

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

**May 30-31, 2024
Montreal, QC**

Day **1.**

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

Guest: Annie Daigneault (AD)

The meeting is called to order at 9:50 AM.

NL greets the members in attendance.

Minutes of Previous Meetings

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

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

Reports:

**REPORT of PRESIDENT
TC Local 1976USW Executive Council Meeting**

Nancy verbally reported on the following.

- Attended some meetings in Vaughan and Calgary to explain the award. Members are unhappy that the arbitrator decided to give us the exact same thing that they refused the 1st time around.
- Worked on finalizing Local 9554 leaving the Pension Plan.
- Attended CROA hearings. We are up and running and we'll be having hearing every month for the next year.

Respectfully Submitted

Nancy Lapointe
President,
TC Local 1976 USW

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

REPORT of VICE-PRESIDENT – Manny D’Souza

Report for Executive Committee

The membership has spoken! I would like to congratulate the entire EC for succeeding in their elections and being chosen by the membership to represent this Local. I look forward to working with everyone for the next 3 years and am very excited to work for our hard-working members who have contributed to the success of this Local. On June 1, 2024 we will be introducing a few new leaders and I welcome them to our team and look forward to supporting them in their important roles.

Now that the elections are concluded it is my intention to focus on the future and concentrate on the needs of our membership. There are a few contracts up for negotiations and it is time to get to work. American Airlines Inc will be on the list as the contract expires in November and soon, we will be canvassing our members in Montreal and Toronto to gather information from them to prepare for proposals. CPKC also has a contract expiring at the end of the year and so another negotiation about to take place soon after the last contract was reached by way of Arbitration. We will also be negotiating ONR, Valport and Essex Motipark has already begun the process. In the airline industry a few Grievances will be going to Arbitration as American Airlines has introduced a new policy about members with dual employment and eligibility about working with both employers. In a nutshell AA has taken a position that any employee who works for airport screening business will be given an ultimatum to stay with one of the two employers. We have taken a position that their policy is outrageous and that 4 of our members are currently in this situation and the financial hardship is an inappropriate request. On the Delta side an influx of Grievances is beginning to surface due to the tardy policy Delta has introduced. This policy is punitive to the point that if an employee is late more than 2 times 1 min in a calendar year a 1-year discipline is issued.

On the progress of certifying Zone Managers at West Jet in Toronto it has come to a bit of a standstill. Seems the appetite has slowed down but I am not giving up and will be there in June to see what we can do to encourage them to join us.

Our next project also is to update the website and get it up to date with all membership groups. Communication is a key that needs to be improved and my commitment is to improve it.

In conclusion, the last 3 months have been very intense, lots of hard work and positive results. We begin a new 3-year journey for all our members. For those who supported myself and the rest of EC it is much appreciated, but also ensuring that those that did not, I hope that we can gain your trust, as we will be working for all members. A special thanks to Alexandra Farley, Stephanie Guerrero, Naim Sultani, David Pinck, and Kurtis McGibbon and Lynn Dark for all their hard work in promoting the vote by way of the airlines. Great job done also by Jonathan Grdic and Peter Aligianis and many more.

This concludes my report, thank you for your attention.

In solidarity,

Manny D’Souza

- Reading of the report

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

Disaster Relief Fund Report– Manny D’Souza

Since our last Disaster Relief Fund report of Dec, 2023. An amount of \$500 will be given to member Dina Mourad who works for Garda World at Ottawa airport. This is done to assist our sister with her financial hardship. Sister Mourad has had a heart-breaking diagnosis of recurrent cancer and with young children to take care of and every day bills having to be paid for it has been a very difficult time for her family. The medical bills are a burden and after being advised by numerous government programs, including the cancer society that they can no longer assist her, she has been left with a large weight on her shoulders. Her brother and sisters at Garda began a fundraiser by entertaining bake sales and other venues to assist her. Gift cards from Walmart and Loblaws will be given to her on behalf of the Local for our sister in need.

This concludes my report,

In Solidarity,

Manny D’Souza
Vice-President/ FST

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

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

Bulk Systems – Golden

Work in Golden continues. Yvonne has reported no issues.

CP West

Jeffrey – There are a lot of Admission of Responsibility's being signed for errors leading to suspensions. Management is performing bargaining work in remote areas – members are maxed out on OT in these areas.

