



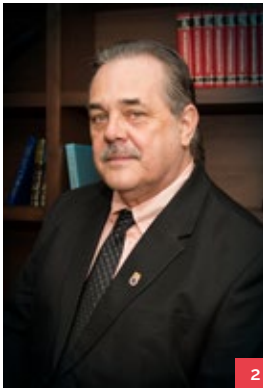
▲
*François Laporte, President of
Teamsters Canada, on the picket
lines with striking Canadian Pacific
workers in May 2018.*

**STANDING UP
FOR MEMBERS.
STANDING UP
FOR CANADIANS.**

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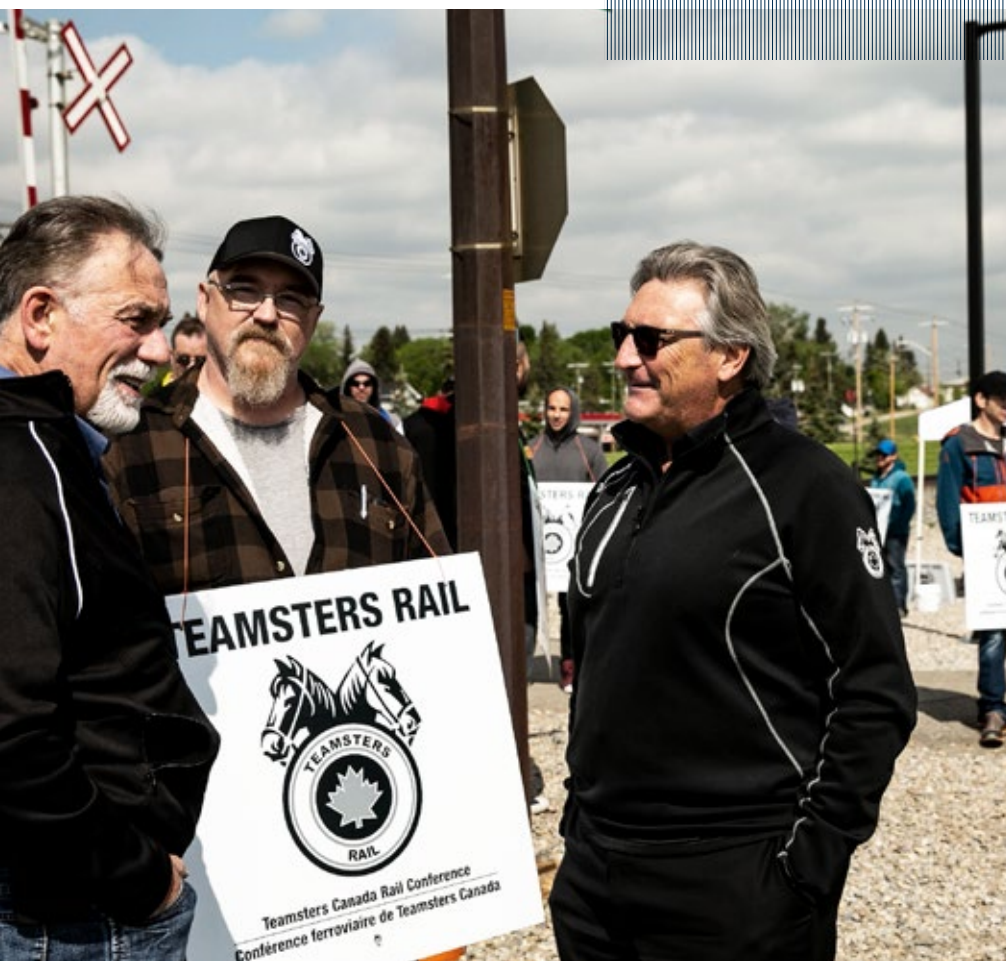
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STANDING UP FOR MEMBERS. STANDING UP FOR CANADIANS.

By François Laporte, President of Teamsters Canada

**Standing up for what's right is what
our union is all about.**

**Teamsters stand up for members across the country by organizing for
fairer wages and working conditions, pushing governments and
companies for better treatment, and building up a better union for you.**



▲
François Laporte on the CP picket lines.

We're standing up for workers by convincing more and more people to join our union. We're organizing in the rail industry, we're organizing in retirement homes, we're organizing in hospitals, breweries, in the manufacturing sector, and we're organizing clerical workers. We've also successfully renewed collective agreements in all these sectors.

All these efforts are paying off – our membership is growing. I'm proud to report that last year our membership grew faster than Canada's economic growth rate.



▲
The new Teamsters Canada national office.

►
François Laporte with striking school bus drivers.

We were involved in labour disputes at school bus companies, waste management companies, retirement homes. We also supported a massive strike by workers at Canadian Pacific. Our members won big raises, improvements to their working conditions, and tackled critical issues in their respective workplaces.

Teamsters Canada launched a national foundation, dedicated to charities and creating new scholarship opportunities. We have also moved into our new national office in Laval, located not too far from the old building.

We had – and continue to have – a strong presence on Parliament Hill and in provincial legislatures.



We stood up for our members and all Canadians by pushing for stronger labour provisions in the new Canada-U.S.-Mexico trade agreement. Working closely with the International Brotherhood of Teamsters, we monitored the talks and lobbied negotiators at every step of the process.

We got those stronger labour provisions, but we still need to fight for compensation for our members in the dairy industry, and fight against the Trump tariffs that continue to hurt us all.

We accomplished a lot last year, and 2019 will be even more exciting.

Canada is entering an election year and we'll have to keep up the pressure on political parties to make sure they keep working for workers, not bosses.

Already, the Trudeau Government is stepping up its announcements. They legalized the recreational use of cannabis, and the product is now being moved by our members across the supply chain, namely at courier companies like Purolator and at armoured car companies in several provinces.

They also announced sweeping reforms to the Canada Labour Code. Changes include new paid personal days, paid leave for victims of domestic violence and new measures for pay equity. The government also committed to taking action on contract flipping in airports. We'll be watching these changes

►
François Laporte with a member.

closely to make sure the government follows up on all its commitments to workers.

Fake News

During and in the run up to the elections, each and every one of us will have to make an effort to stay informed, and pay special attention to where we get our news from. The threat of fake news from both domestic special interests and foreign actors is ever more present.

As your president, I urge you to be careful. Always ask questions and be skeptical of what you see on social media – especially if it does not come from a respectable news organization.

In these pages, you'll find plenty of good, reliable information about some of the issues facing our union and more on just about everything I've touched on.

As we enter 2019, know that we will continue standing up for our members and for all Canadians.



TEAMSTERS CANADA FOUNDATION

Being a Teamster is about more than grievances and collective agreements. It's also about helping those in need, supporting communities and building up a better country.

In 2018, Teamsters Canada President François Laporte launched a national foundation dedicated to helping local charities, creating new scholarship opportunities, and responding to natural disasters and other crises.

Local unions, joint councils, conferences and Teamsters Canada have been involved in raising money for good causes for decades. The new foundation cements this long-standing practice.

Since 1989, Ontario Teamsters have raised close to \$2 million for Variety Village, a charity dedicated to helping young people with disabilities and their families in the greater Toronto area and across Ontario.

Likewise, since 1982, Teamsters Québec has raised close to \$2 million for Camp Papillon, another charity for children with disabilities. The camp also allows parents of disabled children to take a break from a busy life.



▲ Joint Council 52 President Craig McInnes, with Local Union 879 President John McCann by his side, presents Variety CEO Karen Stintz a \$120,000 cheque.

We also step up when disaster strikes.

In 2016, we raised close to \$150,000 for the Canadian Red Cross during the Fort McMurray wildfires, and another \$110,700 to help the community in the aftermath of the disaster. The latter sum was used, for example, to buy an ATV for the local fire department.

The year after, we raised \$100,000 for the International Brotherhood of Teamsters' Disaster Relief Fund. The money was used to help members who were affected by three back-to-back hurricanes that hit the United States in less than a month. Borders won't stop Teamsters from helping Teamsters!

We are supporting communities as well. Each year, local unions and conferences each year raise hundreds of thousands of dollars for local charities across the country. In 2017, that added up to a whopping \$1 million in donations to United Way.

