

31 News



Winter 2017

www.teamsters31.ca

Delta, B.C., Canada

Local 31 plays important role in “Be Truck Aware” safety event

(www.gov.bc.ca/betruckaware)

President Hennessy’s statement read out at media press conference

As President of Teamsters Local Union No. 31 and for the past 30 years, I have unfortunately been witness to several fatalities involving passenger vehicles and commercial trucks.

There are many factors in today’s commuting public that are the cause to many preventable accidents involving commercial trucks and automobiles.

Our city streets now have rush hour traffic that starts early morning and ends into the evening. This has caused drivers to become irritated, late for work and willing to take chances.

We talk to our truck drivers as do the companies about making the right choices, such as leaving ample room to stop their rigs. Unfortunately, what does happen is that - sure enough a car sees the

opening and decides it was made for him or her - accident waiting to happen.

Another common occurrence is a truck about to make a right hand turn. The truck driver will approach the intersection with the signal on, ease the tractor trailer over to the left and a car races up on the curb thinking what a lucky break!

As many of you are aware the industry is changing with more and more new drivers taking part, unlike thirty years ago, when I was a city driver with far less traffic. All drivers commercial or not, need to be aware of other moving vehicles, be aware of your surroundings and make it home each and every night safely.

We all need to educate and respect each other!

[Read more about the “Be Truck Aware” event on page 3](#)



The Teamster truck demonstrated how much longer a large commercial truck takes to stop than a passenger vehicle - and why you should never merge too soon or cut in front of a truck



At a recent media and industry event, the Teamster truck participated in a variety of demonstrations aimed at educating drivers to “Be Truck Aware”. By taking a few extra precautions around trucks, passenger vehicle drivers can significantly reduce their risk of being involved in a serious crash.



From: Teamsters Local Union No. 31, #1 Grosvenor Square, Delta, B.C. V3M 5S1
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President's Report



President Stan Hennessy

Brothers and Sisters,

This past year has certainly been exciting for your Local Union. The Organizing Department led by Ben Hennessy, Director of Organizing has been spectacular.

Organizing is a job that requires special talents, patience and planning, a thick skin, intimate knowledge of the Labour Boards, but most importantly the willingness to work twenty-four-seven.

Once the Union receives the Bargaining Certificate from either the Provincial or Federal Labour Boards, the President assigns Business Representatives to negotiate first agreements. Again, the challenges are huge, first a proposal meeting with your new members, election of members to the bargaining committee, and the bargaining committee's first meeting with employers that are really not

so happy about being organized. The above is just a small part of what your Union does to strengthen and secure security for all our members.

Organizing campaigns have grown our Local by five hundred and thirty-seven (537) new members. Great job by all.

Your entire staff have been extremely busy throughout the year, negotiating contracts, grievances and arbitration settlements, and of course our many community events.

I was also able to attend the 2017 Women's Conference in San Antonio, Texas along with many of our sisters and Business Representative Karlene Bateman. It was a spirited, unifying event with energy to spare.

Your Local sent eighteen members to the CLC Winter School this year. I thank all those that did attend.

Once again your Local was very proud of the scholarship applications received and given to the young students of our Teamster members.

Fraternally yours,

Stan Hennessy
International Vice President
President, Teamsters Local Union
No. 31

Local 31 nomination of Officers 2018-22

On October 11, 2017 Teamsters Local Union No. 31 conducted a nomination meeting for officer positions for the next five-year term. These positions include President, Secretary-Treasurer, Vice-President, Recording Secretary, Trustees and Business Representatives.

For the first time in the Local Union's 81-year history, the incumbent officers were elected by acclamation at the nomination meeting.

Local 31 President Stan Hennessy said, "I am very proud of the hard work that our office and staff have put into accomplishing the many achievements of our Local. I am sincerely thankful for the members' trust and support of the Local's administration and look forward to serving our members for another term."

Teamsters Local 31's 2018-2022 officers are:

President	Stan Hennessy
Vice-President	Ben Hennessy
Secretary-Treasurer	Richard Van Grol
Recording Secretary	Lance Matricardi
Trustees	Ahmnon Shabacorn Duane Bryan Mark Bethel
Business Representatives	Grant Coleman Mike Hennessy Caley Fieldhouse Larry Sargeant Paul Simms Karlene Bateman

Congratulations on making history at Local 31

October 19, 2017

Brother Stan:

Just a short note to thank you for calling last week to notify me of your team's re-election without opposition. This is a first in my 40 year memory of Local 31 elections and I would appreciate it if you would extend my congratulations to all of the officers, business agents, organizers and staff. Also a special thank you to the members for this clear expression of the trust they have placed in you and your team.

Stan, over the years I've watched you rebuild Local 31 and return it to the members where it belongs. So it is very heartening for me to see your dedication and hard work rewarded in this way. Wishing you, your team and the members all the best for the coming term of office.

Bro. Ron Douglas

(Bro. Douglas worked at Teamsters Canada's Vancouver office as Executive Assistant to the President, and is currently enjoying retirement.)



Local 31 - Organizing Report 2017

COMPANY	CLASSIFICATION(S)	# of MEMBERS & LOCATION	STATUS	BUSINESS REPRESENTATIVE
Canada Cartage	Drivers	15 Whitehorse	Ratified - February	Tom Brown
Canada Cartage	Drivers	15 Prince George	Ratified - September	Anthony Kirk
Canada Cartage	Drivers	6 Okanagan	Ratified - June	Paul Simms & Ben Hennessy
Canada Cartage	Drivers	18 Vancouver Island	Ratified - June	Tom Brown
Overland West Freight Lines Ltd.	Drivers, Owner-Operators and the Drivers of Owner-Operators	60 Surrey	Ratified - September	Mike Hennessy
CSA Transportation	Warehouse Workers	15 Surrey	Collective Bargaining	Larry Sargeant & Ben Hennessy
Aerocar Services Ltd.	Limousine Chauffeurs	65 Richmond - YVR	Collective Bargaining	Caley Fieldhouse & Ben Hennessy
Cloverdale Fuel Ltd.	Drivers, Equipment Operators	35 Langley	Collective Bargaining	Mike Hennessy & Ben Hennessy
Beachcomber Hot Tubs Inc.	Manufacturers	112 Surrey	Collective Bargaining	Paul Simms
CSA Transportation	Drivers and Owner-Operators	16 Surrey	Certification Process - CIRB	Larry Sargeant & Ben Hennessy
Simard Westlink Inc.	Drivers and Owner-Operators	130 Richmond	Collective Bargaining	Larry Sargeant
Overland West Freight Lines Ltd.	Warehouse Workers	20 Surrey	Certification Process - CIRB	Mike Hennessy

Drivers Urged to “Be Truck Aware” to Reduce Crashes Caused by Unsafe Actions Around Large Commercial Trucks

One-in-five traffic fatalities in B.C. occur in crashes involving large commercial vehicles. Studies show that the majority of car-truck fatalities are caused by passenger vehicle drivers.

October 17, 2017 – In a province-wide campaign launched today, drivers are being urged to take extra precautions around large trucks to reduce crashes that result in a significant number of fatalities each year in British Columbia. The *Be Truck Aware* campaign – led by an alliance of B.C. road safety stakeholders which includes the B.C. Trucking Association, Commercial Vehicle Safety & Enforcement, ICBC, Justice Institute of BC, RoadSafetyBC, RCMP, SafetyDriven - Trucking Safety Council of BC, Teamsters Local 31 and WorkSafeBC – coincides with *Operation Safe Driver* week, a continent-wide initiative in which police and Commercial Vehicle Safety & Enforcement (CVSE) officers will be ticketing drivers of both cars and trucks for failing to share the road and follow safe driving practices.

Across North America, studies have shown that in car-truck crashes, occupants of the passenger vehicle are at far greater risk of being killed than the driver of the truck, and that the majority of fatal car-truck crashes are caused by passenger vehicle drivers.

What is the campaign?

Be Truck Aware is a combined campaign of education and enforcement aimed at reducing car-truck crashes. Passenger vehicle drivers are urged to:

- Leave space – large trucks need extra room to stop and to turn. Don’t take away their turning or braking room.
- Don’t merge too soon – when passing a truck make sure you can see both its headlights in your rearview mirror before merging back into the lane. If you merge too soon, the truck driver may not see you or be able to stop in time to avoid a crash.
- Be visible around trucks – either slow down or move well ahead of large trucks to stay out of the truck driver’s blind spots.
- Anticipate wide turns – watch for trucks making wide swings to turn right. Never drive ahead in the right lane beside a turning truck.

Similarly, truck drivers are being urged to take precautions to reduce crashes and their severity, specifically:

- Ensure brakes and tires are in top condition to minimize stopping distances.
- Adjust speed and driving in poor weather and road conditions.
- Stay sharp and focused by getting plenty of rest and eliminating in-cab distractions.
- Make sure loads are well-balanced and secure to reduce the likelihood of a crash and its impact on others.

The campaign ran October 17 to 31, 2017.

For more information visit gov.bc.ca/betruckaware

Quotes:
Mike Farnworth, Minister of Public Safety and Solicitor General:

“Everyone has a part to play in staying safe on our roads, so whether you’re walking, cycling, riding or driving – always Be Truck Aware. As part of BC’s Road Safety Strategy, we urge all drivers to employ safe driving practices and use extra caution around large commercial vehicles in order to reduce the kinds of crashes that result in tragic fatalities each year in our province.”

Claire Trevena, Minister of Transportation and Infrastructure

“We are committed to working together with all of our road safety partners to make our highways, bridges, and roads as safe and efficient as possible. Large commercial vehicles take longer to stop and turn, so it’s really important to leave extra space for

them when on the road. We support the Be Truck Aware initiative and we encourage all drivers to be educated about large trucks and to use safe driving practices.”

Lindsay Matthews, Director of Road Safety, ICBC

“We’re asking drivers to consider their own driving behaviour around large trucks – if we want our roads to be safer, we first need to start with ourselves. Be aware and take precautions around trucks – including leaving extra space when changing lanes or when trucks are turning. The reality is these crashes are preventable and they’re contributing to the rising number of injury and vehicle damage claims in our province which are putting pressure on B.C. insurance rates.”

Chris Back, Director, Industry and Labour Services, WorkSafeBC

“WorkSafeBC is proud to partner in this Alliance’s commitment to

eliminating incidents, injuries and fatalities involving commercial trucks and passenger vehicles on B.C. roads. Every commercial truck driver is a worker who deserves to arrive home safely. We urge all truck drivers and employers of drivers to also do their part to reduce the risk of collisions, including ensuring brakes and tires are in top condition, using caution in poor weather conditions, eliminating in-cab distractions, being well-rested and ensuring loads are well-balanced and secure.”

Louise Yako, President and CEO, BC Trucking Association

– “Safety is a top priority for the trucking industry and our members. Every day, the vast majority of professional truck drivers deliver their loads without mishaps. The driving public can do their part by respecting the safety rules around operating near large trucks so that everyone gets home safe.”



ORGANIZING AT LOCAL 31

Local 31 welcomes Beachcomber Hot Tubs workers back to Teamsters Union

On August 3rd, 2017 – Teamsters Local Union No. 31 made an application at the British Columbia Labour Relations Board (“BCLRB”) for a unit of employees at Beachcomber Hot Tubs Inc. located in Surrey, B.C.

