



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: November 18, 2023

Location: Online via Zoom

The meeting was called to order at *1.05 pm* Mountain Standard Time (MST) / *3.05 pm Eastern Standard Time (EST)*, by **Erin Zuchotzki**

There were a total of 18 participants in attendance, including 2 French Interpreters and 1 Recording Secretary.

- | | |
|----------------------|---------------------------------------|
| 1. Annie Daigneault | 10. James Wells |
| 2. Todd Frizzell | 11. Robert Ramjohn |
| 3. Alejandro Barrios | 12. Stephen Goodger |
| 4. Jonathan Grdic | 13. Hector Karam |
| 5. Frank De Napoli | 14. Vinh Luu |
| 6. Erin Zuchotzki | 15. Pat Manno |
| 7. Stephen Aubertin | 16. Mercedes Armouni (Interpreter) |
| 8. Peter Aligianis | 17. Felix David (Interpreter) |
| 9. Cory Cutler | 18. Larry James (Recording Secretary) |

Erin Zuchotzki

- Introduced herself as TC Local 1976 Vice President of District 6.
- Explained that she has missed the 2f meetings because she has been away filling in for a Staff Representative. She invited anyone who had questions regarding that to reach out to her.
- Reminded the members that the meeting was being recorded so that correct minutes could be taken by Larry James.



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- Reminded the members the procedure for Zoom meetings is to put up their hand using the emoji if you have any comments or questions, and she asked that they muted themselves if not talking to reduce the background noise.
- Announced that there were 2 interpreters in the meeting if needed.
- Annie is listed twice as she needs to use Manny's Zoom account to provide Interpretation.
- Annie would provide a summary of the Health and Safety and Unit Chair meetings held earlier in the day.
- Introduced Union officials present in the meeting:
 - Annie Daigneault - USW Staff Representative
 - Jonathan Grdic - Business Agent/Unit Chair 2308 (London/Windsor)
 - Stephen Aubertin - Unit Chair 2018/Interim Chief Steward (North)
 - Peter Aligianis - Business Agent (Toronto Area)
 - Susan Jonah - Unit Chair 2353 (Maritimes)
 - Robert Ramjohn - Unit Chair 2346/Chief Stewart (Toronto Area)
 - Erin Zuchotzki - Unit Chair 2301 (Alberta)

Annie Daigneault

- Told everyone that the 3rd National Health & Safety Representatives Meeting was held earlier in the day, and explained what is done at the meetings.
- Explained that every terminal should have a local H&S Meeting every month.
- Make sure that your terminal has the minutes of their Local H&S Meeting posted in their terminal.
- Everyone should read those minutes and ensure that the issues members have brought to their H&S Representatives are included in the minutes. It is very important these are included so the National Health & Safety Committee can address any ongoing or unresolved issues with the company.
- National Committee members are Annie Daigneault, Erin Zuchotzki and Robert Ramjohn.
- Business Agents Peter Aligianis, and Jonathan Grdic attend the National H&S Meetings as well.
- Plans to start a newsletter which will talk about.
 - Workplace Medical, as we have issues to address regarding STD.
 - Education Session of Local 1976 where 30 people from Canpar attended.



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- Sharing of freight, and organizing a committee to investigate the issues and to try and find solutions, gather information that could be used in arbitration if it is necessary.
- Anti-Scab Law, Bill C-58 bans employers from bring in new workers during a strike or locked out of their jobs.

Erin Zuchotzki

- Opened the floor to the members to ask questions.

Frank De Napoli

- We have an issue in the Concord terminal, where drivers are meeting up with Loomis drivers and giving them freight on the road.
- How to get the point across to our drivers that they are losing their jobs by giving away their freight.

Annie Daigneault

- Good question. We will address this in the newsletter, and it will be part of the committee's job to investigate.
- We know that some of the members give their freight away because they want to go home early, or they don't want to work overtime. It is a very important issue that we will address.

Frank De Napoli

- We need to get this point across, especially since we do not have that much freight anymore.
- On Thursday, all the Canpar drivers were in by 4.30 while all the Loomis drivers were still out there doing our freight.

