

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

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

****Day 1.****

Attendees: Nancy Lapointe (NL), Manny D'Souza (MDS), Joe Rizzuto (JR), Glen Rankine (GR),
Johanne Gosselin (JG), Jeffrey Howell (JH)

Guest: Annie Daigneault (AD)

The meeting is called to order at 10:07 AM.

NL greets the members in attendance (via Zoom).

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

Minutes of Previous Meeting

- Reading of the minutes of the June 2023 meeting
- Motion by GR/JR to approve the minutes. All in favour, motion passed.

Reports:

REPORT of PRESIDENT- Nancy Lapointe

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 doing good, still weak but gaining strength every day. She has not been cleared for work yet so she will not be attending the education this year.

As far as the staff situation goes, we are still working on finding someone to take over Charlotte's duties but it appears to be a complicated task. Nadine is still handling the communication part from home and I have asked Mari to take the minutes this time around to see if it's something she would like to take over in the future. Shann did it last time but

because we sometimes hold our meeting outside of town, it would be easier for Mari to travel with us.

As you probably remember, we had reached an agreement with CP but it was rejected by the membership. Since then, we have been going back and forth with the company to try and find a deal that we could sell to the members, but we were not successful. We decided to go to arbitration and before we put something to the arbitrator, we are trying to agree on as much as possible to have them decide only on what is left. We started bargaining a year ago for both the main agreement and the PCC agreement. PCC was ratified in March for two years and one of the main gains was they would become part of the main agreement. The company now wants to push for a three-year deal on the main agreement which would more than likely invalidate the merging clause for the PCC. The last offer we presented to the bargaining committee last Friday was rejected, in part because of that.

Last bargaining session with Marine Atlantic did not go as expected so we filed for mediation right away. Today is the first day of and I should know more by the end of day. I will report to you on it tomorrow if anything has happened. Manny, Jeffrey and I took some time to go visit the members in Port-aux-Basques to discuss the situation. They are a disgruntled bunch but it's understandable with what the company pulled with the last agreement. I have to say that we had a nice visit, and we are ready to go back should things start to go down the drain.

On the CROA file, we are in the process of signing contracts with the arbitrators who will be rotating in hearing the different cases we will have to send to arbitration with CP, Canpar and CMQR.

When we met in June Canpar had decided to close the Whitby terminal but did not want to severe anyone saying it was not a Terminal closure. Thanks to the good work of Annie and the business agents, the company changed their minds and instead of closing the Terminal, they just moved it 3 km away from its original position in Whitby.

Jonathan Grdic and Peter Aligianis are still working hard traveling the Ontario terminals talking to the members and making sure our presence is known by all. The team is keeping a close eye on Canpar in Ontario, to make sure all is under control. Open period started August 1st and as of now the only member making himself heard is one who wants to be a representative but since we will not let him be one until he goes and finishes his training, he's going around telling people they should try another union. As far as I know he has no pull with the members.

As we all expected Mr. Jeff Geoff filed a DFR against us with the board. Annie is in the process of writing the report to the board on the position of the Local. It should not go any further but we never know, we'll keep you up to date as time goes.

Respectfully Submitted

Nancy Lapointe
President,
TC Local 1976 USW

-Reading of the report

- Motion by JG/MDS 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.

The journey continues in my first year as VP of this great Local. I have visited a few Canpar locations and have had the pleasure to participate in some Zoom calls with them and I am happy to say that it seems that our members at Canpar are satisfied with our commitment to representing them. The Whitby terminal was relocated to Oshawa and we were able to preserve 30 jobs and at the same time the relocation was only 6 kilometers instead of 60 when originally the transition was to be in Markham. The members at Whitby were ecstatic and relieved that the new location was much closer. Our 2 business agents continue to do a great job and have restored full confidence in our members with their expertise and support for them when required. Both John Grdic and Peter Aligianis have done an outstanding job in taking care of our team. I am really glad to see that their work is rewarded with satisfaction from our members. Annie Daigneault has also done an outstanding job at working with everyone and getting more members engaged in the Union movement. It has been so great for us to see such engagement that we will be hosting 20 Canpar members at our yearly education session in Mt. Tremblant.

