

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

**September 5th 2024
Montreal, QC**

VIDEOCONFERENCE via Zoom

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

Guest: Nathalie Lapointe (NL)

The meeting is called to order at 10:02 AM.

NL greets the members in attendance.

Minutes of Previous Meetings

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

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

Reports:

REPORT of PRESIDENT-Nancy Lapointe
TC Local 1976USW Executive Council Meeting
September 5-6, 2024

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

My first two weeks in June were pretty much dedicated to arbitration. As you are aware, CP wants to make the Car Compound a Safety Sensitive position but because that would allow them to test senior employees for drugs, we hit them with an injunction. We had our second arbitration day on this matter, and everything is on hold until our next hearing day which is scheduled for September 26. This case is also linked to another arbitration that we are doing outside of CROA and it the one on the Drug and Alcohol Policy that CP put in place more than 4 years ago. I wasn't able to attend the last session in August, but Manny and Jeffrey attended instead of Nathalie and myself. We have booked another 21 days of hearing for this case.

During the second week of June, Nathalie, myself and Erin, attended CROA in Edmonton. Our case was a 4-year-old cases about Vaughan employees who lost 10 minutes lunch per day when the company decided that lunches would now be 30 minutes instead of 40. The CC is clear, they can't do it during a contract, but they did not listen. Against all odds, we won the case, and the arbitrator ordered the company to pay the members. The company wants a revision so we will have a call with the arbitrator and the company on the 5th. Because this was long overdue and we wanted to put every chance we could on our side, we took Tim Lamont and Andrew Simpson as witnesses and they did a great job. We also brought Leighton Costanzo with us as a learning experience.

The staff and I also attended a course on Bill 25 on the protection of personal information's. We will need to adjust some stuff in the office to be in accordance with the bill but it should not be too complicated as we were already extremely careful with this info.

I had the pleasure to spend time with our District 6 representative at the Conference in St-John's (NFL) during the week of July 8. It was surprising to me how things get done in other District because we had a lot of time outside. Everything was scheduled and we were all together during these activities, but it is not at all how it's done in District 5 where we do resolutions and other duties that D3 and D6 do not get involved with during their respective Conference. I am not sure why, but I believe that the difference comes from the fact that D5 only converse one province when the other two convers more than one province. It gives D5 the engage in politics at the provincial level. We had two CROA cases (dismissals) with CP in July but since they were being heard in Montreal, I spent the rest of the month working from the office. We have not gotten the award on those but because these were MVA and employees tested positive, it's a little more complicated.

August was quieter for traveling but there was a lot of stuff to handle from the office. A certain individual resurfaced at Vaughan to tell our members how bad we are and why they should desert from the USW.

He was removed from the premises by CP Police but came back at night, hiding in the bushes, coming out when he would see a car. Some members were actually scared by his actions. I took a week's vacation and went to Lac St-Jean to rest by the Lac and enjoy the company of family and friends. I also attended the IF conference in Vancouver the week of the August 19.

There were zoom meetings here and there since our last EC but most of them were in relation to the day-to-day union business.

We have reached out to the organizers across the country to make sure they were aware of the Vaughan situation and were ready to react, should something happen.

After discussing with Jeffrey, and Leighton it seems that this individual is targeting Vaughan and Winnipeg but it does not look like Winnipeg is really listening. There were issues in Vaughan but Leighton and his team are working really hard and it seem they have nip it in the bud. Manny and I are in constant contact with them, and should MN decide to pay Vaughan another visit, the organizers in Toronto will be right there to chat with him.

Our Triennial is coming up but the International Conference will take place in Vagas prior to it so Manny and I have spoken to Alvin Heard in Pittsburgh and we have figured a way to fix it without having to change our dates or cancelled our conference and lose 50000\$. We will be discussing this during our EC.

Respectfully Submitted

Nancy Lapointe
President,
TC Local 1976 USW

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

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

The summer has gone by so fast but the work continues. This summer has been one of many preparations as we will be faced with many contracts up for negotiations.

In the airline industry I will be meeting next week with Delta Air Lines to start our Workplace Committee and also our Pension Committee. This Committee will be made up of Delta members from locations across Canada to ensure that there is a safe work environment and also discussions on pension enhancements. Currently we are also working with them on a Pay Equity Committee which is mandated by the Government. The progress has been slow on the Pay Equity but Jan Borowy our National Pay Equity Administrator is keeping them on their toes and pushing to complete the mandate. The same goes with American Airlines the Pay Equity has better traction and has almost reached the finish line. On a negotiation stand point, surveys were sent out via QR code to canvas what our members are looking for in the next collective agreement. Currently an approximate 60 members out of 275 have taken the time to complete the survey and the committee will be getting together in late September to prepare proposals for our first meeting which has not been determined yet.

