31 NEWS

The Official Magazine of Teamsters, Local Union No. 31 affiliated with Teamsters Canada and the International Brotherhood of Teamsters

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UPS Teamsters (L-R) Michael Buccat, Hugo Hernandez, Nisarg Patel, Laurence Carandang, Angelito Alveverez, Chris Soliven, Holly Hespen, Shop Steward Paul Brock, and Chief Steward and Local 31 Trustee Sean St. Pierre at the Fraser Valley Centre help sisters and brothers remain hydrated on a hot summer day by providing sports drinks. (Story about Teamsters at UPS on page 12)

TEAMSTERS AT UNITED PARCEL SERVICE

The Teamsters, Local Union No. 31 proudly represents more than 8,300 hard-working members in British Columbia and the Yukon Territory including, general truck drivers, courier, public sector, warehouse and grocery workers, transit, coach, school bus drivers and monitors, lumber, pulp and paper workers and limousine chauffeurs, since 1936.

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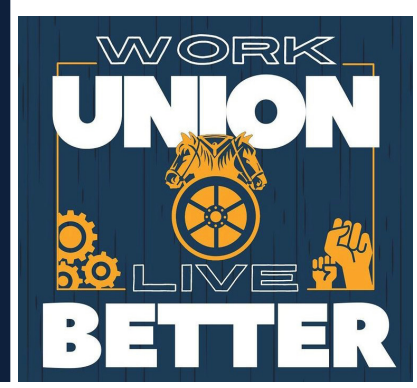
TEAMSTERS31

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TEAMSTERS, LOCAL 31

UNIONIZE MY WORKPLACE

JUSTICE, DIGNITY, AND RESPECT

B.C.
Y.T.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SINCE
1936

CONTACT BEN HENNESSY, DIRECTOR OF UNION ORGANIZING
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PRESIDENT'S REPORT

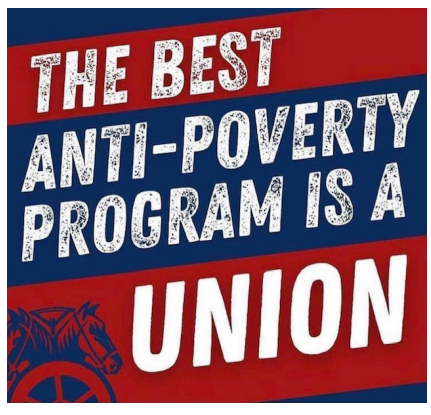


Stan Hennessy,
President

Dear Sisters and Brothers,

I am happy to report that the worst of the COVID-19 Pandemic appears to be behind us. I want to thank all our staff members and Business Agents who were so helpful and supportive. To our members, your labour contributed greatly to our communities and country. Thank you.

The Local is continuing to grow thanks to the outstanding work of our Organizing Department led by Organizer and Communications Director Ben Hennessy. As a result of the organizing, the Local Union is currently negotiating a first collective agreement covering our newly unionized members at Quickload Logistics in Prince Rupert, BC. Also, on several occasions, the Union has booked off the job several Shop Stewards to help assist the Business Agents and Organizer on some of our larger projects.



In the Yukon, Local 31 has experienced steady growth in membership at our union signatory companies, creating an excellent opportunity for the Teamsters to increase our representation. Adding a full-time Business Agent in Whitehorse was a long-term goal fulfilled in September with the addition of Bro. Joe Vigneau. New Business Agent Joe Vigneau is a 14-year Teamster who worked at Purolator, serving his community and our members as a Shop Steward. He is a welcomed addition to our team of Union Representatives.

Importantly, I would also like to thank Business Agent Tom Brown, who has travelled to Whitehorse every month for many years to represent the needs of our Yukon sisters and brothers. Thank you for your dedicated service. Bro. Brown will continue to represent our members on Vancouver Island.



The Local continues to hold Shop Steward Workshops throughout the Province. The first workshop was held in April at the New Westminster Quay Hotel and was a success. The maxed-out venue had Shop Stewards in attendance representing the private and public sectors throughout Metro Vancouver and the Fraser Valley. Special guest hosts from the Canada Industrial Relations Board - Mediation Division did an excellent job presenting helpful training information. The Union's next workshop will be in Prince George, BC, on October 15, 2022, for all our Northern Members.

This year we restarted a number of our annual community events and started some new ones. In June, after a 2-year break, the yearly Hat's Off Day Event happened in Burnaby, BC. The event welcomed over 200,000 guests, was an exciting atmosphere, and the Teamsters were proud to host live music and performances from our Teamsters Stage again. Also, in July, Local 31 celebrated the 100th Anniversary of Hayes Anderson Trucks at the BC Vintage Truck Museum in Cloverdale, BC. The Union had its historic 1927 Hayes Anderson Flat Deck truck on display and our Teamsters rig.



Teamsters Local 31 celebrated Labour Day in September with the BC Building Trades. To honour the day, all the Unions paraded their equipment, including our Teamsters truck and trailer, from Annacis Island through Surrey and back to the UA Local 170 Training School. Afterwards, the Building Trades hosted a celebration at UA Local 170 with live music, great food and family fun.

Also, in September, the Union assisted the Burnaby Christmas Bureau. Teamsters Local 31 and 155 volunteered labour to transport and deliver two truckloads of Christmas gifts stored inside the Local 155 office. The gifts were delivered to Brentwood Mall by the Teamsters truck. Van-Kam Freightways generously donated a trailer for the day.



The very inspiring International Brotherhood of Teamsters Women's Convention begins in September. This year your Local Union is proud to send 12 sisters to Seattle, Washington. Since it's been 2-years since the last convention in Montreal, QC, I am sure the Teamsters will pull out all the stops to make the 2022 event the best.



To further celebrate the convention experience, the Local Union has charted a coach bus to chauffeur our sisters to Seattle. The trip down I-5 will be shared with our sisters from Local 155 and offer a great experience to bond. Once we arrive at the convention, we'll meet up with Local 213 and 464, who make up our Joint Council No. 36. The conference will be excellent, and I look forward to attending.

TEAMSTERS31

Inside this issue of the 31 NEWS, I encourage you to sign up for our teamsters31 Instagram page by scanning the QR Code. Following teamsters31 on Instagram is a fun way to see all of the activities, diverse workplaces, and labour victories within Local 31.

This year, the Local Union election of Business Representatives and Executive Officers will be conducted. I wish all those who might participate the best of luck.



TEAMSTERS REACH NEW 5-YEAR CONTRACT AT OVERLAND WEST FREIGHT LINES LTD.

The members at Overland West Freightlines Ltd. are proud Teamsters, and in 5-years since ratifying their first collective agreement in Surrey, BC, the drivers, owner-operators, and warehouse members' work lives have improved tremendously. At the beginning of 2022, the original contract expired, and collective bargaining began between the Union and the Employer.

Since our original union certification 5-years ago, the Teamsters have expanded their representational rights at Overland West by organizing new members in Kamloops, Prince George, and Smithers, BC. Before joining the Union, workers' wages were spread out and confusing. The members gave unanimous support to the Union Bargaining Committee to bring the newly organized members' wages up to parity.

President Stan Hennessy assigned Business Agent Mike Hennessy to chair contract negotiations with Business Agents Paul Simms and Anthony Kirk to co-Chair. The members at Overland West elected Shop Stewards Sanjay Chand (Surrey), Chris Prasad (Surrey), Scott Nielsen (Surrey), Steven MacCaulay (Kamloops), and Bro. Don Bartlett (Prince George) to assist the union negotiators in bargaining.



Teamster Dockworkers at the Kamloops Overland West Freight Lines warehouse (L-R) Shop Steward Terry Russell, Shop Steward Stephen MacAulay, Stephen Davis, Owner-Operator Darren Kurucz, Lead hand Michael Campbell and Anthony Kiceluk.

"When the Union organized and negotiated the first agreement five years ago, we built a strong base that set our members up for success in this round of bargaining. This time with skyrocketing inflation and interest rates causing havoc, and respecting the need to include all terminals under one rate and benefits structure added greater variables and complexities to collective bargaining," said Chair Negotiator Mike Hennessy, "what made achieving our goals possible came down to the strength and commitment of our members and the sacrifice and dedication of our Union Bargaining Committee."

Collective bargaining was held at the head office of Teamsters Local 31 on Annacis Island. The negotiations between the Union and the Company were respectful and frank, with the parties negotiating a new 5-year collective agreement with significant improvements to wages, benefits and contract language.

The chair Mike Hennessy, successfully fulfilled the members' mandate to negotiate parity, resulting in hourly wage equality for all drivers and warehouse members in BC. The parity improvement immediately moved wages up for employees outside of Metro Vancouver by $4.43 per hour.

In Metro Vancouver, all members in Surrey received a significant 5% wage increase in the first year of the agreement. Also, the Union Bargaining Committee negotiated a Cost of Living Allowance, commonly referred to as a COLA clause, for all members.

The COLA clause guarantees that Teamster members receive at least a 2% increase yearly between year 2 and year 5. The caveat is that if the Consumer Price Index (CPI), according to Statistics Canada, is greater than the 2% guarantee, the members will receive the CPI percentage added to their wages.

"The Teamsters are leading the way in improving wages in freight trucking," says Business Agent Paul Simms, "Bro. Hennessy negotiated the COLA Clause securing our members' standard of living, which is monumental in today's labour."