Teamster members can be proud of how we pull together to support the greater good. The new foundation will allow us to further that tradition and do more good than ever before.



2018 FUNDRAISING HIGHLIGHTS

Teamsters Ontario raised **\$120,000** for Variety, The Children's Charity of Ontario

Teamsters Québec raised **\$85,000** for Camp Papillon

Teamsters Local Union 362 and the TCRC raised **\$35,000** for the Fresh Start Recovery Centre.

Joint Council 36 in British Columbia raised **\$10,000** for Variety, the Children's Club of B.C.

The Teamsters Ontario Women's Caucus, along with other unions, raised **\$36,000** for women's charity organizations.

The Teamsters Québec Women's Caucus raised **\$10,000** for Parados, a women's shelter.



▲ From left to right: Fondation Papillon Representative Suzy Guérin, Local Union 1999 Secretary-Treasurer Éric Laramée, Teamsters Canada President François Laporte

SCHOLARSHIPS

Supporting members beyond the workplace is also part of our ongoing mission. Through these scholarships we help Teamster families, shape the leaders of tomorrow and contribute to building up a better country for everyone.

1 | James R. Hoffa Scholarship

The James R. Hoffa Memorial Scholarship Fund was created to help the sons, daughters or financial dependents of eligible Teamsters members afford tuition for post-secondary institutions. Students in their last year of high school or cégep can apply by March 31 for a scholarship if they're planning on enrolling at a college or university program. They can also apply for a scholarship if they plan on attending a training or vocational program in a Teamster-represented industry.

2 | Teamsters Canada Member Scholarship

Unlike other scholarships, the Teamsters Canada Member Scholarship was specially created for current members and not their children or financial dependents. It is perfect for those who wish to continue their education in their current field, sign up for driving courses or a trade school, or branch out into a different industry. Our scholarships are meant to help members afford tuition for post-secondary and certificate programs. The application process usually involves writing a short essay. The application deadline is October 31 of each year.

3 | Cheryl Johnson ITWC Scholarship Program

The International Teamster Women's Caucus (ITWC) awards two \$500 scholarships annually to deserving high school seniors. Eligible applicants are the sons, daughters or financial dependents of active or retired Teamsters members. The application deadline is May 1 of each year.

4 | Local Union Scholarships

Your local union may have their own scholarship program, or know of other scholarships you may be eligible for at a regional or provincial level. To learn more, get in touch with your local union!

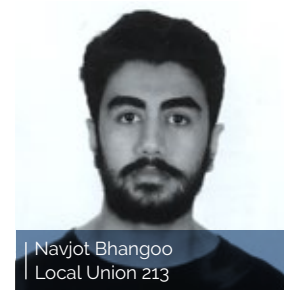


To learn more about our scholarships, visit teamsters.ca/scholarships

AND THE 2018 WINNERS ARE...



Duvoyel Dumersaint
Local Union 1999



Navjot Bhangoo
Local Union 213



Therela Amponsah-Frimpong
Local Union 419

Four Teamster members won a scholarship in 2018. The application process includes submitting an essay on a given theme. This year we've chosen to publish the essay submitted by Sister Jacalyn Vang, a member of Local Union 362 from Crossfield, Alberta.



What are the benefits of being a Teamster member?

by Jacalyn Vang, Local Union 362

To be a member of the Teamsters Union means access to a greater support network as well as having access to people who understand labour laws and are able to voice questions on behalf of members who may not feel they have a voice. I have appreciated and utilized the support and expertise of my local Teamsters Union representative in the past and it has made me feel secure in my position of defence with my employer. In an age where you must be

prepared to defend every action, knowing there is support and knowledge behind a member goes a long way.

While not actively involved in union meetings, I appreciate the updates and work being done by the local union to ensure fair working conditions and hours for me and my co-workers.

Working for an international company with ideas and expectations that may have different interpretations based on Canadian labour laws only makes having a union more important. Being a member of the Teamsters Union also means being part of a much broader network. Issues from varying industries are being addressed and in doing so, allows for our local to have a wealth of knowledge when dealing with issues here.

The Teamsters Union is a tremendous support for many and workers across Canada are lucky to have an organization such as the Teamsters working for them.

Thank you to the Teamsters Union for providing this scholarship and for the opportunity to apply. As a working mother returning to university after a 25-year hiatus, support from an organization such as the Teamsters is valuable.

CANNABIS AND THE WORKPLACE

One of the major developments of 2018 was the legalization of cannabis. This had the potential to bring big changes to workplaces. Luckily, these changes did not occur.



Stateside, cannabis is still illegal and mandatory drug testing is still the law for many transportation workers. That means there is nothing our union will be able to do about drug testing for Canadian workers who need to cross the border, like many truck drivers and some train operators. These individuals will have to be extremely careful not to use cannabis in the days leading up to their trips to the U.S.

As for the Canadian companies trying to stop employees from using cannabis outside of working hours, we believe that the practice is completely illegal outside of certain special circumstances (e.g. staff living on a company-owned work camp in a remote location). We will fiercely oppose any attempt to illegally stop our members from using cannabis outside of working hours.

From the get-go, Teamsters worked to aggressively defend members' interests. We will continue to fight any company that attempts to institute random drug testing or overly restrictive drug policies.

Moving forward, we will be turning our attention to organizing cannabis workers and bringing high pay to people working in this once outlawed industry. Hundreds of thousands of Canadians could benefit from legalization in the form of good jobs. But that will only happen if unions and elected officials create the right framework to offer workers fair wages and good working conditions.

Are you or do you know a cannabis worker interested in joining the Teamsters? Visit teamsters.ca/join to have an organizer get in touch with you. Or write to us at info@teamsters.ca. The process is completely confidential.

In the lead up to legalization, big corporations and employer groups asked the government for the right to randomly drug test workers, and the right to ban workers from using cannabis on their own free time.

Teamsters fought back against these attacks on workers' rights. No boss should be able to tell workers what they can or cannot do at home, on their own time. Similarly, it's degrading to randomly force someone to pee into a cup for a drug test.

Like alcohol, consuming cannabis can lead to impairment. Our members already understand that it's wrong to work while under the influence of drugs or alcohol, and employers already have tools under existing laws to deal with the issue.

At the moment, employers can require employees to work sober. When an employer has reasonable grounds to believe a worker in a safety-sensitive position is impaired, a company can have that worker assessed for drug use. They can also have an employee assessed after an accident or a near-miss, or if someone is coming back from a substance abuse-related absence and has agreed to regular drug tests.

These examples are a far cry from the U.S.-style random drug tests that companies in Canada were pushing for. And for good reason: testing for marijuana can only reliably show that a person consumed cannabis at some point in the past, but not that the person is presently impaired.

CUSMA: HIGHLIGHTS AND LOWLIGHTS

by Christopher Monette, Director, Public Affairs

In 2018 we continued to actively lobby trade negotiations undertaken by the government of Canada, most important being the new Canada-U.S.-Mexico trade agreement, now called CUSMA in Canada or the USMCA in the United States.

We note with approval the agreement's new labour chapter. On paper, the new labour chapter appears to be the strongest one in the history of trade agreements. However, its enforceability and its ability to stop companies from moving to Mexico remain to be tested.

We are also glad that the controversial Investor-State Dispute Settlement (ISDS) process was removed from the revamped agreement. The scheme granted investors the right to sue Canada in secretive tribunals when government regulations threatened corporate profits. Under ISDS, Canada became one of the most sued nations in the world because of our stronger environmental and public health regulations.

It is unclear if Canadian negotiators managed to make any other gains. In their fight to preserve as much of the old NAFTA as possible, compromises were made on everything from dairy to prescription drugs to B.C. wines. This was meant to provide economic stability for workers and businesses.

Concessions on dairy market access are especially concerning. Dairy was not part of the original agreement and it should not have been part of the new agreement. It is difficult to imagine how these new concessions will benefit rural communities and the hundreds of thousands of Canadians who work in the dairy industry – including our members.

Beyond what we won and lost, it is also worth looking at what stayed the same. American national security tariffs on steel and aluminum – also known as the Trump tariffs – continue to actively harm our members. The problem is not resolved in CUSMA, despite the absurdity of suggesting that Canada is somehow a national security threat to the U.S.

