

31 News



Summer 2020

www.teamsters31.ca

B.C. and Yukon, Canada

A Major Legal Victory for Injured Truck Drivers

The WCAT recognized that the gear shifting performed by the worker in the course of his work was repetitive, awkward and forceful and accepted the worker's claim as an occupational disease.

Teamsters Local Union 31 recently won an important victory for injured workers, especially truck drivers.

Thanks to this important decision, it is now recognized that the repetitive speed changes that truckers make in the course of their work can cause repeated injuries and occupational disease.

The case involved a member of Teamsters Local Union 31 (B.C. and Yukon) who worked for 40 years as a long-haul truck driver. When he bought a new truck, the worker noticed that he was gradually developing a disability in his right arm, which forced him to stop working. He filed a complaint with the Workers' Compensation Board (WCB) to have it recognized that his injury was due to repetitive gear changes with his right arm.

The WCB initially denied his claim, stating that the gear change required in his work was not repetitive, intrusive or forceful enough to cause epicondylitis.

Local Union 31 took the case to the Workers' Compensation Appeal Tribunal (WCAT) and won.

The WCAT recognized that the gear shifting performed by the worker in the course of his work was repetitive, awkward and forceful and accepted the worker's claim as an occupational disease. He will now receive retroactive wage loss benefits, medical coverage and, if the condition is permanent, a pension from the WCB.

"I am pleased that our legal counsel was able to win this case," said Stan Hennessy, President of Teamsters Local Union 31. "I believe that this victory can serve as a reference for all truckers who are injured in the same way."

The Teamsters Union represents the interests of 125,000 members in Canada. They are affiliated with the International Brotherhood of Teamsters, which has 1.4 million members in North America.

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Bubba Patenaude, a proud Van-Kam Freightways Ltd. linehaul shop steward, is pleased with the Teamsters' legal victory for truck drivers



Chep Canada, Annacis Island warehouse members Brian Bernard (Safety Committee, Afternoon Shift), Norm Multani (Safety Committee, Graveyard Shift) & Ken Laidlaw, Centre Manager, receive award from Earl Galavan, COR Manager for SafetyDriven, Trucking Safety Council of BC for finishing in the top three of new registrants in the COR SafetyDriven program. Companies in COR commit to being proactive about improving workplace safety and dedicated to continual improvement



Teamsters, Local Union No. 31, proudly represents more than 8,200 hard-working members in British Columbia and Yukon Territory including, general truck drivers, courier, public sector, warehouse and grocery workers, transit and school bus drivers and monitors, lumber, pulp and paper workers and limousine chauffeurs, since 1936.



President's Report



President Stan Hennessy

Dear Brothers and Sisters,

Few words can describe how proud I am of our membership throughout the COVID-19 pandemic. The majority of our members were deemed essential, and we certainly lived up to the billing. Throughout the pandemic, our union office believed that if our members remain on the job, we stay on the job. I'm proud to recognize your union office staff and their dedication to our union membership. They safely remained on the job and kept the Local Union running smoothly.

Equally important to our members are the staff at the Teamsters' National Health & Welfare and Pension Plan office. During Phase 1, the office operated safely and continued to provide quick and professional service to our members. Your pension cheques, short-term and long-term disability cheques were all delivered in a timely fashion. Thank you for always putting our members first.

Also, I thank our Business Representatives. They maintained their membership visits at your workplaces, resolved grievances, and contributed to our members' health and safety. They did a great job addressing our membership's concerns during the pandemic.



"Teamsters Helping Teamsters" is our union credo. When our local union received notice of a strike at CN Rail from Lyndon Issac, President, Teamsters Canada Rail Conference (TCRC), we immediately made

plans to support our 3,000 brothers and sisters across Canada on the picket line. The local union had firewood delivered by a Teamsters driver to keep the picketers warm. Local 31, contacted Teamsters, Local 213, President, Walter Canta to turn away union paving trucks scheduled for a construction job at the CN Rail - Surrey Intermodal Yard. Local 31 donated, "Stop the War on Workers," picket placards to help create a visual message. And your Local 31, Business Reps., and I attended the picket line daily. All our efforts paid off, CN Rail reached a deal with the Teamsters Rail after three days of picketing. Congratulations to President, Lyndon Issac and the TCRC members.



Shop Steward education is vital to our Union. This past year, the local union secured four officers from the Federal Mediation and Conciliation Services to conduct our Shop Steward courses in Prince George, Duncan and Whitehorse. Kathy Peters, Reginal Director, Louise Aubertin, Director - Relationship Development Program, Susan Fisher, Mediation and Conciliation Officer, Michelle Glubrecht, Mediation and Conciliation Officer, did a world-class job. I was pleased to attend each course with several Business Representatives. Our members were greatly appreciative of their experience. However, due to COVID-19, all further Shop Steward Courses have been postponed, including the course scheduled at the New Westminster Quay.

The Teamsters Women's Conference was held in Canada for the first time in the beautiful city of Montreal. I had the honour of attending the conference as an International Vice-President, with our large delegation of union sisters from Local 31.

The 3-day event in Montreal was the largest conference to date with over 1,300 delegates. Our union sisters were profoundly inspired by the stories of members who struggled and found empowerment within the union. It was indeed a great



event shared by our union sisters. Unfortunately, the Teamsters Women's Conference in 2020 is cancelled due to COVID-19.

