



# WORKING FOR YOU AND YOUR FAMILY.



[Teamsters.ca](https://www.teamsters.ca)



*François Laporte, president of Teamsters Canada,  
on the CN picket line, in Montreal, Quebec.*





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# WORKING FOR YOU AND YOUR FAMILY.

by François Laporte, president of Teamsters Canada



▲ François Laporte on the CN picket lines. ►



▲ François Laporte speaking at Unity Conference



We achieved great things by sticking together and showing solidarity in 2019. We went on strike against CN, a massive billion-dollar corporation. We pressured the government to come up with a trade deal between Canada, the United States and Mexico with stronger labour protections. And our membership is growing faster than the country's economy.

In these pages you'll find more details on how we've been working for you and your family. Learn more about the CN strike, the safety issues that were at play and how Teamsters fought for what's fair. Read more on how Teamsters are giving back to the community, get informed on how some of the

changes to the Canada Labour Code affect workers, and learn what your union has been up to.

One thing is for sure, things have been busy.

Last September we hosted the Teamsters Women's Conference in Montreal, where over 1,200 Teamster women from across North America gathered for three days. It's only the second time that this event was held outside of the United States and I was amazed by the energy in the room from Teamster women.

There are also signs that our union is becoming more and more prominent and influential. I am proud to

say that two of our members have now been appointed the Canada Industrial Relations Board, a tribunal that interprets and administers the Canada Labour Code. It is also worth mentioning that our former General Counsel, Stéphane Lacoste, was appointed a Judge of the Superior Court of Quebec.

Last year we also saw the Liberals re-elected to a minority government. That means that Justin Trudeau can no longer govern alone, potentially forcing him to work with the New Democratic Party.

Some of Canada's greatest accomplishments in terms of social progress were made possible when the Liberals and the NPD have been





*François Laporte being interviewed on CTV News Channel*

*François Laporte speaking at the Teamsters Women's Conference*

*James P. Hoffa and François Laporte at the Teamsters Women's Conference*



forced to work together. Our universal healthcare system, the Canada Pension Plan, student loans, official languages, political campaign spending limits, and groundbreaking labour legislation that pioneered the 40-hour work week were only possible under these circumstances.

Now, we have high hopes Canada will once again make a progressive leap forward – especially in terms of universal pharmacare.

About one third of working Canadians don't have employer-funded prescription drug coverage, and 1-in-4 households reported that over the previous 12 months, they or someone in their household did not

take their medicines as prescribed, if at all, because of the cost. This is wrong and this needs to change.

### Challenges ahead

We are living in a changing and unstable world and the changes are coming faster than we may think!

We cannot deny that automation, artificial intelligence and robotization are more and more present in our workplaces. The labour force will have to be retrained to adapt to the new reality of the labour market. Make no mistake – workers will require more and more support from their unions.

Global trade wars continue to wreak uncertainty on jobs. Luckily, this year we saw disastrous US national security tariffs lifted, which were severely affecting our members in the steel industry. But who knows when – and where – the next trade disruption will occur?

As an international union, we, the Teamsters, have been able to successfully face the many challenges we were confronted with in the past. We did so through the power of solidarity, and by sticking together.

## 2019 FUNDRAISING HIGHLIGHTS

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.



**\$600,000**

During its first official year of operation, the Teamsters Canada Foundation raised over \$600,000 to help communities, create new scholarship opportunities and respond to natural disasters and other crises.

Visit: [FTCF.CA](http://FTCF.CA)



**\$100,000**

Québec Teamsters raised \$100,000 for Camp Papillon, a summer camp for children with disabilities.



**\$140,000**

Ontario Teamsters raised a record-setting \$140,000 for Variety Village, a charity for children with disabilities and their families.



**\$10,000**

Joint Council 36, which is made up of all of British Columbia's local unions, raised \$10,000 for the Variety Show of Hearts Telethon, which goes to help children with special needs in the province.





## \$39,000

The Teamsters Ontario Women's Caucus, along with other unions, raised \$39,000 for women's shelters and other charitable organizations for women.



## \$35,000

Local Union 362 and the Teamsters Canada Rail Conference raised \$35,000 for the Fresh Start Recovery Centre, a place where men can escape addiction and learn to live rewarding and fulfilling lives in recovery.



## \$10,000

Local Union 419 in Toronto raised \$10,000 for the Ronald McDonald House.



## \$10,000

Participants at last year's Teamsters Women's Conference in Montréal raised over \$10,000 for the Breakfast Club of Canada



## \$10,000

The Teamsters Québec Women's Caucus raised \$10,000 for Parados, a women's shelter in the Montreal area.



## \$15,750

Teamsters Canada staff and officers raised \$15,750 at the 24h Tremblant, which goes to help sick and underprivileged children.

# 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 1, 2021 for a scholarship of up to \$10,000 if they're planning on enrolling at a college or university program. They can also apply for a scholarship of up to \$2,000 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 deadline is October 31 of each year. Four \$2,500 scholarships will be awarded.

## 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 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 to 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](https://teamsters.ca/scholarships)



# AND THE 2019 TEAMSTERS CANADA SCHOLARSHIPS WINNERS ARE...



**Peter McDonald**  
Local Union 395



**Simrat Malhi Sachdeva**  
Local Union 419



**Stéphane Gilbert**  
Local Union 1999

**Four members won a \$2,500 scholarship from Teamsters Canada in 2019.** The application process includes submitting an essay on a given theme. This year we've chosen to publish the essay by Brother Jagdeep Singh from Local Union 31 in Abbotsford, British Columbia.



## **What are the benefits of being a Teamster member?**

*by Jagdeep Singh, Local Union 31*

It is very important for people working in a large organization to be part of a union. By becoming a Teamster member, I had the backing of one of the largest and most powerful labour unions in the world. Built on a solid tradition of "Teamsters helping Teamsters," my union is a democratic organization where you and other members have the right to elect local leaders and decide the policies that affect you.

I have been a member of Teamsters Local Union 31 since December 2016. In 2019 we negotiated a very good two-year contract with Canada Cartage. Our representative, Brother Paul

Simms, worked very hard to increase our wages and the company's participation in our pension plan. I have coffee and meal breaks, a fair wage, job security, and solid working conditions because I am a Teamster member. And as a father, I know I don't have to worry about medical or dental costs with Teamster benefits.