At Garda World in Ottawa many new members have entered and so the work has been intense. There have been many challenges with scheduling and lots of overtime is being forced which is lowering the morale of our members. I have been and will continue meeting with Garda about these issues as they are starting to get out of control.

The website has been modified and completed, we have updated most information and all our member groups are now on the website. This hard work by our team deserves accolades as this was very complex and much attention to detail was required. We also have been working on member lists so that we try to keep everything up to date as much as possible. Thank you to the entire admin staff for assisting in getting this done.

I took the time to visit a few more Canpar locations and again with summer wrapped up the fall will include some extra terminal visits. The most recent stops were St. Catherines and Hamilton. Next stops will be Lachine, Ste. Therese and St. Hubert and Ottawa.

In conclusion, the work never stops and we continue to focus on the best interest of our members. Our team has built a strong foundation and we continue to work on providing the best possible work environment for all our members.

This concludes my report, thank you for your attention.

In solidarity,

Manny D’Souza

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

District #3
REPORT of VICE-PRESIDENT- Erin Zuchotzki
Report for Executive Council Meeting
August 29, 2024

Bulk Systems – Golden

- Yvonne is currently on medical leave and we are unaware of when she will be returning.
- In early July I appointed two new shop stewards for the Trimac group. New signed CBA's have been sent to them and they will be in contact when needed.
- Nothing was reported to me about the work stoppage and if it impacted our members at Bulk.

CPKC Unit 49

- Milli is currently on medical leave
- Layoffs due to the work stoppage at CPKC and CN.
- New software is being introduced in the fall which looks like it will reduce the unionized members by 3 positions. The introduction of this new technology will also be bringing in 2 new non-union positions at the same time.

Unit 891/892/891B

- I did not hear back from Josh when I reached out.
- A member in the Golden CPKC stores area reached out to me to discuss his layoff notice. I emailed Jeffrey and Josh to assist.

Canpar

- Work is finally starting to increase across the country. Mall freight is at an all-time high.
- We have been told that YM group (Stitches, Urban Behaviour, Urban Planet, Suzy Shier, etc) is ramping up their shipments and all mall freight has to be delivered daily, which is pushing more drivers into the malls to deliver with areas being consolidated due to lack of bodies.
- National Health and Safety meetings took place for Canpar and ICS on Wednesday, August 21, 2024, over zoom. There are some topics for follow up, either by the company or by the Union, respectively.
- The National Grievance meeting has been postponed until September.
- Overall, grievance submissions are low, yet the Alberta Regional Manager is not abiding by the timelines within the CBA, with 3 separate grievances being filed because the company did not adhere to the timelines.

In early July I went to Calgary to see the folks from ICS and Canpar. I met with the ICS brokers and we had good conversation about their current issues as well as upcoming bargaining and the process. I am working more closely with the ICS manager to resolve the issues that were brought forward.

I then went to Golden, BC to see the Bulk folks since I was only 3 hours away when in Calgary. Out of 14 members, I had 9 people attend a meeting onsite. There is a list of things that need to be addressed with this group and management. I would like the Local's blessing to go back to Golden with

USW staff (Possibly Earl Graham as he helps with the contract, and Ed Kent, Health and Safety for D3) as I believe more discussions need to take place.

Canpar members have their quarterly membership meetings on August 31, 2024. I anticipate a low turnout for these meetings as previously discussed. As this meeting was scheduled on a long weekend it is not ideal timing. I will endeavor to plan better next year.

I was asked to attend the Local 6673 Annual Derrel Deck Golf Tournament on August 10, 2024. I was approved to go with one other person. I brought along a fellow Canpar member and we had a great day!

There are elections coming up in Saskatchewan and British Columbia this fall. I have been requested to facilitate 3 out of the 5 sessions and I am looking forward to this. I will do my best to see members when I am in areas that we have Canpar/ICS members. Vancouver, Saskatoon and Winnipeg will get a visit this fall.

Respectfully submitted by Erin Zuchotzki

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

District #5
REPORT of the VICE-PRESIDENT-Johanne Gosselin
Report for Executive Council Meeting

Here is my report on what has happened in the last months since May 31, 2024.

Below is a breakdown by employers:

Canadian Pacific

No report.

Canpar

No report.