This year, I was re-elected to a three-year term as president of the Teamsters, Joint Council No. 36. The Joint Council represents more than 22,000 members in British Columbia and the Yukon Territory. The membership comprises of the Local Unions chartered as Local 31, Local 155, Local 213 and Local 464. Joint Councils help coordinate Teamsters activities inside their region. They also help solve problems and decide some jurisdictional and judicial matters. I look forward to my new term.

Also, I was elected to the position of President, Western Canada Council of Teamsters. The western council is comprised of the local union presidents from British Columbia, Alberta, Saskatchewan, and Manitoba. As President, I will be responsible for matters arising from multiple collective agreements that cover more than one province in western Canada. I thank the council for their support and trust.

It is important to bring a voice of union labour to organiza-



tions that plan the future of our country. I believe our union's views benefit all people and carry significant weight keeping workers' interests in mind. As a result, I have been elected as a Director at WESTAC, the Western Transportation Advisory Council. The purpose of the council is to advance the movement and transportation of goods in Western Canada. The Directors are elected by WESTAC members to ensure a balanced representation across all sectors, including unions, trucking companies and logistic warehouses, port authorities and sea terminals, mineral, lumber, and grain producers, shipping companies and the provincial and federal government. I shall continue to promote and work on behalf of our union membership.

In 2020, I will be a candidate seeking re-election as a Canadian International Vice-President of the International Brotherhood of Teamsters. It is a responsibility that I cherish and honour.

Although my elected positions require me to be away focusing on provincial, national and international matters, my attention remains equal at running the local union office. I'll continue to be involved in every complex case and grievance destined to arbitration at Local 31. Our local union grievance panel will operate as it has during my presidency with two meetings a month in which I Chair, with the Business Reps. and legal counsel. When required, I will negotiate union contracts. In the past year, our local union negotiated new contracts for members at Van-Kam Freightways, and the first agreement at Coast2000 Terminals in Prince Rupert in which I chaired the bargaining.

The Local has made several changes over the past few months, starting with the promotion of Business Representative, Caley Fieldhouse, to the position of Secretary-Treasurer.

The vacant position of Business Representative was filled with the appointment of current Trustee, Duane Bryan. Brother Bryan will begin in his new position on July 1, 2020.

Brother Sean St. Pierre, Chief Shop Steward from United Parcel Service (UPS) Fraser Valley Centre, has been appointed to the position of Trustee on the Executive Board.

The vacant position of Recording-Secretary has been filled by Abbotsford School District No. 34 member, Jennifer Wallace.

Business Representative, Mike Hennessy has been appointed by the Executive Board to the position of Assistant to the President. I certainly look forward to working with our new board members.

During the summer months, I urge all our members to remain safe, and I hope the season brings us good health and prosperity.

Fraternally yours,

Stan Hennessy

Stan Hennessy
President

Jennfier Wallace appointed as Recording-Secretary



Jennifer Wallace,
Recording-Secretary

The Executive Board at Teamsters, Local 31, has unanimously appointed Sister, Jennifer Wallace, to the position of Recording-Secretary. Sister Wallace has served eight years as a member employed at the Abbotsford School District No. 34 as an Education Assistant. The Local Union is proud to add a dynamic person to the Executive Board.

The duties of the Recording-Secretary, is to keep accurate minutes of the General Membership Meeting. The Recording-Secretary attends union functions, volunteers at charities and community events.

Jennifer attended the University of British Columbia, Okanagan, for two years, then continued her education at the University of the Fraser Valley, where she attained a diploma in Social Services. Sister Wallace has used her training to

volunteer at the Abbotsford Community Services West as a Behavior Interventionist for non-verbal autistic children. Also, Jennifer has helped facilitate the Meals on Wheels program for senior citizens.

Sister Wallace is a third-generation Teamster. Her Grandpa was a truck driver and Teamster member since 1962, and her Uncle was a truck driver and proud Teamster since 1987. The family union roots grow deeper; both parents are retired, strong union members—her Father from CP Rail and her Mother as a Nurse.

Jennifer’s immediate goal is to help her union brothers and sisters at the workplace as a Shop Steward. Her personal goal is to raise her two daughters with her husband, Bryan, to be humble and respectful, hard-working members of society.

Sister Wallace thanks President, Stan Hennessy and the Executive Board for the opportunity to represent members of this great union as a Recording-Secretary.



New Business Rep. Hired at Teamsters Abbotsford Office



Lance Matricardi,
Business Representative

On Wednesday, April 1, 2020, Lance Matricardi began his first day as a Business Representative in Abbotsford, BC. He has established himself as being accessible, dependable, and attentive to the union membership in the Fraser Valley. Lance has represented members as a Shop Steward and worked with the Burnaby City Council. Both experiences have helped pave his way into becoming a Teamsters, Business Representative at Local 31.

Initiated as a Teamster member in 1994, Lance has notched twenty-six years of membership to his belt. Employed at Coast 2000 Terminals Ltd., Lance served as an elected Shop Steward from 2003 to 2020. Twice elected to the Teamsters Bargaining Committee at Coast 2000, Lance has experienced the crucial skill of negotiating.

During his seventeen years as a steward, the Union Executive Board selected Bro. Matricardi, on several occasions, to attend Shop Steward training courses at the Harrison Winter School, which is paid for by the Teamsters Industry Advancement Fund. He studied Collective Bargaining, Building Political Power, Labour Arbitration, Parliamentary Procedures and Public Speaking.

Lance is part of the Local 31 tradition of volunteering. He attends community events and fundraisers to support children. When called upon, Lance has supported strikes by being on various union picket lines.