In the airline industry a few arbitrations will be heard in October for some of our AA members in relation to wrongful dismissals. Troy Lundblad has taken the lead on this and is doing a great job. Another task that Troy is handling is the lead on Delta Air Lines negotiation, we have done great progress and we hope to have a deal done before the winter. The exchanges have been positive and we are moving at a good pace.

Our brothers and sisters from Garda World at the Ottawa airport are increasing in membership as air travel is continuing to grow at a very fast pace. Kristopher Marzitelli is leading the team in Ottawa and his tenacity and passion keeps the employer on their toes. David Lipton is supporting Kristopher and we are finally starting to get improvements on pay issues, although not perfect there seems to be a light at the end of this tunnel.

Seaspan ratified a 4-year deal, Earl Graham led the way on that negotiation and although there was a signal of a possible strike, we were able to avoid one and our members voted 85 pct in favor to a new Labour agreement.

In La Grande we finally ratified a deal with our screeners at Securitas and this was done by a great job by Johanne Gosselin and her team who finally with the help of Jerry McIntyre got a deal ratified.

In conclusion, I had the great pleasure of going to Port Aux Basques to meet our members at Marine Atlantic. The hospitality was first class, I was able to engage with our members and had some positive conversations. We are still in a battle with the employer but we are optimistic that we can come to a friendly resolution. There will be more to come on this matter.

This concludes my report, thank you for your attention

In solidarity,

Manny D’Souza

-Reading of the report

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

REPORT of the DISASTER RELIEF FUND

_Since our last Disaster Relief Fund report of June 1, 2023. An amount of 750.00 was given in gift cards to help sister Susan Pearce from Marine Atlantic who being held out of service by her employer because of her accommodations. This was done to assist our sister with her day-to-day requirements such as groceries and gas for the few months where she was not receiving any financial compensation. Sister Shelley Savoury was there to support her and assist her with the challenges that she has been faced with. 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 JG/GR to approve the report. All in favour, motion passed.

REPORT of the DISTRICT 3 VICE PRESIDENT – Glen Rankine Vice President/Chief Steward Report

Seaspan bargaining

- Deal was ratified on June 2, 2023.
- 3 year 12% retroactive to January 2021.
- Gains in wages & pension, enhanced the severance package and added tech change language.

NCG Bulk Systems BC (Trimac)

- Deal was ratified on August 17, 2023.
- 3-year deal with wage gains of 11%
- Rewrite of the CBA to clean it up.
- Preamble includes indigenous lands recognition.

Canpar

- Freight levels low, reducing hours. Routes cut.
- Introduction of new scanner program. It has advanced routing optimization capability.

TForce

- All quiet.

ICS

- Working with Annie on western Canada terminal visits.

This concludes my report and is respectfully submitted.

-Reading of the report.

- Motion by MDS/JG 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 2022.

Below is a breakdown by employers:

Canadian Pacific

Everything is under control.

Canpar

Everything is under control.

Opsis Centre d'appels PET

New unit president Caroline Roy-Agar.

Vice president Sandy Coté- Martin.

Caroline explains to me that they lost several employees with experience which almost caused a breakdown in service. A lot of subcontracting, if the hiring continues in October, it should be ok. Communication with the company is difficult, negotiations are for November 2023. Caroline and Sandy are working hard to put together a package for the new.

CCC

Everything is under control.

Nordia Québec

Everything is under control.

Central Main & Quebec Railway (CMQR/MMA)

2 grievances in arbitration Waiting for CROA.

Audience in September 2023 with CCRI against the teamster.

Valport

Company hired an outside firm due to the number of grievances concerning harassment against supervisor. Not a big response because it was off season and not enough members responded to the email when they saw Valport name.

Still nothing has been done by the company to fix this situation so next move will be a complaint at the federal level.

At the end of July 3 2022 members did an illegal work stop that lasted about 1-hour ½, Pierre – Richard was there and explained to them that what they were doing was illegal.

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

Bombardier

Ok.

GDI 630 René-Levesque

Ok.

GDI Palais des Congrès

Ok.

Place d'Armes

Ok.

Engie Place Ville-Marie

Ok.

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

Everything under control.

GDI Complexe Desjardins

Everything is under control.

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

Everything is fine.

Versacold

Convention signed and accepted.

Ivanhoe Cambridge

Everything is under control.

INRS (Institut National de la Recherche scientifique)

Everything is under control.

Negotiation notice, starting in April 2023.

Place Victoria

Everything is under control.

