

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

**December 7-8, 2023  
Montreal, QC**

**\*\*Day 1.\*\***

**Attendees:** Nancy Lapointe (NL), Manny D'Souza (MDS), Jeffrey Howell (JH), Glen Rankine (GR), Johanne Gosselin (JG), Erin Zuchotzki (EZ), Joe Rizzuto (JR) -VIA ZOOM

**Guest:** Kristopher Marzitelli (KM), Jonathan Grdic (JGR), Annie Daigneault (AD)

The meeting is called to order at 10:14 AM.

NL greets the members in attendance.

**Minutes of Previous Meeting**

- Reading of the minutes of the September 2023 and November 2023 meetings
- Motion by JH/JG to approve the minutes. All in favour, motion passed.

**Reports:**

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

December 7 & 8, 2023

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

Let me start with a quick update on Nathalie health. She is getting better, but I will let her update you all tomorrow Friday evening since she will be in attendance.

As far as the staff situation goes, I am pleased to inform you that Mari has now been hired by the Local and is no longer an agency employee under contract with us. She has taken over some of the duties that Charlotte used to handle, but so has Shann and Nadine. I will also say that unless she does not want to do this work anymore, Mari will be assigned to EC assistant.

We still have to review the work that everyone does and once everything is settled, we will let you all know who does what in the office.

At the last meeting, I had informed you that we had decided to go to arbitration with CP rail. A week after our meeting, CP asked for a me if we could meet to try one more time to resolve. Manny and I attended this meeting, and I ended up tell the company that unless they were going to give us a final offer, we would be going back to the membership; so, they did.

Manny and I went on the road to present the final offer and came back with most of the membership having voted already. We set up to have the rest of the country vote either by mail or on-site. This finale offer generated a lot of misunderstanding as to why we were presenting this since it was worse than the first one.

We explained to them why we had to do the presentations and what could come after another rejection. That offer was also rejected. We had a couple of calls with the company, and we have dates in January to have the agreement arbitrated. I'll be flying out to Vancouver on January 7 for hearing on 8 and 9.

We were finally able to settle our differences with Marine Atlantic. They admitted they were wrong in refusing to give our members the 4% they at given every other groups so once that was agreed upon, we were able to move on and get a deal ratified.

CROA seems to finally be on the go. We have two arbitrators, 1 bilingual. We also have a yearly schedule so unless we get in a fight, we should be good.

There will always be a couple of disgruntled employees with Canpar but in a whole, things seem to be going alright.

I have also been involved in other business-related meetings which I have listed here:

- September 9-10-11-12 – IF conference in Montreal;
- September 18 to 22 – Education in Mont-Tremblant;
- September 27-28-29 – CMQR arbitration USW vs Teamsters;
- October 3 to 6-13 & 16 CP membership meeting to present the company's finale offer;
- October 11 &12 – Pension plan and LTD meetings;
- October 18-19 – CP Drug & alcohol policy arbitration hearing;
- October 22-26 – USW Women's International Conference;
- November 11-14 – IF Conference in Hawaii;
- November 15-21 – Annual vacation;
- November 22-24 – Annual D5 meeting;
- December 4-5 – CP Drug & alcohol policy arbitration hearing;

This concludes my report.

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**

This report is my report as Vice -President of our amazing Local.

Looking back 2023 has just flown by and here we are finding ourselves in the month of December summarizing a year’s work. I can say it has been a learning experience and a great year. September started with an amazing week in Mt. Tremblant where a full agenda of education was given to our amazing members. After reviewing all the surveys from the membership, I am proud to announce that there were no negative reviews. A total of 65 members were part of the education and all of them were extremely happy and satisfied with the curriculum. The education was a total success and the participation and interest were high. Facilitators were impressed with the engagement of our members during the training sessions.