The employees at Beachcomber Hot Tubs Inc. create award winning hot tubs that are hand made from scratch. The quality workmanship and hard work of our new Teamster members is recognized internationally.

In late July, Local 31 attained 93% support from the workers to join the Teamsters during a brief card sign up drive. Stan Hennessy, President, Local 31 stated, “Local 31 is delivering strong representation that is dynamically spurring the organizing of workers. This solid force is fueling the growth of



New Teamsters Local 31 members from Beachcomber Hot Tubs join with President Stan Hennessy and Business Agent Paul Simms in the Local's Dispatch Hall

our great union. I am extremely proud that the Beachcomber workers chose Teamsters”

On August 22, 2017 – the BCLRB granted Teamsters Local Union No. 31 a certification to represent the 112 workers at Beachcomber Hot Tubs Inc. President Hennessy fur-

ther declared, “We all welcome our new Brothers and Sisters at Beachcomber to the Teamsters family.” President Stan Hennessy has assigned Business Representative, Paul Simms to represent the Beachcomber Teamsters.

Local 31 Organizes in Style – Limousine Drivers at Aerocar Service Join the Teamsters



On May 19th, 2017 - Teamsters Local Union No. 31 applied at the British Columbia Labour Relations (“BCLRB”) to be certified to 65 Limousine drivers employed by Aerocar Service located at Vancouver International Airport (YVR), Richmond, BC. Jointly, Local 31 filed a common employer application to determine that Aerocar Service Ltd., Highend Limousine Services Ltd., 632226 B.C. Ltd., and 0935143 B.C. Ltd. all operated as one common employer under section 38 of the **Labour Code**. The Labour Board scheduled a Hearing on August 8th, 9th, 10th.

One day prior to the Hearing on August 7th, a statutory holiday, the Labour Board and the Union received notice from the employer's legal counsel that it no longer represents Aerocar at this time.

The following morning the owner appeared on behalf of the employer without legal representation seeking an adjournment of the Hearing to hire new counsel. The Union was against this request on the basis that certifications shall be handled in an expeditious manner and that the employer had every opportunity to hire counsel with the ample time afforded. The BCLRB Vice-Chair (Judge) didn't take the employer bait and denied the request for adjournment and directed that the Hearing to commence.

In this case the Teamsters were clearly able to demonstrate that there was more than one entity carrying on the business, that the entities are under common control and that the entities are engaged in associated or related activities or

Cloverdale Fuel workers join Teamsters to improve all general working conditions

On September 19th, 2017 – Teamsters Local Union No. 31 was certified by way of a representation vote at the BC LRB to represent the employees at Cloverdale Fuel Limited. The new bargaining unit consists of Drivers operating Commercial Tractor Trailers, 10 ton trucks, Log Chippers, Backhoe, Excavator and Tub Grinders, a Mechanic and Welder.

Cloverdale Fuel, has been in the wood by-products brokering and transport business since 1945. Our new members pick up excess wood from mills then transport it to the Langley Yard located in Port Kells Industrial Park where workers grind the wood products. The product is then shipped to customers in British Columbia and Washington State.

The workers are seeking to improve their wages and the general working conditions. Furthermore, the members are pursuing Health and Welfare Benefits and a Pension Plan.

President Stan Hennessy has assigned Business Representative Mike Hennessy and Director of Organizing, Ben Hennessy to Chair and Co-Chair collective bargaining.

businesses. Moreover, the Union wanted to ensure that it was able to collectively bargain and deal with the party truly in control and power.

Local 31 President, Stan Hennessy stated, “I'm very proud of the Drivers at Aerocar for reaching out to our Local Union knowing that the Teamsters will be able to help so many drivers improve their working conditions.” President Hennessy further proclaimed, “Our Organizing and Legal Dept. have accomplished so much at the Hearings that we now look forward to the next challenge together at the bargaining table.”

Ultimately, the Vice-Chair decided that Aerocar Service Ltd., Highend Limousine Services Ltd., 632226 B.C. Ltd., and 0935143 B.C. Ltd. are to be treated as one employer and that Teamsters Local Union No. 31 is to be certified to Aerocar Service et al to the only Teamster Limousine bargaining unit in Canada.

President Stan Hennessy has assigned Business Representative, Caley Fieldhouse to represent the Aerocar Service Teamsters.

Local 31 certified to represent Simard Westlink drivers and owner-operators

On October 25th, 2017 – Teamsters Local Union No. 31 was certified by way of a representation vote conducted by the BC LRB to represent 127 Drivers and Owner-Operators in British Columbia.

The majority of the company Drivers are based at the Simard Westlink Terminal in Richmond. The Richmond Drivers work mostly to and from the Ports throughout the Lower Mainland including servicing Simard's TL and LTL demands. The Owner-Operators carry-on work mostly at the CP Rail Yard located in Pitt Meadows in addition to providing their services to the many Simard customers.

Our members at Simard are working toward building up wages, rates, benefits and general working conditions.

President Hennessy has assigned Business Representative, Larry Sargeant and Director of Organizing, Ben Hennessy to Chair and Co-Chair collective bargaining.

Ben Hennessy said, “Many thanks to all the Teamster members who supported the organizing efforts at Simard-Westlink.”

SIMARD has conducted business in the transportation, warehousing and logistics industry for over 70 years.

MEMBERSHIP REACHING ALL-TIME HIGH

It feels good to be a Teamster!

Local 31 organizes and ratifies a 1st agreement at Overland West Freight Lines

On February 24, 2017 - Teamsters Local Union No. 31 filed an application for certification at the Canada Industrial Relations Board (“CIRB”) for a unit of Owner Operators, Drivers of Owner Operators and Company Drivers at Overland West Freight Lines Ltd. located in Surrey, British Columbia.

Overland West Freight Lines Ltd. is a freight trucking operation with terminals in BC and Alberta.

During the organizing drive, two union supporters were terminated without notice. The Teamsters immediately filed a complaint under sections 94 and 96 pursuant to the *Canada Labour Code* stating that the union supporters were terminated because of their participation in forming a union. Shortly following the terminations, the Union ensured that the two terminated union supporters were able to appear and cast their ballot at the CIRB representation vote at the employer’s terminal.

The second predicament the Union confronted was in determining whether Overland Freight Lines Ltd. was the true employer or whether the proposed bargaining unit performed work for Mission Transfer Ltd., West Arm Truck Lines Ltd., and RHS Supply Ltd. acting as several related company entities performing business as one employer.

After several weeks of submitting numerous written submissions to the CIRB, the Union was able to resolve these matters without a hearing at the Labour Board. Advanced by the Teamsters In-House Counsel, David Reynolds and Organizer, Ben Hennessy the Teamsters reached an agreement with the employer on all outstanding issues concerning the terminations and the multiple company entities.

In early April, the parties consented to the CIRB order declaring that the union supporters be reinstated to employment without loss of seniority and be paid back wages. Ultimately, one of the terminated employee’s became an integral member of the Teamsters collective bargaining committee. Additionally, the consented order further specified that Overland West Freight Lines Ltd., Mission Transfer Ltd., West Arm Truck Lines Ltd., and RHS Supply Ltd. constituted a single employer within the meaning of the Code.

On April 11, 2017 the Canada Industrial Relations Board issued a certification to Teamsters Local Union No. 31.

President Stan Hennessy assigned Business Representative, Mike Hennessy to Chair collective bargaining unit. In addition, Organizer, Ben Hennessy was assigned to assist the Chair.

Immediately, Mike Hennessy set up a proposal meeting and the drivers unanimously chose Ajai Singh, Sanjay Chand and Ron Kugler to join the Teamsters at the bargaining table. Mike Hennessy evoked, “this is a well, balanced committee as it is represented by one tractor owner-operator, one five ton / three ton owner operator and one company truck driver. Our members will be thoroughly represented as our goal will be to improve the general working conditions at Overland.”

And that they did!

After several months of negotiations, a first collective agreement was ratified by 98% in favor. The bargaining committee accomplished its task and negotiated a strong Teamsters agreement that included increased rates, the Teamsters Health and Welfare Plan, the Teamsters Pension Plan, an O/O Fuel Rebate and all the Teamsters security language to keep our members protected.

Mike Hennessy stated, “I am so proud of the committee’s grit and diligence throughout the entire process! Every single one of our new Brothers and Sisters deserve this victory and it feels good to be a Teamster! The new Overland West Teamsters will enjoy four years of stability and prosperity.



Teamsters maintain Lyft drivers should be classified as employees



by Doug Bloch

(SAN FRANCISCO) — A federal judge has approved a \$27 million monetary settlement in a class-action lawsuit against Lyft, after Teamsters and Lyft drivers filed legal objections to a preliminary settlement of \$12.5 million, calling it “insufficient.”

The objections were filed by the Uber Lyft Teamsters Rideshare Alliance (ULTRA), Teamsters Joint Council 7 and Teamsters Joint Council 42 to a preliminary settlement in the case in March 2016. Following the objections, the judge ordered the parties to go back to the table to correct the deficiencies in the preliminary settlement covering nearly 100,000 California drivers.

“We’re happy for the drivers who got more of the money that they were owed, and felt it was our duty and role as Teamsters to step up with Lyft drivers in this lawsuit to correct a wrong. The initial settlement amount of \$12.5 million was inaccurate and the judge recognized that workers were owed more,” said Rome Aloise, President of Teamsters Joint Council 7 and Secretary-Treasurer of Local 853 in Oakland.

The \$12.5 million preliminary settlement amount included inaccuracies in calculating the mileage logged by drivers.

The settlement does not address the issue of misclassification of Lyft employees in California as independent contractors. Unlike employees, independent contractors do not have the rights to receive overtime pay, reimbursement for expenses and many other rights under the California Labor Code.

The Teamsters and ULTRA also objected to the initial settlement

proposal because it will not change Lyft’s business model of misclassifying employees as independent contractors.

“While the judge indicated that employee classification would need to take place legislatively or through means other than his court, Lyft drivers are as determined as ever to continue the fight to be treated and counted as employees, because they are in fact employees,” Aloise said.

Teamsters have been engaged in an ongoing effort to organize TNC drivers in the Bay Area.

Also in the high tech industry, hundreds of drivers at tech companies, including Facebook, Yahoo, Apple, eBay and others in Silicon Valley, have organized with the Teamsters. The union has negotiated strong contracts for the drivers, including good wages, benefits and workplace protections.

The Teamsters Union is part of a growing movement of labor, faith and community-based organizations and workers challenging income inequality in Silicon Valley through an innovative partnership called Silicon Valley Rising. For more information, visit <http://siliconvalleyrising.org>.

For more information on tech worker organizing with the Teamsters, visit <http://teamster.org/tech-drivers-deserve-union>.

Founded in 1903, the International Brotherhood of Teamsters represents 1.4 million hardworking men and women in the United States and Canada. Visit www.teamster.org for more information. Follow us on Twitter @Teamsters and “like” us on Facebook

Purolator Courier members ratify new collective agreement in 2017

by Caley Fieldhouse
Business Representative

Purolator Courier and The Canada Council of Teamsters commenced bargaining in September 2016. At the negotiations, Teamsters Local 31 was well-represented by President Stan Hennessy, Business Agents Grant Coleman, Caley Fieldhouse and elected bargaining unit member, Shop Steward and Trustee of Local 31 Ahmnon Shabacon.

