

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

**March 6.-7. 2025
Montreal, QC
VIDEOCONFERENCE via ZOOM**

Day **1.**

Attendees: Nancy Lapointe (NL), Manny D’Souza (MDS), Jeffrey Howell (JH),
Johanne Gosselin (JG), Erin Zuchotzki (EZ), Joe Rizzuto (JR)

Guests: Nathalie Lapointe (NatL)

The meeting is called to order at 10:06 am.

NL greets the members in attendance.

Minutes of Previous Meetings

- Reading of the minutes of the December 2024 meeting.
Motion by JH/EZ to approve the minutes. All in favour, motion passed.

REPORTS:

REPORT of PRESIDENT - Nancy Lapointe **TC Local 1976USW Executive Council Meeting**

Below is my report on some of the activities and other business I was part of since our last meeting in December.

2025 started crazy with CROA in Calgary the week of January 13 where we had two cases to be heard. The following two weeks were spent in North Bay bargaining ONR's agreements 2-3 and 8. We came back to Montreal at the end of the two weeks with 3 Memorandum of agreement and ratification meeting started the following Monday. Since Nathalie and I were traveling to Calgary for CPKC bargaining we left the ONR ratification meetings in MJ and Brandon's capable hand and it looks that two of the three Memorandum will be accepted by the members. We may need to go back to the table if the third agreement doesn't go thru but we don't know yet. Ratification will be done on site, March 17

About CPKC's bargaining, we started on Monday Feb 3 in the afternoon and we pretty much at a deal by the end of the day. The fact that all the other unions already had a deal and that the trend was already set, we did not have too much wiggle room. We spent the following day fine tuning the language and putting stuff in writing and we had a signing MoS by mid-afternoon on Tuesday.

Manny and I drove to Vaughan and Toronto yard the following Monday to meet with Jeff and the membership and I have to say that we were met with a warm welcome by most of them. Many voted right away and the rest of them we sent ballots to their home address.

We did the same for the rest of the country, i.e. Winnipeg the following Monday and Calgary on Wednesday.

Again, some members voted and the rest of them were sent their ballots. We also held zoom meetings at different times during these two weeks to allow people who were not available to join us physically to have a place to ask their questions.

Ballots are being sent to the office and will be counted on March 14.

While we were bargaining with CPKC, we have agreed to review and regroup our grievances and have them heard outside of CROA to bring the workload to a regular amount. We'll keep the dismissal and most political issues at CROA while the others will be heard outside to reduce the list to a more acceptable amount. This will reduce our travel expenses a lot if we travel once for 50 cases at a time instead of every month for 3 cases.

As some of you are already aware, the Crew Dispatchers in Calgary filed for decertification from USW. We received the info on February 11 which was day 2 of our Toronto tour. While we were doing the ratification meetings in Calgary; Josh, Jeff and I met with this group of 24. We had some difficult discussions with the membership and the person who originally filed the request withdrew it and as requested by the CIRB, we will be having a mediation call sometime in the next two weeks.

The former member hanging around CPKC Vaughan trying to decertify them, has been quiet since we did our presentation for the ratification. I imagine he will be quiet for the next couple of years until he puts his sight on another group or until CPKC becomes open again. We can't think that this will be it, I'm sure he will appear again sometime somewhere.

A quick follow up on Bill-25 on protection of personal information, we are still working on an internal policy and what needs to be done but we have installed locks on every filing cabinet in the office. We are looking into a new alarm system. Josee has spoken to some companies and is waiting on quotes.

The triennial is coming up and there is still lots to do but I know we will get there on time and ready.

Respectfully Submitted

Nancy Lapointe
President,
TC Local 1976 USW

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

REPORT of VICE-PRESIDENT – Manny D’Souza
Report for Executive Committee

The Year 2025 has had a quick start, and things are moving along quickly. I have had a great learning experience throughout 2024 and will continue it into 2025. I began the year privileged to join the bargaining committee for CPKC and got to work with a strong and well-balanced team that achieved a tentative agreement. I travelled to Winnipeg and Vaughan workplaces, and it was a positive vibe at both locations, and I am confident that this agreement will achieve acceptance on March 14, 2025. A big kudos to the bargaining team in achieving many significant gains and also not giving any concessions.