It is highly unlikely that a single worker could have bargained for all this alone. However, the Teamsters were able to bargain with management and provide all this. Moreover, providing this scholarship to members is another big thing for those who want to study for a better future but whose financial condition might make that difficult.

The advantages of becoming a Teamster member are countless. Today, as a Teamsters member, my family and I enjoy more privileges than most, for which I am extremely grateful.

*\*This essay was lightly edited for clarity and length.*



# CHANGES TO THE CANADA LABOUR CODE

Big changes to the Canada Labour Code came into effect in 2019, especially with regards to vacation time and the different types of leave available to workers under the law.



## KNOW YOUR RIGHTS!

THESE PAGES SUMMARIZE THE MAIN CHANGES



### IMPORTANT:

The Canada Labour Code applies only to federally regulated workplaces (Purolator, UPS, CP, CN, workers at airports and most trucking companies, etc).

If you are not sure if your employer is federally regulated, contact a union representative.

### Personal leave: five new days, three of which are paid

Workers are now entitled to five days of personal leave every year. For those with three months of continuous service, the first three days are paid. However, you may only take personal leave under the Canada Labour Code to:

- treat an illness or injury;
- carry out responsibilities related to the health or care of family members, and responsibilities related to the education of underage family members;
- address any urgent matter concerning you or your family members; and
- attend your citizenship ceremony.

You are not entitled to additional days of leave if your collective agreement already sets out a minimum of three paid and two unpaid days of personal leave.





The federal government has added a fourth week of vacation for workers with 10 years of continuous service. It has also lowered the requirement for three weeks of vacation to five years of continuous service.

Number of years of continuous service	Annual vacation entitlement
1 year	2 weeks (or 4% of wages)
5 years	3 weeks (or 6% of wages)
10 years	4 weeks (or 8% of wages)

These are minimum standards. **Your collective agreement** takes precedence if it sets out more generous policies.

### Medical leave

*(up to 17 weeks, unpaid)*

All workers are entitled to 17 weeks of unpaid medical leave for personal illness or injury, organ or tissue donation, or medical appointments during working hours.

If medical leave is taken for three days or more the employer may require a certificate from a health care practitioner certifying that the employee was unable to work during the leave.

Employees who intend to take medical leave must provide the employer with at least four weeks written notice, specifying the anticipated date and duration of the leave. If a valid reason prevents the employee from providing advance notice, the employee must notify the employer in writing as soon as possible.

For example, you will not have to provide four weeks notice if your doctor's schedule is available only two weeks ahead of time or if you suddenly fall ill. In circumstances like these, the important thing is to notify your boss as soon as possible.

### Other new forms of leave

Employees are now entitled to:

- five days of leave for traditional aboriginal practices for employees with three months of continuous service with the same employer and who are Aboriginal;
- ten days of leave for victims of domestic violence, five days of which are paid for employees with three months of continuous service with the same employer; and
- leave to serve as a witness or juror in a court proceeding, or to participate in a jury selection process.

### Minimum length of service formerly for other forms of leave

The government abolished the minimum length of service requirements to be eligible for statutory holidays and sick, maternity, parental, critical illness, and child death/disappearance leaves. Workers are now entitled to these forms of leave as of their hire date.



# TEAMSTERS WOMEN'S CONFERENCE

## Teamster Women: Shaping the Future

Canada played host to the annual Teamsters Women's Conference in 2019. Over 1,200 Teamsters from across North America took part in the three-day event in Montréal, which provides the opportunity for empowerment and education for women in our union.

The theme was "Teamster Women: Shaping the Future." It's a reflection of the ever-increasing role of women in our union and in our economy. More and more women are entering non-traditional jobs in male-dominated industries. We have never had more women truckers, railroaders, warehouse workers and package delivery drivers. We have never seen more women on job sites, in factories and in union halls.

Participants attended workshops in both official languages on themes as varied as breaking barriers within locals, bargaining for women, mental health in the workplace, union history, organizing, helping shop stewards, and more.

On the sidelines of the event, the Teamsters Canada Foundation, the Teamsters Québec Education Committee, Québec Joint Council 91 and the Teamsters women's caucuses from Ontario and Québec set up booths to talk about the work they do, sell raffle tickets and give out promotional goodies. Trade divisions representing US-based workers also set up booths. All the proceeds from the raffles – over \$10,000 – was donated to the Breakfast Club of Canada.

TEAM Art held an exhibit featuring artwork by Teamster members and allies. The art was raffled off, raising close to \$4,000 for the IBT

Disaster Relief Fund. The fund aims to help members who suffer from a natural disaster.

The event was a huge success – thanks in no small part to the tireless efforts by staff and volunteers from across Canada and the United States.

## Quebec Teamster woman honoured

A female member from the host area is honoured every year at the Teamsters Women's Conference. The award goes to a woman who is tirelessly dedicated to building a stronger union.

That award went to sister Jenny Mireault, member of Local Union 1999 and worker at Groupe Marcelle in Montréal. She is also a devoted union activist. Sister Mireault serves as a shop steward, representing 200 members while also serving on the health and safety committee and as vice-president of the Teamsters Québec Women's Caucus. In her free time she volunteers as an FTQ Solidarity Fund representative and raises money for both breast cancer and prostate cancer.



*Sister Jenny Mireault receiving the Barbara Liddy Teamster Woman Activist Award.*







## Still much to do

The quality of the workshops and the discussions showed how our union has become an important voice in a society where women's rights – both in and outside of the workplace – remain precarious. The social spark that the union movement lit over 100 years ago continues to motivate and rally our sisters from across North America. However, working women still face serious issues. A staggering 30% of women report being sexually harassed on the job, and 3% of women are sexually assaulted in the workplace.

There is still a lot to do to ensure equality, equity and respect for these workers. We must recognize these problems and remain vigilant in order to continue advancing the rights of women. Thousands of union members still face sexism, harassment and discrimination every day.

Teamsters will continue to make these voices heard in order to build a fairer world.