The negotiations kicked off in Montreal with an exchange of proposals. The Company's proposals were full of concessions that went against core values of the Teamsters Union. The Company proposed cuts/changes to the defined pension plan, hours of work, changes to the compensation model for owner operators, health benefit cuts and contracting out of bargaining unit work to name a few. After multiple frustrating rounds of negotiations the Company was confident that the Purolator Teamster members across Canada would accept these concessions.

They were wrong!
In January 2017, the members responded with an unprecedented 97% rejection/strike vote of the Company's offer. Armed with a strong mandate from the membership, the bargaining committee met again with Purolator in Ottawa during the last week of January. The Company backed off some of their concessionary proposals but maintained proposals that attacked the Union's core principles. Bargaining broke off and the Company presented the Union with a final offer to bring back to the membership. Shortly thereafter, all the Teamster Locals that represent Purolator members across Canada were presented the final offer and again the membership rejected the offer.

In response and under the direction of President Hennessy, Local 31 business agents set up strike/lockout plans and initiatives with the Shop Stewards/Captains to ensure maximum effectiveness on the picket line in case of job action. Shortly thereafter the Union served 72 hours strike notice.

Once the Federal Conciliation officer was notified of the final rejection of the Company's final offer, Local 31 President Hennessy received an urgent call on March 27th, 2017 for the bargaining committee to meet in Toronto the following day. President Hennessy made some quick and decisive decisions and the entire committee was at the airport ready to go within hours and landed in Toronto in the early morning, the day of bargaining. Once bargaining commenced, the Union was under pressure as the 72 hour clock was ticking (a day was already lost travelling). The negotiations were tense and continued all of Tuesday. Early Wednesday morning the Company maintained its position that would directly affect our membership and a vote was taken by the entire Canada Council of Teamsters and another company proposal was rejected. A strike or lockout was destined to happen as the deadline was at 1 pm that same day. You could cut the tension in the room with a butter knife. I witnessed leadership from President Hennessy and the other principal officers which ultimately led to a tentative agreement.

I wish to thank President Hennessy, Grant Coleman and bargaining committee member Ahmnon Shabacon for showing leadership, strength and commitment to the members at Purolator Courier. I would be remiss in not thanking Gary Kitchen, Teamsters Canada Package and Parcel Division Director, who chaired bargaining, the out-of-town Business Agents and the Purolator Shop Stewards for their assistance and input. Last but not least I want to thank the membership for their support, participation and patience during the bargaining process.



Purolator members from Lower Mainland depots meet at the Teamsters Joint Council 36 Auditorium in Vancouver to ratify a new Canada-wide agreement

Northern B.C. Shop Stewards learn how to better serve members at weekend training

On Saturday, May 27th, Local 31 and Local 213 hosted a Shop Steward Training Course in Prince George for members of both Locals. Thirty-two individuals from across Northern British Columbia and the Yukon attended.

The course was presented by Local 31 Business Representative Karlene Bateman and provided attendees with the skills and knowledge to assist them in being more effective in their roles as Shop Stewards and comfortable when dealing with their brothers, sisters and employers.

Identifying, investigating, drafting, presenting and settling grievances was discussed, as well as the grievance procedure and the responsibilities of a Teamster Shop Steward.

Attendees and their spouses enjoyed a dinner hosted by President Stan Hennessy and Local 213 Secretary-Treasurer Walter Canta, followed by an evening of dancing. Everyone also had the opportunity to step outside and have a tour of the inside of our tractor trailer that displays iconic

Teamster images through the years. Many thanks to Ben Hennessy, Director of Organizing and Business representative Paul Simms for bringing the truck and trailer to Prince George for this event and to Mary-Anne Comadina and Stephanie Pike for their assistance in organizing the course.



Local 31 Business Representative Karlene Bateman teaches at the Prince George Shop Steward course



Teamster members view the inside of the Local 31 trailer during a break in their Shop Steward course

Teamsters at Prince George Transit now service a 718 km stretch of highway
New transportation option will cut down on the frequency of hitchhiking along Hwy 16

by Anthony Kirk
Northern BC Business Agent

On June 19, 2017 Teamster members of P.G Transit commenced work operating busses which provide safe and reliable transportation along a stretch of highway 16 often referred to as the “Highway of Tears”.

The “Highway of Tears” is considered to be a 718 km stretch of highway between Prince George and Prince Rupert tracing its way through quaint picturesque communities, such as Fraser Lake, Houston, Telkwa as well as larger towns such as Smithers, Vanderhoof, New Hazelton, Burns Lake and Terrace. Since 1969 a significant number of women have disappeared or been murdered along the infamous stretch of highway and the RCMP have conducted numerous investigations, many of which are still active.

Prince George Transit bid and won the contract to provide service on a section of this highway between Smithers and Prince George. The drivers hired to operate the busses are Susan Fountain and Randy Rensby both of which are proud to join the ranks of the other 55 Teamster members that are currently employed with Prince George Transit.



Susan Fountain

northern B.C has over 25 years of experience driving busses and came from a strong union background. As a former CUPE member Susan participated on the health and safety committee, district committees and attended



Randy Rensby

negotiations. On the day I interviewed Susan she had just completed the long trip from Burns Lake to Prince George but was still very cheerful and eager to talk. Susan told me that she enjoys the work immensely and has received positive feedback from the passengers “I’ve have had passengers that have had to use the service to get to work after car trouble, senior citizens who couldn’t afford to travel before, as well as few that are grateful they have an option besides hitchhiking” she stated.

I ran into Randy in the middle of his bus run and he showed

up exactly as his schedule indicated that he should arrive. As customers were entering and exiting the bus Randy told me that he has been driving trucks since the age of 19 and considers himself fortunate to finishing off his career serving his community. Randy is a grandfather who has a love of classic muscle cars and is often seen enjoying or participating in a local show and shines. Randy previously worked for the Municipality of Burns Lake where he was in a unionized position and is happy to now be a member of the brotherhood of Teamsters.

To date the bus service has been successful with ridership increasing on a weekly basis as the communities along the route adapt to the new service. B.C Transit is currently undertaking steps necessary to expand the service west of Smithers, with the eventual goal of servicing the entire 718km route.

This new transportation option will cut down on the frequency of hitchhiking along highway 16 and will hopefully lead to a day when highway 16 west is no longer synonymous with the phrase “Highway of Tears”.

Annual Teamsters National Black Caucus Convention held in Canada for first time

Every year, the Teamsters National Black Caucus (TNBC) convenes for their annual conference. This year, for the first time in its 42-year history, the conference was held in Canada – specifically Vancouver, British Columbia.

The theme of this year’s conference was “Empowerment through Education is the Bridge to the Future.” The keynote addresses from Teamster leaders from around the country, as well as the workshops, were designed



Joint Council 36 and Teamsters Local 31 President Stan Hennessy receives his award from TNBC Chairperson Ferline Buie (left) and Executive Director Antonio Christian

to provide delegates with education and tools to empower not only themselves but their Teamster brother and sisters back home at their Locals.

With a warm Canadian welcome, our Joint Council No. 36 President/Local 31 President, Stan Hennessy greeted delegates and officially declared the commencement of the convention. He expressed how proud he was to have worked with others to bring the TNBC Convention to Vancouver. President Hennessy was also one of four honourees at this year’s conference.

Bro. Don Davies, former Local 31 Legal Counsel/Business Representative and current Member of Parliament welcomed all guests and delegates to Vancouver. Bro. Davies talked of unity and the ability to work with like-minded people from both sides of the border. He said, “if we join together in mutual respect and support, we all advance.”

National Board Members included Antonio Christian, Executive Director, Virginia Barnes, Recording Secretary, Nathaniel Jackson, Secretary-Treasurer, Darrick Jordan, Vice Chairman and Ferline Buie, Chairperson.



Members from Canadian Teamsters Locals welcomed the 42nd Annual Teamsters National Black Caucus Convention to Vancouver

TEAMSTERS AT THE ABBOTSFORD SCHOOL DISTRICT

School District #34 Members Travel to Rwanda

Erica Taylor and Elsemieke Wis-hart are two Teamster members from the Abbotsford School District. This summer, they took time out of their busy lives to travel to Rwanda, Africa as part of a charity called Grace Rwanda (www.gracerwanda.org), a volunteer-run Canada-registered charity founded in Langley in 2009 by two genocide survivors and members of the Rwandan diaspora, Elizabeth Mujawamalia Johnson and Marie-Louise Kaligirwa. Grace Rwanda's goal is to bring literacy to Rwanda's youth to help them succeed in rebuilding their community. Since 2011, this charity has built six mini-libraries in Rwandan schools giving students access to reading materials. Their next goal is to supply books to all 87,000 students in Muhanga as well as in 20 youth centres across the country.

Erica Taylor: "Mieke, her husband, Robin, Mary-Jo, a teacher librarian from Delta, and myself flew to Rwanda on August 3 to help the charity Grace Rwanda set up libraries in various youth centres as well as doing a two-day training workshop for the library workers. We were in Rwanda for almost three weeks, staying with Paul and Elizabeth, the hard working couple who run Grace Rwanda and try to fund it with a lot of their own money, and we were able to accomplish so much. Rwanda, like most African countries, does not have a reading culture because most of their traditions are oral. Rwandans realize though, that in order to move forward in the 21st century and to prevent another atrocity like the 1994 genocide against the Tutsi, they need to be able to read, form opinions and ideas, and think for themselves. Everybody we met, no matter their age, was so happy to see us and were so excited to be able to look at the books – some for the very first time! We saw what important work Grace Rwanda is trying to do with so little funding – it is truly amazing. We felt truly blessed to be a part of their work and we are thankful to all of the generous donations we received from various people to help fund our trip, including Teamsters Local 31 who generously paid for the immunizations that we required to travel to Africa.

Thank you again so much for donating towards the immunizations for our trip to Africa. It really means a lot to us to get your support."



Alison Draney, Shop Steward, Sr. Admin Clerk, 19 yr member



Sarah Born, Int. Admin Clerk, 8 yr member



Wayne Morton, School Bus Driver, 12 yr member



Sue Hamilton, Reception & Benefits Asst., 6 yr member



Gale Hazelton, Shop Steward, Accounting Asst., 6 yr member



Fred Earles, Shop Steward, Itinerant Youth Care Worker, 31 yr member



Abbotsford School District No. 34 is home to a special group of Teamsters Local 31 members who support the learning and development of Abbotsford's students. They keep Abbotsford's public schools, clean, safe, and educate, support and transport students. Local 31 is proud to feature our members and their work in this edition of 31NEWS.



