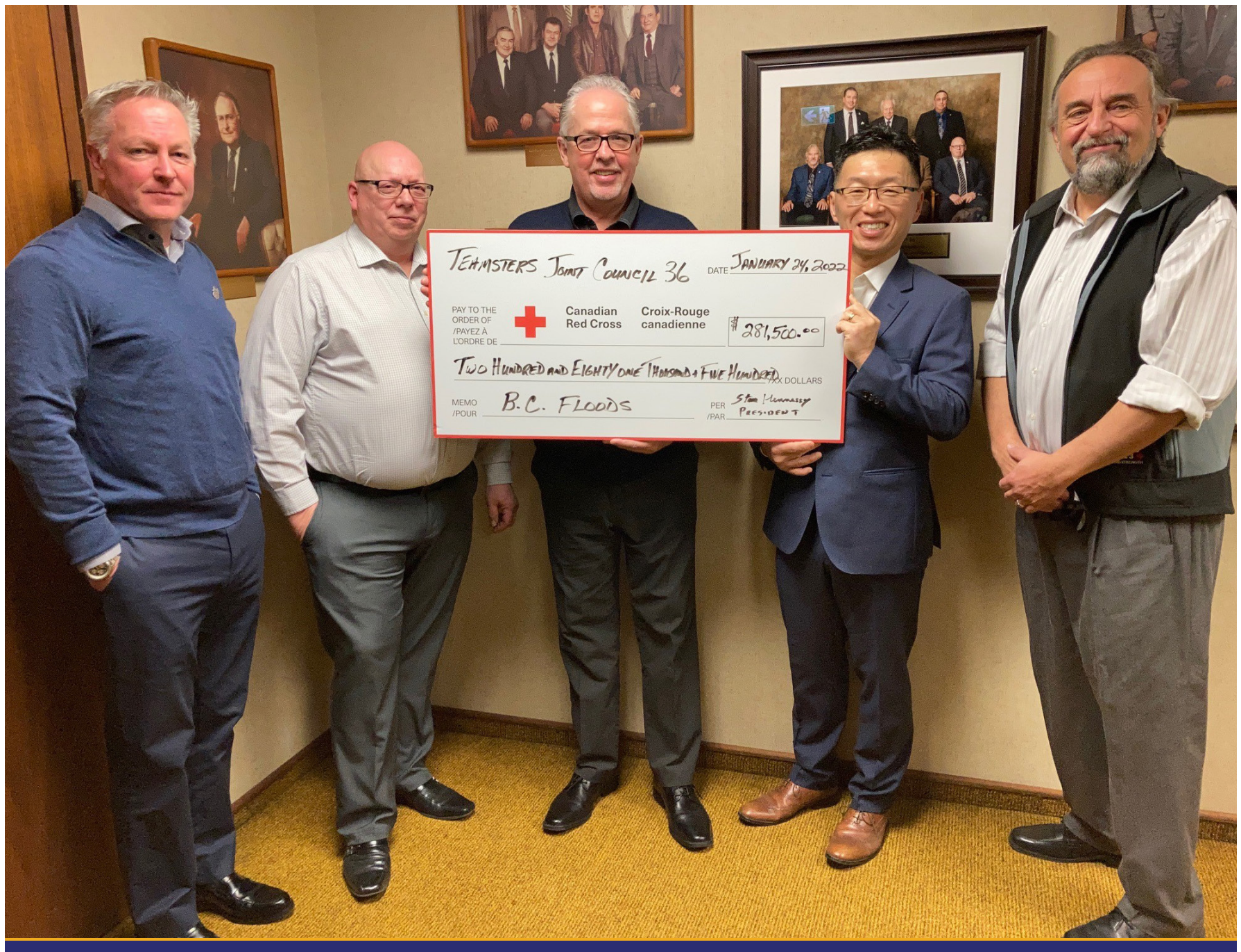
31 NEWS

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

SPRING 2022 www.teamsters31.ca BC and Yukon, Canada

Teamsters Union Amasses $281,500 for B.C. Flood Victims



(L-R) Joint Council No. 36 Trustee David Holm, Recording-Secretary Paul Barton, President Stan Hennessy, Red Cross Coordinator John Kim, and Secretary-Treasurer Walter Canta present the generous Teamsters donation of $281,500 to the Canadian Red Cross for its efforts in assisting British Columbians impacted by the BC flood disaster.

In response to the catastrophic floods in British Columbia caused by weeks-long torrential rainfall, Canadian local unions, Joint Councils, and Teamsters Canada mobilized to amass a $281,500 donation to the BC Red Cross Emergency and Disaster Flood Relief in Deccember 2021.

The largest donation on record by Canadian Teamsters provided direct relief to the people affected by the disaster. The federal and provincial governments matched every dollar donated by the Teamsters Union to the BC Red Cross, meaning the union's $281,600 donation equalled

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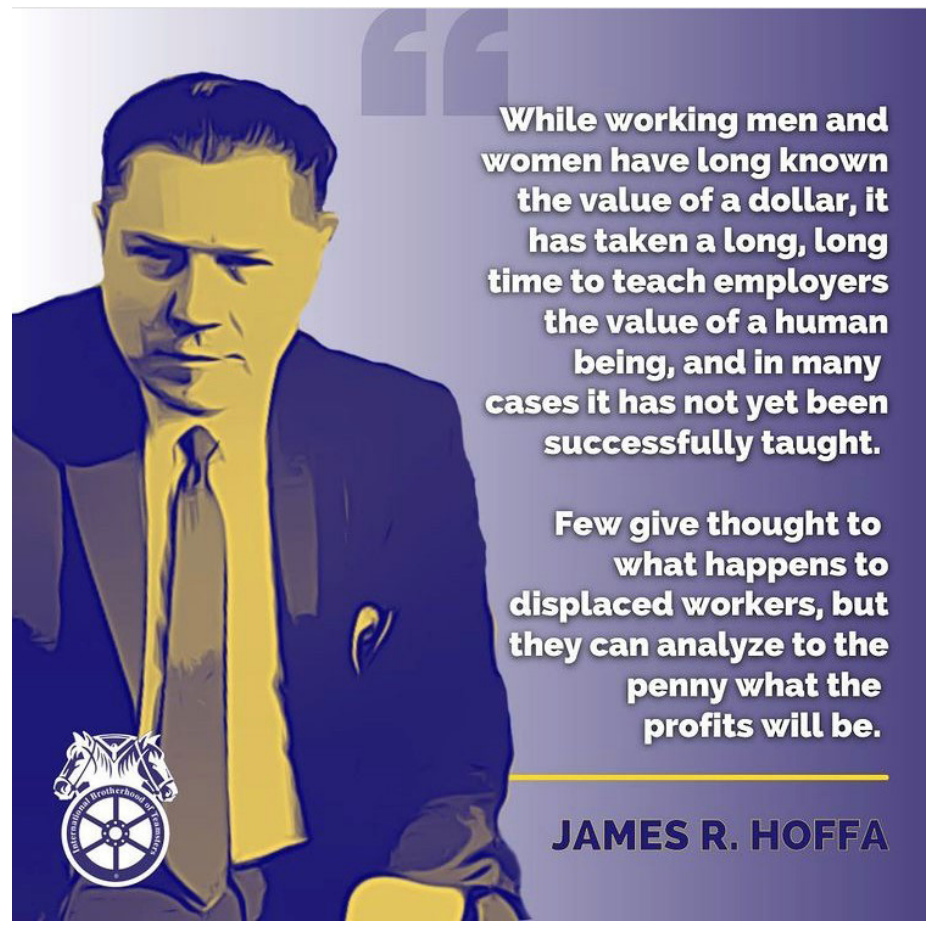
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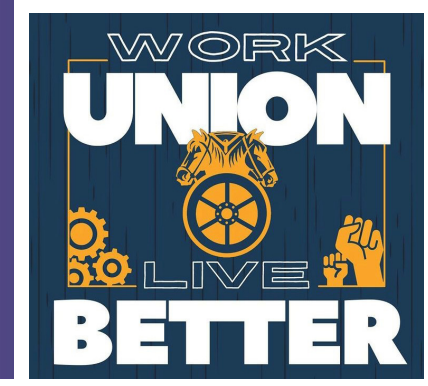
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TEAMSTERS, LOCAL 31

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JUSTICE, DIGNITY, AND RESPECT

B.C.
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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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PRESIDENT'S REPORT



Stan Hennessy,
President

The year 2022 marks the 86th anniversary of Teamsters, Local Union No. 31. Our local union was granted a charter in 1936 to accommodate the expansion of the unionized cartage and warehousing industries, today a vital membership at Local 31.

From our early growth and active representation, Local 31 expanded and developed into the premier union for members employed in Courier, Freight, Public Services, Lumber, Pulp and Paper, Transit, Coach, School Bus Drivers and Monitors, Warehousing, Grocery Services and Limousine Chauffeurs.



Today, our membership stands at 8,322 members and is growing, a benchmark for Local 31.

Having a growing local union has provided us an opportunity to enhance our representation for members by adding a new Business Agent. Having 30-years of Freight and Warehousing experience, newly appointed representative Bro. Pete Stanworth as had success in various capacities as a Teamster, including as an elected Shop Steward, elected Bargaining Committee Member, Driver and Warehouseman from Van-Kam Freightways Ltd., and involement in a union organizing campaign. I certainly look forward to Bro. Pete Stanworth's future as a Business Agent.

Throughout 2021, the local union organized industry and public services resulting in the union welcoming 100 new members.

Currently, the organizing department is organizing employees at Amazon and Gordon Food Service Canada.

Organizing is a challenging task, and the local union is committing resources to win Teamster contracts for employees at Amazon and Gordon Food Service Canada. Led by Director Ben Hennessy, the local union Executive Board and Business Agents were at the job sites building union support. Also, several Teamsters were booked-off the job to assist on the Gordon Food Service Canada campaign. The union appreciates all support from employees at the two companies, and we look forward to building a more incredible 2022.



In the Public Services, our civilian members at the Abbotsford Police Department ratified a two-year agreement. Business Agent Lance Matricardi chaired negotiations with the assistance of Business Agent Mike Hennessy. The Bargaining Committee did a terrific job, and the membership is in a strong position moving forward.

Our civilian members at the Vancouver Police Department overwhelmingly ratified a 3-year agreement. In mediation, Secretary-Treasurer Caley Fieldhouse, Business Agent Mike Hennessy and Union Committee members Olivia Kajander, Cathy Hall, and Mark Langham made substantial improvements on several key member benefits and wages.

CIVILIAN MEMBERS

In addition, members at Metro Vancouver ratified a two-year agreement with increases to their wages. Thank you to all Metro Vancouver members for keeping our city running smoothly.