In 2016, the position of Recording-Secretary became available with the advancement of Bro. Mark Bethel to Business Representative. Upon application, the Executive Board appointed Bro. Matricardi to fulfill the remainder of the term. In 2018, the members elected Bro. Matricardi as Recording-Secretary to a five-year term. Unanimously appointed by the Executive Board, Lance became a Teamsters, Local 31, Business Representative in March 2020.

Lance has experience working at the City of Burnaby. In 2011, Mayor Derek Corrigan appointed Lance to a two-year term on the Advisory Planning Commission. The mayor further appointed him to a six-year term in January 2013 as a Commissioner of the Burnaby Parks, Recreation, and Culture. He oversaw the city spending and structure of the commission’s 90 million dollar budget, attended recreational and cultural events to assist the public and city staff, monitored the strategy and zoning for new development, and provided guidance to the mayor, council and city staff from a citizens point of view.

President Stan Hennessy has assigned Bro. Matricardi to represent his union brothers and sisters at the Abbotsford School District No. 34, the Abbotsford Police Department, Ken Johnson Trucking Ltd., Western Cartage, and Zenith Logistics.

Sean St. Pierre appointed as Trustee



Sean St. Pierre, Trustee

Sean St. Pierre is a 20-year Teamster employed at United Parcel Service, Fraser Valley Centre in Delta, BC. He has performed jobs as a Service Provider and Combo Driver.

In 2016, Brother St. Pierre was elected Shop Steward. He credits former Chief Steward, Mark Bethel (current Business Representative at Local 31), and his Business Representative, Grant Coleman, for guid-

ing him, while at the same time learning to be an effective Shop Steward. Brother St. Pierre has resolved numerous grievances for his union brothers and sisters, including unjust terminations and monetary settlements. In 2018 was acclaimed as Chief Steward, UPS, Fraser Valley Centre.

Sean has attended the Canadian Labour Congress under the Local 31, Industry Advancement Fund. He has completed the Steward 1 & 2 courses. Also, he has participated in numerous Shop Steward Courses held by the Local Union.

Most recently, Bro. St. Pierre was elected to the National Bargaining Committee for the collective bargaining negotiations between the Canada Council

of Teamsters and UPS Canada, which began in Vancouver on June 22nd.

Brother St. Pierre values time spent with family and friends. During his free time, he enjoys hiking and canoeing. In 2016, Sean began volunteering at VOKRA (Vancouver Orphan Kitten Rescue Association),

mostly driving cats to appointments and supplies to fosters. He attended cat care and rescue seminars and was a volunteer of the month in 2019.

Brother Sean St. Pierre thanks President, Stan Hennessy and the Executive Board for the opportunity to represent members of this great union as a Trustee.

Interview with the BC Container Trucking Commissioner

By: Ben Hennessey
Editor, 31 NEWS



Michael Crawford,
BC Container Trucking Commissioner

Michael Crawford is the British Columbia Container Trucking Commissioner. His office is in Vancouver, located in historic Yaletown.

He spoke candidly about his role as the Commissioner, the latest port business, and a little bit about himself. His staff, Sheryl Kozyniak, Deputy Commissioner, and Karm Jauhal, Registrar, were very informative and made the Teamsters, 31 News very welcomed.

Who is Michael Crawford?

Michael Crawford is from British Columbia, born in Port Alberni, and he currently resides in Victoria. He attended university to study policy and communication. He worked for the Australian Federal Parliament as a policy generalist tasked with finding solutions to remedy national public problems by creating public policy. Altogether, Michael Crawford has established policy and procedures for all facets of government, including matters of transportation and infrastructure.

The "Port Commissioner"

In the port-trucking industry, the union and non-union drivers commonly refer to Michael Crawford as the "Port Commissioner." In 2017, Michael Crawford was appointed by the BC Minister of Transportation to a three (3) year term. The Port Commissioner's responsibility is to enforce the Container Trucking Act and Container Trucking Regulation.

Port Locations

The TLS licensed port drivers transport containerized cargo to and from marine terminals within the Vancouver Fraser Port Authority ("VFPA") to points in the Lower Mainland and the Fraser Valley. All VFPA

marine terminals are subject to the BC Container Trucking Act and Regulation, including Centerm, Deltaport, Fraser Surrey Docks, and Vanterm.

Utilizing the Truck Licencing System ("TLS")

The Office of the BC Container Trucking Commissioner ("OBCCTC") works with the Port of Vancouver in administering the Truck Licencing System ("TLS"). Trucking companies wishing to do business at and from the port container terminals must apply for licenses from the OBCCTC and Access Agreements from the Port's TLS office. The OBCCTC and the TLS office will only provide truck licenses if there is a need to add trucks at the ports. Where companies do not utilize their trucks, the TLS office will rescind the truck licenses.

Under the current utilization policy, its purpose is not to allow employers to undermine a truck driver's ability to earn an honest day's pay. As a result, all port trucks must be equipped with GPS. The TLS office monitors each truck to determine if trucks are utilized according to the utilization formula. Where a company does not reach the truck license utilization threshold, its truck licenses may be cancelled. This policy enables drivers to join an employer where there is a need for port drivers.

"The Utilization policy is meant to balance the right amount of truck licenses to meet the demand of the trucking company," stated Michael Crawford. The Teamsters Union supports Michael Crawford's process of license utilization because the policy aims to stop companies from unnecessarily calling-in all drivers during times of minimal work. The utilization policy remedies owner-operators being dispatched out with minimum work, which had resulted in drivers not being able to cover the cost to operate their equipment.