Joan Wick, School Bus Driver, 3 yr member



Neena Buttar, Benefits Assistant, 2 yr member



Julie Lehner, Payroll Support, 12 yr member



Marnie Mason, Shop Steward, Head Custodian, Fraser Middle School, 11 yr member



Leslie Carter, Shop Steward, Social Emotional Youth Care Worker, 28 yr member



Shannon Hathaway, Administrative Clerk, 14 yr member & Ken McLaren, Custodial, 10 yr member



Bus Drivers Twilite Menning, 5 yr member & Harjit Grewal, 3-month member



Gary Kalyn, Carpenter, 24 yr member



Darcy Ahner, DDC Technician, 21 yr member



Wayne Holte, Carpentry, 24 yr member



Jeff Clarke, Grounds, 26 yr member



Dan (The Boatman) Searcy, Bus Driver, 23 yr member



SD34 Library Technicians: Wendy Patterson, 36 yr member; Inger Work, CLiP, 25 yr member; Laurie Salter, CLiP, 25 yr member; Tandra Henderson, Destiny Admin/LT Trainer, 11 yr member

TEAMSTERS AT THE ABBOTSFORD POLICE DEPT.



The Teamster civilian staff members at the Abbotsford Police Department are dedicated to providing the highest quality of service to the citizens of Abbotsford.

Approximately, 60 civilian staff provide their expertise every day at the Department to ensure the highest standard of police service.

Teamsters Local Union No. 31 places great value in the service that our members provide in assisting the police force keep the city of Abbotsford safe.

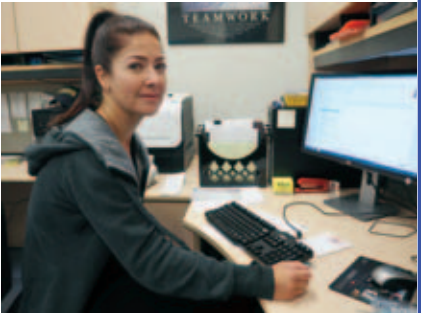
The original community police office opened in 1955, and was named the Matsqui Police Department. On January 1, 1995, the municipalities of Matsqui and Abbotsford amalgamated to be called the City of Abbotsford and the name of the Department changed to the Abbotsford Police Department.



APD Civilian Office Staff (l-r): Jane Blair, CPIC; Deb Parry, MNI & Non-Disclosure; Nicole Cridland, Records Clerk; Jen Bernier, CPIC; Monsie Roca, FOI Assistant; Brandy Mitchell, Court Assistant; Kelly Strong, Reader; Amy Kelly, PRIME Coordinator; Sarah Waterhouse, PRIME Coordinator; Jeff Maas, Front Desk



Molly Hodgins, Traffic Clerk, 14 yr member & Tanya Jeske, Crime Prevention Coordinator, 10 yr member



Marnie Vinet, Property Services, 17 yr member



Property Services - Jim Lawson, 33 yr member & Shop Steward & Marnie Vinet, 17 yr member



Property Services: (l-r) Tanya Jeske, Crime Prevention Coordinator; Molly Hodgins, Traffic Clerk; Jim Lawson, Exhibits/Property Clerk



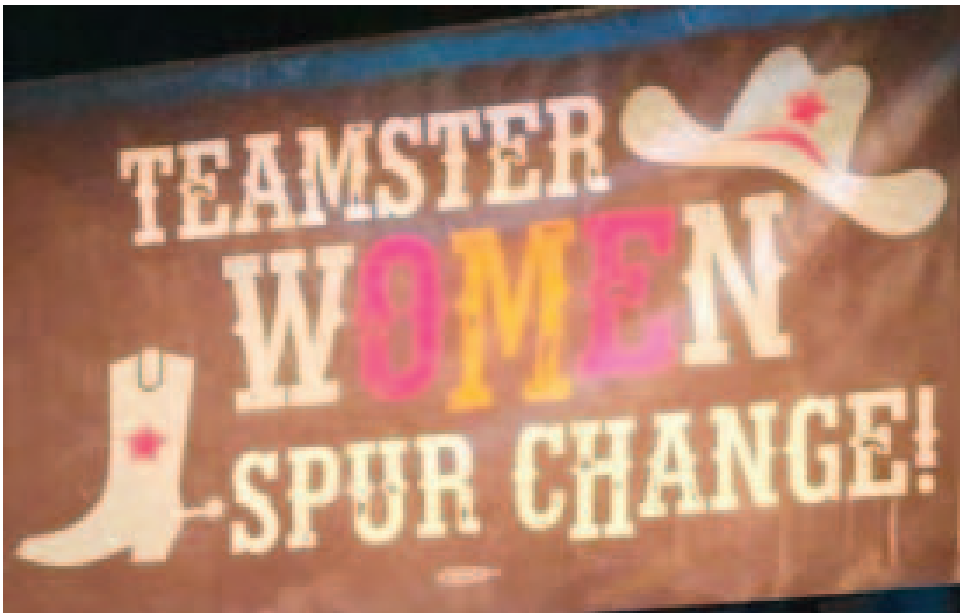
SD34 Carpentry Dept. (l-r): Richard Whuk, 20 yr member; Barry Wosnack, 31 yrs; Justin Edwards, 4 yrs; Matt Diepold, 2 yrs; Wayne Holte, 24 yrs; Jorgen Work, 20 yrs



SD34 Grounds Crew (l-r): Ron Allison, 25 yr member; Alan Henderson, 22 yr member; Don Street, 14 yr member; Brad Reynolds, 16 yr member; Darren Rock, 23 yr member; Stuart Gregerson, 23 yr member; Nelson Molina, 11 yr member; Gilles Nantel, 30 yr member; Tony Alexander, 17 yr member; Lorne Rosen, 22 yr member; Gord Salter, 32 yr member



SD34 Plumbers: Adam Mellish, 4 yr member; Leo Bilodeau, 10 yr member; Rob Fussi, 24 yr member



2017 Teamsters Women's Conference San Antonio, Texas

Dear President Hennessy,

I would like to take this time to formally thank you for selecting me as one of the delegates for the 2017 Teamsters Women's Conference, in San Antonio, Texas.

As a brand new Teamster member, I jumped at the opportunity to apply for consideration for this event. And I was absolutely elated when I was informed that I would be attending!

The conference theme was to "SPUR CHANGE". For women to step up to the challenges they face on a daily basis with positivity and courage, but also stand up and become more active and to attain the leadership positions with our Union. By doing so, women who make up almost fifty percent of the Teamsters, across the continent, will have a better representation. Thus spurring change, with a female twist and making our union ever more awesome!

At our General Session, we numbered 1,300 Teamsters. Sisters and Brothers coming together to learn and listen to beautiful guests, who covered a broad range of topics. From the International, inspirational speaker, Carmen Perez, to a 28 year old UPS driver from Alberta, who bravely shared her personal story, and is now the strike force of the Teamster Youth Committee. These guests all shared with us a common thread, to be the best version of YOU, and that WE make a difference.

I was thrilled that we were encouraged to network amongst other sisters. Meeting so many diverse individuals from all kinds of jobs was just amazing. As a line-haul driver I was of course looking for others in my field. To my surprise I did not find any. But what I did not expect, was that meeting and talking to these other powerful women, that I would become their inspiration and role model for just being myself and rocking it. That they

would introduce me to their Teamster sisters as the girl from Canada that drives 18 wheelers and the mini-pep talks I would give back to them encouraging them to set their own goals and to do it.

This is what the Teamsters Women's Conference was really about. The warm air and gorgeous city of San Antonio, Texas was a perfect backdrop to the formal gatherings and receptions that were outstanding and memorable. But it was the intimate, small group introductions and conversations that will ultimately "SPUR CHANGE".

*Dianne Nielsen
Member from Purolator*



Local 31's delegates to the Teamster Women's Conference: (l-r) Karlene Bateman, Local 31 Business Representative, Tamara Penner, Abbotsford School District Shop Steward, Elizabeth (Beth) Grayson, VPD Shop Steward, Alicia Kroeker, Abbotsford School District Shop Steward, Gale Hazelton, Abbotsford School District Shop Steward, Pena Elissalde, UPS Shop Steward, Dianne Nielson, Purolator Courier

Dear President Stan Hennessy,

A sincere note of thank you and much appreciation for the selection to be a delegate at the Teamster Women's Conference in San Antonio, Texas. Also, the 'at ease' and friendliness you and your lovely wife Gina made me feel.

A great experience and feeling of solidarity, pride of being a Teamster and, proud of what we stand for. To be in the same room with a large number of sisters, it energizes, excites and stirs a sense of security for the Teamster's future; for this thousand can organize for thousands.

A commendable/thank you to your office staff, Executive Secretary Alana Yuswack for the prep; Business Representative Karlene Bateman for her expertise, love and care in making sure all's well, added to the great company of these lovely sisters: Gale Hazelton, Beth Grayson, Tamara Penner and Alicia Kroeker, one can only have it one way – Yes, Thumbs Up!

Solidarity forever, and the Union makes us strong!

*Pena Elissalde, Shop Steward
UPS – AM Gateway & International
YVR Hub*



IBT President Jim Hoffa and Secretary-Treasurer Ken Hall join with Teamster women from across Canada at the 2017 Teamster Women's Conference

2017 Teamsters Women's Conference Report

by Pena Elissalde
Shop Steward, UPS

The Director of the Teamster Women's Conference, Ms. Becky Strzechowski opened by welcoming everyone, thanked the first timers for participating, « we're happy to have you back ! » for second, third, fourth or even 17th time.

Sister Strzechowski relayed what the conference represents to women in the labour movement who everyday take a stand for all Teamster members. We thank her for sharing this valuable information with every member so one can feel the pride in a Teamster, and proud of what Our Union stands for and are doing. Also, the importance of how and what we need to do to maintain it. I believe, sharing the Speakers' message would be the ideal.

General Sessions:

Speaker: Mr. James P. Hoffa (General President)

In his welcome to the attendees in San Antonio and the 2017 Women's Conference, President Hoffa thanked them for their energy, enthusiasm and commitment to the Teamsters Union and everything we stand for that makes this such a successful annual event.

He encouraged us to take back home all that we gain at this conference to our local unions, co-workers, family and friends.

Mr. Ken Hall (General Secretary-Treasurer)

Informed that our Teamsters union strike fund is in a healthy state... highest ever. Therefore, it enables the union to challenge for better contracts for the workers.

There were Speakers who shared their 'cases' and how the Union had helped resolve; acknowledged/thanks from Houston locals to the members/locals who sent help to the hurricane Irma victims. Supplies or monetary. A doctor who spoke on mental health; caring for your loved ones; and, don't forget the need to care for yourself too.

Workshops were presented by a variety of speakers. They included Brigitte Sottile of Teamsters Canada who led a workshop on "Busting the Glass Ceiling". One exercise during this workshop consisted of grouping together rank-and-file members, shop stewards, business agents, administration, office and presidents to discuss their roles and how to work

our way up to becoming leaders in our own Locals.

Iliana Flores, IBT Training and Development Department, led a workshop on being a Teamster steward. Our roles as Teamster shop stewards is leadership, organize, educate, communicate and mediate. This workshop was particularly helpful to me because Sis. Flores was a UPS driver, so I was able to ask specifics about the UPS collective agreement.

Deidre Hamilton of the IBT Legal Department, spoke on How to Deal with Discrimination and Harassment

in the Workplace. We were educated on how to identify different types of discrimination and harassment and the employer's legal duty to provide a safe and harassment-free work environment regardless of race, colour, sex, disability, religion, national origin or genetic information. The Union is a resource in fighting discrimination and harassment, and we learned how to file discrimination complaints through the administrative process.

