

Our members, stronger and more united than ever before,
are among those keeping this country together.



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TABLE OF CONTENTS



14. TEAMSTERS RAIL

Teamsters Call for Independent Police Investigation into Field Derailment.



26. CARE WORKERS

For our Teamster members working in long-term care and in hospitals, 2020 was a rough year.

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Message from François Laporte, President of Teamsters Canada	4
Teamsters Canada Foundation	6
Scholarship Information	8
Government Relations	10
Teamsters Women	12
Teamsters Canada Rail Conference (TCRC)	14
Freight and Tankhaul Division	16
Parcel Division	18
Dairy Division	22
TCRC – Maintenance of Way Employees Division	24
Movie Making and Tradeshow Division	25
Social Services Division	26
Construction Division	28
Retail, Brewery and Soft Drink Division	30
Solid Waste Division	32
Armoured Car Division	34
Warehouse Division	36
Teamsters Canada Youth Committee (TCYC)	38



#TeamstersCanadaHeroes centrefold inside



1



2



3



4



5



6



7



8



9



10



11



12



13



14



15

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STAYING STRONG. STAYING UNITED.

by François Laporte, President, Teamsters Canada

“ In these pages, you will read how workers from a variety of industries and walks of life adapted to this extraordinary public health disaster, and about the challenges they still face. You’ll learn about some of the good work being done by our union, both in and outside of the workplace, for members and their communities alike. ”



FRANÇOIS LAPORTE

President of Teamsters Canada

The world is going through some tough times.

Despite everything 2020 has thrown at us all, I am glad to report that our union is weathering the storm. Our members, stronger and more united than ever before, are among those keeping this country together.

From truck drivers ensuring that everything we need makes it to Canadians, to railroaders getting grain to market and keeping heavy industry alive, to the grocery and retail workers who keep us fed and supplied, and to the couriers whose home deliveries help us all stay safely put – our members are playing essential roles all across this country.

I am especially moved by all the Teamster healthcare workers, employed in long-term care homes and hospitals alike, who are on the frontlines of this pandemic. They fight this virus every day by cleaning COVID-19 wards, treating the infected and caring for those too old or too ill to look after

themselves. In some cases, our members are the ones facilitating the last video calls between the sickest patients and their family before they are put into an artificial coma and intubated.

This crisis is far from over and its victims include Canadians who have had their livelihoods shattered by necessary pandemic restrictions. Some of our locals and their members have had it tough, like those employed in airports, hotels, restaurants and sports entertainment venues. I would like to pledge our full support to these workers as they continue to ride this out.

Like all of you, your union continues to work through this crisis. We have been actively renewing collective agreements, handling grievances, and resolving matters in the workplace. Local union officers, agents and shop stewards in particular have been doing an exceptional job under these difficult and unusual



▲ From left to right: Richard Eichel, Director of the Teamsters Canada Parcel Division, and François Laporte, President of Teamsters Canada, during UPS negotiations in Quebec City, in summer 2020.

▲ From left to right: Craig McInnes, President of Teamsters Local Union 938, François Laporte, President of Teamsters Canada and Stan Hennessy, President of Teamsters Local Union 31. Picture taken at a national executive board meeting in summer 2020 in Ottawa.

circumstances. Years from now we will look back on how we were able to adapt as a union and we will be proud.

It would be wrong for me not to mention the exceptional work of our small, but very efficient, team here at Teamsters Canada. Our national staff has been advocating non-stop for members with provincial and federal officials and has made the organization shine both online and in traditional media. They are involved wherever and whenever progressive and pro-worker voices need to be heard.

Make no mistake, the world will be stuck with the virus for the foreseeable future, and it will take time before most of the country is vaccinated. Teamsters Canada will work with the government and advocate for you every step of the way. In the meantime, every single Canadian must continue to abide by local and national public health directives and do everything they can to limit the spread of the disease.

There is still a lot of hard work ahead for many of our members. There will be more waves of consumer panic buying, and our members in the health system will be called upon to continue their excellent work.

Vaccination priority

Many Teamster members will also be involved in the distribution of the COVID-19 vaccine. Making sure every Canadian has access to a vaccine is a massive logistics operation that will involve thousands of transportation, warehousing and healthcare workers.

It is my hope that essential workers, and those who are exposed to the virus every day, get priority access to the vaccine. The fact that healthcare workers and so many other frontline workers have a significantly higher infection rate than that of their communities is unacceptable.

If anything, this pandemic has shown that the rich and famous – the CEOs, athletes, celebrities and what have you – are not the ones who are truly essential to proper functioning of our society. It's hard-working men and women like you who keep things running.

In these pages, you will read how workers from a variety of industries and walks of life adapted to this extraordinary public health disaster, and about the challenges they still face. You'll learn about some of the good work being done by our union, both in and outside of the workplace, for members and their communities alike.

**Stay strong, stay united,
and this nightmare will
soon be behind us.**



@TeamstersCanadaPresident



TEAMSTERS CANADA FOUNDATION



SOLIDARITY AT
heart!

**THIS IS ABOUT SUPPORTING COMMUNITIES
FROM COAST TO COAST TO COAST.**



\$10,000

to the Potluck Café Society

\$10,000

to the Quest Outreach Society

\$10,000

to the Union Gospel Mission



\$8,000

to the Food Banks of Alberta Association

\$8,000

to the Food Banks of Saskatchewan Corporation

\$8,000

to Harvest Manitoba



Members of our union have been fighting the pandemic on every front. The Teamsters Canada Foundation has also been helping communities across Canada weather the storm, supporting charities and other organizations that are directly helping people you cross paths with every day.

The Teamsters Canada Foundation accepts individual donations through its Web site **FTCF.CA**

Teamsters Canada Foundation is a recognized CRA accredited charitable organization.



- \$10,000** to the St. Michaels Hospital Foundation
- \$10,000** to the Holland Bloorview Rehabilitation Hospital
- \$5,000** to the Daily Bread Food Bank
- \$5,000** to Hamilton Food Share



- \$20,000** to Moisson Québec
- \$15,000** to Accueil Bonneau
- \$5,000** to Provision Compassion
- \$5,000** to Le Parados



- \$4,000** to the Community Food Sharing Association
- \$2,500** to Feed Nova Scotia
- \$2,500** to the Second Mile Food Bank
- \$1,000** to the Upper Room Hospitality Ministry

Visit ftcf.ca to find out more.

SCHOLARSHIP INFORMATION

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.

| 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.

| 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 pay for tuition at 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.

| 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.

| Local Union Scholarships

Your local union may have their own scholarship program, or know of other regional or provincial scholarships. To learn more, get in touch with your local union!



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

AND THE 2020 TEAMSTERS CANADA SCHOLARSHIPS WINNERS ARE:



Bertrand Ignas Nzedong Tigoufack
Local Union 1999



Jennifer Hampton
Local Union 31



Simon Caces
Local Union 419

Four members won a \$2,500 scholarship from Teamsters Canada in 2020. The application process includes submitting an essay on a given theme. This year we've chosen to publish the essay submitted by Sister Lihong Yang from Local Union 395 in Regina, Saskatchewan.



What are the benefits of being a Teamster member?

by Sister Lihong Yang from Local Union 395

Teamsters is my first union. Before that, I didn't know much about unions or what they were for. But after being part of the Teamsters for almost six years, I know that unions are there for all workers, to speak for us, negotiate better wages, improve job site safety and promote fairness in the workplace.

I mostly worked in China before, in non-union jobs. Employers there are always trying to maximize their profits, sometimes sacrificing employee benefits, using fixed salaries (ie hardly any wage increases) or even having us work in unsafe environments.

After being with the Teamsters, I know there is support for everybody. We get regular salary increases. And your job is protected thanks to seniority.

I also want to mention my experience with a Teamster officer. There was a work situation that made me feel uncomfortable. Management and my local union worked together to make sure this was resolved nicely. And there was another situation where I did not feel safe at work. I mentioned it to one of the Teamster officers. He immediately reached out to management to speak on my behalf. As an immigrant, I am not always sure what is appropriate and what isn't. That, on top of the language barrier and the cultural differences, made me hesitant to speak out. But now I feel free to reach out to my local union whenever I need help.

Teamsters is the union to support all workers, to make sure we are comfortable in our work. Thank you for all your hard work!



GOVERNMENT RELATIONS IN 2020'S GLOBAL PANDEMIC

by Mariam Abou-Dib, Director, Government Relations

2020 certainly forced us to rethink how we engaged in lobbying our governments on issues that matter to our members and workers across Canada. Despite the global pandemic, we managed to meet with all three federal political party leaders, including the Prime Minister, and with various ministers and opposition critics regularly. We participated in consultations on regulations and legislation reform that have yielded positive gains for our members during this extraordinary time of uncertainty.