In the airline industry at Delta Air Lines a well-known event occurred in Toronto which made global news. An aircraft crash landed at Pearson International Airport and our members were involved on being part of the emergency response team. Fortunately, there were no fatalities, but the scene was unimaginable. Our members at Toronto were professional and quick to react during this incident. We worked together with the company to make sure all passengers were taken care of but also our members with any support as events of this nature carry a heavy mental challenge after the fact. A great job to all our members at Delta Air Lines in Toronto as the Local and the remaining members across Canada send their support.

American Airlines negotiations have begun and is progressing well. After 2 sessions many topics have been covered, and a third meeting is scheduled for the end of March. The committee continues to work hard to achieve the best possible deal for their co-workers.

At Garda World in Ottawa the airport continues to be busy the growth of the membership continues but they are still faced with employee retention as many members come and go. The contract is up for negotiations and the bargaining committee has sent out surveys and have created CAT teams to ensure that all members are engaged in the bargaining process. With a 24-hour operation it is imperative that the communication gets out quickly and accurately. Kristopher Marzitelli is leading this team, and I am pleased to say that he has a great committed team, and I am confident in their abilities.

I took the time participate in a Labour Relations meeting with Canpar where many resolves are occurring when coming to Grievance. I am happy to say that we continue to progress in the right direction and the restoration of confidence is visual. Our business agents Peter Aligianis and Jonathan Grdic are doing exceptional job, and we continue to receive positive feedback. With the success rate that has occurred both Brothers will be extended in their roles for 2025. I want to thank Annie Daigneault for all her contributions to making this a success as she plays a huge part of this team.

On a T Force mention a 3-year agreement has been reached and was voted unanimously by the members across Canada. A special thank you to bargaining committee for achieving a deal. The committee was made up of Annie Daigneault, David Hill, Glenn Rankine, Jonathan Grdic, Andrew Wong and Nick Squallice. Congrats on achieving a successful agreement.

In conclusion, we continue to work hard and look out after our members. With one contract ratified and one close to the finish line 2025 has started in a positive direction.

This concludes my report, thank you for your attention,

In solidarity,

Manny D'Souza

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

Disaster Relief Fund Report– Manny D'Souza

Disaster Relief Fund report of March 6, 2025

Requests were made for Brother Randy Boudreau who works at Viterra in Thunder Bay.

He suffered a medical challenge that has inhibited him to return to work. Although he has made significant progress and is expected to make a full recovery, he has been challenged with financial burdens for him and his family of four with a single income family and high costs continuing to soar.

The Local has approved a \$500 gift card from Walmart to provide brother Randy so that he can put some relief to his daily financial burdens.

We wish Brother Randy a speedy recovery and his family positive thoughts.

This concludes my report,

In Solidarity,

Manny D'Souza
Vice-President/ FST

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

Vice President Report -District #3- Erin Zuchotzki
Report for Executive Council Meeting, March 2025

Bulk Systems – Golden

- Since the last executive meeting I have got confirmation from Director Lunny that Staff Reps Earl Graham and Ed Kent will accompany me to Golden to see the folks there.
- We will be scheduling something in spring, at which time I will confirm travel with the Executive.

Seaspan – Vancouver

- Staff Rep Earl Graham went on vacation and as a result, Joe Delawsky reached out to me to assist with recent grievances.
- One grievance for benefit coverage as some members were being told their plan had expired, now resolved.
- One grievance for OT being performed by a junior member, still ongoing.

CPKC Unit 49

- Milli Bansal has resigned her position as Unit Chair, with Evan Fitch being appointed to the Unit Chair position. Evan is in the process of appointing a Unit Secretary.
- There have been three job cuts in the Unit, with Evan believing there will be more as the merger continues.
- The latest contract negotiations are getting positive feedback from the members.