A sense of belonging...

Dear President Hennessy



My sincere thanks and appreciation for the opportunity to be a part of the 2017 International Teamster Women's Conference held in San Antonio, Texas. From the moment I entered the conference room with over 1300 Teamster women I was amazed at the camaraderie and unity of everyone from all parts of Canada, United States and Puerto Rico. Women connected over similar beliefs and ideas, shared stories and eagerly learned from the experiences of others. Our union is strong and supportive both on and off the workplace.

With the hurricane that recently devastated Houston it was very inspiring to hear how Teamsters plays a large role in disaster relief. It makes me proud to be a part of an organization that shows compassion and empathy to both members and non-members in time of need. Very heartwarming to hear that Teamster trucks filled with food, water and other supplies were driven from California to Houston. Along with supply trucks many locals, including Local 31 and Teamster's Canada, donated money in support of communities impacted by Hurricane Harvey. And more recently, Teamsters again offers relief assistance for those affected by Hurricane Irma.

Throughout the conference we had the pleasure of hearing many motivational speakers share their experiences and knowledge. Topics ranged from mental health concerns and how one Canadian woman, with the support of our union, is really making a difference in how mental illness is viewed in the workplace, to the challenges facing workers, particularly women, while looking after children or aging parents. I learned how widespread opioid abuse is. The number of people who die from prescription opioid overdose is staggering. Drug distributors need to be accountable for their part in this epidemic. Teamsters is taking on this battle! Their stories were emotional and passionate.

The unity and sense of belonging was overwhelming. The feeling of being part of a larger entity, standing together for a common cause or to reach a common goal is so powerful. It makes anything possible! We have each other's backs!

To be given the opportunity to see the "bigger picture", what being a Teamster really means, was awe-inspiring and an experience I will never forget. On top of all that, I met some wonderful people from Local 31 that I will proudly call friend.

*Tamara Penner
Shop Steward
SD34 Abbotsford*

Teamsters offer support in and out of the workplace

I had the privilege of going to this year's Teamsters Women's Conference in San Antonio, Texas. I wasn't sure what to expect going in as this was my first time attending. It was a wonderful experience to say the least. I went with six other women from Local 31 and I had a great time getting to know them and learning from them about what it's like being a Teamster in their workplaces.

The excitement when the first meeting began all the way to the last session was inspiring and challenged me in many ways in regards to being a member and a shop steward. The session for Canadian women was one of the highlights as we were able to see all of the advancements women are making in breaking the glass ceiling! It was inspiring to see Fernanda Santos, who has become the first woman to sit on the Teamsters Canada Board.

As a Teamster, we have support when difficulties arise that aren't even work related. While we were in our first session, the hat was passed for Teamsters disaster relief fund for members affected by Hurricane Harvey and over \$7000 was raised in about 10 minutes! As well, we have support when difficulties arise in the workplace when we receive help from shop stewards to Business Agents all the way up. Teamsters are advocates for each other.

One thing I'm taking away from this conference is we are stronger when we are united, working together for better working conditions, wages and an overall better workplace for us. The time and energy others are putting in on our behalf bargaining for contracts, travelling to where others are on strike to walk the line with them, to acknowledge the seriousness of mental health issues many members are facing, is a testimony of the respect and loyalty Teamster sisters and brothers have for one another. In conclusion, I would like to share that my dad was a proud member of Local 896 in California for 30 years and I am a proud member of Local 31!

Thank you, President Hennessy, for selecting me to be one of the delegates chosen to represent Local 31.

*Alicia Kroeker
Shop Steward, SD34*

2017 Teamsters Local 31 Scholarship Winners



Cassidy Ross is the daughter of Holly Ross from the Abbotsford Police Department. Cassidy was one of the two students to receive the Teamsters Local Union 31 Art Price scholarship, which was split this year in the amount of \$1,250.

Cassidy is currently enrolled in the Bachelor of Kinesiology program at the University of the Fraser Valley. Her goal is to further her education by being accepted to BCIT in the very much sought after Medical Imaging program.

Not only attending University full-time and maintaining excellent grades, Cassidy also works part-time while being able to find the time to do volunteer work on the side. It is always excellent to see such dedication.



Brianna Bowerman is the daughter of Robert Bowerman Jr. from Coast 2000 Terminals. Brianna was selected as the other recipient of the Teamsters Local Union 31 Art Price Scholarship, which was split this year in the amount of \$1,250.

Dear President Hennessy,

To begin with, I would like to say thank you for your generosity. The financial assistance that you provide college bound students alters a person's life in a substantial way. At present, I am a second-year student studying Arts and Entertainment Management at Capilano University. For the past two years, I have ranked at the top of my program. My dedication and diligence

has led me to Capilano University's Merit List; the highest academic achievement. I look forward to concluding my undergraduate degree as an exemplary student, with the intention of graduating with honors.



Skyler Bryant is the son of Joseph Vigneau from Purolator in Whitehorse. Skyler was selected as one of the recipients of the \$2,500 Teamsters Local 31 Scholarship award.

Skyler graduated from F.H. Collins Secondary School in June 2017. He was accepted into B.Sc. Kinesiology Program at Dalhousie University this Fall as well as the Dalhousie Men's Soccer Team; The Tigers. He is the first player from the Yukon to be signed to a season contract. Skyler earned Honors with Distinction through 2013-2014, 2014-2015, and 2015-2016 academic school years and received a Biology 11 Award this year.

"Thank you, Teamsters!!!"

So far, my experience at Dalhousie has been amazing! I've enrolled in the Bachelor of Science Program in Kinesiology with the Faculty of Health, and I'm looking into Physiotherapy or Athletic Therapy after I complete my degree. I've settled into dorm life and have the luxury of having my soccer field in my backyard! I've started playing soccer with the Dalhousie Tigers Men's soccer team as soon as I arrived in mid-August, and it feels like I hit the ground running. I train five days a week and travel across the East Coast for games on weekends. It's a very high level team, and we may even make it to Nationals this year! Honestly, I couldn't be happier and although I know this year is going to be full of hard work, I'm stoked for what's still to come!"



Dannica Nelson is the daughter of Jeffrey Seaman from Purolator (Whitehorse). Dannica was selected as one of the recipients of the \$2,500 Teamsters Local 31 Scholarship award as well as being a winner of the \$10,000 James R. Hoffa Memorial Scholarship.

Dannica graduated from F.H. Collins Secondary School in June 2017, with honors and has been accepted to the University of Calgary to pursue a Sociology and Law degree. She is fluent in both English and French and represented her Territory in various sports teams in national competitions in the US, Greenland and across Canada. Dannica has also volunteered in her school's athletic department, the Whitehorse Food Bank, The Humane Society of Yukon, and the Klondike Road Relay Association.

"It has been my passion to be a lawyer ever since I was a young girl. By completing my Sociology and Law degree, I will not only achieve my chosen career, but I will also be supporting my community, and joining a growing group of strong educated women."

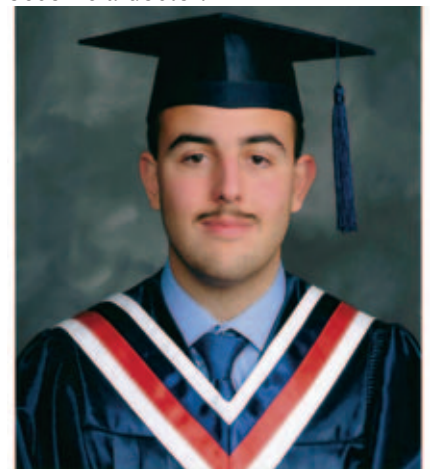


Tavneet Sahni (Deep) is the daughter of Mandeep Sahni from Purolator (Richmond). Tavneet was selected as one of the recipients of the \$2,500 Teamster Local 31 scholarship award.

Tavneet graduated from Delview High school in June, 2017 and volunteered as a student receptionist for the past five years. She has also done work experience with

the Vancouver Aquarium in Aqua camps teaching children about marine life through educational games. She has also been a work experience student with Canadian Blood Services and currently at Triton Law LLP.

Tavneet has always made honor roll and the G award list, as well as volunteering with the NDP, Vancouver Sun Run and been able to manage jobs and work experience without lagging in her education. "As a student I have many goals and aspirations for the future. Some goals I hope to achieve in my lifetime are to complete my undergrad in Health Sciences, and graduate with a Bachelors of Science, so I can apply into a medical school. My future goal is to pursue medicine as my career, and hope to become a doctor."



Austin Zimmer is the son of Marisa Meola from the Abbotsford School District No. 34. Austin was selected as one of the recipients of the \$2,500 Teamsters Local 31 Scholarship award.

Austin is a well-rounded individual who balances both academics, volunteer community service, and sports. Since grade 9, he has upheld an academic average no lower than 90%, all the while making honors and taking advanced placement classes. Austin has secured several positions on Club, School, and as a Representative of rugby. Among his many achievements, Austin was awarded Best Forward on the Abbotsford Rugby Club U-18 Men's Team. He has found great personal reward in volunteering his time with Best Buddies Canada, an organization that promotes inclusion for persons with intellectual disabilities. He has been accepted to two universities, McGill in Montreal and the University of British Columbia (UBC) in the Bachelors of Science Program and has chosen to attend UBC. "Attending University and practicing medicine has been a dream of mine. One that could and will be more than likely a reality. Through hard work and perseverance, I know I can achieve anything I set my mind to."

Happy trails to our Retirees!

Steve Berry	Purolator Richmond	20*
Sherri Bunt	VPD	22
John Carroll	Van Kam	18
Steve Clare	Tractive Express	
Kelleen Cook	Metro Vancouver	22
Roy Cusack		41
Blair Davis	Purolator Nanaimo	14
Robert Day		48
Veronica Ducheminski	HBC Logistics	
Joan Dunbar	Metro Vancouver	22
Gordon Edwards	SD34	4
Sherry Fleming	Wykes' YIG	7
Catherine Fortin	PG Taxi	6
Beverley Guzzo	Metro Vancouver	6
Myungsoon Ham	HBC Logistics	
Gordon Herman	Diversified	16
Kam-Cheung Ip	Purolator Richmond	22
John Johnson	SD34	11
Frazer Johnston	Salt Spring Freight	8
Shahsultan Khan	HBC Logistics	
Rita Kuby	SD34	2
Jim Landry	Purolator Richmond	31
Robert Laws	Marpole Transport	4
Paul Lessard	Van Kam	23
Bart Leystra	Metro Vancouver	22
Peter Lorimer	Canadian Freightways	14
Francis Mah	Canadian Freightways	43



Peter Mais	Marpole	8
Paul Majerly	Van Kam	
Steve Mallard	Salt Spring Freight	28
Mike Mayne		43
Peter Michalovsky	Salt Spring Freight	8
Kowk Mok	Purolator Richmond	19
William Moore	City Transfer	40
Douglas Nelson	Canadian Freightways	
Irene Nickel	SD34	3
Thomas Noiles	West Coast Cartage	37
Barry Potvin	Metro Vancouver	9
Doug Robinson	Van Kam	36
Grace Santos-Ocampo	Metro Vancouver	17
Kenneth Schnick	HBC Logistics	
Douglas Shearer	SD34	19
Allan Shillitto	Van Kam	9
Gurdeo Singh	HBC Logistics	21
Suraj Singh	Mountain Pacific	23
Andrew Smidt	Purolator Richmond	27
Mike Spicer	Real Canadian Superstore	41
Ken Starchuck	Diversified	
Larry Sweetland	Bandstra Transportation	37
Maritza Tapia	Metro Vancouver	22
Bruce Teskey	UPS	22
Karen Vader	UPS	10
Philip Willett	Canadian Freightways	44
Garth Willing	Superior Propane	40
Maureen Wilton	Abbotsford Police Dept.	16
Valerie Wright	SD34	14

*denotes years as a Teamster according to member's initiation date



Happy Teamster retiree: Bro. Doug Robinson (2nd from left) recently retired after 36 years as a Teamster. During his Teamster career, Bro. Robinson worked with President Stan Hennessy at Imperial Roadways and Director of Organizing Ben Hennessy and Business Agent Mike Hennessy at Van-Kam Freightways

Walking to find a Cure

Dear President Stan Hennessy,

The Juvenile Diabetes Research Fundraiser “Walk for a Cure” was this past Sunday and I just wanted to send out a big THANK YOU for your donation to our cause this year, my daughter and I raised over (\$3,800) three thousand eight hundred dollars. My family and I are extremely grateful for your help.

