



## TC Local 1976 USW

2360 De La Salle, #202 Montreal, Quebec H1V 2L1

PHONE: (514) 526-8280 FAX: (514) 526-0537

**On October 23,2020, the Senior Advisory Committee met with the Company on the following issues:**

### Old Business

1. Freight levels: the company is seeing the same trends as we have been seeing overall since the beginning of the pandemic. The overall number of stops has increased, but the overall volume is down as a lot of business is being brought in by e-commerce rather than the traditional retail outlets. The company is anticipating a quite busy Christmas season with the potential of weekend work being available.
2. User guide training: the company agrees that user guide training will be beneficial for Union Stewards and Management once the new agreement has been put in place. This will more than likely happen over a Zoom meeting shortening the time required to go across Canada. The Union and the Company will work on bringing the user guide training up to the new standards of the new agreement. The Union will follow-up with the company to schedule the training early in 2021.
3. E-commerce update: The company is continuing to look at new business being brought into the system and how they can effectively service this new business. As of yet, no decisions have been made. The company continues to look at all options.
4. Contracting out of Bargaining work: members across the country are continuing to bring up the contracting out that is happening between Canpar and Loomis. It seems to be a large problem in Vancouver and Montreal yet is still happening in most areas. The company is continuing to investigate the matter but is requesting specifics from each area to back up this claim. While the company continues to hire more members, the freight is still moving through both Loomis and Canpar systems with Loomis taking the easier deliveries and leaving the heavy, bulky deliveries to Canpar. The Union reminded the company that this issue is awaiting a date at Arbitration.
5. Third party freight: The company has spoken in the past of bringing back freight that is currently being done by third party agencies in some rural areas. The company is still looking into this and it will be decided in individual areas and regions. There has been no timeframe associated with this.
6. Vehicle monitoring project: while the company continues to consider this, it is not an important factor now with the pandemic continuing. It is not being marked as a priority at the moment.
7. COVID-19 update: as the pandemic continues to change and grow the trends are showing more people are affected in bigger areas. There have been 41 individuals at Canpar across Canada that have had to quarantine, with 10 of those being positive cases. The company has maintained that their ability to act quickly and do contact tracing has been effective. The company is continuing to follow regional health

guidelines as each region has different guidelines that must be adhered to. The company is not offering pay continuance for members having to quarantine.

8. COVID-19 terminal preparedness: The company maintains that the company and individual protocols put in place are sufficient to combat the spread of COVID-19 in the workplace. The protocols will be sent out to each terminal as a reminder of what to do in each area if the need arises, including mask usage, cleaning protocols and such.
9. Vehicle/scanner sanitation: The company maintains that the vehicles and scanners are being sanitised each evening and will continue to supply the managers with the needed supplies to get this done. It was brought up by a couple people present that this is not happening as management teams have not identified someone in the building to be responsible for this task. The company insists that it is a matter of delegating someone to do this task and will continue to work with local management in this matter.
10. Masks and PPE: The company has ordered a new batch of masks for new hires and will replace worn masks to members on a case-by-case basis.
11. Pandemic pay: The company is not looking at offering any type of pay increase for the pandemic. It is the company's stance that our members get paid well above the grocery store workers and people at Tim Hortons who received a pay increase. In many cases, those increases have now been taken away.
12. Update on the IT breach: the company admits at the time of the breach the employee files were thought to be safe. While they still maintain the employee files are safe, the company cannot confirm or deny a breach. Therefore, the company will be sending a letter to all members offering a 2-year free membership with Equifax, a firm that is responsible for credit monitoring, alerts and identity theft protection tools.
13. O/O reconciliation: the company admits that the reconciliation process took longer than anticipated. All O/O members should now be paid any shortages.
14. O/O Exception scans: The union explained the issue of the exception scan in detail to the company. The company agreed to investigate the matter further to find out why this has changed after the IT breach.
15. Overweight Freight: currently, the company is not offering O/O's financial assistance for handling overweight freight. Instead, O/O's have to follow protocol of asking customer for assistance and if that is not available then the customer has to come to the warehouse to pick up the delivery. Since there is no weight limit set by the company, individual occurrences will be decided on a case-by case-basis.

