and transparency around how biometric facial scan data is collected, stored, retained, and accessed. Until further clarity is provided, members are being advised to request alternative methods such as key fobs or card systems where possible.

Garda Performance Committee (GPC)

- The Garda Performance Committee continues to expand in scope, with increasing involvement in assessing GardaWorld and CATSA-related incidents and the issuance of disciplinary action.
- Our Union is working to ensure that trained shop stewards have the opportunity to sit in as observers. This will be critical to effectively supporting the grievance procedure.
- The Union's position remains that operational errors and human-factor incidents should be addressed primarily through coaching, retraining, corrective guidance, and operational support, rather than through escalating discipline — particularly in extremely high-pressure screening environments.
- Grievances continue to be negotiated and processed at a consistent volume. We currently have two termination grievances scheduled for review by the Arbitration Committee.

Unit 2311 Canpar

Freddy Montoya

- Nothing to report

Unit 4002 American Airlines

Kurtis McGibbon

- Nothing to report

Unit 2344 Canpar

Todd Schulstad

- Good to hear from you.
- We are busy here in Ottawa. No layoffs — everyone is working, and most are doing overtime. We haven't hired any permanent staff in a while, so we have a bunch of agency workers.
- Hopefully they will start hiring in the near future. No real issues so far.

Unit 2304 Canpar

David Hill

- We are still waiting for conciliation on the ICS contract, which is now five months past due.
- At T Force, I have a case involving agency workers heading to arbitration. I don't have a date yet.
- I also have a couple of grievances moving to the third step, with the possibility of arbitration. One of them is my own — I'm currently on short-term disability due to balance issues.
- Additionally, a member from Hamilton has filed three grievances, all of which are now at step 3. We still haven't received any response from the company.
- Freight levels are normal and steady enough to keep everyone working. There have been no layoffs, and we've only had one new hire across my area of five terminals since last quarter.

Unit Lodge 551 Marine Atlantic

Shelley Savoury

- This report provides a status update on our bargaining unit as we prepare to enter mediation in June.
- Negotiations with the employer were paused in March due to divisions at the bargaining table, which made it difficult to present a clear position to our membership.
- Ongoing concerns remain regarding employees working outside the bargaining unit and how union dues or related obligations are being handled. This issue has created confusion among members and has already been raised during bargaining.
- The company continues to make decisions affecting working conditions without consulting the union where required by the collective agreement. These actions raise concerns about respect for the collective agreement and established labour relations practices. We need to reinforce expectations around proper consultation and adherence to agreed-upon processes.
- With mediation approaching, I believe we should prepare a clear set of priorities and non-negotiables.
- We have only a few outstanding grievances that we had hoped would be discussed during negotiations. Although this has not yet occurred, these issues still need to be addressed as we move into mediation.

Unit Lodge 716 Marine Atlantic

Peggy Neal

- Nothing to report

Unit 951

Leighton A. Costanzo

- As we conclude the first quarter of 2026, I am pleased to report that Unit 951 remains stable and well represented. Although I have been on medical leave since the beginning of the year due to consecutive unrelated surgeries, I continue to support the Unit remotely by answering phone calls, writing grievances, and conferring with members. I am fortunate to have a strong and capable team that provides a reliable presence on the front lines and attends investigations as needed.
- On January 19th, 2026, we sadly lost our brother Manoj Devassy of Toronto Yard, a USW member with 20 years of service to Canadian Pacific. The Local quickly provided resources to Manoj's family and offered support to the members at Toronto Yard. On January 20th and 22nd, my team visited the membership to show solidarity and address any concerns.
- In the following weeks, an issue regarding Vaughan job postings not reaching all members in Toronto Yard was brought to our attention. After contacting the administrator of IMS, the matter was promptly resolved. IMS will now coordinate with Toronto management to ensure all members in Unit 951 receive job postings for inter-roster vacancies. A contested job was also reposted and awarded to the senior applicant, which was well received by members in both Toronto and Vaughan.
- Our grievance resolution process continues to run efficiently. Step 1 grievances are filed promptly, and Jeff Howell continues to negotiate strong resolutions while submitting Step 2 grievances well before the deadlines. Since February, thousands of dollars have been returned to members through successful grievances, including reductions in suspensions and compensation for investigations.
- We have a membership meeting scheduled for March 10th at 1400 EST. We look forward to expanding our outreach and building on the positive momentum of the past year.
- As we conclude the second quarter, I am pleased to report that Unit 951 continues to achieve strong results in arbitration. We have maintained historically high levels of member satisfaction while clearly demonstrating to the company that we will not accept unfair, unwarranted, or disproportionate discipline for our members.
- We had an excellent outcome at arbitration on March 9th, securing aggregate financial awards exceeding \$20,000 along with the expungement of several disciplinary records. Of the seven grievances presented on behalf of our bargaining unit members, we achieved maximal redress in every case. Credit goes to Vice President/FST Jeffrey Howell for his strong presentation of the cases, as well as to our local team — Thuvaaragen Kathirvel and Andrew Simpson — for their thorough preparation and diligent efforts in advancing the grievances.
- I am very proud of the work our team has done to support and represent our members effectively. Every member of the leadership team is performing their role with a high degree of professionalism and dedication. Unit Secretary Thuvaaragen Kathirvel has joined the CPKC roster in Toronto Yard, strengthening USW presence at that location. Andrew Simpson has taken on additional