On a Canpar perspective, I had the opportunity to visit the Concord terminal and met many members for the first time. Myself and Annie Daigneault with the company of Jonathan Grdic also got the opportunity to meet more Canpar members in Windsor, London, Kitchener, and Brantford. We were greeted with open arms and smiling faces which was great to experience. This continues to show that the great work performed by our 2 Business Agents has been nothing but a positive investment. A special thanks to Annie, Jonathan and Peter for a continuing to service to our Canpar members resulting in the restoration of confidence in our Local.

In the airline industry Arbitration cases were avoided and we were successful in reinstating 2 employees back to work at American Airlines. A great job by Kurtis McGibbon on his hard work and getting our members what they deserved which was their employment back. I am also happy to announce that the Delta Air Lines contract was ratified at 54pct. Sixty-eight percent of the membership voted and significant gains were made for a 3-year deal with an average of 4 pct per year. Other gains in benefits and improvement in pension opportunities have also been gains.

In Ottawa Garda retained the contract for screening which means our members will not have to have an employer transition which is good considering the relationship with Garda has been positive.

In conclusion, 2024 will be a fast-paced year, many contracts are coming up and with elections in the horizon, I look forward to a positive year.

This concludes my report, thank you for your attention

In solidarity,  
Manny D’Souza

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

### **Disaster Relief Report**

Since our last Disaster Relief Fund report of Sep 7, 2023. An amount of 860.00 was given to pay for member Dave Leisander who works in Thunder Bay at Richardson. This was done to assist our brother with his recovery from a stroke he suffered this summer. The payment was for a driving assessment that he requires in order to return to work. Since brother Dave is limited with day-to-day bills that are piling up paying for this assessment which is necessary for his return is something he could not afford. Brother Eric Labarre was there to support to support him with help and also did some fundraising to assist our brother in need. No other monetary assistance was disbursed for any of in members.

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.

### **District #3** **Vice President/Chief Steward - Glen Rankine** Report for Executive Council Meeting

I would like to welcome Erin Zuchotzki back after her time as a temporary Staff for D3. During her absence I took on the duties of the D3 V/P.

Here is my report:

#### **Seaspan**

- A near miss accident occurred on November 22, 2023. I spoke with Earl Graham, D# Staff rep and he said he will be gathering more information and will get back to me.

#### **NCG Bulk Systems BC (Trimac)**

- During the last round of bargaining the company mentioned that they would like to switch the certification from Provincial to Federal.
- Here is some of the history of this request.
- Trimac made the application previously to unify all regulations and operating procedures under a single jurisdiction to streamline its operations. For example, they used a standardized payroll system that now gives everyone the federally required leaves and accruals (sick leave, personal leave).

- #2 Trimac holds many contracts to deliver services, they prefer to have different working conditions for each contract which gives them the flexibility when bidding to renew their various contracts.
- Trimac has several unionized sites amongst a variety of different unions: USW, IOUE, Teamsters, and CLAC. They stated in bargaining that when asked about a common employer threat, that they have no intent to deal with a single entity because of point #2.
- The Golden Terminal is the only part of its operations that remains a provincial certification – all others under other unions have transferred to a federal certification.
- Each fueling contract with CP is separate and distinct. They have operations in Trail and Kamloops and those contracts are independent of one another. Those locations are unionized by IOUE.

### **Canpar**

- Freight levels have increased, hours have been restored.
- Some issues with O/O route restructuring. One O/O has 4 routes, and his guys are not doing all the work and coming back early every day. The company gave 30 days notice and canceled one of his routes, although he will keep the area, just needs to consolidate it with his other routes.
- We still have freight going to Loomis daily. This is hard to monitor as we are in the same building.
- The size and weight on the freight an ongoing issue. We have a furniture account (Sundays) that shipped full dinning tables and chairs, bedroom suites, and Livingroom furniture.
- Besides the concern overweight, the size is restrictive as you need to work around these deliveries.
- We have been instructed that all residential deliveries are now No Signature Required (providing there is no other direction on the label). We can also leave packages in the lobby of apartment buildings if the customer is not at home. This new directive has increased productivity and has made the drivers job easier.
- Annie and I met with the Canpar members in Winnipeg on October 31<sup>st</sup> as part of our ICS visits. The members had no issues and were happy to see us.