Unit 891/892/891B

- Recent award from the arbitrator for contract that was expired end 2022 at CPKC.
- Union met with membership to address any issues and questions for the arb award here in CGY.
- Loads of issues ...Union is working out with LR for back payment for members for the retro after the award (ask Nancy where that's at).
- I am making a point to meet more with members. Its very hard as my units are all over Calgary...med hat...Edmonton...golden...port Coquitlam and I think moose jaw and to get Union time away from work.
- Made a point to sit in the Operations centre and observe and meet with members and hear their issues, but need more of that in other depts.
- Recent elections and there will be a new Police Comms unit chair and I will finally have a secretary to hopefully assist with my work load.

Canpar

- Freight continues to be low across the country. People are taking occasional days off, but are at work most days in Alberta and BC. There are attendance issues in Calgary, people are maximizing their paid sick time, and then if they get sick in the future don't have any pay to cover their absences.
- The company has confirmed that there are new accounts coming into the system, and older accounts are choosing to ship more meaning our volumes will be increasing. While this is not preferred freight (smaller boxes), we will still see an increase in volumes.
- The USW offices across District 3 will start to ship through Canpar exclusively soon, with the hopes of expanding into District 6 and District 5. I am hopeful that this will start a trend for more USW Locals to ship through Canpar as well.

Canpar members had their quarterly meetings on May 25, 2024. There was very poor turnout. In total, spread across 3 meetings there was three members that attended. I would like to suggest that we do these meetings twice a year going forward as the interest doesn't seem to be there any longer. In response to this, we have decided to cancel the interpreters for the remaining meetings this year.

There have been a few Alberta Leadership meetings this quarter as the Alberta NDP will be selecting a new leader soon. There has been much discussion surrounding if the USW will be endorsing a candidate. At the time of the last meeting, it was decided that no – we will not be endorsing a candidate as there is not a consensus among the groups here.

There are elections coming up in Saskatchewan and British Columbia this fall. I have been asked to facilitate in some way, details will be released at a later time. As such, I will be putting my name forward for participating in some of the sessions.

Respectfully submitted by Erin Zuchotzki

- Reading of the report

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

REPORT of the VICE-PRESIDENT District 5 – Johanne Gosselin

Here is my report on what has happened in the last months since March 14th, 2024.

Below is a breakdown by employers:

Canadian Pacific

Everything is under control.

Canpar

Everything is under control.

Opsis Centre d'appels PET

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.

Les Commissionaires

Everything is under control.

Convention signed in spring.

They have formed a health and safety committee.

Nordia Québec

Negotiation on 4th,5th and 6th of June 2024.

At the end of March Sylvie Milos from the human resource at Nordia Québec was let go.

Around February 21st Lynn Mayo was offered a packaged deal for early retirement. There seems to be a restructuring in every Nordia.

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

Central Main & Quebec Railway (CMQR/MMA)

Couldn't reach anyone.

Desgagnés Logistik / Valport

Convention ends this year December 31st, 2024.

All human resources have resigned.

The payroll manager after 30 years also resigned.

Russell Kerr Director of Operations takes care of everything.

Packaging.

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

Bombardier

Everything is under control.

GDI 630 René-Levesque

Everything is under control.

GDI Palais des Congrès

Ex-President Pascal Danis is back as president.

Everything is under control.

Place d'Armes

May 28th 2024 we will present the employer an offer:

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

Equans Place Ville-Marie

Everything is under control.

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

The negotiations ended January 30th 2024; we are waiting the response of the company.

Company has to have some discussion for certain clause with the client.

Optimistic that the response will be in the next few weeks.

Everything under control.

GDI Complexe Desjardins

Difficulty hiring class A mechanics.

LOU to hire class B + mechanics was signed.

Two grievances, going to arbitration.

Everything is under control.

GDI 2001 Robert-Bourassa (new name for ABC Mécanique de Bâtiment - London Life-2001 University)

Everything is under control.

Lineage

Everything is under control.

Ivanhoe Cambridge

Employer's second offer was accepted on May 22nd 2024 at 100%.

First year 5%, the next two years 3% and 1000 \$ signature bonus.

Everything is under control.

INRS (Institut National de la Recherche scientifique)

Everything is under control.

