



## TEAMSTERS LOCAL UNION No. 31

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

December 15, 2023

### RE: HISTORIC LEGAL DECISION ON COVID-19 POLICY FOR TEAMSTERS AT PUROLATOR INC.

Dear Sisters and Brothers,

Yesterday afternoon, your local union, Teamsters Local Union No. 31 received a historic decision that will have a lasting impact on the rights of all workers. The COVID-19 policy at Purolator Inc. was called into question by the Union, and the company was found to have unjustly terminated the employment of owner-operators and placed hourly members on unpaid leave who refused to get vaccinated with a COVID-19 vaccine.

Before I present the conclusion of the arbitrator's report, I want to extend my deepest gratitude to the remarkable team at Teamsters Local 31 and our esteemed legal counsels, David Reynolds and Riley Kearns. Their tireless commitment and perseverance in advocating for our affected members have paved the way for this remarkable outcome. Their hard work has been pivotal in ensuring justice prevails for our members.

After an extensive arbitration chaired by Arbitrator Nicholas Glass spanning nearly a year, a conclusion has been reached. The decision spans across 196 pages, outlining the following key points:

1. The hourly paid grievances are upheld. The group grievance is upheld. The grievors are entitled to be compensated for their losses which will include any lost wages and benefits, between July 1, 2022 and their first day of work following May 1, 2023.

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2. The owner-operators' grievances are upheld. They are entitled to be compensated for their losses commencing the first date that they lost revenue from being denied the use of a vaccinated relief driver. There is no common end date for their losses at this point. The losses are yet to be determined.
3. Dan Moes' grievance is upheld with full compensation from the first day of his dismissal, or first loss of revenue from being denied use of a relief driver, whichever came first.
4. The administrative non-attestation termination grievances, either individually or as part of the group grievance, are upheld. These grievors are entitled to the same level of compensation as the other grievors in their category.
5. The res judicata preliminary objection is dismissed.
6. I reserve jurisdiction to determine quantum with respect to all grievances.
7. I reserve jurisdiction on any other matters arising, including interpretation, or implementation with respect to this award.

This decision, made by Arbitrator Nicholas Glass on December 14, 2023, serves as a testament to the strength and unity of our union, reaffirming our commitment to defending the rights and ensuring fair treatment of our members.

Your patience, unwavering support, and solidarity throughout this challenging period have been invaluable. As we move forward, let us remain united and resolute in our pursuit of fairness and justice for all.

Fraternally yours,

Stan Hennessy,  
President  
Teamsters Local Union No. 31