### **New Business**

1. Union materials: The Union is requesting that Union-related materials be included in the new hire package. The company agrees to let the local Union Representative speak with new hires and distribute the materials.
2. New SAC member: The Union informed the company that due to the new action plan being put in place there will be a new member of the SAC who is voted in by the local representatives amongst themselves. This election will happen sometime in the spring.
3. New H&S policy committee member: The Union informed the company that due to the new action plan being put in place there will be a new member of the H&S committee who is voted by local representatives amongst themselves. This election will happen sometime in the spring.

4. Loss of Business (Good Food): The company confirmed that Good Food is still a customer, but they are expanding at such a rate they are looking at other options for delivery. While some areas will continue to see Good Food deliveries, other areas will lose the account all together.
5. TMN contractor in Chicoutimi: The company will look into this matter further.
6. H&S in Chicoutimi: The company is looking into this issue further as well, with an emphasis on the lighting situation.
7. Lachine (421) work being offered to O/O and subcontractors: We reminded the company that Local 1976 is the sole bargaining agent for the members at Canpar and that, with respect, this local agreement should not have been made with the O/O's and subcontractors over anyone else. The company made a commitment to investigate further and that when there is weekend work, they will contact the union instead of making individual deals with OO's.
8. Hand carts and mall cart replacement: The Union expressed a need to replace broken or missing equipment for members to effectively do their jobs. The company agrees and will alert management in areas where equipment needs to be replaced to do so.
9. Nov. 1, 2020, O/O understanding: The union is concerned that freight already in the system will be deemed "new work", giving the company the opportunity to make these unposted routes new O/O routes. The company is not interested in this as it considers all freight in the system currently to be active work, and if there are hourly members doing the work now, they will continue to do so.
10. Nov. 1, 2020 Part time drivers: The company has no comprehensive plan for this to roll out. It is an option for some customers but is not being offered right now because there is no "grand plan" for November 1. The company assured us this is not to replace full time drivers, but to enhance staffing levels.
11. Jeff Guile's replacement: The company looked outside their ranks to find a replacement for Jeff Guile. Daniel Zahir has been hired to replace Mr. Guile and will start October 26, 2020.
12. Vacation due to COVID-19: the union brought up the members working through their vacation times because of heavy freight volumes. The company has no plan to offer these members to be paid out their vacation right now but will be looking into this further.
13. No more employee recognition programs: While the company appreciates the hard work done by our members there is no immediate plan to bring back anything in the way of a recognition program, other than the milestones of 5, 10, 15 + years.
14. Cell phone usage and reliance: The messaging system through the scanner is working in all areas of Canada – during the IT breach it was not operational, but it is up and running again. The company cannot stop members from using their cell phones, but it is suggested that the scanner messaging system be used. The company will reiterate this to all managers. It is confirmed that no driver is obligated to use their cell phones.
15. Trans 8: the company is actively looking to hire more hourly members in the North. Trans 8 will continue to be used until the areas are fully staffed.
16. North members handling UPS COD's: The company will gather more information on this and get back to us.

17. Winter tires: The union is requesting the company look at placing winter tires on vehicles working in tougher winter conditions. The company maintains that because it is not mandatory, the tires with a more aggressive tread are adequate as long as the vehicles are being driven properly. The Union contends that during the second winter season of the tire, the tread is worn down extensively and navigating snow and ice-covered roads is, at times, dangerous. The company maintains the tires are adequate for all members, therefore winter tires are not necessary.
18. Respect in the workplace, Granby: the members in Granby are not responding to the management's abrupt language choices. The company has committed to speaking with the area manager for a resolve.
19. Uniforms: The union was made aware that a new supplier for uniforms was being found and as a result, members were unable to access new uniforms. The company informed us that a new supplier was found already, the switch has happened, and ordering new uniforms should be seamless.
20. Calgary operation issues: The preload in Calgary has been switched over to Loomis. During the last few months, the pre-load has become so bad that Canpar members are sorting their trucks before departure to remove freight that is not for that route. The company agrees this is inappropriate and will work with local management to find a fix – proper training, more members, etc.
21. Manager Roland not replying to grievances: In Southern Ontario, Area manager Roland is not replying to grievances within the timelines. The company will follow up with Roland and remind him of the importance of protecting the timelines.

**Grievances:**

The Lead Hand grievance was discussed as it is still ongoing. The grievance is slated to be heard by an arbitrator December 2020. No resolve was reached.

The next Senior Advisory Meeting is yet to be scheduled.

Senior Advisory Committee (Union)

David Hill, Glen Rankine, Nathalie Lapointe and Erin Zuchotzki (guest)