Another massive improvement to the contract was reducing the 3-year wage progression to 1-year for warehouse members. The change to the wage progression will earn our new warehouse members at Overland thousands of dollars annually. The Union also made improvements for all drivers reducing the workday from 9 to 8 hours daily. In freight trucking, where it is common to drive 10 to 12 hours a day, the new change earns Teamster drivers additional overtime pay, greatly enhancing the income earned annually.

"The current cost of diesel fuel is causing massive problems for Owner-Operators in BC," said President Stan Hennessy, "under the Teamsters contract at Overland West, our members earned a hefty boost to their hourly and piece rates, including the cost protection that our 58¢ fuel clause provides which makes our Owner-Operators well compensated and protected against any further fuel increases."

Specifically for the Owner-Operators, the Union negotiated an immediate $2.37 per hour wage increase plus the COLA each year. Also, the Bargaining Committee secured reinforced vacation contract language. The language provides guaranteed access to vacation every year without having to find replacement drivers. In addition, the Owner-Operators in Prince George joined with other Teamster Owner-Oper-

ators by receiving a company fuel card and fuel rebate, where Teamster members pay 58¢ per litre of diesel, ranked as one of the best fuel rebates in trucking. Also included for Owner-Operators was the Teamsters Health and Welfare Plan.

Pension and Health & Welfare money was essential factor for the membership. The Union Negotiators secured company drivers and warehouse members an increase to $1.45 per hour to their employer-contributed Teamsters National Pension Plan. Also, the Company agreed to cover cost increases to the Teamster National Health Plan.

"There are numerous non-union trucking companies unjustly under compensating drivers, owner-operators, and warehouse employees in BC," says Business Agent Anthony Kirk, "in only five years, the Teamsters Union moved our members at Overland West to industry-leading earners. By joining the Teamsters, the success in this contract will not be isolated but shared with all."

Overland West operates a US southbound fleet from its Surrey terminal. The Union and the Company negotiated a vehicle insurance fee cap of $450 per month, including the 5% increase and COLA Clause. The insurance clause saves the Teamster US southbound drivers thousands of dollars annually.

The flat deck premium was another successful item that the parties negotiated. At the beginning of the new contract, the Company recognized the specialty of doing deck work and agreed to pay drivers a premium of $4.00 per hour above the regular rate to load and haul flat deck loads.

After three months of collective bargaining, the Union Bargaining Committee has secured a contract to protect and enhance our members' work lives and standard of living for years to come. The Teamsters shall continue to represent our members at the workplace and organize non-union workers so they can achieve what our members at Overland West have accomplished.

NEW YUKON BUSINESS AGENT APPOINTED AT LOCAL 31



New Business Agent Joe Vigneau, appointed to represent members of Teamsters Local 31 in the Yukon.

Business Agent Joe Vigneau

Joe Vigneau was born and raised on Cape Breton Island but moved to the Yukon for an adventure as a young man. He quickly met his wife, Jessica, and together they raised two boys, Skyler and Ashton. Twenty-five years later, he still calls the Yukon home.

Joe has worked as an Owner-Operator for Purolator Courier Ltd. for over fourteen years. During that time, he has been a proud Teamsters member and has served as a Shop Steward for the last ten years. Joe is grateful for the great friendship of Business Agent Tom Brown, who represented him as a member and mentored him as a Shop Steward. He would also like to thank President Stan Hennessy and the Executive Board for the opportunity to be the new Business Agent for the Yukon. Joe is excited about the challenge of representing our Brothers and Sisters of Teamsters Local 31. Business Agent Joe Vigneau is assigned to represent members at Wykes Independent Grocer, the Real Canadian Superstore, Purolator, North 60 Propane, and Canada Cartage.

All members are welcomed anytime to stop by the union office at 407 Black St. in Whitehorse, and share a warm cup of coffee and good conversation.



Quickload Workers Vote Yes for Union Representation

In June 2022, a resounding 99% of the employees at Quickload Logistics in Prince Rupert, BC, voted to be represented by Teamsters, Local Union No. 31. The new certification is the second bargaining unit at Quickload that the Teamsters now represent, the first being at nearby Quickload CBSA Container Examination Warehouse on Ridley Island, Prince Rupert, BC.

The 43 new Teamster members at Quickload perform cross-docking services from within a 22 bay door warehouse, operate shunt trucks used to move trailers back into and out of the warehouse, and transload lumber from inbound flat deck trucks into sea containers destined to the Port of Prince Rupert.

On June 13, 2022, the BC Labour Relations Board issued the Union a certification certificate giving the Teamsters the green light to commence collective bargaining with the Company. Immediately, President Stan Hennessy sent the Company notification that the Union assigned Business Agent Anthony Kirk to negotiate the collective agreement with the assistance of the Director of Union Organizing, Ben Hennessy. The letter also stated that the Company was to provide bargaining dates.

On Sunday, June 19, Business Agent Anthony Kirk held a well-attended Proposal Meeting in Prince Rupert at the Highliner Plaza Hotel. The first order of business saw the new Union members unanimously elect

Continued on page 6...

NEW CONTRACT AT PUROLATOR A BIG WIN FOR MEMBERS



Business Agent Grant Coleman and proud Purolator Teamsters at the Richmond Depot stand in strength over their achievements made in collective bargaining.



Grant Coleman,
Business Agent

After nearly (11) eleven months of collective bargaining, our members at Purolator held strong, including delivering the Union Bargaining Committee a 99% strike vote and a rejection of the company's final offer by 95%. Given the strong support from the membership, the National Bargaining Committee had the confidence to hold firm and strike the employer if necessary.

After serving 72 hrs strike notice, the company capitulated to the members' demands.

The improvements were thanks to the hard work of your National Bargaining Committee, including your elected bargaining committee, Ahmnon Shabacon, and Larry Derbyshire. The success of what we achieved could not have happened if it wasn't for the support and knowledge of your elected participants!

Collective Bargaining Achievements

- **16% wage increase over (5) years.**
- **Retro pay of 4% in the (1st.) year of contract.**
- **Increased contributions into the defined pension plan.**
- **Stronger Quarterly Review Language.**
- **Premiums for O/Ops for time commits and heavy-weights.**
- **Universal increase in health benefits.**
- **Greater contracting out language for Inside and Delivery/PU operations.**
- **More cherry-pick bumps and bumping abilities for hour-band changes.**

Quickload story continued...

Yard Operator Shaun Bryson to the Bargaining Committee. Afterwards, the Union attentively listened to the membership's workplace concerns and contract proposals.

Like most first agreements, the process does not always run straight ahead, and the Union sometimes needs to drag the Company to the bargaining table. In this case, the Union communicated several times with the Employer, who failed to fulfill the bare minimum according to the Labour Code to provide bargaining dates within 10 days of notification. On July 7, the Union filed charges against the Company for failure to bargain in good faith at the Labour Board.

After a brief period of legal submissions between legal counsels, the Union secured several bargaining dates from the Employer beginning in late-July 2022. Since the parties resolved the bargaining date issues, the parties have met several times in collective bargaining, and negotiations have been respectful. Hopefully, by the Fall, the parties can reach an agreement, and our new Quickload Teamsters will have their first contract.

* the Teamsters vote at Quickload Logistics was the final representation vote taken by the BC Labour Relations Board since the introduction of single-step certification into the Labour Code. Local 31 is proud of the fact that it left a positive labour legacy in the history books.



UNION KNUCKLES DOWN LARGE WAGE INCREASES FOR MEMBERS AT CANADIAN SPRINGS WATER CO.

The members at Canadian Springs deliver water to thousands of residential customers, businesses and retail outlets throughout Metro Vancouver and the Fraser Valley. The Teamsters perform all production duties, including purifying, bottling, warehousing and delivery from the company's Richmond facility.

Under the leadership of Business Agents Paul Simms and Pete Stanworth, the members elected 22-year Teamster Bryan Rees and 24-year Teamster Vincent Arellano to the Union Bargaining Committee. The membership tasked the union committee to negotiate significant driver commission and hourly rate increases in light of rising inflation.

Right out of the gate, the company delayed any meaningful bargaining leading the Union to apply for mediation at the BC Labour Relations Board. While in mediation, chair Paul Simms tenaciously held and negotiated the members union proposals.

"It took a while for the company to come around," said Union chair Paul Simms, "that's not a problem for the Teamsters, we've been around the negotiation block a few times, and with our tough Bargaining Committee, we turned up the heat on the company, and they listened and addressed our members issues."



Business Agent Pete Stanworth (right-side of the photo) meets early in the morning with Teamsters at Canadian Springs Water Co. at their Richmond facility.

While Paul Simms knuckled down on the critical factors for wage increases, the Union Bargaining Committee worked hard, long hours to successfully secure a massive 15% increase to the hourly driver rate in the first year and a 3% increase in the second and 3% in the final year of the three year contract. Also, the Drivers' commission rate increased by 4%, 3%, and 3%. Warehouse members received significant increases of 85¢, 75¢, and 55¢ per hour. In addition, each member received a $1,200 signing bonus.

"As a new Business Agent at Local 31, the Union pride and solidarity of our members at Canadian Springs was impressive," said Bro. Pete Stanworth, "Our members' solidarity was the strength of our Union Committee."