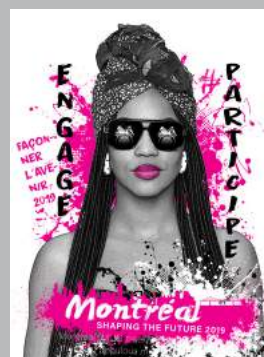
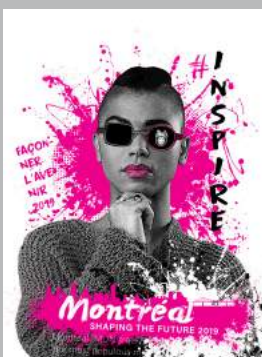
For more pictures from  
the conference, visit:  
[teamsters.ca/women](http://teamsters.ca/women)



▲ Workshop: Building a more inclusive labour movement for women in all their diversity.



▲ Pictures from the conference.



# WORKING FOR RAILROADERS

by Lyndon Isaak, president, Teamsters Canada Rail Conference (TCRC)

## Last year was a mix of tragedies and successes for Teamsters Rail.

### The tragedies

On the morning of February 4th, we lost three of our brothers in a horrific accident involving a runaway train on the Laggan Subdivision close to Field, British Columbia. Brothers Dockrell, Paradis and Waldenburger-Bulmer perished in the catastrophe. There are multiple investigations into this accident which remain ongoing. To date, the Transportation Safety Board has released two safety recommendations and the government has issued a ministerial order in hopes of mitigating the inherent danger of trains navigating mountain grades.

In the early hours of August 15, the TCRC suffered its fourth fatality of 2019. Brother Qamar was fatally injured in the line of duty at CN MacMillan Yard in Toronto.

On December 2, our fifth fatality of 2019 occurred. Brother McLean suffered a fatal injury while at work in CP's Port Coquitlam yard.

Teamsters Rail lost five members in 2019 and ten members in a little over two years. This is not only truly alarming, it's unacceptable. We have to find a way as an industry to improve safety, to change the focus from multibillion-dollar profits to minimizing and mitigating risk.

Canadians must decide which is more important: corporate share prices or the health and safety of working men and women. As Teamsters, the choice is clear. It is our charge to hold the corporations to higher standards and use our political influence to increase safety standards through legislation and encourage our government to punish the employers which prioritize profits over safety.



**Dimitrios Bakirtzis**  
**Melissa Heins**  
**Kevin Anderson**  
**Tony Nenasheff**  
**Pierre-Luc Levesque**  
**Andrew Dockrell**  
**Dylan Paradis**  
**Imraan Qamar**  
**Kirk Charles McLean**  
**Daniel Robert**  
**Waldenberger-Bulmer**



## The successes

While the TCRC had success in bargaining at several different properties in 2019, I will focus on one: the conductors/trainmen/yardpersons (CTY) national negotiations at Canadian National Railway (CN). Notice to bargain was given March 22, 2019, to CN as the previous contract expired on July 22, 2019. Following months of little progress in negotiations, our bargaining team deemed that we would require assistance from the federal government in the form of mediation. We served notice of dispute on June 18 to the Federal Mediation Conciliation Service. The bargaining progressed very slowly and while CN posted multibillion-dollar revenues, they continued to demand concessions from their workers. Worse still, the company wanted to strip the collective agreement of its rest provisions, while our focus was on safety.

With the federal elections nearing, the negotiations were essentially at a stalemate. It would seem that CN may have been waiting for the outcome of the elections to determine their negotiating position. On October 21 the Liberals were elected to a minority government which, as it turned out, would have a massive effect on our negotiations.

Our bargaining team served strike notice to CN on November 16. Another three days of fruitless discussion ensued and the CN CTY strike began on November 19. The Conservative Party of Canada, along with some

premiers, immediately demanded that the Liberals legislate us back to work. The same rhetoric that we have heard in the past, how we were damaging the Canadian economy by not moving the bulk commodities in western Canada or threatening propane supplies in eastern Canada.

Through working closely with the Teamsters Canada Communications Department, we managed to change the media's focus and consequently public opinion. We exposed the fact that CN was still running trains but choosing to ship consumer goods, at the expense of propane for farmers during the critical harvest season. We explained that this strike was about safety and fatigue, as opposed to financial issues, and released a recording of an exhausted conductor arguing with a supervisor to prove that point.

Meanwhile, Teamsters Canada President François Laporte lobbied the Liberals to resist the urge to legislate us back to work and let the collective bargaining process play out as intended. After a weeklong strike and as a result of the Teamsters Canada lobby and pressure applied by the Liberal government, we came to a tentative deal with CN - an agreement which addressed safety concerns and while improving wages and benefits for our membership.

**Strength in solidarity!**





# WORKING FOR WORKERS AT UPS AND PUROLATOR

by Richard Eichel, director, Parcel Division



▲ Brother Randy Eagleson is a UPS Circle of Honour recipient and has served as a shop steward for over 26 years. He is pictured here with Sister Katheryn Mcleod, who has now worked at UPS for three years.



▲ UPS centre in Calgary.



▲ UPS hub in Montreal.

Last year saw growth in the parcel division's nationally contracted employers, Purolator and UPS. As the Canadian economy grew, so did our delivery volume and membership.

A large part of the growth came from aggressive sales tactics and new client contracts, but also from Amazon, Wayfair and other large companies that continue to change the retail landscape.

Although growth is good for the industry, we must be cognizant of what the big picture will look like for workers, and strive to protect Teamster livelihoods.

## The Amazon problem

In any industry, the share of work being done by unionized (or at least well paid) workers is crucial to the standard of living that industry provides to workers. As we all know, Amazon is a growth machine and has built (or is in the process of building) nine facilities in Canada. The company has been spending big on a new one-day delivery service and recruiting an army of independent last-mile contractors to get their boxes onto porches.

While the company provides many jobs and governments scramble to attract them to their cities, we need to keep in mind that few of these jobs are well-paying jobs. On top of lacking decent wages, they also lack good health benefits and pensions. Moreover, the company is not labour friendly, and puts a lot of resources into fighting to keep unions out.

## The Teamster solution

Joining a union is the best way to make sure wages and working conditions continue improving in any industry.

The International Brotherhood of Teamsters is working with several organizations and other unions to collaborate and help put our collective financial and human resources together to help working people everywhere come together and make sure workers get a fair shake out of these hugely profitable organizations.

If you or anyone in your family knows of people in any company that needs union representation, please call your local union. It is our responsibility to help protect and grow our wages, pension and health benefits.

