



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 Unit President Meeting Minutes

Date: Saturday, August 26, 2023

Location: Online via Zoom

The meeting was chaired and called to order at *10:02 am Pacific Time / 1:02 pm Eastern Time*, by **Glen Rankine**

There was a total of 12 participants in the meeting, including a Recording Secretary to record the minutes of the meeting.

- | | |
|---------------------|--|
| 1. Glen Rankine | 7. Stephen Aubertin |
| 2. Annie Daigneault | 8. Jonathan Grdic |
| 3. Susan Jonah | 9. Robert Ramjohn |
| 4. Jerome Molcan | 10. Jules Rochemont |
| 5. Todd Schulstad | 11. Peter Aligianis |
| 6. Dave Hill | 12. Larry James (<i>Recording Secretary</i>) |

Glen Rankine

- Asked if everyone had a chance to review the minutes from the last meeting that was held on June 3rd, 2023. He stated that they were sent out via email.
- Read the minutes from the Unit Presidents Meeting held on June 3rd, 2023.
- Asked for a report from each Unit President.



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

Susan Jonah

- Issues with cleaning might be resolved.
- She has spoken with a Federal Inspector who will be coming to the terminal in October, hopefully the issue will be resolved.
- Owner operator fuel subsidy is only calculated every 2 weeks; however, the price of gas goes up and down daily.
- Carbon tax was implemented on July 1st, and it will not go away.
- Asked that the union be proactive and approach the company about having them revisit the fuel subsidy.
- Suggested that we could encourage owner operators to send letters in.
- No Canpar delivery people left in Fredericton any more.
- Would like to know about filing a grievance about this.
- Has concerns about the elections next year and has plans to talk to Nancy.

Annie Daigneault

- We have to be careful before asking OO to send request for fuel subsidy, it has to come from the members and not the union pressuring the members to send letters in regards to fuel subsidy.
- Regarding the union dues and contractors, the union duty is to keep the job unionized with the collective agreement.

Todd Schulstad

- Freight volume has been down, but is just starting to come back.
- Routes are being cannibalized.
- Company spending money improving the lighting system.
- New lights are on motion sensors, which leaves the warehouse dark at night.
- Has safety concerns when alone in the terminal and no lighting in the warehouse.

Dave Hill

- Freight volume is very low, and bulky.
- Canpar is giving freight to Loomis while people are laid off.
- Was told it was an agreed upon trade off, but he does not see it.
- Company is still on the cusp of laying people off.
- Manager is hard to work with.



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

Susan Jonah

- Is there no one to direct where the freight goes?
- Why can't we stop it?

Dave Hill

- Grievances have to go in.

Susan Jonah

- No one is interested in grieving it.

Stephen Aubertin

- No one has to step up to file a grievance.
- It can be filed as a group grievance.

Susan Jonah

- Is that the way it works in Dave's terminal.

Dave Hill

- Yes.

Jerome Molcan

- Same issues but not enough drivers.
- Drivers that were laid off found other jobs and did not come back.
- Freight went to Loomis.
- Late start, 9.30 is too late.
- Poor geographic location.
- Rumors about Canpar being shut down and Loomis taking over.



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

Jules Rochemont

- Outsourcing.
- Manager fired.
- Has heard stories of redoing the routes so that they are done as one company.
- Loomis was not known in Quebec previously. Believes they used Canpar to get into Quebec.
- Canpar gives freight to Loomis, who creates a new route to do the Canpar freight.
- No one quit, no one got fired.
- Loomis trucks are run down, they are unmarked.
- Drivers are untrained, they do not wear uniforms.
- Loomis drivers are bribing the supervisors to get routes.
- Management favoritism is disgusting.
- They are setting drivers up to fail, getting rid of the undesirables.
- Driver can't do it anymore, so he is sitting at home, and his freight is sitting on the floor in the warehouse.
- Lachine does not divide up the freight from a route. They give to whole route to an O/O.
- Believes the reason freight has dropped is customer service.
- Saint-Hubert supervisors are cool and calm.
- Jules states that he drives a 5 ton truck, and is not always given a manifest for every pickup so has no idea of the weight in the truck.
- Meeting with Loomis sales representative, but there is no Canpar sales representative.
- When a driver gets interviewed, the first question the company always asks is "Did you read the Canpar Manual". What happens when it is Loomis?
- Asked about the Direct Link newsletter for everyone, so we would know what is going on.
- Trailer driver hours changed by 1.5 hours.
- Our collective agreement has had things removed without us knowing about it. Nothing about this was brought up at contact time.



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

Robert Ramjohn

- Same thing everywhere.
- Supervisors doing work and saying it is an emergency.
- I have been talking with Tom Parker, who gets frustrated when attached to emails.
- Freight is low, but is starting to pick up but not dramatically.
- No sales, if we do get a new account, it does not say Canpar or Loomis.
- Not enough workers.
- Concord has 29 employees for 35-40 routes.
- Markham has 8 guys and 16 routes.
- Drivers get 15 days off total.
- Lots of drivers on STD and LTD.
- Loomis loves it as they are making more money.
- We have to give the freight to Loomis, we have no choice.
- Health and safety is doing good. There have been improvements since Dawit's death.
- Camera's in the trucks cannot be used to monitor or discipline members.
- Difficulties dealing with supervisors.
- Tom Parker is very loyal to his staff.
- No one cares if the freight is being delivered. They only care if it goes out and is off the floor.
- Canpar drivers meet with Loomis drivers outside the terminal and give them freight.
- It is not like Canpar used to be. Today drivers are doing 5 or 6 stops per hour, where they used to do 10.
- Service is a problem, no sales reps.
- All freight goes through Canpar because we have the equipment and facilities, then we give the freight to Loomis. Loomis uses no resources to get the freight.
- We have nothing in the CBA to be able to remove a member from the system.