Another significant improvement for the drivers was the introduction of the Daily Guarantee. The newly negotiated Daily Guarantee now secures drivers 8 hours of pay at the hourly rate or their daily commission pay, whichever is greater. In other words, when a driver clocks in at the beginning of the day, they're guaranteed a good day's pay for a good day's work, ultimately adding more financial security for the union members and their families.

"The Teamsters at Canadian Springs gave the Union Bargaining Committee a mandate to increase pay significantly, and the Union delivered," stated President Stan Hennessy, "The new 3-year contract provides the largest wage increases in their contract history, which is a massive victory for unionized workers."

As Teamsters, when purchasing drinking water for your home, think of Canadian Springs and support your union sisters and brothers at the workplace at ***www.canadiansprings.com.***

UNION SERVICE
INTERNATIONAL BROTHERHOOD of TEAMSTERS CHAUFFEURS
WAREHOUSEMEN AND HELPERS OF AMERICA
Stan Hennessy, President, Local 31
International Vice President



Teamsters at Black Ball Ferry Line in Victoria, BC

Teamsters at Black Ball Ferry Line proudly load and unload passengers and freight onto the MV COHO ship, serving the run from the beautiful harbour of Victoria, British Columbia, to the friendly town of Port Angeles, Washington, USA.

Since 1818, ships have proudly flown the Black Ball flag – displayed as a black "ball" on a red background. In 2013, the MV COHO was recognized by the Steam Ship Historical Society of America as the Ship of the Year and received the 2012 SS Beaver Medal, from the Maritime Society of British Columbia.

"The Teamsters proudly recognize our members' excellent service and skill, safely keeping people and freight moving by sea," said President Stan Hennessy.

Pictured (L-R) Secretary-Treasurer Caley Fieldhouse, Business Agent Tom Brown, Brother Dylan Werrun member since 2021, Brother Rod Gardner member since 1984, President Stan Hennessy, and Business Agent Mike Hennessy.

Business Agent Mike Hennessy at the Bargaining Table



Mike Hennessy,
Business Agent

Collective bargaining will begin in September for our Owner-Operator members at Tractive Express. Tractive Express is a certification covered by the Western Canada Council of Teamsters. It negotiates on behalf of five (5) local unions within British Columbia, Alberta, Saskatchewan, Manitoba, and the Yukon Territory. The Principal officers of the local unions make up the bargaining committee. I'm honoured to have been elected as chair and Local 362 Principal Officer Bernie Haggarty co-chair for negotiations.

As chair for the Union Bargaining Committee in negotiations with Overland West Freightlines Ltd., we concluded a new 5-year collective agreement. The Bargaining committee addressed concerns at the table for each classification and bargained a contract that improved everyone's work life at the company. And most importantly, the Bargaining Committee brought all terminals under contract outside of Vancouver up to the current top pay rate, equalizing wages for all.

In September, Local 31 will be at the bargaining table with the Abbotsford School District. I've enjoyed co-chairing negotiations with the Bargaining Committee chair Lance Matricardi who is doing a terrific job. The committee is getting down to the nitty-gritty, and I expect we'll be talking money when we meet next with the Employer.

In the Fall, Secretary-Treasurer Caley Fieldhouse and I will begin collective bargaining with the Vancouver Police Department and Metro Vancouver. We expect that these rounds of negotiation will be hard fought, but we know that our members are up to the task. Currently, Bro. Fieldhouse is preparing his bargaining committees and reviewing member proposals.

In 2023 several contracts at trucking and warehouse companies will expire. The expiration of the contracts will see me in collective bargaining non-stop. Being at the bargaining table is one of my favourite duties as a Business Agent, and I plan on negotiating top contracts for my brothers and sisters.



NEW SUCCESSORSHIP PROVISION IN BC LABOUR CODE SAVES TEAMSTER BUS DRIVERS



Anthony Kirk,
Business Agent

Earlier this year, the Teamster school bus drivers in Prince George, BC, working for Diversified Transportation, received notice from their General Manager stating that School District 57 awarded their bus contract to First Student Canada beginning in the new school year 2022.

The notice was very concerning to our membership. Even though the Union advised drivers not to worry because of new successorship provisions in the BC Labour Relations Act, the Union received many phone calls from some very worried members.

The original successorship provisions in the BC Labour Relations Act, which protect a union certification and collective agreement upon the sale of a business, have now been extended to circumstances where a contract is re-tendered, and substantially similar services continue to be performed by the new contractor. This new provision was introduced in 2019 to Section 35 of the Labour Relations Code and applied to bus transportation services and a number of other services added by regulation.

Teamsters Karen Rivard and Cheryl St. Pierre, now employees at First Student Canada, were union members working for Laidlaw Transportation servicing the Prince George School District 20 years ago before re-tendering under successorship was part of the BC Labour Relations Act.
In the past, a contract change meant that all members lost their jobs at the end of the school year. If they were fortunate enough to be re-hired by the new employer, which was Diversified, they accepted the job knowing they would be losing their seniority and receive lower wages and less benefits. It was a terribly unfair system for bus drivers.

Fast forward to 2022, and history has repeated itself. This time it's Diversified who has lost the school bussing contract, and First Student Canada is the new employer. Utilizing the new successorship language, the Teamsters were able to make an application to the BC Labour Relations Board to update the certification, which ensured that all former Diversified members had the choice to continue their school bus driving position with the new employer, First Student Canada and maintain all provisions of the collective agreement including the language, wages and benefits earned over years of negotiations.

The Teamsters Union applauds the new change to the Act, which is now fair for working families. The never-ending race to the bottom is over. Hard-earned wages and benefits accrued over time are protected, and the members can now secure a brighter future.

Throughout the process, the Union, represented by shop stewards Jill Greenlees, June Peck, Janet Mobley, Mario Vena and myself, held many meetings with the new employer to ensure that the transition was as smooth as possible for the membership. Through the support and care of our shop stewards, the members are looking forward to beginning a new relationship in a new school year with a new employer.

TEAMSTERS, LOCAL UNION NO. 31

Congratulations on your Retirement and Thank You for Your Years of Service as a Teamsters Member.

MEMBER	COMPANY	YRS. OF SERVICE
Nasreen Chohan	Beachcombers Hot Tubs	12
Chua Truong	Beachcomber Hot Tubs	12
Donald Fletcher	Van-Kam Freightways Ltd.	42
Diane Oleson	Abbotsford Police Department	19
Robert Hanson	Prince George Transit	12
Donna Haining-Sasi	Vancouver Police Department	18
Eve Horne	Abbotsford School District No. 34	32
Laurie Anthonsen	Abbotsford Police Department	16
Laurie Lineham	Peace River School District No. 59	26
Marcia Hinde	Vancouver Police Department	26
Michael Anton	Purolator	24
Yvonne Nuhal	Metro Vancouver	26
Alex Au-Yeung	Metro Vancouver	17
Barry Ward	Phoenix Truck and Crane	35
Michael McQueen	Van-Kam Freightways Ltd.	46
Fern Greene	Diversified Transport	24
Ricky Swift	Marpole Transport	12
Maria Martins	Peace River School District No. 59	23
Mato Ullattikulam	Purolator 541	28
Jeffrey Gogol	Metro Vancouver	25
Darcy Woo	Vancouver Police Department	24
Carolyne Robins	Abbotsford School District No. 34	17
Khatun Abdulla	Metro Vancouver	26
Kelly Pater	Abbotsford Police Department	28
Jose Pires	Coca-Cola	28
Daniel Dendewich	British Pacific	42
Neil Polvi	British Pacific	35
Michele Schroeder	Abbotsford School District No. 34	12
Mark Kovacik	Metro Vancouver	26
Doug Batholet	Walrus Truck & Crane	47
Ruth Jackson	Abbotsford School District No. 34	22
Anne Franklin	Abbotsford School District No. 34	28
Paul Neil	Walrus Truck & Crane	48
James Buker	Marpole Transport	41
Pat Parfenow	Overland West Freight Lines Ltd.	5
Patrick Creagh	Metro Vancouver	25
David Norman	Vancouver Police Department	27
Harold Hawke	Coast 2000	55
Lucy Bell	Abbotsford School District No. 34	46
Wayne Kirby	F&G Delivery	26
Tammy Eberle	Vancouver Police Department	20
Daniel Hunter	Van-Kam Freightways Ltd.	20
Mohammed Khan	Purolator 541	33
William Guy	Stream Logistics	44
Grant Mcgillivray	Metro Vancouver	27
Rosalind Kempe	Metro Vancouver	25
David Bunker	United Parcel Service	33
Neil Fordham	Northgate Terminals	36
Marino Trevisan	Purolator 541	13
Edmond Yu	Vancouver Police Department	16
Tanya Wilch	Abbotsford School District No. 34	16
Donna Joki-Hollanti	Abbotsford School District No. 34	42
Deborah Robinson White	Abbotsford School District No. 34	15
Joe Grewal	Van-Kam Freightways Ltd.	20
Ranvir Bains	Simard Westlink	33
Priscilla Dalke	Abbotsford School District No. 34	29
Jagdev Hundal	Beachcomber Hot Tubs	5
Vanessa McLaughlin	Vancouver Police Department	13
Wendy Patterson	Abbotsford School District No. 34	41
Roberta Morrow	Abbotsford School District No. 34	14
Arlyn Eash	Abbotsford School District No. 34	28
Michele Devereaux	Abbotsford Police Department	19
David Brown	CHEP Canada	8
Gordon Alley	Clarke Transport	36
Marko Lovric	YRC Freight	10
Jan Stvrtecky	Triangle Transport	44
Joseph Yan	United Parcel Service	29
Lyle Smith	Commercial Logistics	4
Apolinario Saguilo	Canadian Springs	20
Charlaine McLeod	Vancouver Police Department	21
Erle Hoeflich	City Transfer	47
Henry Wong	Purolator	30
Lance Witford	Purolator	23
Richard Roorda	Van-Kam Freightways Ltd.	13
Grant Kerr	Van-Kam Freightways Ltd.	34
Brian Major	Northgate Terminals	44
Amin Lalani	Van-Kam Freightways Ltd.	31

PROUD TEAMSTER RETIREES

Never Forget the Difference You've Made

TEAMSTERS PUBLIC SERVICES



Caley Fieldhouse,
Secretary-Treasurer

Since my appointment by President Stan Hennessy in January 2022 to represent the hard-working civilian members at the Vancouver Police Department and the members at Metro Vancouver, I've had the pleasure of meeting many members at their job sites and offices during in-person and virtual meetings.