## On UPS and Purolator

The growth we see with Purolator and UPS is leading to new centres being built or renovated across the country, with increased capital





expenditures each year. Technology is growing at a rapid pace to make the system more efficient. With this brings more stress and the need for dedicated union representation.

The collective agreement and local representatives are your best tool for safety, both physical and emotional. There are confidential employee assistance programs (EAPs) available as well as new training coming on stream as this is written.

If you need to, please take advantage of these programs or contact your local union with any safety concerns. It's your life – don't leave work without it.

Both company pension plans are in good standing with excellent investment returns for 2019.

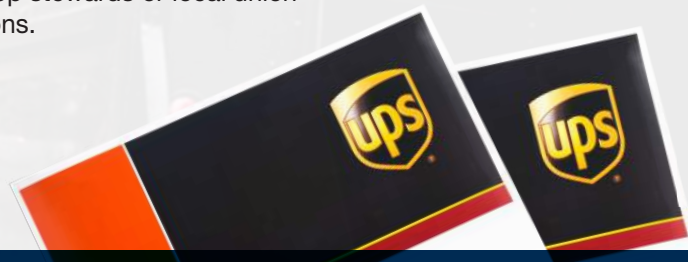
### UPS negotiations in April

On the negotiation front, the UPS Canada national agreement expires July 31, 2020. Proposal meetings have been taking place at all local unions through this winter and bargaining will begin the week of April 13, with five weeks booked through the spring. We are looking forward to negotiating a good agreement that matches our membership's needs.

Information bulletins will be posted on Teamsters Canada social media sites as well as at all the centres across Canada. Please watch for these notices to stay informed and contact your shop stewards or local union with any questions.

- ▲ Purolator launched its electric bicycle parcel delivery program in downtown Montreal – a great environmental initiative that the Teamsters support entirely.

*François Laporte, the president of Teamsters Canada was on hand for the announcement along with workers.*



**If you or anyone in your family knows of people in any company that needs union representation, please call your local union. It is our responsibility to help protect and grow our wages, pension and health benefits.**

**Like and follow Teamsters Canada on social media!**



**Teamsters.ca**



# WORKING FOR TRUCK DRIVERS

by John McCann, director, Freight and Tankhaul Division

**Teamsters are the strongest – and possibly the only – voice for truck drivers. Our union has done more to defend the interests of those who keep food on tables and goods on shelves than any other organization.**



## Negotiations

The year started off strong with negotiations at TST Overland in Ontario, involving around 400 drivers and 30 mechanics represented by local unions 91, 879 and 938. It was a tough set of negotiations, made worse with the employer announcing that they were closing the St. Catharines terminal and relocating members to another yard.

We stuck together, made no concessions, and members ended up voting 83% in favour of a new four-year collective agreement which included wage increases, health & welfare increases and the tightening of some language issues. The union also held onto the defined benefit pension plan that the employer wanted to change into a less-advantageous defined contribution plan.

And although the company did follow through with the closure of the St. Catharines terminal, we were able to negotiate a transfer of all members to the Cambridge facility. The employer also agreed to offset any costs incurred by members who wanted to relocate their homes to the new city.

In Québec, our union renewed contracts at Midland, Kingsway, GT and SGT 2000. Workers at all these companies won solid wage increases and other improvements to their collective agreements. Last summer, the union was also able to secure improvements ahead of contract negotiations which translate to more pay for workers at Robert Transport. Several centres at Dicom have ratified a new collective agreement the organizing campaign at the company is ongoing across the province.



In British Columbia, new agreements have been reached for drivers at Canada Carriage and Canadian Freightways, ultimately leading to improved wages and working conditions at both companies.

While these are just some highlights, our union works for drivers on a daily basis across the country, from coast to coast to coast. Whether its negotiating better wages and working conditions, resolving disputes in the workplaces or helping displaced workers – trucking industry workers can count on the Teamsters.

### Driver shortage

The industry in general is still facing a truck driver shortage, allowing truckers to move from company to company in an attempt to make a better deal with another employer. As a result, a number of our Teamster employers are opening up agreements to increase wages, reducing time spent on probationary wage grids or offering retention bonuses in order to entice drivers to stay with them. This environment puts the union in a good position when it comes to negotiations.

The shortage has also pushed the industry to try to adapt and become more welcoming to women. Women make up just 3% of truck drivers in Canada. Solutions like creating a more supportive, inclusive and respectful environment will benefit all drivers. Supporting women during training and throughout their careers will also go a long way to help. Teamsters fully support welcoming more women to the trucking industry.

### Advocacy

Teamsters continue to play a key role in speaking for truckers at all levels of government. Our union is often the only group speaking out for the interests of drivers, as opposed to interests of the corporations who employ them.

We've been active with the Canadian Council of Motor Transportation Administrators (CCMTA), which has been looking closely at the issue of automation and road safety in the trucking industry. We've supported initiatives like basic national training standards for drivers, and spoken about the need to make sure the new training program is properly developed so new drivers are prepared to hit the road.

We've also spoken out in favour of electronic logging devices (ELD), which finally make drivers' hours of service rules enforceable. As we know, hours of service tracked in paper-based daily logbooks are not effective at stopping drivers from being forced to work dangerously long hours because they can easily be falsified.

We've also been active provincially, calling for better rest areas for drivers. Because nobody should have to use a porta-potty in -20°C.

### Truckers deserve better

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

Teamsters Canada can help...



*François Laporte the president of Teamsters Canada, at the launch of an initiative to promote women in trucking.*

**Professional drivers can visit**  
[teamsters.ca/join](https://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.**



**Teamsters.ca**

# WORKING FOR MOVIE AND TRADESHOW WORKERS

by Lorrie Ward, director, Movie Making and Tradeshow Division

Comic book characters and sequels dominate the motion picture industry in BC. This year is off to a record start with productions like Peter Pan and Wendy for Disney's new streaming service, Disney Plus. Jurassic Park is also shooting partially in BC, along with TV series Batwoman, Supergirl, Arrow, Flash, DC Legends, Riverdale and numerous science fiction and post-apocalyptic series like Radio Nowhere and Project Blue Book.

The increase in production likely stems from possible strike action by members of the Writers Guild of America in April 2020. Like in other industries, companies in the film industry also stockpile product in anticipation of labour disputes.

## Landscape is changing

The landscape of the motion picture industry around the world is changing rapidly due to streaming services being the entertainment delivery system not of the future, but of today.