### **TForce**

- I met with the YVR terminal shop stewards (Andrew and Omar) on Friday November 24, 2023. They report that the temp workers are not following safety protocols. They do not wear safety footwear and are constantly on there phones. All this will be brought to the H&S committee.
- There have been no new hires for many months. The company claims no interest.

### **ICS**

- Annie and I visited the prairie locations of ICS at the end of October. We met with the members in Winnipeg, Regina, and Saskatoon. These visits were well received. Our members were quite happy to see us, and we managed to get shop stewards in all these locations.
- Some issues with this group are the freight size has increased and they are getting more residential deliveries.
- They are the lowest paid O/O in the TransForce family and they asked the Union to change this in the next round of negotiations in 2025, if not sooner.
- Annie, Erin and I will be continuing the visits out west in January. These will include ICS/Canpar in Edmonton, Calgary, Vancouver, ICS in Victoria, and Nanaimo.

This concludes my report and is respectfully submitted.

Glen Rankine

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

### **REPORT of the VICE-PRESIDENT District 5 – Johanne Gosselin**

Here is my report on what has happened in the last months since September 2023.

Below is a breakdown by employers:

#### **Canadian Pacific**

Everything is under control.

#### **Canpar**

Everything is under control.

#### **Opsis Centre d'appels PET**

Unit president Caroline Roy-Agar.

Vice president Sandy Coté-Martin.

Negotiations are starting Wednesday November 29<sup>th</sup> 2023.

#### **CCC**

Everything is under control.

Convention signed in spring.

They have formed a Health and Safety comity.

#### **Nordia Québec**

Everything is under control.

Serving company November 30 2023, negotiation should start soon after that.

#### **Central Main & Quebec Railway (CMQR/MMA)**

2 grievances in arbitration Watling for croa (settled).

Audience in September 2023 with CCRI against the teamster. (Happened, just waiting for the arbitrator decision).

#### **Valport**

New business.

it was bought by Desgagnés Logistik.

Packaging: don't know for 2023. Should hear something in the next few weeks?

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

### **Bombardier**

Ok.

### **GDI 630 René-Levesque**

Ok.

### **GDI Palais des Congrès**

Ok.

### **Place d'Armes**

Ok.

Waiting from the company a LOU that would allow to add a statutory holiday.  
Such as *Truth and Reconciliation*.

### **Engie Place Ville-Marie**

Ok.

No longer Engie but Equans.

Signed new convention in spring 2023.

Employer created a recognition program.

non-union members continued to participate but unions member couldn't. So, company created a program but it is less generous than the non-unionized.

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

Everything is under control.

### **GDI Complexe Desjardins**

Two grievances.

Everything is under control.

### **GDI 2001 Robert-Bourassa - London Life (2001 University)**

Everything is fine.

### **Versacold**

Convention signed and accepted.

Was bought by Lineage.

### **Ivanhoe Cambridge**

Negotiation started, second meeting Thursday 30<sup>th</sup> 2023.

Everything is under control.

### **INRS (Institut National de la Recherche scientifique)**

Everything is under control.

Negotiations done; convention signed.

### **Place Victoria**

Everything is under control.

Negotiation done and convention signed.

### **Busac-Chalmé Place Dupuis**

Two letters of understanding (done).

- 1- Extension of the convention until 2026.
- 2- Retention bonus.

### **Place Bonaventure**

Negotiation done and signed.

### **Concordia University**

Update.

No longer with us, went to CSN.

### **GDI – Place Alexis-Nihon**

Ok.

### **Airport Macaza**

Wasn't able to talk to anyone.

Will have update December 7<sup>th</sup> 2023.

### **Quebec Airport**

Stas contract was not renewed so as of April 1<sup>st</sup> 2023 Garda World becomes the supplier of service for screeners in the east of Canada and keeping Ontario.

