

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

**March 14, 2024  
Montreal, QC**

**VIDEOCONFERENCE via Zoom**

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

**Guest:** Annie Daigneault (AD)

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

NL greets the members in attendance.

**Minutes of Previous Meetings**

- Reading of the minutes of the December 2023.  
Motion by EZ/JH to approve the minutes. All in favour, motion passed.
  
- Reading of the minutes of the February 2024 Zoom meeting.  
Motion by JG/EZ to approve the minutes. All in favour, motion passed.

## Reports:

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

March 14, 2024

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

I started 2024 with a trip to Vancouver for an interest-based arbitration to have our CPKC collective agreement arbitrated. It went good and we finally got the award last week. Arbitrator Ready awarded the first offer, stating that it was a fair one and well within what has been bargained with CPKC in the last two years. Some people are happy, others not so much but that the nature of the beast.

One of our staff reps always, if you ratify an agreement at 100%, you did not ask enough.

Anyway, we're going back at the table at the end of the year, so we'll see what happens.

I also went to Ottawa for the Drug and alcohol policy grievance. Because all the different unions within CPKC are involved in this arbitration, it is taking forever. Last time we met was January and our next session is schedule in September.

On another note, CPKC tried to change the driver jobs at the car compound and make them safety sensitives jobs. That would have meant for about 15% of the staff losing their jobs for personal use of cannabis and a bunch of others held out of service for different health issues. In their process they were not even giving the members the 90-day notice specified in the collective agreement which tells me all they wanted was to catch the ones that are doing recreational drugs because by not given them the 90-day notice the were taking away their chances of clearing up their system before going for their medical. We asked for the district's help and were assigned a lawyer. We ended up getting an injunction stopping them from doing anything until an arbitrator ruled on the case. We are being heard on April 4 at the CROA office in Montreal.

The other main thing occupying my time is the elections. Manny and I have been spending most of our time getting everything in order, talking to Pittsburgh to make sure that if there are any protest to our way of doing things, Pittsburgh was aware of what we did and why we did it. There is still a lot of work coming and each of us will have to put our hands to it and make sure each of our presidents and other supporters get people to vote.

Manny, Jeff and I are also going on the road for the arbitration's award, so we'll be talking to the members about everything that is out there from the group with no name. On that group, we started getting complaints from members who are being copied on these emails asking that they stop doing it and we will discuss how it will be addressed. In the meantime, if any of you receives complaints about that email chain, please forward it to the info address and if it's verbal, ask the member to send their complaint to the info address.

This concludes my report.

Respectfully Submitted

Nancy Lapointe  
President,  
TC Local 1976 USW

- Reading of the report

- Motion by JH/EZ 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 start of 2024 has been a very busy one and been humbled with the support of our members in supporting my nomination by numerous Units. If successful I will continue to lead our great Local into positive experiences.

On a Canpar perspective, I had the opportunity to visit a few more terminals, Barrie and Mississauga were the most recent stops and I got a chance to talk to some members and listen to their concerns. Myself, Annie Daigneault, Peter Aligianis and Jonathan Grdic got to meet with Canpar management to discuss the current issues on Health and Safety. During those meetings I was pleased to see the engagement by both parties to make the work environment a safe one. We were also joined by David Hill and Susan Jonah during those discussions and from my experience things are heading in the right direction. A few changes occurred recently that are important to note. Robert Ramjohn had advised the Local that he had decided to take on a new challenge and has become part of Canpar management. This sudden resignation created a few gaps in our organization for Unit 2346 and also the National Health and Safety Committee. We immediately filled those vacancies with Peter Aligianis who was the Recording Secretary who was nominated by Robert Ramjohn earlier in January and also approved by the Executive. In addition, we also filled the National Health and Safety role by announcing Dave Smith from Canpar in Lachine. I had the pleasure to meet Dave and his passion and commitment towards Health and Safety is a positive addition to this committee.

In the airline industry a few Grievances were open but nothing too serious as things are picking up. American Airlines contract expires in November and we have already begun by sending 2 members to the Bargaining to Win course. Both Alexandra Farley and Stephanie Guerrera Silva really enjoyed and appreciated the course in order to prepare for the next contract. On the Delta Air Lines side a new collective agreement was ratified and the retro payment was just concluded this week and all members seem to be in good spirits. There are a few issues in Toronto and elections are taking place in locations of Montreal, Toronto and Vancouver for the Unit President positions.