Erin Zuchotzki

- Commented that this was an issue across the country.



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Stephen Aubertin

- Asked if the Union has made any headway regarding Cost Of Living adjustment talks with the company or the Fuel Subsidy with the company?

Annie Daigneault

- It is an ongoing topic I discuss with the company every time I meet with them.
- The company has mentioned that things have been slow, so as of now I do not have a successful resolve.
- The National Director has told me that the business is doing well now, and I am meeting with them after Christmas.

Erin Zuchotzki

- Asked Annie to answer Stephen's question about fuel subsidy.

Annie Daigneault

- The same answer applies to both questions. Both questions are about an increase, it is the same answer.

Stephen Goodger

- I have questions to ask from other terminal members.
- Asked if the freight volumes have dropped significantly in other terminals.
- Asked Annie how long she has been in conversations with the company regarding a wage increase, and why we have to wait till after Christmas, when the freight levels drop drastically, when we have the most power before Christmas.

Erin Zuchotzki

- Asked Annie if she would mind if she quickly talked about that.
- When the Local found out the details of what Loomis received in their last contract, it was when the company was approached and asked them to reopen negotiations for everyone across the country.



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- The company has no obligation to reopen negotiations at this time, because we are still within our contract period.

Stephen Goodger

- When did Loomis sign their contract?

Erin Zuchotzki

- It was before last Christmas; this will be the second Christmas hoping that the company would be proactive in us the same wage increases as Loomis received.

Frank De Napoli

- Ford employees just ratified their contract. Sixty-nine percent voted in favour of the deal, giving them a 25% increase.

Stephen Goodger

- Asked if everyone else's freight volume have dropped drastically.

Jonathan Grdic

- London, Windsor and Kitchener are slow.
- 1 guy is laid off in London, and they could probably lay off 3 more.
- Barrie is not running at full capacity either.
- Brantford is busy Monday, Tuesday, Wednesday, but seems to tail off on Thursday and Friday.
- At least you have Loomis and DHL freight, if you just had Canpar freight it would be a lot tougher.

Stephen Goodger

- We have 2 guys on call in. They have to call in every day to see if they have work.

Robert Ramjohn

- I think it is like that everywhere, we are slow too. Freight is down in the 5 terminals that I look after.



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Erin Zuchotzki

- Yes, right across the country.

Cory Cutler

- That's what happens when you have no sales reps.

Frank De Napoli

- They have also increased their rates, in the last 2 weeks.
- Since the increase, we have lost a lot of business.

Stephen Goodger

- Asked if anyone thought that the company was trying to strong-arm the employees to fade out as we are coming up to contract.

Robert Ramjohn

- I don't think so. We are still far away from that, so they wouldn't.

Jonathan Grdic

- I don't think they (sales) have any motivation.
- I don't think they get a bonus
- The sales reps don't get paid much.
- They are capped at what they can do.
- They don't let them go after small accounts.
- Sales reps work for Loomis and Canpar. I don't understand how there are 2 companies yet the sales staff work as one.
- It is something that should be brought up, but it is up to the company to make that decision.
- We get undercut and the company won't agree to allow sales reps to give discounts.
- The only stops we seem to get is bulk. We don't deliver envelopes anymore; ICS and T-Force get the envelopes.



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Frank De Napoli

- Vitran and National There's always Canpar trailers going in there daily. They must be getting freight in order for them to use a Canpar trailer.

Erin Zuchotzki

- Not necessarily, they may be utilizing the equipment.

Stephen Goodger

- Asked, when does our government sick days renew?

Jonathan Grdic

- January.

Erin Zuchotzki

- You get a total of 10 per year.

Jonathan Grdic

- If you've only used seven days this year, in January, you'll start with the three that you left over, and then you'll get one after every month.
- Asked Todd Frizzell how things are going in Dartmouth.

Todd Frizzell

- It is not as busy as other years. Everyone is getting their hours, but it is not crazy like it usually is.