This year, the countless Zoom meetings, letters and submissions were mainly focused on the impact that COVID-19 has had on Teamster members, our families and our communities. We worked closely with the Labour Program and other departments and ministries within the federal government to respond quickly to support the health and safety and livelihood of Teamsters in every industry.

Regular, weekly meetings with Transport Canada, in particular, ensured the voices and concerns of our members in the freight and rail divisions were heard in a timely fashion. We worked proactively with ministers' offices and the departments and brought our health and safety concerns to them in real-time for appropriate and timely responses. With the rollout of the COVID-19 vaccines, our members are once again on the front-lines, safely delivering truckloads of material to those in charge of administering the vaccines.

CERB - CRB - CWSP

Some of those positive gains were also the result of lobbying, alongside our partners in the labour movement, for income supports during the pandemic. This resulted in the Canada Emergency Response Benefit (CERB), the Canada Recovery Benefit (CRB), the Canada Emergency Wage Subsidy (CEWS) and important temporary and ongoing reforms to our Employment Insurance Program.



▲ Teamsters Canada President
François Laporte with
US President Joe Biden.



▲ Teamsters Canada President
François Laporte with
Prime Minister Justin Trudeau.

We are acutely aware of the loss of our members' jobs in the retail, movie and tradeshow industries and ensured they were not left behind. Nor will they be, during any economic recovery.

With many of our members also falling into the essential worker category, COVID-19 was of paramount concern to us, and their health and safety was our priority while these heroes continued to provide services to Canadians across the country. Of particular concern are our members in the care industry. We continue to lobby for national standards to apply to all long-term care facilities and hospitals in every province and territory in order to promote quality care, as well as health and safety protections for the workers who provide that care.

While Canadian airlines lobby for government support, we are also ensuring our airline and airport workers are not forgotten when it comes to their health and safety, as well as their economic security now, and during the recovery period. We have not abandoned our lobby efforts with respect to the impact of contract flipping in the federal jurisdiction either. This issue is high up on our priority list in 2021.



▲ Conversation with the new leader of the Conservative Party, Erin O'Toole.



▲ In conversation with the leader of the NDP, Jagmeet Singh.

Voluntary testing

We are currently working with the government on the question of voluntary workplace testing and a number of our members in airports and at border crossings have been participating in pilot projects in order to help facilitate the strategy for broader testing across the board. More to come in 2021.

Within the broader fight for better regulations around fatigue and hours of work, this year saw us win the fight for Electronic Logging Devices (ELD) which finally make our truck drivers' hours of service enforceable. The government has committed to a June 21, 2021 full implementation date.

The government also released the final Duty and Rest Rules for our members in the rail industry and is looking at the drafting of new fatigue regulations in 2021.

Another important victory is the launch of an independent RCMP investigation into the deaths of three of our members in the horrific accident involving a runaway train close to Field Hill, BC. We have ensured the memory of Brothers Dockrell, Paradis and Waldenburger-Bulmer, through their families and their union, will never be lost, and now a chance at meaningful justice will be achieved.

On the trade file, we have been lobbying hard for the implementation of the Labour Chapter in the new Canada-US-Mexico Agreement (CUSMA or USMCA). With a new administration in the White House, we continue to work with the International Brotherhood of Teamsters (IBT) in Washington, DC to ensure Teamsters on both sides of the border are protected. Having said this, Teamsters Canada, with the support of the IBT, has made our position very clear to our government with respect to supporting our workers in the Canadian dairy industry in light of the recent US complaint under CUSMA.

Since the recent election in the US, we have also been busy working with our sister organizations in the Canadian Building Trades Unions to ensure our infrastructure projects come to fruition.

Federal election in 2021?

Finally, the consensus seems to be that we may see a federal election in 2021. We are definitely canvassing the political parties on our issues and priorities and will be focussed on communicating them throughout any election from a non-partisan perspective.

So we conclude this with a commitment to continue to monitor and partake in all discussions around the impact this pandemic continues to have on our members and their working conditions now, as well as in the economic recovery period. We will strengthen our relationships with politicians and legislators on our members' behalf, and Teamsters Canada's voice will be heard loud and clear on Parliament Hill.



teamsters.ca/lobbying
maboudib@teamsters.ca



STAYING STRONG AND UNITED FOR TEAMSTERS WOMEN

by Nathalie Guillemette, National Coordinator

The COVID-19 pandemic has sideswiped millions of lives worldwide, and we have all had to rethink how we live, work, and even interact with others.

Women's caucuses, like nearly every other sector of our union, had to cancel most activities planned for 2020, including the International Brotherhood of Teamsters (IBT) Women's Conference as well as other conferences, fundraising and training activities.

Undaunted, many of our members have been working on the frontlines ever since the pandemic was first declared. The women's caucuses had to redesign their approach and adapt their practices to provide activities that would inform, encourage and support members.



For example, the IBT Women's Conference committee, which includes Sister Fernanda Santos, President of Local Union 847, and myself, decided to offer free webinars on various topics as a substitute for the workshops usually offered at the Women's Conference. Pandemic

related topics included stress management and domestic violence. Likewise, a panel of women involved at various levels of Teamsters Canada offered a bilingual webinar, sharing their experience and encouraging women to become involved in the union movement. You can view the panel discussion on the Teamsters Canada YouTube channel.

You can watch these webinars on

 **YouTube** /TeamstersChannel



The Teamsters Ontario Women's Caucus (TOWC) bid an emotional farewell to Sister Lavinia De Mello, who retired early in 2020. Lavinia, a proud and well loved Teamster, put her heart into TOWC and will be missed by all Teamster women. In March 2020, at its International Women's Day event, TOWC raised

\$32,000, which was shared equally among four charities: Armagh House, Interim Place, Hope 24/7 and the Queen Street Youth Shelter. This past year was made harder by the loss of our friend and Sister Denise Thompson in July. Denise was a great asset to the Executive Board, and her absence is deeply felt. TOWC was eventually able to meet in person in September 2020 to work on current issues.




▲ Union mourns loss of Sister Denise Thompson.



▲ Sister Lavinia De Mello took her retirement in 2020




WOMEN'S CONFERENCE WEBINARS

 Find Teamsters Canada on YouTube

Gretchen Grindle, psychotherapist
How to manage stress during COVID-19 Pandemic



TEAMSTERS CANADA WEBINARS

 Find Teamsters Canada on YouTube

Panel of Teamsters women
Teamsters Women and Leadership



Women have been particularly hard hit by the pandemic, socially, economically and psychologically



In Quebec, the International Women's Day supper, held just before the first big lockdown, was once again a great success. For the rest of the year Executive Board meetings took place virtually and, to ensure communication with members, a closed Facebook group for Teamster women in Quebec

was created. A virtual conference on the women's movement was organized. Several more projects are in the works for the new year. The current crisis has tightened our usual supporters' finances, and the Quebec Women's Caucus was unable to raise all the money it usually contributes to Le Parados, a women's shelter, for victims of domestic violence. Fortunately, however, the Teamsters Canada Foundation stepped in to make up the shortfall, and they were able to donate a combined total of \$10,000 to this charity.



▲ Join the Teamsters Quebec Women's Caucus Facebook group



▲ Josée Clairmont
Local Union 1999

Gender equality

Women have been particularly hard hit by the pandemic, socially, economically and psychologically. Women's quality of life has suffered, and women's participation in the workforce is at its lowest in decades. In industries such as food services, hospitality, education, senior care, child care and retail sales, most workers are women. Job losses, fewer hours, quitting work to look after children, a larger mental load and more emotional labour... this is what women have had to deal with in 2020.

Moreover, since most healthcare workers are women, they are at greater risk of contracting the virus, with all its repercussions on physical and mental health. A further adverse effect of the pandemic is isolation for women victims of domestic violence. Violence against women is on the rise in all parts of the world, and Canada is no exception. Since the start of the pandemic, the frequency and intensity of violence against women have both increased. Women who are forced to work from home or who are unemployed are at higher risk if their aggressors are under financial stress and if alcohol or drug use are also involved.

The pandemic is a serious threat to gender equality. We can't afford to lose hard won women's rights. We have to do more.

