



## TC LOCAL 1976 USW

2360 ave. de la Salle, # 202, Montréal, Québec H1V 2L1

TEL: 514-526-8280 FAX:514-526-0537 EMAIL: info@1976usw.ca

### Canpar National Members Meeting Minutes

**Date:** Saturday, August 26, 2023

**Location:** Online via Zoom

The meeting was called to order at *1200 Pacific Time / 3:00 pm Eastern Time*, by **Glen Rankine**

There was a total of 25 participants in attendance, including 2 French Translators and 1 Recording Secretary.

- |                     |                                       |
|---------------------|---------------------------------------|
| 1. Todd Schulstad   | 13. Jonathan Grdic                    |
| 2. Todd Frizzell    | 14. Freddy Montoya                    |
| 3. Glen Rankine     | 15. Alejandro Barrios                 |
| 4. Annie Daigneault | 16. Anatol Klebuc                     |
| 5. Kayla Wayland    | 17. Steve Goodger                     |
| 6. William Donohue  | 18. Sebastian Sale                    |
| 7. Cory Cutler      | 19. Nelson Faria                      |
| 8. Peter Aligianis  | 20. Victor Faria                      |
| 9. Robert Ramjohn   | 21. Alim Azizi                        |
| 10. Steve Bridgeman | 22. Sheldon Crier                     |
| 11. Jerry Wiebe     | 23. Alain Breton (Translator)         |
| 12. Mike Fraser     | 24. Mercedes Armouni (Translator)     |
|                     | 25. Larry James (Recording Secretary) |

#### **Glen Rankine**

- Introduced himself as Chief Stewart for District 3, Interim Vice President of District 3, and Interim Unit President for 2301 sitting in for Erin Zuchotzki who is off on staff assignment.
- Introduced USW Staff Representative Annie Daigneault.



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- Let the members know that this was their meeting and that he was there to answer any questions.
- Introduced Larry James as a member who was recording the minutes of the meeting.
- Mentioned the Unit President meeting where the issue of Loomis taking our freight was one of the concerns brought up.
- The union would like to make sure the membership knows that this is our freight.
- He has heard that some of the Canpar employees are willingly passing the freight over to Loomis because they don't want the overtime or for other reasons.
- Wants to make sure that the membership knows that by giving the freight away you stand to risk a job. If the freight level isn't there, the company is going to lay you off.
- Keep as much Canpar freight in Canpar as we can, and try and build the USW strong.
- Opened the floor to questions from the members.

### Alejandro Barrios

- At the JCC terminal, the hours have been reduced and Dockpersons rates have dropped to the lower rate of Warehouse workers because they do not work the required 75 hours to receive Dockperson rates.
- The members have been coming to him complaining,

### Glen Rankine

- Alejandro's audio was difficult to hear.
- Asked Peter Aligianis to clarify what Alejandro was saying.

### Peter Aligianis

- There is an agreement at the JCC that if the warehouse employees work more than 75 hours per week, they get a higher rate of pay.
- The company is trying to limit their hours so they do not have to give the employees that bump in pay.



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- The company is sending guys home, and then the managers and supervisors are out doing the work themselves.
- Alejandro has been reporting them, but he has been going directly to management and reporting it instead of coming to us so that we can deal with it.
- He has come to us a few times but is also going directly to the company and reporting it and the company is getting upset with him.
- He needs to follow procedures, as to how to get these grievances done.
- They are getting upset with him because he is just sending grievance after grievance after grievance.

### **Glen Rankine**

- There is a definite process, and that process is in the Collective Agreement, please review that before filing your own grievances because it may be improper when it does go in.

### **Alejandro Barrios**

- I have filed many grievances with you guys.
- All we are asking is to start a half hour earlier.
- I have over 25 years, I can make my hours.
- I am asking for the people, we represent the people.
- I am fighting for my members.
- With all due respect to Peter and Robert, I do not think you guys can do anything. The people above you have to do something.

### **Peter Aligianis**

- We are working on it, Alejandro.
- We have been back and forth with Tom Parker about it.
- We are trying to get these guys to stop going out there and doing the work themselves.



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- As for starting everybody earlier, we can't tell the company how to run their business. All we can do is try and protect you guys from them doing things they shouldn't be doing.
- It is going to start picking up soon, and you guys will be back working your hours, in the meantime, you are going to have to hang tight.

### **Annie Daigneault**

- Asked Peter if this would be on the grievance list that they will be discussing with management during the week of September 25<sup>th</sup>.