Place Victoria

President Maykael Menendez dismissed in April 2024, grievance to arbitration committee. Everything is under control.

Busac-Chalmé Place Dupuis

President Maykael Menendez dismissed in April 2024, grievance to arbitration committee.

Place Bonaventure

Everything is under control.

GDI – Place Alexis-Nihon

Everything is under control.

Airport Macaza

Will update on May 30th 2024.

Quebec Airport and Regional Airports

We got voluntary recognition.

As of April 1st 2024, Garda World is the supplier of service for screeners in the east of Canada and Ontario.

For pay day on April 8th, the pays were incorrect; wrong pay rate, bonus missing, union dues collected too high, few people in Québec and regions with no pay at all and it took up to eight days for some people to get something.

Punch didn't work.

In the region; no computer, no internet or phones to communicate with the company, employees had to use their own personal devices to call in their hours and to get their schedules.

There was a meeting on Monday, May 27th 2024 at the Québec airport: Antoine Boucher-Roy (Regional Director Resources and Labor Relations, Quebec), Julie Moisan, Isabelle Gingras and Beata Belfe (hired by Garda and is in Montreal and supports human resources to harmonize all the airports).

Last pay want was smoother with less errors.

Diogène

May 10th 2024 dismissal of the president; there was a grievance filed Friday May 24th, 2024. A complaint to the TAT.

Brenntag

Renew CC in May 2024

Submitted by Johanne Gosselin V-P District 5

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

REPORT of VICE-PRESIDENT/DISTRICT 6 - Joe Rizzuto

TC Local 1976USW Executive Council Meeting
May 30-31, 2024

Unit Lodge 650 Grain

Joe Rizzuto (For Eric LaBarre)

Grain movement out of Thunder Bay is in full swing with all employees being recalled and new hires in Place. Two out of the three companies are almost done with the Pay Equity process while the third has not even started, we've explained to the manager the urgency of this committee as outlined by the federal Government, but to this day he has not reacted. I'm sure he will be scrambling in the next few weeks to get something done.

We've elected executive members, however not all positions have been filled. Hopefully it will be done in the coming weeks. Shop Stewards, shop committees, H&S committees, and pension committees have also been put in place. We are currently waiting for training to get these new people up to speed.

The main facility at Richardson's will be replacing our entire railway yard. Every rail and tie will be removed along with a partial excavation of the rail-bed. This will take from 6 to 8 weeks depending on weather. They've assured me no layoffs, but I'll believe it when I see it. We will continue to load vessels, but receiving of grain will happen at the Current River plant.

We were not able to complete our audit due to the disappearance of many of our 2023 banking files. The Treasures quit his job and moved away without returning much of his material. I was able to retrieve our cheque book along with deposit information, but not much of anything else.

I have no reason to believe that any funds are missing as everything looks in order. We've made a request to the bank for all of our bank statements for 2023, 24 that are missing, but they have not arrived yet. We have a new treasurer in place and an audit will take place once the bank material is in our hands.

Unit Lodge 2008 ONR

Mildred (MJ) Page

Here are my issues for inclusion for May 2024

Still have outstanding issues with the company in regards to name tags for the CSSA's. Grievances have been denied at step 2. Have made a couple concessions with the company and they are following up with their own risk assessment but name tags are optional for at least the next 6 months. The Minister of Labor refused to investigate the work refusal claiming it was frivolous for an employee who was stalked to refuse to wear a name tag.

Lead Hand CSSA's have been doing the work of the supervisors and I now have a consensus with the company that managers will be taking over this work with a potential action date of July 5th.

The Company has begun Article 8 Process by sending official notifications talking about Passenger Train.

Negotiations should begin for us near the end of year, and as such we shall begin meetings with all departments regarding Article 3's.

Unit 2353 Canpar

Susan Jonah

The major issues are

1. ICS has been getting Brokers to use company vehicles to retrieve air freight on the weekend. After a small accident (broken mirror). The Broker was expected to pay for the repairs and etc. Turns out ICS has no written policy on Brokers using company vehicles. The member thought he was covered by company insurance. The manager thought otherwise. The member paid for the mirror and no longer does the airport run.