Upon quick glance, I find it fascinating how unique and vital the jobs of our public service union members are to the safety and operations of our beautiful city.

Membership participation is crucial in unifying against the rising cost of living. All workers in British Columbia are negatively affected by rising prices, and the Teamsters Union is committed to fighting this battle on your behalf at the bargaining table. However, we can only achieve success through unity and our members' participation when we begin collective bargaining in the Fall.

One of my many highlights in my new role was attending a retirement dinner for retired civilian members at the Vancouver Police Department. It was a charming evening where civilian members, their families, Union Stewards, Local 31 Union Representative Mike Hennessy, and I celebrated our members' dedicated service and accomplishments. The dinner was the first since COVID restrictions were implemented, making it extra special.



2022 VPD Retirement Ceremony

Another highlight was attending the Teamsters Shop Steward Workshop earlier this year. The workshop was hosted by the mediation division of the Canada Industrial Relations Board. It was great seeing all our new and veteran public service Shop Stewards from both organizations. Since the training course, I'm proud to announce that Teamsters added new Shop Stewards at the VPD and Metro Vancouver. Thank you all for your service. Also, thank you to all VPD and Metro members, Shop Stewards, staff at Teamsters Local Union No.31, and President Stan Hennessy for their assistance during my transition to being your new Union Representative. I look forward to working on everyone's behalf.



Lance Matricardi,
Business Agent

In 2022, the act of unity and positivity shaped our Civilian Members' year at the Abbotsford Police Department. Riding high off the improvements achieved in the 2021 collective bargaining, our members returned to the bargaining table in 2022 to pick up where we left off.
This go-around, members pushed collective bargaining further than ever before when they voted the Union Bargaining Committee a unanimous strike authorization, solidifying our power and unity as a group. It was indeed a proud moment in my Teamsters career.
When the dust settled, the Teamsters won our civilian members a great new contract. This feat was only possible with the support of all the members, the Shop Stewards, the Bargaining Committee and especially with the assistance of Business Agent Mike Hennessy. Today, our members hold a 3-year contract with wage increases, more advantageous contract language and greater vacation entitlements. As it was a privilege to chair collective bargaining, all the thanks must go to the committee, Jen Bernier and Amy Kelly, who worked tirelessly and fiercely to support our sisters and brothers at every step.
As of publication, the Union is in negotiations with the Abbotsford School District No. 34. The Bargaining Committee consists of Education Assistant Alicia Kroeker, Indigenous Support Worker Chris Kelly, IT Derrick Anderson, Trades and Maintenance Jaret Wiebe, Youth Care Worker Leslie Carter, Custodial Michelle Doerksen, Clerical Yvonne Funk, and Business Agent Mike Hennessy. The committee has had several productive rounds of bargaining with the Employer, although there is plenty of more work to do.
On a positive note, for the school year 2021 – 2022, five (5) children of School District members earned scholarships from Teamsters, Local 31 and



Teamster Civilian Members at the Abbotsford Police Department (L-R) Jillian Murphy, Kristen Lemna, Shop Steward Jen Bernier, Jeff Maas, Sonia Barrera, Kenya Van Putten, Shop Steward Amy Kelly, Kam Thouli, and Jody Wandrei.

Continue on page 11...



SHOP STEWARD WORKSHOP AT LOCAL 31

TEAMSTERS Local 31 hosted a Shop Steward Training and Grievance Handling Workshop in New Westminster's Inn at the Quay Hotel. The over 60 Stewards were enthusiastic about learning how to conduct investigations and file grievances.

President Stan Hennessy invited past Local 31 Business Agent Kathy Peters, now the CIRB Regional Director, Federal Mediation and Conciliation Service, to conduct the class.

Also from the federal labour board was Louise Aubertin, Director, Dispute Prevention and Relationship Development Services Federal Mediation and Conciliation Service Labour Program Employment and Social Development Canada, and Susan Fisher, Conciliator/Mediation Pacific Region from the Canada Industrial Relations Board, who did a fabulous job instructing the workshop.

All LOCAL 31 Business Agents were present for the class and had a great time encouraging their Stewards and providing helpful insight and examples on approaching the numerous day-to-day workplace situations and the importance of understanding the collective agreement.

The next Shop Steward Workshop will be held October 2022, in Prince George, BC.



Continued Lance Matricardi..

the James R. Hoffa Memorial Scholarship Fund. I encourage all members with school children entering grade 12 to be aware of the upcoming scholarship application period in November 2022.

On the member representation front, the Union added 3 new Shop Stewards, which increased our ranks to 19 Shop Stewards within the School District. On behalf of President Stan Hennessy, I thank all Shop Stewards for their excellence, especially the new Stewards, Education Assistants Erin Fennell and Robin McRitchie, and Trades and Maintenance Cameron Carew. They have chosen to dedicate their time to helping members.

In September, the School District welcomed the addition of Irene Kellaher Elementary School. A newly built state-of-the-art school is always exciting for members. Enjoying the new work areas creates a sense of pride and ownership in making the school their own. Also, new schools add economic growth and opportunities to the community. The Union is pleased to announce that 10 Education Assistants, 2 Custodians, and a Clerical were hired and will provide excellent service to students and Teamsters, Local 31.

Last Spring, the Union held a Shop Stewards Workshop at the New Westminster Quay Hotel hosted by the CIRB Mediation Division. President Stan Hennessy opened up the course by sharing his valuable experiences as a Steward and union officer representing members at the Federal Mediation Services. Overall the workshop was an excellent educational tool for our School District and Civilian Member Shop Stewards, who had a great turnout.

In September, the International Brotherhood of Teamsters will hold its annual Teamsters Women's Conference in Seattle, Washington. The conference is highly beneficial to our Local Union since it provides inspiration, education and opportunity for union sisters to submerse themselves into an ocean of Teamster sisterhood. This year, President Stan Hennessy selected 12 sisters from Local 31 to attend as delegates, with 4 Shop Stewards from the Abbotsford School District and 2 Shop Stewards from the Abbotsford Police Department.

I look forward to hearing all your uplifting conference stories.

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TEAMSTERS AT UNITED PARCEL SERVICE

Teamsters, Local Union No. 31 proudly represents more than 1,400 members at United Parcel Service (UPS). Combined with our UPS sisters and brothers in Canada and the USA, there are more than 340,000 Teamsters, making UPS the largest private sector employer in North America.

Our member's dedication to delivery services, warehousing, customs clearing, fleet maintenance mechanics and air logistics makes UPS tick. The UPS Teamsters combine their expertise in quickly transferring air and ground cargo into its warehouses and then into a delivery truck destined for customers in as little time as possible.

UPS members are pretty distinguishable. They wear brown uniforms and drive trademark delivery trucks called package cars. UPS is in every neighbourhood and business park. Often members have referred to their delivery service as the "Brown Army" or the "Big Brown Machine."

The Teamsters Union is pleased to see the company expand with the addition of its newest and largest warehouse centre in South Surrey. The Campbell Heights Distribution Hub is located near the Hwy 15 commercial truck border crossing and Hwy 99, providing excellent access to the US and the Greater Vancouver region.

Currently, UPS is operating (7) seven warehouses in Metro Vancouver, the Fraser Valley and Vancouver Island, including the newly built Campbell Heights Hub. Also forming the parcel and package network are the Coastal Centre at YVR Airport, the Fraser Valley Centre, the Abbotsford Centre, the Victoria Centre, the Nanaimo Centre and the Courtenay/Comox Centre.

Membership representation is a key pillar to a strong, organized, fair workplace, and over the years, the Teamsters have tackled very important membership concerns at UPS.

> **"THE WORKER IS ALWAYS THE LIFEBLOOD OF ANY BUSINESS. NEVER FORGET THAT NOT A SINGLE WHEEL OR A COG IN THE MACHINE WOULD TURN WITHOUT THE BLOOD AND SWEAT OF TEAMSTERS."**

The Union's success in eliminating the contracting out of our delivery and pickup work and removing the employer's compulsion to use temporary agency workers forced the company to hire company employees. Hiring company employees gives new members at UPS the right to receive the hard-fought advancements in the Union collective agreement and solidify long-term employment.