Negotiation notice, Started in march 2023.

Busac-Chalmé Place Dupuis

2 letters of understanding:

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

Place Bonaventure

No update.

Negotiation started at the end of January.

Negotiation is difficult the company is not open. Made a final offer that will be showed to members but not recommended by negotiation comity.

Concordia University

No update.

Notice to bargain given, early April or May 2023.

Request for protection of certain Steelworker positions that have been assigned to the CSN.

Late delivery of uniform, example 2021 delivered in 2022 and 2023 still haven't been received (seems to be a supplier they say there looking for looking for another).

CRT regularly.

GDI – Place Alexis-Nihon

Ok.

Airport Macaza

Close for the time being.

Quebec Airport

Everything is under control.

Regional Airport

Everything is under control.

Diogène

Everything under control.

Submitted by Johanne Gosselin V-P District 5

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

REPORT of VICE-PRESIDENT/DISTRICT 6 - Joe Rizzuto

Unit Lodge 650 Grain

The crops in the prairies look promising this spring and we anticipate a busy year. All three unionized companies have been interviewing prospective new employees to be ready for a volume increase.

We've began our arbitration case with the companies regarding our dispute over nonpayment of our COLA increase. We've met once with the companies and their lawyers, and are scheduled to

meet again on April 12 2023.

Our contract expired on January 1st of this year and we have already filed for conciliation. A conciliator has been appointed and we anticipate to begin talks soon. We expect to be in a legal strike position by mid-May 2023.

Herb Daniher will be retiring soon and his replacement will be Cody Alexander. Cody has come from the Steel industry in Northern Ontario and appears to be ready to battle. He has already ordered strike signs and they are sitting at the union hall ready for pickets.

We hope that this won't get too ugly, but the denial of our COLA is showing that the folks at Glencore are asking for a battle.

Jon Grdic and myself attended the Canpar warehouse in Thunder Bay on two occasions. We had great conversations with the drivers and warehouse crews while giving them opportunities express their concerns. They were generally pleased to have us there showing support and interest in them.

Unit Lodge 2308 Canpar

Jon Grdic

Nothing much happening in my area. Freight is still down, but we currently have no drivers on layoff. There are a couple of warehouse staff on layoff in Windsor, but that would have regardless due to overstaffing. Currently there are no grievances in my area. Other than that, I haven't heard or seen much else.

Unit 2353 Canpar

Susan Jonah

There are a few things going on in the Far East!

Pleasantly ICS is finally getting some representation. With the help of Annie and Dave Hill we have had one National Zoom Meeting for ICS employees. As expected, it was poorly attended. But you must start somewhere. We have another one planned for April. I have reached out to every ICS and Canpar member in the unit. And have had some success with getting contact information. However, I'm far from 100 % yet. People are starting to reach out with issues. So far so good on getting them resolved without too much trouble. Mostly pension questions and one poor guy in Newfoundland who broke his foot in the warehouse, and Jeff keeps trying to get him to work with "accommodations" He's on compensation till late April at least. Every time he calls, I just tell him to refuse until the doctor gives him the OK.

Most of the demerit interviews are for people in Dartmouth running into buildings. Not sure why? Apparently, the buildings aren't very good at getting out of the way!

I haven't heard much on Health and Safety lately. There is still a problem in Fredericton, and I expect in other places, with the loading docks being too high for the new, lower vehicles that Owner Operators are getting. Nobody seems interested in a solution till someone gets hurt. And unfortunately, that seems to include the members.

A lot of Canpar employees seem to be retiring now or soon. I have concerns about if they are being replaced with another employee or not. I even have concerns about the Owner Operators being replaced by Contractors. In Fredericton there are only 2 O/O's. One died and the other is retiring this year. It's been since October that one has been vacant. I've asked several times but haven't gotten a straight answer yet. There could soon be no Canpar in Fredericton.

I'm keeping an eye on a potential problem with insurance. I've been told that most companies

may giving commercial insurance to smaller vehicles. This is due to places like Amazon, Skip the dishes etc. hiring people with old beat-up cars, who hit things. A lot.

Major problem at ICS is a computer problem with the Scanners. It's been going on since before Christmas and there seems to be no solution in sight. Because ICS has fixed routes and Canpar does not. The money saving program does not work. We have been promised a fix for 3 months now, but nothing works. I have a 'discussion' at least once a month over whether my pay is right. I'm not confident that it is. I have concerns for people who are not as persistent as I am.