Annie Daigneault

- Asked if it was slow compared to COVID, or it was compared to previous years before COVID.

Cory Cutler

- It is even slower than before COVID.



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- It's dead. There are no residential deliveries.
- I don't know if it's because nobody's ordering anything or we just don't have any contracts.

Erin Zuchotzki

- Do you remember when we first lost the Scholastics account and how things like drastically just completely bombed? It's slow like that.

Frank De Napoli

- Worse than the scholastic drop. Worse than the government leaving us. It's so dead that we're not getting regular deliveries anymore. The only thing we seem to be getting is all the garbage, all the oversized boxes.
- ICS still hauls a tractor into ICS every day full of small boxes.

Erin Zuchotzki

- ICS freight has gone up. They're up about 3000 pieces a day over what they were last year.

Jonathan Grdic

- Cory is right.
- We don't have any residential deliveries.
- It is all just bulk, and businesses.
- We don't have residential accounts anymore.

Stephen Aubertin

- In the North we lost TS Healthcare and Staples.
- We do still get some through UPS.

Jonathan Grdic

- It seems like they want our guys delivering bulk, so they can all get hurt.



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Stephen Goodger

- It doesn't matter to me. I get paid by the hour, so I don't care if one stop takes me 5 hours.
- If that's what the company wants me to do, then that's what I'll do.
- There needs to be more education from the company, perhaps from the union, on how to properly lift.
- If the company asks you why it is taking you longer, ask them to come along for a driver's ride, and see how you lift the boxes safely.

Stephen Goodger

- Our boss is talking about layoffs before Christmas.
- It is scaring a lot of our members because it usually after Christmas that we see layoffs.

Jonathan Grdic

- It isn't going to get any busier like January, it is only going to get worse.

Stephen Goodger

- I think the big wigs already know what's coming. I think they are throwing us under the bus.

Robert Ramjohn

- I don't think so, Steve. I see it differently.
- TFI has four companies and Canpar is one of them.
- We are the only one that can handle those packages.
- The company does make money on oversized packages.
- If you order from Walmart and see what you pay to ship an oversized package, your looking close to the \$100.00 range.
- I think the small packages are going to the other smaller carriers, they cannot handle the stuff that we can.
- All the TFI operation runs through Canpar. Everything runs through Canpar sorting facilities.
- The freight is light, there may be layoffs, but we are not going anywhere.



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- They are not doing this because they are stupid.
- There is a strategic reason behind it. I don't know what it is, it makes no sense, so I couldn't tell you.

Frank De Napoli

- Rumors are that the Concord terminal is moving in with the Brampton terminal.
- Our lease in Concord is up in August next year.
- Is it possible that this is another example of what happened in Whitby?

Robert Ramjohn

- It is possible, they are having leasing problems.
- UPS moved their terminal.
- Everything is going up, and companies are trying to save as much money as they can.

Jonathan Grdic

- They can't do that in that area. There is too much traffic. People wouldn't be able to get anything done.
- They do have other facilities in Toronto.
- T-Force has their own sorting plant, they do small stuff.
- I don't think we are going anywhere; I don't think anyone can do the stuff that we can.
- We make them a lot of money.
- I would worry about routes getting bigger and drivers having to travel further.

Frank De Napoli

- Is there anyone from the pension department in the meeting today?

Erin Zuchotzki

- No, they just finished a conference somewhere not Canadian.

Frank De Napoli

- I hope it is somewhere warm.



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Erin Zuchotzki

- I don't want to tell you where they were.
- What were you needing to know?

Frank De Napoli

- In regards to the financials, we were down in March -12% loss.
- This month we are down another large sum.
- There are financial institutions offering 5-7% on locked in GIC's for 18 months.
- Maybe we can invest our money in what's guaranteed.

Erin Zuchotzki

- None of the trustees are here.
- I will make a note and have someone reach out to you to discuss it.

Frank De Napoli

- I took mine out.

Erin Zuchotzki

- They can talk to you about bargaining's even possible.

Stephen Goodger

- Asked what the union is looking to get for in the next contract and if they should be asking members for their input?