### **Regional Airport**

Same as Quebec.

Members were shocked and insecure. But Stas, quickly put out a statement on Mystas with information and question-and-answer e-mail for the workers.

### **Diogène**

Everything under control.

Submitted by Johanne Gosselin V-P District 5

-Reading of the report

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

## **REPORT of VICE-PRESIDENT/DISTRICT 6 - Joe Rizzuto**

The following is not in any particular order of importance.

### **Unit Lodge 650**

**Joe Rizzuto**

The LTEA (Lakehead Terminal Elevator Association) has filed a labor-board complaint against us for bargaining in bad faith. They claim that our filing for conciliation during the early bargaining period of this year, was a contrary to bargaining practice.



This should not be an issue as we followed labor board protocol.

We have established Pay equity committees with all three companies and are awaiting schedules.

A pension committee has been established to settle pension improvements prior to our next Bargaining session. This should expedite the process when our next contract expires.

Many members have expressed concerns regarding grievances dying on the business agent's desk. Far too many have just vanished without further discussion. We tried to explain to members, but many are not buying it.

All three companies have been applying the federal sick days differently. We've been doing our best to keep them inline, but from time to time they are bucking the system. At Richardson's they have been giving members verbal warnings on their first sick day off after they have exhausted all 10 days.

The seaway strike didn't not have a significant effect on our members. We lost a weeks' worth of shipping that resulted in some idle time, but nobody was laid-off and a few new members were hired. Market shifts and grain prices have slowed the industry somewhat, but the end of the shipping season should be normal.

#### **Unit 2304: Canpar**

##### **David Hill**

Our volumes are still very low. Layoffs are imminent for the new year. The Christmas rush is not here either by retail or residential deliveries.

Some drivers are not able to receive 8 hours a day because of volumes.

Other than that, there are no issues in 2304.

#### **Unit 2018: Canpar**

##### **Steven Aubertin**

Hi Joe. It was great seeing you in September. I really enjoyed the session and look forward to next year. I only have a few concerns.

One major concern is the company's way of paying for paid sick days. It seems that the company wants to only pay for 8 hours each day whereas most of the workforce works irregular hours, meaning they all start at the same time, but end times vary day to day. Law suggests that each day is calculated like a stat day. Jon and I are working on this and hopefully we can come to a resolution.

The other main concern is a lot of the members that drive, are owner operators. They are paid based on a set daily rate, stop rate, piece count and KM's driven. They also receive a fuel surcharge that the company determines based on the median fuel prices. This surcharge is calculated based on a formula and could change every 2 weeks. Their formula is not transparent to the membership, nor is the result well known. There is no way for the membership to confirm if they are accurately paid. On top of this, as gas prices spike, like they did with covid, the adjustment isn't meeting the needs of the membership. We have approached the company about this to no avail.

Other than the cost-of-living adjustment, there are no real major complaints on my end. We are hoping

the company will agree to something, but hope is slowly dying off.

**Unit 2344: Canpar**

**Todd Schulstad**

Good morning, Joe, yes it was great seeing you once again in Tremblant. It's was nice to finally be able to get back up there and see everyone.

As for Ottawa Canpar, all is pretty good. It's busy but not silly like it should be for this time of year. I fear January might be slower than normal and could result in a few layoffs.

We have routes that are cancelled some days, that freight given out to other drivers to keep everyone working. We do what we can to keep things going.

Other than that, all is well. Hope you are good, enjoy the up coming holidays.

**Unit 2346: Canpar**

**Robert Ramjohn**

Express has been performing well in terms of employee numbers, which have remained stable. However, there have been significant challenges that have impacted the employees.

One major challenge is the drop in freight volume during specific time periods when the company is typically overwhelmed with shipments. This decline in freight has affected the workload and productivity of Unit 2346. The members have noticed a considerable decrease in the volume of shipments, which is a cause for concern.