Opsis Centre d'appels PET

Everything is under control.
New contract signed in the first quarter of 2024.
Unit president Caroline Roy-Agar.
Vice president Sandy Coté- Martin left company for a government job.

CCC

Everything is under control.
Convention signed in spring.
They have formed a health and safety comity.

Nordia Québec

Negotiation on 4, 5 and 6 of June 2024. Will be presenting a global and final offer from Nordia to membership on September 4th by zoom. To be updated at the EC meeting September 5th.

Central Main & Quebec Railway (CMQR/MMA)

Couldn't reach anyone.

Desgané Loistik / Valport

Benoit Laperle unit president, replacing Pierre Phenix.
They hired a new Human resource director.
CRT at the end of August to present new staff Pierre-Luc Dick.
Convention ends this year December 31, 2024.

Packaging

Didn't happen for the season 2023 and don't know for 2024.

Bombardier

Everything is under control.
They are studying to hire one extra person.

GDI 630 René-Levesque

Everything is under control.

GDI Palais des Congrès

They are studying to hire a 5th person.
Need to finalize LOU before the hiring of this new person.
President Pascal Danis.
V-P Mounir (no family name).
Everything is under control.

Place d'Armes

Contract finalized end of June.

Social benefits from July 1, 2024 will increase by 10%, it will cost approximately 82.30 a month and surplus of 987.59 per year.

Equan Place Ville-Marie

Everything is under control.

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

Offer accepted at 2.5 for 3 years instead of 5 not yet finalized.
The negotiations ended January 30, 2024; we are awaiting the return of the company.
Company has to have some discussion for certain clause with the client.
Optimistic that the return will be in the next few weeks.
Everything under control.

GDI Complexe Desjardins

Difficulty hiring class A mechanics.
In my last report I thought the LOU to hire class B+ is still under discussion.
2 grievances, going to arbitration in October and November 2025.
Everything is under control.

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

Normand Gauthier retired after 47 years.
New steward M. Abdel (don't have family name).

Looking to hire a new person.
Everything is under control.

Lineage

They are now listed on the stock exchange which generated profits that they decided to share with employees, Based on seniority. More seniority bigger bonus.
Everything is under control.

Ivanhoe Cambridge

Waiting for back pay from January 1 2024 to July 2024 when this was signed and finalized.
Employer second offer accepted Wednesday May 22 at 100%.
First year 5%, the next 2 years 3% and 1000 \$ dollars signature bonus.
Everything is under control.

INRS (Institut National de la Recherche scientifique)

Everything is under control.

Place Victoria

Arbitration accepted waiting for a date.
President Maykael Menendez dismisses April 2024, grievance to arbitration committee.
Everything is under control.

Busac-Chalmé Place Dupuis

Christian Baulme délégué syndical.
Waiting for news from the company regarding insurance. This company has two entities, Busac and Chalmé.
Busac insurances better than those of Chalmé (six employees). It would be better to have everyone under the same insurance.

Place Bonaventure

Everything is under control.

GDI – Place Alexis-Nihon

Everything is under control.
Looking for a day operator.

Airport Macaza

No news.

Quebec Airport and Regional Airports

It is less chaotic, there are still some pay errors. It was so bad at one point that some airports did some visible protesting which got the attention of hire up in the company who contacted the USW saying it was illegal that we had a contract, but after talking with Nathalie Lapointe who explained the frustration of the members, it seems that he was not aware of the situation. That is when they created a position in Montreal to take care of Québec and regions where they can get in contact with this person in Montreal to accelerate corrections of pay errors.

With summer vacation we haven't had a meeting with the company. They should resume soon. Unfortunately, Guillaume Lacasse is going back to school starting the 9th of September and has notify me that he will not stay on as region president, he will still work at the airport. It saddens me but I wish him good luck in his new project. So back to finding someone.

Diogène

2 grievances being studied if we are going to arbitration. Waiting for the answer from arbitration comity.

Brenntag

Withing 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. Which is not conform 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 EZ/JR to approve the report. All in favour, motion passed.

District #6
REPORT of VICE-PRESIDENT - Joe Rizzuto
TC Local 1976USW Executive Council Meeting

TC Lodge 650

Joe Rizzuto

It's been an average year so far in the port for grain. Shipments have been steady and only interrupted by the Railway lockout. Members were laid off across the water front, but was short lived. Today grain shipments from the prairies are arriving slowly and sporadically as railway workers are working to rule.