In Freight and Warehousing, the Union Committee at Canada Cartage did an excellent job negotiating a new 6-year collective agreement. As you recall, in 2019, the CIRB granted Local 31 a BC-wide bargaining unit at Canada Cartage. In true Teamster brotherhood, the Vancouver members voted to receive modest increases to allow those outside Vancouver to equalize in higher wages and pensions across BC. The negotiations were chaired by Business Agent Paul Simms with Business Agents Mike Hennessy, Anthony Kirk, Tom Brown, and elected members and Shop Stewards Bros. Scott Porrit, Howard Jackman, Dave Lundy, and Richard Hannah.

In general, our membership in Freight and Warehousing is fairing well and growing. Local 31 added two new warehouse and driver certifications at Overland West Freight Lines Ltd. in Prince George and Smithers, BC. In addition, Local 31 negotiated industry best contracts at Martin-Brower, TST-CF Express, YRC Freight, City Transfer, Marpole Transport, Signal Warehousing and Interhold Distribution.

For our members who work at and from the Port of Vancouver, the Office of the BC Container Truck Commissioner has held several stakeholder meetings regarding policy. On behalf of Local 31, I submitted a formal submission supporting hourly wages for all company drivers and owner-operators, including increases to fuel surcharges. Recently, Port Commissioner Michael Crawford released his report calling for a transition of owner-operators to an hourly rate.

A substantial Strike Fund is key for bargaining strength, security and membership protection. At Local 31, the local union has built a formidable $2.2 million, Strike Fund. Combined with the $55 million Strike Fund at Teamsters Canada and the IBT Strike Fund of $255 million, the Teamsters Union is a tough group.



The Strike Fund at Local 31 was tested when our 100 sisters and brothers at Beachcomber Hottubs picketed for 9-hard weeks. As a result of the picketing, our members ratified their best contract in history by 93% in favour after reaching a 4-year deal with $1 increases per year and $0.10 per year into the members' Teamsters National Pension Plan. Congratulations to our members at Beachcomber Hottubs.

In 2021, the James R. Hoffa Scholarship Fund exceeded all expectations at Local 31 when it generously granted five (5) $10,000 JRHMSF scholarships to our members' children graduating from high school. Our local union is exceptionally thankful for each scholarship and all the people involved at the JRHMSF.



In addition, this year, Local 31 granted twelve (12) $2,500 scholarships totaling $30,000 to the children of members graduating high school. Overall, the 2021 school year ended up being exceptional for our families at Local 31. Congratulations to all recipients, and thank you, students and parents, for all your hard work.

Last summer, forest fires devastated British Columbia. Canadian Springs, Van-Kam Freightways and Local 31 combined to help support evacuees and firefighters by donating a trailer-load of drinking water to the Tk'emlups te Secwepemc Evacuation Centre in Kamloops. Thank you all for your generosity which delivered relief to the people of BC. Moreover, Teamsters Canada President Francois Laporte and the Executive Board approved matching a donation made by Joint Council No. 36 in British Columbia, which brought the Teamsters wildfire donation total to $40,000 to the Canadian Red Cross. The Teamsters wildfire donation will help the people of Lytton and the BC Interior recover from the destruction of their towns. I thank President Laporte and the Executive Board for their compassion and support.

Last December, people were reeling from the destruction caused by floods in BC. In response, Canadian local unions, Joint Councils and Teamsters Canada amassed a $281,500 donation to the BC Red Cross Emergency and Disaster Flood Relief. I am certainly thankful for the overwhelming generosity from across Canada.

Fraternally yours,
President Stan Hennessy

Canadian Local Unions, Joint Councils, and Teamsters Canada Raise $281,500 for B.C. Flood Victims

Continued from page 1...

$844,500 for flood victims.
"The flood disaster has wreaked havoc on people across the province," stated Joint Council 36 President Stan Hennessy, "I am certainly thankful for the overwhelming generosity from our Teamster locals across Canada bringing support and relief to people in British Columbia."

In BC, the Teamsters Union represents members in various industries and public services. The flood disaster impacteded a significant portion of our union members, including dairy and bakery production, movie production, educational support staff, civilian police staff, rail, construction, freight and warehousing, to name a few.
For two weeks from November 14, continuous storms poured immense amounts of rain on the areas ranging from Abbotsford to Merritt, Kamloops to Cache Creek, including on Vancouver Island. Rainfalls of over 550mm left homes, schools, businesses and farms underwater.

The rain caused massive damage to the highways and rail lines connecting Vancouver and the Fraser Valley. Landslides and washouts severed the lower mainland from the rest of the province. The province says it'll take until April 2022 to repair roads and structures. In the meantime, the province restricted non-essential travel on the three highways into Greater Vancouver.
The disaster caused fuel to be prioritized for transport trucks, emergency equipment, and first responders as a temporary measure. A limit of 30 litres of gasoline or diesel was enforced for non-essential vehicles under the provincial state of emergency.

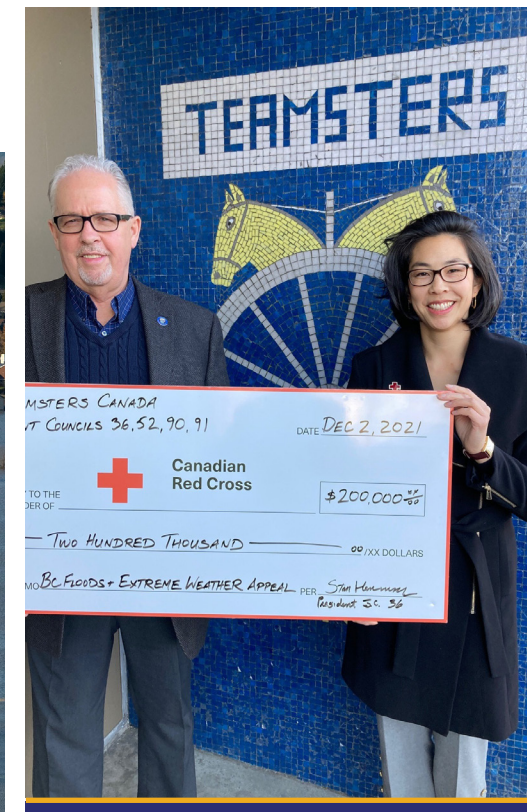
Also, the floods devastated a wide range of crops and livestock that further exasperated the supply chain from produce, dairy and protein. The BC Agricultural Minister Lana Popham reported that nearly 700,000 animals perished, and crops remained underwater for several weeks.

On a positive note, CN Rail secured rail transport in early December that had trains rolling again to and from Vancouver, BC, after repairing its tracks. The restored connection allowed freight to flow to and from the Port of Vancouver and begin to clear the massive backlogs of incoming shipping containers and outgoing grain. The repaired lines allowed the Canadian Pacific Railway, which shares tracks with CN Rail through the Fraser Valley.

Through the darkest weeks of BC history, the Canadian Teamsters acted immediately, helping the people of British Columbia by raising $200,000 on December 2, 2021. And since the original donation, Canadian local unions gave an additional $81,500 for people directly affected by the floods through the BC Red Cross Emergency Disaster Relief Fund.



Properties destroyed by flood water in Abbotsford, BC where more than 180 people were rescued by water and air.



President Stan Hennessy and Red Cross's Jennifer Wong at the Teamsters Vancouver Office.

Another Important Victory for Injured Workers at Local 31



The Local won a significant case of interest to truck drivers and other workers exposed to hazardous noise on the job.

The case involved Rob Balan, a Local 31 member who had worked as a truck driver for over 40 years. He started to notice hearing loss late in his career and filed a WCB claim, on the advice of a hearing specialist.

The WCB denied it, telling him that the noise levels in the trucks he was driving were no longer hazardous, so his recent hearing loss could not be linked to his job. The WCB took the position that noise from trucks manufactured after 2005 aren't hazardous, so all truck drivers stopped being exposed to hazardous noise in 2006.

The Local fought the case at the Workers Compensation Appeal Tribunal (WCAT) and won. The Local showed that the trucks the worker drove were old trucks, thus, according to the WCB's data, he was exposed to hazardous noise beyond 2006 and during the years when he noticed the decline in his hearing.

TEAMSTERS VICTORY

The WCB then took the position that, even so, the worker's audiograms were inconsistent with occupational hearing loss, so his 40 years of hazardous noise exposure can't have played any role.

Local 31 successfully argued in response that the science the WCB uses to deny legitimate hearing loss claims is outdated and being applied incorrectly. The resulting WCAT decision is one of the first cases, and the clearest case to date, to accept the scientific and medical evidence supporting that position.

Strike at Beachcomber Hot Tubs Ends with Best Contract in History



(Centre) Business Agent Duane Bryan, President Stan Hennessy, and Teamster members at Beachcomber Hot Tubs celebrate their new 4-year agrement that includes signifigant increases to wages, benefits, and work conditions.

Local 31 President Stan Hennessy reaches a 4-year deal with Beachcomber Hot Tubs ending a 9-week strike

After nine hard weeks on the picket line at Beachcomber Hot Tubs members of Local 31 ratified a new 4-year collective agreement by 93% in favor.

The new contract has $1 per hour increases each year including an additional $0.10 per hour added each year to the members Teamsters National Pension Plan.

"The picketers stood their ground and held the line," stated President Stan Hennessy, "our members fight on the streets paid off with signifigant increases at the bargainig table."

President Stan Hennessy assumed command of contract negotiations at the commencement of the strike. Business Agent Duane Bryan operated the picket line and assisted in collective bargaining with, Business Agents Paul Simms and Mike Hennessy including the elected committee member J.T. Bains.

"We had President Stan Hennessy at the helm, and our members had heart and determination which won us the strike!" stated Business Agent Duane Bryan.

A key part of the negotiations came from the Mediator Dave Schaub. He added stability to contract talks keeping negotiations on track. Equally important was the support from the various unions, local media and Teamster members who stood gaurd on the picket line.

Now our 100 members are back to producing the finest hot tubs in the world at Beachcomber Hot Tubs manufacturing plant in Surrey, BC. The union-made hot tubs are distributed worldwide.



Local 31 representatives (L-R) Secretary-Treasurer Caley Fieldhouse, Business Agents Duane Bryan, Mike Hennessy, and President Stan Hennessy stand with members on the picket line at Beachcomber Hot Tubs in Surrey, BC.

Employees in Hot tub production are underpaid and under valued in Greater Vancouver and the Fraser Valley.

Contact Teamsters, Local 31 for a better work-life.

www.bhennessy@teamsters31.ca

Teamsters Local 31, Canadian Springs, and Van-Kam Freightways Ltd. Supply Bottled Water to Evacuees and Firefighters in BC

BC Firefighters, Firefighters worldwide, and the Canadian Armed Forces are battling to extinguish wildfires in British Columbia that are causing mass devastation. To support the courageous people protecting our province, the Teamsters, Local Union No. 31, Canadian Springs Water Company, and Van-Kam Freightways Ltd. have combined to supply a truckload of drinking water to keep all fire services personnel and evacuees hydrated.