Another important factor overseeing our membership strength at UPS is that the Business Agents have developed an expansive network of Chief Stewards, Shop Stewards, and Union Captains. The network provides members at UPS with job protection and union service at all times, which has facilitated unprecedented communication between the Teamster Brothers and Sisters. Also, utilizing social media and boots-on-the-ground representation has resulted in improved working conditions, safety, and the strong policing of the collective agreement, and, most importantly, the solidarity of our membership.

In 2020, the Teamsters delivered a strong national contract to its members in collective bargaining. The new contract brought significant wage increases, benefit improvements, pension increases, and language improvements. Today, members at UPS are the highest-paid courier parcel and package delivery workers in Canada. An accomplishment made possible by the solidarity of our UPS members. The current contract expires in 2025.

Since the company's humble beginnings in the mid-eighties operating a handful of trucks out of a small warehouse under the Knight St. Bridge in Vancouver, BC, the Teamsters at UPS have worked extremely hard day in and day out to help the company transform into the global juggernaut, it is today.

ARTICLE CONTRIBUTORS: BUSINESS AGENTS MARK BETHEL, GRANT COLEMAN, CHIEF STEWARD SEAN ST. PIERRE, AND DIRECTOR OF UNION ORGANIZING BEN HENNESSY





















UPS COASTAL CENTRE AT VANCOUVER INTERNATIONAL AIRPORT

“SIGN UP AND FOLLOW teamsters31 ON INSTAGRAM LATEST NEWS LATEST VIDEOS”

Sister Holly Hespen, UPS Fraser Valley



TEAMSTERS31

TEAMSTERS' NATIONAL BENEFIT PLAN • PENSION PLAN

Hello Plan Members!

What a journey it has been over the past few years…the pandemic has impacted technology to another level creating the expectation of an immediate response in all that we touch.

At the Plan office, we have been working hard to further improve and modernize the technology of our Benefit Plan claim payment system with a roll out date of 2023.

Although we continue to move forward with technology, we appreciate that not all Plan Members may welcome such change. Please be assured, our team remains committed to assist you and would be pleased to answer any of your inquiries regarding your benefits during our regular office hours:

Monday to Friday, 8:30 a.m. to 4:30 p.m.
PH: 604-552-2650 or toll free 1-888-478-8111

Respectively,

Kelly Nicholson, Administrator
On behalf of the Board of Trustees



TEAMSTERS' NATIONAL BENEFIT PLAN

Are you sure you want to submit this claim???

Benefit fraud affects all Plan Members and is an unnecessary expense to the Plan.
Benefit fraud is submitting false and/or misleading information regarding claims.

Please ensure compliance is within the terms of the Plan and do not engage in ineligible treatment services or any misleading information.

Reminders:

- New system primarily will replace paper submitted claims; however, the Plan will still process if received or requested for a further period.
- Claim payments will continue to be electronically issued; however, it is important for you to provide the Plan Office with your EFT (electronic fund transfer) account details if you have not already done so. Should there be any changes in your account information, please keep the Plan Office updated.
- The Plan will no longer issue claim payment by way of cheque effective January 1, 2023.
- It is very important that the Plan office continues to receive your current contact information including your correct physical address along with your email. This ensures you receive all Plan communication in a timely manner. The Plan office is separate from Team sters Local Union No. 31 office. When making any changes, both offices should be notified.
- BENEFICIARY DESIGNATIONS: Group Life and Accidental Death beneficiaries should always be kept current and reviewed periodcally. In cases of the death of a beneficiary or any changes in your Member profile, the Plan is often not provided with updated beneficiary designation which can present challenges after the fact.
- To be eligible under the Plan, a Spouse or common-law Spouse (partner) must be “co-habiting in a conjugal or marriage-like relationship” with the Member. In the case of a common-law Spouse, 12 months of co-habitation is required.
- Former Spouses/Partners are not covered under the Plan.
- Dental and Extended Health claims will only be reimbursed in accordance with the terms of the Plan.
- All Dental claims must be received within 12 months of the date of service. This includes electronic claims.
- Dental Pre-authorization is strongly recommended and encouraged to confirm if any portion of the dental treatment being proposed may not be eligible for payment under the Plan. It is important to remember, fees charged by your dentist may be higher than coverage provided by the Plan. The $3,000.00 combined annual maximum is based on a calendar year, January to December.
- Extended Health claims are only accepted for the current year or 1 year prior. For example: If current year is 2022, claims for 2022 and one year prior (2021) will be assessed.
- For new Plan Members, before the Plan can provide reimbursement for prescription claims and activate your prescription medication card, the Plan Office requires the Fair Pharmacare registration number. Once you have registered with Fair Pharmacare, please ensure you provide our office with the registration number. New Plan Members will receive further detailed information from the Plan Office on how to apply.
- Please note, unless your doctor specifically requests that “no substitutions” be used for prescription medications, (must be received in writing to our office), the Plan will only approve and accept the generic equivalent of the name brand for reimbursement.
- Optical benefit coverage - $300.00 per consecutive 24-month period. Unless submitted electronically from the paramedical office, manual claims must be accompanied by the Optician’s current prescription and proof of purchase which must confirm method of pay ment such as credit card receipt or debit slip. It is very important to note, the 24-month qualification period is based on date of pur chase.



BIG NEWS! The new claim system design will offer EDI, (electronic data interchange), for dental claims, extended health and pharmaceutical claims. This means dental clinics will have the ability to direct bill and receive electronic payment promptly. The Plan Member will only pay the relative portion of the claim to the treatment provider should the expenses exceed the eligible limit. The paramedical clinics which include physiotherapists, chiropractors, massage therapists, optometry, and others will also have a direct billing portal which will provide electronic payment promptly. Again, the Plan Member will only pay the relevant portion of the claim to the treatment provider, should the expenses exceed the eligible limit.Pharmaceutical claims will also move to the new system. Please continue to watch for further information from the Plan Office regarding this change.



PENSION PLAN

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 which affects the amount of your pension accrual. Higher hourly rate = higher monthly pension.

Once you become a Member of the Pension Plan, it is extremely important to review your annual Pension Statement to ensure that the pension hours reported to our office by your Employer match your own records. Each Plan Member will have different pension accruals based on their respective collective agreement and hours worked. Your pension statement also indicates the beneficiary appointment and current Spousal record, if applicable, the Plan has on your member record. For estate planning, please ensure this information always reflects your current wishes.

If you are in receipt of WorkSafe BC benefits and/or disability benefits from the Plan, you should make sure our office is aware of your disability status as you may be entitled to "non-work" (disability) accrual on your Pension record.

The Pension Plan's Role in Your Future

The Pension Plan is a supplement to other forms of retirement income. These would include government pensions such as Old Age Security, Canada Pension Plan along with any Registered Retirement Saving Plans you may have. In some cases, based on your annual income, there is also the Guaranteed Income Supplement provided by the Government of Canada. The government lifetime pensions along with your lifetime Pension from the Plan are important sources of combined monthly retirement income.

For more information on government pensions and any applicable changes, please contact your Service Canada office in person or on-line:

https://www.canada.ca/en/employment-social-development/corporate/portfolio/service-canada.html

Remember…..***pensions 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 they are living at the time of the Member's passing.

Pension Plan Beneficiaries

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. Please make sure you have updated any changes separately to the Teamsters' National Benefit Plan and the Teamsters' National Pension Plan.

It would be prudent to review your designated beneficiaries each year to ensure your wishes remain current. As noted earlier, the Plan sends out your pension statement each year with your beneficiary appointment and any applicable spousal information.

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 automatically your beneficiary should 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. If no beneficiary is named and you do not have a Spouse, the death benefit would be payable to your Estate. Again, this is totally separate from the beneficiary you have named on the Benefit Plan so please ensure you have considered both designations very carefully.

RETIREES…CURRENT CONTACT INFORMATION

If you are aware of anyone who was covered under the Teamsters' National Pension Plan as of January 1, 1982 and may not be aware of their pension entitlement, please have them contact our office.

PENSION WORKSHOPS - Registration is required for "Virtual" Information Sessions.

Please keep on eye on our website for details. We remain available throughout the week to answer any questions you may have or simply review your pension record.

We appreciate your feedback and comments on venue suitability whether the preference is virtual, in person or via email and/or telephone.

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



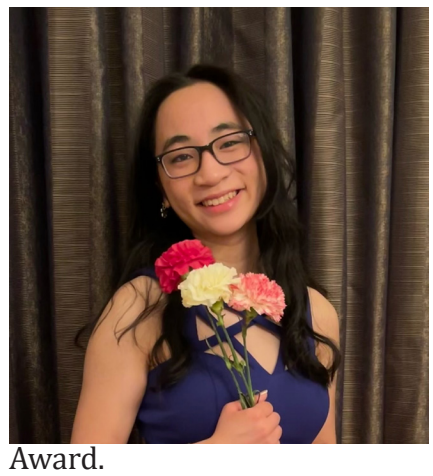
2022 Scholarship Recipients



MARTINA BLAZEVIC
Martina Blazevic is the daughter of Teamster member Kris Blazevic from Purolator Courier (Burnaby). Martina graduated from Little Flower Academy in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award as well as being selected as a $1,000.00 James R. Hoffa Memorial Scholarship Bootstrap Award.