"Ultimately, we want trucking from the ports to be a desirable job where it attracts quality



OFFICE OF THE
BRITISH COLUMBIA CONTAINER
TRUCKING COMMISSIONER

drivers and operators," Michael Crawford.

Bringing Stakeholders Together

The Commissioner believes he needs to meet people to make the right decisions and policies. As a result, he chairs an Industry Advisory Committee ("IAC"). The committee brings industry stakeholders into one room to discuss ongoing port matters quarterly. The IAC members include the Teamsters, Local 31 (attended by Business Agent, Larry Sargeant), on and off-dock employers, industry associations, shippers and the VFPA.

"The number one goal for the OBCCTC is to find solutions and create policies to prevent another work stoppage by truckers," says Michael Crawford, "that means it is important to be able to communicate and understand all industry stakeholders involved."

Most IAC discussions revolve around Licence Reform, Truck Tag Policy, Fuel Surcharge, Hourly Rates, Trip Rates, and the completed audits performed by the OBCCTC auditors ensuring that all licensed port container transport companies adhere to the Act and Regulation. Minutes of the IAC meetings and examinations are made public at www.obcctc.ca.

Protecting Port Drivers

The OBCCTC set up a **24-hour Confidential Drayage Complaint Line**.

The truckers can contact the trusted line without any notification given to the employer. Drivers can report pay rate issues, licensing concerns, and incidents of intimidation or harassment. The OBCCTC will investigate driver complaints and will audit non-compliant employers that violate the Act and Regulation.

(1-877-713-5109 or confidence@ckrglobal.com).

Penalties

The auditors primarily research the employers' finances to determine if the employers are paying the Commissioner's rates according to the Act and Regulations. Where the OBCCTC auditors discover that an employer has violated the Act and Regulation, the Commissioner may issue a penalty. Penalties may include a warning to correct the violation(s), fines for not fixing offence(s), and fines for a repeated infraction(s) including up to and including the loss of TLS licenses.

The Teamsters support the OBCCTC's auditors' use to curb the long history of abuse towards drivers not being paid appropriately.

The Port Commissioner emphasized that the Container Trucking Act and Regulation could not replace the terms of a collective agreement or the day-to-day service and structure of a union contract.

The OBCCTC does not deal with all general complaints concerning payroll errors, seniority, health benefits, grievances, and violations of a collective agreement or arbitrations. Non-union drivers may need to contact BC Employment Standards to know your rights inside the workplace.

Using Policy to Make Companies Behave Differently

The Commissioner is implementing policy to correct past and present problems that have troubled the industry, including eliminating poor dispatching practices and improving workplace conditions.

Moreover, Michael Crawford feels there is a real strong need for unions. A union can settle workplace disputes through the grievance procedure. Furthermore, the union can collectively bargain on behalf of its members to isolate problems specific to an individual company.

Continued on page 5



What Does the Future Hold for the OBCCTC According to Michael Crawford?

“Ideally, we would like to correct and stabilize the industry where there would be no more work stoppages. Bring fairness back to the system. Clean up and collectively work together to create solid reform. Ultimately act in an oversight role, not chasing bad actors and put a structure in place so that all can inclusively grow.”

Teamsters Local 31 is Your Port Driver Union

The Teamsters believe Michael Crawford is carefully listening to all parties, including the Teamsters. The Commissioner’s office has introduced functional changes that benefit all port drivers and stabilize the industry, including the increased hourly and trip rates.

In large part, the positive changes for port drivers occur by the Teamsters Union promoting policies that benefit the needs of the port drivers. The port drivers having the Teamsters support port driver concerns carry higher weight when consulting the stakeholders at the Industrial Advisory Council. It is crucial for the container transportation industry to continue building with the Teamsters Union structure and in combination with the OBCCTC structure promoting port truck drivers’ security, stability and driver prosperity.

Teamsters at Columbia Containers



Dan Donnelly, Shop Steward

Columbia Containers began operations in 1970 with the arrival of container ships in the Port of Vancouver. Columbia was the first and largest transloading facility developed in North America to utilize marine containers for grain transportation.



Grain railed in by train is stored in Columbia’s grain storage silos

Columbia’s fleet of Teamster drivers work both day and night shifts matching port operating hours in order to ensure customer cargo is delivered on time.

After 49 years of business Columbia continues to provide

efficient, comprehensive solutions for shippers and exporters who require bulk grain transfers from railcars into 20’ or 40’ marine containers. Columbia’s weather-protected



Sterilized container being loaded with grain

loading systems offer a safe and gentle handle of various commodity types. Transloading services also include the drayage of containers to and from depots and terminals; secondary container inspection, pre-load container preparation, and product sampling.



In order to perform drayage services in the Port of Vancouver trucking companies are required to be registered and licensed as a “TLS” carrier.



(l-r) Larry Sargeant, Local 31 Business Agent, Rob Vickery (in truck), Stan Hennessy, Local 31 President

The TLS license in conjunction with a Port Access Agreement is renewed annually and provides stability to the trucking sector for the company, drivers and supply chain.