"Providing drinking water to evacuees and Firefighters is a necessity and a job where the Teamsters Union can help," says Stan Hennessy, Presdent, Teamsters Local 31, "our action plan was made possible by the outstanding generosity of Canadian Springs and Van-Kam Freightways."



(L-R) As the truck is being loaded, Business Agent Mike Hennessy and President Stan Hennessy wish Van-Kam Driver Paul Banwait a safe trip.

The fire that destroyed Lyttton, BC, was when the alarm bell started ringing for President Stan Hennessy. The president led LOCAL 31 into developing an action plan to support evacuees and the Firefighters who are sacrificing their health and safety to protect our province and prevent another Lytton disaster.

Business Agents Mike Hennessy and Paul Simms were involved in arranging the procurement and transportation of the bottled water to Kamloops. Stephanie Pike, Local 31 Secretary, made the delivery arrangements with the Kamloops Powwow Arbour, designated as the Tk'emlups te Secwepemc Evacuation Centre for fire evacuees and storage ground for fire logistics. The evacuation centre is located close to the sixteen wildfires surrounding the city of Kamloops.

"The Teamsters Union is about action," stated Mike Hennessy, Business Agent, "the union used its organizing ability to get groups together to make lives better for those who have been evacuated and fighting this wildfire."

The Canadian Springs Water Company is the largest and longest-serving water delivery company in Canada. For decades, the Canadian Springs Richmond facility employees have bottled and delivered purified spring water as proud members of Teamsters, Local 31.

"Canadian Springs immediately supported the bottled water initiative," stated Kent Woods, Western Canada Regional Manager "providing drinking water directly to the cause was the best way Canadian Springs could help."

Since BC is experiencing a hot, dry summer, the company's bottled water demand has soared. As a result, Canadian Springs went the extra distance by shipping 9.6-litre water jugs from its Washington State facility to Richmond, BC. Forklift Operator Margarita Atienza, 20-year Teamster, proudly loaded the skids into a waiting Van-Kam Freightways trailer destined to the Kamloops evacuation centre.



Business Agent Mike Hennessy, Van-Kam Driver Paul Banwait, and Canadian Springs Warehouse Worker Margarita Atienza take a break from loading water.

Van-Kam Freightways Ltd. is the largest freight company in British Columbia and has been "hauling freight for friends" since 1947. Over the years, the family-owned company has expanded its business to all regions of BC, where proud Teamster members provide excellent warehouse cross-dock service, and drivers deliver the latest shipment of goods to customers while mechanics service the hundreds of trucks and trailers, making Van-Kam Freightways an industry leader in freight.

"In times of disasters, there is hardship, and Van-Kam Freightways hopes we can provide some relief by helping out with the Teamsters initiative to provide drinking water," said Robert Henry Jr., C.O.O, "on behalf of my family and employees at Van-Kam, we thank all Firefighters, Canadian Armed Forces and wildfire rescue workers for their service."

Van-Kam donated its services by transporting the bottled water from Richmond to Kamloops. Driver Paul Banwait, 14-year Teamster, proudly picked up the shipment from the Canadian Springs facility and drove it to the Van-Kam Surrey warehouse, where it was cross-docked and loaded en route to its Kamloops warehouse. Driver Jack Wong, 11-year Teamster, delivered the water to the Tk'emlups te Secwepemc Evacuation Centre to be distributed to evacuees and Firefighters.

The action plan to transport the bottled water to Kamloops was a success, and the Tk'emlups te Secwepemc Evacuation Centre is doing a terrific job in delegating the resources. Overall, the Teamsters thank everyone involved for working together to provide relief to those who need it the most.



Sister Margarita Atienza loads up the skids of water staged inside the Canadian Springs Warehouse.

Teamsters Union Donates $40,000 for Wildfire Relief in British Columbia

"The Teamsters Union is a team built across North America, and when there is a need for help, the Teamsters will always rise to protect Canadians" - President Stan Hennessy

Teamsters Canada and Teamsters Joint Council 36 have made a $40,000 contribution to the Canadian Red Cross in response to the ravaging wildfires in British Columbia.

"There is a disaster in BC, and Teamsters Canada will join with Teamsters Joint Council 36 to provide financial relief to help communities overcome the destruction from the wildfire," stated Francois Laporte, President, Teamsters Canada.

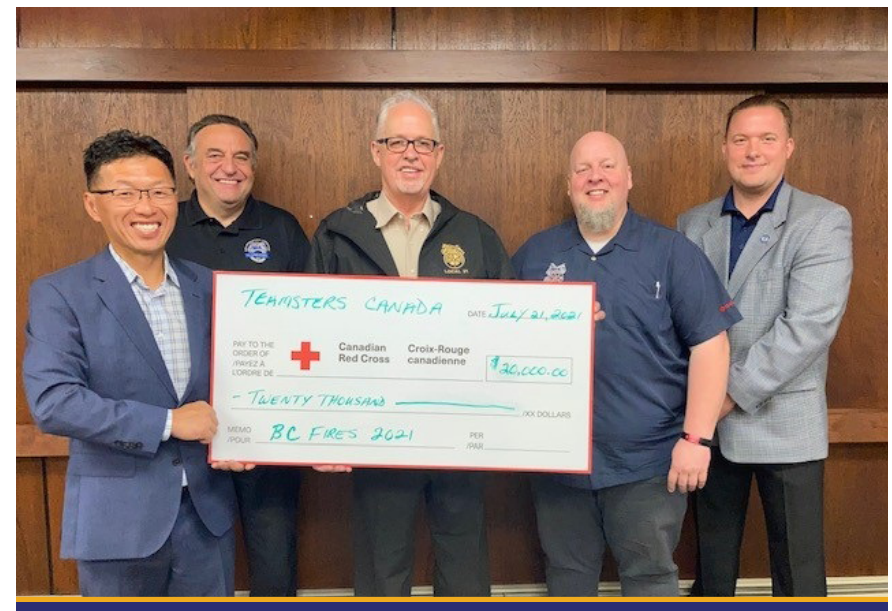
Since the absolute destruction of Lytton, BC and the Lytton First Nations in June, there have been a total of 1,486 wildfires, and 660,071 hectares of area burned, according to the statistics from the BC government. And it is only getting worse with BC entering its third heatwave this summer, where temperatures have reached 49 Celsius.

"I thank President Laporte and the Teamsters Canada Executive Board for matching the initial $20,000 donated to the Red Cross by Joint Council 36," stated Stan Hennessy, President, Joint Council 36. "The Teamsters donation will go a long way since the BC and federal governments will match it."

The Teamsters $40,000 donation to the Red Cross will equally be allocated to support the relief efforts within the Lytton community and help the evacuee and firefighting efforts in the BC interior.

In addition, the Canadian Pacific Railway who employs Teamster members across Canada, partially matched the Teamsters contribution by donating $20,000 to the BC Red Cross for disaster relief in Lytton.

"On behalf of the Joint Council, we thank everyone involved, especially Stephanie Pike, Local 31 Secretary and Berna Ho, Joint Council 36 Secretary, for their efforts coordinating the donation relief," respectfully says Stan Hennessy, President, Joint Council 36.



Joint Council 36 presents Teamsters Canada matching $20,000 donation to the Red Cross. (L-R) Canadian Red Cross Associate Director John Kim, Secretary-Treasurer, Walter Canta, President Stan Hennessy, Local 155 President/Business Agent Shawn Henter, and Local 31 Business Agent Mike Hennessy.

The national office of Teamsters Canada is based in Montreal, QC and is responsible for the union's Canadian interests on the national level. Joint Council No. 36 was established in British Columbia and the Yukon Territory comprising of Local 31, Local 155, Local 213, and Local 464.

Bro. Pete Stanworth Appointed as Business Agent

As Local 31 grows in membership, the local union is adding more representation for its members.

In December 2021, the Executive Board congratulated Bro. Pete Stanworth on his appointment to the position of Business Agent. The new union representative will work from the head office located on Annacis Island.

"Membership representation is a cornerstone at Local 31," says President Stan Hennessy, "as our local union expands, so will our dedication for member representation."

Brother Stanworth is an experienced union member with 30-years of service in the freight and warehousing industry.

As an elected Shop Steward at Van-Kam Freightways, Pete resolved numerous grievances for his brothers and sisters, resulting in financial restitution. He has served in collective bargaining, being part of a committee that successfully negotiated higher wages, benefits and pension. He has also been involved with a local union organizing campaign.

"I've been a Teamster my whole life, and representing members is what I've always wanted to do," expressed Business Agent Pete Stanworth," I thank President Stan Hennessy for this opportunity."

Earlier in the Fall, many members were undoubtedly inspired by the opportunity to be a Teamster Business Agent and submitted their resumes and letters of interest. Each member certainly had qualities beneficial for Local 31, and the Executive Board thanks you for your interest and support.

Business Agent Pete Stanworth will begin representing members in January 2022 after completing a month of training. President Stan Hennessy has assigned Brother Stanworth representational duties at Canadian Springs Water Company, CHEP Canada, Clarke Transport, Coast2000 Terminals, Pactow Transport, Park' N Fly, Texcan, and Westran.



(L-R) Newly appointed Business Agent Pete Stanworth is congratulated by President Stan Hennessy at the December 2021 Executive Board meeting.

Teamsters Public Service Employees

Civilian Members at Abbotsford Police Department Ratify New Contract

As the Teamsters Business Agent representing civilian members employed at the Abbotsford Police Department, I am proud of our members' unity and strength during collective bargaining in 2021.

It was a treat working with elected bargaining committee members Sister Jen Bernier and Brother Randy Dalit experts on the daily business at the police department. The committee's input and leadership were invaluable.

Also, President Stan Hennessy assigned Business Agent Mike Hennessy to shore up the committee. Mike brought his extensive negotiation experience and valuable insight in communication, and I thank him for his steady hand in guidance.

As negotiations were underway, the Union Bargaining Committee convened several times with the employer and improved contract language. Moreover, the mandate from the membership was for the union to gain more wages and health benefits.

During contract negotiations, our members stood strong and firmly rejected the company's first offer by 84%. The decisive vote mandate was precisely what the Union needed to show the employer our resolve to mediate at the BC Labour Relations Board.

Since it was the first time in bargaining history that a contract rejection occurred at the APD, it emphasized the seriousness of our membership.

In preparation for mediation, the union committee conducted numerous conference calls and zoom meetings with the membership, garnering more support, input, and an overall plan to shore up our mandate.

During mediation, the Union gave the company every opportunity to put its best positions forward. The employer made an offer falling short of the union committee's expectations, and the membership rejected the unrecommended offer handsomely by 84%.