Again, thank you very much. It was much appreciated.

Pat Creagh
Engineering Technician II
Metro Vancouver

Editor's Note: Patrick Creagh's daughter Jillian was diagnosed with Type 1 Diabetes (insulin dependent) on March 8, 2002. Since then, he has participated in the “Walk to Cure Diabetes”. This year the walk took place on Sunday June 11, 2017, in Stanley Park.

President Stan Hennessy and the Executive Board of Teamsters Local Union No. 31 was pleased to make a donation of (\$250) two hundred fifty dollars towards Bro. Creagh's fundraising efforts to help surpass his last year's goal of (\$4,000) four thousand dollars.

Retired? Join the Club!

Teamsters Local 31 hopes that all our retirees, recent and past, will take the opportunity to maintain the fraternal ties you have developed over the years and share your retirement with the BC Teamsters Retirees Club. In the hopes that its retirees will join the Club, the Local pays their first two years of club dues.

The Club is run entirely by volunteer labour and receives support from all four Locals and Joint Council 36.

Retirees Club monthly meetings are held at 10 a.m. on the third Wednesday of each month, except June, July, August and December at the Union hall at 490 East Broadway, Vancouver.

You and your spouse are welcome to attend the monthly meetings. Meetings consist of a short business report from the Executive Officers, a film or speaker of interest, a few games of bingo, and sandwiches and coffee. There is also an attendance prize.

Bro. Mark Theriault of HBC does it again!

Bro. Marc Theriault is no stranger to the 31 News.

Marc was featured in the 2009 edition of the Teamster newspaper. The article described in great detail many of Marc's accomplishments and his passion for the Special Olympics.

In 2017 Marc had the honour of representing Canada once more at the Special Olympics World Winter Games in Graz, Austria. Marc proudly came home with two gold medals in separate figure skating categories.

**Congratulations from
Teamsters Local Union
No. 31!**



Mark Theriault

Teamster National Benefit Plan

Teamsters' National Benefit Plan

Teamsters' National Pension Plan (the "Plans")



Dear Plan Members,

It is always a pleasure to have the opportunity to provide further communication to the membership of both Plans through the Local 31 Newsletter.

We are pleased to report, the Plan has updated both the Teamsters' National Benefit Plan and Teamsters' National Pension Plan booklets effective July 1, 2017. All Plan Members should now be in receipt of the new Plan booklets. Please contact our office if you have not received your copy.

We also encourage you to visit www.teamstersbenefits.ca. The website is an excellent source for updated information, forms and booklet information. Check out our "Resource Links" under the website for both Plans for further information that may be of assistance.

We wish to remind you, not all Members of Local 31 have their pension and benefit coverage through these Plans. As such, we must caution that if your coverage is provided elsewhere, the information provided in this section will not apply to you.

We continue to encourage the Membership to contact our office should they require any information on the benefits provided by the Plan.

Respectfully,

Kelly Nicholson, Administrator
On behalf of the Board of Trustees



Teamsters' National Benefit Plan



Accidental Death and Dismemberment Benefit Improvements

There have been a number improvements under the Accidental Death and Dismemberment benefit. We would encourage you to review the new Plan booklet, under this section, for the improved benefits and coverage limits.

Extended Health Benefit Improvement



NEW Effective April 1, 2017, the Board of Trustees have amended the terms of the Plan to cover occupational therapy. *Coverage for the occupational therapy benefit will be combined along with the physiotherapy limit not exceeding \$85.00 for the initial visit and \$75.00 for subsequent visits of a licensed physiotherapist or licensed occupational therapist to a maximum benefit of \$400.00 per person or \$800.00 per family, per calendar year.*

Effective October 1, 2017, the Board of Trustees has amended the terms of the Plan to cover kinesiology. *Coverage for the kinesiology benefit will be combined along with the physiotherapy and occupational therapy limit not exceeding \$85 for the initial visit and \$75 for subsequent visits of a licensed physiotherapist, licensed occupational therapist or licensed kinesiologist to a maximum benefit of \$400 per person or \$800 per family, per calendar year.*

Benefit Plan Reminders



Weekly Indemnity Claim Forms

We wish to remind you the Plan will only accept the 2014 version (**marked in red on the claim form**) of the Weekly Indemnity claim form. All other forms are now outdated and will be returned.



Dental Benefits



Dental Pre-authorization is recommended as fees charged by your dentist may be higher than coverage provided by the Plan. The \$3,000 combined annual maximum is based on a calendar year January to December.

Extended Health Benefits

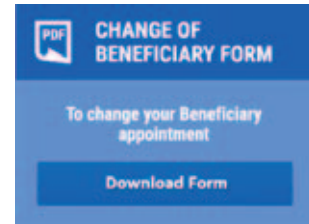


- Optical benefit coverage - \$300 per consecutive 24 month period

We wish to remind all Plan Members that all claims for Optical expenses must be accompanied by the Optician's current prescription and proof of purchase which must confirm method of payment such as credit card receipt or debit slip.

It is important to note, the 24 month qualification period is based on date of purchase.

Beneficiary Designation



Have you recently reviewed who you have named as the Beneficiary on the Group Life and Accidental Death and Dismemberment (AD&D) Insurance provided

through the Benefit Plan?

Please contact the Plan office and we will be pleased to review this with you.

The above noted benefits may be considered as part of your estate planning and should be reviewed periodically.

Address Changes (for both Benefit Plan and Pension Plan)



Should you have a new address, it is important that the Change of Address information is communicated to the Plans. Please note, if you have advised your Employer or the Local 31 Union Hall office that your address has changed, the information is **not necessarily** forwarded to the Benefit Plan or the Pension Plan.

If you have a change of address you should advise the following:

- Your Employer
- The Benefit Plan and Pension Plan –
 - 604-552-2650 Toll free 1-888-478-8111
 - www.teamstersbenefits.ca Change of address forms
- The office of Teamsters Local Union No. 31 - 604-540-6009 Toll free 1-877-562-2531

These steps will ensure that **all offices** are updated and you won't miss communication regarding your benefit plans.



Please note if your mailing address is a Box number, the Benefit and Pension Plan also requires a **residential** address.

The Benefit Plan and Pension Plan sends communications throughout the year. These include the T4A's sent out annually in February of each year as well as Pension statements and Retiree statements. It is very important we have your current contact information on file so we may continue to keep you informed and provide you with important documentation.

Teamster National Benefit Plan

Teamsters' National Pension Plan



Eligibility for Pension Plan Membership

Eligibility and probationary periods for Pension Plan membership are determined through the provisions of your collective agreement. A Plan Member's hourly pension rate is also determined through collective bargaining and therefore is an important consideration.

Once you are a Member of the Pension Plan, it is prudent to review your annual Pension Statement to ensure that the pension hours reported to the Plan by your Employer match your own records.

If you are in receipt of WorkSafe BC benefits and/or disability benefits from the Plan, you should ensure that the Pension Plan is aware of your disability status as you are entitled to "non-work" (disability) accrual on your Pension record. *The Plan absorbs the cost of your continued pension accrual, subject to the terms of the Plan, while you are disabled.*

The Pension Plan's Role in your Future



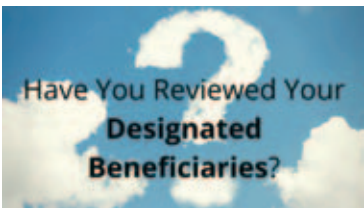
As you know the Pension Plan was established in 1982 to be a supplement to other forms of retirement income. These forms would include government pensions and one's own Registered Retirement Saving Plans. These additional sources of income along with your Pension from the Plan may help create a financially sound retirement.

The Board of Trustees work very hard to ensure the pensions of the Plan Members are preserved for future retirement. As part of this preservation, the Plan was converted to a Target Benefit Plan model effective January 1, 2017, reflecting the

changes made to the Pension Benefits Standards Act and Regulations effective September 30, 2015.

All pensions from the Plan are payable for the Member's lifetime. In the case of a "Joint and Survivor" pension, the monthly pension continues for the life of the Spouse if he or she is living at the time of the Member's passing.

Pension Plan Beneficiaries



It is important to note that the beneficiary you have named for the Group Life and AD&D policies under the Benefit Plan **does not apply to the Pension Plan**. The two Plans are administered under separate Trust Agreements.

The Pension Plan is registered under the BC Pension Standards Act. This Act provides protection for the Spouses of Members of pension plans. As such, your Spouse is auto-

matically your beneficiary if you pass away prior to receiving a monthly pension from the Plan. This is called a "pre-retirement" death benefit.

If you do not have a Spouse, the pre-retirement death benefit is payable to the beneficiary you have named. Again, we remind you that this is totally separate from the beneficiary you have named on the Benefit Plan so please ensure you have considered both designations.

If you do not have a Spouse and have not named a Pension Plan beneficiary, the pre-retirement death benefit would be payable to your estate.

Pension Plan Information Sessions – Registration is required



The Plan regularly holds pension

information sessions throughout the year. The sessions are designed to provide the membership with further information on the Pension Plan and retirement process. The session dates are available on the Plan's website, and provide clarity and valuable information regarding your Pension Plan. This is a great opportunity to have your questions answered.

As noted, the sessions are held throughout the year. Please contact our office for further information. The sessions are held at the Plan's office in Port Coquitlam and the Local 31 office on Mill Lake Road in Abbotsford. The sessions may also be held at Local 31's main office on Annacis Island pending active registration.

As always, we encourage you to contact our office if you require information regarding your individual pension benefits with the Plan or other pension related matters. Also, if you have the time, we are more than happy to meet with you at the Plan's office.

Please check out our Pension Plan website for further information tools under "Resource Links".

Teamsters Canada breaks ground on state-of-the-art building



Teamsters Canada President Francois Laporte broke ground for construction of the Union's brand-new national office.