In addition to the drop in freight, there have been several changes in operations within Canpar Express that have further affected the efficiency of Unit 2346. These changes are management terminations and changes of supervisor position, including bringing in new supervisors to different areas to improve productivity, etc. It is important to assess the impact of these changes on the employee's ability to meet performance targets and address any resulting challenges.

Another challenge that Unit 2346 has faced is the rise in shipping rates implemented by Canpar Express. This increase in rates has resulted in a decrease in the number of shipments received. As a result, the members are experiencing a noticeable decline in workload, which is a cause for concern in terms of meeting performance goals.

Health and safety concerns have also emerged, particularly related to oversize packages. The members have observed a higher number of injuries in this area compared to previous years.

The current slow pace of operations and the decline in freight volume have caused anxiety and worry among the members. They are concerned about the members' performance during what is typically the busiest time of the year. Additionally, there may be concerns about other companies within the same building potentially taking away freight from Canpar Express.

To address these challenges, it is recommended that management conduct a thorough analysis of the drop in freight volume and identify potential causes and solutions. Additionally, evaluating the impact of the increased shipping rates on the overall business performance and exploring strategies to mitigate the negative effects is crucial. Measures should also be implemented to address the health and safety

concerns related to oversized packages, including training programs and improved handling procedures. Communication with the members, addressing their concerns, and providing updates on the steps being taken to address the challenges faced by Canpar members is essential to maintain employee morale during this critical period.

Contracting out of freight is a big issue for us and it's something that is difficult to fix as the members that don't want their freight being taken it's a lot easier to fix. Members that give away their freight it is a tougher issue to fix.

By addressing these issues and implementing appropriate measures, Canpar Express can ensure the continued success. Most, if not all of these are being talked about in Labour relation meetings, which is great that we've started to have.

**Unit 4001: Motipark**

**Kurt Merner**

Motipark was impacted by the Big 3 strikes as Stellantis was our client. Complicated with the parts/ chip shortages over the past year it has made for some challenges for the membership in regard to anxiety over the future for work. We began rail loading work at beginning of the year and that has progressed well along the company to bring on new employees and add to our member numbers. We are seeing some layoffs currently due to client refitting our feeder plants, but the expectation is all hands-on deck with end of year approaching. We have had an issue with one of our members inciting other members that myself and the Union are not representing them. Jonathan and Mannie have been working to address that member.

**Unit 2008 ONR**

**Mildred Page**

I have been struggling to get the company to conform to the medical leave with pay and have gotten them to admit so far that they have indeed been paying it incorrectly. They are telling us that it is difficult for them to come up with a program to figure out the 1/20 of trips as we are not paid hourly. It felt good having the company admit there was a problem and nice to have a win. I would just like to have a victory and see our members compensated for a year.

**Unit 951 CP RAIL**

**Richard Greenaway**

As you all know, Richard retired on October 20<sup>th</sup> 2023. These are his last messages out.

Just sending out this email to notify all above that as of October 20<sup>th</sup> 2023 Mr. Tim Lamont will be assuming the Role of Unit 951 President. Please forward any correspondence that pertains to Unit 951 USW, to Mr. Lamont going forward.

It has been my pleasure to represent this Unit and a privilege to have worked at CPKC for almost 29 years.

Respectfully

Unit 951 President

Richard Greenaway

Local 1976 USW

Good evening, Matt,

Please accept this letter as my official resignation from CPKC, as of October 20<sup>th</sup> 2023. It has not been an easy decision for me to make, but I believe it is the right one. I would like to thank CPKC for almost 29 years of employment. I have made many friendships over the years and I will miss being a part of the CPKC family.