Canada deployed huge efforts and made compromises to maintain access to the U.S. market. But signing a new trade deal without resolving the issue of the Trump tariffs implicitly leaves the door open to even more national security tariffs.

Our union continues to lobby the government to compensate dairy workers for any loss as a result of CUSMA. Our members – and all dairy workers – deserve to be fairly compensated.



▲
Teamsters Canada President François Laporte talks about trade in front of a crowd in Montréal.

Representatives from Teamsters Canada met with Canadian and U.S. negotiators on a variety of issues. We worked closely with our sisters and brothers in the United States to leverage our strength as an international union, with members on both sides of the border.

Maintaining a trade agreement with our largest trading partner is a good thing, but Canada made few real gains compared to the old NAFTA.

WOMEN'S RIGHTS: THIS MOVEMENT'S GOT STAMINA!

Article collectively written by the Teamsters Québec Women's Caucus (TQWC)

Even though decades of women's struggles for equality and social justice remain unrecognized and fragile, it's important for women – and for men – to know and value women's history, so that we can better understand what's happening today.

Over the years, Québec women have organized and mobilized for equality and social justice. Their actions have shaped society and opened doors.

In 1791, the Constitutional Act extended suffrage to all property owners, regardless of gender. This provision meant that some women – those who owned property – had the right to vote. In 1849, however, alleging a need to remedy this “historical anomaly,” the United Province of Canada (now Québec and Ontario) passed legislation that officially disenfranchised these women.

In 1918, all Canadian women 21 and over obtained the right to vote in federal elections (1960 for indigenous women and men). In provincial elections, Québec was the last province to give women the right to vote, in 1940 (1969 for indigenous women and men).

In 1981, the new Civil Code recognized equality between spouses. Women now retain their birth name after marriage, and the family residence is protected.

In 1990, the provincial Act respecting labour standards introduced 34 weeks of leave without pay for parents of newborn or adopted children.

In 1996, the National Assembly passed the Pay Equity Act, ironing out pay differences between men and women doing work of equal value.



TQWC conference on March 8, 2018

In 2008, Bill 63 amended the Québec Charter of Human Rights and Freedoms, stating expressly that these rights and freedoms are guaranteed equally to women and men. The words “equality of women and men” were enshrined in the Québec Charter for the first time.

Since 2018, in Québec, employees who are victims of violence or sexual violence may take up to 26 weeks off work over a 12-month period. As well, employees with three months of continuous employment may take up to two days of paid leave in a given year because of illness, accident, spousal violence or sexual violence.

But many instances of inequality and discrimination persist. For example, 59% of minimum wage jobs are held by women. Women are disproportionately affected by violence, including workplace violence. And, held back by discrimination, women continue to have trouble breaking through the glass ceiling.

Where women still encounter inequality and discrimination, we will keep up the good fight!

A SUCCESSFUL YEAR FOR ONTARIO TEAMSTER WOMEN

by Lenna Phenix, President, Teamsters Ontario Women's Caucus (TOWC)

The Teamsters Ontario Women's Caucus (TOWC) has had another productive year!

Our first successful highlight of this past year was our International Women's Day event on March 4. Together with the Canadian Labour Congress, the Peel Regional Labour Council and many other unions and their women's committees, we raised just over \$36,000 for women's charity organizations.

On April 28, the National Day of Mourning, Teamsters Local Union 647 opened their doors to us to hold a TeamSISTers meeting. While recognizing the significance of the day, we focused on diversity and how it impacts women in their personal lives, workplaces, unions, and communities. The meeting was followed by a workshop on stress to finish off the day.

We were also excited to be acknowledged at the Teamsters Women's Conference held last year in Orlando, Florida.

The theme last year was “Believe, Dream, Achieve.” The number of women's caucuses in Canada is growing; our sisters from the Québec and British Columbia women's caucuses joined us on stage to sing O Canada at the opening ceremonies. The TOWC was also extended the opportunity by the International Brotherhood of Teamsters' Education Department to participate on a workshop panel called TEAM UP: Taking Your Women's Committee to the Next Level. To top it all off, we worked closely with the Teamsters Québec Women's Caucus to assist with the Canadian workshop, Discrimination against Women in the Workplace, and we were excited that the women's caucuses in Canada had an information booth which garnered a lot of interest.

The TOWC ended the year with our annual Bragging Rights Bowling Tournament which lets us have fun with our Teamster sisters and brothers from various Ontario Teamster local unions and raise money to provide Christmas food hampers to families in need.

Canadian delegation at the Teamsters Women's Conference ►

We would like to thank Teamsters Canada, Teamsters Joint Council 52 and all the Ontario local unions, conferences and divisions for their continued support.

A very special thank you to one of our founders, Barb Adams. She retired in 2018 and we would like to acknowledge her involvement and initiative in developing a women's caucus in Ontario. We would not be where we are today without her.

“To those strong women who came before us. May we know them, may we be them, may we raise them.”

- Unknown.



STANDING UP FOR RAILROADERS

by Douglas Finnsen, Former President of the
Teamsters Canada Rail Conference (TCRC)

This year marks the 15th anniversary since Canada's main rail union merged with Teamsters Canada. The merger was an unmitigated success, as the Teamsters have a strong influence on the transportation industry in Canada. We are stronger together – and with the Teamsters we are standing up for railroaders like never before.

In 2018, our members at Canadian Pacific (CP) went on a short – but massive – strike which paralyzed rail traffic across the country.

Strikes at railroads are usually promptly legislated back to work by the federal government. But this time was different. The Trudeau Liberals and Labour Minister Patty Hajdu were handling the file. They vowed not to interfere or favour the employer and instead allowed the Canada Labour Code to work as intended.

Facing the reality that the federal government was not going to interfere with workers' rights, the employer had no option but to negotiate with the union. That led to improvements to work rules and benefits, a 9% raise, new measures to combat workplace fatigue, and ultimately an agreement that was ratified.

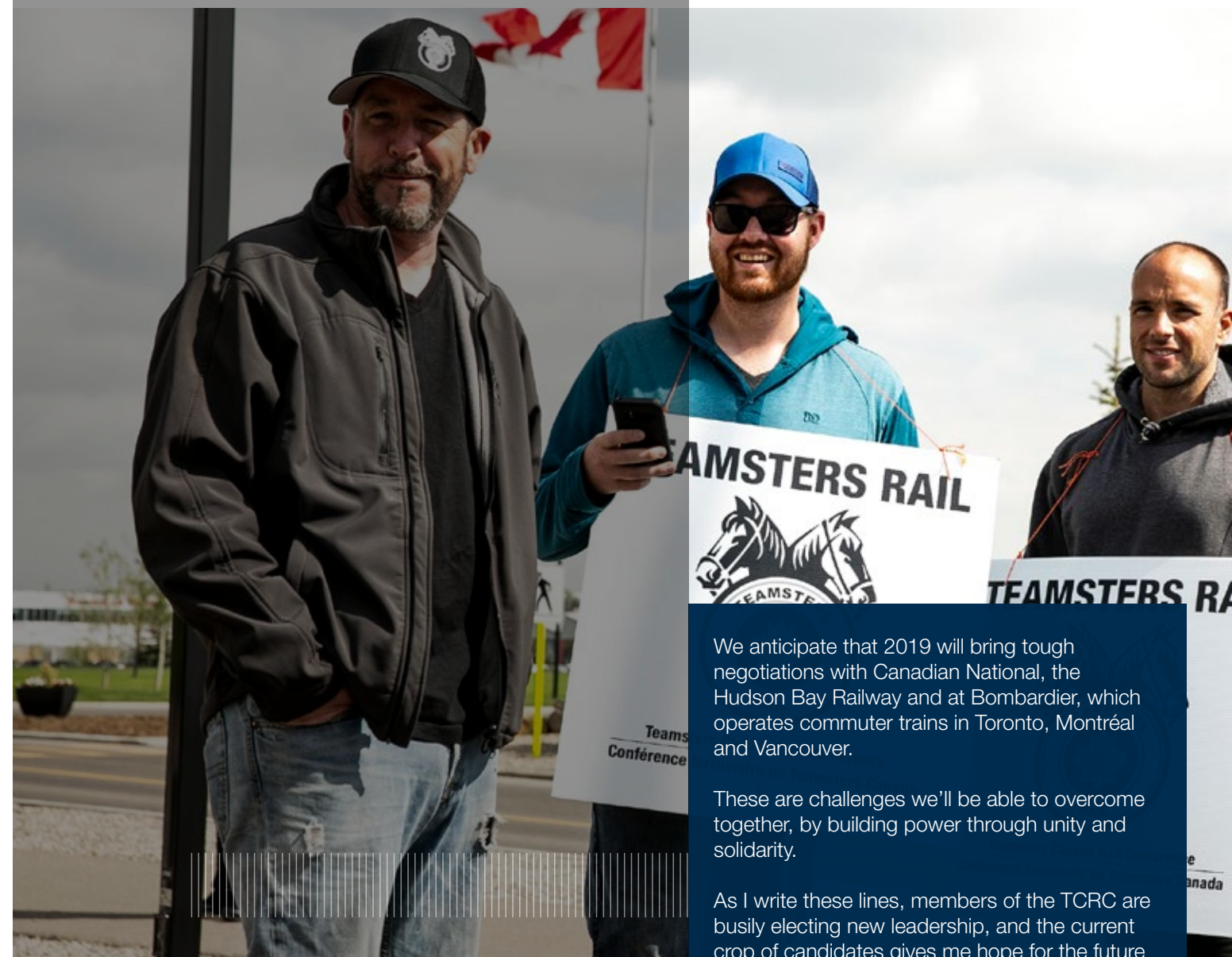
There is no better example of how to respect workers, and how to allow collective bargaining to prevail.