I have sent an email requesting a written policy going forward. And have requested the contact information for a couple other members who I believe may also be using the same vehicles, so I can be sure that they are aware of the agreement

2. Canpar. The Warehouse worker in Corner Brook has had his hours cut. In investigating this situation, I found that he as well as two P&D drivers in Dartmouth are on the Seniority list as Warehouse A when they are clearly doing other jobs. I just discovered this yesterday, and I will continue to get the details. I filed a grievance last year for another member in the same terminal. Seems to be a chronic problem.

Unit 613 – Garda Ottawa Airport

Kristopher Marzitelli

Please see the following update regarding Unit 613 – Garda Ottawa Airport – May 2024.

Garda World's new CATSA contract took effect on April 01, 2024. It has seen many changes on site which include, a new management system, a new scheduling system, various new software systems including those used for scheduling, a new punch clock system and restructuring of the back office and admin staff.

With these changes come growing pains, and unfortunately, violations of the collective agreement. The primary concern has been overtime bypass due to incompetence and human error by the management assigned to scheduling, as well as bugs within the new scheduling software and systems.

Although Garda and CATSA maintain that the new punch clock system was solely implemented for Government of Canada audits on CATSA the Union will be monitoring how Garda will be using the data set for the new "break punches". The question that remains is, will the employer discipline or claim time theft on those who come back from breaks late? What about 1 minute late?

Excessive oversight continues to be an issue. With the increase demand in managers required with the new CATSA contract we are seeing unprecedented numbers of managers making observations on members working the floor. We have had instances where a screening checkpoint may have four (4) screening officers working on an active screening line, while there will be six (6) managers observing the checkpoint. It is overkill and it is lowering the morale of these hardworking and highly trained individuals.

Garda's AMP (Attendance Management Program) has seen a spike in employees enrolled into the program. One of the red flags identified by members and Shop Stewards alike is the fact that Garda is counting shift trades and donations as instances of absenteeism. Shift trades and donations are permitted per the CBA and Garda continuously encourages shift trades and donations instead of booking off. The Union does not agree with the practice of counting shift trades/donations as absences. This is the position we hold and we will continue to debate this position with Garda.

A grievance file currently being given a lot of resources and attention is the group grievance filed for 2023 Sick Hours. The Union and Garda disagree on the language in the CBA in regards to the new sick hours system. The Union interprets that at the end of the year there is an allotment of sick hours that are carried over to the next year and there is an allotment that is paid out. There has been a large volume of sick hours that have not been paid out, nor carried over. Garda recently completed an internal audit and the Union is now waiting for the results of this audit so that the group grievance can be resolved or escalate to arbitration.

In respects to "good works", one of our sisters of Unit 613 was diagnosed with a critical medical illness and our members rallied and came together to run a bake sale to gather funds and donations. It was a huge success and we raised \$3031.25 for our sister in need!

In other "good works", one of our brothers of Unit 613 saved another member's life when they started to choke and subsequently lose consciousness. Brother Alexander Poirier jumped into action and performed emergency first aid manoeuvres. This started the "chain of survival" that helped sustain life as paramedics arrived on scene.

Unit 2304 Canpar

David Hill

Things at Canpar are still extremely slow. Many routes are being doubled. 1 driver just to keep it profitable for the company to do, they're business. Lots of drivers are now unassigned, just to keep them Employed instead of laid off. Again since the peak of the pandemic, we had 28 routes Going Out. Now we are down to twelve.

T-Force is the same. My warehouse guys are getting hours cut due to the loss of freight volume.

ICS Courier can't find people to work at the wage they are offering. So, they get agency workers to come in at a flat daily rate. Discussion with CO are ongoing.

Unit 2018 Canpar

Stephen Aubertin

Things in Canpar north are good. Not a lot of grievances except for a minor few things. Jon continues to be a great asset. There were some big operational changes in Sault Ste. Marie and the company is planning changes in North Bay. We are adjusting but slowly. Other than that, there is not much to report.

Sub Unit 4001 (1824)

Warren Wadsworth

Zayo Allstream

Hi Joe, congratulations on the election victory. We just ratified a new collective agreement with Zayo for 4 years with a 17% wage increase over 4 years from January 1st 2024. Everything else is going well at Zayo.

Unit Lodge 551

Shelly Savoury

Marine Atlantic

Hi Joe, Congratulations on your re-election to the board. Our members helped us with this election. We all stood together but they want help in return. Our members want the essential service straightened out, they want to know if we are or if we are not. They want legal documentation showing as such.