The mighty studios are being challenged by Internet giants like Amazon, Netflix and Apple. Disney, with its large inventory of classics now only available through its streaming service, will be a dominant player. The other studios are now playing catch up with their own streaming services like CBS All Access, ABC Freeform and others. The industry is also responding through mergers and acquisitions like Viacom/CBS acquiring Paramount Pictures, ABC/Disney acquiring 21st Century Fox, and AT&T acquiring Warner Brothers.

For workers, contract language that was once fair and reasonable, like allowing new media productions (such as movies made by a streaming service) to pay workers a discounted wage rate, now needs to be addressed. Network television and theatrical releases are no longer where viewers watch their entertainment. For that reason, there are fewer high-paying feature films and network-produced TV shows. Instead, large budget films with lower wage rates have dominated the industry for the last three years.

The next round of bargaining for unions representing creative workers (like WGA, DGA and SAG/AFTRA) and unions representing film crews and production workers (like the Teamsters and IATSE) now have to redefine how rates are established. The only fair way is to pay people according to the size of the production's budget, and not by what platform they choose to present it on. The producers will likely resist budget-based compensation for workers, and therein lies the battle ahead.

This year is the year many US motion picture industry contracts expire. Teamsters Local Union 155, working with the BC Council of Film Unions, will be planning in the fall for our contract that expires in March 2021.



▲  
Members of Local Union 155

The motion picture industry in Canada is dominated by U.S. productions. They travel where the tax incentives are the best. Although BC, Quebec and Ontario have attractive tax incentives, Manitoba now has the most attractive tax credits and as a result is experiencing a boom in production.

In Canada, our union unfortunately only represents film workers in BC and Alberta. Teamsters represent their members fairly and faithfully, always fighting to make sure workers are well-treated. That's what we have to offer to those without representation.

**No matter where you live, if you're a film worker seeking a union, I would urge you to contact your closest Teamsters union local to learn more about the advantages working union.**



# WORKING FOR MAINTENANCE OF WAY EMPLOYEES

by Gary Doherty, president, TCRC-MWED



▲ Members of the TCRC-MWED at a training seminar. ►

The Teamsters Canada Rail Conference – Maintenance of Way Employees Division represents workers who maintain and install rail tracks from coast to coast to coast. This year is already shaping up to be a busy year, with bargaining at VIA Rail set to begin in February and talks at several shortlines set to begin in the coming months.

Negotiations with the Hudson Bay Railway have already begun. We are currently in conciliation with the company and working actively with federal mediators. You'll recall that last year we wrote about how this shortline is a critical link between the town of Churchill, MB and the rest of the world, and that ensuring quality track maintenance is key to the success of that community.

Talks at VIA Rail, Algoma Central Railway and Kelowna Pacific Railway (which is owned by CN) will all begin soon. In some cases, we are simply waiting for dates from management to begin the process of renewing the collective agreements for workers at these companies.

A tentative agreement with Ontario Northland was reached earlier this year, which members have now ratified.

We have been more active than ever on the training front. In November, another 23 local representatives received training in Calgary and Kamloops.



The members that attended were engaged, driven and passionate about being able to help their brothers and sisters from the trenches!

The commitment that our executive board made to train and engage local representatives is not one that will ever truly be complete, however we are proud that since 2016, there have been approximately 50 new local representatives trained in all parts of the country. The next training session will be for the Atlantic Region, where we will be putting on a course in French for our brothers and sisters there.

Finally, the TCRC-MWED convention is set to be held this June at the Lac-Leamy Hilton in Gatineau, QC. It will be an opportunity for our members from across the country to gather and discuss the future and the direction of this division.

# WORKING FOR DAIRY WORKERS

by Paul Barton, director, Dairy and Sales Drivers Division

## 2019 continued to sow the seeds of uncertainty in the North American dairy industry.

The renegotiated NAFTA was tweaked even further on the initiative of the Democrat-controlled U.S. House of Representatives. Although the re-revised NAFTA has yet to enter into force, it's hard to deny that version 2.1 is a better product than the original '90s version of the trade agreement.

However, the latest version still exposes the Canadian dairy industry to further incursion by outside interests. This is an ongoing concern, considering our differences with the U.S. industry.

### The impact

The impact of CETA, the CPTPP and the renegotiated NAFTA on Canada's dairy sector is cumulative and severe. Close to 10% of the Canadian dairy market – the equivalent of a quarter of a billion dollars annually – has been sacrificed on the altar of these free trade agreements.

Teamsters called for dairy workers to be compensated for these losses. Workers deserve access to training funds to upgrade skills within the dairy sector. If they lose their jobs, they need funding for skills upgrading in addition to those available through existing programs, or funds to help older workers bridge into retirement with dignity.

At a local level, Teamsters were busy negotiating with some of the largest players in the world.

Local Union 464 ratified a new 5-year deal with Agropur and another with Ultima Foods in BC; Local Union 987 in Alberta was heading into the Christmas season at the table with Saputo negotiating for their members in Glenwood and Red Deer; Local Union 647 entered into bargaining with Agropur's Office group in Ontario.

### 2020 negotiations

Upcoming negotiations for 2020 include Agropur in Don Mills, Saputo Drivers in Ontario and Saputo's British Columbia operations. Local Union 987 will be busy with Agrifoods - Red Deer, Parmalat - Lethbridge, and Saputo - Calgary bargaining just around the bend.

Agropur has recently cut costs, despite positive sales news, by eliminating 125 executive positions within its organization and announcing the upcoming closure of its Lachute facility in Quebec. This corporate "downsizing" affects the way some of us do our jobs, for example: Local Union 855 in St. John's Newfoundland reports that they now have no local HR contact, despite a good working relationship with the previous HR manager.





However, we have seen growth across the sector as well, with the added jobs at Agropur's distribution centre in Etobicoke and picking up the Costco contract in Newfoundland. Also, Saputo's new fluid production facility in Port Coquitlam, BC, is starting to take shape, with a planned opening mid-2021.

Despite aggressive competition in the Canadian dairy sector, consumption of dairy products has continued to decline, leading to product innovations in Canada and increased interest in alternatives, to the benefit of plant-based dairy producers, such as Earth's Own in Delta, BC and the recently announced Saputo expansion into this market. Recent changes to the national food guide have angered industry insiders while likely compounding this shift.