Richardson and Viterra have hired new employees in anticipation of a busy season again. We've arranged for Steward level 1 and 2 training due to many committee members being new. There will be 4 Richardson and one CPKC employee attending. I have not been able to recruit anyone from Canpar to participate.

There has been talk by some of our trade members at Richardson that their pay is not adequate and that a jump to a trade specific union may help their efforts. This has been going on for a year or so, and it appears to be gaining support. I'm not sure yet if all three companies are involved, or if its only Richardson. I have spoken to management about their concerns, but they fear retribution from other members if they unilaterally increase trade wages. Their legal department has also advised them to not attempt pacifying them in fear of massive grievance filing by non-trade members.

We have completed Pay-equity committee talks and the results have been posted. We've received no complaints yet from any of our female employees. Pension committee talks will begin again later this month, but I fear the company will attempt to stall as much as possible to take this closer to contract bargaining.

We've ordered t-shirts for members again and hope to have them in a couple of weeks. Earl Scott from ADM has convinced Cody Alexander that they need USW Jackets. We've acquired 6 from Local 1-2010 at no cost and had the logo re-done to read "Local 1976." The cost for the alterations come to about \$100.00.

I've attended the Canpar terminal in Thunder Bay a couple of times recently to help with safety tours. Their health and safety co-chair had been off sick for a few months.

Unit 951

Leighton Costanzo

It has been a very eventful and chaotic month for Unit 951 over the past month, Vaughan Yard has been the primary target of a former member's decertification campaign. On August 5th and 6th, this individual arrived outside the in-gates of CPKC Vaughan and self-advertised his podcast and circulated anti-TC Local 1976 USW pamphlets to the membership. On two occasions, I reported him as a safety hazard to management because he was standing in the middle of a high-traffic intersection. One manager sent a supervisor to escort him off the premises and contacted law enforcement. This same individual showed up the next day, and the other manager let him linger for hours. He engaged with several members and posted TikTok videos slandering the Local.

As a consequence of the CPKC lockout of TCRC members, Unit 951 received layoff notices for crew bus drivers, store persons, and intermodal equipment operators. The layoffs primarily affected members in Toronto Yard, but only lasted a few days. Layoff notices were rescinded in Vaughan shortly after they were issued and before they took effect. Members in Toronto Yard were in a state of panic over the layoffs, and I spent over 20 hours on the phone from the time the layoff notices were issued. Members in Toronto Yard were furious about the Union's lack of guidance and outreach in the midst of

the ongoing layoffs. These frustrations were mitigated by the direct link that was sent a few days later and the updates I was able provide about the ongoing developments. However, many disenfranchised members in Toronto Yard protested: *“we need a new union”*. On my day off, I went to Toronto Yard to represent a member during an investigation. I brought coffee and muffins for the membership. To respond to the decertification threats in Vaughan Yard, the unit secretary Thuvaaragen Kathirvel and I were released from regular work duties on union business on August 23-24. We each spent two full shifts interacting with the membership, warning them about the consequences of decertification, promoting solidarity within the bargaining unit, and writing grievances. Coffee and donuts were provided, and the members were very appreciative because past union representatives had not done this before. However, when the members saw us wearing TC Local 1976 USW merchandise (hats and sweaters), they asked *“Why doesn’t our union provide hats and hoodies to the members? Other unions like Liuna and Unifor do that.”*

Many questions were asked about the meal break arbitration award, most notably when the longer breaks would take effect. Senior members were outraged that the grievance only asked for 40 minutes as opposed to 60 minutes, which had been past practice 25 years ago. We informed them that a grievance was only submitted for 40 minutes in 2019. There were strong concerns voiced over the Union’s lack of transparency, and growing frustrations expressed over the time it was taking for the award to be implemented and other grievances to be resolved.

During the tumultuous period, talk of NOWU permeated throughout the membership, and criticisms of the national leaders reached a climax. However, I observed that these frustrations declined when there was a visible union presence in the yard. When TK and I set up our station in the break room, working on grievances on my laptop and answering questions, the morale of the membership drastically improved, and dissatisfaction was quickly offset by optimism and gratitude. Many indictments of the Union involved past union leaders and local representatives, such as Steve Hadden, Richard Summerside, and Richard Greenaway. There was not a lot of dissatisfaction with the incumbent leaders, including the team we have assembled in Unit 951.

An ongoing issue that can be identified in Vaughan is the lack of respect the membership has for each other. Instead of looking out for their union brothers and sisters, some members are acting as informants to management and triggering investigations and disciplinary events. We feel as though trials may eventually be necessary for the few members who openly and unabashedly call for decertification, and who willfully wrong other members as outlined by Article IX of the USW By-Laws for Local Unions.

