



TC Local 1976 USW
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CANPAR MEMBERSHIP MEETING
Videoconference (Zoom)

May 15, 2021 3PM ET

A total of 36 participants attended the meeting, two of which were interpreters.

Announcements:

- Local 1976 was successful in ratifying a contract with “Bridges of Canada”. These are chaplains who work out federal prisons across Canada from a multitude of faiths who provide support to those incarcerated.
- There was a shooting at the Vancouver Airport, two of our members were present working with Delta Air. None of our members were injured. It was found to be a targeted attack.
- Congratulations to all candidates for their successful elections.
- Results from the elections will not be discussed at this time because the report from the Elections Committee is not finished yet.
- There will be no discussion on the election protests as this is not a 1976 general membership meeting.
- There will be no discussion as to the financials, they have been released as per the CIRB and this matter is still with the CIRB.
- Translation is available if anyone requires it.
- Introduction of Annie Daigneault as Staff Representative officially starting June 1, 2021.
- There will be a discussion among Unit Chairs regarding if we want to stay as individual units/lodges or if we want to merge as one large lodge nationally.
- There is a meeting scheduled with the LTD (Long Term Disability) provider next week or the following week. We will schedule a vote after that meeting. We are hoping to have that vote done electronically.

Q1. Brought forward by Larry James:

- Why is there only three bargaining units visible on the TC Local 1976 USW web page?

A1. Steven Hadden reply:

- This is a new webpage that was created. At present only three groups have requested their information be put on the page. As time goes on, we will add more groups if they want to be on the webpage.

Q2. Brought forward by Michael Newman:

- Is this an official Union meeting?

A2. Steven Hadden reply:

- The official meetings of the Local are expected to be carried out at the Unit/Lodge level. This is a Canpar Membership meeting, not a General Membership meeting.

Erin Zuchotzki has been designated to take minutes for the meeting.

Q3. Brought forward by Michael Newman:

- Does the Local follow the USW Constitution?
- Does the Local follow the Amalgamated By-laws?
- Does the Local follow the Elections Manual?

A3. Steven Hadden reply:

- Yes, yes and yes. We have been following the by-laws for 20 years. Our current practices are not written down, but we have committed to up-dating them, and having them officially approved at our Triennial meeting and by the International Union.
- The by-laws are amended every three years at the locals Triennial Convention. Similar to how the international updates the USW constitution. Anyone who would like to put forth a resolution will have that right through their unit or lodges when the time comes.
- We will not be taking any resolutions until our next General membership meeting, which will be held next year, Covid-permitting.

Q4. Brought forth by Larry James:

- What are the procedures for bringing protests forward? Under the by-laws protests should be brought to the membership, not the committee.

A4. Steven Hadden reply:

- Our practices/procedures are going to be updated soon. We will be following the same procedures as the trials. The trial committee released their report to the Executive council, once reviewed it was released to those involved and sent to the International union. We will do the same with the Elections Committee report.

Q5. Brought forward by Stephen Aubertin:

- How much of the Driver's Manual is pertinent to Owner Operators? EI: Uniforms? Decals? Seatbelt rules?

Q5. Steven Hadden reply:

- I am not completely certain but I would say that the manual would apply to Owner Operators and Glen can confirm. I know that they are obligated to have their truck identified as Canpar and I believe that they are required to wear Canpar uniforms.

Glen Rankine reply:

- Yes, let's discuss this one-on-one.

Q6. Brought forward by Steve Goodger:

- There are certain Company policies that are becoming detrimental to our health. The oversized freight for one. What is the Union doing to rectify this?

A6. Glen Rankine reply:

- The company has a policy in place for two-man lift of overweight freight. If there is a delivery that is unsafe for you to lift by yourself, the procedure is to call management and let them know, scan the delivery as two-man lift, and bring it back to the terminal.

Steve Goodger:

- Management is not adhering to the policies. A lot of them don't even know about the policies.

Steve Hadden:

- This will be brought up with the company again. And we will continue to bring it up until it is resolved.

Q7. Brought forward by Jason Young:

- Why have Union Dues increased from a flat rate to a percentage?

A7. Steven Hadden reply:

- When we were TCU (Telecommunications Union) the structure was a flat rate of Union Dues for each member. If I recall under TCU you had to continue to pay dues even if you were off sick. With USW when your off sick dues do not have to be paid. When we merged with USW the structure changed to percentage-based Union Dues. If you work more, you pay more. If you work less, you pay less, which in my view is much more equitable. The dues are capped when they hit a certain amount.

Jason Young:

- Why is the Union double dipping when we get paid three times in a month?

Steven Hadden:

- The Union isn't double dipping. It's based on a percentage of your earnings.

Jason Young:

- Every time we have three pay periods in a month, we get union dues taken off twice, but in the book it says Union Dues will be taken on the second pay of the month.

Steven Hadden:

- We will confirm that, but it's the Company that is taking the dues off the cheques.

A member working out of Vaughn with CP was denied access because this is a Canpar Members only meeting.