Striking CP workers. ▶

Last year was also marked by tragedy. Five of our members have died on the job from November 2017 to December 2018. We are actively following all the investigations into these deaths, and will push employers and federal officials to prevent similar accidents from ever happening again.

However, one particularly egregious fatality after a derailment near Ponton, Manitoba led us to call for a coroner's inquest.

Both crew members initially survived the crash, and the injuries sustained by the conductor appeared to be entirely survivable. But paramedics were not allowed to attend to the wreck site. It is not clear how that decision was made, or by whom. Nine and a half hours after the derailment, the conductor died of blood loss while still at the site of the accident.



We anticipate that 2019 will bring tough negotiations with Canadian National, the Hudson Bay Railway and at Bombardier, which operates commuter trains in Toronto, Montréal and Vancouver.

These are challenges we'll be able to overcome together, by building power through unity and solidarity.

As I write these lines, members of the TCRC are busily electing new leadership, and the current crop of candidates gives me hope for the future of our union.

When these lines are eventually published, I will be retired.

It has been an honour for me to be an officer of the TCRC for almost 15 years and to work as a national officer for the past 12 years.

Sisters and brothers, it's a good day to be a Teamster.

The locomotive engineer, meanwhile, continues to recover from life-altering injuries.

Absolutely nobody should be left to bleed to death in Canada in 2018.

We will continue to pressure the government to shed light on how this was allowed to happen. This tragedy cannot go unchallenged; changes must be made.

STANDING UP FOR TRUCK DRIVERS

By John McCann, Director, Freight and Tankhaul Division

The trucking industry is an industry that desperately needs to pull ahead.

On top of pay rates for non-union drivers, poor working conditions are also keeping this industry in the slow lane. In fact, the labour shortage predicted by the Conference Board of Canada a few years ago is now having considerable impacts throughout the supply chain.

Truck drivers are increasingly vulnerable, both physically and psychologically. Sleep apnea, musculoskeletal pain, heart trouble and anxiety are a few examples of the health problems some of Canada's 300,000 truckers are facing.

Truck drivers are right to demand better pay and benefits, just as they are right to demand predictable work schedules and retirement at a reasonable age. But in this slow moving industry, union representation remains the best way to get things moving.

Active on every front

In 2018, Teamsters representatives were part of discussions and the decision-making process at all levels of the trucking industry.

Along with Mike Hennessy from Local Union 31, Léo Laliberté from Local Union 106, and Phil Benson and Stéphane Lacroix from Teamsters Canada, I attended several important meetings, including a gathering of the Canadian Council of Motor Transport Administrators, the International Transport Workers' convention, and a seminar on fatigue among transport workers. Teamsters are everywhere.

At these meetings, we were clear about what our members – and all workers – need, in hopes that decisions at all levels of government reflect your concerns.

One upshot is that automated trucking won't happen any time soon. Not only would it be unacceptable to put tens if not hundreds of thousands of truckers out of work, but the technology is just not up to speed. What's more, Canada's winters are too extreme for self-driving vehicles to handle.

Truck platooning seems to be a new way for businesses to "optimize" costs, as they put it. We are keeping close tabs on the situation to make sure that truckers don't pay the price for this idea, especially with regard to potential fatigue and health and safety issues.

On the issue of legalized cannabis, we all know that driving while under the influence is illegal. Still, new and different legislation in each province, and outright prohibition of cannabis in the United States, are making truckers' lives more complicated. While we cannot do anything about random drug testing for truckers crossing into the U.S., rest assured that we will aggressively oppose the practice in Canada.



A member of Local Union 31.

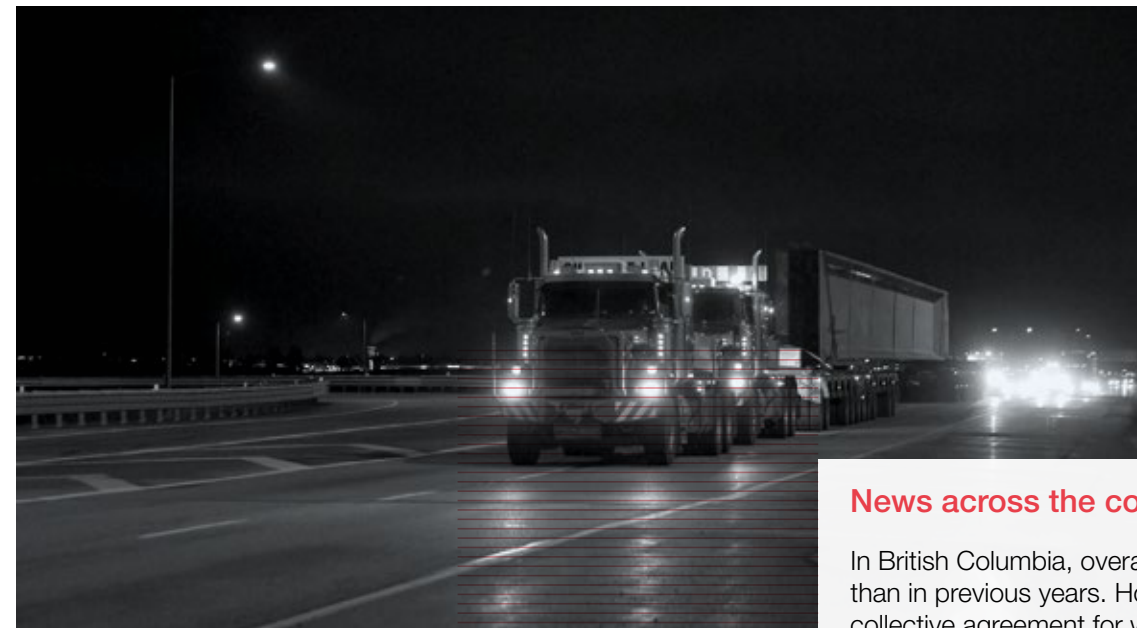


Photo credit: Local Union 362

News across the country

In British Columbia, overall, organizing was slower in 2018 than in previous years. However, negotiations toward a first collective agreement for workers who unionized in 2017 went well, particularly at Simard-Westlink and Overland West.

In Ontario and Québec, the Kingsway closure announced in 2017 affected workers as this company's activities were transferred to TST Overland. Members of Local Unions 91, 879, 938, 106 and 1999 were moved, and some even lost their seniority. We stood up for the affected members by filing grievances, and the situation was resolved to everyone's satisfaction at the end of 2018.

Addressing issues and solving problems, once and for all

We'll be calling for meetings with the federal government, provincial transport ministers, clients, and trucking industry representatives to address the issues and solve the problems, once and for all, that are undermining the industry. The way drivers are being squeezed, their health problems, pay rates, driving hours, as well as infrastructure development and recognition and respect for the trade are some of the topics that need to be frankly raised and openly discussed to ensure our industry is healthy.