Yours Respectfully

Richard Greenaway

**Unit 551: Marine Atlantic**

**Shelly Savoury**

Outstanding grievances, extensions have been continued and the members are not pleased with this. They keep asking the status and why the union keeps asking for extensions. The company also made statements regarding why our union keeps asking for extensions but never additional information. We are going to arbitration in January for that big harassment case. Fellow employee that was terminated. I think with no prep as of right now this is going to be an unprepared case especially since the company has already notified the union their lawyers will be handling this arbitration. Employees are still awaiting answers regarding essential service. Manny has reached out to me and he will be coming to Pab early in the new year. Upon this visit we need to be able to say if we are essential or not and have the documentation to back it.

**Sub Unit 4001 ADM**

**Earl Scott**

Hi Joe how are things up there. Everything is going good here thx I don't know what you and the union were going to do for me. I am 75 and diabetic. I don't know how long I am going to be here, but anything can happen by the time you have this, and I might have to have surgery in the new year ok thx

**Unit 613: Garda**

**Kristopher Marzitelli**

Garda is currently under a lot of scrutiny by CATSA as their contract is up and they are currently in a bidding war for the Central region of Canada. The winning bids will be announced on December 28; therefore, we have seen increased oversight and heavy-handed discipline by Garda.

We have a high volume of grievances, primarily pay errors, with several others being discipline related or terminations. The payroll department is still ineffective, and we continue to assist members with processing pay errors and grievances. It is a time and resource-consuming process and quite exhausting on all of our union reps on site.

We have also seen an increase in harassment on site, specifically sexual in nature. We continue to push Garda to give enhanced harassment training, but they decline stating that their current slideshow meets the EDSC government branch's minimum standards for harassment training pre the Labour Code. Garda's training comprises of 6 slides with information such as the dictionary definition of harassment. We do continue to apply pressure to Garda, and they have been concluding investigations involving sexual harassment in a timelier manner and most of the time the offender is terminated.

Since last year we grew from 200 members to 350 members with a goal of reaching 400+ by January. The travel industry has rebounded from the Covid pandemic, and we are seeing a high demand in our sector. Our terminal has recovered and added many new domestic, US and European bound flights. With the high rate of hiring and turnover it is a new challenge to meet, educate and inform new members during the orientation process about their rights and benefits, and we are up to the task. Despite the high level of hiring, we still experience the highest attrition rate of all airports in Canada.

In other news, serious and trivial workplace issues persist, and we continue to have labour relations meetings and Step 1 and Step 2 grievance meetings to manage the issues and grievances.

We just had a raise of \$1/hour for top of scale who are now paid \$27.47/hour with another raise of \$1/hour in April 2024 for a pay rate of \$28.47/hour. Lower ranking Screening Officers have also received pro-rated pay rate increases.

We have elections coming up in early 2024 and bargaining starting up at the end of 2024 as our contract expires March 31, 2025. We continue ongoing engagement with our members for support and solidarity.

This is my report.

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

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

### **REPORT OF THE CHAIR, BOARD OF TRUSTEES – Jeffrey Howell**

Good Day,

Current status with CP is now a full year without a contract. Two ratifications votes have been turned down by the membership. A vote between strike and arbitration conducted in November with results issued on the 24<sup>th</sup> have resulted in moving forward to the arbitration process.

The Company is filling positions and hiring in several locations. Another 9 have been hired in the Winnipeg NSC, a full class of crew dispatchers in Calgary. Calgary CDC has implemented its change from 12-hour shifts to 8, as they believe this will lower the amount of book offs, I expect we will see fluctuation in staffing levels within the group continue/

Overtime Volumes in the NSC have remained consistent, even with all positions being filled due to the Company resisting to re-establish a functional spare board.

The Company is still experiencing a back log in SES Evaluations, Joint Investigation and Joint Harassment training, as our portfolio has transitioned to a new Labour Relations Officer earlier this year and still will require training on the evaluations, however with the impending pay equity this may take some additional time.

There have been an increased number of investigations, Admission of Responsibility forms being issued to CPKC employed across their system with heavy volumes in Winnipeg and Vaughan. Although the company is fully aware of the 10 sick days afforded to federally regulated employees, they are proceeding with discipline, unfortunately the majority of members have been signing the AOR's. We may need to look into filing as a policy grievance. I have at least one in the NSC that has already informed the Company this past week that they will not be signing the AOR, and as such any discipline issued to this member I

shall of course grieve, but this may open the door for a federal complaint to be filed.