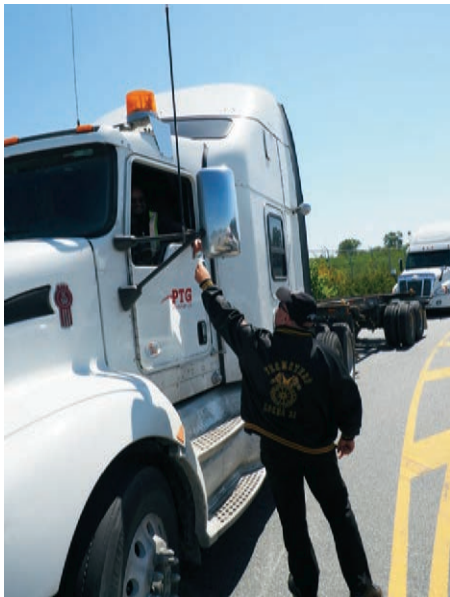
Columbia Containers will utilize its strategic location to the Vancouver Ports and its expanded grain capacity to build key relationships with railways, shipping lines, depots and terminals, and especially the Teamsters.



Jim Jones, Shop Steward

All truck drivers have earned the respect of Canadians, and the Teamsters enjoyed sharing solidarity with the port drivers. Let us not forget the importance of truckers and warehouse workers to our everyday lives.

Teamsters Provide Lunch to Port Drivers



Business Representative, Larry Sargeant gives Teamster port driver a cool bottle of water for lunch

On May 7, union officers at Local 31 greeted port truck drivers at the staging lot on Commissioner St. in Vancouver, BC. The Union and the Vancouver Fraser Port Authority worked together to provide lunch to the port drivers. The lunch was a small token of appreciation

towards the port drivers who continued to work throughout the pandemic. The special lunch arrangements were made courtesy of Teamsters, Local Union No. 31.

“The port truck drivers are integral to every aspect of the BC supply chain,” stated President, Stan Hennessy, “truckers transport all of our essential health products, equipment, groceries, and everyday items to stores and businesses in British Columbia and Canada.”

Like all citizens, port truck drivers worry about their health and safety. Drivers are at higher risk of corona virus because of their interaction with many people, which has added extra stress to the drivers and their loved ones. Nevertheless, the port drivers fire up their trucks every day knowing all people depend on truckers to get the job done.

Shahi Catering provided Indian cuisine made fresh under a mobile kitchen. The caterers worked hard, preparing hundreds of boxed meals. The drivers lined up and remained inside their trucks while a catering employee handed up a warm meal.



President Stan Hennessy shows off a lunch box prepared by Shahi Catering

Organizing at Local 31

Prince Rupert Coast2000 Workers Join Local 31



Twenty-six workers voted unanimously in favour of joining Teamsters, Local 31 at Coast2000, located in Prince Rupert. Coast2000 is the largest leading third-party logistics export service provider to the Pulp and Paper, Lumber, and International Steamship Line (sea container) industry.

The new members work from the main terminal in Prince Rupert, which is located at Butze Bay and a second location, the rail transload yard located at Ridley Island.

The Coast2000 workers perform various jobs and operate lift equipment, able to move lumber and lift sea containers. At the main yard, union members offload lumber carried by truckers hauling Super B flatbed trailers. At the Ridley Island location, the lumber arrives on railcars. All lumber is unloaded and stacked by Teamsters inside the yard.

Trained Coast2000 union members at both locations operate container lift machines. The machines raise sea containers on and off trailer chassis and stack

containers for storage. A chassis is a metal frame structure with wheels, and its function is to transport containers. The Yard Hostlers operate trucks to move chassis within the yard at the terminal.

Another group of Teamsters operate large lifts to load the lumber into the sea containers. The members tightly pack the lumber and restrict it from moving during transportation to protect the product. The loaded sea containers are shipped to the nearby DP World Fairview Container Terminal at the Port of Prince Rupert to be steam-shipped across the Pacific Ocean to international customers.

President Stan Hennessy negotiated the first collective agreement at Coast2000 Prince Rupert with the assistance of Director of Organizing, Ben Hennessy. The members widely accepted the first agreement during a meeting at the Highliner Hotel chaired by President Stan Hennessy, Business Rep., Anthony Kirk and Director of Organizing, Ben Hennessy.

The Prince Rupert members are



President Stan Hennessy and the new Local 31 Teamsters at Coast2000 in Prince Rupert

the second group of Coast2000 workers to become Teamsters. However, the new contract in Prince Rupert is a stand-alone agreement that preserves local seniority. Importantly, the agreement contains mature language and conditions from the original contract negotiated for the Local 31 members in Richmond, BC.

“Our union members and Coast2000 have a long productive history,” states President Stan Hennessy. «Negotiating a first agreement in Prince

Rupert, which includes great work-life balance, is a big accomplishment for our members.»

Under the new collective agreement, the hourly rate increased, the Teamsters National Health and Welfare Plan and the Teamsters National Pension Plan were included. Also, the Prince Rupert members now receive additional weeks of vacation, added banked vacation overtime and accumulated time-off. The new union contract makes Coast2000 the industry leaders in Prince Rupert.

TEAMSTERS UNION ORGANIZING DEPARTMENT

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What Difference Can the TEAMSTERS Make?

UNION:

- Your wages, benefits and working conditions are protected by a legally binding **contract**.
- You decide what goes in your contract. Then **you and your co-workers vote** on whether or not to approve it.
- In the campaign for your **Teamster contract**, wage increases, health care and other benefits are all negotiable.
- If you are unfairly disciplined or fired without just cause, the union is there for you. The Teamsters' powerful **grievance procedure** and our representatives and labor attorneys will fight for your rights every step of the way.
- If you don't like something at work, **you and your co-workers have the power** and resources to change it.