As we have done throughout our history, Teamsters will step up and spearhead this movement.

STANDING UP FOR WORKERS AT UPS AND PUROLATOR

By Rick Eichel, Director, Parcel Division

Despite lots of new and old competition, and changing business models, workers at UPS and Purolator have seen significant growth thanks to new contracts and very aggressive sales tactics from both companies. E-commerce also continues to grow and contribute to keeping members busy.

In 2018, UPS publicly announced in the company of Prime Minister Justin Trudeau that it will invest more than \$500 million toward facility expansions and technological enhancements. Construction is underway on the new \$200 million, 850,000 square feet (79,000 m²) distribution centre in Caledon, ON, with other new centres or renovations scheduled for London, Ottawa, Winnipeg, Québec City and Edmonton. The new Montréal hub also opened.

At Purolator, new services such as Adult Signature Required for cannabis deliveries, e-commerce strategies and key partnerships have led to the company hiring close to 2,000 new employees, most of whom are Teamster members. As their infrastructure is already busting at the seams, watch for future announcements of new or renovated facilities.

All of this is positive news for Teamsters members. The added union employment will help benefit our job security, pension plans and future negotiations.

Negotiations

Although there are no negotiations planned this year for workers at UPS and Purolator, bargaining is never far from our minds.

The UPS collective agreement expires July 31, 2020. This means that starting late this year, proposals will be gathered from local unions for the beginning of contract talks in the spring of 2020. At the moment, everyone should be considering which workplace issues need to be addressed and what proposals will be required to negotiate the best possible contract.

The UPS and UPS Freight negotiations concluded in the United States in the fall of 2018. Although some supplemental agreements still need to be ratified before they take effect, workers have before them strong contracts with substantial wage, pension and contract language improvements. Both contracts cover 250,000 Teamsters and their families throughout every state of the U.S.

Purolator is in the middle of their contract term and, with few minor exceptions, things seem to be running smoothly with both the company and membership adjusting to their latest collective bargaining agreement. This agreement expires December 31, 2021. It will be upon us sooner than one thinks. The upcoming negotiations mean this division and local unions will have a busy 2020 through 2022.

Teamsters Canada President François Laporte with a member at Purolator.



Pensions

Pension plans for UPS and Purolator are being operated soundly, even if this investment year has been quite volatile. Nevertheless, our members' pensions are federally regulated, well managed and protected to the utmost. We think that retirement planning is important, and we will be discussing how to make sure members have the best possible information when leaving their careers.

Health and Safety

Teamsters Canada takes our members' health and safety seriously. Please practise safe work methods and forward any safety concerns to your local union. The stresses our members endure working in this fast-paced and demanding industry are enormous, so we ask everyone to please be vigilant.

With the legalization of cannabis, "fit for duty" policies were updated. The changes were not substantive and, like before, all employees are required to report to work fit for duty.

Every workplace needs to be psychologically safe. Both companies have very good Employee and Family Assistance Programs. These programs are confidential and responsive to your needs. Mental health is a major problem in the world today; if needed, please do not hesitate to use these services or contact your union.

Remember, it's your life. Don't leave work without it.

Teamsters Canada President François Laporte with a member at UPS.



STANDING UP FOR MOVIE TEAMSTERS

by Lorrie Ward, Director, Movie Making and Trade Show Division

Once again, the film production industry was marked by fundamental change: the major networks and large studios are no longer dominant. In their place are streaming services like Netflix, Amazon, Apple and Hulu that follow different corporate models, and all believe that high-quality content will attract consumers. As a result, in 2018, production budgets rose and production demands were equally ambitious.

For example, Amazon's "Man in a High Castle" regularly spent more than \$10 million per hour of production with a recent \$22 million episode. Netflix's "Lost in Space" exceeds \$10 million per episode, and Apple's "See" has budgets so large that, on one recent episode, the transportation department employed more than 100 drivers. Film Teamsters are reaping the benefits of intense competition among some of the world's most highly capitalized companies. Those companies and others will spend about \$160 million annually in B.C. and Alberta on Teamster drivers, security personnel, caterers, animal wranglers and trainers, marine personnel, and mechanics.

Collective Bargaining

In 2018, members overwhelmingly ratified the master agreement that Local Union 155 negotiated alongside the two IATSE locals in the B.C. Council of Film Unions. In the three-year agreement, we achieved annual increases of 3% and, for Class 1 drivers, the base rates of pay were increased by an hourly 50 cents before the 3% increase was applied. We further enhanced our members' financial returns with targeted gains for security guards and catering personnel.



▲
Movie Teamsters in B.C.

Movie Teamsters in B.C.
▼



Our future bargaining objectives include the replacement of the legacy language that was written when people were glued to their televisions during prime time, purchased videotapes or DVDs to watch old movies, and looked to cable or program syndication to supplement their home entertainment needs.

During negotiations, we were assisted by our sisters and brothers from Local Union 399 in Hollywood and Local Union 817 in New York. The advice from Brother Dayan and Brother O'Donnell brought a perspective beyond B.C. that assisted our bargaining committee and worked to the benefit of our members.

Local Union 362 in Alberta just completed the first year of their master agreement and has filed several grievances with production companies and the Canadian Media Producers Association over language interpretation.

National Safety Code

On the public policy front, Local Union 155 is the loudest voice at the table with industry and government in trying to ensure that the Hours of Service Division of B.C.'s Motor Vehicle Act Regulations are sensitive to the patterns of work in the industry and film drivers' workload. Motion picture drivers may be on the clock and at an employer's place of work for extended periods each day, but they spend less than 40% of their on-duty hours driving and for the majority of each 24-hour working day, they are either off-duty or off-work.

We aren't looking for a waiver that will in any way compromise the health and safety of our members. Our members are encouraged to recognize symptoms of fatigue in themselves and their fellow workers, and to collaborate with coordinators to ensure that their personal health and the public's safety aren't sacrificed for work and wages. But any new rules must make sense. We are at the forefront of designing production-sensitive guidelines that strike a proper balance, and this will continue to be a priority in 2019.

Hours of service has also been an increasing issue in Alberta. Local Union 362 is currently looking at providing training to all members of the film division by the end of 2019 to help better navigate the matter.

Mental Health and Addiction

Another 2018 initiative, "Call Time: Mental Health," was created by the Teamsters and other unions in B.C. to support film industry workers grappling with mental health and addiction issues. Teamsters have been at the forefront of the effort to reduce the stigma associated with mental health and substance abuse and provide awareness of the support services and union benefits available to eligible members and their families. Our work has been recognized by industry and community, and members know that their union office is a source of personal support in times of need.

Learn about the initiative by visiting
calltimementalhealth.com

STANDING UP FOR DAIRY INDUSTRY WORKERS

by Paul Barton, Director, Dairy and Sales Drivers Division

Dairy workers live in uncertain times. The federal government has now sacrificed close to 10% of our dairy market in trade negotiations with Europe (CETA), the Pacific Rim (CPTPP) and the U.S. and Mexico (CUSMA). That represents the equivalent of a quarter of a billion dollars annually in dairy production to industries in other countries

Teamsters Canada has undertaken an audit of all the dairy workers it represents in order to benchmark job numbers and rates of pay. The goal is to see how these trade agreements will affect our members, who work mainly in dairy processing and dairy hauling.

These uncertain times make the added protection of a union only more important, and shopping local even more vital.

In Ontario, Local Union 647 negotiated new collective agreements with Nestle, covering hundreds of workers. The agreements were overwhelmingly ratified by members, thanks in no small part to the efforts of Business Agent Carl Davis and his team of shop stewards. Nestle is now growing, with plans to create approximately 150 new full-time jobs in London, Ontario.

Local Union 647 also organized workers at dairy distribution centres and saved 50 jobs from being outsourced at Natrel in Don Mills, ON.

In Alberta, Local Union 987 negotiated a new collective agreement for 60 workers at Parmalat Calgary. The new deal includes annual 2% raises until 2021 and improvements to their pension plan. Workers at Agrifoods, who haul raw milk from farms, also negotiated annual 1.5% raises until 2020 and further improvements to their pension plan.