Minutes of the Executive Council, May 2026

responsibilities as union steward in Vaughan and continues in to excel in his expanded role, supported by USW-sponsored education and hands-on experience. I continue to file grievances, delegate responsibilities, and assist with employee investigations remotely while on medical leave.

- A strong and cohesive leadership team has helped maintain clear and accurate communication throughout the workplace. On the topic of recent rumors regarding potential job abolishment in Vaughan and “rundowns,” these concerns were raised after comments from two CPKC supervisors.
- However, both terminal managers and Terminal Director, have confirmed there are no plans for additional job abolishment in our unit. In fact, the director has expressed his intention to create over fifty new permanent jobs in addition to the 70+ permanent positions that already exist. Once formalized, this significant expansion would address one of the membership’s primary concerns by nearly doubling the number of permanent shifts in Vaughan and providing enhanced protections under the Income Security Agreement.
- While attendance at our online Unit meeting on March 10th at 1400 EST was lower than hoped, we continue to maintain strong lines of communication. Members are encouraged to reach out directly by phone, email, or text with any questions or concerns at any time.
- In conclusion, I am optimistic about the momentum we have built and look forward to continued success with the grievances still on the docket. Member morale remains high, and I will continue to keep you informed of any relevant developments.

Respectfully submitted

Joe Rizzuto
VP-District #6
TC Local 1976 USW

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

REPORT OF THE CHAIR, BOARD OF TRUSTEES – Kristopher Marzitelli

Minutes of the Executive Council, May 2026

May 28-29, 2026

Chairman, Board of Trustees Remarks:

I want to begin this report by personally congratulating Jeff Howell and Shelley Savoury on their recent appointments to the Board of Trustees. I want to thank the Executive and membership for the confidence placed in all of us through these leadership appointments, including my own appointment as Chairman, Board of Trustees. I am excited about the opportunity ahead in continuing to serve the membership to the best of my ability.

I look forward to working alongside Trustees Jonathan Grdic and Shelley Savoury, our Executive Committee, delegates, activists, and union members to help ensure our Local continues operating in a transparent and accountable manner that remains true to the Union's values, while continuing to strengthen the organization for the future through sound fiduciary responsibility.

Unit Reviews:

GardaWorld Security Screening Inc. (Ottawa Airport Screeners)

- Operations at YOW remain stable as labour peace fluctuates as the bargaining dispute continues through the arbitration phase.
- Following unsuccessful mediation efforts both parties proceeded through arbitration after extensive submissions and rebuttals were exchanged. Multiple extension requests submitted by the employer were granted by the arbitrator throughout the process. The Union objected at every step. The Union has now completed and filed its final rebuttal submissions and appendices review on May 13, 2026 and is currently awaiting the arbitration award regarding the collective agreement.
- During this period, the Union has continued monitoring Garda's plan to rollout biometric facial scan timeclock systems. While installation delays temporarily slowed implementation, the employer is now planning to proceed with deployment. Concerns remain regarding compliance with PIPEDA, particularly surrounding the storage, handling, and disclosure of facial biometric data. Members continue to be advised that alternative methods, including fobs or cards, may be requested at this time.
- The recently formed Garda Performance Committee (GPC) also continues evolving in scope, with the employer increasingly utilizing the process for review of Garda and CATSA-related incidents and operational interventions. The GPC also reviews instances wherein disciplinary measures, if any, are required. The Union continues to maintain the position that most human-error events should prioritize coaching, retraining, and corrective action before disciplinary measures. These developments continue to be monitored closely from a labour relations standpoint.
- Grievance activity across the unit remains steady, with files continuing to be actively negotiated, investigated, and processed as overall volume remains consistent. In addition, our Unit currently has two termination grievances scheduled for review before the Local's Arbitration Committee.
- With the bargaining results as they are we are also preparing CLC legislative amendments to be shared with Staff Annie Daigneault for another project.