It's in contexts like these – a changing and unstable industry and trade environment – that workers need to show unity and get even more involved in their unions.



## **|| Tell the Government of Canada to Protect Supply Management!**

- Teamsters Canada - September 6



## **|| Teamsters Disappointed by New Food Guide**

- Teamsters Canada - January 22



## **|| Teamsters Want Dairy Workers Compensated in Upcoming Federal Budget**

- Teamsters Canada - March 11

# WORKING FOR CARE WORKERS

by Alain Michaud, director, Social Services Division

Local union officers who represent staff at hospitals, retirement homes, long-term care centres and CHSLDs have had a very busy year.



Care workers – be they nurses, personal care workers or other staff members – have especially difficult jobs which are rarely recognized.

◀ *François Laporte, president of Teamsters Canada on the picket line at Le Monastère, with workers from the Local union 106 in Quebec.*

Care workers – be they nurses, personal care workers or other staff members – have especially difficult jobs which are rarely recognized. As individuals they are incredibly smart, kind and versatile. They do wonders for the quality of life of the people under their care, and are absolutely essential to our health care system. They deserve dignity and respect in the workplace – values which our union stands for.

Over 160 registered practical nurses, personal support workers and dietary staff members at the Woods Park long-term care centre in Ontario are represented by Local Union 419. The staff is being pushed to do more with less, and face more and more challenges as the population ages. Workers will be going into bargaining this year, hoping to get raises beyond Premier

Doug Ford's 1% cap on wage increases. Teamsters have traditionally been able to negotiate wage increases for workers at Woods Park which are greater than what the province agreed to at other locations with other unions. We hope to repeat that during this round of bargaining. Essential services legislation, which severely limits our ability to apply pressure on the employer, will be our main obstacle.

Workers at the Monastère retirement home in Gatineau, QC went on strike last September. Local Union 106 represents





▲ Members of Local union 106 and residents of Le Monastère in Gatineau.

◀ Shop stewards at the Woods Park long-term care centre. From left to right: Kathleen Kenney, Becky Taylor, Brandie Ascott.



the interests of the 110 employees at this privately-owned Chartwell retirement home. The union members had been looking for a new collective agreement which would guarantee working conditions similar to those found at Chartwell retirement homes. Because Quebec's Essential Services Act applies to the Monastère, workers had to continue offering almost all their services despite the labour dispute. Management is still refusing to bargain fairly and no new bargaining sessions are on the horizon.

That local union has also been actively lobbying their provincial legislature to force private retirement homes to offer wages and working conditions which are similar to those offered in the public sector.

Overall, their efforts are paying off: over 250 new workers in retirement homes joined that local union in 2019, mainly in Saint-Hubert and Saint-Jérôme.

A rich country like ours should not be trying to squeeze savings out of vulnerable seniors and the working-class heroes who take care of them. Count on the Teamsters to take a stand on that.



# WORKING FOR CONSTRUCTION WORKERS

by Gary Kitchen, director, Construction Division

**Our division has been active over the past months building and maintaining the critical infrastructure Canadians need, while ensuring workers are respected and fairly treated. That means safe working conditions, solid wages and benefits, a pension you can count on and reliable union representation.**

In 2019, Teamsters Canada hosted an international meeting of IndustriALL-affiliated unions with workers in the cement industry. The meeting served to bring trade unions closer together and coordinate their approach towards bargaining strategies, facilitating organizing precarious workers, youth and women and other sometimes neglected groups to make unions stronger than ever in the face of upcoming and existing challenges. With this aim the participants decided to continue building their joint database of collective agreements in North America, and start analysing the most effective wording, which could be used by other unions in their bargaining.

In Newfoundland and Labrador, our members are busy building the West White Rose offshore oil platform. At its peak there were approximately 2,200 workers on the project. Local Union 855 had a small presence on site, with only 66 members on site (40 in traditional driver, ready mix and warehousing positions and another 26 on the medical and high angle rescue teams).

Equinor and Huskey Energy are in discussions with a number of contractors to work on the Bay du Nord \$6.8 billion offshore deepwater oil project. We are working with Trades NL in seeking a clear commitment from the government on the number of construction jobs that will be created in Newfoundland and Labrador from the Bay du Nord project.

Ready-mix cement truck drivers in Québec continue to be busy. Their livelihoods are directly affected by government infrastructure spending. In Ontario, members have been busy on



▲ West White Rose Project, NL

refurbishment projects at Darlington Nuclear Generating Station and the Bruce Nuclear Generating Station. Starting at the end of this year there will be a total of four nuclear reactors going through refurbishment at the same time, meaning our members in the sector will be extremely busy.

Some parts of Ontario are experiencing a construction boom. In Sarnia, ON, demand for skilled workers is blowing up as more and more factories are being built in Chemical Valley. The new \$2.2 billion Nova Chemicals project, which consists of building a new polyethylene facility and a “cracker” unit to provide ethylene feedstock to the facility, will create 1,400 construction jobs, including many Teamsters. And that’s just one project!

In the Prairies, our members have completed work on the Enbridge Line 3 reversal project. There are still about 300 members working on the





▲ *Muskrat Falls Project*

Keeyask hydroelectric dam project, which is located 725 kilometers northeast of Winnipeg, MB. In Alberta, construction jobs have crashed with downturn in that province's economy. Our hope is that Keystone XL will get off the ground and that the Trans Mountain Expansion (TMX) pipeline project faces no further delay.

Finally, British Columbia takes the cake for the busiest province in our construction division.

Members in that province are working on, or expecting to start working soon on, six pipeline projects. These include residential distribution network to get energy safely into Canadians' homes and larger main-line projects like TMX and Coastal Gaslink. We will also have members working on the Shell LNG facility in Kitimat, BC, which will be supplied by the Coast Gaslink pipeline.

The provincial government's new approach to public-sector construction projects, which mandates the use of community benefit agreements (CBAs), have also led to more work for Teamster members. CBAs ensure that the greatest number of people benefit from a construction project. For workers, that means union wages and union representation, given that that leads to safer work sites and a stronger economy.

CBAs have directly led to Teamster members being employed on projects like the Highway 1 expansion, the Pattullo Bridge replacement and other road building and maintenance projects.

With BC Hydro, our members can expect to work on 10 dam projects over the coming years. Currently, the John Hart Dam in Cambell River on Vancouver Island is winding down, and we continue to have hundreds of members employed on the Site C project in Fort St John.