In Ottawa Garda pay errors diminish significantly, Kristopher and his team of Stewards have done an amazing job and the engagement of the membership there has been fantastic. There are a few changes in management coming up, hopefully the relationship stays the same but improvement is always embraced.

I would also advise you that we have been approached by Zone Managers at West Jet in Toronto. I have been working with Kurtis and with some guidance from Darlene Jalbert we may be adding a small group to our Local. I will be going to Toronto on March 19 to meet up with them and hopefully welcome them to our Local.

In conclusion, 2024 has been fast paced and we continue to work hard for our members and look forward to continuing more for the future.

This concludes my report, thank you for your attention

In solidarity,

Manny D’Souza

- Reading of the report
- Motion by JG/JR 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 attended a meeting between management and 2 other workers regarding work ethic and verbal abuse. I haven't heard back yet as to how that meeting went.

Their contract has yet to be completely finalised as there were some issues brought up between federal and provincial certification. I am working with Earl Graham to get things rectified as much as we can. An LOU will be signed soon.

**CP West**

Jeffrey - Grievances are down across the board, but the membership in Winnipeg is agitated with the introduction of MN and his antics. The membership had a poor turnout for a strike vote and we went to Arbitration. Jeffrey has more information on that.

Josh – I didn't hear back from Josh when I reached out. But from other conversations we have had, his nomination meetings went well. He also mentioned that the company is calling him in for meetings on his days off quite regularly, causing a lot of over time for him.

**Canpar**

Canpar BC – freight is very low with around 7 trucks sitting in the back yard and the company looking to offload some of the vehicles that are older – usually they don't do this until the vehicles are at least 10 years old, but because we have so many new trucks it seems they are offloading them sooner. We are covering Loomis freight when a Loomis person is unable to complete their route (we are being used as back up). The Labour/Management meeting shave been helping to address local issues more effectively.

Canpar Alberta – in the beginning of February, the Edmonton location moved into the Loomis building. There are some minor issues to adjust to, but for the most part it is business as usual with no loss of staff. Our freight is very low and we are also covering for Loomis employees when they are in need of assistance. There are entire postal codes being shifted over to us, causing the Loomis side to file grievances. We are seeing more and more larger sized packages coming through the system as the sales people have been combined across the country and Canpar does not have a weight limit.

I was asked to attend Leadership meetings in January with the Alberta groups. The meetings were held in Calgary and were followed by the Southern Alberta Area Council meetings. It was nice to see everyone after Christmas.

Last week I was asked to go to Winnipeg to facilitate a Stewards 1 course with another instructor. We had a great class and had great participation from all. It snowed while I was there, no one was happy that I brought the snow storm from Alberta.

Respectfully submitted by Erin Zuchotzki

- Reading of the report
- Motion by JR/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 December 8<sup>th</sup> 2023.

Below is a breakdown by employers:

### **Canadian Pacific**

Will update on May 30<sup>th</sup> 2024.  
Everything is under control.

### **Canpar**

Will update on May 30<sup>th</sup> 2024.  
Everything is under control.

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

Will update on May 30<sup>th</sup> 2024.  
Unit president Caroline Roy-Agar.  
Vice president Sandy Côté-Martin.  
Negotiation is starting Wednesday November 29<sup>th</sup> 2023.

### **CCC (Les Commissionnaires)**

Will update on May 30<sup>th</sup> 2024.  
Everything is under control.  
Convention signed in spring.  
They have formed a Health and safety comity.

### **Nordia Québec**

Around February 21<sup>st</sup> Lynn Mayo was offered a packaged deal for early retirement. There seems to be a restructuring in every Nordia.  
Will update on May 30<sup>th</sup> 2024.  
Everything is under control.  
Serving company November 30 2023, negotiation should start soon after that.

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

Will update on May 30<sup>th</sup> 2024.  
Audience in September 2023 with CCRI against the teamster (happen just waiting for the arbitrator decision).