Outstanding CROA case regarding Quality-of-Life Leaves in the NSC remain a high point of focus for the affected members, as previously the QOL awarded during a CROA hearing, however the Company refused to honor it after a period of time citing staffing leave and are now waiting for another hearing since 2020. Other major outstanding cases for CROA are the removal of the break period for Weston Shops a situation which has now also spread to Vancouver, also Vaughan meal period, these are nearing the three-year mark.

There has been a growing number of members that with the now far outdated contracted, the mass of outstanding arbitration cases whom are becoming increasingly disgruntled. It would be beneficial if we could fast track some of the outstanding arbitration cases, it may also be of great support that when the nomination meetings are being conducted at locations that members of the Executive are there to support and assist.

J. Howell  
Chairman Board of Trustees  
TC Local 1976 USW

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

#### **REPORT OF CANPAR UNION BUSINESS AGENT - Jonathan Grdic**

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

Things are going very well with the job in my opinion; the Canpar grievance list in the Units that I look after is currently down to three. Two of those are in the process of being closed as the company has completed a re-route of the Barrie terminal, which is what we had asked for to prevent the sharing of freight between owner operators and hourly drivers.

The month of September was busy as it started off with Annie, Dave, and I, meeting with ICS and T-Force management. Our goal was to develop a better working relationship, and after discussion, they seem receptive towards this. I also attended the education session in Mont-Tremblant which provided interesting insight on topics such as Mental Health Awareness, and Workplace Accommodations. At the end of the month, I was in Toronto for our quarterly Canpar grievance meeting, and the National Health & Safety meeting.

During the month of October, I visited some Canpar terminals, one of them being Barrie, to get the members thoughts on the re-route. The reaction was positive from the hourly members, but the owner operators were not as enthused. I also visited the members in Windsor at Canpar, Motipark, and ETR with Peter, and held Union meetings at separate times for individual units as requested by the members. I then turned my attention to preparing for the ETR Freight Office contract negotiations. Annie was instrumental in helping me to develop the Union's proposals for the company.

At the beginning of November, we negotiated with the company and were successful at reaching a 3-year deal, which the members then voted on and accepted unanimously. The following week I accompanied

Manny and we visited with the Windsor members of Canpar, Motipark, and ETR. We then met up with Annie in London and visited Canpar members from London, Kitchener, and Brantford over the next few days. I feel the members received these visits positively. The following week Peter and I were in Cambridge where we both completed a Bargaining to Win education course.

Overall, I have travelled a fair bit over the past few months, and things are moving in a positive direction. We also are continuing our weekly Ontario follow up meetings which consist of Manny, Peter, Annie, and I updating each other as to goings on, and discussing necessary issues.

November 2023

Jonathan Grdic

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

### **REPORT OF CANPAR UNION BUSINESS AGENT - Peter Aligianis**

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

The beginning of September I joined everyone in Mont Tremblant, for the education week it was very informative. I learned some new things during the courses and met many new contacts.

The following week we had our National Health and Safety meeting with Canpar, we brought forward all of our issues with the company. The following day we had our labour relations meeting, we brought back two members who had been terminated and had demerits removed from every grievance and closed them.

In the interim I have been visiting terminals for harassment complaints, interviews and meeting with the members in general, I feel our presence has made a big difference on how the members feel about the union and are more confident about our role as a union in general.

In October I joined Jonathan in Windsor, to assist with bargaining with ETR which went well. We also visited the members from Motorpark, for a union meeting. Also, I attended and met with the Canpar members at the Windsor terminal twice. The following week I was on vacation.