Topic: When Domestic Violence Comes to Work

Presenter: Tina Peterson, National Representative for the Domestic Violence at Work Initiative, Canadian Labour Congress (CLC)

WATCH WEBINAR

WOMEN'S CONFERENCE WEBINARS - ON DEMAND

teamsters.ca/webinars

Links to pre-recorded webinar
Fill out a form to watch the recording

Contact or join Teamsters Women's caucus



teamsters.ca/women
nguilletmette@teamsters.ca
[femmes_teamsters](https://www.instagram.com/femmes_teamsters)



STAYING STRONG AND UNITED FOR RAILROADERS

by Lyndon Isaak, President, Teamsters Canada Rail Conference



DYLAN
Paradis

DANIEL
Waldenberger-Bulmer

ANDREW
Dockrell

We will never forget

While the pandemic was a key focus for 2020 across our union, another pressing issue was top of mind on the rail front. Serious and credible allegations of a cover-up by Canadian Pacific in relation to the Field derailment, which took the lives of three of our members, dominated our attention.

On the morning of February 4, 2019, Canadian Pacific train 301-349 was travelling westward to Vancouver and derailed. Two locomotives and 99 cars ended up falling over 60 metres from a bridge near Field, British Columbia. It happened just after the train descended the hill between the Upper Spiral Tunnel and the Lower Spiral Tunnel at high speeds as the air brake system failed.

The train crew consisted of a locomotive engineer, a conductor, and a conductor trainee. Brothers Dockrell, Paradis and Waldenburger-Bulmer perished in this catastrophe.

Multiple investigations into this accident ensued, some of which remain ongoing. But as time went on, we learned more about what lead up to the tragedy, and that the government would need to take a much harder look into this affair.

We know that just prior to the air brake system failure, train 301-349 had been stopped in emergency for hours in the freezing cold on a downward grade. Four days after the derailment, the Minister of Transport ordered that handbrakes be applied in such situations, leading us to conclude that this should have been the standard practice long ago.

In April and May 2019, the Transportation Safety Board (TSB) followed up with two advisories to Transport Canada, saying that leakage of pressurized air (the key component in an air-brake system) can occur and compromise safety when the air brake system is relied upon for an extended period of time and in extreme cold temperatures. It also recommended that the government review the efficacy of the inspection and maintenance procedures for grain hoppers used by CP.

As the facts and circumstances surrounding the derailment were starting to become clearer, questions started to arise as to whether CP was aware of the safety issues prior to the accident and, if so, to what extent was CP culpable.

Cover up, negligence, and bombshells

On January 24, 2020, the CBC's The Fifth Estate broadcast a report revealing that the Canadian Pacific Railway (CP) conducted its own criminal investigation into the derailment through their fully authorized corporate police force, the CP Police Service (CPPS).

The rail industry is unique in many aspects, including the fact that it is the only industry which has corporate police forces. Section 44 of the Railway Safety Act grants exclusive jurisdiction to these corporate police forces on railroad property and in any place within 500 m of property that the railway company owns, possesses or administers.

More critically, the CBC report featured an interview with a former CPPS officer who alleged that the company prevented him from obtaining key witness accounts, withheld evidence and ordered officers to keep the investigation narrowly focused on the crew.

Then, in a follow-up report, the CBC reported that the TSB's lead investigator into the derailment, Don Crawford, said that "there is



▲ Photo credit : Rail transportation safety investigation R19C0015. The TSB is an independent agency that investigates air, marine, pipeline, and rail transportation occurrences.

enough to suspect there's negligence here and it needs to be investigated by the proper authority." The next day, the TSB released a statement to distance themselves from that assertion. Mr. Crawford was also summarily demoted.

It did not stop there. In an 18-month investigation, the CBC revealed a string of failures as CP kept trains running despite known risks about extreme freezing and snowy conditions. They revealed that crews struggled to rest after a blackout left CP's bunkhouse in a deep freeze and that most of train 301-349's rail cars had failing brakes. CP had also known for years that rail car inspections were failing to catch faulty brakes.

They uncovered that the day before, on the same hill, a crew had a near runaway with a similar grain train, and that CP had "safety hazard reports" detailing a history of similar, known problems.

CP's own policy, from the start, required handbrakes for trains parked, in poor weather, on that mountain near Field, BC. These handbrakes were never applied. Federal officials also secretly concluded that CP failed to assess the hazards on that specific mountain.



▲ Site of the derailment

Call for a criminal investigation

Faced with these damning revelations, the TCRC and the families of the victims began calling for an independent criminal investigation into the Field derailment.

It was absurd that the company was able to criminally investigate itself in the first place; they would never lay charge against themselves, especially if they were guilty. The RCMP obviously had to involve itself.

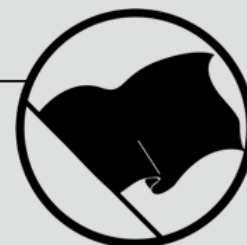
Our union also went one step further and called for the abolition of all forms of corporate policing in Canada.

We called for an investigation in the press, lobbied intensely in Ottawa, and launched a petition sponsored by NDP transport critic Niki Ashton.

Finally, in December 2020, close to two years after the derailment, we learned that the RCMP would finally launch a real investigation into this highly suspect affair.

Our union has high hopes that this criminal investigation will finally settle matters. Every railroader in Canada, as well as the families and friends of the victims, deserve answers and justice.

In Memoriam



Andrew Dockrell
Daniel Robert Waldenberger-Bulmer
Dan Paulusse
Daniel Johnson
Dylan Paradis
Dimitrios Bakirtzis
Eric «Brad» Wood
Imraan Qamar
Jasvinder Riar
Kevin Anderson
Kirk Charles McLean

Melissa Heins
Pierre-Luc Levesque
Ryan Campbell
Tony Nenasheff
Tyler Warren
Tyson Bilawchuk
Yoan Morneau



STAYING STRONG AND UNITED FOR TRUCK DRIVERS

by John McCann, Director, Freight and Tankhaul Division

In typical Teamster fashion, our dedicated members reacted to the situation the only way they knew how. Instead of running and hiding, they faced the pandemic straight on.



▲ **Guy Parent**
Local Union 1999



▲ **Alecia Abbott**
Local Union 213



▲ **Nicole Quillie**
Local Union 106



▲ **Tim Moyer**
Local Union 879



▲ **David Wye**
Local Union 879

I recall 2019 as a busy time filled with optimism. It was a year filled with multi-local negotiations, important regulatory and CCMTA meetings, in-person gatherings with federal and provincial officials and a large divisional meeting with Teamster reps from across the country. Everything seemed to be going in the right direction as we looked toward 2020, not thinking for a second that what lay ahead would be a year of stress and uncertainty. Indeed, the global pandemic has many of us wondering how our economy will survive and worrying about contracting this terrible virus.

In typical Teamster fashion, our dedicated members reacted to the situation the only way they knew how. Instead of running and hiding, they faced the pandemic straight on. They continued to go to work and move the important freight our country so desperately needed.

Thanks to truck drivers, every Canadian had access to the necessities of life. Grocery store shelves remained stocked, restaurants were supplied, gas stations always had fuel, our front-line workers and our most vulnerable received their PPE, factories got what they needed to stay alive, local businesses were able to receive product, and online orders were delivered to sorting hubs. All thanks to you.

And what did our members receive for their dedication? Unlike other front-line workers, many Teamster truck drivers never received any “pandemic pay” bonuses or increases. Instead, many were treated like they were the ones carrying the virus. They were denied access to washrooms at the very establishments they were delivering to, denied access to restaurants to eat and were gouged at the cash register when they did find a place, denied access to parking spaces to get the rest needed to operate their vehicles safely, and denied entry into certain businesses because they had recently travelled.



They were even told, at one point, that their employers could ask for exemptions to federal hours of service regulations that allow them to operate safely. And even through all this, truck drivers continued to go to work every day because they knew that they were needed to help keep our communities alive and the Canadian economy thriving.



◀ Local Union 362 semi-trailer truck.



▲ Mark McCue
Local Union 938



▲ Jean-David Chouinard
Local Union 1999



▲ Dennis Georgopoulos
Local Union 213



▲ Bubba Patenaude
Local Union 31



▲ Dewayne Williams
Local Union 879

So what did Teamsters Canada do when drivers were faced with so much adversity?

We started speaking every week with Transport Canada and regularly with various provincial transportation ministries to voice all of the issues our members were facing. We set up COVID-19 safety guidelines with the federal government for commercial vehicle drivers. We joined the COVID-19 Supply Council to ensure that drivers never again lack PPE due to shortages, participated in COVID-19 testing programs for truck drivers in Ontario and Alberta, and we successfully lobbied the federal government to put an end to abusive hours of service exemptions.



▲ François Laporte, president of Teamsters Canada, being interviewed for TV about the issues facing truck drivers.

We also secured portable washroom facilities for drivers in some parts of the country and helped raise awareness about the problem.

Finally, we secured a bigger tax break for meal expenses, effectively putting hundreds of dollars back into drivers' pockets.