### **Valport**

Will update on May 30<sup>th</sup> 2024.  
New business.  
It was bought by Desgagnés logistic.  
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**

Will update on May 30<sup>th</sup> 2024.  
Ok.

### **GDI 630 René-Levesque**

Will update on May 30<sup>th</sup> 2024.  
Ok.

### **GDI Palais des Congrès**

Will update on May 30<sup>th</sup> 2024.  
Ok.

### **Place d'Armes**

Will update on May 30<sup>th</sup> 2024.  
Ok.  
Waiting from the company a LOU that would allow to add a statutory holiday.  
Such has Truth and Reconciliation.

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

Will update on May 30<sup>th</sup> 2024.  
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 as the non-unionize.

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

Will update on May 30<sup>th</sup> 2024.  
Everything under control.

### **GDI Complexe Desjardins**

Will update on May 30<sup>th</sup> 2024.  
2 grievances.  
Everything is under control.

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

Will update on May 30<sup>th</sup> 2024.  
Everything is fine.

### **Versacold**

Will update on May 30<sup>th</sup> 2024.

Convention signed and accepted.  
Was bought by Lineage.

### **Ivanhoe Cambridge**

Will update on May 30<sup>th</sup> 2024.  
Negotiation started, second meeting Thursday 30<sup>th</sup> 2023.  
Everything is under control.

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

Will update on May 30<sup>th</sup> 2024.  
Everything is under control.  
Negotiations done; convention signed.

### **Place Victoria**

Everything is under control.  
Negotiation done and convention signed.

### **Busac-Chalmé Place Dupuis**

Will update on May 30<sup>th</sup> 2024.  
Two letters of understanding completed:  
1- Extension of the convention until 2026.  
2- Retention bonus.

### **Place Bonaventure**

Will update on May 30<sup>th</sup> 2024.  
Negotiation done and signed.

### **GDI – Place Alexis-Nihon**

Will update on May 30<sup>th</sup> 2024.  
Ok.

### **Airport Macaza**

Will update on May 30<sup>th</sup> 2024.

### **Quebec Airport**

We had a few zooms meeting in February and March for voluntary recognition.  
Will update on May 30<sup>th</sup> 2024.  
Securitas contract was not renewed so as of April 1<sup>st</sup> 2024 Garda world becomes the supplier of service for screeners in the east of Canada and keeping Ontario.

### **Regional Airports**

We had a few zooms meeting in February and March for voluntary recognition.  
Will update on May 30<sup>th</sup> 2024.

Same as Quebec.

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

### **Diogène**

Will update on May 30<sup>th</sup> 2024.

Submitted by Johanne Gosselin V-P District 5

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

### **10:55 AM Jennifer Snyder financial presentation:**

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

### **11:42 End of the financial presentation**

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



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

TC Local 1976USW Executive Council Meeting  
March 14, 2024

### Unit Lodge 650 Grain

Joe Rizzuto

This year's warm weather is allowing the grain terminals to begin shipping a couple of weeks earlier. The vessels will begin to arrive next week without the assistance of ice breakers. All three companies have begun recalling laid-off employees and we should be back to full employment considerably earlier than usual.

We've begun to meet with all three pay-equity committees and expect to continue for the balance of this year. The committees have all been very professional and without disagreements to date. We expect great results by the end of our mandate.

We have completed nominations and expect to have an executive by the end of the month. Notifications have been posted regarding shop-stewards and safety committee positions. These should be completed by the end of April.

Johnathan Grdic visited Thunder Bay and we attended sites at CP, Canpar, and one of the Grain terminals. Most employees were on layoff at the terminal, but we did manage to meet with a few members. Perhaps we can expand the visit the next time Johnathan travels to Thunder Bay.

### Unit 613 – Garda Ottawa Airport

Kristopher Marzitelli

CATSA has announced the winners of its bidding wars. Garda was the incumbent for Central Canada and retains this region, comprising of Ontario. Garda was also successful in winning Eastern Canada region, which is comprised of Québec, New Brunswick, Prince Edward Island, Nova Scotia, Newfoundland and Labrador and Nunavut. Garda gave up its Prairies region (Alberta, Saskatchewan, Manitoba, Northwest Territories), which was won by Paladin Airport Security Ltd. The Western incumbent, Allied Universal, lost its bid for the West region (British Columbia and Yukon Territory) to Paladin Security. This means that United Steelworkers now represent *all* Pre-Board Screening Officers in Ontario and the Atlantic provinces with the exception of Toronto, London, Thunder Bay and North Bay.