NON-UNION:

- **You don't have a contract.** Your bosses can change your wages and working conditions as they see fit.
- **You have no voice** and you don't know how much anyone else earns. Bosses play favorites to keep workers in line.
- If you want a raise, **no one has your back**. You have to plead your case to a manager or supervisor.
- If you are unfairly disciplined or fired without just cause, you're out of luck. Without Teamster representation, **you are an at-will employee**. This means you're subject solely to policy and can be fired at any time for any reason.
- If you don't like something at work, you and your co-workers are powerless. **You are at the mercy of management.**



TEAMSTERS,
LOCAL UNION NO. 31

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Organizing at Local 31

Workers at Commercial Logistics ratify first collective agreement by 100%



New Commercial Logistics Teamsters deliver alcoholic beverages to restaurants and businesses in the Interior of BC

In 2019, twenty truck drivers from Commercial Logistics in Kamloops, BC, joined Teamsters, Local Union No. 31. The drivers were seeking to negotiate better wages, benefits and working conditions. They were interested in Local 31 because of a recent organizing success at a Kamloops freight company. Secondly, the local union has a collective agreement with its parent company at ContainerWorld, based in Richmond, BC.

Commercial Logistics operates a cross-dock warehouse in Kamloops and maintains a large yard where company trucks and equipment is parked. The term cross-dock means to unload materials from an incoming semi-trailer and load the materials directly into outbound trucks with little or no storage in between.

The Class 1 drivers service the beverage alcohol industry in the interior of the prov-



ince. The Kamloops drivers also do the warehouse duties, unloading and loading trailers with forklifts. Once all of the 3-tons, 5-tons and tractor-trailers are loaded, the drivers make deliveries to restaurants and stores between Oliver and 100 Mile House. All delivery equipment is equipped with 5000 lb capacity hydraulic lift gates for ground-level delivery to retail locations.

Shortly after being certified by the BC Labour Relations Board to represent the truck drivers, Business Agent, Mike Hennessy and Director of Organizing, Ben Hennessy



conducted a Proposal Meeting at the Holiday Inn. At the meeting, the new Teamster members elected Jeff Buster to the Union Bargaining Committee and Kent Bojda as the alternate.

President Stan Hennessy appointed Business Agent, Mike Hennessy to negotiate the first collective agreement for the drivers at Commercial Logistics. Business Agent, Paul Simms was appointed to assist Bro. M. Hennessy in bargaining.

The collective bargaining spanned six months. The Union applied to mediate at the BC Labour Relations Board. Mediation is very common when negotiating a first collective agreement. The mediation process adds a neutral labour board officer to the bargaining process to assist the union and the company overcome disagreements. As a result, with the assistance of Mediator, David Shaubb, the parties agreed to a tentative agreement.

On March 28, 2020, the new Teamster members voted 100% in ratifying their first collective agreement. "The commercial logistics drivers gave the union full support, and it paid off," says Business Rep., Mike Hennessy, "the bargaining committee members Jeff Buster and Paul Simms did a hell of a job to secure the first agreement."

The new two 1/2-year contract contains yearly hourly wage increases, more RSP plan contributions, enhanced health benefits and language that secures local and surrounding area deliveries for drivers at the Kamloops terminal.



**Organizing
for Power**
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
**BRITISH COLUMBIA
YUKON TERRITORY**

LOCAL 31

**WORKERS JOIN THE TEAMSTERS
UNION TO GAIN:**

**EMPLOYMENT PROTECTION
AND REPRESENTATION**

FAIR WAGES

HEALTH BENEFITS AND PENSIONS

EXTENDED VACATION TIME

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Teamsters in Public Service

Environmental Samplers at Metro Vancouver



Metro Vancouver Teamsters Water Samples, Mike Delawski (now retired) and Matt Garson

Teamsters Local Union No. 31 represents over 550 members at Metro Vancouver. The work performed by our membership at Metro is diverse – from administrative positions to Re-

gional Planners, Permitting and Enforcement Officers, Environmental Biologists and Financial Analysts, to name but a few.

One of the many important

areas that Metro Vancouver is involved in is providing clean and safe drinking water through the member municipalities to the residents of the Lower Mainland. One of the groups that makes this possible are the Environmental Samplers, who are also Teamsters. The Samplers spend their days travelling to various sites from West Vancouver to Aldergrove, collecting water samples, performing tests on site and returning data and samples to the laboratory for testing.

peratures and test the chlorine values. The Samplers plug the information into a PDA and the data is downloaded at the lab upon their return. Once the data and samples are at the lab the Laboratory Clerk, Technicians, Assistants and Team Leads (who are also Teamsters) take over to do their part to deliver high quality drinking water throughout the Lower Mainland.

(Special thanks to Matt Garson, Environmental Sampling Team Lead and 14 year Teamster for the on-site demonstration.)

The Samplers work 364 days a year and collect approximately 125 samples every day. At each site a sample is collected for the lab. The Samplers also test for turbidity, which measures the amount of sediment and is an indicator of the water quality. They also check water tem-



VPD Civilian Retirement Dinner

On February 13, 2020 the inaugural Vancouver Police Civilian Retirement Dinner was held to celebrate eleven civilians who had recently retired, including 10 Teamsters:

- Barbara Albert
- Cynthia Apacible
- Leslie Cocke
- Jody Johns
- Anna Keen
- Milena Lisicic
- Vickie Pickerell
- Ruby Rivas
- Wai Ting Tang
- Janice Williams

The event took place at the Italian Cultural Centre and the evening kicked off with the VPD Pipe Band piping the Retirees into the venue. After a delicious buffet dinner, Chief Constable Adam Palmer welcomed the Retirees, their families and guests. Deputy Chief Constable Howard Chow then spoke about each of the honourees' careers and shared stories while photos of their years at the Department were displayed on a big screen for all to enjoy.