"I will be attending Azusa Pacific University in California, where I will further my academic and athletic career. I plan to study Psychology, while playing NCAA water polo. Once I complete my undergraduate degree, I hope to attend Law School, in order to pursue my dreams of becoming a lawyer."

VICTORIA CHAN
Victoria Chan is the daughter of Teamster member Simon Jing-Fung Chan from Metro Vancouver. Victoria graduated from Magee Secondary School in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award as well as being selected as a $1,000.00 James R. Hoffa Memorial Scholarship Bootstrap



Award.

"I plan to study kinesiology at Langara which would allow me to be able to help people. My goal is to possibly be in rehabilitation or physiotherapy. In my future I am looking forward to finding ways to help and educate people on their health."



RAVEN DHILLON
Raven Dhillon is the daughter of Teamster member Amrik Singh Dhillon from Simard Westlink. Raven gradutated from Queen Elizabeth Secondary School in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

"Graduating high school was such a big accomplishment for me. Being able to see my peers, family, and friends proud of me has made me want to do more and better in the upcoming future. My goals after high school are to pursue a degree in the field of Criminology and Psychology and go on all the adventures life brings my way. I hope the future holds many fun and lively events for me and I wish all the grads of 2022 the very best!"



ANTON PANFILENOK
Anton Panfilenok is the son of Teamsters member Viktor Panfilenok from Metro Vancouver. Anton graduated from Cariboo Hill Secondary School in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

"As I wanted to start my career as early as possible, I got a job as a Junior Web Developer in October of 2021 and plan to continue working there throughout my studies at Douglas College and, after transferring to Simon Fraser University for a Computing Science Bachelor of Science. Thank you very much for your support."



KAREENA BADHAN
Kareena Badhan is the daughter of Teamsters member Jasbinder Badhan from the Vancouver Police Department. Kareena graduated from Moscrop Secondary School in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

"Through exploring a variety of subject areas in high school, I discovered my interest in psychology. I find it fascinating to learn about what drives humans to behave the way that they do, which is why I will be pursuing a Bachelor's degree in psychology at SFU this fall. I hope to work in the education sector in the future as a teacher or counsellor."



REGEENA ROSA DAYRIT
Regeena Rosa Dayrit is the daughter of Teamsters member Regino Dayrit from United Parcel Service. Regeena graduated from Notre Dame Regional Secondary school in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

"My name is Regeena Rose Dayrit and I am very grateful towards Teamsters for giving me the opportunity to further my dreams of attending post-secondary. I am a very creative person and have a great interest in the arts. To name a few, my passions include painting, dance, music, sewing and learning. In the future, I plan on continuing my studies by majoring in psychology and continuing in that field as my career."



ETHAN DHAMI
Ethan Dhami is the son of Teamster member Maria-Lise Dhami from the Vancouver Police Department. Ethan graduated from Sir Winston Churchill Secondary School in June 2022, and was a recipient of a $2,500.00 Teamsters Local 31 Scholarship Award.

"I enjoy playing chess, staying active, and learning outside of school. Nuclear Science has always fascinated me which is why I am going to Ontario to study that field of work. I would like to thank Teamsters Local 31 for giving me a head start to my post-secondary education."



AMELIA DONNAN
Amelia Donnan is the daughter of Teamster member Patrick Donnan from Coca-Cola Terrace. Amelia graduated from Caledonia Secondary school in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

"I am very thankful to Teamsters Local 31 for the scholarship to help me achieve my goals. My plans for the future are to study chemistry at the University of Victoria. I want to become a Chemical Engineer or a Material Chemist."



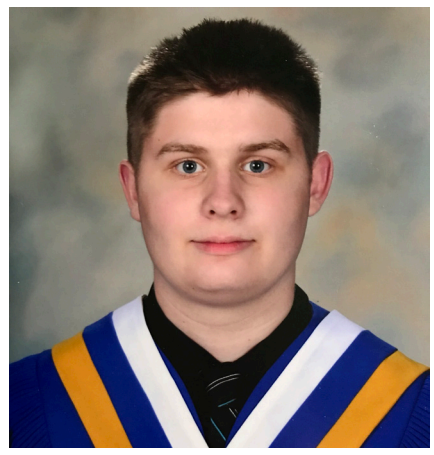
AMAR MULTANI
Amar Multani is the son of Teamster member Narinderjit Multani from Chep Canada. Amar graduated from Rick Hansen Secondary School in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

"I would like to thank President Stan Hennessy for granting me with this Teamsters Local 31 Scholarship. I will be attending the University of the Fraser Valley with the goal of obtaining my 4 year Bachelor of Arts degree. From there, I will pursue the teaching program at UFV to become a high school social studies teacher."



YU TING (KEVIN) FAN
Yu Ting (Kevin) Fan is the son of Teamster member Kewi Wang from Metro Vancouver. Kevin graduated from Pinetree Secondary school in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

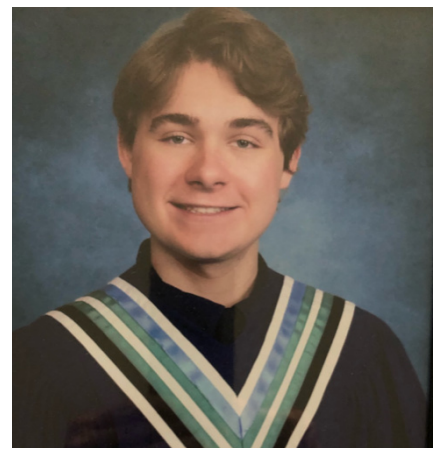
"My name's Kevin and I'm a hockey player, student paramedic, photographer, and army cadet going out to Carleton University to pursue aerospace engineering! I'm excited to be headed off to university and I'm glad that I can focus more on my studies thanks to this scholarship!"



TREVOR HENRY
Trevor Henry is the son of Teamster member Trevor Henry from the Abbotsford School District No34. Trevor graduated from Chilliwack Secondary School in June 202, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

"I am so grateful to receive this scholarship. I am enrolled in the Criminal Justice Degree program at University of the Fraser Valley for the fall. I am planning to pursue a career within the federal justice system."

JAKE TOUGH
Jake Tough is the son of Teamster member Nicole Tough from the Vancouver Police Department. Jake graduated from Riverside Secondary School in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.



"Thank you very much for selecting me to receive the scholarship. I have recently been accepted into Thompson Rivers University to pursue a Bachelor of Business Administration with a major in accounting. Over the last year, I have discovered a strong passion for the business world, and I look forward to creating a career path based on this newfound interest."



ASHLEY WU
Ashley Wu is the daughter of Teamster member Kelvin Wu from United Parcel Service. Ashley graduated from Point Grey Secondary School in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

"My name is Ashley Wu and I am extremely grateful to be selected as a recipient of the educational scholarship (Teamsters Local Union No.31). I am very proud that my father, Kelvin Wu, is working in such a successful company (UPS) within the Union Organization. I plan to study in the faculty of science at UBC this fall. I hope to earn a Bachelor of Science while continuing to pursue my passion in music. I would also like to get involved in the Union after I graduate and give back to the community whenever possible. I would like to express my genuine gratitude for this opportunity."



EMMA BIRCH
Emma Birch is the daughter of Teamster member Lucas Birch from the Vancouver Police Department who was selected from the International Brotherhood of Teamsters as a recipient of a $1,000.00 James R. Hoffa Memorial Scholarship Bootstrap Award.

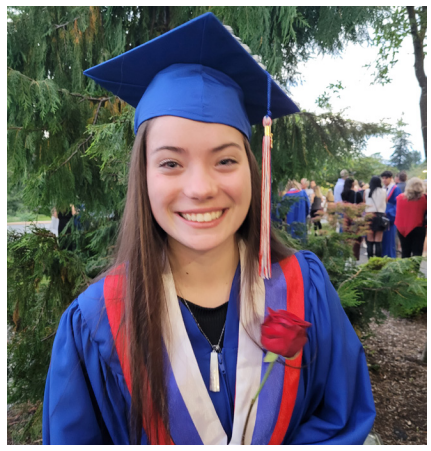
"I have been accepted into the engineering program at Queen's University in Kingston, Ontario. The program starts this September and I am very grateful for the Teamsters scholarship that I was awarded. My goal is to specialize in chemical engineering and use it for a career in pharmacology. Thank you for your support Teamsters Local 31."



YUMNA FAZAL MOHAMED
Yumna Fazal Mohamed is the daughter of Teamster member Fazal Mohamed Hassan from Busters Towing. Yumna was selected as a $10,000.00 James R. Hoffa Memorial Scholarship Award winner.

"I'm sincerely honoured to have been selected as the recipient of the J.R. Hoffa scholarship. I want to personally thank this scholarship for helping make it possible for me to pursue my dreams of becoming a dietitian. I hope to complete a bachelors in dietetics at the University of British Columbia. Your contribution

to my education will allow me to continue to focus on my studies and flourish in my career."



JULIA PRICE

Julie Price is the daughter of Teamster member Lise Nicholе Price from the Abbotsford School District No. 34. Julie was selected from the International Brotherhood of Teamsters as a recipient of a $1,000.00 James R. Hoffa Memorial Scholarship Bootstrap Award.