There is a problem in the Unit with newly hired Sorters with ICS, because the Federal Minimum wage is higher than the latest contract. They are paid the minimum wage, which means it takes a year to get another raise, instead of at 6 months, as per the contract. Annie has been working on it. But the company doesn't seem to want to budge.

I just found out this morning that the Sorters in the East of Quebec, will be getting the new Federal minimum wage, which is great. But now it makes the problem of them getting another raise, out of the question for 2 years, rather than 1.

I've been contending all along that they should still get their percentage raise as per the contract. This contract is in effect until 2025. The percentage raises should be honored until the end.

Sub Unit 4001 ADM

Earl Scott

Everything is good here just unloaded the Frontenac had lots of trouble with the boat it still here doesn't know when it is going out that's about it.

Sub Unit 4001 Assex

Josh Banner

Not a whole lot going on, we are starting to get busier with new work and have hired 4 new guys in the last couple of months.

Unit 2008 ONR

Brandon Gowlett

Nothing to report.

Unit 613 GARDA

Kristopher Marzitelli

Unit 2311 Canpar

Cliff Schulz

Nothing to report.

Unit 4002 American Airlines

Kurtis McGibbon

Nothing to Report.

Unit 2344 Canpar

Tood Schulstad

We are slow in Ottawa. Freight is down for both Canpar and Loomis.

We have not had any layoffs yet, but members are volunteering to go home some days to allow others to work.

Loomis has abolished runs; their volumes are down worse than ours.

Other than that, things are good so far. I'll let you know if we have any issues.

Unit 2304 Canpar

David Hill

Canpar has taken a severe hit in the beginning of 2023. We have had a reduction of many drivers having to bump into warehouse staff or going on layoff. The freight volumes have not come back and it is still worrisome when it will come back. Kitchener terminal in the peak over the last 3 years had 28 routes, but now we are down to sixteen. This is how it is all over Ontario. There is no Freight and runs have been extended to minimize drivers. The company is now pressuring people to work overtime. They do not wish to pay it but our drivers are on extended routes, so they are obligated to do so.

The company is clamping down on everything, investigations for the slightest thing and discipline being awarded. We are in a new era since Loomis management is now prevailing Canpar is now being operated similar to Loomis, which is not cost effective.

Unit Lodge 551 Marine Atlantic

Shelly Savoury

Our members in Pab and Argentia are due for a visit from the national. Terms are soon going to up and our members do not know any of the national executive only by name. Our members are becoming very concerned as their own unit reps are becoming targets for the company especially the local chair, complete harassment. Employees are Losing faith. Since January we have been in investigation after investigations with suspensions and dismissals. Two weeks before bargaining our local chair gets held out of service and still not back to work, 4 weeks later. It's getting pretty gloomy here.

Unit Lodge 716 Marine Atlantic

Peggy Neal

Nothing to report.

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

-Reading of the report

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

REPORT OF THE CHAIR, BOARD OF TRUSTEES – Jeffrey Howell

Good Day,

Since the last Executive Council meeting, I attended 3 Canpar Locations in District 6, meeting members and Management with Manny D'Souza, Annie Daigneault, Jon Grdic & Peter Aligianis. Many of the issues surrounding the closure of the Whitby location and changes which would occur as a result. I also took part in meetings with Nancy Lapointe, Manny D'Souza, Shelley Savoury & Jason Musseau at Marine Atlantic in Port Aux Basques, surrounding their contract negotiations as theirs expired in 2022 and further with Ron Thomas & Shelley Savoury in Argentinia in July. The maintenance agreement was of deep concern to the members of Marine Atlantic, Ron Thomas did inform the members in Argentinia that he would not be signing one.

Current status with CPKC, now nine months without a contract. There has been much feedback and discussions from the membership, each location seems to vary on opinion on whether a strike vote should be issued or not. As Manitoba has seen thousands of workers from several different industries go on strike over the last month alone, it has given momentum to the call should a deal not be reached. The NSC is once again in the process of hiring another class of up to 10 new employees as there are 12 open positions and 2 in the stores. There has been an escalation in dismissals and file closures in both Vaughan and in Winnipeg Weston Stores. Staff turnover also remains high in the NSC with those opting for transfers to Calgary to obtain positions in Crew Dispatch and others opting to for new careers outside of CPKC.