▲ *Member of Local union 855*

*Delegates from US and Canadian cement unions affiliated to IndustriALL Global Union.*





# WORKING FOR ARMoured CAR DRIVERS

by Owen Lane, director, Armoured Car Division

**Teamsters currently represent over 3,000 armoured car guards across Canada. There are three major companies with Teamster contracts – Garda, Brinks and 360 Secure (formally Inkas).**

Brinks Alberta ratified a 4-year deal in February 2018 with a wage freeze in year one but improvements to its health and welfare plan. There will be wage increases in years two, three and four of the collective agreement and, in the end, they will remain the highest-paying armoured car company in Alberta.

This year, the only contract reported to be open for negotiations is Brinks New Brunswick & PEI. Workers in the bargaining unit can count on support from their sisters and brothers from across the country as they pursue fairer wages and working conditions through collective bargaining.

## Meeting challenges

The armoured car industry continues to meet the challenges which are being thrown its way. One such challenge is how banks are working to use armoured car crews less frequently and improve their cash management forecasting. For example, some branches operated by CIBC don't handle cash at their counters anymore, where teams provide financial advice instead. Anyone who needs cash can turn to nearby ATMs.

The ever-more cashless society is another big challenge. Several retailers, like Mad Radish, a quick-serve restaurant chain with four locations in Ottawa and Toronto, are now cashless. Luckily, for now, a majority of all transactions in Canada still happen with paper money, at least according to the latest statistics.

Cash is preferred by some small businesses, such as independent coffee shops, where the cost of credit card transactions eats into slim profit margins. Older Canadians, who might not have access to intricate mobile phones or feel uncomfortable with apps and contactless terminals, are also more likely to prefer cash.



▲ Members of Local union 419 ►

"Cash works even when the systems are down, when the power goes out and people can still make payments using bank notes," said Timothy Lane, deputy governor of the Bank of Canada, in an interview to the CBC. "Bank notes offer privacy for your transactions. You can use them without giving anyone your personal or your banking information. Using cash avoids the risk of being hacked or having your card compromised."

After recreational cannabis consumption was legalized in Canada, companies continued to treat cannabis as a liability (or as a valuable good), meaning that the movement of cannabis from licensed producers to retail locations required the use of armed personnel and armoured trucks. That helped maintain a steady source revenue and continued work for our members.

The Office of the Privacy Commissioner also offered some advice to consumers: "If you are wary of leaving a track record of your purchases, try buying marijuana with cash rather than a credit card".

The advice was clear: cash still serves a purpose for anyone who wants anonymity.





# WORKING FOR SANITATION WORKERS

by Danny Mitchell, director, Solid Waste and Recycling Division

Today, while safety standards have improved, wage rates remain a problem across the sector, making it difficult to attract and retain workers.



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



In 2019 I was invited by my U.S. counterpart, International Brotherhood of Teamsters (IBT) Waste Division Director Ron Herreras, to attend the IBT Waste Division Conference in Memphis. On the first day of the conference we participated in the Martin Luther King march through downtown Memphis. The march holds a special place in the waste industry.

Dr. King was in Memphis to support striking sanitation workers when he was tragically gunned down outside the Lorraine Motel in 1968. The mostly black sanitation workers walked off the job after years of poor pay and dangerous working conditions, and after some of their colleagues had been crushed to death in garbage compactors.

Taking part in this march – 'and meeting some of the people who took part in that strike – was an incredible honour. It served as a reminder of how far we have come, and of the importance of our fight.

Today, while safety standards have improved, wage rates remain a problem across the sector, making it difficult to attract and retain workers.

“One of our biggest concerns is our residential members doing the collection for the City of Barrie and the County of Simcoe. These contracts are old school manual collection, one man per truck with no mechanical assistance. These members are worked to exhaustion,” told me Ken Dean, a business agent from Local Union 419, late last year.

“The company, like every jurisdiction in the province doing manual collection, is underperforming to the point that they have been given notice from the client that they are in jeopardy of losing this work. [...] We are currently in the midst of these negotiations that will likely see these members get a well-deserved rate increase in addition to other improvements,” he added.

This is a concern echoed by so many local unions. Some residential waste management companies are even proactively reaching out to us to increase wage rates. On the commercial side, drivers are working up to the maximum hours allowed just to keep up.

We are also monitoring the possible sale of a recycling facility in Niagara Falls where there are over one hundred Teamster members employed. The sale is still under review by the regional council and a decision will be made in the spring of 2020 whether the sale will proceed. The Teamsters will be active in protecting the jobs currently at the plant.

# WORKING FOR WAREHOUSE WORKERS

by Jason Sweet, director, Warehouse Division

## How Warehouse Automation is Changing the Industry

If you work in the warehouse or logistics business, then chances are you have heard of the changes that warehouse automation is already bringing to the industry.

I'm seeing how automation is impacting members in my own local union. Witron (WIOSS) in Vaughan, ON is an automated Sobeys warehouse. While the facility is mostly run by machines, it remains difficult to automate the entire operation, making it still necessary to employ roughly 300 warehouse workers and about 130 technicians. Humans are just better at carrying out certain processes, and likely always will be.

Receiving and shipping the product is all done physically by warehouse workers but this is where things change. They place the product on a skid and the machines take over. Our very skilled Teamsters technicians keep this operation running with very little problems.

Because they are unionized, these workers enjoy comparatively safer working conditions, better wages and benefits, and a pension. They share in the wealth and efficiency gains brought by automation. But that is not always the case.



Shop stewards at Sofina Foods. ▲



The president of Local Union 419, Jason Sweet, with shop stewards at Versacold. ▲

▼ Members of Local Union 419 employed at Versacold.







▲ Members of Local Union 419 employed at Sofina Foods.

## The downside

We've also witnessed how automation can negatively affect workers. They are displacing traditional warehouses, forcing companies to close them in favour of automated facilities.

In January this year, more than 200 members of Teamsters Local Union 91 in Ottawa, who work at a Loblaws warehouse, were told that they would be losing their jobs over the next two years. The employer after fifty-three years in the Ottawa location will be diverting the Ottawa work to an automated facility, citing higher productivity.