Unfortunately not all of the Retirees were able to attend, but those who were able were presented with a letter from

Chief Palmer, a gift, a bouquet of flowers and had their photo taken with the Chief. When the ceremonial portion of the evening was complete, attendees visited, reminisced and danced the night away!

It was a sold out event where the Retirees were recognized and celebrated by family, friends and colleagues of past and present. The VPD Civilian Retirement Dinner Committee hopes to make this a bi-annual event.

On a sad note, Sis. Cynthia Apacible passed away on January 15, 2020. Her husband attended the awards ceremony on her behalf. Our Local Union wish to express our condolences to Sis. Apacible's family, friends and co-workers on her passing.



CIVILIAN MEMBERS



Retired VPD Teamsters: (l-r) Wai Ting Tang, Anna Keen, Jody Johns, VPD Chief Constable Adam Palmer, Karlene Bateman, Business Rep., Ruby Rivas, Leslie Cocke



VPD Teamster shop stewards present and past (l-r): Beth Grayson, Susan James (ret.), Brenda MacDonald (ret.), Charlaine McLeod, Marie-Lise Dhami



HOW THE TEAMSTERS QUICKLY REACTED TO THE PANDEMIC

By: Lance Matricardi,
Business Representative

Local 31 represents over 1000 hard-working members at the Abbotsford School District No. 34 (SD34). Our members provide services to over 50 school sites. They are responsible for everything from technology support, project design, trades, electronics, maintenance, trades transportation, warehousing, custodial, accounting, payroll, administrative, clerical, instructional support staff, and school bus transportation.

Spring break began on March 13, and during that time, an unprecedented situation was unfolding. The term social distancing became known around the world. Two metres distancing became the norm. Then, on March 17, the BC government declared a public health emergency, and COVID-19 was a pandemic. Its effects immediately impacted our members.

All Kindergarten to Grade 12 classes were cancelled indefinitely. Our SD34 members spent the remainder of Spring break wondering about their return to work safety, their students, and the impacts of not returning to their job.

Before the end of Spring break, all members at SD34 received news from the school district, that where possible, members would be working from home. Only custodial, maintenance, and trades returned to the school buildings to disinfect and deep clean the schools and facilities. The changes to the working conditions presented unique challenges to our members. During the following weeks, our members rose to meet those challenges.

It was on March 17 the BC government mandated all school districts to set up day camps (DARE camps). The camps allowed parents who are first responders to continue to work

at their essential service job. Many SD34 members voluntarily raised their hands to return to the classroom to assist and support the first responder families. New safety guidelines were implemented to protect the children and our members.

The Custodial Staff constantly disinfected and deep cleaned everything possible, wiping down surfaces and disinfecting high traffic areas. The Technology Support Staff worked alongside our Instructional Support Staff. They developed a way to allow the Instructional Support Staff to work from home.

The Instructional Support Staff made contact with the principals, teachers, and students to help build the strategy to assist students learning from home. Clerical and Administration Staff contributed to the school reopening and partnered with the Instructional Support Staff. The school bus drivers now assisted with the first-aid and grounds work. All members put forth their best efforts and provided support where needed.

In April and May, everything became monitored and controlled to accommodate safe distancing. The union and the employer solved more safety challenges by providing masks, stations for handwashing and sanitation, revamped guest check-in procedures and limiting the number of people inside a building or classroom. Most importantly, it was the suggestions from our Teamster members that helped make the schools safer for all. On June 1, children in Kindergarten to Grade 5 attended class voluntarily. As a result, more Instructional Support Staff returned to the schools. The union and the members closely monitored the schools' reopening, which kept the children and members safe.

As of writing this article, the BC government has implemented



(l-r) Teamsters at the Abbotsford School District, Anne Franklin EA, Jennifer Wallace EA, Danielle Gagne, Youth Care Worker, and Amanda Star EA proudly wear protective union masks

Phase 2. The public community centres, barbershops, restaurants, and small businesses are reopening. Change has occurred as a result of COVID-19. However, the Abbotsford

School District Teamsters' participation, dedication, and courage remained tremendously strong – you kept co-workers safe and students supported. Well done!

Teamsters Secure Washrooms for Drivers

In response to truck stops, stores and businesses closing and restricting access to washroom facilities to truck drivers during the COVID-19 outbreak, Teamsters Local 31, Local 155, and the Vancouver Fraser Port Authority (VFPA) teamed-up to ensure all port drivers had safe and clean washrooms at all port locations within the VFPA.

Local 31, Business Rep. Larry Sargeant spearheaded the idea to involve our laid-off brothers and sisters at Local 155, the movie union, and the VFPA. "Our Union must do everything we can to provide safe and clean washrooms for all drivers and help give business to our laid-off Local 155 brothers and sisters" he said.

The washroom units are top-of-the-line mobile facilities used on movie sets. Each unit has flush toilets, running water, soap, sanitizer, and plenty of toilet paper.

"With movie sets closed and knowing the issue currently facing port drivers, we spared no effort to get the bathroom facilities normally used on movie sets to where they are needed. It's a question of solidarity," said Lorrie Ward, Secretary-Treasurer of Local 155, which represents movie and TV workers in B.C..

A total of eight units were installed, three on the South Shore, two at the Fraser Surrey Docks, and three at Deltaport.