In British Columbia, Local Union 464 has been bargaining with Agropur and made a series of small organizing victories at Ultima Foods and Saputo.

Saputo is investing \$240 million into a new state of the art dairy in Port-Coquitlam, B.C. The new facility is intended to better serve the Western Canadian market, and will no doubt provide good, stable jobs for members.



▲ A member of the Teamsters Union employed by Agropur

The company is also expanding its dairy in Saskatoon, SK, whose workers are represented by Local Union 395. The collective agreement at that location is up for renewal this year.

Beyond our union's work, 2018 also saw a grassroots campaign to buy Canadian milk in response to the new trade agreement with the U.S. and Mexico. The campaign, which spread on social media, asked consumers to look for the blue cow logo at the supermarket. That logo remains the only way to tell if a dairy product contains 100% Canadian milk.

Despite the uncertainty, there are reasons to be hopeful. Dairy locals in this country have done an outstanding job standing up for members.

STANDING UP FOR MAINTENANCE OF WAY WORKERS

by Gary Doherty, President, TCRC-MWED

The Teamsters Canada Rail Conference – Maintenance of Way Employees Division represents workers who maintain and install rail tracks. We were heavily involved in bargaining last year, and that will continue into 2019.

We have already renewed solid collective agreements, with good improvements to wages and working conditions, at Ottawa Valley Railway, Southern Ontario Railway, Hallcon, and Southern Vancouver Island Rail. As I write these lines, we are still negotiating with BNSF Manitoban.

In 2019, we will be negotiating with Goderich Exeter Railway, Algoma Central Railway, Ontario Northland, and Carlton Trail Railway.

Hudson Bay Railway

Negotiations will also begin this year at Hudson Bay Railway. I would like to do a special shout-out to our members at the company, who helped ensure that the first train in over a year was able to use the tracks and roll into Churchill, MB last November.

Flooding in 2017 damaged the tracks and severed the only land link to the small, subarctic town of Churchill.

While the tracks were out, goods and people had to be flown in. Prices for groceries, fuel and other products skyrocketed. The town's tourism sector also took a bad hit, and some residents even had to move away.

Our members played a role in repairing the line. But they weren't just given an opportunity to work – we had to fight for it.

The company had initially outsourced the repair job to low-wage contractors. Our members were laid off as a result of that decision, making their economic situation even worse. We stood up for them, took action against the company and won compensation for our members, who were eventually able to work on repairing the line.

We can only hope the company now in charge of the Hudson Bay Railway will invest in track maintenance, and let our members do their part in helping this community thrive again.



STANDING UP FOR CAREGIVERS

by Alain Michaud, Director, Social Services Division

Last summer, labour disputes at several Résidences Soleil seniors' residences in the Montréal area were finally resolved thanks to collective agreements in favour of workers in Mont-Saint-Hilaire, Granby, Laval, Pointe-aux-Trembles and Ville Saint-Laurent.

Some 300 members from Local Union 106 showed strong leadership and obtained historic improvements in their working conditions. These determined men and women opened the door for all other workers in this sector, unionized or not. The 21-day strike eventually benefited our members, who set the bar high for all employees in this industry.

Some 300 members of Local Union 106 working in retirement homes went on strike in 2018. ►



Bargaining is currently underway at other residences.

Wages and workload are the main sticking points for the Teamsters. Pay levels in private sector retirement homes are far behind those in public sector homes, despite staff doing exactly the same work and caring for seniors with the same passion and dedication.

Teamsters have noticed that employees at some Résidences Soleil retirement homes are even quitting their jobs to work at fast food restaurants, citing higher wages and a far lighter workload.

In Amherstburg, Ontario, Local Union 879 welcomed workers at the Victoria Street Manor, a first for this local union. The new members explained they wanted to join the Teamsters for a number of reasons, including the fact that their hours were regularly cut without cause, paycheques were often late or incorrect, and many workers had not seen a raise in years until the Ontario minimum wage increased in 2018.

A rich country like ours should not be trying to squeeze savings out of seniors and the people taking care of them. Count on the Teamsters to take a stand on that.



Residents joined striking members of Local Union 106 on the picket lines!

STANDING UP FOR CONSTRUCTION WORKERS

by Gary Kitchen, Director, Construction Division

Teamster construction jobs mean pensions, benefits, and good wages. But that doesn't happen by accident. As a union, we've had to fight for what we have today, and we can take nothing for granted.

Several agreements are up for renewal this year, including the Ontario ICI (Institutional, Commercial and Industrial), the GPC/NMA in Alberta, as well as the Pipeline Distribution Agreement which applies across the country. These agreements affect thousands of our members, and we'll work tirelessly to secure the best possible deals.

Today, the bargaining table is only part of the fight. Standing up for construction workers in 2019 also means standing up for the construction projects our members work on, like pipelines and other infrastructure projects. That is why we supported the federal government's purchasing of the Trans-Mountain Pipeline Project and continue to lobby in support of other projects, like Costal GasLink.

After working on countless pipeline projects without incident, union members established a track record for building safe pipelines. These projects will allow Canada to sell oil at fairer prices by improving access to global markets, creating wealth for all Canadians while there is still a demand for oil.

Pipeline projects are one of key national issues facing our members in this industry. But there is a lot happening on the local level, that show how our union is actively standing up for construction workers.

In Québec, cement truck drivers employed by Demix are driving safer thanks to the Teamsters. The company had installed tablet computers in all the trucks, and expected drivers to use them while driving. They had begun sending text messages to the tablets about schedules and lunch breaks, but the practice stopped after our union intervened.

In British Columbia, our local unions are very busy thanks to community benefit agreements (CBAs). These agreements ensure that workers on public construction projects are paid union wages and enjoy union representation, which leads to safer work sites and a stronger economy. Teamsters and other building trades unions had lobbied extensively for CBAs. Examples of the projects our members in B.C. are currently working on include the new Pattullo Bridge and the Montney North Pipeline Project.



▲ Teamsters Canada President François Laporte with Alberta Premier Rachel Notley at a pro-pipeline rally.

In Ontario, our members continue to work on the Darlington Nuclear Refurbishment Project as well as at Bruce Nuclear. These projects alone represent 10 to 15 years of employment for our members. We are also busy with ongoing projects for Hydro One and Ontario Power Generation. Road building and heavy construction infrastructure projects should see an increase over the next few years. We are also looking forward to the Gordie Howe Bridge Project, which we hope will offer our members even more opportunities.



In Saskatchewan and Manitoba, our members are busy working on the Enbridge Line 3 Reversal Project, which we lobbied in favour of. At the moment, the Teamsters have manned five mainline pipeline spreads between the two provinces, employing approximately 450 members. Meanwhile, the Keeyask Hydroelectric Dam Project in Manitoba is winding down.

The situation is not nearly as good in Alberta, where energy resources remain landlocked and the government had to resort to cutting oil production in a bid to increase prices. Maintenance work on plants has slowed down as a result, hurting our members in the process. We are hopeful that the Keystone XL Pipeline Project will soon clear a series of court challenges in the United States, providing our members with much needed employment. The province lost more than 130,000 jobs from January 2015 to October 2016 due to falling oil prices, a figure which does not include self-employed workers whose gigs also went bust amid the crash.

Construction work is also slow in the Atlantic provinces. The Muskrat Falls Hydroelectric Dam Project, which employs hundreds of our members, is nearing completion. As I write these lines, there are no new major projects on the horizon in these provinces.

No matter where you live, good times or bad, workers are better off as Teamsters. But this didn't happen by accident. If we can support our members, it's because our members support their union. Continue standing up for your union, and your union will continue standing up for you.

STANDING UP FOR ARMoured CAR GUARDS

by Owen Lane, Director, Armoured Car Division

Cash is still King — For Now!

The Teamsters Canada Armoured Car division currently has around 3,000 members across Canada. There are three major companies with Teamster contracts: Garda, Brinks and Inkas.



tions, even at large businesses that accept cash and cards,” wrote the bank. “Debit cards are used mainly for medium-value transactions and credit cards for large-value transactions.”

▲ Local Union 419 annual appreciation BBQ for members at GardaWorld.