"I am grateful to have received the James R. Hoffa Scholarship. I am going to be attending Thompson River University, in the fall, in Kamloops, BC. I will be starting my Bachelors of Natural Resources Sciences. With this degree I plan to work with Fisheries, Wildlife or Forestry sectors, in B.C. I want to thank you for this generous donation to my post-secondary education."



ABBY BERTRAND

Abby Bertrand is the daughter of Colleen Bertrand from the Abbotsford School District No. 34. Abby was selected from the International Brotherhood of Teamsters as a recipient of a $1,000.00 James R. Hoffa Memorial Scholarship Bootstrap Award.

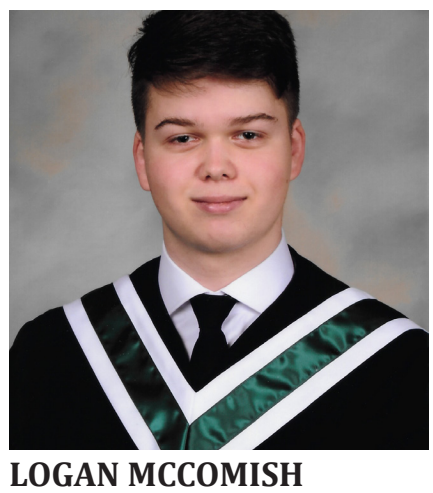
"Thank you for selecting me as one of the recipients of the James R. Hoffa Memorial Scholarship Funds Award. This fall I will be starting my bachelor of psychology degree at the University of the Fraser Valley. Following this I will be going to Alberta to finish my studies and pursue my dream of becoming a speech pathologist. Thank you again for this opportunity."



BLAKE LOEWEN

Blake Loewen is the son of Teamster member Devin Loewen from Marpole Transport. Blake was selected as a recipient of a $1,250.00 Local 31 Art Price Memorial Scholarship Award.

"My name is Blake Loewen. I am Devin Loewen's son who is a Heavy Duty Mechanic for Marpole Transport in Duncan, B.C. I am honored to receive the Art Price Memorial Scholarship from Teamsters Local 31. I am currently enrolled and attending my first year at Vancouver Island University in Duncan, B.C. I am taking the trade program to become a Refrigeration and Air Conditioning Mechanic. This is a four (4) year red seal apprenticeship program. I will finish up my first year at the end of this November, then will start my apprenticeship part of the program. I hope to complete and receive my red seal and work in the refrigeration and air conditioning field doing residential/commercial work."



LOGAN MCCOMISH

Logan McComish is the son of Teamster member Lori McComish from the Abbotsford School District No. 34. Logan was selected as a recipient of a $1,250.00 Local 31 Art Price Memorial Scholarship Award.

"My interests are mountain biking, volleyball, soccer and 3D animation. My plans for post-secondary education are to attend Think Tank Training Center's full time diploma program. This program will guide me through the process of gaining the necessary skills and experience to get into the film or game development industry so I can continue my passion of 3D animation. I would like to thank Teamsters for supporting post-secondary bound students with the opportunity for financial assistance through their scholarships."

ASHTON CARLOSS

Ashton Carloss is the son of retired Teamster member Ronny Kugler from Overland West Freight Lines. Ashton graduated from Clayton Heights Secondary School in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.



"I am planning to attend university to pursue my academic interest in engineering and science. I aspire to make an impact on society with the skills I will acquire through a further education. I would like to thank President Hennessy and the Teamsters Union for awarding me with this scholarship."

2022 Scholarship Awards and Recipients at Local 31

"Education must be the birthright of every child not just the children of privilege" - James R. Hoffa

Summary of scholarship awards garnered by students of Local 31 members:

2	$1,250	Local 31 Art Price Scholarships	$2,500
16	$2,500	Local 31 Scholarships	$40,000
1	$10,000	James R. Hoffa Memorial Scholarships	$10,000
5	$1,000	James R. Hoffa Bootstrap Scholarships	$5,000

In the school year 2021-22, Teamsters Local Union No. 31 and the James R. Hoffa Memorial Scholarship Fund granted $57,500 in scholarships to highschool seniors who are the children of Teamster members.

Scholarships Granted by the Union According to a Member's Company:

Abbotsford School District No. 34	5
Metro Vancouver	4
Vancouver Police Department	4
Purolator	2
United Parcel Service	2
Busters Towing	1
CHEP Canada	1
Coca-Cola Terrace	1
Marpole Transport	1
Overland West Freight Lines Ltd.	1
Simard Westlink	1
YRC Reimer	1

24 Scholarships Granted in 2021-22



Teamsters Save the Burnaby Christmas Bureau

Earlier this year, Local 31 and Local 155 joined up to help the Burnaby Christmas Bureau warehouse Christmas gifts destined for children in December 2022.

A friend of the Teamsters through our community charity work, Simone Brandl contacted Director of Union Organizing Ben Hennessy in urgent need of help. A trucking company that generally donated a trailer to store Christmas gifts was no longer available to do the job. Also, the mall that had donated space to the Christmas organization needed to move out the 33 skids of boxes and 20 ft. of toy stuffies as soon as possible.

The Teamsters came to the rescue. Local 31 President Stan Hennessy and Local 155 Secretary-Treasurer David Holm mobilized the two local unions and its officers with a plan to save the Burnaby Christmas Bureau.

When all was said and done, officers from each local union volunteered their Sunday afternoon to load and unload 80ft. of trailer from the mall to the Local 155 building located in Burnaby. Local 31 drove its Peterbilt tractor to Van-Kam Freightways Ltd. and picked up a 40ft. trailer donated by the company.

The Burnaby Christmas Bureau can now be at peace knowing that the Teamsters Union will protect the Christmas gifts for kids. And as a friend to charity, the Teamsters Union is proud to help people and organizations in their time of need.

Local 31 proudly represents members in trucking, courier, public services, warehousing, bus and coach driving, and limousine chauffeurs.

Local 155 proudly represents members in the movie industry, including drivers, security, catering, animal handling, wrangling, marine, automotive and miscellaneous employees in British Columbia.



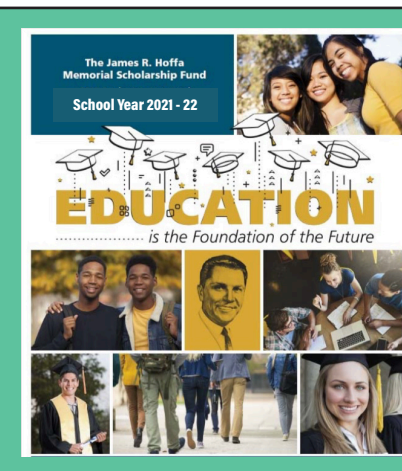
Local 31 Secretary-Treasurer Caley Fieldhouse and Loal 155 Union Rep. Courtney Tuckwood move boxes of toys inside the Local 155 Auditorium.



SAVANAH SZEREPI

Savanah Szerepi is the daughter of Teamster member Richard Szerepi from YRC Reimer. Savanah graduated from A.L. Fortune Secondary School in June 2022, and was a recipient of the $2,500.00 Teamsters Local 31 Scholarship Award.

"I wanted to thank Stan Hennessy, President of Teamsters Local Union No. 31 for the $2,500.00 scholarship. I plan to use this scholarship to help pay for the pastry art class. After completing the course, I plan to work in a bakery and possibly open up my own someday."



TEAMSTERS CANADA PRESIDENT FRANCOIS LAPORTE MEETS JOINT COUNCIL NO. 36 IN VANCOUVER, BC



FRANCOIS LAPORTE
PRESIDENT,
TEAMSTERS CANADA

DAVID HOLM
DIRECTOR,
CANADIAN MOTION PICTURES
AND TRADESHOWS

STAN HENNESSY
PRESIDENT,
JOINT COUNCIL NO. 36
BRITISH COLUMBIA
YUKON TERRITORY

In May, 2022, Joint Council 36 President Stan Hennessy proudly hosted Teamsters Canada President Francois Laporte and his staff at the JC36 office in Vancouver, BC.

President Francois Laporte introduced Executive Assistant and National Representative Roy Finley, Representative David Cooper, Director of Government Affairs Mariam Abou-Dib, Director of Communications and Public Affairs Catherine Cosgrove, and Director of Research and Policy Development Omar Burgan from the Teamsters Canada staff.

"The professional advocates at Teamsters Canada carry on the vital task of moving concerns of Teamsters and Local Unions to parliament and voicing the Union message in public forums and the media," said President Francois Laporte.

JC36 President Stan Hennessy reported that the Teamsters in British Columbia are growing by organizing the unorganized and negotiating industry-leading contracts. Also, President Hennessy stated that the four local unions that comprise the Joint Council are doing a solid job protecting and representing members at the workplace.

"The Local Unions within Joint Council No. 36 continue to prosper and diversify," said JC 36 President Stan Hennessy, "by enforcing labour agreements and workplace safety, JC36 now represents a record number of members from almost all industries and public services in British Columbia and the Yukon Territory."

In recognition of the work that Local 155 has done to advance members in the motion picture and tradeshow industry, President Laporte honoured Local 155 Secretary-Treasurer/Principal Officer David Holm with the position of Director of Canadian Motion Pictures and Tradeshows.