All the while continuing the negotiate collective agreements, resolve grievances and generally ensure that every Teamster member had their rights upheld and voices heard during these troubling and uncertain times.

This year has thrown everything at us but we faced every challenge head on, knowing that we would come out of this year stronger than ever. Once vaccine distribution gets going at a good pace and the worst is behind us, we know that there will be new challenges ahead, and we will be ready.

This pandemic has once again proven that the global economy cannot survive without trucks, and that you are more important to our society than what many previously thought.

Teamsters Canada has also vowed to take on and expose the scourge that is the Driver Inc business model. This model, which sees companies force drivers to incorporate and give them less, will only result in a more unfair playing field.

I would like to thank the assistant directors of the Freight and Tankhaul Division, Brothers Leo Laliberté and Mike Hennessy, as well as Mariam Abou-Dib and Christopher Monette from the Teamsters Canada national office, for all their great work.

I am confident that 2021 will be an incredible year for the Teamsters.



STAYING STRONG AND UNITED FOR COURIERS

by Richard Eichel, Director, Parcel Division

Couriers, like all transportation workers and everyone else who could not work from home during this pandemic, are heroes.



Mike Oliver

Shop steward at Local Union 855
in St. John's, Newfoundland.

2020 was an unprecedented and extraordinarily busy year for Teamsters in the courier industry. They not only became essential frontline pandemic workers, but also allowed much of society to continue functioning as businesses turned online only for weeks on end and consumers shopped from home.

Couriers, like all transportation workers and everyone else who could not work from home during this pandemic, are heroes. Confronted with an unknown virus during the first wave of the pandemic, you braved the risks because of the essential nature of your job.

Your union was just as busy, working tirelessly to make sure fairness, health and safety remained top mind concerns for governments and employers.

We worked with all employers to ensure that proper pandemic measures were implemented and followed, from mask-wearing and handwashing to no-contact deliveries on the road and proper distancing inside at hubs and sorting centres. We also worked with the government, along with Teamster reps from other industries, to ensure that proper COVID-19 guidelines were put in place to cover all aspects of the job.

The Teamsters lobbied the government to make sure workers had a seat at the table when it came to the procurement of PPE. We continue to work to ensure that we hopefully never see any shortage of proper PPE again in the courier industry.

We also addressed the issue of bathroom access during the pandemic. Gas stations and fast-food restaurants severely restricted access to

their facilities, particularly during the first wave of the pandemic, making it harder for delivery workers to find clean bathrooms during their workday. The problem also affected long-haul truck drivers on the highway.

Access to bathrooms is a matter of basic human decency. Nobody can be expected to work an entire day without using one, and it is disgraceful that some companies insisted on stopping you from using theirs. We worked with governments and brought it up publicly in order to raise awareness of the problem. This issue has now largely been resolved, but we continue to keep our noses to the ground as provinces now enter their second lockdowns to cope with rising case numbers.

Finally, our union continues to monitor Amazon and opportunities for organizing workers at the company. Amazon continues to grow in Canada and around the world, hiring gig workers and ordering trucks to deliver their products themselves. In the majority of cases, these have not turned out to be good, well paying jobs.

*Like you, Amazon workers
deserve fair pay, respect
and a union.*

UPS

A big chunk of this year was dedicated to renewing the collective agreement between the Teamsters and UPS Canada. These important negotiations with the company took place under difficult circumstances, and I would like to thank all the local union officers and shop stewards for the long hours they put into this process. The company had to hire hundreds of new workers recently to cope with surging demand, meaning this was an entirely new process for many people. I would also like to thank the members who cast a ballot when it came time to take a strike vote and later to ratify the agreement.

The new contract will improve wage progression for all categories of workers, meaning that some members will receive immediate raises of as much as \$2 to \$3 per hour. Workers being paid the top rate will receive a \$4.10 raise over the course of the five-year agreement. Full-time employees with seniority (at least 90 days on the job) will earn double time on the weekend, provided they work at least five hours.

Further improvements have been made to the pension plan and to the benefits plan. Hours of work provisions like the 9.5 hour workday have been tightened up, to the relief of many. The policy on facial hair has also been loosened, bringing the company into the 21st century by finally allowing drivers to have neat and well-trimmed beards.

The new UPS agreement expires in 2025.



▲ *UPS Negotiating committee - Quebec city*
▼ *One of several meetings, this one was in July 2020.*



HIGHLIGHT OF THE NEW CONTRACT

- Workers still on progression saw raises between \$2 to \$3 per hour
- Workers at the top rate saw a \$4.10 raise
- Improvements to pension plan
- Neat and well-trimmed beards are now allowed



▲ *Teamsters.ca - November 6, 2020*
The final offer from UPS was ratified by 60.8% of Teamster members who voted.

Purolator

The collective agreement at Purolator will expire on December 31, 2021. Negotiations to renew the agreement will begin late this year, and your local union will begin the process of gathering proposals from members shortly.

Purolator has seen many of the same issues as UPS, as essential workers at both major courier companies struggled to keep up with surging demand stemming from the pandemic. If you have any specific problems you feel need to be addressed in the upcoming contract talks, it will be important that you raise them with your steward.

These are still early days and few details have been confirmed as I write these lines. Still, I would ask that you please watch closely for further bargaining updates from your local union. These will be posted in your workplace. General updates will also be available online and your business agents will remain available to answer any questions going forward.



▲ *Ronald Bes, in his Purolator curbside, ready for delivery in Sault Ste. Marie, Ontario (Local Union 938).*





#TeamstersCanadaHeroes



STAYING STRONG AND UNITED FOR DAIRY WORKERS

by Paul Barton, Director, Dairy Division

To all workers in this industry that kept the milk flowing for Canadians. You've done us proud.

The challenges we were anticipating for the dairy industry in 2020 soon took a back seat to the pandemic, which provoked drastic changes in the lives and workplaces of all Teamster members. Dairy processors had to quickly retool and get back to work, keeping the flow of milk and other dairy products moving, regardless of the pandemic, while keeping our members safe in the workplace.

The COVID-19 reality forced manufacturers to explore other ways to get their products to consumers. Dairy is no different. Saputo commented on grasping the opportunity to “change and explore new avenues,” including looking at e-commerce. Saputo successfully rolled out “The Saputo Fridge” this year in Ontario and Quebec, a direct-to-consumer website.

Aside from the challenges presented by COVID-19, the Canadian dairy industry was dealt yet another blow with the implementation of a new trade agreement, the Canada-USA-Mexico Agreement (CUSMA). CUSMA as well as the previously negotiated Trans-Pacific Partnership (CPTPP) and Canada – EU Trade Agreement (CETA) amount to a loss of nearly 10% of the dairy market in Canada. On top of allowing more foreign dairy products into Canada, our exports of milk powders and other concentrates have also been capped.

Most recently, the US has filed a complaint against Canada over how our government issued low-tariff or tariff-free dairy market access under the new trade agreement (a process called TRQ allocation, for tariff rate quota). Instead of allowing just about anyone to import finished dairy products for direct sale to consumers, Ottawa granted a large portion of these TRQs to Canadian processors. Basically, this would allow Canadian dairy processors to import lower cost US products and process this into higher-value products for sale in Canada.

There's little doubt that a 10% loss of market access would likely be harmful to Canada's processors and cause a potential loss of Teamster jobs. Teamsters in both Canada and the US have been working, united, on the dairy file throughout the trade talks and have resolved to work together to protect Teamster jobs that may be affected by this ongoing dispute. Teamster leadership will be keeping a close eye on these developments, with a focus on protecting workers.

Another interesting item on the mind of dairy insiders, and highlighted by a spokesperson from Agropur, is the potential application of a Retailer's Code of Conduct. Such a vehicle, if it gains enough traction, would protect suppliers from retail companies' arbitrary fees and practices, which can be quite harmful to processors and by extension their employees.

Closer to home, Teamster local unions have continued to strongly represent our membership, ratifying several deals across Canada in 2020.

Alberta

In Alberta, Local Union 987 was busy, ratifying several agreements through the year. This Alberta local reached deals with Saputo in Calgary (5 years) and Red Deer (4 years), Parmalat in Lethbridge for a 6-year agreement and Agrifoods received a 4-year deal.

Saskatchewan

In Saskatchewan, Local Union 395's bargaining with Saputo was interrupted by COVID-19 travel restrictions and their committee agreed to a shortened agreement to get past this. However, there are good signs on the horizon with some capital improvements to Saputo cheese production on the Prairies.

