



TEAMSTERS LOCAL UNION No. 31

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

VPD Bargaining Updates

December 5, 2025

Dear brothers and sisters,

On October 31, 2025, the Union issued a “Bargaining Update Memo” summarizing the October 28th and 30th bargaining sessions with the Employer. A copy of that memo is included for your reference. During these sessions, both parties exchanged bargaining protocols, introduced their respective teams, and presented their initial proposal packages. Each side reviewed the other’s proposals and provided preliminary feedback. We wish to emphasize that negotiations are still in their earliest phase, and more detailed discussions will occur during the upcoming bargaining sessions.

Although we cannot share confidential details at this time, your Union and bargaining committee want you to know that we have been listening closely to your concerns and priorities over the past few years. We remain committed to addressing these items with the Employer as bargaining continues.

We truly appreciate the engagement and interest of our membership, and we welcome your ongoing involvement. At the same time, we kindly remind our members that all official bargaining information for our membership will come directly from your Union and the bargaining committee. Because negotiations are still in their early phase, we have not yet begun detailed conversations with the Employer on several key monetary items. To help ensure accurate information is shared, we encourage you to reach out to us directly if you have questions or need clarification.

We have a dedicated and experienced bargaining committee working hard to protect your rights, interests, and to carry out the mandate entrusted to us by you, the membership. When we stand united and work together, there is nothing we cannot achieve.

Our next bargaining session is scheduled for January 12, 2026. We will continue to keep you updated as we move forward.

On behalf of President Stan Hennessy, your Union, and bargaining committee members—Cathy Hall, Maria-Lise Dhami, Tim Szkopek-Szkopowski, Olivia Kajander, Caley Fieldhouse, Mike Hennessy, and myself—we thank you for your continued support and solidarity.

Fraternally yours,

Murwan Salame, Business Representative, Teamsters Local Union No. 31, Cell: 604-880-2305

Head Office:

#1 Grosvenor Square
Delta, BC V3M 5S1
Ph 604-540-6009
Fax 604-540-6073

Abbotsford:

#105 - 34143 Marshall Rd
Abbotsford BC V2S 1L8
Ph 604-504-4520
Fax 604-504-4472

Nanaimo

#3 - 2480 Kenworth Road
Nanaimo, BC V9T 3Y3
Ph 250-758-1857
Fax 250-758-4365

Prince George

102 - 3645 18th Avenue
Prince George, BC V2N 1A8
Ph 250-563-5346
Fax 250-563-2379

Whitehorse

407 Black Street
Whitehorse, YT Y1A 2N2
Ph 867-667-2473
Fax 867-667-7112



TEAMSTERS LOCAL UNION No. 31
AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1

VPD BARGAINING UPDATES

October 31, 2025

Dear Brothers and Sisters,

Your bargaining committee is providing you with an update regarding the ongoing bargaining process between the Union and the Employer. Securing the best possible terms for our members is our top priority, and we want to ensure you remain well-informed as negotiations progress.

On **October 28th and 30th, 2025**, the Union and the Employer met for the first round of bargaining sessions. During these meetings, both parties exchanged protocols, introduced their respective bargaining teams, and presented their proposal packages. Each side had the opportunity to review the other's proposals and had an initial exchange of positions on those proposals.

Every effort was made to secure more bargaining dates before January 2026. The next mutually agreed upon bargaining sessions have been scheduled for **January 12, February 18-19, and March 4-5, 2026**. These dates mark the upcoming opportunities for both parties to continue negotiations. As always, we remain committed to representing the best interests of our membership throughout this process.

We want to emphasize that while we are dedicated to keeping you updated on the progress of negotiations, certain aspects of the bargaining process involve sensitive and confidential discussions. As such, we ask for your understanding and patience as we navigate these complex conversations. We will continue to provide updates whenever possible, ensuring transparency while being mindful of the confidentiality required in some areas of the discussions.

We appreciate your ongoing support and trust as we work toward securing the best possible outcome. If you have any questions or concerns, please do not hesitate to reach out. We will keep you informed as we move forward.

Fraternally yours,

Murwan Salame
Teamsters Union Local 31 Business Agent
msalame@teamsters31.ca
Cell: 604-880-2305

Head Office:
#1 Grosvenor Square
Delta, BC V3M 5S1
Ph 604-540-6009
Fax 604-540-6073

Abbotsford:
#105 - 34143 Marshall Rd
Abbotsford BC V2S 1L8
Ph 604-504-4520
Fax 604-504-4472

Nanaimo
#3 - 2480 Kenworth Road
Nanaimo, BC V9T 3Y3
Ph 250-758-1857
Fax 250-758-4365

Prince George
102 - 3645 18th Avenue
Prince George, BC V2N 1A8
Ph 250-563-5346
Fax 250-563-2379

Whitehorse
407 Black Street
Whitehorse, YT Y1A 2N2
Ph 867-667-2473
Fax 867-667-7112