Erin Zuchotzki

- Our contract is up October 31, 2025.
- Early in 2025, we will get a bargaining committee together.
- We will send out questionnaires to the members asking for their input.
- I know who your Unit Chair is, so I am not surprised that you did not receive one of these sheets.



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- We will make sure that every member receives one, so we can compile all the information for the bargaining committee.

Frank De Napoli

- Why go in with 3 items?
- Why not go with 100 and come out with 50?

Erin Zuchotzki

- I did not say that, I said we will compile a list of items, which will be a mile long.

Frank De Napoli

- I hope so because everyone is negotiating a 25% return.

Stephen Goodger

- Asked who is the first to get laid off?
- Office administration, warehouse, or drivers?

Erin Zuchotzki

- We have no control over office administration as they are not unionized members, and it would depend on where the work shortage is.

Stephen Goodger

- What about a unionized employee doing office administration?

Erin Zuchotzki

- They would still have to be classified as a warehouse person or driver; we don't cover anybody that is office administration under our CBA.
- It would depend on seniority and where the work shortage is.
- A driver who is laid off could bump a warehouse position.



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Stephen Goodger

- Is there such thing as on call drivers?

Erin Zuchotzki

- No, there is no such thing. If there was an on-call driver position, the union would be asking for them to receive some sort of premium for them to be on call.

Frank De Napoli

- How do I get on the negotiating committee?
- What is the procedure?

Erin Zuchotzki

- That is not even on our radar right now.
- It is something we will discuss at a later date.
- There is no point in talking about it right now.

Annie Daigneault

- Erin was not present at our previous meeting where I did talk about the negotiation committee.
- When the time comes, I will send information to your Unit Chair asking who is interested in being on the bargaining committee.
- Depending on the number of people required, there might be an election if we have too many people.
- We are not ready yet, but I have discussed this with Vice President Manny D'Sousa and is the process we will follow when the time comes.

Frank De Napoli

- In St. Hubert there are Loomis drivers taking a lot of Canpar freight, and they have reduced the Canpar staff and have more Loomis drivers.



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- We have been trying to meet with the Quebec Director since last summer, but have been unable to yet.
- We have a meeting scheduled for December 12th with HR.
- We will look at the contracts, the outsourcing.
- I am not aware of any layoffs in St. Hubert following the outsourcing/sharing of freight issue.

Cory Cutler

- One driver was laid off.

Frank De Napoli

- Daniel is laid off, but they call him once or twice a week when they're short-staffed to come into work.

Annie Daigneault

- I will look into it because it should not happen when there are Loomis drivers doing Canpar freight.

Stephen Goodger

- We have 3 drivers on call. They have to call in at 8.00 am to see if there is any work for them. They are forced to use their working hours, or not get paid at all.

Robert Ramjohn

- They should be laid off

Stephen Goodger

- Our guys are volunteering to go home to give the on-call drivers a chance to work.

Jon Grdic

- That happens everywhere.



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Stephen Goodger

- Asked how do the guys ask to get laid off, so they can bump into the warehouse. They are willing to do the warehouse hours.
- Mentioned that some warehouse workers also do office work and asked if a driver could bump a warehouse worker who also performs office duties and works until 1.00 every day.

Jon Grdic

- Anybody who is doing that can bump him, and he will come there next week to resolve the issue.

Stephen Goodger

- Complained that everyone comes to him with questions for the union meeting because the guy who they are supposed to ask does not come to the meetings.

Frank De Napoli

- When are we on call? I have never heard of this?

Jon Grdic

- They are not on call.
- They are probably unassigned employees, but that will change.
- If they are unassigned drivers, and they are at home, they should be laid off.

Frank De Napoli

- I was confused because Daniel in St. Hubert is laid off, but they are asking him to call in the mornings to see if there is any work.
- If someone is laid off, they are laid off. They are going to collect unemployment.
- They are not supposed to check to see if there is work. It doesn't work like that.

Stephen Goodger

- Asked if a driver could bump a warehouse person?



