



## TEAMSTERS LOCAL UNION No. 31

AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1

### New Landmark Teamsters Contract at ABF Freight

December 12, 2023 – Teamsters Local Union No. 31 has negotiated a milestone contract in the freight industry, securing a new contract for its members at ABF Freight in Surrey, BC, adjacent to the Pacific Highway border crossing. This historic agreement leads the way to employee benefits and wage compensation within the industry.

The negotiations were led by Local 31 Business Agent Mike Hennessy, with the assistance of elected bargaining committee member Shop Steward Mike Peters. The outcome of these negotiations is a comprehensive agreement that raises the standards for wages, pensions, health benefits, and additional perks for drivers and warehouse workers.

“It was an honour to negotiate on behalf of the hardworking members at ABF Freight. The new rates of pay and benefits truly reflect the dedication and hard work put in by our members, and I am proud to be a part of improving their lives,” says Local 31 Business Agent Mike Hennessy.

#### Wages Set to Soar

Commencing from January 1, 2024, the Teamster members will experience a remarkable \$4.00 per hour increase in their wage rates, signalling a substantial boost in compensation right from the agreement’s inception. This forward momentum continues with subsequent annual increases: \$1.25 hikes each year from 2025 through 2028, culminating in a wage structure that reflects the commitment to fair and progressive compensation.

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### **Pension and Health Benefits: A New Benchmark**

Simultaneously, union members are poised to benefit from an upgraded pension plan, wherein the Company will contribute \$11.25 per hour towards the Teamsters National Pension Plan, covering 100% of the contribution—an exceptional move demonstrating a dedication to securing employees' financial futures.

Moreover, the agreement ensures that the Company covers the costs of the Teamsters National Benefit Plan, alleviating the burden of healthcare expenses and further solidifying the union's commitment to the well-being of the union membership.

"Local 31 takes immense pride in representing our members, and this agreement further solidifies the Teamsters commitment to setting the bar for industry-leading contracts in the freight sector. Our Union's dedication to advocating for leading wages, health benefits and pensions for our members is unwavering, and we'll continue to champion the rights and well-being of our members in all sectors," said Local 31 President Stan Hennessy.

### **Supporting Employee Well-Being**

The new contract improved the sick leave pay provisions, allowing for the use of up to 10 paid days for illness while guaranteeing a payout of 5 days of unused sick leave annually—an essential safety net for employees' health and financial stability.

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### Sharing in Success

In a testament to the belief in shared success, the Company has committed to a significant profit-sharing initiative, pledging to distribute 4% of profits after each year via separate checks—an acknowledgment of the collective contributions made by every employee towards ABF Freight's achievements.

### Honouring Time and Value

The contract also ensures that employees receive their due recognition for statutory holidays, with 12 paid holidays allotted annually, each paid at the equivalent of a day's wages—a vital acknowledgment of the value of their time and dedication.

The agreement reached between Teamsters, Local Union No. 31, and ABF Freight is a landmark contract that showcases the strength of union collective bargaining. It serves as a benchmark for the freight sector, setting new levels of wage rate increases, pension contributions and benefits and bonuses. Moreover, it represents a significant step towards higher standards and practices within the freight industry.

Teamsters Local Union No. 31 proudly represents more than 8,600 hard-working members in British Columbia and the Yukon Territory, including general truck drivers, courier, public sector, warehouse and grocery workers, transit, coach, school bus drivers and monitors, lumber, pulp and paper workers and limousine chauffeurs, since 1936.

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