Ontario

In Ontario, Local Union 647 ratified, by over 90%, a new 5-year agreement with Agropur in Don Mills. The new agreement features many improvements, including a unique weekend shift proposal. They also unionized a new group at L.I.M. in Brampton, a group involved in distribution for Parmalat. As I write these lines, they are still working towards a first agreement.

British Columbia

In British Columbia, Local Union 464 was preparing to head into bargaining with Saputo when travel restrictions hit, resulting in a delay to the process. They are hoping to negotiate a renewal agreement prior to the opening of Saputo's new, state-of-the-art facility in Port Coquitlam, BC. Saputo states this new facility will “open the door to more innovation, increased efficiencies, and best in class food and workplace safety.”



▲ A member of Local Union 464 working on the production line at Saputo in British-Columbia.



▲ **Patrice Gagnon**
An operator at Natre - Local Union 1999



▲ **Darrin Frank**
Agropur - Local Union 647



▲ **Bill Miller**
Agropur - Local Union 647



▲ **Martin Andrie**
Agropur - Local Union 647

Quebec

In Quebec, Local Union 1999 is faced with two realities. On one side, Natre is facing layoffs. While unionized plant workers are not affected, concerns persist as the company continues to look to cut costs.

On the other side, Parmalat has wind in its sails, having recently made acquisitions and signed new clients including some Costco and Mac's locations.

Newfoundland and Labrador

And in Newfoundland and Labrador, Local Union 855 reports that Agropur/Central Dairies has seen increased volume as well as instituting plant improvements to further increase volume. They are proud to report that this facility has gone two years without a lost time accident.

Finally, in mid-December, Lactalis Canada announced a "definitive agreement with Agropur Cooperative to acquire all shares of its Canadian yogurt business (and) Ultima Foods," including production facilities in Delta, BC and Granby, QC and a distribution centre in Longueuil, QC. We will be following this development closely.

I would like to express my appreciation of all the workers in this industry that kept the milk flowing for Canadians. You've done us proud. As well, thank you to both Saputo and Agropur for allowing me special access to their industry insights.



STAYING STRONG AND UNITED FOR MAINTENANCE OF WAY EMPLOYEES

by Wade Phillips, President, Teamsters Canada Rail Conference - Maintenance of Way Employees Division



New members and new executive board elected

The Teamsters Canada Rail Conference-Maintenance of Way Employees Division and its members have gone through a challenging 2020 in light of the COVID-19 pandemic. We have been fortunate that, for the most part, our members continued working during these unprecedented times and kept on proudly maintaining and upgrading the railway tracks across the country that are needed to supply communities with essential items.

The challenges that we have faced revolve around having a safe and healthy work environment. This has always been a priority, and this year has only heightened our awareness on the issue as our members are required to travel to communities where they do not live and stay away from home. Our members have looked after each other, and we continue to work with the companies to ensure that health and safety remain the major everyday focus.

Although we were in the midst of a pandemic, we were able to grow our Teamster family by welcoming new members from Alstom Transport in Brampton into our local. These members took a stand and joined our union in August. We continue to work on a first agreement that will see our new members get the fairness and stability that they sought when joining our organization. We could not be happier to have these members with us and look forward to them being more involved in our local as time goes on.

During the pandemic, we were challenged with finding new ways to run our union and can proudly say that we found a way forward. New agreements were reached in 2020 with Ontario Northland, Algoma Central and Hudson Bay Railway. The year 2021 will see us bargaining with several Genesee Wyoming properties in Ontario and Quebec, along with other companies.

At the end of 2020, Vice President Henry Helfenbein, along with Prairie Region Director Gary McDougall retired after over 40 years each in our organization! We wish both brothers nothing but the best in what we hope will be a long and healthy retirement.



▲
TCRC-MWED members at BC Rail, crossing the Fraser River at Station Name Sign Cisco, near Lytton, BC. April 2020.

We went through an election in 2020, where we saw our new executive board elected. The board which now consists of myself as president, Gary Doherty as vice president, Anthony Della Porta as secretary-treasurer, Patrick Gauthier as our atlantic region director, Maclean Foster as our eastern region director, Ron (Graham) Bradley as our prairie region director and Trevor Marshall as our pacific region director.

We stand together, committed to the membership and will be working on ways to improve the lives of our members as we stand strong and united to build a stronger Teamster voice in 2021.



Visit our new website at
TCRCMWED.ORG



STAYING STRONG AND UNITED FOR MOVIE AND TRADESHOW WORKERS

by Lorrie Ward, Director, Movie Making and Tradeshow Division



For the motion picture industry and the rest of the world, 2021 bears challenges that were not resolved by the end of 2020.

With labour agreements expiring across the continent this summer (the exception being Local Union 362 in Alberta, achieving a 3-year deal with the CMPA last summer), producers will no doubt claim pandemic-related costs as a major burden. Motion picture workers, including Teamsters, will also bear covid-related burdens even after returning from the complete industry shutdown in spring 2020.

We had to endure the stresses of returning to work, fearful of close contact with crew members and performers, and follow tough new pandemic protocols. These include testing three to five times a week, daily screening, zone restrictions, passenger limitations on shuttle vans, wearing a mask for up to 20 hours per day, new sanitizing requirements and more.

The uncertainty of this pandemic has taken its toll. But our members and all workers in this industry have shown amazing resilience. A large number of productions landed in British Columbia over a very short period due to the robust production levels pre-covid and the fact that this province is likely the safest place to film in North America.

Our members recognize this and are in no mood for compromise as we approach bargaining with the American Motion Picture Television Producers (AMPTP). Teamsters, along with IATSE 891 and ICG 669, the groups that make up the BC Council of Film Unions (BCCFU), will soon begin bargaining a new 3-year collective agreement. Our agreement expires on March 31, 2021.

How companies can claim poverty while posting record breaking profits, launching new channels and making acquisitions will forever remain a mystery to me.



Local Union 155

There were 79 productions in 2020 under our agreement, compared to 91 in 2019, and there are 38 active productions as I write these lines. Developing a letter of understanding with employers regarding return-to-work and COVID-19 testing and compensation was a significant collaborative effort between the five BC motion picture unions.

I am proud to announce that in December 2020, Local Union 155 purchased an office building and property in Burnaby, BC, located in close proximity to film studios in Burnaby and Vancouver.

Sadly, we lost a pioneer of Local Union 155, former Secretary Treasurer of thirteen years and Teamsters Canada Movie Director Thomas Milne. Tom passed away on January 9, 2021, after a 3-year battle with pancreatic cancer. Highly appreciated by many of the members of his local, Tom will be missed by his wife Anne Marie and his family.

Local Union 362

Local Union 362, along with the other motion picture unions in Alberta, has been meeting with the provincial government to find ways to make Alberta more appealing to the global market. With their very recently ratified 3-year agreement with the CMPA, the local union is predicting a busy year in Alberta. There are currently 15 productions that are slated to start or already in production.



STAYING STRONG AND UNITED FOR CARE WORKERS

By Alain Michaud, Director, Social Services Division

Governments have an obligation to follow the best labour practices if they want care workers to be able to respond to COVID-19.

It won't come as a surprise to anyone to learn that, for our Teamster members working in long-term care and in hospitals, 2020 was a rough year.

In both private-sector retirement homes and public-sector long-term care centres, the pandemic hit hard, taking the lives of thousands of our elders. Deaths in long-term care settings account for more than 80% of all COVID-19 deaths in Canada. The virus also did not spare our members, several of whom had to take lengthy leaves or even be hospitalized before returning to the front lines. Exhaustion and mental health issues have adversely affected workers in all parts of the country.

We lost 16 residents in less than a week in one long-term care centre employing Teamster members. When the virus strikes in this type of living environment, the consequences can quickly become dramatic.

Questionable decisions by previous provincial governments, and mistakes by current governments, have had repercussions on the well-being of residents and workers alike.

Teamsters Canada President François Laporte has called for nationwide long-term care standards in an effort to prepare appropriate responses to the successive waves of the pandemic. These standards would help prevent such dire situations, once unimaginable in a prosperous country like ours, from recurring.

In Ontario, cuts in health care spending began long before the pandemic. Bill 124, which caps annual wage increases in the health care sector at 1%, has made it harder to attract and retain the workers needed to deal with the present crisis. Moreover, Bill 195 has allowed employers to override certain provisions of collective agreements. Fortunately, the Teamsters are finding creative ways around these roadblocks and negotiating the largest possible wage increases for members.

For example, Teamsters Local Union 419 was able to negotiate a 4.65% wage increase for 700 clerical workers at three Toronto area hospitals. Some of these clerical workers are charged with organizing video calls between the infected and their families, before the patients are put into an artificial coma and intubated. The video calls make use of tablets, which workers must hold when patients are too weak to use them. All too often, these calls are the last conversation between these patients and their loved ones.