CPKC Unit 891/892/891B

- Josh has been busy with face-to-face meetings with his members. Making sure they know they are heard.
- There has been one step 1 grievance filed for dismissal, and two Step 2 grievances filed for OT.
- They have two dismissals going to arbitration.
- The membership is pleased with the recent negotiations' outcome and are voting in favour.
- Crew Dispatch in Calgary has tried to file a de-cert application, this application as dismissed.

Canpar Unit 862

- Glen was involved in T-force negotiations recently, with a positive outcome to present to the membership. Voting is taking place on February 28, 2025.
- The membership at ICS on the Island have a new manager, which is causing some administrative issues. Glen went to the Island with the new manager to visit the terminals and hear the concerns from the members directly.
- At the Canpar terminal in Surrey, there was a violence in the workplace concern. The member was held out of service until a resolve was found. The member is now back to work, with a positive outcome.
- As a result of the violence complaint, Glen and I made the decision to relieve one of the shop stewards from their duties as we felt there was a conflict of interest.

Canpar Unit 2301

- Freight volumes have returned to normal for this time of year, with influxes due to weather.
- There was another termination of a long-term driver in Canpar Calgary.
- Canpar Calgary is receiving a lot of speeding infractions through the Samsara cameras.
- I am still actively looking for a new shop steward for Calgary.
- In Edmonton we are expected to move into our new facility shortly, the move date has been postponed by one week until March 7, 2025.
- There was a violence complaint from the ICS Edmonton terminal, which was dealt with internally, with a positive outcome.

In January, I attended the Alberta Leadership meeting in Calgary, as well as the Southern Area Council Annual meeting. The Southern Area Council will be holding their annual golf tournament in June.

We had our quarterly zoom meetings with the Canpar groups on February 23, 2025. I was hoping for a better turnout as we are in a negotiation year, but alas, turnout was poor. The next meeting is scheduled for June, and I am hoping for a better turnout at that time.

After the online voting for choosing delegates to Vegas, I was voted to go to Vegas as a delegate for D3, along with Jeffrey.

I am looking forward to the Triennial taking place in April/May. We have a Canpar meeting scheduled on the Tuesday night and will have a chance to discuss the upcoming negotiations as well as some other things.

In October Canpar will be starting negotiations for the next contract, I am hopeful I will be on the committee to assist.

Respectfully submitted by Erin Zuchotzki

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

REPORT of the VICE-PRESIDENT District 5 – Johanne Gosselin

March 6 - 7 2025

Here is my report on what has happened in the last months since December 2024.

Below is a breakdown by employers:

Canadian Pacific

No report.

Canpar

No report.

Opsis Centre d'appels PET

No report.

CCC

Everything is under control.

Nordia Québec

From April 15, 2025, the department of Teleconference will lay off 4 workers for lack of business. There will be only 8 persons left in that line of business. At this moment there is no other line of business to transfer them to at Nordia Quebec.

Central Main & Quebec Railway (CMQR/MMA)

No report.

Desgagnés Logistik / Valport

No report.

Benoit Laperle new Unit President, replacing Pierre Phenix.

Packaging

No report.

Bombardier

No report.

GDI 630 René-Levesque

No report.

GDI Palais des Congrès

No report.

Place d'Armes

No report.

Equan Place Ville-Marie

No report.

GDI 300 Léo-Parizeau (Gestion Mécanique Yvon Trépanier Inc.)

No report.

GDI Complexe Desjardins

No report.

GDI 2001 Robert-Bourassa nouveau nom pour ABC Mécanique de Bâtiment - London Life (2001 University)

No report.

Lineage

No report.

Ivanhoe Cambridge

No report.

INRS (Institut National de la Recherche scientifique)

No report.

Place Victoria

No report.

Busac-Chalmé Place Dupuis

No report.