"The Teamsters Union means everything to me. The Union has given me everything that I have," said Bro. David Holm, "it's an honour for me to give back to my brothers and sisters I've worked beside all these years."

Joint Council No. 36 represents approximately 25,000 Teamster members in British Columbia and the Yukon Territory from Local 31, 155, 213, and 464.



TEAMSTERS CELEBRATE SHOP STEWARDS AT BANQUET

In May, 2022, the Teamsters, Local Union No. 31, hosted its annual Shop Steward Banquet at the Italian Cultural Centre in Vancouver, BC.
President Stan Hennessy praised the over 100 Shop Stewards gathered at the dinner and dance for their leadership and commitment to the local union.
"This is our first major function that we've had since the pandemic, and this function is dedicated to our Shop Stewards, who have been so helpful throughout the pandemic. Your efforts have been incredible," said President Stan Hennessy," "we wouldn't be as

Continued on page 21...

Shop Steward Banquet...

strong as we are without the Shop Stewards."

Adding to the special night was a performance by Cirque du Soliel. The acrobatic performance received a standing ovation from the Shop Stewards and their guests. Afterwards, the celebration moved to the dance floor, where the Stewards got their groove on.

This night is about you, the Shop Stewards. This is a recognition for all your hard work," said Secretary-Treasurer Caley Fieldhouse, "Local 31 thanks you for your dedication to the membership and your loyalty to the Union."

Teamsters Local 31 is proud of its Shop Stewards and provides training for them annually. If you are interested in being the first line of defence for members at the workplace, please contact your Union Business Agent.

SHOP STEWARD



Cirque du Soliel performer floats through tables of dining Shop Stewards and their spouses at Italian Cultural Centre.

✓ MORE PAY
✓ MORE BENEFITS
✓ MORE RESPECT

TEAMSTERS
LOCAL UNION NO. 31
BRITISH COLUMBIA AND YUKON TERRITORY

FOR ASSISTANCE UNIONIZING YOUR WORKPLACE
Contact Ben Hennessy, Director of Organizing
Phone: 604-527-2722
Email: bhennessy@teamsters31.ca

ALL CALLS ARE CONFIDENTIAL

Financial Statements

for the fiscal reporting year of 2021

Teamsters Local Union No. 31
Statement of Financial Position as at December 31, 2021

Teamsters Local Union No. 31
Statement of Financial Position
As at December 31, 2021

General Fund	Strike Fund	Shop Steward Fund	Truck Fund	Benevolent Fund	Advancement Fund	Building Fund	2021	2020
3,095,596	855,318	250,146	25,317	5,822	688,246	323,827	5,244,272	3,934,836
2,510,014	1,344,121	-	-	-	-	-	3,854,134	2,910,875
33,919	-	-	-	-	-	-	33,919	33,919
5,639,529	2,199,439	250,146	25,317	5,822	688,246	323,827	9,132,325	6,879,630
510,014	-	-	-	-	-	-	510,014	1,000,000
64,005	-	-	66,620	-	-	-	130,626	176,221
2,177,405	-	-	-	-	-	475,536	2,652,941	2,658,746
1	-	-	-	-	-	-	1	1
610,104	84,322	(20,377)	(26,202)	-	61,076	(708,923)	-	-
9,001,058	2,283,761	229,769	65,735	5,822	749,322	90,440	12,425,907	10,714,598

Teamsters Local Union No. 31
Schedule 1 - Statement of Receipts and Disbursements (General Fund)
For the year ended December 31, 2021

	2021	2020
Receipts		
Dues and assessments	6,458,741	6,095,520
Initiation and reinitiation fees	453,869	449,930
Interest	74,710	74,282
Administration fees	20,095	19,409
	7,007,415	6,639,141
Refunds	(3,986)	(14,586)
	7,003,429	6,624,555
Arbitration	53,614	58,228
Building maintenance and utilities	32,795	28,404
Computer system maintenance	30,217	35,811
Contribution to charities	14,764	17,318
Employee benefits	1,172,798	973,591
Expenses allowances	66,650	61,285
Legal department	10,206	11,311
Meeting and committee expenses	31,237	24,768
Per capita taxes	1,461,463	1,400,369
Photocopying	22,340	29,416
Postage	24,475	54,804
Professional fees - other	15,841	17,491
Professional fees - outside legal	72,977	77,184
Rent - office and meeting hall	50,134	49,334
Salaries, wages and benefits	2,192,101	2,176,318
Supplies, printing and office administration	171,006	130,830
Telephone, fax and e-mail	48,147	45,887
Travel, auto expenses and allowances	162,445	205,347
	5,633,210	5,397,696
Amortization	35,347	40,829
	5,668,557	5,438,525
Excess of receipts over disbursements	1,334,872	1,186,030

481080 B.C. Ltd.
Balance Sheet
As at December 31, 2021

	2021	2020
Assets		
Current		
Cash	102,851	102,130
Term deposit *(Note 3)*	513,070	504,030
Prepaid expenses	2,732	2,732
	618,653	608,892
Capital assets *(Note 4)*	1,868,228	1,868,228
	2,486,881	2,477,120
Liabilities		
Current		
Deferred revenue	2,250	2,250
Advances from Teamsters Local Union No. 31 *(Note 5)*	2,652,941	2,658,746
	2,655,191	2,660,996
Shareholder's Deficit		
Share capital *(Note 6)*	1	1
Deficit	(168,311)	(183,877)
	(168,310)	(183,876)
	2,486,881	2,477,120

Approved on behalf of the Board of Directors

X Stan Hennessy
Board Member

X
Board Member

As inspected by an auditor and directed by the Executive Board at Teamsters, Local Union No. 31, the finances remain financially solid, improving year over year.

BRITISH COLUMBIA AND YUKON TERRITORY

In Memorium

Teamsters Local 31

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

James Heslop	Canada Cartage	68	Peter Cuming	Marpole Transport	84
Otto Lam	United Parcel Service	50	Raymond Hudson	Public Freightways	93
Odette Pepper	United Parcel Service	55	Annette McColl	ICG Propane	80
Dan Saunders	Metro Vancouver	43	Gurdial Basi	Ideal Fuel	85
Heather Davis	Abbotsford School District	54	Clarence Berman	Public Freightways	92
Keith Davis	Coast 2000	61	Bob Christoffersen	Arrow Transportation	75
Cam Anderson	Purolator Whitehorse	68	Albert Ellison	To-Market Services	89
Kevin Stock	Metro Vancouver	54	John Maxwell	Motorways (1980)	84
Mark Stewart	Pactow	72	Peter Naess	Prince George Transit	72
Tuoi Thi Nguyen	Beachcomber Hot Tubs	56	Orville Peterson	Stream Logistics	92
Michael Hope	UPS	44	Gary Sherwood	Martin-Brower	68
			Marvin Fagrie	Firebird Transportation	84

RETIREES

Gerard Lavigne	Superior Propane	74
Kelly McDonald	Salmons Transfer	63
Saras Mani	Gray Line of Vancouver	80
Alfonso Merlo	Public Freightways	96
Glen Ramsay	Ryder Container	75
Virgille Reimer	Abbotsford School District	74
Roy St. Jean	Abbotsford School District	74
Grace Wright	Abbotsford School District	92
Aubrey Righton	Les Reichelt Trucking	92
Johannes VanDyke	Abbotsford School District	90
David Allen	Abbotsford School District	82
Paul Doucette	Tom Bros. Limited	80
Thomas Dumbrell	Canadian Freightways	84
Ivan Laughlin	Clark Trucking	71
Ken Wittenberg	Wings Motor Cartage	76
George Wong	Van-Kam Freightways Ltd.	78
Harry Prentice	Commercial Truck	91
George Burgess	Westland Carriers	91
Edwin Hillman	Coast 2000	76
James Kidd	YRC Freight	68
Douglas Oleniuk	Rivtow Marine	80
Carole Coulter	Commonwealth Logistics	73
Edward Neufeld	Van-Kam Freightways Ltd.	80
Robert Ross	Abbotsford School District	91



Today, and every day thereafter, we honour Teamsters who worked their entire lives to make a better world for family, friends, and their union sisters and brothers.

British Columbia and Yukon Territory

TEAMSTERS LOCAL 31

BRITISH COLUMBIA AND YUKON TERRITORY

United to Protect · Combined to Achieve

HOW TO REACH YOUR UNION BUSINESS REPRESENTATIVE

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TEAMSTERS NATIONAL BENEFIT PLAN

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TOLL FREE: 1-888-478-8111
WEBSITE: www.teamstersbenefits.ca

TEAMSTERS31

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ALL WORKPLACES NEED TEAMSTERS

Contact Ben Hennessy, Director of Union Organizing
Phone: 604-527-2722
Email: bhennessy@teamsters31.ca

PROTECT • ACHIEVE • RESPECT



BRO. MOSTAFA KERMANI, DRIVER AT BUSTERS TOWING IN VANCOUVER, BC, DELIVERS THE CITY-OWNED 1928 LAFRANCE FIRETRUCK TO THE CEPERLEY PARK PLAYGROUND IN WORLD-FAMOUS STANLEY PARK. THE FIRETRUCK HAS BEEN A POPULAR ATTRACTION INSIDE THE PARK SINCE 1967.



JOINT COUNCIL NO. 36 BOARDROOM AT 419 E. BROADWAY, VANCOUVER, BC

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