The Change to 8 hours shifts from 12 in the Crew Dispatch in Calgary has also become a hot button issue as the Company is not fully honoring the CBA in regards to the change and instead of working with the Union has chosen to create a deepened animosity between all parties engaged. A new class is set to begin in the CMC Calgary September 5th, I have spoken to Josh White to let him know the start date and to attend the class to introduce himself, the Union and conduct the seniority draw if needed.

With rates being frozen from the 2022 levels, there members are asking about the back log in SES Evaluations, as well as the back log in CROA especially in relation to the Quality-of-Life Leave and the Break periods, as the 10-minute breaks have been removed from Weston Shops and Vancouver locations. Several of the CROA cases are now over 2 years old. The grievance files are further being exacerbated with a influx of investigations from Vaughan and Winnipeg and subsequent high levels of discipline. As of late the Company has issued notice of Investigations, issued discipline and Admission of Responsibility (AOR) for employees using their sick days as were afforded to them per the Canada Labour Code. Regarding the last Audit performed in May 2023 by Trustees Jon Grdic, Kristopher Marzitelli and myself, 2-unit Lodges (2008, 650) did not submit prior to the audit being conducted. The Trustees would like a reminder submitted to the Unit Lodges that they indicate in the memo field of any cheques issued what the expense is for to be able to more accurately match to any and all receipts provided.

Respectfully Submitted by

Jeffrey Howell

Chair, Board of Trustees TC Local 1976 USW

-Reading of the report

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

REPORT OF CANPAR UNION BUSINESS AGENT - Jonathan Grdic

1. Sharing of my Experience

During my last 10 months as a Business Agent and a Trustee for Local 1976, I have had the pleasure of visiting 21 different Canpar Terminals across Ontario and Quebec. I have met with a diverse workforce, and witnessed the difficulties that can come with working in remote terminals, such as unpaved roads and the cold and unpredictable weather often found in Northern Ontario. As the job has the same requirements across the country, it was interesting to me to see the differences in how different areas ensure product is delivered to its destination.

I have both witnessed and personally contributed to the great work this Local has done by giving back to its members. Disaster relief was provided to our members in Port aux Basques, Newfoundland, when their homes were devastated by hurricane Fiona in September of 2022; the Local has also raised money through 50/50 draws to help contribute to the relocation of Ukrainian families to the province of Quebec; a Member in Toronto was assisted when he was gifted a CPAP machine critical to his health. These gestures are only a few examples of the philanthropic ideals that our Local stands for.

In September, we are sending our Unit Chairs and sixteen additional members to an education session in Mount Tremblant, Quebec. The goal is to provide our Brothers and Sisters with the training, tools, and confidence to succeed in their roles.

I feel that during my time in this position, the relationship between the Union and Management has improved, leading to the resolution of a high percentage of grievances. Also, I can't remember how many times I've heard from members how happy they are that there is now a presence in the terminals, which they say was not there before. Word has spread amongst members that the Union is looking out and asking questions on their behalf. I am proud to be a Business Agent and I hope to continue in this role for some time to come.

2. September 2023

I am pleased to submit my third quarterly report of 2023 to the Executive Council of Local 1976. Now that I am settling into the job my travelling has become less frequent as I am learning to do my job at home and over the phone with some positive results. During this period, I have realized that a couple of terminals seem to consistently take up my time as there are either problems with management, or employees not willing to adhere to the rules. Although these continue to be a work in progress, I've still managed to keep the number of grievances in my units minimal.

During the month of June after our last Executive Council meeting, Peter, Jeffrey, Annie, and I, visited a few terminals in the Toronto region to meet with members and answer any questions they had concerning the imminent closure of the Whitby terminal. With just over a day before the closure was due to happen, Manny had met up with us in Whitby to assist us in answering questions and show the members the Union were there to support all of them. Due to the pressure that Annie and Manny put on the company over the previous month, Canpar strayed from the decision at the last minute; due to them finding a building a few kilometers down the street which ended up being a big relief for not only the members, but for all of us as well.

In July, Joe Rizzuto accompanied Annie, Peter, and I, to visit a couple of my terminals and talk to management there. I feel this approach was successful because the members can see the support we are providing, and the relationship between Union and Management has improved in Barrie. I visited Kitchener later in month and everything there continues to run smoothly. We had our golf tourney near the end of the month, which again went very well. The members and I are very appreciative of the support from, and the items gifted, by the Union.