Place Bonaventure

No report.

GDI – Place Alexis-Nihon

No report.

Quebec Airport and Regional Airports

The notice was sent at the beginning of December 2024.

The negotiations books are ready, we are just waiting for a date to start the negotiations.

Diogène

No report.

Brenntag

No report.

Waiting for an answer from the company concerning the calculation for the vacation pay. In the new convention the company specified the vacation would be calculated only with regular hours or overtime. This is not confirmed with the CNESST. So, they are waiting for the return of the company.

Submitted by Johanne Gosselin 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

March 6-7, 2025

TC LOCAL 1976 Unit Lodge 650

Joe Rizzuto

Staffing levels at the Thunder Bay terminals are slowly returning to normal as seasonal lay-off are being reversed. Western shipments are making their way East as prairie facilities are vacating their silos of last fall's crops. The 2025 season is expected to be a normal one with an average crop being shipped East and beyond. The possibility of tariffs being imposed on agricultural products by our neighbors to the south, may result in more grain shipped to our Quebec facilities for international export.

Our pension committee is currently talking with the companies to improve the Plan. The last improvements were made over 30 years ago, so some movement is due. We hope to have this settled prior to bargaining a year from now.

I had an opportunity to visit the CPKC Vaughn terminal with Jeffrey Howell, Leighton and TK late in January.

We met with management to deal with outstanding grievances, and I was shocked at the behavior of the manager. He quickly attempted to divide and conquer, but his beliefs were quickly corrected and told that we work as a unified team.

This entire process was new to me as I've never seen grievances go unsettled for so long. It was definitely a learning experience that came years too late. I would recommend that in the future, Local VPs be allowed to visit units in their district early in their mandate, and often over the term to better understand and undertake necessary action to truly assist unit presidents and members.

We met with members in their lunch facility expecting that the troublesome ones would engage me regarding recent indiscretions, and emails that were sent to me and others regarding issues that had surfaced in the terminal, however they elected to ignore me and avoided the lunchroom while I was in attendance. For the most part members were engaging and it was positive overall.

Unit 2304 Canpar

David Hill

Things at unit 2304 Canpar are leveling out from the New Year's slowdown. Freight volumes have picked up for a minimal eight-hour day. No layoffs have happened yet and everybody is working. Canpar kept all current staff employed.

This Friday I am ratifying a contract for T-force and the vote will happen today. The offer is 13 percent over 3 years, and I believe it will pass.

It is my understanding that management is climbing down on the brown demerit system, giving maximum demerits for motor vehicle accidents. They are no longer budging and will not remove any demerits at grievance level.

Subunit 4001 ADM

Earl Scott

Everything here is going well. We are going to unload a vessel in mid-March, and it will remain here until mid-April prior to returning to The Lakehead. We've been busy unloading trucks from Southeastern Ontario and loading other to ship into the US and eastern Canada.

Unit 2344 Canpar

Todd Schulstad

All is good in Ottawa. Freight has dropped from the chaos of during the postal strike. Nothing really to report.

Unit Lodge 2308 Canpar

Jonathan Grdic

Things in my unit at Canpar have slowed down considerably since early January but that's normal for our business this time of year. The good news is everybody is still working and currently no one is on layoff in London or Windsor Canpar. The only issue currently is I have a Windsor employee not getting her WSIB benefits since her injury in October. She reached out to Jim Pasel for his help. I'm still trying to resolve this issue and hope to have it done soon.

Unit 2311 Canpar

Freddy Montoya

1. Cutting Runs
 - Management is cutting runs instead of scheduling drivers for a full 8-hour shift.
2. Overtime for Neighboring Runs
 - The drivers on neighboring runs are now handling extra stops or extended routes.
3. Uneven Inbound Freight Distribution
 - Two days have heavy inbound freight, creating high workloads.
 - One day has a normal volume, providing a manageable workload.
 - The remaining two days have very light inbound freight, leading to drivers having less than a full day of work.
4. Employee Losses
 - Recently, several employees have left. These positions have not been refilled yet.
5. Increase in Brokers
 - The company has added more brokers.
6. Walkways, stairs and entry points are not consistently cleared of snow and ice nor salted.