Our company is trying to take away seniority from our members by binding their training. They are making the employees in our unit for positions in our unit to supply resumes, cover letters and investigations. We have grieved this and some going to arbitration.

Our members want a continued presence from the local. They haven't seen board members here for years and its time that they made an appearance. It will give our members a renewed confidence.

Sub Unit 1384

CP Thunder Bay

Louise Morgan has been elected as Unit chair at the Thunder Bay site. She will represent Crew- Bus drivers and Stores employees.

The current issues surrounding members being permitted to use their purchased PDO's due to staffing levels.

Shortage of crew bus positions. In Thunder Bay there is no one to cover any relief or vacation.

Unit Lodge 208

Jon Grdic

Canpar

Hi. Joe things at Canpar are the same. It's still a little slow put picking up a little. There are no active grievances in my unit. Other than that, things are ok...

Unit 4001

Kurt Merner
Essex Motipark

Greetings Joe.

Motipark is still being impacted by Stellantis parts shortages USW requested the company adjust work schedules to maximize hours for our senior members which the company was amicable to. The pending strike mandate for May 22 by CN and CP rail is going to impact our members at Motipark and may cause the company to move to min staffing as most of their units are currently moved by rail. I have requested that the Company keep the Union in the loop and they are doing so far. The Company has requested that we negotiate early (July) on the current contract which ends this September, I am currently working with Jonathan to get some proposals together to present to the company. Congratulations on retaining your position.

Unit 951

Leighton Costanzo
CP Vaughn

There is growing solidarity in Vaughan amid waves of frivolous investigations that have targeted union representatives and senior employees that were previously viewed as “untouchable”. Health and safety remain a controversial topic and there is an ongoing fear of reprisal. There is more animosity towards workers who exercise their rights and an irreconcilable divide between the positions held by management and the union. The Vaughan roster keeps expanding and new hires are quickly being integrated. There are currently over 150 workers in Vaughan and at least 40% of employees are still on the spare board without a shift. The company is not creating new positions despite hiring more workers. As a result, employees with several years of experience do not have any kind of job security. Investigations continue to be scheduled on the employees’ rest days. No payment is provided to any employee who is called into work to provide a statement. However, failure to appear results in supplemental discipline. The yard is awaiting the outcome of a Meal Break grievance scheduled for arbitration in June. If successful, employees will be entitled to an additional 10 minutes of break time. This news has increased morale in the terminal.

Sub Unit 4001

Earl Scott
ADM

Hi how are you doing well we have three new workers here now just waiting for their time to come up for to get in the union other Han everything is good on this end we have a boat coming in to unload at the end of month but we are busy all the time I just started my 54 years here it won't be long now thank you.

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,

Meetings were held at Vaughan Intermodal Terminal (Nancy Lapointe, Manny D'Souza, Joe Rizzuto & myself in attendance) to go over the arbitration award for the CBA at CPKC, meetings also held in Winnipeg (Manny D'Souza & myself) and in Calgary (Nancy Lapointe, Joshua White & myself). There was a high-level engagement from the members. There are still some residual issues surrounding the retro payment concerning those whom were dismissed or resigned from the Company, as CPKC has not paid retro to those parties. There are also concerns with how the retro payment was done for probationary members.

I attended the Health & Safety meeting with CPKC earlier in May, currently there are no new or outstanding H&S concerns for USW members at that level.

From meetings / conversation's conducted with members from CPKC, Canpar & Marine Atlantic there has been a great deal of feedback requesting more informational broadcasts, newsletter, or any other forms of media that could highlight developments. There has also been much feedback the Executive be more present at member locations (boots on the ground).

There has also been much dialogue from members at CPKC requesting more clarity on Direct links that are issued. At Unit 49 Winnipeg, during the 2024 election there was confusion over ballots for Unit chair / regarding secretary as several received the ballot and return envelope, days later received the ballot for recording secretary, compounded with electronic voting.