Garda World Security Screening Inc. was awarded \$1,581,700,000 over five years for the Central region (which includes Unit 613 Ottawa Airport), and the company was also awarded \$1,075,300,000 over five years for the Eastern Canada region. The new contracts are for a term of five years, and are renewable for two additional five-year periods at CATSA's discretion.

The fact that Garda World's previous Central region contract (2016-2022) was worth \$650M and has grown to \$1.58B leaves our members wanting their fair share of the pie as their dedication and hard work contributed to Garda winning the CATSA contract. Our members will receive another negotiated \$1/hour wage increase on April 01, 2024. Our contract expires March 31, 2025.

Unit 613 continues to see a high volume of grievances and pay errors. Our team of union representatives work tirelessly to resolve these issues and support our membership. Our Unit has developed a system to resolve pay error grievances in a timely manner and have built important contacts within the Garda World payroll department and upper management to ensure members are not waiting months for their hard-earned money.

Sexual harassment is a continued problem and the Union continues to push for swift investigations and resolutions. We have an ongoing concern with a manager saying flirtatious comments to female members and massaging their shoulders while they operate x-ray machinery. The Union continues to meet with Garda for a timely resolution to these complaints.

Our membership volume is holding strong at 353. Garda World still intends to grow our numbers to 400 strong in Ottawa, but poor working conditions and extreme job oversight by Garda, CATSA and Transport Canada leads to low morale and employee burnout. Ottawa Airport still maintains the highest level of attrition in Canada regarding Pre-Board Screening Officers. This is evident in the fact that our top 100 seniority members range in start

date year from 1988 to 2017, while the bottom 253 seniority members started working for Garda between 2018 and 2024.

Ottawa Airport continues to see passenger volume increases as we move further away from pandemic shutdowns. Most notable is the building of Porter's new jet hangar. Porter intends for Ottawa to be a new hub and it will add many new flights direct from Ottawa with the most recently announced Transborder USA destinations of Atlanta, Dallas, Nashville and Seattle.

### **Unit Lodge 2008 ONR**

Brandon Gowlett

There isn't much in the way of new business to discuss currently. The previous issue I mentioned hasn't yet been resolved.

For our last contract the government implemented Bill 124, which capped raises at 1%. Since we had already signed for 1.5 the day prior, we gained a couple minor previous asks and it was agreed that if Bill 124 was overturned we would get the initial compensation of 1.5% for the first three years back (a gain of .5% per year). On Nov. 29, 2022 the Superior Court of Justice struck down Bill 124 and the provincial government has officially lost their appeal of that decision. Now that the appeal process is complete it's time for the company to uphold our agreement and determine retro pay for our members.

On another note, Unifor and ONTC look like they are headed for a likely labour dispute and strike by 0001 March 13th. They have a strike mandate which had a 96.3% support vote. I have not heard anything official on the details aside from it seems to be regarding compensation and benefits. If rumours I've heard are true the company has made an offer in the 1.5-2%/year range and a cut to benefits from 90/10 to 70/30 coverage. Again, those numbers are not confirmed, but what has come up in the last week around the ONTC.

I've attached the draft version of the MOA. Can't seem to find the signed version on my phone.

### **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 2353 Canpar**

Susan Jonah

We were very lucky In New Brunswick this year. We have had very little snow, which seems odd because Nova Scotia has been buried so many times.

In 2353 we are still having problems with the outsourcing of freight with Loomis and Canpar.

We have lost both Canpar O/O in Fredericton to contractors. Smaller scale, but the same happens in most terminals.

Jobs are not being posted.

I'm also getting many complaints from both Canpar and ICS that O/O cannot get time off for vacation or sickness.

There's still the issue with the Sorters in this Unit. They are so badly paid that anyone hired since the federal minimum wage has gone up. Will not get a raise till there is a new contract.

This only pertains to this Unit.