As a result of the latest rejection, the union committee negotiated additional paid bereavement leave, full retroactivity, and increased wages over two years. Subsequently, the union committee recommended the offer, and it was accepted by 64%.

I am certainly proud of the union bargaining committee and the membership. The experience I gained of our vast membership participation and support was inspiring, and I genuinely believe unity will be the driving force when the new collective bargaining commences in 2022.



Proud Teamster Shop Stewards employed at the Abbotsford Police Department (L-R) CPIC Operator Jenna Postma, Prime Coordinator Amy Kelly, Public Counter Supervisor Jen Bernier.



Teamster Photo Lab Technicians at the Vancouver Police Department

Teamsters Local 31 represents approximately 400 civilian staff members at the Vancouver Police Department. We have many positions on our roster at the VPD including Policy and Planning Analysts, Crisis Intervention Caseworkers, Crime Analysts, Forensic Firearm & Tool Mark Examiners, Investigational and Section Assistants, Forensic Video Analysts, Stable and Kennel Attendants and a number of positions in the Information Management Section (IMS).

One of many interesting positions at the VPD is the Photo Lab Technician which is found in the Forensic Services Section. Photo Lab Technicians are able to use a variety of different technologies to process, upload and maintain images taken by officers at crime scenes, car accidents and the like. They retrieve archived film and convert it to digital, print digital images and prepare photographs for court proceedings and photo line-ups. They possess much technical expertise and are able to provide advice to the front line photographers in order to get the best possible photographs.

CIVILIAN MEMBERS

However, their jobs aren't all technical. If you have ever attended a VPD event, you will have no doubt seen a Photo Lab Technician quietly roaming about to get the best angles for their shots or setting up group photos. They are regularly called upon to capture memorable moments at the Civilian Employee Recognition Luncheons, Retirement Dinners, swearing in ceremonies for new recruits and mess dinners for the sworn members. They also take studio portraits and may be called on to take victim photos if necessary.



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
Brian Webster	Canada Cartage	33
Cordelia Goh	Metro Vancouver	21
Frank Proctor	Van-Kam Freightways	23
Louis Hamelin	Van-Kam Freightways	18
Martin Shepherd	Abbotsford School District 34	44
Sidney Chow	Metro Vancouver	25
Chi-Chiu Ling	Purolator	20
Paul Sarorello	F&G Delivery	22
Richard Erickson	Van-Kam Freightways	21
Teunis Verhoog	Marpole Transport	22
Evan Henry	Abbotsford School District 34	32
Gerald Colman	Metro Vancouver	9
James Lighthall	Metro Vancouver	25
John Abbott	Diversified Transportation	6
Edmund Reynolds	Diversified Transportation	17
Alfred Buhler	Diversified Transportation	6
Brian Kerr	Lower Mainland Fast Freight	30
Ralph Mackenzie	Salmon Transfer	23
Grace Cookle	Metro Vancouver	35
Calvin Starchuk	Van-Kam Freightways	41
James Martin	Metro Vancouver	14
Diane Sturgess	Vancouver Police	26
Gerald Demyen	Peace River School District 59	15
Walter Ratcliff	Van-Kam Freightways	27
Dianne Moores	Metro Vancouver	14
Murray Cameron	Clarke Transport	35
Pamela Kopala	Abbotsford School District 34	28
Ian Roberts	YRC Reimer	29
Gary (Jo) Coverdale	Black Ball Ferry Line	33
Len Metz	Superior Propane	40
Janette Muzyka	Abbotsford School District 34	14
Georgina Johnson	Abbotsford School District 34	20
Sharon Hooge	Abbotsford School District 34	30
Jerry Waughtal	Abbotsford School District 34	30
Valerie Carr-Braint	Abbotsford School District 34	27
Corryn Darbey	Abbotsford School District 34	32
Garry Heckley	F&G Delivery	14
Mick Cholette	Salmon Transfer	49
Derek Brown	Busters Towing	30
Gina Parsons	Abbotsford School District 34	15
Catherine Uotuk	Abbotsford School District 34	16
Kirby McArthur	Canada Drayage Inc.	14
John Howard	Canadian Springs	21
Danilo Bernardion	Purolator	9
Hoa Kien (Kenny) Le	Beachcombers Hot Tubs	4
Gary Mortimer	Stream Logistics	27
Gary Hilderman	Superior Propane	32
Allen Kraus	Purolator	27
Chris Matheson	Coast 2000 Terminals	33
Rod Salisbury	Western Cartage	45
Reynaldo Navarro	United Parcel Service	18
Jane Porter	Metro Vancouver	21
Erle Hoeflich	City Transfer	47
Donald Kidd	Northgate Terminals	42
John Lo	Van-Kam Freightways	46
Frank McNeil	F&G Delivery	30
Lisa Lee	Metro Vancouver	15
Dwayne Criss	Van-Kam Freightways	22
Robyn McTaggart	Abbotsford School District 34	10
Donald Silvester	Columbia Contaniers	42
Gordon Melnyk	PG Transit	15
Linda Mitsiadis	Metro Vancouver	26
Ronald Hanley	Canadian Freightways	47
Nathan Larsen	Abbotsford School District 34	11
Krystyl Olson	Abbotsford School District 34	5
Leo Wong	Abbotsford School District 34	17
Patricia Mitchell	Abbotsford School District 34	33
Randy Richardson	Abbotsford School District 34	5
Rebecca Stinson	Abbotsford School District 34	18
Rick Federici	Hudson's Bay Company	20
Kenneth Johnson	Ken Johnson Trucking	46
David Ward	Canadian Freightways	45
Stanley Samuel	Purolator	14
Radmila Vuksan	Abbotsford School District 34	16
Rececca Klassen	Abbotsford School District 34	19
Cliff Morrison	Martin-Brower of Canada	35
Sandra Wood	Vancouver Police	26
John Jones	Van-Kam Freightways	7
William Crompton	Clarke Transport	44
Adrienne Long	Abbotsford School District 34	27
Linda-Lee Rasmussen	Abbotsford School District 34	30
Robert Hehr	Coast 2000 Terminals	20
Alana Laybourn	Abbotsford School District 34	18
Marilyn Neufeld	Abbotsford School District 34	16

PROUD TEAMSTER RETIREES

Never Forget the Difference You've Made

Teamsters at Marpole Transport play a Significant Role in B.C. Infrastructure

Marpole Transport is a successful trucking company based in Duncan and Delta, BC. The company's success is attributed to the hard work and pride of the dedicated Teamsters transporting flat deck, super B chip trains, specialized and self-unloading wood residual trailers and dry bulk cement tankers.

The Teamsters at Marpole have played a significant role in infrastructure in British Columbia over the years. The 200 Teamsters at Marpole have worked on recent projects, including the Evergreen Sky Train extension, Highway 1 expansion project, Whistler Bobsled runs, and the Rio Tinto Alcan Aluminum Smelter in Kitimat.

- History -

Marpole Transport was first established in the late 1930s to service the sawmills along the Fraser River in South Vancouver. The "fleet" consisted of a horse and buggy and a small flat deck truck operating out of the Oakridge area of Vancouver. In 1948 the company was incorporated and moved to Marpole to the corner of Hudson St. and Marine Drive. Marpole operated successfully, providing general flat deck service to all points in B.C. and Washington State. Around the same time, in the early 1950s, Herb Doman, from his base in Duncan, started hauling wood and sawdust to customers on the Island. He then expanded his business to flat deck trucks and semi-trailers to haul lumber and building supplies from his Duncan lumber yard to the lower mainland. The transport business thrived, and Doman Transport was incorporated in 1955 to service the Vancouver Island forest industry and provide general trucking to and from the mainland. As the business and the desire to expand licenses and services grew, Doman purchased Marpole Transport in 1964 and changed the name to Doman Marpole Transport Ltd. This amalgamation of operations led to a major expansion of full truckload service to all of B.C. and Washington State. Doman Marpole played a major role in the building of B.C. infrastructure and manufacturing plants such as the Revelstoke and Bennet Dams, the Castlegar Pulp Mill, Crofton Pulp Mill, and the Coquihalla Highway Project.

Today, the next generation operates the company's ownership, with Rajin and Robin Bawa continuing the "People First" attitude to deliver an exceptional service level. Through the years, Marpole Transport and the Teamsters operating the equipment have built upon its solid reputation, known for an honest, reliable and sound approach to work and business.



Teamster Heavy Duty Mechanics Carl Graham and Mark Chester at the Duncan Shop.



(L-R) Driver Richard Silver, Business Agent Mike Hennessy, and Yard Operator Bradley Sinclair at the Marpole Delta Yard.



Shop Steward Chuck Meanley and Owner-Operator Dwight Irwin.



Owner-operator Shop Steward Alan Fraser picking up a flat-deck load at the Marpole Duke Point Yard.

Teamsters Freight and Warehousing

Teamsters at Canada Cartage Achieve their Goals in Province-Wide Collective Bargaining

When members at Canada Cartage joined with Teamsters Local 31 in the 2010s, they had one goal: to negotiate an equal contract for all drivers and warehouse workers across British Columbia.

Before unionization, the employees at Canada Cartage had wages and conditions not equal to each other, differing from city to city.

The wage difference was further expanded when Vancouver drivers and warehouse workers joined Local 31 and higher wages were negotiated, including the industry best Teamsters health plan and pension benefits and more advantageous work conditions.

With the success of the Vancouver contract, drivers from across BC joined Local 31. In a short time, hundreds of new members from Canada Cartage had five (5) collective agreements covering all domiciled areas.

The Local Union winning the decision from the CIRB to consolidate the (5) collective agreements into one province-wide contract was one step closer to negotiating equality for the members.

When the time came to renegotiate the collective agreement, the Union Negotiator and the Teamsters Bargaining Committee did a ton of work combining the multiple contracts and preparing the union proposals.

Local 31 delivered on its members mandate in 2021 when it successfully equalized a new first BC-wide Canada Cartage contract. Additional wage increases for members throughout BC matched them up with the members in Vancouver. Also, all members received more pension contributions and improved contract language.

The Union Bargaining Committee chaired by Business Agent Paul Simms and assisted by Business Agents Mike Hennessy, Tom Brown, and Anthony Kirk, and elected members Scott Porrit, Howard Jackman, David Lundy, and Richard Hannah substantially improved the lives of our members in Vancouver, Prince George, Kamloops, Vernon, Kelowna, Penticton, and Vancouver Island. The Union also bolstered vacation and seniority language for all.

Overall, all positive changes have resulted in Canada Cartage being a better company for which members are protected and treated equally.



It is also crucial to recognize President Stan Hennessy and Business Agent Mike Hennessy, who provided their assistance and experience during collective bargain.