### **Peter Aligianis**

- Yes, Robert has already sent a couple of emails to Tom Parker about managers and supervisors doing the work. Tom has said he will get back to us, so we'll see.

### **Jonathan Grdic**

- With regards to freight issue. The company seems to be running this one company and creating routes with Loomis and Canpar freight on it, and they have adjusted the routes accordingly.
- We have talked about that, and we want to talk to the company to see what their game plan is.
- Technically our freight is our freight and it shouldn't be going to Loomis.
- Emergency situations are different, but for them just to take our freight and put it on a different run, we don't agree with that. We are looking for a solution. And want to see why they want to run it like that.
- As for the hours, it has been slow and they have been reducing hours. If they can save on dock pay, they are going to save on dock pay.
- Next contract we need Dockpersons defined in the contract, so when it does get slow, our Dockpersons are still making Dock wage, instead of bringing them down to warehouse wage.

### **Steve Goodger**

- Asked, if you get laid off, can you bump into another terminal if you have seniority?



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### **Glen Rankine**

- Absolutely, if your seniority will take you to another terminal, you can bump into that terminal.

### **Steve Goodger**

- Does there have to be a posting for a position at the other terminal?

### **Glen Rankine**

- No.

### **Jonathan Grdic**

- You can only do it within 5 days of being laid off. Once you get laid off you only have 5 days to make that decision. You have to exercise your right within 5 days.

### **Glen Rankine**

- We have a good group here today. It is good to see people took the time out to attend.
- Health and Safety is a large part of what the union does.
- We had our Health and Safety meeting earlier today.
- Asked Annie Daigneault to go over what was discussed.

### **Annie Daigneault**

- Pointed out that Steve Goodger had a question that should be answered first.

### **Steve Goodger**

- With our contract coming up, will there be an opportunity to pool our employees to find out what we all want, instead of having 1 person decide?



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### **Glen Rankine**

- Absolutely, and the process is as follows.
- We will send out a survey, the survey has 6 places where you can make request changes to the Collective Agreement.
- The survey goes back to the bargaining committee, tabulates what got returned on the survey, and then we prioritize.
- Items that come up the most often will go to the top of the list.
- Items that come up less often will go down towards the bottom.
- Then we have a mandate of what we are looking for going into collective bargaining.
- The last round of collective bargaining was a bit of a shit show due to Covid.
- Expect to see someone at your terminal handing the surveys out, listening to your concerns and taking those concerns back to the committee.
- That committee can then prioritize when we do meet with the company.

### **Cory Cutler**

- Since we are talking about the next election, is there a way to change the election process to have ballot boxes in the terminals, and not sent in by mail?
- So that everyone gets a fair vote, when you come into work, instead of by mail where you only get 30% participation.

### **Glen Rankine**

- If we are talking about voting on the Collective Agreement, absolutely we can have ballot boxes.
- It is a bit more of a concern because someone has to be the keeper, of that Ballot Box.
- There has to be a least a couple of Tellers, who are in charge of that Ballot Box.

### **Cory Cutler**

- It is not that hard. Once everyone has done their vote, you seal the box up and send it by Canpar to wherever it is going.



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### **Glen Rankine**

- Absolutely, but some places have 3 shifts. That is a full day for 2 Tellers to be off, waiting for the next shift to come in.
- I am not saying we can't do it. I am saying it would be a challenge, but we could absolutely do it if that is the mandate of the members.

### **Cory Cutler**

- In the last 5 or 6 agreements, the voter turnout has not been very high.
- If we did it at the terminal or if we did it electronically via the internet, you might get a better turnout.

### **Glen Rankine**

- Absolutely, we are hearing that the Districts are implementing electronic voting. It is something we will look into. I think it is the way of the future, as long as we can make sure it is a system that can't be hacked, it needs to be secure.

### **Nelson Faria**

- We used to vote in the cafeteria, and the turnout was a lot better.
- My brother never received his ballot last time, and I am just wondering how many more people did not receive a ballot to vote on the Collective Agreement.
- I hope you guys change your attitude because we will change unions this time around.

### **Glen Rankine**

- We are definitely not saying that there won't be workplace ballots. It can happen. We would have to take a look at the entire scheme of things. We could look at doing electronic balloting.
- Members have to make sure that their address is updated with the company, the union and your pension.