Unit 613 Garda Ottawa

Kristopher Marzitelli

This is an important update regarding Unit 613 – Garda Ottawa.

Our Unit continues to face a high volume of disciplinary actions and persistent pay errors. Shop Stewards remain steadfast in filing grievances and advocating for fair resolutions through the grievance and discipline procedures. While we address these issues as effectively as possible, they highlight ongoing concerns that demand systemic change regarding the discipline and grievance procedures.

Our Unit's collective agreement is set to expire on April 1, 2025. We have formally served notice to bargain, appointed our Bargaining Committee, and distributed our bargaining survey to the members of Unit 613.

We received approximately 250 responses from our 400 members, providing a strong representation of our collective priorities. Based on this feedback, our Bargaining Committee is actively drafting our proposals, and we are scheduled to meet with GardaWorld between March 17 and March 28, 2025.

Key Issues Identified by Membership:

1. Wages – Fair and competitive pay that reflects the critical work we perform.
2. Medical Benefits – Improved and more accessible healthcare coverage.
3. Pension – Long-term security for our members' futures.

Outstanding Issues to be Addressed in Bargaining:

- Excessive late and missed breaks – Members are consistently denied adequate break time.
- Persistent pay errors – An unacceptable volume of payroll mistakes impacting our members.
- Forced overtime – Last-minute mandatory overtime within the final 10 minutes of a shift.

We have activated our Communication Action Team (CAT), made up of dedicated volunteers, to ensure our membership stays informed and engaged throughout bargaining. Our Bargaining Committee stands ready to advocate for a stronger, fairer contract that reflects the needs of our members.

Unit 2353 Canpar

Susan Jonah

Canpar - The terminal in Corner Brook closed as of February 28. Two employees were laid off.

Chris Connell, the linehaul driver from Dartmouth, unfortunately passed away in January.

ICS - There has been a fair bit of tension in Halifax since January between the supervisor and brokers over delivery priorities.

I'm working with the Atlantic Supervisor, and we may want to make a trip to settle things

I finally got a contact in St. John's Newfoundland. One person there is interested in becoming involved and has asked that I come to their terminal whenever I get a chance.

This is wonderful since I've reached out numerous times with no response

The upcoming contract negotiations will be of great interest to both Canpar and ICS.

Unit 951 CPKC

Leighton A. Costanzo

Everything has been relatively stable at Unit 951 over the past three months. The decertification chatter within the membership appears to have settled down, although some discussions were prompted by the posted "notice to revoke bargaining rights" on the bulletin board in Vaughan/Toronto which was removed after an unsuccessful decertification attempt in Calgary.

Several grievance resolves have been rolled out as we continue to have productive discussions at our scheduled monthly meetings between local management, our team in Vaughan, and chief steward Jeffrey Howell. Over the past six months, we have been able to fix some of the lingering issues that have affected Vaughan members for years.

I travelled to Calgary at the beginning of February to represent Unit 951 at the bargaining table. We reached a memorandum of settlement on February 4th after two full days of discussion. Some major issues that predominantly affected Vaughan members were addressed in the memorandum of settlement. The Unit 951 membership appeared largely supportive of the tentative agreement when we presented it to them on February 10th and February 11th. Nancy Lapointe (President), Manny D'Souza (Vice-President), Jeffrey Howell (Chief Steward), and Thuvaaragen Kathirvel (Unit 951 secretary) joined me in Vaughan Yard and

Toronto Yard to answer questions and concerns. Over 40 ballots were returned by the members of Unit 951 during early voting with a final vote scheduled for March 14th.

A handful of Vaughan members have been temporarily reassigned to Lachine, Quebec. At least one of these members is a supporter of our friend and according to my sources in Quebec, he has been very vocal about rejecting the tentative agreement. Disinformation was circulated back to Vaughan, including statements such as “Lachine voted no”.