Q8. Brought forward by Frank de Napoli:

- I have a member who has been retired for four months who is still having a hard time accessing his retirement benefits. The pension office lost his paperwork four times now.

A8. Glen Rankine reply:

- I will follow up with the Pension provider again regarding this member.

Steven Hadden reply:

- We also have a meeting with the pension provider in two weeks' time.

Q9. Brought forward by Frank De Napoli:

- what are we doing about the outsourcing problem? How do we get them to hire more people?

A9. Steven Hadden reply:

- Managers are encouraging people to work less and take time off, then giving the freight to outsourcing companies. Grievances need to be filed every time you witness freight being given to an outsourcing company.

Frank de Napoli:

- the other companies are cherry-picking the freight they take. We have no equipment for new hires (if we had them), I've taken pictures of the freight being given away and I was told a picture isn't good enough.

Kody Giroux:

- File a 5.4 Grievance every day for each terminal you look after.

Frank de Napoli:

- We are being told that there is no equipment so the company has to go to other sources to get the freight delivered. How do we get the company to purchase the equipment so we can deliver our own freight?

Steven Hadden:

- When you file a 5.4 grievance, also file an overtime grievance. If its constantly being brought up that we are working too much overtime, the answer is for the company to hire more people.

Jon Grdic:

- There are lots of guys already working a lot of overtime. But if we give the freight to Loomis it will never be fixed. The company will keep doing it.

Steve Goodger:

- Loomis is cherry-picking the freight. The company isn't hiring. We can't do all this work!

Q10. Brought forward by Alejandro Barrios:

- The warehouse workers at JCC are working so much overtime. When we need another day off we are given a hard time and told to go to the doctor or we can't return to work. Or we are told to request a day off but those days are never approved.

Michael Newman:

- Is it true that the CLC says warehouse workers are required to work 48 hours a week only?

A10. Steven Hadden reply:

- Yes, that's true. After that, you can refuse overtime. We will look into this matter further, offline.

Q11. Brought forward by Michael Newman:

- Annie, welcome. Are we able to contact you directly?

A11. Steven Hadden reply:

- No. Ordinarily the Unit Presidents/Chief Stewards would be the first point of contact for the members who would then reach out to the staff representative. If the staff representative needs to reach out to a member they will do so.

Q12. Brought forward by Shayne (Brampton):

- what are the rules surrounding sharing freight? Do we pick up for Loomis? I was told recently that I will have to do a pickup for Loomis because I'm already there for Canpar. But if I pick up that freight I won't have any room to move in my truck.

A12. Glen Rankine reply:

- I would rather we do Loomis work then they do our work. But I say work until the truck is too full to take more, or you can't efficiently deliver more freight then call your manager. Let them make the call.

Q13. Brought forward by Greg Rowan:

- I am currently on LTD. If we choose to stop the LTD plan, will I be removed from the plan?

A13. Steven Hadden reply:

- Since you are already on LTD, you will NOT be removed from the plan if the Canpar members choose to stop the LTD Plan.

Greg Rowan:

- Why were my benefits cancelled? You guys kicked me off benefits.

Steven Hadden:

- The union did not stop your benefit coverage. Once on LTD Canpar stops benefit coverage, because they don't want to pay the insurance premiums while on LTD. Most LTD plans do not cover benefits, simply due to costs. In order to get benefit coverage, IE: Medication, members would have to apply to their respective provincial health care plans. In Ontario for example you would have to apply with Trillium. I will send you the link tomorrow.

Q14. Brought forward by Jeff Gough:

- Why is LTD separate and not in the CBA?

A14. Steven Hadden reply:

- When the Union approached the company about an LTD plan, the company wanted nothing to do with it. They didn't want to contribute to it. It was part of negotiations and they turned it down. If the company agrees to pay anything towards the Ltd premiums it will become a taxable benefit. The Ltd costs is based on the group experience ie age, type of work, etc...

Q15. Brought forward by William Donohue:

- I have a work-related injury that causes me to miss work. I have been told by management that I need to come to work, I cannot take any more days off or I will lose my Lead Hand position.

A15. Steven Hadden reply:

- Do you have a work accommodation? Your first step is to go to your doctor and discuss it with them.

Michael Newman:

- could he go to the USW injured workers clinic in Fort Erie?

Steven Hadden:

- to work with that group it has to be brought up through the Local. Let's talk offline about this more.

Q16. Brought forward by Robert Ramjohn:

- Outsourcing is a big problem. Why isn't the company utilizing the part-time workers they wanted put in the last CBA?

A16. Glen Rankine reply:

- You were present for the last SAC meeting. You heard what Mr. Yang said about the part-time workers. The company has not explored that option yet. We think it is an equipment issue. They didn't order any trucks last year, so they are a year behind in ordering equipment.

Q17. Brought forward by Michael Newman:

- NOT A TRICK QUESTION!!!! What is your primary duty as President of Local 1976?

A17. Steven Hadden reply:

- I have a lot of duties. But I would say my primary duty is servicing the 5000 members and that they get the best possible service to cover the 65 different collective agreements while ensuring the local is being run as efficiently as possible.

Meeting Adjourned at 5:10 PM ET