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### **Nelson Faria**

- My brother has been living in his new house for 15 years and has twice given his change of address to the company and you guys, and mail is still being sent to my mom's address.
- I am suggesting not to say look into it and this and that, do it.
- Ballots have to be done at work, where the people are. There is no excuse.
- When you do the math, what you guys send to the terminals and what we see on the board, it doesn't make no sense.
- I don't really care because I only have a year or 2 to go after 43 years, but I am hoping you guys do things right because this could be your last chance. Capiche?

### **Steve Goodger**

- Agrees with Nelson that there should be a vote at the workplace.
- Some of the drivers at his terminal don't use cell phones and do not use the internet.
- Very easy for members to come to work, go into the office and vote.
- Using the mail to send our votes in during COVID was a bad decision, Canada Post was overwhelmed during COVID.
- We are a courier company, so ballots could be sent via Canpar.
- We might get a better turnout of voters. Maybe 50% instead of 23% of people who vote.
- Hopes the union.

### **Glen Rankine**

- Our local, with Canpar, is a challenge.
- We have terminals from coast to coast, some of them with as little as 2 people working in them. Some don't have a terminal, they just go to the trailer and pick up freight.
- I am not making any commitment, because it is not up to me but we will definitely be looking at ballot boxes for the next ratification vote.



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### **Jonathan Grdic**

- Would like to add that voting at the terminal is an option if there is a computer at the terminal because the company has said we can use the computers to vote if people do not have computers at home.
- The goal is to get 75%-80% of the people voting so we can get how they really feel.

### **Annie Daigneault**

- I have a question. I have another group that is coast-to-coast as well, and I did the ratification over Zoom.
- Do you think that if we had an external officer, usually it would be a lawyer?
- It is a confidential process, I don't see the results, and nobody sees the results
- Do you think this is something the Canpar members would like?

### **Jonathan Grdic**

- I find the turnout for the Zoom meeting isn't great.
- Not everyone has internet access.
- Not everyone has Zoom.

### **Glen Rankine**

- The issue with Ballot Boxes is you have members on vacation and members on injured leave.
- All these members have the right to vote.
- We have to make sure that every member has an opportunity to vote.
- Your concerns have been heard at this meeting, and we will be taking that back to the local to devise a fair and economical way to cast the ballots.



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### Steve Goodger

- Suggest that members on vacation vote early, or have a union representative contact them.
- Also, no one at my terminal (475) knew about this meeting until I asked them.
- The meeting was not posted at the terminal.
- Not everyone goes on Facebook, emails go to spam.

### Jonathan Grdic

- I finally was able to post the meeting in my terminal with the QR code.
- If we could have that a week earlier next time, we would be able to post it everywhere.

### Annie Daigneault

- Larry was advised 5 minutes before it was sent out.
- It is on us, not on Larry, He was very proactive as soon as he got the information, he was asked to add the QR code, he did it and sent it right away.
- But of course, soon is better.

### Larry James

- I just wanted to say, with regards to the election voting, we have bylaws that outline the voting procedure. There are rules and bylaws that I think we need to go by.
- We did not go by them in the last election, and I think we need to go by those bylaws.
- If the bylaws are not appropriate, then they need to be rewritten to include online voting or whatever it is. Until that is done, we need to follow the constitution and go by the bylaws.

### Alejandro Barrios

- For Peter and Rob, I appreciate you guys filling in the grievances for me.
- I am not saying you guys are not working, I am just saying the company is not listening to you.
- I am thinking maybe the people above you can say something, maybe that way the company will listen to the concerns I have in the terminal.



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- Why write something in the Collective Agreement if it cannot be applied in reality?

### **Robert Ramjohn**

- I don't think Alejandro had a question, I think he wants something in the Collective Agreement to force the company to listen to you.
- We have a grievance process, and unfortunately, that is just how it works in most unions.
- You may not get your results at the first step, sometimes not at the second step.
- You will get a result or it will go to arbitration.
- Sometimes the result is not what you want to hear.
- Some supervisors feel they do not need to discuss it with you because they feel above you.
- Glen always says "work first, grieve later".
- All we can do is follow the process and file grievances, we cannot bully them.
- It is probably not the best process but that is how the system works.
- The baseball bat union days are all over. This is the way we have to do things now.

### **Glen Rankine**

- Well said Robert. What you said about "work first, grieve later" has been part of the union culture for many many years.
- What we need to do is strength in numbers.
- When you see something is wrong, note it.
- Document everything and give it to your Unit Chair, Business Agent, or Chief Steward and let them deal with it with management.