Martin-Brower Teamsters Win Large Increases in Wages and Pension Contributions

In 2021, the Local 31 members at Martin-Brower voted to ratify a new 5-year agreement.

The newly negotiated agreement had significant wage gains, a major improvement to sick leave and sick payout, additional pension contributions, greater banked overtime provisions, an upgraded Highway Honourarium, to name a few.



Dale Anderson, Vancouver Island Shop Steward and Driver

"You are seeing Teamsters, Local 31 negotiate industry-leading contracts in warehousing," stated Paul Simms, Business Agent representing Martin-Brower members, "Local 31 contracts should be an eye-opener to workers working non-union."

By the time the current contract expires, a warehouse member will earn $35.88 per hour, and a driver will be at $36.87 per hour, including an additional $1.96 for those who work with a shift differential.

In every contract, the local union plans for our members' future by negotiating more contributions into the pension plan. At maturity, the employer will contribute pension at $4.55 per hour.

"Our members understand the power of collective bargaining," stated President Stan Hennessy, "It's great to see our Teamsters bargaining committee really be successful on negotiating improvements into the collective agreement."

The 5-year agreement brings with it stability for the members and the company.

The drivers and warehouse members at Martin-Brower are the muscle that moves all MacDonald's restaurant products across British Columbia.

The next time you're dining at McDonald's, thank a Teamster for delivering your Happy Meal.

Teamsters, Local 31 proudly represents 85 drivers and warehouse members at Martin-Brower in B.C.



(Bargaining Committee L-R) Warehouse Shop Steward Chris Hill, Business Agent Paul Simms, and Warehouse member Paul Marsen tally contract votes at Union Hall.

www.teamsters31.ca

Union Organizing at Local 31



President Stan Hennessy (middle), Business Agents Mike Hennessy and Mark Bethel celebrate new collective agreement with Interhold members at the Richmond Warehouse

Interhold Distribution Employees Join Local 31

In March 2021, warehouse associates, hostlers, and custodians at Interhold Distribution joined Teamsters, Local 31. The 50 new members specialize in the deconsolidation of cargo entering Canada, moving freight 24 hours around the clock, ensuring customers receive product when needed.

The facility located in the Port of Vancouver Richmond Logistics Hub is a sufferance warehouse with local customs officials who examine, inspect, and clear the cargo handled by the Teamsters. The Interhold warehouse work is vital to the supply chain providing superior service to retailers, importers, distributors and cargo owners throughout Canada, the United States and worldwide.

"The union is pleased with the results of the negotiations," stated President Stan Hennessy, "the new collective agreement will now enhance the standard of living for all our new Teamsters and their families."

The Interhold Teamsters accepted their new 4-year agreement by 99% in favor. The contract will provide long-term security, yearly increases to wages, pension, and benefits, additional accrued paid time off check-marking the warehouse contract off as an industry best.

"The membership at Interhold are proud to be Teamsters," stated Mike Hennessy, Business Agent," thank you to Shop Steward Kunal Narang, who is doing an excellent job assisting our sisters and brothers at the workplace."



With 95,000 square feet, 40 truck doors, a secure truck staging area, and 4,000 rack locations, the Teamster members at Interhold Distribution can handle the largest supply chain customers and are looking forward to building a solid future at Interhold Distribution.



Drivers, Owner-Operators and Warehouse Workers Organize in Prince George and Smithers, BC

After a successful organizing campaign, the Local Union filed a variance application to represent drivers, owner-operators, drivers of owner-operators, and warehouse employees at Overland West Freight Lines Ltd. in Prince George and Smithers, BC.

Subject to the Canada Industrial Relations Board granting a variance, Prince George and Smithers members will be added to the master contract, including Teamster members in Surrey and Kamloops, BC.

However, the application is pending based on the Employer making a challenge on whether certain owner-operators and drivers in Prince George are able to be added into the Union.

In addition, the Union filed several unfair labour practice complaints against the Employer based on its untoward actions against certain union members.

The Union will update the membership on this matter after it has received a decision from the Canada Industrial Relations Board.

Union Organizing at Local 31



Business Agent Tom Brown and members from Access Vancouver Island celebrate their newly ratified Teamsters collective agreement in Victoria, BC.

Victory for New Teamsters at Access Information Management Canada

After eight months of collective bargaining, the drivers and warehouse employees at Access Information Management Canada ULC won their first-ever collective agreement in October 2021. The new contract covers 15 employees based on Vancouver Island.

"It is with tremendous pride that I congratulate each Access Teamster for voting in your very own collective agreement," stated Business Agent Tom Brown, "the young group of Teamsters maintained solidarity throughout the process, and it paid off big time."

Negotiations with the company remained tenuous until the drivers and warehouse employees flexed their muscles by unanimously voting for strike action. However, after the Union and the Company had sized each other up, they knuckled down and negotiated an excellent first agreement.

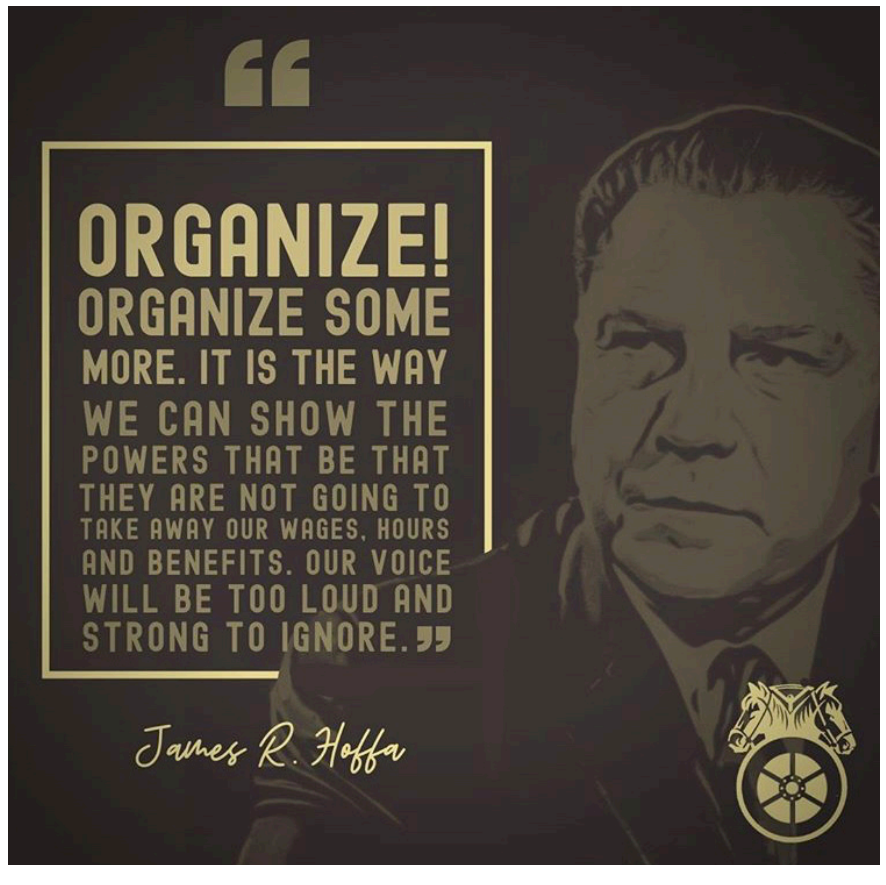
"I will never forget the support the members at Access gave our Teamsters Bargaining Committee," stated Ben Hennessy, Director of Union Organizing, "Our goal in each round of collective bargaining was to negotiate the best possible contract for our members, and that's what we did resulting in a hard-earned victory for all our drivers and warehouse workers."

With the assistance of Mediator Trevor Sones, the Union Bargaining Committee led by Business Agent Tom Brown, assisted by Director of Union Organizing Ben Hennessy and elected member Logan Ellison negotiated significant gains in wages, overtime rates, additional bonus statutory day, extra vacation time and pay guarantees, seniority, job postings, job security and an overall fair work structure.

"Being a new contract always retell new members about your history, how you fought, and how you gained each improvement in your contract," stated President Stan Hennessy, "and remember it was by staying united that made you strong."

Teamster members at Access are recognized for their professionalism and excellent service in storing confidential documents in several highly secure warehouses. At customer request, the Teamster drivers pick up or deliver documents across Vancouver Island.
Congratulations to all our new members at Access for voting in your new collective agreement and for placing your trust and support in Teamsters Local 31.

Access®



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TEAMSTERS' NATIONAL BENEFIT PLAN • PENSION PLAN

To all Plan Members,

As we write, we are excited for the re-opening of the economy and brighter days ahead after the challenging period we have come through. As essential workers, our Plan Members did a tremendous job with their contribution in helping to keep our economy going through this pandemic.

At the Plan office, our team remains committed to assist you and would be pleased to answer any of your inquiries regarding your benefits. Office hours are Monday to Friday, 8:30 a.m. to 4:30 p.m.

We continue to work hard to improve the ways in which we communicate with our Plan Members, whether by phone, email, virtually or in person. We welcome your feedback. Please provide your comments directly to our office:

Telephone: 604-552-2650 Fax: 604-552-2653
Email: benefits.pensions@teamstersbenefits.ca
Canada Post: 1610 Kebet Way, Port Coquitlam, BC V3C 5Y1

Respectively,

Kelly Nicholson, Administrator
On behalf of the Board of Trustees



TEAMSTERS' NATIONAL BENEFIT PLAN

Latest News

Nurse Practitioners are now recognized under the Plan as a Qualified Practitioner for disability benefits. Benefits are payable for a maximum of six (6) weeks while the Member is totally Disabled, under the full-time care and following the advice of the Nurse Practitioner.

Reminders:

- It is very important that the Plan office continues to receive your current contact information including your correct address information on file. This ensures you receive all Plan communication.
- The name of your Group Life and Accidental Death beneficiary should be kept current and reviewed periodically. In cases of the death of a beneficiary or any changes in your Member profile, the Plan is often not provided with updated information 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 which includes the requirement that services be paid for using credit card or debit card (rather than cash).
- Dental claims must be received within 12 months of the date of service.
- Dental Pre-authorization is strongly recommended and encouraged for any dental treatment you are not sure is eligible for reimbursement. 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.
- Before the Plan can provide reimbursement for prescription claims and activate your prescription medication card, the Plan requires your Fair Pharmacare registration number.
- 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. 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 very important to note, the 24-month qualification period is based on date of purchase.
- C.P.A.P. equipment is limited to lifetime maximum of $1500.00 per person. Claims must be submitted with proof of purchase and must confirm method of payment such as credit card receipt or debit slip.
- Claims for Weekly Indemnity benefits must be received within 90 days of the date of disability. Current rate is $595.00 per week pursuant to the terms of the Plan.