Active members in Toronto yard remain upset that they have not received payouts for the Vaughan lunch break grievance. Many of these members are entitled to thousands of dollars in payouts since they worked in Vaughan throughout the period of the grievance (2019-2022). Retired, dismissed, and otherwise inactive members who were formerly active in Vaughan during this grievance period have still not received payouts.

Subunit 4001 Zayo Allstream

Warren Wadsworth

Everything is going well at Zayo, as we enter the second year of a new collective agreement with a 17% increase over 4 years. We are still pushing Zayo to hire more Cable & Line Technicians (USW Members) to accommodate the increased workload of new fiber optic builds in the field. We continue to see the majority of our fiber splicing and testing work being contracted out to third party vendors. In solidarity. Warren.

Respectfully Submitted by Joe Rizzuto VP-District #6 TC Local 1976 USW

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

REPORT OF THE CHAIR, BOARD OF TRUSTEES – Jeffrey Howell

Good day Brothers & Sisters.

I hope the first few months of 2025 have been kind to all.

The Board of Trustees met in December 2024 to conduct the year end audit. We thank the office staff for always being so welcoming, available to answer any questions and making the process as seamless as can be.

We have been in the process of Bargaining with CPKC since mid-2024. The Bargaining committee has worked diligently and has come to a tentative 4-year agreement with the Company. The voting will conclude on March 14th.

Nancy, Manny and I visited Vaughan, Winnipeg and Calgary to present the tentative agreement as well as conducted several zoom meetings for members across the country. The Membership has had the ability to present their sealed ballot on the day of the presentations or will also have the ability to cast their ballots on March 14th in person, or to vote via mail.

I have continued to attend meetings with the Union and Non-Union Leadership in Vaughan. Unit Chair L. Costanzo, Recording Secretary T. Kathrivel, Terminal Manager J. Lynch and most recently Director M. Watrowski and VP M. Hipwell have been in attendance, and we have begun to make some headway with the long list of grievances. In the last couple months, we have been able to resolve roughly 30 grievances for that location. Through the meetings as well, the most recent on February 26th, we highlighted several Health & Safety concerns that were brought to our attention by the membership and have the commitment from the Company to address and provide update on the items by the next meeting.

The long outstanding payment concerning the award for the meal period has been processed for the current members working at Vaughan, however the Company has yet to rectify and process payments for those whom have transferred from Vaughan to Toronto yard, or those members who have retired, resigned etc whom should be included.

We continue however to experience a growing number of grievances concerning overtime run arounds at Vaughan. The Company despite repeated requests have not furnished us with a qualification list, overtime lists nor provided call logs to demonstrate that overtime is being called correctly. We are hopeful that with either the use of expedited arbitration or through CROA we will be able to come to a conclusion and stem the systematic issue going forward.

There remain several open positions due to resignations, retirements and dismissal across CPKC locations. High turnover of staff is still a continuous issue in the Winnipeg NSC, Calgary CMC and Vaughan IMS Terminal. As mentioned previously the Company was interested in having our membership handle duties that would normally be done by the Minneapolis office by the NSC Winnipeg, this process has begun. As a result of the discussions with the Company, I was able to secure a premium to SES 16 for the members performing their duties.

We continue to see grievances being filed in Winnipeg for work being performed by Non-Union personal. It was hoped the opportunity and value to have discussions with the VP of the NSC to transform the 3 positions to be cut in January on the finance team could be transitioned into PUE positions rather than abolishment's in order to curb the transactions being performed by Non-Union, however the Company chose to remain on their current course of action. We will continue to grieve these situations and explore opportunities to correct.

In January Nancy, Nathalie & myself attended CROA in Calgary, the outstanding Weston Shop Grievance concerning their break periods has now been heard and we are hopeful of receiving the arbitrator's decision soon.

