



TC LOCAL 1976 USW

CANPAR BARGAINING UNIT MEMBER
MEMBRES DE L'UNITÉ CANPAR

TC SL 1976 DES MÉTALLOS

TC LOCAL 1976 USW ACTION PLAN FOR CANPAR MEMBERSHIP

As you know, your Unit Chairpersons have been meeting with the USW Directors to make changes for improved communications and more union power for members at Canpar.

During a meeting held in the late afternoon and early evening of September 3, the Canpar Unit Chairpersons approved an action plan to be put in place immediately with this motion *"The Unit Chairpersons for Canpar of TC Local 1976 USW support this plan of action and will work to implement it to the benefit of our membership."* USW National Director Ken Neumann then approved this plan on behalf of the USW's Canadian Directors.

As your Canpar Unit Chairpersons, we are pleased to present these highlights to you:

GENERAL COMMUNICATIONS

Quarterly meeting of entire Canpar bargaining unit via Zoom – open to all members across Canada.

New expectation for each **Canpar Unit to hold monthly meetings**, but in no case shall there be fewer than 6 meetings per year. Meetings will be held via Zoom or in-person, as determined by the Unit Chairperson in consultation with the membership.

Expanded Canpar bargaining unit section on Local 1976 website featuring: collective agreement; TC Local 1976 USW bylaws; listing of all upcoming Canpar unit meetings; minutes of tri-annual meetings of TC Local 1976 USW; as well as rules and procedures for upcoming USW local union elections. Also – a Contact Us form for members, with a commitment to reply within 48 hours.

Quarterly meeting of all Canpar unit chairpersons, via Zoom, to assure effective communication across all units.

Union orientation materials put into a package for all new Canpar hires, and TC Local 1976 USW will negotiate with Canpar for a time to meet with each new employee.

TC LOCAL 1976 USW GOVERNANCE AND DECISION-MAKING

We will combine the TC Local 1976 USW bylaws and the USW Amalgamated Local Union bylaws into one set of consistent bylaws.

Three months after next year's USW local union elections, Canpar Unit Chairpersons will vote on **whether or not to restructure the units covering Canpar workers**. The two options are: maintain the current structure, **OR** merge all existing Canpar units into one national unit/lodge covering all members in the Canpar collective agreement.

Going forward, the **Canpar bargaining committee** will be elected and composed of: Canpar Unit Chairs from Quebec and the Atlantic provinces (1), the Western Provinces (1), and Ontario (2); TC Local 1976 USW Chief Steward; and 3 members to be appointed by the executive of TC Local 1976 USW.

Bargaining surveys will be provided well in advance of the development of bargaining proposals at the terminal/hub level, with notifications to all members via text blasts and email. TC Local 1976 USW will also consider **online access to the bargaining survey**.

Collective agreement ratification by mail-in ballot for all members across the entire Canpar bargaining unit, **but** in-terminal ballot boxes can be provided at the unit level if supported by a unit vote. TC Local 1976 USW will also look into **online voting for contract ratification**.

Counting of ballots for ratification: three Canpar members from Montreal and/or Toronto will be elected to the Balloting Committee in the same manner as the Canpar Bargaining Committee.

TC Local 1976 USW will arrange a **bargaining-unit-wide referendum**, conducted either by mail-in ballot or online, in early 2021, to determine whether members want to continue in the **long-term disability (LTD) plan**. A threshold of more than $66\frac{2}{3}$ % vote is required to make a change.

A **new TC Local 1976 USW Canpar Grievance Committee** will have one representative from Quebec and the Atlantic provinces, one from the Western provinces and up to two from Ontario. Elections will be the same as for the Bargaining Committee.

The **TC Local 1976 USW Canpar National Senior Advisory Committee** will have one Canpar representative from Quebec and the Atlantic provinces; one from the Western provinces and up to two from Ontario. Elections will be the same as for the Bargaining Committee.

The Canpar **Health & Safety Policy Committee** will have two member representatives, to be elected by the Unit Chairs.

Local union financial reports will be given to Unit Chairs yearly, and will be read out at unit membership meetings. Any member wanting a deeper look into finances may set up a meeting with the local executive to do so.

A **monthly grievance and arbitration report** will be posted to the local website. Any grievance that requires a delay in processing, for any reason, will be **communicated to the members** affected by the grievance. Relevant Stewards and Unit Chairpersons will have communications with any members filing a grievance to inform members of each step.

SERVICE

TC Local 1976 USW will develop a clear **job description for Unit Chairs** with requirements for communication with membership on collective bargaining, grievances and arbitrations, membership education and broader USW activities.

Unit Chairs with multiple hubs/terminals may request **union leave to travel to such sites outside their own site** to conduct union business, provided the employer agrees.

In solidarity,

Jerome Molcan, Unit Chair – Unit 862 (Vancouver)
Erin Zuchotzki, Unit Chair – Unit 2301 (Edmonton)
Sonya Cameron, Unit Chair – Unit 2301 (Calgary)
Cliff Schulz, Unit Chair – Unit 2311 (Barrie)
Kody Giroux, Sub-Unit Chair – Unit 2311 (North Bay)
John Grdic, Unit Chair – Unit 2308 (London/Windsor)
David Hill, Unit Chair – Unit 2304 (Hamilton)
Robert Ramjohn, Unit Chair – Unit 2346 (Toronto)

Jules Rochemont, Unit Chair – Unit 2347 (Montreal)
Guy Claude, Unit Secretary – Unit 2347 (Montreal)
Alexandre Tremblay, Sub-Unit Chair – 2305 (Saguenay)
Alexandre Lachance, Unit Chair – Unit 2305 (Quebec City)
Todd Schulstad, Unit Chair – Unit 2344 (Ottawa)
Daniel Grégoire, Unit Chair – Unit 2305 (Granby)
Susan Jonah, Unit Chair – Unit 2353 (Fredericton)