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Jon Grdic

- Asked why they would want to do that?

Steven Goodger

- Suggested that a driver who was not getting his hours would want the warehouse hours.

Jon Grdic

- Suggested that the on-call drivers should show up for work every day and get paid for 3 hours, perhaps then the company would lay off drivers properly.

Steven Goodger

- We are being told that layoffs are coming, guys are going to have to bump into the warehouse jobs but that they cannot bump into the office job, who is also the union rep.

Peter Aligianis

- Asked Steven Goodger if they had received any uniforms at his terminal.

Steven Goodger

- I am down to 1 pair of pants.
- We were told we do not get uniforms every season.
- Our boss had a meltdown and threw out the list because people were asking for stuff.
- He claimed that the proper forms were not filled out.

Robert Ramjon

- Suggest that Steve file a policy grievance. It is in the book, the book is clear.

Steven Goodger

- The person I file the grievance with doesn't do anything. He laughed at it.
- Our boss tells us that we have to use our personal cell phones to call in about pickups that can't get finished.



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Jon Grdic

- Don't use your cell phone.
- I will check on the uniforms, I know that he has them in his office.
- Hopefully the members will start calling us, then we would know ahead of time, and can fix things.

Vinh Luu

- My condolences to Lucas.
- Everyone got our freight, ICS got our freight, Loomis got our freight, T-Force got our freight, a bunch of people got our freight.
- We are only running 6 or 7 stops per hour, and that is not very lucrative for the company.
- They are going to shove us all into one warehouse and make us common employer.
- -They will not give us what you guys want because we are only running 6 or 7 stops per hour.
- They are going to make us common employer and that's the end.
- No more 1976 Canpar.
- What do you guys do for us on a day-to-day-basis?
- What does the union do for the members?
- Besides running around with their credit cards, jumping in and out of hotels, eating, drinking, living the lavish life on our backs.
- What do you guys really do for us?

Erin Zuchotzki

- I can honestly say that over the last six months, that I have been doing Staff Rep work living the life means staying away from my family for weeks at a time.
- Eating fast food, restaurant food, staying in a different hotel every single night.
- Not getting a good night's sleep, having to discuss things with members, and company people because that's what I have to do to get my point across without a good night's sleep and a good meal in my belly.
- If you want to know what your union does for you, it's all those things.



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- I remind you that you as well as everyone on this call are the union. If you don't like what's happening, work with us, not against us.

Vinh Luu

- You guys kicked me out, for no training. Don't associate my name with the union.

Erin Zuchotzki

- Every union paying member is still part of the union.

Vinh Luu

- I appreciate what you guys do for us, but what about the rest of everybody on there?
- What do you guys do for us? Annie, Pete, Frank, Jonathan, Robert?
- Everybody that's actually getting money? What do you guys do?

Erin Zuchotzki

- Do you think we all get paid like 50 grand a year or something?
- We get paid the same amount of money as you do.

Vinh Luu

- And I appreciate your help, and what you guys do is sacrifice your family for us.
- I am pretty sure the credit cards jumping in and out of hotels all cost money.
- So everyone on here that holds a union seat or title, what do you do for us,

Erin Zuchotzki

- Vinh, do you have any specific questions that have to do with any of the topics that we've been discussing today, or any specific issues that have come to mind?
- Because other than us discussing what the union does for the members, that is shown to the members every single day.



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Vinh Luu

- The members want to know what's going on in 2346, they want to know. They ask me every day.

Erin Zuchotzki

- Maybe they should talk to their Union Reps.
- You just said you are not the face of the union, and not to associate you with the union, so maybe you should tell those people to talk to their union.

Vinh Luu

- It seems like it is a problem, like it's an argument. You're turning this into an argument. I asked a simple question.

Erin Zuchotzki

- You did not ask a simple question.
- I'm not actually sure what exactly you've asked.
- I have answered your question as to what the union does.
- You're trying to tear down what we're trying to build up.

Vinh Luu

- You turn it into an argument, I feel like I'm in the minority, let's just leave it as that.