Going forward, we will continue to promote the values of the USW Constitution and urge solidarity among good-standing members, while monitoring the incendiary members who are non-compliant with our Union’s values and foundations.

This is my report Respectively Submitted
Joe Rizzuto (VP District #6 USW Local 1976)

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

REPORT OF CANPAR UNION BUSINESS AGENT – Jonathan Grdic
TC Local 1976USW Executive Council Meeting
August 2024

I am pleased to submit my third quarter report of 2023 to the Executive Council of Local 1976.

After I returned from the Audit and EC meeting, I spent most of June working from home. During this time, I listened in on disciplinary interviews over the phone, settled minor grievances and answered questions for members. Kurt Merner and I also spent a lot of time on the phone working on our proposals for contract talks taking place in August with Motipark. At the end of June, I participated in a golf tourney with Dave Neale in the Hamilton area as we helped raise money for the Hamilton food bank.

I started July off by attending the District 6 Conference in St. Johns. While there, I attended a workshop on “Workplace Violence and Harassment” and was also treated to a wonderful tour of Bell Island. Upon my return, the London Canpar terminal held their 3rd annual golf tourney. There was participation from members and management in a few different locations. Near the end of the month, I begin visiting terminals in Southwestern Ontario along with attending a grievance meeting with Peter and Annie in Toronto.

During the early part of August, I enjoyed a few days of vacation by golfing and spending time with my partner. After that I took part in Motipark contract talks with Rob Mason near the middle of the month in Windsor. We left after one day as there was not much progress on the monetary side of things but have since resumed talks and are exchanging proposals through email. We are confident we will have a deal to present to the members shortly after the Labour Day weekend. Near the end of the month, I was present for Canpar and ICS Health & Safety meetings in Toronto, also taking the time to visit Canpar and T-Force members with Annie, Manny, and Peter.

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

REPORT OF THE CHAIR, BOARD OF TRUSTEES – Jeffrey Howell
TC Local 1976USW Executive Council Meeting

Good Day

As I am sure all are aware, there was a Lockout conducted by CPKC, which effected our membership, crew bus drivers, stores, and Crew dispatchers to name a few. All effected members whom owned a position or had 2 years seniority were able to apply for sub benefits. The job action was short lived as parties were ordered to resume operations and proceed to binding arbitration, however there is still a degree of uncertainty as the TCRC is challenging the validity of the order in Federal court.

As the Collective with CPKC ends December 31st, 2024. Surveys were provided to the membership. 78 respondents provided feedback. The first meeting with the bargaining committee took place on August 16th. Among the respondent's salary and quality of life remain high points of focus. There has been continued requests for more information to be provided by the USW / Local, either by means of Newsletter, Current and up to date message boards, etc.

I attended meetings in Vaughan at the end of June and July with the Unit Chair Leighton Costanzo and Terminal Manager Jeffrey Lynch, the meetings have gone well, and I do believe we shall see some progress in Vaughan concerning Investigations being conducted outside of the availability of the Union Representative, Employee appreciation and general moral. We should keep an ever vigilant eye on Vaughan Terminal considering the outside factors and the internal workings of the Vaughan Intermodal Terminal. There has been a large increase in grievances filed concerning overtime issues, as there is no kept log concerning whom is called for overtime and if they are calling in seniority order. Many grievances have been filed, and thru discussions with Labour Relations we may need to escalate 1 to arbitration in order to mitigate the issue.

We have begun to make headway with the Company concerning the grievances and outstanding issues. A meeting was held with Labour Relations, Nancy and myself on August 23rd. We should be seeing several resolves coming thru mainly for Vaughan, Winnipeg and Montreal. This is a positive step! I attended arbitration hearing concerning the CPKC drug policy with Manny D' Souza on August 13th. There are currently at a minimum of two more hearings to be conducted into the matter.

High turnover of staff is still a continuous issue in the Winnipeg NSC, Calgary CMC and Vaughan IMS Terminal. CPKC hired a class of 9 for the NSC scheduled to commence September 2nd. Hiring has continued in the CMC however with shifts being transitioned to 8 hours from 12, there seems to be from the Company perspective a increase of attendance issue. It should be noted however that there is also an increase in OT hours due to the staffing levels not being filled by the Company.