Building construction will comply with strict sustainability standards. The five-storey building will house the Teamsters Canada national office team as well as a number of tenants.

The photo shows Teamsters Canada Vice-President Stan Hennessy to the right of Teamsters Canada President Laporte with Teamsters Canada Executive Board members, Teamsters Canada Pension Plan Committee members, representatives of local unions in Quebec, Groupe Montoni representatives, National Office employees, and several Teamsters allies and partners.

Teamsters Canada will own the new building, as do most local unions in Canada. The building design will ensure optimum use of space and technology.

The building is located in Laval, at the corner of boulevard Saint-Martin and Autoroute 15. Construction completion is scheduled for 2018; Teamsters Canada employees will move into their new national office in the fall.

Gastaldello retires from Local 31 E-Board

I've decided the time has come for me to retire from the position of Vice-President of Teamsters Local 31. I joined the Teamsters in 1995, and I am proud to say in 2003, I was elected the first female Vice-President, securing a seat at the table to have a voice for women, public sector employees and all workers.

I am proud to have served the membership as your Vice-President, a Trustee on the Joint Council 36 Executive Board and a representative of the International Women's Committee.

Over the last 15 years we've accomplished much, improving the lives and jobs of union members and workers across British Columbia, Canada and the nation. It has been an honour to be a part of this. Throughout my tenure I have looked around me and marveled at the dedication, talent, and drive of our membership and leaders. I am proud to be a part of this great union.

Thank you for your support during my past 15 years – it is because of you the union is as great as it is today. I wish you all well in the future ahead and remain enthusiastic for you and our union's values.

*In Solidarity,
Catherine Gastaldello, Vice-President*

In Memoriam

Local 31 extends its condolences to the families of the following members & retirees who have passed away.

Louise Switzer	SD 59	65	Michael Deresh	Canadian Freightways	70
Norma Cook	SD34	64	Henry Fast	JISI/Connect Logistics	82
Mark Brackenbury	Northgate	62	John Fitch	Seaboard Cartage	87
Patricia Helgeson	Diversified	60	Ian Freund	Ryder Container	64
Wayne Spannier	Van-Kam	53	Clayton Garvie	Zenith Transport	83
Don Costello	Chep	58	Morton Glenn	Northwest Tank	84
Kenneth Rombough	Purolator Burnaby	64	Terrance Goodwin	Zenith Transport	71
Janet Pool	Metro Vancouver	50	Brian Graham	Motorways	72
Gordon Balsillie	Sure Haul	61	Theo Hellmann	AML Management	91
David Hall	Diversified	32	Paul Henri	Public Freightways	83
Patrick Kelleher	F&G Delivery	63	Armitt Holmes	Public Freightways	90
Ronald Quinn	SD34	64	Sandra Kamminga	SD 34	72
Christopher Kitchen	Marpole	55	Wallace Keats	TIME DC	84
Al Adam	SD34	63	Robert Leah	Van Kam	64
Parminder Khabra	Coast 2000	62	Chris Luoma	Hiring Hall	66
Harry Slater	F&G Delivery	60	Luigi Martelli		89
Retirees:			Arthur McCall	R&G Trucking	91
Bill Aamot	Zenith Transport	71	William Murray	Marpole Transport	73
Domingo Alberto	Connect Logistics	70	Bruce Nelson	Kingsway Transport	76
Frank Allen	Motorways	88	Danny Ng	SD 34	67
John Aronetz	Motorways	85	David Parker	Johnston Warehousing	83
Peter Ayles	Arrow	68	Bruce Paul	SD34	68
Adrien Bertrand	Les Reichelt Trucking	84	Olaf Pedersen	Arrow Transportation	74
Norman Bolenback	EMDE Trucking	89	Edwin Pick	Motorways	93
Milan Bosnich		86	Charles Pierce	Public Freightways	90
Garry Bourne	SD 59	68	James Robinson	Connect Logistics	76
William Boyce	Teamsters Loc. 31	91	W.E. Ben Rothwell	R&G Trucking	89
John Braun	SD 34	83	Sharon Schiebel	SD 34	67
Milan Bosnich	Motorways	85	Charles Scott	Reimer Express	90
Philip Broster		79	George Soon	To Market Services	90
Melvin Brough	Fraser River Terminal	84	Bruce Storms	A&W Trucking	77
Richard Carpenter	Marpole	67	Jim Thomson	Les Reichelt Trucking	86
Larry Chmielewski	Arrow	90	Hollis Tupper	Wings Motor Cartage	74
Glenn Clark	Van-Kam	68	Dennis Weir	Commonwealth	71
Lawrence Cleevely	Arrow	75	Gary Wilson	Johnston Warehousing	78
Donald Clifford	Diversified	69	Gordon Woodward	Canada Drayage	76
Douglas Cook	Ryder Container	79	Leon Yurisich	Motorways	74
			Elizabeth Zelinsky	SD 34	70



New professional baseball team starting play in 2018

Seeking Teamsters with experience!



The Vancouver Magicians Baseball Team will be playing professional baseball in 2018 at our home field in Queens Park Stadium, New Westminster. Brothers Bobby LeFever, Dave Bullard, and Trent Booth of Martin Brower are in the process of organizing a high-level baseball team to play in the Pacific International League out of Washington State. In 2018 the top 3 teams of the PIL get to qualify to play in the 84th National Baseball Congress World Series.

We encourage any of our Teamster members with ability, or who have young adult family members who want to play baseball at the highest level available in the Lower Mainland, to come out for the team. The team would also welcome any members, retirees, friends, and family who are baseball fans to come out for an enjoyable afternoon, evening, or season of baseball. Our ticket prices are the lowest for any professional team in Vancouver: adults, \$6.00 or \$30.00 for season tickets; \$2.50 for youths or \$12.00 for youth season tickets; children 12 and under are free.

The team is setting up fundraising through various programs, starting with Purdy's Chocolatier at Christmas and Easter; this will help the team pay for our uniforms, travel and for the trip to the NBC World Series when we become the first Canadian team ever to qualify for this prestigious tournament. We are also actively looking for committed sponsorship.

Contact:

Bobby LeFever

vancouvermagicians@shaw.ca

604-463-4191

www.vancouvermagiciansbaseball.com

Related: <http://www.mapleridge-news.com/home2/competitive-ball-team-forming-in-lower-mainland/>

Teamster Community Events



Local 31 Business Representative, Grant Coleman (middle) helping out at the CUPE BC picket line set up at Pacific Blue Cross in Burnaby this summer. The CUPE members were locked out by the employer for three months.



Local 31 President and Teamsters Canada Vice-President Stan Hennessy and current UFC Heavyweight champion Stipe Miocic at the IBT Convention in Las Vegas

Bro. Richard Hesse, YRC Reimer, organized the Variety Darts for Kids Fundraiser to benefit Variety Club of BC. Local 31 was proud to support Bro. Hesse with a monetary contribution. Pictured with Bro. Hesse (extreme right) are Business Representatives Paul Simms and Mike Hennessy along with other participants.

UPS Vancouver Sun Runners



Dear President Stan Hennessy,

On behalf of UPS Airport Teamsters at Local 31 who participated in Vancouver Sun Run, we would like to say thank you very much for so kindly sponsoring us to race in the 10K Run. There were 41,924 people who joined and raced in the 33rd Annual celebration of Vancouver Sun Run. Our team members are very happy and I as a Shop Steward at UPS Airport am so proud that this year Teamsters Local 31 made it to participate in one of Canada's largest 10K road races. This would not have been possible without your generous support and once again my team wants to say Thank you very much!

Leading Teamster members 10K finish times:

- 1) Jojit Bermudez 00:53:31.0
- 2) Tameru Lensesa 00:59:15.0
- 3) Maryann Veniegas 01:03:39.0
- 4) Elisabeth Ncube 01:03:40.0

Maryann Veniegas
Shop Steward UPS Airport



In September, the cast and crew of the CW TV show Supernatural came to Local 31's head office on Annacis Island (made over to look like a Sheriff's Department) to film a scene for an episode in its 13th season. (l-r Jensen Ackles ("Dean"), Mike Hennessy, Business Representative, Stan Hennessy, President, and Jared Padalecki ("Sam"))



Stan Hennessy, President, Joint Council No. 36 and Mike Hennessy, Business Representative cheerfully present the Joint Council No. 36 donation of \$10,000 at the annual Variety Club Show of Hearts Telethon to telethon host Simi Sara, Global BC

2017 Canadian Labour Congress Winter School

In 2017 Teamsters Local 31 sent 18 members to the CLC Winter School in Harrison Hot Springs. Winter School is a week-long seminar held at the Harrison Hot Springs Resort. Members learn about different union and social justice topics and meet other union members from throughout the province.

“I took the course of ‘Facing Management’. It was a valuable learning experience that provided me an opportunity to learn how to more effectively negotiate and find solutions to problems in the workplace. I will put to good use everything that I have learned this winter at the CLC to make sure that as a shop steward I can keep management from taking advantage of our union members.”

*Duane Bryan, Shop Steward
YRC Reimer*

“I’ve gained so much valuable and applicable wisdom to share and practice. Our rights and responsibilities as humans, workers and champions in our workplaces, to mention a piece of this pie. Resilience is the result. A healthier, safer and more positive workplace is on the horizon.

This course was intensely thorough and dug to the core of physical and mental workplace safety and how to keep it alive and kicking in a prominent and professional fashion. Al Bieksa is a phenomenal instructor and would recommend this school and its instructors to everyone.”

*Kimberly Bryant
Member from YRC Reimer
(Building Psychologically Healthy Workplaces)*

“Suffice it to say, that at the end of the week I was bursting with information, case studies and lectures, enough to keep me studying for a very long time.

There are plenty of classes are available to choose from. I highly recommend the Shop Steward Training, Facing Management Effectively and Collective Bargaining course, which I feel is a must for every Shop Steward or anyone seeking to make a difference in their work environment.”

*Anthony Cobbler
Shop Steward, Canada Cartage
(Steward Training Level 1)*

“It was super interesting and very informative. I have gained knowledge from that course that will assist me not only in performing my duties and responsibilities in my position but will help me assist my colleagues with making sure they know their rights. . I left feeling more educated, confident and empowered. I look forward to more chances to attend union training to become a stronger member in our union.”

*Carrie Falk
Member, Abbotsford SD34
(Promoting a Psychologically Healthy Workplace)*

“Sharing knowledge from Building Psychologically Healthy Workplaces will greatly enhance the JOH&S committee to be pro-active: awareness, supportive environment, resolutions.”

*Pena Elissalde
Shop Steward UPS - YVR*

“The course gave me a lot more insight into the role of a Shop Steward and how important the position can be, when put into action. The tools and knowledge, along with the support system gained during this course will allow me to not only apply, but help further my ability to lead the group of people whom we are representing.

It is so encouraging to know that our Union wants its members (brothers/sisters) to continue learning and growing as people. So thank you once again.”

*Allan Kiem
Shop Steward, Canada Cartage
(Steward Training Level 1)*

“The knowledge and the friendships made will be forever lasting, not only in my workplace but also in my local community. I am extremely interested in labour law and look forward to further opportunities to become more knowledgeable in all aspects of the labour movement so that I can better assist my brothers and sisters.”