### **Steve Goodger**

- We had a motivational speech that was more like a demotivational speech.
- We were told that our stops per hour are going down and that a run awarded to you can be taken away if you cannot produce the numbers that you used to do.



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- Our runs are growing larger area, and our boss is on us to produce the same numbers.
- We are getting more bulk stops. We are not getting as many NSR or envelope stops.
- Our productivity is going down because we are spending 45 minutes at 1 stop unloading 70 boxes. The next day supervisors ask why our numbers are so low.
- When you talk to him and tell him the reason, we are told that if you cannot produce the numbers, a run can be taken away.
- Can they do that?

### **Glen Rankine**

- That is not a thing.
- Route ownership had been determined years ago by bidding on routes.
- The company can beat you up over your productivity all they want.
- They have scanner reports, they have GPS.
- If you are doing your job, they won't have anything to come back at you for.
- They cannot pull you off your route if you are doing your job. That's a grievance.

### **Jonathan Grdic**

- If you do transfer onto a new route, there is a 30-day period where if they are not satisfied with your production, they can put you back in your position.

### **Steve Goodger**

- These are all guys who have been on their routes for more than 2 years.
- Mark says he is going to be doing driver's rides, which I welcome, and then he will actually see why it takes longer.
- They put a guy on the run the other day, who had better numbers but he comes in to sort the truck before the shift and does not take his breaks.



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### **Nelson Faria**

- Peter and Robert know that they took pieces of my run off of me and gave it to another driver who was losing his run.
- Gave some of my calls to a Loomis driver, and I lost my run.
- I argued with my supervisor and said "You have to abolish my position".
- The supervisor said "I can do whatever I want with you, as long as I don't change your start time".
- Long story short, my route was abolished. I bumped another person out of spite, and now I am doing 2 and a half times the work.

### **Glen Rankine**

- Told the members that these meetings are going very well.
- We are hearing your concerns.
- I believe Annie has some Labour Relations meetings coming up in the near future.
- We can take your concerns to the company, and try and get some of it sorted out.
- As far as the Election and Balloting for the Collective Agreement, it is something that we will bring back to the Executive Council and discuss the best way to get as many voters as possible for both the Collective Agreement and National Elections.
- We live in a Democratic society and we encourage everyone to vote.
- Sometimes it's a challenge.
- If you have a new address and you are not getting your pension statement if the correct address is not on your pay stub, then it needs to be corrected.
- Reach out to the company, the union and your pension to correct your address.
- With your pension, you can update it on the Manion Wilkins website.

### **Annie Daigneault**

- Went over the Health and Safety meeting held earlier in the day.
- It is usually held every 3 months, but they will have another in October because they have a lot of issues to address.
- Talked about a survey she did, asking the H & S reps across Canada, what they knew



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- about their role, their responsibilities and what they need from us.
- As a result, a few representatives have received H & S training and there are others who are scheduled for training.
- Has attended H & S meetings at some terminals to see if they have been done properly.
- Found some issues in some terminals, such as:
  - Not doing meetings
  - Not doing a walk around
  - Managers control the meeting, items discussed, and the time necessary to conduct the meeting
- We are addressing that with the National Health and Safety Meeting on September 25.
- Members will see some feedback from the meeting.
- The Health and Safety Meeting for representatives is in October.
- 30 Canpar delegates attending Education Week in Montreal during the week of September 18<sup>th</sup>.
- Will attend classes and training for:
  - Canada Labour Code (updates and specificities)
  - Mental health awareness
  - Accommodations in the workplace
  - Harassment in the workplace
  - Diversity and inclusion
- Also, a Canpar meeting to discuss
  - Outsourcing
  - Health and Safety
  - Harassment in the workplace (Issues with management, and with our own members.)
- Working to improve communication with the members.
- Will be sending the members a monthly newsletter with news and information about what is happening with Canpar and with the union across Canada.
- I am still working on the salary increase and the gas subsidy increase for the owner-operators. It is an ongoing item that I keep harassing the company with. It is difficult because the freight is low, but they haven't said no, so I will keep on it and come back again after the summer. I am still hoping for good news.



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### **Glen Rankine**

- Asked if anyone else had any questions for Annie about her report.

**Glen Rankine** closed the meeting at *1:01 pm Pacific Time / 4:01 pm Eastern Time*

Minutes submitted by Larry James on August 31, 2023