Benefits fraud affects all Plan Members…Benefits fraud is submitting false and/or misleading information regarding claims. The consequences for such engagement include but are not limited to cancellation of benefits, job loss and potential criminal record. Make sure your service providers are also in compliance with the terms of the Plan and do not engage in ineligible treatment services or any misleading information.

TEAMSTERS' NATIONAL 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".



2021 Scholarship Recipients



PARNEET DHALIWAL
Parneet Dhaliwal is the daughter of Teamsters, Local 31 member Lakhwinder Dhaliwal from TST-CF Express. Parneet graduated from R.E. Mountain Secondary School in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award and a **$10,000.00** James R. Hoffa Memorial Scholarship Award.
"I plan on attending Simon Fraser University this fall, joining the Health Science faculty and pursuing a bachelor of science. With the aid of Teamsters Local Union 31 and the James R. Hoffa Memorial Scholarship Fund, I am looking forward to earning my degree and obtaining a job within the healthcare industry."

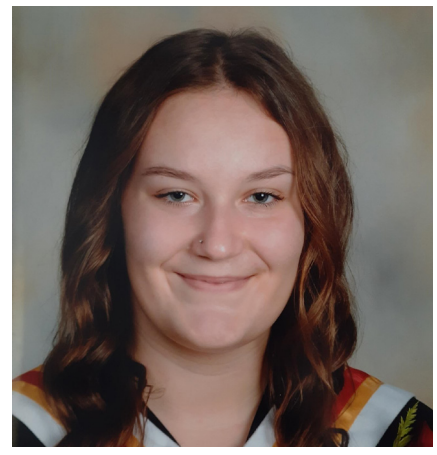


JOSEPH MOCNIK
Joseph Mocnik is the son of Teamsters, Local 31 member Josephina Mocnik from Metro Vancouver. Joseph graduated from Centennial Secondary School in June 2021, and selected as the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award and the **$1,000.00** James R. Hoffa Memorial Scholarship Bootstrap Award.
"I have earned the opportunity to play football for the University of Western Ontairo, so for the next few years I will be able to play the sport I love while getting an excellent education. A huge thanks to Local 31 for your support! Truly thank you so much for your generosity and all the best!"



BENHANAN EBINESAN
Benhanan Ebinesan is the son of Teamsters, Local 31 member Joshua Ebinesan from Metro Vancouver. Benhanan gradutated from Regent Christian Academy in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award and the **$1,000.00** James R. Hoffa Memorial Scholarship Bootstrap Award.

"I enjoy subjects such as chemistry, biology, and mathematics. I also enjoy music. I play piano, clarient, and guitar. I have been accepted into the Bachelor of Science program at the University of British Columbia and I hope to apply to medicine afterwards."



CALEIGH KASK
Caleigh Kask is the daughter of Teamsters, Local 31 member Michelle Kask from the Abbotsford School District No. 34. Caleigh graduated from WJ Mouat Secondary School in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award.
"After graduating from WJ Mouat's French immersion program this year, I plan to attend the University of the Fraser Valley. I have been accepted into their four (4) year, criminal justice program and will be receiving a bachelor of arts in criminal justice at the end. With this degree, I plan on going into the field of policing, border security, or corrections."



VIANCA PASCUAL
Vianca Pascual is the daughter of Teamsters, Local 31 member Emmanuel Pascual from Purolator. Vianca graduated from Ecole Salish Secondary School in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award.
"I am honoured to have received the Teamsters Local Union No. 31 Scholarship. Thank you to President Stan Hennessy and everyone involved who made this possible. I plan to study Nursing at Langara College. Being the recipient of the scholarship motivates me to work hard and become a future first responder."

MANDY YU
Mandy Yu is the daughter of Teamsters, Local 31 member Edmond Yu from the Vancouver Police Department. Mandy graduated from Eric Hamber Secondary school in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award the **$1,000.00** James R. Hoffa Memorial Scholarship Bootstrap Award.



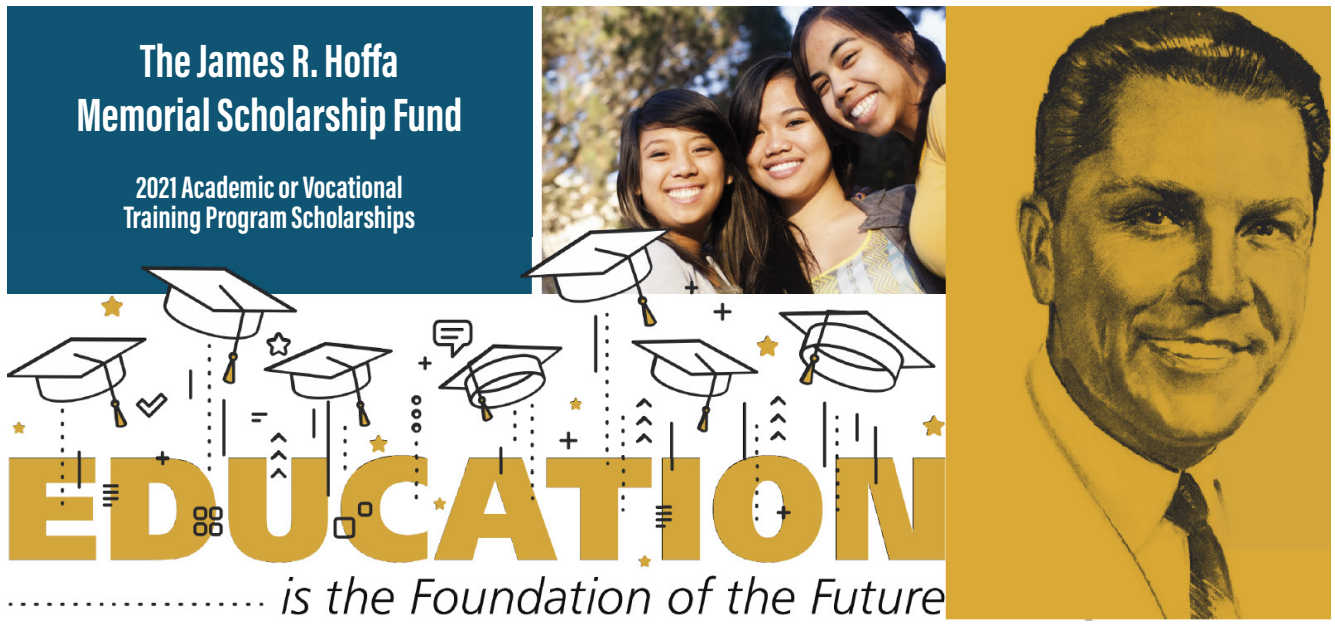
"This coming fall, I will be in my first year at the University of British Columbia in the Faculty of Science. I am honoured to have been selected as a recipient of this Scholarship. Thank you for the generous support as this will help me to pursue my career goals."



NOLAN BRYANT
Nolan Bryant is the son of Teamsters, Local 31 member Paul Bryant from the Abbotsford School District No. 34. Nolan graduated from Yale Secondary school in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award.
"I have been accepted at the University of British Columbia to start my first year in the Bachelor of Science program. Prior to completing my degree, I will apply for medical school and through determination and perseverance, I will become a doctor of medicine. After completing my four years of residency, I will continue to gain experience through working in the emergency room of a hospital, eventually owning my own practice."



MEGAN RADKE
Megan Radke is the daughter of Teamsters, Local 31 member



Kriss Radke from Martin-Brower. Megan graduated from Ecole Dr. Charles Best Secondary School in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award.

"I have been accepted into the University of the Fraser Valley to pursue my nursing career. I have always been passionate about helping others and intend to continue to throughout my career. I would like to thank my friends and family for continuously pushing and guiding me throughout my life."



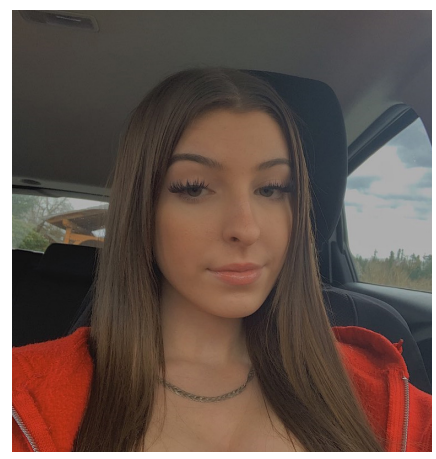
GAAZEN DEOL

Gaazen Deol is the son of Teamsters, Local 31 member Harinder Singh Deol from the Abbotsford School District No. 34. Gaazen graduated from Rick Hansen Secondary School in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award.

"My plan for the future is to take classes in the Bachelor of Business Administration program where I have been accepted at the University of the Fraser Valley and will be majoring in either marketing or human resources. After graduating and earning my degree, I plan to be in a successful career in those areas."

ELLY FARAGO

Elly Farago is the daughter of Teamster member Zsussanna Farago from the Abbotsford School District No. 34. Elly graduated from Abbotsford Senior Secondary School in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award, and a **$1,000.00** James R. Hoffa Memorial Scholarship Bootstrap Award.



"I am a Grade 12 student at Abbotsford Senior Secondary, studying IB Business for the past two years, and found interest in Business Management. This motivated me to apply to the British Columbia Institute of Technology as my top choice for University. My efforts paid off when recently I received the acceptance letter from BCIT. I am grateful for my Family's and my Teacher's support, and for the Teamsters Local Union 31 for selecting me for the Teamsters' Academic Award."



SEBASTIAN DICKEY

Sebastian Dickey is the son of Teamsters, Local 31 member Daniel Dickey from Van-Kam Freightways. Sebastian graduated from Chilliwack Secondary School in June 2021, and is the recipient of a **$2,500.00** Teamsters Local 31 Scholarship Award.

"I am graduating from Chilliwack Secondary School. Through my high school years I have consistently received exceptional grades, and making Honor Roll with A or B Honours. For several years I attended the school district's Aboriginal Achievement Awards, and received multiple awards yearly. In my post-secondary years, I will be attending the University of the Fraser Valley for a Bachelor of Arts, with an intended major in Theatre, afterwards planning to audition for roles in theatre, television and film. I additionally plan to assist with production and directing of projects. I would like to thank Teamsters President Stan Hennessy for giving me the opportunity to apply for this award, and is also appreciative of Mr. Hennessy and the Scholarship Committee for choosing me as a recipient. I am also looking forward to the possible opportunities through film and theatre to become a Teamster myself, possibly in different capacities than my father."



LARISSA JANZEN

Larissa Janzen is the daughter of Teamsters, Local 31 member Veronica Janzen from the Abbotsford School District No. 34. Larissa graduated from Robert Bateman Secondary School in June 2021, and is the recipient of the **$2,500.00** Teamsters Local 31 Scholarship Award.