Inkas is new to the Teamster world, with armoured car guards at the company in the Toronto, Montréal, and Ottawa areas all joining our union. The company has opened a new branch in Calgary which has not yet unionized.

Cash continues to account for most of the transaction volume in the armoured car industry, but cash use is on a downward trend and has declined 20% since 2011. Consumer demands for speed, convenience and rewards are driving many of the trends, like credit cards, contactless payments (tapping your card or mobile device to pay) and e-commerce. In 2015, contactless payments grew by 70% in both volume and value of transactions.

Cash may no longer be king for big purchases, but a majority of all transactions in Canada still happen with paper money, according to the Bank of Canada. “We find that cash is still widely used, especially for small-value transac-

As reported in last year’s report, cash recycling units (CRUs) continue to evolve with new technologies being introduced like multi denomination machines. Banks are continuing to work towards less frequency for crew attendance and better cash management forecasting. At the same time banks are slowly moving away from retail ABMs, such as having a cash machine in a convenience store or gas station and are letting white-label machines (machines which are not owned by a bank) take on a portion of that market.

On the retail front, stores are introducing cash and coin recycling units which have changed the number of servicing visits. Some commercial locations are now bringing in smart safe solutions, which only need to be serviced by armoured car crews to be emptied or filled as opposed to on a set weekly or daily basis.

The newest opportunity to bring flexibility to the armoured car industry is the recent legalization of cannabis. This new opportunity is important for the industry to seize. Provinces and territories are responsible for determining how cannabis is distributed and sold in their jurisdictions. Treating cannabis as a liability (a valuable good) will dictate that the movement of cannabis from licenced producers to retail locations will require the use of armed personnel and armoured trucks. That is why our members at several armoured car companies are already moving cannabis, with more potential on the horizon.

STANDING UP FOR RECYCLING AND WASTE MANAGEMENT WORKERS

by Danny Mitchell, Coordinator, Teamsters Canada Solid Waste and Recycling Division

2018 saw the introduction of the new Teamsters Canada Solid Waste and Recycling Division and I was proud to be named the coordinator of this new group.

My first task was to set out to find approximately how many members we represent under the banner of the solid waste and recycling division. I was glad to learn that there are over 3,000 members across the country working in sectors like waste transportation, blue box recycling facilities, and hazardous material identification and recovery.

The waste and recycling industry is not a new industry, but it is definitely a growing one in Canada and around the world. With this comes challenges like high competition in the transportation sector which leads to hard negotiations at the bargaining table. Through it all, Teamsters continue to enjoy above average wages with benefits and pensions not offered to their non-union counterparts.

Standing up for members sometimes means getting into a fight. In 2018, over 120 members of Teamsters Local Union 847 at Stericycle hit the picket lines. The affected plants in Brampton, Ottawa and Scarborough are involved in transporting, sorting, processing and incinerating medical waste.

After a week-long strike, workers won extra personal days, a new pension plan and big raises over the course of a three-year contract. The union secured a \$3 pay hike for all categories of workers, which worked out to annual raises ranging from approximately 3% to over 6% depending on what a person was paid before the strike. Our victory brought the company closer in line with competitors like Waste Management in Toronto, whose workers are members of Teamsters Local Union 419.

Finally, in an effort to better communicate and stay mobilized, we created a Facebook group for Teamsters in the solid waste and recycling industries in Canada. Please join to share news and information about the problems facing our industry. Discuss how the Teamsters are helping sanitation workers across our country, and how we can do more as a union.

To join the group, look up Solid Waste and Recycling – Teamsters Canada on Facebook.



▲ Local Union 847 President Fernanda Santos with striking Stericycle workers.

STANDING UP FOR WAREHOUSE WORKERS

By Jason Sweet, Director, Teamsters Canada Warehouse and Miscellaneous Division

When Safety and Production Clash, Who Wins?

Teamsters represent warehouse workers from coast to coast to coast. Many, if not all, have employers who claim that “safety comes first.” So why do employers pressure workers for even greater productivity and offer reward programs that suggest productivity is the number one priority?

These same employers turn a blind eye to safety when their productivity numbers look good. But heaven help us if someone is hurt on the job, and watch how quickly one of our sisters or brothers is blamed and disciplined for allegedly creating an unsafe situation.

To this day, it amazes me that employers will encourage people to work unsafely for the almighty dollar. One of the largest employers of Teamster members in the warehouse division will discipline employees for not hitting their productivity numbers, and reward those who do by working unsafely. As a union, we should be taking our fight back to the warehouse floor, negotiating at the table and never compromising our members' safety.

With that said, do me a favour and slow down, do your job right, work safely and most importantly, go home to your family at the end of the day.

Frozen Food Warehousing

The frozen food warehousing industry is on a high across Canada. Strong collective agreements are the way to protect our members from employers who sit in a warm office and look to cut costs.



One of our employers recently signed a contract with a supplier that put every one of our members at risk by not providing the right protective gear for the job. To this day, it truly amazes me that the union has to force an employer to protect its employees.

After grievances, meetings and work stoppages, this employer finally agreed to correct the situation and truly put safety first.

▲ *This is not the right protective gear for the job.*

VERSACOLD

Last year, workers at Versacold Logistics remember their fallen brother, Virgilio Bernardino who was killed on the job on August 23rd, 2003 after being crushed by falling debris.

Banners are now in all Ontario locations and language was put in every collective agreement to remind everyone that safety is truly a priority.



▲ *Warehouse workers at Versacold, members of Local Union 419.*

STANDING UP FOR RETAIL, BREWERY AND SOFT DRINK WORKERS

by Michel Héroux, Director, Retail, Brewery and Soft Drink Division

The labour shortage we have been hearing about for several months is affecting many businesses where our members work. The labour market is increasingly favourable for workers, a trend that may well become more pronounced over the next few years.

Molson

Bargaining to renew a number of collective agreements at Molson plants in Montréal and in other parts of Québec has not been easy. Our members clearly indicated to the employer that its offers were barely acceptable, and ratified the last offers with hardly more than 50% of the votes. As a result, we anticipate that this employer will have a hard time renegotiating these collective agreements in 2021.

Meanwhile, the new Molson brewery being built on Montréal's South Shore is making our members highly anxious, because we still don't know whether Molson will continue switching production from bottled beer to canned beer. Canning lines require fewer workers than bottling lines. Brown beer bottles are also more environmentally friendly.

Teamsters were not invited to the ground-breaking ceremony for the new brewery, but decided to attend anyway. Éric Picotte, spokesman and union president for workers at the plant on Notre-Dame Street, along with several workers, made themselves available to reporters, raising awareness among the public and elected officials of the adverse consequences of Molson's decision a few years back to switch to cans.

▼ Annual conference for brewery and soft-drink workers.



Sleeman-Unibroue

Local Unions 931 and 1999 represent the interests of workers at the Sleeman-Unibroue plant and distribution centre. Recently, plant workers were pleased to hear that the employer appears to be poised to invest millions of dollars in the Chambly plant. Meanwhile, workers at the distribution centre are negotiating a collective agreement.