*Sean St Pierre
Shop Steward, UPS
(Steward Training Level 1)*

“We were taught the steps that lead up to bargaining and also role played scenarios. The instructors were informative and experienced which made the course enjoyable. I met a lot of brothers and sisters from different unions who had similar issues in the workplace. We attended assemblies where the speakers stressed how we were all part of the solidarity movement.

This made me realize the importance of my role as a Teamster and what I could do to pass the knowledge that I learned in the course. Again, thank you for this opportunity.”

*Paul Mior
Shop Steward, Van-Kam Fwys
(Collective Bargaining 1)*

“I had the opportunity to take the Building Psychologically Healthy Workplaces course program. During my week at Harrison I learned a wealth of valuable things in regards to the legislation and regulations supporting our union workers and feel I can now adequately assess and assist in medical accommodations in addition to other Health and Safety concerns.

In addition to the information regarding legislation and regulations surrounding Health and Safety in the workplace, I learned a tremendous amount regarding bullying and harassment in the workplace, and the actions required in reported situations.”

*Jennifer Maarhuis
Shop Steward
Abbotsford Police Department*

“I just wanted to write to you to thank you profoundly, for the opportunity to go to winter school. I took provincial labour law which had an emphasis on organizing a certification, filing unfair labour practices with Labour Relations Board and presenting a UFL in front of a real LRB arbitrator.

I cannot tell you how much I appreciated being there and learning what I learned. I consider it an honour to represent Teamsters Local 31 and be an ambassador to the CLC on behalf of our union. I cannot thank you enough for choosing me.”

*Gord Watson
Shop Steward, Superior Propane,
Victoria*



Financial Statements



TEAMSTERS LOCAL UNION NO. 31
AND
481080 B.C. LTD.
UNAUDITED COMBINED STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2016

	2016	2015
ASSETS		
Current assets		
Cash and savings	\$ 2,926,142	\$ 2,542,508
Funds held in trust	9,948	15,985
Term deposits	1,547,787	1,523,415
Prepaid expenses	38,077	70,856
Loans receivable	500	1,750
	<u>4,522,454</u>	<u>4,154,514</u>
Capital assets	<u>1,951,734</u>	<u>1,930,833</u>
	<u>\$ 6,474,188</u>	<u>\$ 6,085,347</u>
LIABILITIES		
Current liabilities		
Funds held in trust	9,948	15,985
Deferred revenue	2,250	-
	<u>12,198</u>	<u>15,985</u>
FUND BALANCES		
Fund balances (deficiency)		
Union Funds - Page 3	6,643,564	6,220,749
481080 B.C. Ltd. - Page 18	<u>(181,574)</u>	<u>(151,387)</u>
	<u>6,461,990</u>	<u>6,069,362</u>
	<u>\$ 6,474,188</u>	<u>\$ 6,085,347</u>

Approved by the Executive Board:

Stan Penning Board Member
Richard J. La Board Member

TEAMSTERS LOCAL UNION NO. 31
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED DECEMBER 31, 2016

	General Fund	Strike Fund
ASSETS		
Current assets		
Cash and savings	\$ 1,642,216	\$ 624,013
Funds held in trust - Note 3	9,948	-
Term deposits - Note 4	1,016,530	531,257
Prepaid expenses	35,499	-
Loans receivable	500	-
	<u>2,704,693</u>	<u>1,155,270</u>
Investment, at cost - Note 5	1	-
Capital assets - Note 6	152,260	-
Advances to 481080 B.C. Ltd. - Note 7	<u>1,932,027</u>	<u>-</u>
	<u>\$ 4,788,981</u>	<u>\$ 1,155,270</u>
LIABILITIES		
Current Liabilities		
Funds held in trust - Note 3	9,948	-
Commitments - Note 8	-	-
Credit arrangements - Note 9	-	-
FUND BALANCES		
Balance at beginning of year	4,369,440	981,257
Excess of receipts over disbursements	318,183	173,534
Interfund transfers	<u>91,410</u>	<u>479</u>
Balance at end of year	<u>4,779,033</u>	<u>1,155,270</u>
	<u>\$ 4,788,981</u>	<u>\$ 1,155,270</u>

Approved by the Executive Board:

Richard J. La Board Member
Stan Penning Board Member

See Accompanying Independent Auditors' Report and Notes to Financial Statements

TEAMSTERS LOCAL UNION NO. 31
STATEMENT OF RECEIPTS AND DISBURSEMENTS
GENERAL FUND
FOR THE YEAR ENDED DECEMBER 31, 2016

	2016	2015
Receipts		
Dues and assessments	\$ 4,872,032	\$ 4,853,398
Initiation and reinitiation fees	<u>220,890</u>	<u>230,059</u>
	5,092,922	5,083,457
Refunds	<u>(3,207)</u>	<u>(4,754)</u>
	<u>5,089,715</u>	<u>5,078,703</u>
Disbursements		
Arbitration fees	14,791	59,820
Building maintenance and utilities	28,129	25,043
Computer system maintenance	37,759	28,410
Contributions to charities	39,927	29,202
Employee benefits	874,052	823,226
Expenses allowances	88,294	60,659
Legal department	13,525	5,867
Meeting and committee expenses	22,114	19,378
Per capita taxes	980,970	964,260
Photocopying	25,217	19,455
Postage	26,600	36,779
Professional fees other	12,498	20,030
Professional fees outside legal	109,892	216,304
Rent - office and meeting hall	41,050	38,705
Salaries, wages and benefits	1,884,572	1,874,824
Supplies, printing and office administration	124,148	97,292
Teamsters Canada Strike Fund contributions	160,620	159,148
Telephone, facsimile and e-mail	56,275	66,341
Travel, auto expenses and allowances	<u>251,141</u>	<u>181,135</u>
	<u>4,791,574</u>	<u>4,725,878</u>
Excess of members' receipts over disbursements before other receipts	<u>298,141</u>	<u>352,825</u>
Other receipts		
Interest	32,929	17,686
Administration fees	<u>15,888</u>	<u>16,540</u>
	<u>48,817</u>	<u>34,226</u>
Excess of receipts over disbursements before amortization	<u>346,958</u>	<u>387,051</u>
Amortization of capital assets	<u>(28,775)</u>	<u>(22,258)</u>
Excess of receipts over disbursements	<u>\$ 318,183</u>	<u>\$ 364,793</u>

See Accompanying Independent Auditors' Report and Notes to Financial Statements

481080 B.C. LTD.
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2016

	2016	2015
ASSETS		
Current assets		
Cash	\$ 376,287	\$ 253,245
Prepaid expenses	<u>2,578</u>	<u>2,529</u>
	378,865	255,774
Capital assets - Note 3	<u>1,799,474</u>	<u>1,792,430</u>
	<u>\$ 2,178,339</u>	<u>\$ 2,048,204</u>
LIABILITIES		
Current liabilities		
Deferred revenue	\$ 2,250	\$ -
Advances from Teamsters Local Union No. 31 - Note 4	<u>2,357,662</u>	<u>2,199,591</u>
	<u>\$ 2,359,912</u>	<u>\$ 2,199,591</u>
DEFICIENCY OF ASSETS		
Share capital - Note 5	1	1
Deficit - Page 19	<u>(181,574)</u>	<u>(151,388)</u>
	<u>(181,573)</u>	<u>(151,387)</u>
	<u>\$ 2,178,339</u>	<u>\$ 2,048,204</u>

Approved by the Executive Board:

Richard J. La Board Member
Stan Penning Board Member

See Accompanying Independent Auditors' Report and Notes to Financial Statements

Local 31 General Membership Meetings

Vancouver

2nd Wednesday of the month, 7 pm
623 Derwent Way, Annacis Isld

Abbotsford

1st Thursday of the month
Custodial @ 1 pm
General @ 6:30 pm
ADTA Hall
2570 Cyril St., Abbotsford

Nanaimo

3rd Wednesday of the month, 7 pm
3 – 2480 Kenworth Road

Victoria

3rd Thursday of the month, 7 pm
Trafalgar Pro Patria Legion,
411 Gorge Rd. East

Prince George and Northern B.C.

Please call 250-563-5346 or
1-877-562-2531 for times and locations



How to Reach Your Union Representatives



Local 31 Toll Free 1-877-LOCAL31
Local 31 Reception (604) 540-6009
Local 31 Fax (604) 540-6073 or (604) 523-1897
www.teamsters31.ca

Lower Mainland Representatives

Caley Fieldhouse (604) 527-2711 cfieldhouse@teamsters31.ca
Mike Hennessy (604) 527-2706 mhennessy@teamsters31.ca
Larry Sargeant (604) 527-2718 lsargeant@teamsters31.ca
Karlene Bateman (604) 527-2704 kbateman@teamsters31.ca
Grant Coleman (604) 527-2712 gcoleman@teamsters31.ca
Paul Simms (604) 527-2708 psimms@teamsters31.ca

Abbotsford

Richard Van Grol (604) 504-4520 rvangrol@teamsters31.ca
1-877-562-2531

Vancouver Island

Tom Brown (250) 758-1857 tbrown@teamsters31.ca
1-877-562-2531

Prince George

Anthony Kirk (250) 563-5346 akirk@teamsters31.ca

Yukon

Tom Brown (867) 667-2473 tbrown@teamsters31.ca
1-877-238-6466

Organizing Dept.

Toll Free: 1-877-BE UNION
Ben Hennessy (604) 527-2722 bhennessy@teamsters31.ca

Dispatch

(604) 527-2718

Dues

Colleen Reddington (604) 527-2701
Dianne Pett (604) 527-2702

Executive Office

Stan Hennessy (604) 527-2716 shennessy@teamsters31.ca
Richard Van Grol (604) 527-2707 rvangrol@teamsters31.ca

Teamsters H&W & Pension

(604) 552-2650

Toll Free 1-888-478-8111



Union's FedEx case heard in Supreme Court

Heard at Vancouver, British Columbia, on February 1, 2017.
Judgement delivered at Ottawa, Ontario, on April 13, 2017.

REASONS FOR JUDGEMENT BY:
NEAR J.A.

CONCURRED IN BY:
BOIVIN J.A.
RENNIE J.A.

To view the entire judgement please visit teamsters31.ca or
type the link below:
<http://decisions.fca-caf.gc.ca/fca-caf/decisions/en/item/230443/index.do?r=AAAAAQAcVGvHbXN0ZXJzIExvY2FsIFVuaW9uIE5vLiAzMQE>



*from the
Officers and
Staff of
Teamsters
Local Union No.
31!
Have a safe and
happy Holiday
Season!*



Do you have a story idea? Do you want to express an editorial opinion? Do you have any photos of you or fellow members on the job? Submit it to 31NEWS bhennessy@teamsters31.ca or spike@teamsters31.ca and it will be considered for publication in our next newsletter.

31NEWS is an official publication of Teamsters Local Union No. 31, affiliated with the International Brotherhood of Teamsters, Teamsters Canada and the Canadian Labour Congress.

Editor & Photographer: Ben Hennessy, Director of Organizing
Layout: Stephanie Pike
All Graphics by CALM