Delta Air Lines, Inc.

- Our Delta bargaining committee has completed FMCS-supported labour relations and bargaining training sessions alongside the employer.
- The parties recently concluded their initial bargaining meetings, during which non-monetary proposals were exchanged. Communication and engagement with our Delta units have remained positive throughout the process and additional bargaining dates are expected to proceed in July.

Porter Airlines

- USW TC Local 1976 has achieved certification with the Canada Industrial Relations Board for the Porter Airlines group at the YYZ terminal!
- Communication and engagement from the group have been extremely encouraging from the outset.
- A membership meeting was held on May 20, 2026 and the unit recently conducted an open and democratic election process resulting in:
 - Bridgett Curtis elected as Unit Chair
 - Abigail Danso elected as Recording Secretary
- Current efforts are focused on building the unit's internal contacts structure within Porter, while members continue to determine on site shop steward participation as the group simultaneously prepares for future bargaining.
- To support the development of the Porter group, Derek Teolis has now been assigned to the Porter YYZ file and will assist with representing this group. Derek will be working closely with our EC, Chief Steward – Airports and newly elected unit leadership to ensure the unit is properly supported and positioned to move into their first contract negotiations.
- The Porter group has shown strong momentum early in the certification process and there is significant optimism surrounding the long-term development of this unit.
- Significant credit should also be extended to Kurtis McGibbon and Naim Sultani for their assistance throughout the certification process and beyond. Their support, visibility, and willingness to help quarterback organizing efforts on the ground played an important role in helping move the campaign forward successfully. It has been extremely valuable having experienced boots on the ground supporting the Local throughout the process.

American Airlines, Inc.

- Operations and labour relations at American Airlines remain relatively status quo at this time. The Local continues working through ongoing grievances and labour-relations matters, including a recent termination file currently under review. Daily representation and member support continue as required. The perpetually delayed pay equity process continues to generate frustration and concern amongst the membership.

Bridges of Canada Inc. (BOC)

- We recently filed a policy grievance relating to reductions in scheduled hours within the bargaining unit.
- At this stage, Bridges of Canada has not cooperated in producing supporting documentation, including communications and memoranda originating from Correctional Service Canada regarding the reduction of hours and operational direction behind the cutbacks. We continue to pursue disclosure while preparing the matter for further escalation if necessary.
- Simultaneously, bargaining preparations are actively underway. A bargaining survey was recently distributed to the membership, and responses have been reviewed and compiled as the bargaining team prepares for several intensive sessions expected to occur in the middle of June, end of June and into early July.
- An important note relating to USW Staff support for BOC. CNO Staff Rep Derek Teolis has transitioned to other assignments, and the unit will now be serviced by Mark Ayotte assigned to assist with Eastern operations, while Jayson Little from Local 1944 will be assisting operations in the West. President D'Souza and Kristopher Marzitelli remain the primary contact for Local 1976 members while Aman Chumber and Tamara Marshall remain primary contacts for members under Local 2009.

Closing Remarks:

I take considerable pride in continuing to serve the membership to the best of my ability and remain fully committed to supporting the continued growth and success of our Local. I believe the Local benefits greatly from the strong synergy that exists between our Executive Committee, activists, and unit/lodge leadership groups across the country. Thank you, Manny, Jeff, Joe, Erin and Michel, for your mentorship and leadership over the years. I am excited about the opportunity to continue contributing with the experience and assets I bring to the table.

Thank you again for the opportunity. Let's get it done!

In solidarity,

Kristopher Marzitelli
Chairman, Board of Trustees
Chief Steward – Airports
USW TC Local 1976

- Reading of the report

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

REPORT OF CANPAR UNION BUSINESS AGENT - Jonathan Grdic

May 28-29, 2026

I am pleased to submit my second quarter report to the Executive Council of Local 1976. Since the last Executive Council meeting, I have represented our members in quite a few investigations across Canpar Northern Ontario. Most of the investigations seem to be coming from this region as compared to the Southern terminals; the same can be said for the route conversions from hourly to owner operator at Canpar. There have been two more conversions over the last couple months which brings the total to six since the beginning of our new Collective Agreement in the areas that I look after in Ontario. All six conversions have taken place in Northern Ontario.

In early April I travelled to Montreal and visited members in the Saint Hubert and Lachine terminals. It has been about five months since I last visited these terminals, so it was pleasing to see some familiar faces. The visits were positive and the members I chatted with were in good spirits. The struggle still seems to be the hiring of warehouse workers in both places even with ads posted on Indeed. The Union is still working with the Company on correcting this situation. While in Montreal, I also participated in the audit for the Local, fulfilling my responsibilities as a proud trustee. The audit went well and all records were found to be in order.