In August, I accompanied Annie and Dave Hill on their T-force visit, which I found to be an interesting and enlightening experience. I am hoping to be able to assist them in the future. We have also just finished with our Canpar membership quarterly zoom meeting which went well with the biggest issue being the voting method for the next contract. Annie, along with Peter and I continue to visit weekly over zoom to discuss what we have been doing during the week. We have been doing this for close to four months now. This has proven to be very helpful and valuable as we brainstorm any issues that may have arisen over the week and come up with the best possible solutions together.

Jonathan Grdic

-Reading of the report

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

REPORT OF CANPAR UNION BUSINESS AGENT - Peter Aligianis

September 2nd 2023

To the attention of Nancy Lapointe and Executive Council,

As I continue with my role as a union business agent, I continue to visit our terminals as well as keeping our members informed of any union plans. I continue to build a strong communication with the company together.

The week of June,5 ,2023 we had our labor relations meeting with Annie, Jonathan, Robert and myself we made good progress with having demerits removed and bringing back some employees to work we also visited some terminals locally that week also were in talks with the company, the whole month on the Whitby terminal closure. The company finally found a new location 3km away from the old terminal so everyone stayed in their positions in the new location after many backs and forth conversations between the union and the company. Continuing to conduct interviews at JCC throughout the whole month of June. I am finally training a new union rep at JCC for the day shift.

Week of July 5, 2023 went to Hamilton and Barrie with Annie and Jonathan Terminal visits to deal with management issues. We all went to Oshawa on July10,2023, for the Whitby move transition seemed to have gone smoothly we continue to have our weekly meeting with Jonathan, Annie and myself. I reached out to some of our members who are on short term disability and long term to see how they are doing and letting them know we are there for them if they need anything. Met with new member of HR with TransForce on Aug 16,2023, she was conducting a harassment investigation against a supervisor from

three different employees at JCC. I also did my monthly health and safety meetings every month at JCC. We had our local health and safety meeting along with our unit chair meeting and our general meeting On August 26,2023 we had a good turnout for the general meeting I thought the meeting went well overall we still need to work on getting more members involved in meetings maybe offer a little incentive to get them to come out to our meetings like a raffle or something along those lines. I feel our role as business agents has made a huge improvement on our relationship with our members the feedback that I receive is positive as we are more connected with the employees and union together because of our presence and our reaction time with the members problems this was a very good idea to bring us on. I feel we have made some big changes in our members work lives and I hope to continue making positive changes for our members in the future.

I look forward to seeing everyone in the near future at the education week at Mont Tremblant.

Peter Aligianis
Business Agent
TC Local 1976 USW

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

LUNCH BREAK 12:45 to 1:30 pm

GRIEVANCE APPEALS

G1290-939-23 CP RAIL Correia Termination

- NL gives a summary of the file
 - Discussion
 - Similar cases have had no success of winning
 - Motion by GR/MDS to uphold the decision to close the file.
- All in favour, motion passed.

G2008-021-23 & G2008-022-21 ONR Selman Termination

- NL gives a summary of the file
 - Discussion
 - This is a safety-related issue, and it is not to be taken lightly
 - Arbitration will leave a negative mark in his employment file
 - Motion by JG/MDS to uphold the decision to close the 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.

1. New Business

To Do National Election Local 1976 2024

- Schedule was verified

- Education Session Tremblant

- Agenda and attendee's lists/groups were verified

-Pay Equity (new law 2024) will be discussed by Executive Committee in Mont Tremblant
September 19, 2023

- Motion by GR to adjourn for the day at 2:27 PM

Day **2.**

The meeting is called to order at 10:04 AM.

- CP rail Long Term Disability update/presentation by Steven Hadden
- Discussion

NL gave an update on Marine Atlantic:

Membership meeting and mediation taking place today.

-3-year deal, 3%-2%-2% and 4% level up.

-Deal will hopefully be in place by 13 September 2023.

For the Good of the Union- nothing to discuss.

Motion by NL to close the meeting at 10:45 am.

Respectfully submitted by: Mari Sulkala

Approved by:

Nancy Lapointe, President

Manny D'Souza, Vice-President