"In the fall, I will be attending Thompson River University to earn my Bachelor of Arts degree in Journalism. I would like to thank the Teamsters for selecting me to be the recipient of the $2,500.00 scholarship. This money will help me pursue my education and future career goals."



School District No. 34 and is the recipient of a **$10,000.00** James R. Hoffa Memorial Scholarship Award.

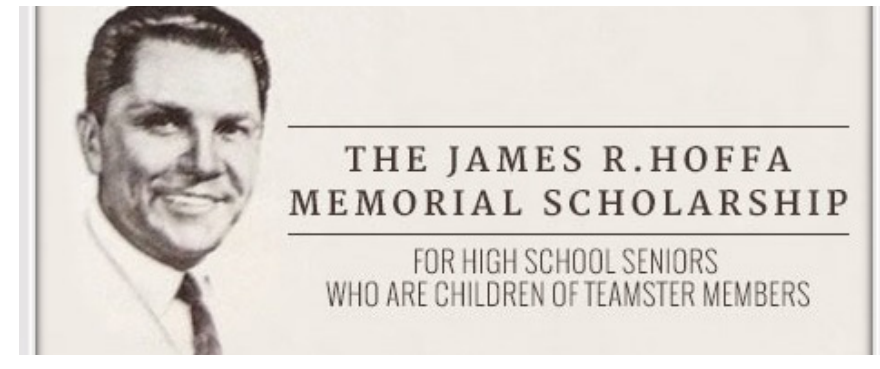
"Thank you for the opportunity to let me share my story. I'm very excited that I have won this scholarship. I will be attending UBC in the Okanagan in the Bachelor of Science. My plan is to major in psychology and eventually become a psychiatrist. I have dealt with personal struggles revolving around anxiety and have also witnessed firsthand the effects mental illness can have on an individual. I want to help others overcome their own obstacles of mental health and provide support to those who need it."



FATIMA MOHAMMED

Fatima Mohammed is the daughter of Teamsters, Local 31 member Nazim Mohammed from F & G Delivery and is the recipient selected as a recipient of the **$10,000.00** James R. Hoffa Memorial Scholarship Award.

Continues on page 20



Fatima Mohammed continued:

"I intend to pursue a degree in Biomedical Physiology at Simon Fraser University. After that, I will see where life takes me."



JIANNA ESCUDERO
Jianna Escudero is the daughter of Teamsters, Local 31 member Joharry Escudero from the Abbotsford School District No. 34. Jianna was selected as the recipient of a $10,000.00 James R. Hoffa Memorial Scholarship Award.
"I will be attending the University of Victoria in the fall. I plan to pursue a Bachelor of Arts degree with the hopes of working towards a career in Communications."



LIAM HOOGSTRATEN
Liam Hoogstraten is the son of Teamsters, Local 31 member Erin Fennell from the Abbotsford School District No. 34. Liam is the recipient of a one **$1,000.00** James R. Hoffa Memorial Scholarship Bootstrap Award.
"I would like to thank the committee that selected me as a recipient of the James R. Hoffa Memorial Scholarship Fund Bootstrap Award. I am currently studying at Wingate University in North Carolina where I have also been playing collegiate lacrosse. I am enrolled in the Faculty of Science and plans to major in Exercise Science. I want to continue my education after my undergraduate studies to become a chiropractor and eventually start my own practice."

MADISON COOK
Madison Cook is the granddaughter of retired Teamsters, Local 31 member Richard Cook and the recipient of the one **$1,000.00** James R. Hoffa Memorial Scholarship Bootstrap award.



"I am a proud recipient of the James R. Hoffa Memorial Scholarship. This year I am going to be attending the University of Victoria. I will be studying sociology throughout my undergraduate degree. I am greatly appreciative of this scholarship and I am excited to be continuing my studies. I can't wait to see where it takes me!"



SIMRAN GILL
Simran Gill is the daughter of Teamsters, Local 31 member Ravinderpal Gill from Purolator and selected as the recipient of a **$10,000.00** James R. Hoffa Memorial Scholarship award.
"I am attending the University of Victoria for a Bachelor's of Science degree. I am hoping to major in biology and then as of right now continue on to Physician Assistant's (P.A.) school afterwards to higher my education."



TIFFANY WU
Tiffany Wu is the daughter of Teamsters, Local 31 member Kelvin Wu from United Parcel Service (UPS) and selected as the recipient of a **$1,000.00** James R. Hoffa Memorial Scholarship Bootstrap award.

"I am writing to express my sincere gratitude to you for your generous one thousand dollar James R. Hoffa Memorial Scholarship Fund. I was very appreciative and grateful to learn that I was accepted as the recipient of your scholarship.

I am hoping to enter the pharmacology major next year and I plan to pursue a career in medical sciences upon graduating from the University of British Columbia. I am currently a second year student and I plan to graduate in the summer of 2024. After graduation, I will attend graduate school to earn my degree. Thanks to you, I am one step closer to that goal. By awarding me this scholarship, you have provided me great help in paying my educational expenses, allowing me to focus more on the crucial aspects of university, learning.

Your generosity has inspired me to further my help to others and continue to give back to my community. I hope that one day, I will be able to help students achieve their goals just as you have helped me."

2021 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:

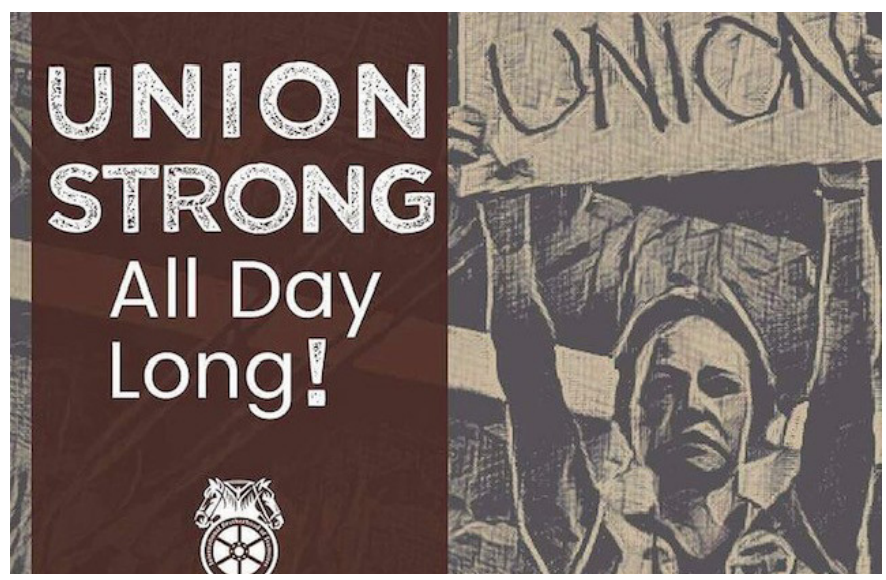
2	$1,250	Local 31 Art Price Scholarships	$2,500
12	$2,500	Local 31 Scholarships	$30,000
5	$10,000	James R. Hoffa Memorial Scholarships	$50,000
11	$1,000	James R. Hoffa Bootstrap Scholarships	$11,000

In the school year 2020-21, Teamsters Local Union No. 31 and the James R. Hoffa Memorial Scholarship Fund granted $93,500 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	11
Metro Vancouver	5
Purolator	3
Peace River School District No. 59	2
TST-CF Express	2
Vancouver Police Department	2
F&G Delivery	1
Martin-Brower	1
Van-Kam Freightways Ltd.	1

30 Scholarships Granted in 2020-21



TEAMSTERS LOCAL 31

BRITISH COLUMBIA AND YUKON TERRITORY



HONOURING AND CELEBRATING THE LEGACY OF GENERAL PRESIDENT JAMES P. HOFFA

JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND
DINNER AND CELEBRATION
J.W. MARRIOT LOS ANGELES, CA
SUNDAY, MARCH 13, 2022

EXECUTIVE BOARD

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PRESIDENT

BEN HENNESSY,
VICE-PRESIDENT

CALEY FIELDHOUSE,
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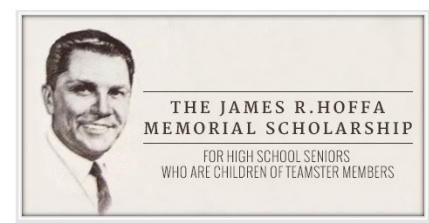
GLEN BENNISON,
TRUSTEE

SEAN ST. PIERRE,
TRUSTEE

"A Friend of Hoffa"

JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND

In 1999, the Teamsters General Executive Board voted to create the James R. Hoffa Memorial Scholarship Fund, a non-profit, stand alone charitable incorporated organization. The Fund was created to increase the funding available for the education of the sons, daughters and financial dependents of Teamster members and to honour the memory of Teamsters General President Emeritus James R. Hoffa and his legacy of education philanthropy.



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ORGANIZING AMAZON

"Pay Workers the Respect they Deserve"

Amazon has firmly established itself as a logistics and delivery giant in Canada. The company's financial success is advertised by media, politicians, business analysts, and pop icons. Amazon's tentacles have reached into various industries establishing itself as a corporate monster outpacing all businesses that get into its way.

An area where Amazon is failing is in its treatment of its employees. With its record profits and mega purchases of businesses, Amazon takes its employees for granted by paying low wages, cost-share benefits, harsh workplace policies and more.

The Teamsters are fighting back. The Union has developed a comprehensive plan to organize Amazon employees coast to coast.

"The Teamsters are going to make Amazon invest in its number one asset, its employees," stated Stan Hennessy, President, Local 31, "the union will protect the Amazon workers and fight for their best interests."

Amazon is on a building rampage developing enormous warehouses. The Teamsters' mission is to convert them into union fortresses.

By uniting as Teamsters, there is no question that the employees have the power to force the company to the bargaining table and be successful. The Teamsters will make Amazon respect its employees.

"It's time to shut off the revolving door at Amazon," stated Secretary-Treasurer Caley Fieldhouse, "for far too long, the company has saddled its employees with unfair productivity expectations and management who don't think twice to terminate.

Employees who stay and toil under high stress, inadequate work conditions, and sparse wages are left wondering why they are not benefiting from the extreme wealth and success they helped build at Amazon?

"Amazon drivers and warehouse employees are no pushovers, and they are not disposable," remarked Ben Hennessy, Director of Union Organizing, "and with the Teamsters Union, they will be valued."

Amazon employees endure some of the most demanding working conditions compared to any industry, and they are motivated to earn a middle-class living, the best job conditions and respect.

The Teamsters are confident in its plan to unite the workers. Together, we'll take on any battle, and the company will learn to respect a unionized workforce.

There is a learning curve to unionizing. However, workers are studying their labour code rights. They read about collective bargaining and how a union brings prosperity and job security for all workers and their families.