Unfortunately, none of the issues are new.

All of the things I mentioned have been ongoing.

## **Unit 2018 Canpar**

Stephen Aubertin

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 KMs 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. Hope this helps :)

I basically have the same concerns as before. The only addition is there is a reroute happening in one of my terminals that is upsetting quite a few members, but Jon and I are on top of it. They are fearful that the company will use this opportunity to adjust their rates in an effort to save money. I think we have good standing to prevent that but time will tell. Have a great weekend!

## **Unit Lodge 2008 ONR**

Mildred (MJ) Page

Ok. So...in the running trades department we are working through so helper in the yard issues that are slowly resolving themselves with meetings and many text messages. The medical leave (sick days) has been paid correctly as far as I can tell this year (big yay). On the CSSA side of things a lot of issues have been worked out with regards to safety in the Timmins station but will never be ideal as long as we are in the Timmins Transportation Building where our employees have power to remove people from the building.... mostly homeless and mental illness sufferers with no other place to go. Once the new station is built, I believe we will eradicate this issue. I have not heard from signals at all but with this being last year for all contracts meeting will be furiously booked this year. Finally, our brothers from another mother (Unifor) just took a strike vote as they have been in negotiations from august and they received a 96% strike vote. They have over 400 members and are approximately 1/2 of our workforce. We may be forced to cross their picket lines shortly. Any advice on that end would be much helpful.

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

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

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

Good Day

After two ratifications votes have turned down by the membership for CPKC, we now have an arbitrated settlement, this is coming as a relief to many as two years without an increase in the current economic situation has not been an easy go for many members.

High turnover of staff has continued to plague Calgary crew dispatch and the Winnipeg NSC, although most positions are filled, retirements and a Company resistance to re-establish a functional spare board to aide in back filling positions are hindering work life balance for a great many members.

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. The afforded 10 sick days afforded to federally regulated employees have resulted in discipline being issued, mostly in the form of demerits for what the Company deems as excessive levels of absenteeism. Although the Company has stated its not due to illness, they are finding patterns in absenteeism and proceeding through their own discipline policy, the mass amount and results seem to be contradictory

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 was awarded during a CROA hearing, however the Company refused to honour 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, which resulted in the same issue taking over the shops in the Vancouver area, also Vaughan meal period which is nearing the 4-year mark. Although we have finally had the Company sign off on the Joint statements submitted long ago to them, it has caused an upsurge in volatility with the membership and with the upcoming election and reintroduction of a once member in good standing (MN) in mass emails of between 150-180 members and employees (some management) of both CPKC and Canpar it is creating an exceptional difficult work environment in Winnipeg, Vaughan and has spread to Calgary and Vancouver @ CPKC.

There has been a great deal of enquires as to the process surrounding the nomination procedure and process, as well as to the election process in its entirety and to which entity any protests are sent and whom will be the responding party.

The Company has continued to experience a high back log in SES Evaluations, Joint Investigation and Joint Harassment training, those whom are waiting SES evaluations have gone well over the one-year mark and are certainly starting to feel forgotten about, it would be beneficial to have a sit down with the Company and put a couple days forth to get the older requests completed, however with the impending pay equity this may take some additional time.

With the Upcoming audit, the Board of Trustee would appreciate a remainder sent to Lodges / Units that all receipts that are submitted contain as many details / explanations as possible, as well as any invoice and or bill mirror the exact amount on specified receipts (IE phone bills, cable, internet).

Also, any cheques written to have the memo section filled out indicating the purpose / reason for issuance, so that is easier to match to any supplied invoices.

J.Howell  
Chairman Board of Trustees  
TC Local 1976 USW

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

## REPORT OF CANPAR UNION BUSINESS AGENT - Jonathan Grdic

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

For the majority of January, I worked mostly on the phone at negotiating reductions of demerits for employees in various Canpar locations. I did visit the London terminal numerous times due to the reduction in freight volumes, trying to help prevent layoffs and keeping the morale positive.

I started February by meeting up with Joe Rizzuto in Thunder Bay. During my time there, we visited with members from Canpar, CP, and Richardson International. All the members we talked to were very positive. The members at CP were hoping to have a deal with the Company soon because it has been a couple of years since their last contract expired. We also found an employee willing to be the new Health and Safety Representative at the Canpar terminal.