In Quebec, the Teamsters have been calling for years for a government order to equalize private sector and public sector working conditions and ensure reasonable patient-worker ratios. It is unacceptable for a private-sector worker to earn as much as \$8 per hour less than a worker doing the same job in the public sector. So far, the Legault government has turned a deaf ear to our demands.

Public health experts unanimously agree that, the more individuals circumvent health orders, the longer the pandemic will last and the more victims it will create. But governments also have an obligation to follow the best labour practices if they want care workers to be able to respond to COVID-19.

Teamsters Canada will continue to monitor its members' working conditions closely, in both the public and private sectors.

Most importantly, we will continue the fight to make sure that all health care workers are treated like the heroes they are.



▲ Firefighters and police officers demonstrating their support for the Teamsters at Émile-McDuff long-term care home in Repentigny, Québec. Solidarity!

Members of Local Union 106 ►
in the long-term care sector.



▲ 700 GTA hospital clerical workers voted by 96% to ratify a new collective agreement. The union was able to negotiate a 4.65% raise.

▲ A member of Local Union 419 at Humber River Hospital, Toronto, Ontario.



▲ Teamster members from Local Union 419 at Sage Long-Term Care in Ontario.





STAYING STRONG AND UNITED FOR CONSTRUCTION WORKERS

by Gary Kitchen, Director, Construction Division

As you know, 2020 was crazy. Despite all of the challenges this pandemic has brought, our Teamster members in construction are almost at full employment.

2020 has been filled with many challenges for Teamster members in the construction industry. Many ongoing projects had to adjust due to the challenges posed by COVID-19.

We have been extremely fortunate that the COVID-19 protocols developed together with employers and our partners have been very successful in keeping this pandemic off our job sites and out of our camp facilities throughout the country.

On the Trans-Mountain Expansion project in Alberta, for example, regular temperature checks and daily health questionnaires have been put in place. Only eight passengers are now allowed on the 44-passenger busses that shuttle workers on and off the site. Masks are mandatory indoors and inside vehicles at all times, and outdoors when within two metres of anyone else. All the busses are wiped down as often as the driver sees fit, on top of being fogged and thoroughly sanitized every night.

Similar measures are in place across the country, with every job site and camp facility taking steps adapted to their own unique realities.

We must continue to be vigilant with our members and ensure that contractors and clients continue to implement these protocols and improve them wherever possible. We cannot allow anyone to become complacent.

Atlantic Canada

In Newfoundland and Labrador, work is winding down at the Muskrat Falls Hydro Electric Project. There is still a compliment of Teamsters finishing up on this project, but our numbers are down and all trades are facing lay-offs due to the project's imminent completion.

Construction at the White Rose offshore oil platform was halted. Local Union 855 had a small complement of 66 members on this job. At the moment, Husky Oil is looking for some type of government assistance to restart the project.

In Nova Scotia, New Brunswick and Prince Edward Island, there are limited opportunities for our construction members. Driving ready-mix concrete trucks is keeping some of our members busy.

Québec

The province of Québec continues to invest heavily in infrastructure. That leads to plenty of opportunities for our members driving ready-mix concrete trucks, who continue to be busy despite the pandemic.

Workers at the Demix quarry in St-Jacques-le-Mineur also ratified a new collective agreement in July 2020. The company distributes and produces granular products in the greater Montreal area.

Members were ready to go on strike but an agreement was finally reached before it had to come to that. The new collective agreement includes a 13.6% wage increase over the five-year duration of the contract, as well as a \$500 bonus to be paid once the agreement is formally signed.

Ontario

In Sarnia, 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 will create 1,400 construction jobs, many of which are expected to go to Teamster members.

Members continue to be busy on refurbishment projects at the 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. We are currently negotiating a renewal for this agreement and expect these projects to provide our members employment for almost 20 years.

Heavy construction operations and pipeline projects are likewise underway. Like in other provinces, the ready-mix concrete sector continues to employ hundreds of Teamsters despite the pandemic.

Prairies

In Manitoba, construction of the Keeyask Hydro Electric project is close to completion. At its peak, it employed 2,129 of our members. It should also be noted that over 9,000 of the workers on the site were indigenous, making up more than 39% of the total manpower.

The completion of the Enbridge Line 3 reversal project has kept members busy in Manitoba, Saskatchewan and Alberta. Unfortunately, work in Saskatchewan has been down otherwise. Work is either beginning or continuing on the Trans Mountain Project and Keystone XL, as well as on about five pipeline looping jobs in Northern Alberta.

In Alberta, work in the maintenance and construction sector has dropped off a bit but is still providing good employment for Local Union 362's members. If the price of crude comes back, things could get very busy in this province, very quickly.

British Columbia

Construction work is booming in BC. Members in that province are working on, or expecting to start working on, six pipeline projects. We will also have members working on the Shell LNG facility in Kitimat, which will be supplied by the Coast Gaslink pipeline.

Local Union 213 has done a tremendous job of training pipeline workers for these jobs and have been able to meet the demand for workers using their own members and travellers from other parts of the country.

The provincial government's new approach to public-sector construction projects, which mandates the use of community benefit agreements (CBAs), continues to lead to more work for Teamster members 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 ten dam projects over the coming years. Site C was just the beginning.

As you know, 2020 was crazy. Despite all of the challenges this pandemic has brought, our Teamster members in construction are almost at full employment.



**IF YOU WANT
TO WORK,
THERE'S A JOB
FOR YOU.**



▲ **Trevor Metz, shop steward - LU 213**
Atco/Frontec, Site C Hydro project in Fort St John, B.C.



▲ **Leonard Walker - Local Union 230**
Radiation Protection Tech for OPG at Darlington Nuclear



▲ **Local Union 362**
Pipeline Division



▲ **Trevor VanDyke**
Local Union 230
Ontario Power Generation



▲ **Mike Ritchie**
Local Union 230
CBM Ready Mix Toronto
Loader Operator



▲ **Local Union 362 - Pipeline Division**



STAYING STRONG AND UNITED FOR RETAIL, BREWERY AND SOFT DRINK

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

The pandemic affected brewers and soft drink bottlers differently across Canada.

The supply of raw materials has at times been difficult, particularly for aluminum cans. However, sales have been strong throughout the year, particularly with in-store customers. On the other hand, sales in restaurants fell as bars and dining rooms closed or saw significantly less customers than in normal years.

Quebec

Labour shortages are still causing problems in some areas. Brewers and bottlers have had difficulty recruiting truck drivers. Due to pandemic conditions, some workers received wage increases or bonuses.

The good news for Coca-Cola workers at the Lachine plant is that a \$5.5 million investment will ensure the plant's future. The merchandisers at Coca-Cola in Granby also recently joined the Teamsters.

At Pepsi, it was not a bad year for labour relations, particularly at the production plant. Members have shown resilience despite the pandemic and the resulting insecurity. Negotiations to renew the collective agreement for members in the distribution network in Val-d'Or will begin in January.

On the brewing industry side, the salespeople at Archibald joined Local Union 1999 last summer. A first contract is currently being negotiated.

Labour relations are deteriorating at Labatt Distribution as disparities in treatment have persisted since January 2019. Arbitrations have been cancelled twice and the employer does not appear to be acting in good faith in this matter.

Molson's merchandisers are concerned about the implementation of mileage tracking during travel. Confidentiality and privacy issues could become a source of dispute between the employer and the union. Also at Molson, talks to renew plant workers' contracts will begin toward the end of the year, as they will for other employees in the brewer's other departments in Quebec.

At Sleeman-Unibroue de Chambly, the company has invested \$15 million to set up a canning line. Training workers and installing of the machines was more difficult than expected given the pandemic. Three new types of beer will be marketed, so the future of the brewery is assured.

It was a record year at Canada Malting, where overtime allowed workers to increase their income.

Ontario

In Ontario, Pepsi-Cola hired about 30 new workers and several more may be hired in the coming months. In fact, the bottler has invested tens of millions of dollars to upgrade its production plant over the course of the year. A new computerized warehouse system was deployed. Each forklift truck is equipped with a scanner, printer and digital display that allows the stock to be constantly replenished to ensure product freshness and control. A new robotic line was installed for the co-packing of various soft drink flavours, Gatorade and Bubly flavoured waters and other products.

At Refresco, the implementation of the bottling line for Gatorade was postponed. The company produces soft drinks for Loblaw's and President's Choice, but has shifted to alcoholic beverages, which account for 70% of its production.

Aquaterra was purchased by Primo Water North America in November 2020. It implemented a time-sharing program given the drop in production at the plant. The employment contract between the parties expires in February 2021.