High turnover of staff has been a continuous issue in the Winnipeg NSC. CPKC hired a class of 9 in April, Manny and I had the privilege of meeting them the first few days on the property. There remain a few open positions due to resignations & retirements. The NSC was looking to trim a accounting position thru attrition, I engaged the Company on several occasions to voice concern over this approaching cut in hopes of finding a mutually beneficial offset. As of Friday May 24th, the Company reversed course and changed the position into a PUE, giving them greater flexibility for coverage and keeping our position count intact. There is still a resistance to re-establish a functional spare board to aide in back filling positions which is hindering work life balance for a great many members. 3 new full time stores positions have also been created in the Winnipeg Diesel Shop, positing's to close on June 2nd. Outstanding however is still the creation of a bilingual Employee Services Position as has been discussed in the past with the Company, we may need to revisit at future bargaining meeting.

I was advised this week, that there are some issues brewing with the Thunder Bay crew bus positions. The Company has issued a letter stating that overtime for crew bus is currently suspended. There are concerns that a contractor will be utilized to cover vacation periods, LOA's etc. I will keep in contact with the members there and file grievances as needed.

CPKC has continued to experience a high back log in SES Evaluations, Joint Investigation and Joint Harassment training. The Company recently has begun retraining Investigating Officers; however, this is being done solely from the Company perspective instead of jointly as done in years past. CPKC has also not yet begun the Equity pay process, if they have begun, Local 1976 has not been included in the discussions.

There are still the concerns over the Lunch Meal Period, Quality of Life, and Weston Break arbitration cases, however these are moving forward and soon we will have some closure on those subjects for a great many members. Discipline levels remain constant at several locations. In the Winnipeg NSC the Company has preferred as of late to take the route of Admission of Responsibility forms to issue suspension days. High AOR levels also remain at Calgary for Crew Dispatchers. Furthermore, at Vaughan Investigations have continued to occur outside of the working hours of the members with the Company declining to Compensate, several have proceeded thru the Investigation process and have achieved positive results, however there are still more to follow.

J.Howell
Chairman Board of Trustees
TC Local 1976 USW

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

REPORT OF CANPAR UNION BUSINESS AGENT - Jonathan Grdic

I am pleased to submit my second quarter report for 2024 to the Executive Council of Local 1976.

During the last few months, I have spent a lot of time visiting with members in my Canpar terminals. To date this year, I have been to all fourteen terminals I look after. I had not visited the northern terminals in about a year, so I was glad to get up there and see the members again. Freight is down this year which has led to some restructuring in the north, mainly in Bracebridge and Sault Ste. Marie. Some members were unhappy in the beginning but have now settled into their new roles and schedules, and things seem to be running smoothly for the most part.

Down in the south, we have seen some layoffs in terminals and driver routes are now larger in area to make up for the lack of density. I have also seen an uptick in the number of grievances, mostly due to managers trying to change the culture in a few of the problem terminals; mainly Barrie and Hamilton. We have just concluded our Labour Relations meeting with the company, resolving a lot of these grievances.

Currently, I am working with Kurt Merner, preparing for Motipark contract negotiations taking place later this summer. During April and early May we had passed out surveys and met with members to get an idea of what is most important to them. We are currently working on our proposals to present to the company in early June.

As well, leading up to and during the election, I was quite busy on the phone and in my Union meetings encouraging our members to exercise their right to vote as well as educating them on nominees running for the positions.

May 2024

Jonathan Grdic

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

To the attention of Nancy Lapointe and Executive Council,

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.

We have been having issues with low volumes in freight resulting in layoffs in some of our terminals in the GTA. The company has been trying to get business by lowering rates to bring back customers. With the work being slow the company has been focusing on work performance of our members which is resulting in many interviews and is causing issues with members being upset and calling in sick due to frustration because of this and more interviews being conducted for attendance as well. I am working with the members to try to prevent these actions. And trying to get them to do their work effectively as to not get into trouble with their supervisors while getting all the work done efficiently and in a timely manner. We recently had our elections I had spent some time visiting my terminals to let the members know how important it was to get out and vote and made myself available to them if they had any questions on the process of voting. I spent many hours speaking with management resolving grievances and conducting interviews in my respectful terminals I have recently brought in a new union rep.

At JCC on the preload shift Jeff Gomes he will be starting training in June. Robert Ramjohn stepped down after winning his position as unit president I took over this position as he had appointed me unit secretary after Larry James retired, I also appointed Justin Martin as unit secretary for my local 2346.