Calgary CMC discipline levels have been steadily increasing, mostly surrounding book off levels and crew cab errors. However the amount of discipline is in our view excessive, we have some dismissals heading to arbitration and are looking forward to a positive outcome. During the Tentative agreement presentations in Calgary, Nancy, Josh White and I heard that there are several systematic issues affecting the Crew Dispatchers in Calgary. The change to 8-hour shifts implemented by the Company has not resulted in positive change, as such many of the crew dispatchers are working through their meal periods, remaining after their shifts for extended periods to perform turnovers. Mr. White will be spending some periods with the Crew Dispatchers to observe and document, the grievance process has begun.

Thunder Bay crew bus positions, vacation periods have been covered by Non-Union Employees. Grievances have been filed. The Company issued a letter stating that overtime for crew buses has been suspended, this has remained in place since the summer vacation period and has yet to be rescinded. We have also heard from Crew bus drivers in Toronto Yard, that they are often working through their meal periods as well as both locations have reported that return to work employees have been utilized to fill in. These matters are being looked into and shall keep everyone up to speed.

The extreme delay for CPKC has continued in regard to SES Evaluations, Joint Investigation and Joint Harassment training. However, if the contract is ratified by the membership, I expect we shall see a renewed effort by the Company to finish these matters. Also CPKC has now begun the Pay Equity Process, several meetings have been held and will continue to be held every second week until the process is complete. As there are some many stake holders from the Company and Unions, this process will be lengthy, however the hope is to have the process concluded by end of year.

J. Howell
Chairman Board of Trustees &
Chief Steward CPKC
TC Local 1976 USW

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

REPORT OF CANPAR UNION BUSINESS AGENT - Jonathan Grdic

I am pleased to submit my first quarter report for 2025 to the Executive Council of Local 1976.

After the last EC meeting, I headed to Toronto the following week. While there I met up with Annie and Peter and we had our quarterly meetings on Health & Safety for ICS and Canpar. We also had our Labour Relations meeting the next day with both companies to work towards a solution to the grievances we had. The next week I took a trip down to Thorold terminal just before the holidays, things were slowly winding down and returning to normal as the postal strike was over, but our workers were fatigued from the heavy hours they put in the previous six weeks. Otherwise, they were in good spirits and looking forward to some extra time off.

As January started, I had to deal with a rash of disciplinary interviews in both my own unit, and the entire Canpar region I look after. I held my own Labour Relations meeting with my area manager and was able to get 85 demerits in total in reductions for the month. I visited T-Force with David Hill, and we presented to the members what the bargaining committee was going to concentrate on during upcoming negotiations. The people there were very receptive to that. I then went to visit the Canpar members in the Barrie terminal as we had a couple of disciplines I was trying to resolve. At the end of the month, I drove to Montreal and joined Annie as we held a Labour Relations meeting with Canpar Management. There was quite a bit of talking but unfortunately, we were unable to resolve majority of the grievances.

February started with Annie, Peter, and I in Toronto for our quarterly meetings with Canpar and ICS on Health and Safety and Labour Relations, which went well. During this time Annie and I managed to attend a Barrie Canpar unit meeting, and the members appreciated the fact we took the time to visit and answer all the questions they had. During the last half of the month, I spent time trying to resolve a few Canpar terminations. We have been successful on one of them so far. I was also part of the T-force bargaining team. We successfully reached a tentative deal which the members then voted heavily in favour of, accepting the new deal.

Jonathan Grdic
Business Agent

REPORT OF CANPAR UNION BUSINESS AGENT - Peter Aligianis

TC Local 1976 USW
1031 Barton St. East
Hamilton Ontario L8L 3E3

Quarterly Report
TC Local 1976 USW
March 1, 2025

To the attention of Nancy Lapointe and Executive Council,

In this quarterly report, I will outline the key activities and issues addressed by our union for the past three months, focusing on grievances, health and safety meetings, sick days, Samsara cameras and concerns related to short- and long-term care applications.