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

Stephen Aubertin

- Jon is doing a great job getting discipline reduced.
- In the north we handle GLS, UPS, Loomis, T-Force so we do not have the same issue with sharing freight.
- Barrie did rerouting.
- Subbury doing same.
- Going to Sudbury with Jon to talk with Tom Parker.

Glen Rankine

- Been busing serving as interim VP for District 3 and Unit Chair for Unit 2301 while Erin is away.
- Also serving as District 3 Chief Stewart and as lead had.
- Was at a bargain for Freight Systems and helped them get a deal.
- Freight being contracted out, due to staffing problems.
- Diminishing freight, people laid off have found new jobs.
- Complaints that the company should be hiring.
- Concerns about the company image as they have not had trucks washed in 4 years due to environmental laws (cannot use soap).
- Unit 2301 has been quiet.
- New Shop Steward (Brad Edwards).
- Sonia in Calgary is doing a very good job.

Jonathan Grdic

- 1 guy is laid off.
- Just found out that they are sharing freight.
- Mix match and swap freight so that Canpar would be more profitable.
- Has been told that Canpar is getting the better of the deal.
- In the north they are re-organizing routes in Sudbury and North Bay.
- No Loomis, only owner operators and hourly drivers, will watch how the rerouting is done.
- We need to meet with the company to see what their game plan is.
- If we keep allowing them to swap freight and operate as one company, they will keep doing it.



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

- In Windsor there are no lay-offs. Everyone is working.
- Dirty trucks make the company look bad, we power wash trucks once a week, outside and inside.
- Manager is attacking a 36 year employee, not sure why.
- Attendance is a big problem.
- Guys are being allowed to use sick days instead of being laid off.
- Company is hiring in Vaughan.
- Hard to find owner operators in the North.

Peter Aligianis

- Agrees with Jon.
- Feels that Tom Parker is difficult to deal with, says one thing to you and then does another.
- With regards to sharing freight, feels that we need to do something now, because if we allow it to continue the company will say, well we have already been sharing freight for so long.
- Speeding cameras in Toronto, are strategically placed where the speed limit drops from 40 to 30.
- Drivers are getting the max demerits.
- 1 driver received 2 tickets within 5 days.
- Company will not reduce or negotiate demerits, claiming they could double it for the second offense, but won't if you agree not to grieve it.
- Employees are getting heavy demerits constantly.
- Issues with H & S meetings.
- Managers are yelling that the meetings are taking too long.
- Adriana Brown gave 6 policies and it took 3 hours to rewrite them.
- Tom Parker claims that the H & S meeting should take no longer than 1 hour.
- Other companies give 1 day, just to prepare for the meetings.
- Whitby terminal update, there was a last-minute deal and the terminal was moved into the TFI building in Oshawa where they share with TST. The building is located just 3 kms from the Whitby location.



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 drivers were happy, however Loomis drivers were not happy as there was only room for 2 routes, and 4 had to move to Markham.
- Company hired 4 drivers for the Markham location, as they felt that not all Whitby drivers would make the commute. They have since fired 2 of them.

Robert Ramjohn

- Commented that 1 more driver has left for a job with Purolator.

Jules Rochemont

- Asked who the union representative is for the terminals in Quebec City, Chicoutimi, and Trois Rivieres.
- Must be some serious outsourcing going on in these terminals if there is no one to watch over them.

Annie Daigneault

- They have representatives for these locations.
- They are both named Alex.
- Recapped the H & S meeting for Jules who was not present.
- Planning to do a Direct Link newsletter.
- Plans like to involve more the members in multiple task force.
- Wants to establish a committee about sharing freight.
- We lose when we share, especially when we do intentionally give the freight to Loomis or other companies because the drivers don't want to do it.
- Education September in Montreal.
- Canada Labour.
- Harassment in the workplace.
- Diversity in the workplace.
- Explained that you are the union. We stick together when we stand together.
- Fought hard to help the Whitby members keep their jobs, and keep them working. Saw the dictation of the employees when she visited their terminal.
- We are the union, when we work together, we show our strength, we have the authority and can do that for the members.



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

Jonathan Grdic

- He had a talk with a sales representative. The sales rep's card says Canpar/Loomis, so wonders where his loyalties are.
- Was told that they will take nothing over 15 pounds and no multi piece shipments.
- There is no new freight coming into the system.
- The routes are not as tight as they used to be.

Jules Rochemont

- The company will not get new hand carts.

Jonathan Grdic

- It would be beneficial to them to replace the old carts. Better equipment makes the job easier.

Stephen Aubertin

- Delivers freight for multiple carriers.
- Staples account lost to FedEx.

Jonathan Grdic

- Sales cannot be competitive with pricing.

Stephen Aubertin

- Without UPS, GLS, Loomis, we would have no freight. That is why Muskoka was bought by Canpar.

The meeting was closed at *11:40 am Pacific Time / 2:40 pm Eastern Time* by **Glen Rankine**

Minutes submitted by Larry James on August 28, 2023