He works out of the Oshawa terminal and Justin will also be going for some training as well lastly, we had our labor relations meeting at JCC with myself, Annie and Jonathan: I can say it went very well and we closed most of our grievances that we had pending. I will continue to work to make Canpar a better place to work and make our members know we are always there for them. Most members know they can reach out to any one of us for support.

Peter Aligianis
Business Agent
Unit 2346 President

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

ANNIE DAIGNEAULT - DISTRICT 5 STAFF REPRESENTATIVE

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

REVIEW/UPDATE LIST

Resolutions

- Updates/modifications noted

Collective agreements

- Updates/modification

Grievances

- Updates/modifications noted

To Do's

- Updates/modifications noted

Convention Fund Budget

- Updates/modifications noted

Unit Budgets

- Updates/modifications noted

LUNCH BREAK 12:20 pm to 2:15pm

New Business

National Election 2024 Result /Officers List – Chief Stewards List

- Updates/modifications noted

Unit Election 2024 Result / District-3 / District-5 / District-6

- Updates/modifications noted

Cost of 2024 Elections

- Election costs verified

Translation - Canpar meetings (2260\$)

- NL presents the details of the current translation contract
- Discussion

Motion by EZ/JR to approve the cancellation of the translation contract. All in favour, motion passed.

Diogène Unit

Motion by JG/JR to approve to add Diogène in the Stationnaires, Unit 2016. All in favour, motion passed.

David Lipton Retirement Party

Motion by JR/JG to send three members (Susan Cao, Sheng Hong Zhong and Christopher Marzitelli, \$100 /person) to David Lipton's retirement party 21 June 2024 in Ottawa. All in favour, motion passed.

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

1. Approval of 2022 minutes before translation
 - Executive Council members will read the Minutes by 30 June 2024
2. Ideas for gifts - promotional item: Mittens and insulated cup

Motion by NL to adjourn for the day at 3:26 PM

Day **2.**

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

For the Good of the Union

Motion by EZ/JG to donate \$500 to Canpar Open Golf tournament held in Ontario in July 2024 (to order golf balls with Métallos-logo). All in favour, motion passed.

Kristopher Marzitelli addresses Executive Council on Good works of the Unit 613:

"Greetings Brothers and Sisters,

Thank you to our great Local for supporting me and giving me the privilege to take part in Leadership training at Linden Hall in PA, USA.

It was an incredible experience to meet Steelworkers from across Canada, the United States and even from the Los Mineros Union from Mexico. To know we come from such diverse backgrounds, livelihoods, workplaces and employers, yet we still have so much in common, both positive and negative. It was also heartwarming to now know I have Brothers and Sisters from across Canada, the USA and Mexico.

The stories you hear about the labour movement from across the world hit home. Our brothers and sisters from Los Mineros told us about the health & safety issues they were facing in their mines near Mexico City. Due to conditions, there was an explosion in one of the mines and workers were killed. They then went on strike and they were then attacked by hired guns and 2 miners were killed and murdered.

We discussed member engagement at large and the fact that we are elected by our peers and servicing the members is what we do. One-on-one conversations, fielding questions and concerns, processing grievances and arbitrations, negotiating contracts. This is what we do.

Our group also reviewed our new member orientation packages and I was proud to see our Unit in Ottawa has a very robust and comprehensive package that is distributed to new members.

We also held a raffle and 50/50 and as a good works project we donated over \$2000 to a member's family in need as his wife is currently dealing with the challenge of a flesh-eating disease. We were also encouraged to engage with good works projects in our communities when we got home.

In closing I want to express my gratitude for the opportunity to participate in the Leadership program and reiterate that member engagement is key and that visits to terminals, servicing members and improved communication through social media channels and a revamped website can go a long way.

In solidarity,

Kristopher Marzitelli
President, Unit 613
USW Local 1976"

10:30 AM Jennifer Snyder financial presentation:

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

Disaster Relief Fund:

Motion by EZ/JH to donate \$500 gift card to Garda Ottawa member battling bone cancer.
All in favour, motion passed.

Motion by EZ/JG to donate \$200 to Community Aid project "Hochelaga-Maisonneuve and Mercier-Ouest districts" helping underprivileged youth living in our neighborhood.
All in favour, motion passed.

Motion by NL to close the meeting at 11.15 AM.

Respectfully submitted by: Mari Sulkala

Approved by:

Nancy Lapointe, President

Manny D'Souza, Vice-President