The local union successfully negotiated a significantly enhanced compensation package for the affected workers, which would include the possibility to relocate to other jobs within the company. The local is also actively and openly trying to organize the site where the work was transferred, to make sure conditions at the new facility are as good (or better!) as they were at the old one.

That's important – because conditions at some automated facilities can be hellish if employers are left unchecked in their attempts to maximize productivity. One must only look at Amazon warehouses. Workers rarely get real breaks, rates of injury are high, there is no job security and the wages are far from fair.

## The Teamster solution

As Teamsters, we can't allow employers to treat humans like robots, whether they work at an automated facility or not.

History has proven that unions cannot stop technological change. Sooner or later, it will come. But unions can fight to make sure workers aren't forgotten in the changes. Namely, to make sure those who lose their jobs are fairly compensated and that working conditions at automated warehouses are as humane as possible.

We can tackle this challenge by organizing as many warehouse workers as possible, regardless of the type of facility they work at.

As a union, we must not fear the future, but get involved and be a part of making sure workers get their fair shake out of every possible situation.

# WORKING FOR RETAIL, BREWERY AND SOFT DRINKS WORKERS

by Michel Héroux, director, Retail, Brewery and Soft Drinks Division



▲ Union meeting for workers at Molson

## British Columbia

In British Columbia, the Teamsters Union protects the interests of workers at Coca-Cola, Pepsi and Refresco. One year after new owners purchased Coca-Cola Canada to be an independent bottler of Coca-Cola products in Canada, there have been no significant changes in British Columbia. Bargaining will begin with the new Coca-Cola company in the spring, and with Pepsi in the fall. Our union representative, Kimm Davis was at the bargaining table recently to reach an agreement with the new Coca-Cola company for our members in the Kootenays and Interior, however the parties did not reach a memorandum of agreement. Our members at these locations have not had a new contract for eight years. Benefits and pension plans are central among bargaining concerns.

## Alberta

The workers of the Lethbridge plant, formerly part of an association, chose to go with Local Union 987 because they wanted significant improvements to their working conditions. The business is in its second year of operation under the Coca-Cola Canada name. In Calgary, many new investments have been made, particularly in production lines and storage and distribution equipment. Members have not yet seen any significant changes in management style. Bargaining is anticipated this year, with improvements to the pension plan and pay increases among the union's demands.

## Ontario

At Pepsi, the collective agreement will end on February 28, 2022. Over the next three months, the company plans to invest in a new robot-operated production line and to implement a new computerized warehouse management system.

In 2018, Pepsi decided to close its Sudbury distribution warehouse and expand its Orillia facility, making Orillia the distribution centre for northern Ontario. Construction began in 2019; 10 new hires boosted the total number of Teamsters to 36.

In 2019, collective bargaining resulted in a very lucrative agreement. The company now pays long-term disability premiums, which puts an average of \$700 in the pocket of every Teamster in Orillia every year. The three-year agreement also included a \$1.40 an-hour pay increase for all workers, for the duration of the agreement. We will have a new facility in Brampton in a few months to house the MEM department and merchandisers, all Teamsters of course.

After many discussions in 2019, the company has just informed us that it is prepared to implement two new programs at the Orillia facility in 2020. The first is the full Class AZ licence upgrading program, which will allow our members to upgrade their truck driver's licences. Pepsi will pay up to \$5,000 for this training course and will help find government funding for the remaining costs. Pepsi is also launching a mechanic apprenticeship program that it plans to promote within this bargaining unit. Already, four candidates have applied and been approved to take outside tests, which will identify the best qualified candidate for the position.





## Coca-Cola Refreshments Hybrid Electric Truck

▲ *A Teamster member in BC at Coca-Cola*

### Quebec

At Molson-Coors, construction of the new plant on Montréal's South Shore has entered the final stages. The number of workers to be transferred to the new plant will be announced in March 2020.

Our members at Labatt face wage disparities. The company is cutting jobs left and right, and labour relations have suffered as a result. Even with pay increases, recruiting new drivers is a challenge.

In 2019, workers at the Sleeman Unibroue warehouse signed an excellent collective agreement. The company's sales are rising, but its interest in marketing a cannabis-infused beer in government-run dispensaries may prove to be a challenge in the medium term. Sleeman Unibroue is also planning to invest millions of dollars in a can production line, which could increase the number of jobs at its plant.

At the Refresco plant in Pointe-Claire, Local Union 1999 is renegotiating the collective agreement for some 50 workers. The employer is pushing hard to have the agreement negotiated and signed as soon as possible.

Exactly why Refresco is in such a hurry to reach a deal is up for debate...

As far as Pepsi is concerned, the labour shortage is having direct impacts on operations and employee retention has become more difficult. At Coca-Cola, more and more temporary workers are becoming permanent in the delivery, transportation and distribution department. The number of grievances has also fallen over the past years. The next round of negotiations are set for 2024.





# TEAMSTERS CANADA YOUTH COMMITTEE

by Ryan Dickie, president, Teamsters Canada Youth Committee



Teamsters Youth Committee members on the picket line at Le Monastère retirement home.

## Our strength is in our unity!

Another year has gone by and the Teamsters Canada Youth Committee (TCYC) has made the best of it. The committee has kept the momentum going from years prior and remained very active within Teamsters Canada. The year started off with the committee representing Teamsters Canada at the CLC Lobby Day, meeting with MPs and other politicians to discuss such issues as pharmacare and pension reform. We also used this opportunity to continue the dialogue surrounding our Make it Mandatory initiative and the importance of mental health awareness in the workplace and why we need language in legislation to protect the working class when it comes to this issue.

The TCYC has also been working hard on our organizing campaign, using memes to reach as many unorganized people as possible. The committee chose this method based on how people communicate on social media now. It is easier to grab someone's attention online with a picture and a few words than through long text or long videos. The memes are able to reach a large audience through the committee sharing them on their social media and through Teamsters Canada's social media accounts. We have seen some small success as it has led to at least eight organizing leads which have been directed to the appropriate local unions for follow-up. So, please don't hesitate to share our memes on your local union's page or your own private accounts!



*Follow Us*



@teamstersyouth







@Tcyc-cjtc

The youth committee continues to work hard to represent the youth of Teamsters Canada and to educate them on the importance of being involved in their union. They are our future and the next generation of leaders in our great union. We must continue to encourage and empower all members to remain engaged and active within their workplaces.



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