Upon my return from Thunder Bay, I conducted nomination meetings in Windsor and London for the upcoming elections. Those meetings went very well, and a few employees notified me of their interest and becoming stewards in the future.

I then visited Canpar terminals in Walkerton and Brantford before the Canpar Labour Relations meeting at the end of the month in Toronto. That meeting went well in Toronto; we resolved all but a couple of grievances and are still working on any unresolved cases with the Company for a positive outcome. During my time in Toronto, I also had time to visit the Brampton and Barrie Canpar terminals, as well as having Labour Relations meeting with ICS and T-Force with Peter, Annie, and Manny present.

I am currently in the process of planning a week to visit the Canpar terminals in Northern Ontario, as Bracebridge is currently performing a re-route and the employees are on edge because of this. Also, I have not been to most of these terminals in about a year, so it is time we show our presence there once again.

March 2024  
Jonathan Grdic

- Reading of the report
- Motion by EZ/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

March 8, 2024

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 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.

In December Annie and I had labour relations meeting at JCC to resolve some grievances.

To try to return 2 members back to work and get some demerits reduced which worked out well. The 2 members were returned to work and reduced demerits on the rest of the remaining grievances. I also met with our members at JCC for Christmas breakfast.

In January I went around to some of the terminals to speak with members regarding the LOU that was signed by the company and union on reduced hours and explained it would not have much impact on them which it did not. I also went to Belleville with David Hill to meet with ICS members there. I was also conducting interviews for members within my area as I have no rep at JCC and just recently recruited a rep in Brampton Jeremy Hayward.

In February we conducted our nomination meeting which did not go very well. I ran unopposed for unit secretary and Robert Ramjohn ran unopposed for unit president. A week later Robert resigned, and unit president and I took over his role.

Also had a health and safety meeting at JCC with the investigator from labour Canada.

To let us know that he is almost done with his investigation of Dawit Amare's death.

We also had our labour relations meeting again with Annie and Jonathan and I.

We also had our ICS national Health and Safety meeting the same week Susan Jonah attended via zoom David Hill joined us in person for those meetings as well. We also visited TForce to meet with Jeff Guile Manny Desousa joined us in Toronto for most of these meetings along with a terminal visit to Barrie I have been visiting terminals these last few weeks to take care of interviews and such and been speaking to our members about the upcoming election and how important it is for them to come out and vote.

Peter Aligianis  
Business Agent  
TC Local 1976 USW

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

**ANNIE DAIGNEAULT - DISTRICT 5 STAFF REPRESENTATIVE**

joins the meeting at 12:00 pm

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

**LUNCH BREAK 12:45 pm to 1:30pm**

**GRIEVANCE APPEALS**

**G551-064-23 Osmond Termination**

- NL gives a summary of the file
- Discussion
- Motion by JR/JG to add 20-day extension until 12. April 2024 and to get proof of his Employment Insurance.

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

- 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

### New Business

- MDS presented a request for sponsorship for **The Aquatic Club of Ville de L'Île-Perrot Cavip**

Motion by JG/JR to approve bronze sponsorship of \$350.

All in favour, motion passed.

- **Rick Woods Memorial Golf Tournament** will take place 22. June 2024:

Four players will be sent, \$175/ player.

Motion by JR/JG to approve sending four players. All in favour, motion passed.

A whole sponsorship prize to be sent, TO BE DETERMINED.

### **-D-6 Conference 8.-12. July 2024 in St-John's:**

Six members to be send to participate:

- Joe Rizzuto
- Nancy Lapointe
- Shelly Savoury
- Jonathan Grdic
- Christopher Marzitelli
- Brandon Gowlett

Alternative: Peggy Neil

### For the Good of the Union

The \$1000 donation to the Shaved Head Challenge from November 2023 needed to be approved and added on the minutes:

Motion by EZ/JR to approve the donation.

All in favour, motion passed.

Motion by NL to close the meeting at 4.06 pm.

Respectfully submitted by: Mari Sulkala

Approved by:

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Nancy Lapointe, President

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Manny D'Souza, Vice-President