▲ Jaidi Marwen, Truck Driver for Pepsico, Local Union 1999.

Alberta

On the Prairies, as I write these lines, relations between Coca-Cola and the Teamsters are strained as negotiations to renew the collective agreement continue. Some middle managers seem to want to advance their careers at the expense of the workers. The nature of the pension plan (defined benefits versus defined contributions) and subcontracting to carriers are the subject of disputes between the parties. A strike could very well be called.

British Columbia

In British Columbia, the Teamsters represent the interests of many workers in the soft drink sector (Pepsi, Coca-Cola and Refresco). It has been a difficult year as merchandisers and technicians who visit stores have had to deal with customers and other individuals who do not follow all of the public health measures. Sales of products to customers were excellent, but sales to restaurants, in particular, dropped significantly for obvious reasons.

Closing down a legendary brewery

Next fall, the Molson plant built in 1833 on Notre-Dame Street in Montreal will close its doors. Brewing and distribution activities will be transferred to a new site on the South Shore. The number of workers will decrease from 513 to 351 when the move is completed. The packaging sector will suffer the most severe cuts since a new automated system will almost entirely eliminates the need for live employees to do the work.



A challenging year in the restaurant and retail sector

The past year has been a challenging one in the food and retail sector. The COVID-19 pandemic struck across the country and brought to the forefront the importance of workers in these sectors.

In some cases, bonuses were paid to employees during the early months of the pandemic. Most of these temporary wage increases ended with the arrival of summer.

We demanded that these bonuses be permanent given the risks that cashiers, clerks and all other workers continue to take. The companies have turned a deaf ear to our demands.

Lack of compliance

Another major challenge our members have faced is the lack of compliance with government directives, especially in the early stages of a pandemic. Since a portion of our union membership in restaurants and grocery stores is young, it was difficult for them to argue with adults who refused to comply with the guidelines.

If there is one thing that 2020 has demonstrated, it is that the importance of workers in this sector is underestimated, yet they ensure the well-being of Canadian society as a whole!

The year 2021 promises to be eventful for these workers since the pandemic is not yet over, but the Teamsters Union will continue to ensure their well-being in each bargaining unit.



STAYING STRONG AND UNITED FOR SANITATION WORKERS

by Danny Mitchell, Coordinator, Solid Waste Division



▲ John Bilous
Union Steward, LU 879
Woodington Systems



▲ Jim Huurman
Union Steward, LU 879
Modern Landfill



▲ Andy Wernaart
Union Steward, LU 879
Terrapure



▲ Members of Local Union 879 at Niagara Recycling in Niagara Falls, Ontario.

The entire industry has stepped up during a very challenging year.

As with all Teamster front-line workers, members in the Teamsters Canada Waste Division stepped up to the plate when they were deemed essential at the beginning of the COVID-19 crisis of 2020.

Members across the country continued to show up for work even as their employers, with the help of local and provincial governments, were just beginning to put measures in place to keep them safe in the various workplaces. Business agents representing these members monitored the situation closely to ensure that the safety of the membership was first and foremost.

Upgraded gloves, masks and shields as well as plexiglass barriers between workstations went up almost immediately in the Material Recovery Facilities (MRF) to make sure that workers could maintain two metres of distance from one another. Work at these facilities has increased dramatically throughout the pandemic as more people are working from their homes which in turn has created more residential waste heading to the recycling facilities. Some workers opted to stay home at the beginning of the pandemic.

Workers at Niagara Recycling in Niagara Falls were given bonuses for their dedication and hard work after much discussion with the Teamsters requesting a temporary wage increase during the crisis. As previously stated, this MRF saw such workload increases that overtime shifts were offered on both Saturdays and Sundays.

Drivers were faced with longer hours and in some cases, mandatory overtime and weekends, as an increase to the workload as well as the current driver shortage put some drivers in the position of working their maximum hours allowed. Local Union 879 was successful in

negotiating a retention bonus for both residential and commercial drivers as well as mechanics at Modern Landfill in Niagara Falls. Workers there now enjoy a bonus of \$1000 to \$2000 quarterly that will continue until the end of the collective agreement in 2023.

Local Union 879 was also successful in negotiating a new three year agreement for its members at the Waste Connections in London Ontario. The new agreement will see members receive increases across the board as well as contract language improvements. The Waste Connections MRF in London also ratified their new agreement in November with increases in wages and contract language improvements. Workers at both facilities have seen increased workload as well, according to Business Agent Dave McLeod.

Brief strikes

After brief strikes at Waste Connections in Toronto and Waste Management in Barrie, Teamster solidarity prevailed and Local Union 419 was successful in getting good increases across the board for both groups, according to Business Agent Ken Dean. Brother Dean is currently in talks with Waste Connections Peel region residential contract.

WASTE CONNECTIONS CANADA, BRAMPTON, ONTARIO LOCAL UNION 419

Chief Steward Tom Demerchant, Nadine Wisdom, Ernesto Eduria, Mat Ashton, Hernando and many others. These courageous workers are part of a brave and strong team who continue to serve Canadians everyday with strong leaders from their local union.



Local Union 419 Business Agent Keith Bruce was able to avoid a work stoppage with his negotiations with Waste Management, Wentworth facility. This group held out and were victorious in the eleventh hour of talks in getting a new agreement with good increases while holding off concessions originally proposed by the company. This was ratified by 87% of the membership.

Local Union 847 Business Agent Jeff Snow reports that he was able to negotiate wage increases and language improvements in a one-year agreement with Stericycle in Brampton, Ontario. Unfortunately, this employer lost a major contract with some downtown Toronto hospitals which resulted in some job losses at their waste destruction facility. The affected employees were able to bump into unfilled positions in the sorting/processing facility.

Negotiations this spring

In the hazardous waste sector, Local Union 419 will soon be entering talks with Clean Harbors in Mississauga. Local Union 879 will be going to the table in February with Terrapure Environmental in Hamilton, Ontario. This company faced a short-term layoff in the spring as the disposal of hazardous industrial waste was reduced because of the pandemic. Work has since returned, and the company has seen the need to increase the workforce.

With the upcoming changes to the stewardship program in Ontario, producer responsibility will take effect between 2023 and 2025. This will transfer a percentage of financial responsibility from municipalities to producers of recyclable products with the goal to decrease the amount produced each year. Unfortunately for members at Niagara Recycling in Niagara Falls, the region of Niagara is looking at selling the facility to the private sector.

Local Union 879 and management from Niagara Recycling are watching the situation closely as bids to purchase the facility were supposed to be tendered out by December 2020 but have been delayed due to COVID-19.

The entire industry has stepped up during a very challenging year. Without the frontline workers putting themselves at risk to keep it all working, none of this would be possible.



**Teamsters Solid
Waste & Recycling**



Join us on Facebook

Stay safe, sisters and brothers.



STAYING STRONG AND UNITED FOR ARMoured CAR WORKERS

Owen Lane, Director, Armoured Car Division and
Derek Doiron, Assistant Director, Armoured Car Division

For now, the armoured car industry continues to meet challenges in this new pandemic era.

Although cash is an engrained part of our human existence, it is also starting to become taboo. Many companies are now urging non-cash payments and others are trying to ban physical money altogether, over fears that bills and coins could be contaminated with the novel coronavirus and that the exchange of money breaks physical distancing guidelines.

A surge in online shopping, curbside pickup, and home food deliveries are also driving a non-cash life, accelerating a digital transformation that may affect members in the long run.

For now, the armoured car industry continues to meet challenges in this new pandemic era.



▲ Aaron Novielli
Gardaworld, Local Union 419

Ontario

Garda in Ontario has won new cash processing work starting in March 2021 for National Bank and TD, creating more full-time Teamster jobs. However, TD will reconfigure their ATMs to dispense \$100 bills, removing the \$10 bill option. This will allow the ATM to hold more money, ultimately reducing the number of times our members will have to service the machines. The collective agreement with Garda in Ontario expires in April 2021 with negotiations expected to start in February.

3|Sixty continues to struggle to find market share but is holding their own. The company is entering into the last year of a first collective agreement, and members will finally receive top tier union benefits and a pension plan.

New Brunswick, Nova Scotia and Prince Edward Island

Garda has most of the market share in the Atlantic provinces, and this is set to grow. They recently acquired Trans Armour, which was providing service to approximately 250 ATM units. Their collective agreement in Nova Scotia was renewed last year, guaranteeing 3% annual increases for the next five years.