Labatt

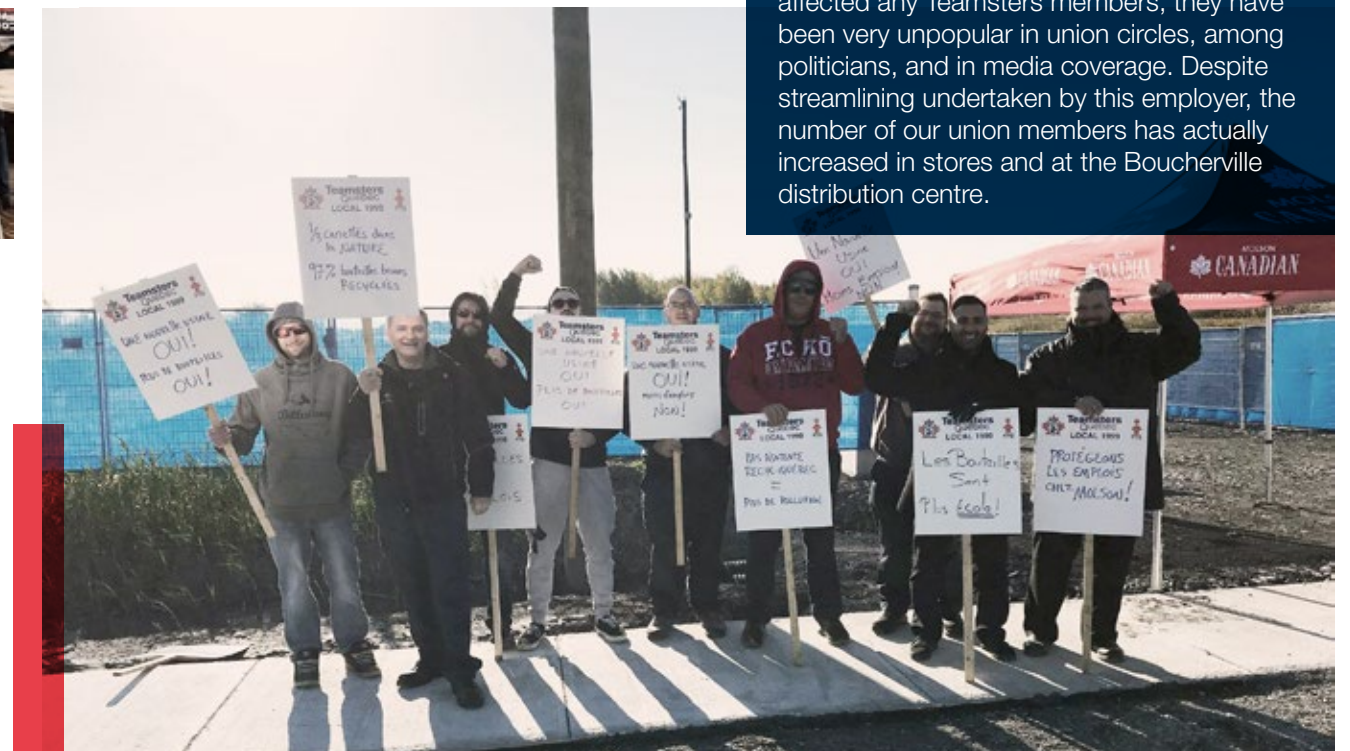
For the past three years, Labatt's distribution activities have been disrupted by the shortage of workers, particularly Class 1 drivers. To address the situation, Labatt decided to set up its own training program for new workers. Labatt recently announced the closure of its Québec City telesales service, eliminating a dozen jobs. Some positions on the Montréal sales team will be reclassified.

Coca-Cola

In the spring of 2018, members of Local Union 1999 at Coca-Cola negotiated an excellent collective agreement. Not only did members' working conditions improve, but the defined benefit pension plan will also be maintained for the duration of the agreement. The new agreement also makes the employer less vulnerable to the labour shortage since working conditions at Coca-Cola are enviable.

More broadly, the increasingly popular Freestyle soft-drink dispensers have made an appearance in nearly all parts of Canada. This concept allows customers to personalize their soft drink by blending more than one flavour.

In British Columbia, even though Coca-Cola products will now be distributed to retailers and fast-food outlets by Sysco, which consolidates the distribution of various other products, no Teamster jobs were lost.



▲ Teamsters were not invited to the groundbreaking ceremony for the new Molson brewery on the South Shore of Montréal, but we decided to go anyway.

Pepsi

At the Pepsi plant in Montréal, a new collective agreement was ratified by a slim majority of our members. This vote sent a clear message to the employer that the next round of bargaining, scheduled for 2023, may well be tough.

In late 2017, PepsiCo workers at Annacis Island in British Columbia voted for affiliation with Local Union 213. Production, warehouse, quality control and maintenance workers chose the Teamsters Union to defend their interests. Many meetings were held between the union and plant management to smooth out differences between the parties.

Rona

As many industry observers feared, United States giant Lowe's has closed several Rona stores throughout Canada, especially in Québec. Although these closures have not affected any Teamsters members, they have been very unpopular in union circles, among politicians, and in media coverage. Despite streamlining undertaken by this employer, the number of our union members has actually increased in stores and at the Boucherville distribution centre.

STANDING UP FOR YOUNG WORKERS

by Cody Woodcock, Past President of the Teamsters Canada Youth Committee

The Teamsters Canada Youth Committee (TCYC) was very active this year as we sought ways to make an impact for all members. The concept of standing up for members, standing up for Canadians was at the forefront of our thoughts as we governed ourselves throughout the year.

The committee prepared to put the final touches on the Make It Mandatory campaign. Although the battle to eliminate the stigma regarding mental health for all Canadians is not over, the focus of the committee will shift toward engaging and organizing new members to benefit the union movement. The committee will continue to advocate for support for all in regard to mental health in the workplace.

It was very humbling to be invited to speak in front of the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities. It was a unique opportunity for our youth committee to be heard and recognized on a national level. We told elected officials about the need for changes in the workplace to stop the stigma, and to prevent, accommodate, and support individuals who suffer from mental illness. Our message was well received by all political parties and we continue to lobby for changes.







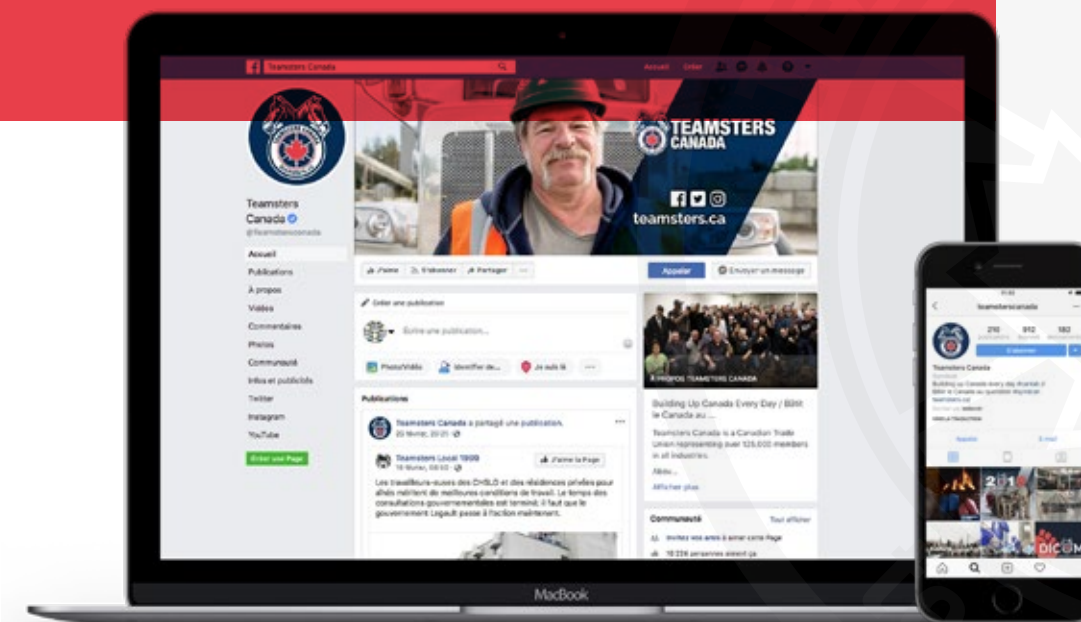
The Teamsters Canada Youth Committee.

As our focus now shifts to organizing and engaging new and potential members, we put a call out to our current sisters and brothers. We would like to hear from all members on how they feel we, as a union, are doing to engage our younger members and appeal to those who have yet to benefit from becoming unionized. It is the goal of our committee to seek new and innovative ways to assist local unions in reaching individuals in various industries. We acknowledge the need to evolve and expand our reach to new avenues in order to adapt to an ever-changing world propelled by social media.

I encourage you to reach out to us if you have any suggestions on how better engage our members and all Canadians.
youth-jeunes@teamsters.ca

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YOU KNOW SOMEONE WHO NEEDS A UNION.

Everybody deserves respect, justice, equality, fairness and dignity in the workplace. Joining a union guarantees all that, and allows workers to enjoy a better quality of life.

Teamsters Canada can help.

Tell your friends and family members to visit teamsters.ca/join or call 1 866 888-6466 for more information about joining our union.

All enquiries will be handled in a strictly confidential manner.