Shortly after returning from Montreal, I travelled to Thunder Bay to visit with some of our members out there. While there I met up with Local President Manny D'Souza, Vice President Jeffrey Howell and District-6 Vice President Joe Rizzuto, and they accompanied me on my visit to Canpar. While there, we found out that the Canpar terminal will be moving to a different location within the next few months, which they seem excited about. After we concluded our visit at Canpar, I joined Manny, Jeffrey and Joe on a visit to Superior Grain Elevators. We were given brief tour of the site and then a chance to talk and visit with some of our members. It was a great experience to meet with the members and view some of the unique jobs they perform at that facility.

During May, I have spent time writing and filing grievances for our members. There are currently five grievances that I have sent to Canpar and am awaiting their response. I have also been visiting terminals here in the south. I have been to Barrie and Thorold during the month, and accompanied our other Business Agent, Peter Aligianis, on a visit with our Whitby members.

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

May 28-29, 2026

To the attention of the Executive Council,

As a Business Agent, my focus continues to be standing with our members in my region and wherever I am needed. By staying present in the terminals and speaking directly with members, I have been able to strengthen relationships, keep people informed about the union's work, and remind them that their union is visible, active, and behind them.

Since my last report, I have been working on three termination grievances along with several others involving different types of discipline. A big part of this work has been making sure our members are treated fairly and that the company is held accountable when it overreaches. I have also been meeting with managers to push for demerits to be reduced or removed wherever possible.

Attendance continues to be one of the biggest issues facing our members. Since the company introduced its new attendance policy, it has often enforced it without fully understanding or applying it properly. I have challenged that discipline and have been successful in getting penalties removed, which has made a real difference for the members affected.

I have also been out in the Toronto area talking with members about how work has been going and listening to the issues they are facing on the ground. The main concern right now continues to be the type of freight the company has been bringing into the system, especially oversized and overweight freight. I have been reminding members to work safely, handle only what they reasonably can, and speak up with management when the work creates safety concerns. Protecting our members on the job has to remain a priority.

Recently, the company moved ahead with a full reroute of the Oshawa terminal, abolishing and reposting all runs. Jonathan and I went out to meet with the members in Oshawa directly so we could hear their concerns and make sure they felt supported through the process. Overall, most members were satisfied with the changes, especially those who had been unassigned and will now have a dedicated route.

There will likely need to be some adjustments as the company figures out what works best, but I will continue to be there for our members and do everything I can to help make sure the transition is handled fairly and smoothly.

Peter Aligianis
Business Agent
Unit 2346 President

- Reading of the report

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

LUNCH BREAK 12:15 PM to 12:30 PM

APPEALS:

G2301-101-25 Akinkunle Babalola Termination ICS

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

G2346-370-24 Frank De Napoli Route CANPAR

- The file will be kept open, waiting for further correspondence.

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 1:20 PM by EZ.

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

Nominations:

- Motion by JR/MD to appoint Shelley Savoury as a member of the Board of Trustees of Local 1976.
All in favour, motion passed.
- Motion by EZ/JH to appoint George Petrelli as the Unit 862 President.
All in favour, motion passed.
- Motion by MD/JH to create the new Unit 4006 – Porter Airlines.
All in favour, motion passed.
- Motion by MD/KM to appoint Oceane Bouchard as the president of Unit 1216 - Diogène.
All in favour, motion passed.

Canpar terminals were reviewed:

- Motion by EZ/JR to move Canpar Unit Belleville (Walkerton) from 2311 to 2304 starting 1 July 2026.
All in favour, motion passed.
- Motion by JR/EZ to move Canpar Unit Thunder Bay from 2311 to 2018 starting 1 July 2026.
All in favour, motion passed.

Education Session September 2026

14-18 September 2026 at Grand Lodge Mont Tremblant:

- Agenda finalized
- List of participants updated

FOR THE GOOD OF THE UNION

Motion by JR/MD to donate \$650 to the **Veterans Transition Programs**.

It helps Veterans who suffer from PTSD, Mental Illness and other such challenges.

These programs assist them in transitioning from military life to civilian life.

This donation will pay for a ½ page advertisement with Local 1976 logo in their next edition.

All in favour, motion passed.

Motion by EZ to close the meeting at 11:58 PM.

Respectfully submitted by: Mari Sulkala

Approved by:

Manny D'Souza, President

Jeffrey Howell, Vice-President