Sadly, Amazon is not willing to keep up with the work standards the Teamsters have built for over 100-years.

On average, workers at Teamster-unionized warehouses see their wages progress up to between $24.50 and $31.93 an hour. Union members receive protection using a grievance procedure, arbitrations. Union lawyers protect employees from unreasonable high-stress conditions inside warehouses.

The Teamsters Union is 1.4 million members strong. Our members come first, and we never back down from a fight to protect our members' safety, health and collective agreement. The Union will deal with a company's unrealistic expectations of employees. Generally, unionized employees have lower injury rates and are not disciplined for reporting unsafe work practices.

In Teamster contracts, the Union gets the company to agree to provide enhanced training in safety and injury reduction. In some circumstances, medical professionals can be hired to access a warehouse to check that work standards remain reasonable. At any time, the Union can address changes in performance standards that would negatively impact our members' safety and health.

There is no doubt that the Teamsters Union will bring success for the employees at Amazon. The Union and the employees will reshape the structure and attitude of the company. Concerns will no longer be ignored and swept under the rug. Professional Teamster negotiators will address the problems with long work hours, the need for proper training, legal representation to win disputes between management, job protection, proper compensation, benefits, pension and a collective agreement that demands respect at the workplace.

Local 31 is coordinating with Francois Laporte, President Teamsters Canada and the leadership of James P. Hoffa, General President at the International office of the IBT. Thank you to Teamsters Canada for providing information, hardware, literature and media spokespersons.

In the Lower Mainland and Fraser Valley, the employees have access to Teamsters Local 31 offices centrally located on Annacis Island and Abbotsford, BC.

Under the leadership of President Stan Hennessy, the future is bright, and the support for Amazon employees is strong. All Business Agents and the Executive Board at Local 31 is incredibly invested in representing Amazon employees and fighting for them to earn the respect they deserve.

www.teamsters31.ca
UNITE IN THE UNION
TEAMSTERS LOCAL UNION NO. 31



Young, Successful Teamster, Bro. Matt Bowman

Since Matt can remember, he's always wanted to drive a truck. Having fond memories of his father being a professional bus driver, Matt decided to take the Class 1 commercial truck driving program and the Crane Operator course.

In October 2020, Bro. Bowman was certified as a Crane Operator, and on July 16, 2021, he became a company driver when he successfully passed his road test.

Matt has hit the ground running and now operates a Hiab crane truck making deliveries all over the city.

Brother Bowman has followed his father's footsteps into transport, and now he too has a rewarding career, excellent benefits and a very solid pension, all the while doing what he enjoys.

Brother Matt Bowman, 22, has been a member at Poco Building Supplies since 2017. The family-owned company is based in Port Coquitlam, BC, specializing in building materials for over 100 years.

All drivers at Poco Building Supplies are members of Teamsters, Local Union No. 31.



Brother Matt Bowman driving a Hiab crane truck at the Poco Building Supplies yard in Port Coquitlam, BC.

✓ 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 2020

Teamsters Local Union No. 31
Statement of Financial Position as at December 31, 2020

	General Fund	Strike Fund	Shop Steward Fund	Truck Fund	Benevolent Fund	Advancement Fund	Building Fund	2020	2019
Assets									
Current									
Cash	2,250,710	664,086	225,749	25,140	5,773	489,657	273,721	3,934,836	3,124,934
Term deposits *(Note 3)*	1,605,753	1,305,122	-	-	-	-	-	2,910,875	1,930,294
Prepaid expenses	33,919	-	-	-	-	-	-	33,919	33,919
	3,890,382	1,969,208	225,749	25,140	5,773	489,657	273,721	6,879,630	5,089,147
Term deposits *(Note 3)*	1,000,000	-	-	-	-	-	-	1,000,000	1,267,064
Capital assets *(Note 4)*	99,352	-	-	76,869	-	-	-	176,221	202,816
Advances to 481080 B.C. Ltd. *(Note 5)*	2,177,663	-	-	-	-	-	481,083	2,658,746	2,652,941
Investment, at cost *(Note 6)*	1	-	-	-	-	-	-	1	1
Interfund balances	498,788	(3,911)	(12,031)	(26,202)	-	71,246	(527,890)	-	-
	7,666,186	1,965,297	213,718	75,807	5,773	560,903	226,914	10,714,598	9,211,969
Commitments and credit arrangements *(Note 7) (Note 8)*									
Significant event *(Note 10)*									
Fund Balances,	7,666,186	1,965,297	213,718	75,807	5,773	560,903	226,914	10,714,598	9,211,969

Approved on behalf of the Executive Board

The accompanying notes are an integral part of these financial statements

Teamsters Local Union No. 31
Schedule 1 - Statement of Receipts and Disbursements (General Fund)
For the year ended December 31, 2020

	2020	2019
Receipts		
Dues and assessments	6,095,520	5,615,428
Initiation and reinitiation fees	449,930	349,617
Interest	74,282	86,004
Administration fees	19,409	18,835
	6,639,141	6,069,884
Refunds	(14,586)	(4,877)
	6,624,555	6,065,007
Arbitration	58,228	40,069
Building maintenance and utilities	28,404	22,006
Computer system maintenance	35,811	39,477
Contribution to charities	17,318	35,845
Employee benefits	973,591	899,910
Expenses allowances	61,285	94,564
Legal department	11,311	22,388
Meeting and committee expenses	24,768	16,146
Per capita taxes	1,400,369	1,301,889
Photocopying	29,416	22,449
Postage	54,804	27,919
Professional fees - other	17,491	18,332
Professional fees - outside legal	77,184	51,332
Rent - office and meeting hall	49,334	51,134
Salaries, wages and benefits	2,176,318	2,245,644
Supplies, printing and office administration	130,830	101,827
Telephone, fax and e-mail	45,887	41,568
Travel, auto expenses and allowances	205,347	259,214
	5,397,696	5,291,713
Amortization	40,829	32,648
	5,438,525	5,324,361
Excess of receipts over disbursements	1,186,030	740,646

481080 B.C. Ltd.
Balance Sheet
As at December 31, 2020

	2020	2019
Assets		
Current		
Cash	102,134	597,463
Term deposit *(Note 3)*	504,027	-
Prepaid expenses	2,732	2,732
	608,893	600,195
Capital assets *(Note 4)*	1,868,228	1,862,681
	2,477,121	2,462,876
Liabilities		
Current		
Deferred revenue	2,250	2,250
Advances from Teamsters Local Union No. 31 *(Note 5)*	2,658,746	2,652,941
	2,660,996	2,655,191
Significant event *(Note 8)*		
Shareholder's Deficit		
Share capital *(Note 6)*	1	1
Deficit	(183,876)	(192,316)
	(183,875)	(192,315)
	2,477,121	2,462,876

Approved on behalf of the Board of Directors

Board Member

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.

Vic Robertson	Purolator	64	Ernest Cardiff	Abbotsford SD 34	86
Lianne Hamilton	Northgate Terminals	59	James Herbert	Seaboard Cartage	86
Jagjit Singh Bassi	Overland West	37	Daniel Laverty	Reimer Express	70
Bradley Auzin	Simard Westlink	56	Norman Lynch	Arrow	80
Bhapinder (Peter) Kandola	F&G Delivery	50	Edward McInroy	Crest Cartage	89
Dawinder Samra	Cridland's Cartage	42	Goronwy Morgans	Wells Cartage	90
Bryan Tregellis	TST-CF Express	63	Roy Palen	Pickfords Canada	95
Chris Powell	Purolator	47	James Wilson	Canadian Frtwys.	80
Kerry Pierce	Coast 2000 Terminals	54	Walter Yakimchuk	Johnston Warehouse	91
Gary Gosal	Van-Kam Freightways	34	Klaus Illig	Arrow	74
Rachpal Grewal	United Parcel Service	47	Floyd Cross	Ryder	66
Scott Roy	Van-Kam Freightways	48	Edward Czank	Motorways	83
Laurence Gubbe	Canada Cartage	59	Norman Olson	ICG Propane	86
Sudarshan K. Kaler	Beachcomber Hot Tubs	57	David Bloxham	Ryder	78
Christian May	Purolator	25	William Hireen	District Delivery	93
Arnold Wetzel	Ken Johnson Trucking	58	Archibald Irving	Commonwealth	86
Surinder Uppal	Metro Vancouver	32	David Pomeroy	Les Reichelt	81
David Beamer	TST-CF Express	60	Werner Schwabe	ABF Freight	91
Noedup Garie	Metro Vancouver	58	Gilbert Harder	Abbotsford SD 34	87
			Leo Reaume	Abbotsford SD 34	86
RETIREES			Clive Bray	Public Freightways	84
			Donald McKinnon	Johnston Warehouse	85
Rudi Bykerk	Superior Propane	89	Richard Ogden	Abbotsford SD 34	86
Elmer Spooner	Alltrans Express	82	Mike Zaharia	Motorways	86
Don Collins	Motorways	84	Alvin Iverson	Public Freightways	96
Roger Mann	Canada Drayage Inc.	69	Thomas Noiles	West Coast Cartage	67
Mike Rewnowki	425413 BC	91	Michael Gorvel	PG Transit	85
Chamkaur Gill	Ideal Fuel	86	Frederick Hewitt	Motorways	78
David Diggins	Westland Carriers	88	Mario Qualizza	Motorways	90
Abe Hildebrand	Connect Logistics	81	Elmer Spooner	Alltrans Express	82
Victor Lohnes	Ryder	83	Hugh Fraser	Lens Lift Truck	77
Norman Pickerill	Commonwealth	80	Dennis Lyon	PG Transit	78
Victor Austin	Richmond Transfer	92	Moss, Leroy	Martin Brower	71
Roger Bain	ICG Propane	83	Blain, Larry A	Gray Line	83
Peter Benson	Reimer Express	72	Harrison Richard S.	District Delivery	74
Clifford Bonner	Marpole Transport	69	Viau, Ray	Abbotsford SD 34	88
Gordon Calbick	Rivtow	90	Montgovery, Trevor	Alltrans Express	74
Gwen Danielzik	Clarke Transport	79	Kuipers, John	Reimer Express	84
Donald Lavoie	Abbotsford SD 34	72	Naud, Lynne	Abbotsford SD 34	71
Roy Shannon	Pickfords Canada	81	Taylor, Douglas C	City Transfer	79
Kerry Wong	Reimer Express	81	Seggie, Michael G	Marpole Transport	76

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 Representative

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TEAMSTERS NATIONAL BENEFIT PLAN

PHONE: 604-552-2650
TOLL FREE: 1-888-478-8111
WEBSITE: www.teamstersbenefits.ca



TEAMSTERS31

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ALL WORKPLACES NEED TEAMSTERS

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PROTECT • ACHIEVE • RESPECT



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