Jonathan and I joined a course in Cambridge for “Bargaining To Win”, which was a very informative course which will assist me with the knowledge I learned in the future. I also joined Frank Denapoli in Concord, for his Health and Safety meeting two weeks later everything on their list was repaired or resolved also there is a new area manager for this area and he is working with us to make things better. On December 2<sup>nd</sup>, I joined Roberts local union meeting via zoom there were 19 members in the meeting. December 4<sup>th</sup> and 5<sup>th</sup> I will be meeting with Annie Daigneault at JCC to attempt to clear some grievances prior to year-end, with hopes of returning two employees that were terminated.

Peter Aligianis  
Business Agent  
TC Local 1976 USW

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

### **GRIEVANCE APPEALS**

**G418A-081-23 - Nordia Mr. Rahia Lahbis Suspension**

**G418A-082-23 - Nordia Mr. Rahia Lahbis Suspension**

- NL gives a summary of the file
  - Discussion
  - Motion by EZ/MDS to uphold the decision to close the file.
- All in favour, motion passed.

**G2304-565-23 - Canpar Mr. Ronaldo Vaz Termination**

- NL gives a summary of the file
  - Discussion
  - Motion by EZ/JR to uphold the decision to close the file.
- All in favour, motion passed.

### **ANNIE DAIGNEAULT - DISTRICT 5 STAFF REPRESENTATIVE**

joins the meeting at 12:52 pm

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

### **LUNCH BREAK 1:25 pm to 2:15 pm**

### **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.



- National Health & Safety convention 23-30 September 2024 to be added into the schedule.

Motion by JG/MDS to send three representatives to the convention:  
Jeffrey Howell, Erin Zuchotzki and Shelly Savoury.  
All in favour, motion passed.

### **Unit Budgets**

-Updates/modifications noted.

Motion by NL to adjourn for the day at 3:15 pm

### **Day \*\*2.\*\***

The meeting is called to order at 9:40 AM.

### **New Business**

- Guillaume Lacasse was appointed as a new President for Unit 109B  
Motion by JG/EZ to approve his appointment.  
All in favour, motion passed.
- September 2023 Mont Tremblant Education session feedback was all positive
- National Elections 1976:

NL and MDS propose to form a “National Elections 1976 - Election Protest committee”  
And appoint the following members to form the committee:

- Shann Gardner
- Joshua White
- Cory Yuzak
- Susan Cao
- David Pinck
- Constance Gagnon (alternative)
- Kurtis McGibbon (alternative)

Motion by JR/JG to appoint the committee members. All in favour, motion passed.

Motion to cap the Disaster Relief Fund to \$500 per request, with an opportunity to allow more on a case-by-case basis. It was also noted that the request can only be made once in a 12-month rolling calendar by a member request.

Motion by JH/EZ.

All in favour, motion passed.

**10:09 AM Jennifer Snyder financial presentation:**

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

**10:53 End of the financial presentation**

Motion by EZ/JR to approve the financial reports. All in favour, motion passed.

**New Business (contd):**

- TC LOCAL 1976 USW 2024 Executive Council meetings:

Two to be held by ZOOM and two in person.

Motion to approve EC meeting schedule by JG/EZ. All in favour, motion passed.

(Meeting dates to be confirmed in coming weeks).

- NL/MDS announcing that there will not be an education session in 2024.

- Ottawa & District Labour Council ODLC per Capita:

Dave Lipton is requesting that Local 1976 pays to the ODLC for its entire Ottawa membership, which is \$0.49 per member/month.

Motion to approve proposal by EZ/JH. All in favour, motion passed.

- Motion by EZ/JG to move funds from Bulk/Trimac General Education fund to the General Education Fund – account.

All in favour, motion passed.

**For the Good of the Union**

Motion by JG/JH to keep Jonathan Grdic and Peter Aligianis as business agents for another 12 months. All in favour, motion passed.

Motion by NL to close the meeting at 1:18 pm.

Respectfully submitted by: Mari Sulkala

Approved by:

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Nancy Lapointe, President

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Manny D'Souza, Vice-President