Grievances

Throughout the quarter, we have addressed several grievances brought forward by our members. The primary issues have been related to workplace conditions, unfair labor practices, and disputes over contract interpretations. Efforts have been made to resolve these grievances through mediation and discussions with the respective employers, ensuring that our members' rights are upheld.

Health and Safety Meetings

Our participation in national health and safety meetings has been robust, with significant discussions on improving workplace safety standards. Additionally, our general health and safety meetings have focused on the implementation of new safety protocols and addressing ongoing safety concerns within our local units. The active involvement of our members in these meetings has been crucial in promoting a safe working environment.

The company taking stand on sick days:

These federal sick days are costing the company over two million dollars per year, and they feel that everyone is taking advantage of them. We try to tell the employees to try to save them when they really need them but as soon as they acquire another day, they tend to use it right away causing shortages of employees.

Samsara cameras are becoming another issue:

The company is going after the drivers and disciplining them for infraction seen on the camera without police interaction or municipal camera infractions. Nobody but the company monitoring them knows the accuracy of this equipment. We have found inaccuracies with these cameras in the past so they are not accurate all the time and should not be used as discipline.

Issues with Short- and Long-Term Care Applications:

One of the pressing issues faced by our members is the delay in processing short- and long-term care applications by the company. Several drivers have reported waiting for months to receive their payments, causing significant financial strain. We have raised this issue with the company multiple times, urging them to expedite the application process and provide timely payments to our members.

We will continue to advocate strongly for our members' rights and work towards resolving these challenges.

Sincerely,

Peter Aligianis
Business Agent

NATHALIE LAPOINTE – MONTREAL AREA COORDINATOR

NatL gives an update on her various business meetings, visits to locations and ongoing negotiations.

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

APPEALS

G613-733-774-23 Duhaime Suspension Termination

- Motion by EZ/JR to hold the decision to close the file.
- All in favour, motion passed.

G613-967-24 Cruikshank Termination

- Motion by JG/JH to hold the decision to close the file.
- All in favour, motion passed.

G613-046-24 James Termination

- Motion by JG/JH to hold the decision to close the file.
- All in favour, motion passed.

LUNCH BREAK 12:40 pm to 1:30 pm

APPEALS – continued

G1290-952-24 Singh Termination

- Motion by EZ/MDS to hold the decision to close the file.
- All in favour, motion passed.

G2304-576-24 Cartwright Termination

- Motion by EZ/JR to hold the decision to close the file.
- All in favour, motion passed.

APPOINTMENTS

- Motion by JG/MDS to appoint Evan Fitch as the Unit 49 President.
- All in favour, motion passed.

FINANCES

- Unit Budgets
- Convention Fund Budget

New Business

Education Session & Conference April 2025 (WORK PLAN- THING TO DO)

- By-Laws – NL and MDS to finalize and send them to Nadine by the end of March 2025 for translation.
- Resolutions.
- AGENDA Education – Conference.
- List of participants for Education Session – Groups A and B.
- List of participants for the Conference.
- New Delegates at the conference to be addressed by Erin Zuchotzki and Johanne Gosselin.
- Gifts from companies – Raffle – benefitting GEMO FOOD BANK CHARITY.
- May 1st International Workers’ Day Montreal Rally.

Motion by NL to adjourn for the day at 2:55 pm.

The meeting is called to order at 10:33 am

FINANCES - continued

Jennifer Snyder's Financial presentation:

- TC Local 1976 USW Long-Term Performance
- TC Local 1976 USW Portfolio Report
- TC Local 1976 USW Yields Report

For the good of the union

- Motion by JH/JR to donate \$500 to the CPKC employee hockey tournament.
- All in favour, motion passed.
- Motion by JH/JR to sponsor the baseball travel team with \$1000.
- All in favour, motion passed.

Motion by EZ to close the meeting at 11:42 am.

Respectfully submitted by: Mari Sulkala

Approved by:

Nancy Lapointe, President

Manny D'Souza, Vice-President