In Nova Scotia, the agreement with Brink's was renewed last year. The four-year deal includes average 2.5% annual increases. In New Brunswick and PEI, the agreement with Brink's was renewed in September 2020 following a brief strike. The 48-month deal contains the best increases these members have ever received. We were also able to obtain language allowing members to have a say before new crewing models are rolled out.





▲ Brinks armoured car guards from Local Union 927 in New Brunswick on the eve of a strike last summer.



▲ Sal Diluciano
Gardaworld, Local Union 419

▲ Kate Gibbons and Michael Munian ▲
Gardaworld, Local Union 419

▲ Justin Jaisaree and Jay Victa ▲
3|Sixty, Local Union 419

Western Canada

Communication with Brink's at the start of the pandemic was good. The company was open with what they were doing regarding new policies, and the union had an opportunity to weigh in on the situation thanks to regular conference calls. Brinks continues to push in Manitoba to transport cannabis using one-person crews, which the union opposes for safety reasons. We have been able to put a stop to this for now and will continue the fight if necessary.

Garda, on the other hand, was closed off and communication was sparse at best. A letter was sent by the Western Canada Council of Teamsters and President of Joint Council 90, Brother Randy Powers, urging the company to communicate on a more frequent basis.

In general, Garda has not been timely in grievances at any step of the process in any Western province. Manitoba is struggling the most, as the company will not settle matters and simply stops responding when grievances proceed to arbitration. Management appears to be trying to frustrate the process and we will need to hold them accountable for that.



▲ Kim Parsons and Matt Stocco ▲
Garda Cash in Calgary - Local Union 362



STAYING STRONG AND UNITED FOR WAREHOUSE WORKERS

by Jason Sweet, Director, Warehouse Division

The warehousing and logistics sector have seen an increased workload, more hiring, and further degraded working conditions.

People are talking a lot about all the work being done to keep our country running and well-stocked, but there are still so many unsung heroes. So, we wanted to take an opportunity to specifically thank warehouse workers for everything they have been doing during the COVID-19 pandemic. It's something to be proud of.

Early in 2020, the federal and provincial governments asked Canadians to work from home, limit contacts to their immediate family and maintain physical distancing when in public. But for workers in the warehousing and logistics sector, this was not an option.

The pandemic has caused a spike in e-commerce. The warehousing and logistics sector have seen an increased workload, more hiring, and further degraded working conditions. Employers, some of whom are profiting massively from this crisis, are not doing enough to protect workers who desperately need paid sick leave and other work safety protections, even more so during the COVID-19 crisis.

Teamsters Canada warehouse representatives continue to do a great job ensuring safer working conditions and a voice at the table. In some cases, they were critical in helping our members receive hero pay.

Know that the health, safety and well-being of everyone is our union's top priority during this crisis.

Whether it is by rail, air, truck or fork all the way to the shelves of your local grocery store, Teamster members are on the forefront making sure our Canadian communities have the goods most of us take for granted.

We are all in this together, and Teamsters Canada thanks you for your amazing work.



▲ Teamster Members at Sysco - Local Union 419



▲ Teamster Member at Versacold - Local Union 419



▲ Gibril Kargbo
Loblaw, Local Union 987



▲ Sylvain Gariépy – Guy Simoneau – Pierre-
Luc Labrecque - Pepsi, Local Union 1999



▲ Teamster Members
METRO, Local Union 91

Sofina Foods in Brampton

Unionized companies tend to be better for workers, especially in these troubled times, like for the roughly 500 Teamster sisters and brothers at Sofina Foods in Brampton.

The Teamsters and the employer have remained in constant contact. As we all know, one case in a meat processing plant can snowball to hundreds very quickly. “The safety of every member is close to my heart”, says Jason Sweet, president of Teamsters Local 419, the local representing the workers.

“I’ve known many of these hard-working frontline heroes personally for well over 15 years now. It makes me sick when you see governments across North America taking risks with workers’ safety and employers hiding COVID-19 cases. How can we not hold these public officials and employers accountable?”

Sofina Foods has done a very good job at keeping their employees safe, whether supplying PPE, temperature checks, reminding people to remain physically distanced and adding protective plexiglass throughout the plant and lunchroom.

“We are all scared,” says long time employee Sonia Cabral Dossantos. “We go in every day and try to have somewhat of a normal day. I am happy that Sofina and our union has our backs.”

“It is too early to put our guard down,” she added. “We all must continue to do our best to physical distance, wear the added PPE and report any symptoms at the Brampton Sofina Plant. We at Sofina truly are a family.”

To every person from the farmers, food processors and food producers who have been working harder than ever and every person who works as an essential employee during the worst pandemic of our generation.

We thank you for your strength and commitment.



▲ Teamster Member at Sofina Foods in Brampton - Local Union 419



▲ Teamster Member
Sofina Foods - Local Union 419



▲ Teamster Member
Sofina Foods - Local Union 419



▲ Teamster Members
Sofina Foods - Local Union 419



STAYING STRONG AND UNITED FOR THE YOUTH

by Ryan Dickie, President, Teamsters Canada Youth Committee

We, along with all Teamsters Canada members, were able to show the country how essential our Teamster roles really are.



▲ *Teamsters Canada Youth Committee members lobbying members of Parliament in February, 2020.*

Focusing on the future

2020 started off strong for the Teamsters Canada Youth Committee with a committee meeting held in late February to discuss future goals and plans. We set our directives for the upcoming year and remained focused on our previous organizing campaign through social media and sharable memes. That campaign saw some success as around ten organizing leads were generated and directed to local unions for follow up. Then the world entered this global pandemic and our committee's efforts became focused on a more local level within our own workplaces. We, along with all Teamsters Canada members, were able to show the country how essential our Teamster roles really are. Teamsters kept supply chains open, kept the deliveries of goods flowing through rail, truck, and courier, and remained leaders for the working class. Through all this,

the importance of having a union in your workplace was highlighted like never before. Teamsters were there to advocate for strict health and safety in the workplace, on the road, and to educate members and direct them to the proper channels if they were affected by COVID-19.

As we push forward through these tough times, we are still focusing on the future. The committee put forward a mandate to hold meetings in different locations across the country when pandemic restrictions are lifted. The purpose and goal behind this is to engage the youth across the country and educate them on the importance of being a Teamster. We would also like to coordinate with local unions by participating and showing support in any way to any initiatives or workplace actions that might be happening. We will also develop a plan specific to the place where we will be holding our meeting and engage in the community. Whether that is educating young students on the importance of unions, participating on a picket line, or helping at local charities. Young people are the future of this great organization and it is through committees and actions like these that we will see future Teamster leaders grow and thrive!

Amazon Will Not Change Without a Union

Since the beginning of the coronavirus crisis, Jeff Bezos has gotten \$24 billion richer. Amazon's stock price has risen more than 40% since mid-March.

Jeff Bezos earns 4.5 million dollars per hour. It would take a full-time worker earning \$15 per hour a year to earn what he makes in one minute.

Amazon is the second-largest private employer in North America with 1.3 million employees, Walmart remains number one with 2.2 million, but this gap is closing every year.



'I'm not a robot': Amazon workers condemn unsafe, grueling condition

Employees want better working conditions and to take their complaints seriously.

AMAZON EMPLOYEES VS JEFF BEZOS

\$28,848

How much the average Amazon employee makes in **1 YEAR***

\$75,000,000,000

How much Jeff Bezos made in **2020****

THIS IS WAGE SLAVERY
unionize

* Per March 2020 Amazon securities filing, which states \$28,848 yearly global median compensation for Amazon employees

** per *Business Insider*, how much Jeff Bezos made in 2020; (<https://www.businessinsider.com/amazon-ceo-jeff-bezos-net-worth-explodes-in-2020-chart-2020-12>)

You can see the disrespect – workers across North America continue to walk out in protest, claiming rushed working conditions, unjust terminations and lack of PPE during this pandemic.



Teamsters · 15 janvier, 3 09 h 46
Teamsters in Massachusetts are continuing to reach out to Amazon delivery drivers, letting them know about their right to organize.
"There are some employees that are not even familiar with what a union is, or how it can better their lives, and give them a voice especially with a corporate giant like Amazon." - Greg Dodd, Local 25 shop steward



Teamsters · 4 décembre 2020
Teamsters in action
This week New York Teamsters proudly stood with Amazon workers who are fighting for COVID-19 protections and workers rights. Teamsters and other supporters participated in a protest outside Jeff Bezos' Manhattan condo to stand up to Amazon's pandemic profiteering at the expense of worker safety.



IT'S TIME TO HOLD THIS BULLY ACCOUNTABLE.



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ON OUR SOCIAL NETWORKS



Teamsters.ca

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.

Want to be part of our next edition?
Send us your pictures at communications@teamsters.ca