Peter Aligianis

- Said that he brought up the uniforms because he is aware that the company has been issue new uniforms to some terminals.

Annie Daigneault

- Mentioned that the company is not satisfied with the uniforms.
- It is not really what they want, it is cheap material.



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Cory Cutler

- In St. Hubert, they took our sizes for new jackets and new shirts, but we haven't received anything yet.

Steven Goodger

- Would like to see reflective material.

Erin Zuchotzki

- We mentioned that in another meeting we had because it is in the Canadian Labour Law that your uniform has to have a certain amount of reflective gear on it.

Steven Goodger

- It gets dark at 5 o'clock.
- Could we ask for flashlights to be part of the uniform requirement for winter?
- How are we supposed to read the house numbers that are not lit or illuminated?
- We have to use our own personal cell phones GPS.
- I save the customers that I know till the end of the day, because I know where the house is.
- Some houses have no numbers, and long driveways.

Vinh Luu

- Commented that Steven should just give the package to Loomis, that Loomis would deliver it.

Steven Goodger

- Replied that he is Loomis, I am Loomis and Canpar, I do it all.
- Regarding uniforms, I think reflective material around the legs, waist, shoulders made the hat.
- If they are poor quality, it is because they are going with the cheapest.



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Erin Zuchotzki

- When George first came on last year, I asked him to get input from the drivers regarding functionality of the uniforms such as breathable material.
- We need stretchy pants.
- I believe that is one of the things that they are looking at giving us.

Vinh Luu

- This union is so lousy, they can't even negotiate uniforms.

Steven Goodger

- It is just like the scanners. The people who design the program are not drivers; they are sitting behind the desk. With the uniforms we are the ones wearing them.

Vinh Luu

- You are talking about a 25% raise.
- Just do something simple and negotiate uniforms for us.

Erin Zuchotzki

- Vinh, if you have something to say, I need you to raise your hand.
- If you are not going to follow the rules, I will have to ask Annie to kick you out of the meeting. You have to follow the rules just like everybody else.

Vinh Luu

- With all due respect, it would not be the first time.

Steven Goodger

- When considering the agreement, maybe have something in the contract for boot allowance.
- You cannot buy a pair of boots for \$50 nowadays.



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

Erin Zuchotzki

- For the record, a lot of us have been making a list of things we are going to make sure we put on our own questionnaires.
- If members don't know what to put down, we will mention some things we think should be improved.

Cory Cutler

- Agreed with Steven Goodger saying that the people programming the scanners are not drivers.
- With the new Signature Required parcels, you do not have the option to use a delivery notice.
- Called Al Tino who agreed that a signature release and a signed delivery notice should be an option because they are the same as getting a signature.
- If it says Adult Signature then you cannot leave it, but if it just says signature release than
- Nino and Al Tino had it changed.
- You can now use the release.
- It shows the mentality behind the desk, they don't know what they are doing.

Erin Zuchotzki

- They think everything is very black and white, but it is not.
- Most of our jobs are very grey.

Steven Goodger

- There is a walk around with the signature release issue.
- If you have the address saved in your address book and bring it up, scan it, it won't stop you from using the signature release.
- For 3 years I have been delivering payroll to one house with a signature release, and all of a sudden, it's not accepted anymore.
- There are a lot of things in the scanner that they don't know, but you can find a workaround.



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Cory Cutler

- Canpar pickups and Loomis pickups should be two different colors, so when you walk in to do the pickup you can say “I am here to pickup for Canpar” or “I am here to pickup for Loomis”.

Vinh Luu

- Let's start with the uniform. Then we'll move over to scanners.

Everyone

- Congratulated Larry on his retirement.

Erin Zuchotzki

- Asked if there were any more questions.
- Thanked the interpreters.
- Told everyone that the dates for next year's meetings would probably be announced after the holidays, in the first week of January.

Erin Zuchotzki closed the meeting at 2.53 pm Mountain Standard Time (MST) / 4.53 pm Eastern Standard Time (EST).

Minutes submitted by Larry James on December 13, 2023.