There remain several open positions due to resignations & retirements across CPKC locations. The NSC is looking to cut 3 positions due to technological change. However, there are several grievances being filed in Winnipeg for work being performed by Non-Union personal. There may be an opportunity to discuss with Danny Melo VP of the NSC to transform the positions in PUE positions rather than abolishment's, this has proven effective over the last 2 years. Furthermore, the NSC has agreed to reinstate the Quality of Life for the Operations staff, as such this would create aid in PUE positions. Outstanding however remains the creation of a bilingual Employee Services Position as has been discussed in the previous contract negotiations with the Company, we may need to revisit at upcoming bargaining meeting.

Ongoing Issues in Thunder Bay crew bus positions. All Summer vacation periods, have been covered by Non-Union Employees. Grievances have been filed. The Company did issue a letter stating that overtime for crew bus has been suspended.

CPKC has continued to experience a high back log in SES Evaluations, Joint Investigation and Joint Harassment training. CPKC has also held only one meeting concerning the Equity pay process.

Tho per Federal Government guidelines this process should be concluding, the Company on August 28th, filed for extension.

J.Howell
Chairman Board of Trustees
TC Local 1976 USW

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

REPORT OF CANPAR UNION BUSINESS AGENT - Peter Aligianis
TC Local 1976USW Executive Council Meeting

To the attention of Nancy Lapointe and Executive Counsel,

As a business agent, I continue to assist the members within my region. Ongoing visits to my terminals have built a stronger rapport, keeping them informed of the unions plans and showing them that we are working hard to make changes within the company together.

The last couple of months have been busy with the volumes being down the company is micro managing the drivers about work performance on their routes and attendance. I have been having discussions with my members about managing their time on the road and if there are gaps to let someone know so they don't get into trouble also there has been many speed camera tickets being reported by the company. With the volumes being down runs are being cut and the work is being shared amongst the drivers which in turn is causing the drivers to drive faster to keep up their productivity they are being given work in unfamiliar areas then running behind on their own routes which is why they are speeding.

Also, with these new sick days that the government has implemented the drivers are using them and the company.

Is upset that they are using all of them but will not do anything to stop the drivers from doing so for no reason but to just have a day off according to the company, they should offer some incentive to the drivers to keep them from using them as they get them maybe pay them out at the end of the year as a bonus.

In July we had a labour relations meeting in Toronto at JCC with Tom Parker, Annie, Jonathan and myself to try to resolve some grievances and to try to get some members back to work that had been terminated but didn't really get anywhere next meeting September 9, 2024 hopefully we can get those members back in the next meeting.

Also, we had a national health and safety meeting in August in Toronto we went over some issues we had still to resolve the company said they would get back to us with some of those lastly, we will be having a general membership meeting on Saturday August 31, 2024.

Peter Aligianis
Business Agent

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

APPEALS

G951-502-23

- Reading of the grievance
- Motion by MD/JR to close file. All in favour, motion passed.

G613-890B-24

- Reading of the grievance
- Motion by EZ/JR to close file. All in favour, motion passed.

G951-525-24

- Reading of the grievance
- Motion by EZ/JR to close file. All in favour, motion passed.

REVIEW/UPDATE LIST

Resolutions

- Updates/modifications noted.

Collective agreements

- Updates/modifications noted.

Grievances

- Updates/modifications noted.

To do's

- Updates/modifications noted.

Convention fund budget

- Updates/modifications noted.

Unit budgets

- Updates/modifications noted.

Finances

11:40 AM Jennifer Snyder financial presentation

- TC Local 1976 USW Long-Term performance
- TC Local 1976 USW Yields Report

LUNCH BREAK 12:30 PM TO 1:15PM

New Business

- Las Vegas Vote (Discussed and to be determined in December)
- Education Session & Conference April 2025 (Discussion)
- Triannual (New meeting to discuss in October for final approval)
 - Promotional Gift Item
 - By-Laws
 - Idea Agenda Education
 - Electronic binder or Paper binder
- Ron Marleau Awards Person
Motion by JG/JR. All in favour, motion passed

For the good of the union

- Comité de Chomage de Montréal – Donation of 100\$
Motion by EZ/JG. All in favour, motion passed.
- Food drive donation D-6 1000\$
Motion by JH/MD. All in favour, motion passed.
- United way Golf tournament – Donation of 500\$
Motion by MD/JR. all in favour, motion passed.
- Jessie Uppal Funeral Service – Donation of 200\$
Motion by EZ/JR. All in favour, motion passed.

Meeting end 3:41 pm.

Respectfully submitted by: Adrianna Olivieri

Approved by:

Nancy Lapointe, President

Manny D'Souza, Vice-President