"The Teamsters are very proud of our drivers who safely delivered crucial goods and materials to businesses, hospitals and grocery stores in British Columbia and Yukon Territory," said Stan Hennessy, President, Teamsters Local 31, "the truckers and warehouse members worked together to prevent further hardship and the spread of COVID-19".



(l-r) Secretary-Treasurer, Caley Fieldhouse, Business Rep., Mike Hennessy, and President Stan Hennessy at the Vancouver Ports where Teamsters secured washrooms for port drivers

Teamsters in Freight and Tow Trucking

YRC Freight Teamsters

YRC is a modern, old-time trucking company located in Burnaby, BC. The Canadian part of the business has operated for close to 70 years. Being among the best in the freight industry, every trucker and warehouse worker at YRC Freight has contributed to building its proud legacy.



John Rowbottom, Robert Bince, Bill O'Neill (shop steward)

In the early morning, before the rest of the city begins to buzz, the YRC Freight truck drivers inspect their tractor and trailers parked along the old Still Creek. Diesel smoke puffs into the air as the fleet of trucks rumble to life. Fluid levels are checked, lights are lit up, brakes are adjusted, the drivers motor their forest green trucks with black wheel wells and classic red bumpers up to the vintage terminal. There, the trucks are saddled up to a waiting trailer. The city is ready for its deliveries. The proud Teamster truckers get the job done.



(l-r) Steve Soos, Lance Campbell, Albert Singh, Alfredo Carillo, Mickey Dobres, Ross Dunn, Bill Law, Mike Roos

The YRC Freight warehouse workers know every crease and corner of their terminal inside out. Inbound shipments from every point in North America are handled with care by the Teamsters. Shifting levers up and down, the warehouse workers get their forklifts in gear, motoring skids above the dock floor. Like clockwork, the freight is loaded into trailers on-time every day.

The Teamsters at YRC Freight are a tight group. In their lunchroom, framed pictures of long-retired members are enshrined, hung on the walls and

beams, not forgotten. A spirit from the golden age of trucking remains. The brotherhood and sisterhood at YRC Freight is strong.



(l-r) Jerry Malo, James MacKenzie, Anel Huzejrovic, Guy Richey, Bruce Busby, Bruce Connelly (shop steward), Paul Tonn, Brent Olson (shop steward), Mike Imada, Jessica Barth

Historical Information:

In 1952, a teenager from Steinbach, Manitoba, D.S. Reimer, with help from his father, Frank F. Reimer (Carload Frank), founded Reimer Express Lines with a route between Winnipeg and Windsor, Ontario. It was one of the first trucking companies to offer east-west traffic in Canada. Customers embraced the faster service and Reimer's attention to customer satisfaction. The company continued to expand, and by 1969, Reimer Express was providing coast-to-coast service in Canada.

In 1997, Reimer was acquired by Roadway Services from the United States and changed its name to Reimer Express. In 2003, these powerful leaders came together under the banner of Yellow Roadway Corp. In 2009, the company took the next logical step in our transformation by bringing the companies together under the YRC Inc. banner.

On Feb. 1, 2012, the company took another significant step, changing the name of YRC Inc. to YRC Freight. On May 8,



Kevin Folden, Mickey Dobres

2019, YRC Reimer changed its name to operate under the YRC Freight brand.

Members at ABF Freight earn 1% pay bonus

IBT, WASHINGTON – Teamsters employed at ABF Freight System received a 1 percent profit-sharing bonus—negotiated by the union—after the company reported positive fourth-quarter results in 2019.



Gordon McGinnis

"Our members at ABF Freight work hard every day to make the company successful, and we are pleased that they will share in the company's financial success with this bonus," Teamsters General President Jim Hoffa said.

Under the Teamsters 2018-2023 ABF National Master Freight Agreement, if ABF Freight achieves an annual operating ratio of 96.0 or below for any full calendar year, each Teamster-represented employee will receive a bonus based on their earnings. ABF Freight reported a 95.2 percent operating ratio in 2019, which resulted in a 1



Jimber Dizon

percent bonus.

For example, if a member earned \$75,000 in 2019, he will receive a \$750 bonus.

"Our National Negotiating Committee worked hard to negotiate a strong contract for our members, including this bonus, and we are very excited that our members will be rewarded for the company's success," said Ernie Soehl, Director of the Teamsters National Freight Division. «This is the first time our ABF members have received the bonus.»

In British Columbia, the truck-

ing companies that operate with a Teamsters collective agreement continue to be successful,



Aaron Bunnnett

similar to ABF Freight. Teamster truck drivers, owner-operators, warehouse workers and mechanics work with the best rates and conditions in the freight industry. Teamster Union contracts and representation is the major reason workers choose to



Mike Peters (Shop Steward), John Smillie (now a retired Teamster)

join as members.

"I'm proud of our brothers and sisters at ABF Freight," says Mike Hennessy, Business Representative, "they work hard and put in the hours to make this company a leader in freight trucking."



Teamsters in Freight and Tow Trucking

Busters members keep Vancouver roadways safe

Busters Towing is a tow-truck company based in Vancouver, BC and its employees are proud members of Teamsters, Local Union No. 31. The membership at Busters Towing consists of dependent contractors which own and operate their own equipment, drivers of dependent contractors who operate equipment owned by a dependent contractor and company drivers which operate equipment owned by the Company.

Busters Towing is the contracted service provider for the City of Vancouver and has been in operation since 1946. The Teamster members at Busters Towing operate one ton trucks, flat-deck trucks and heavy-truck equipment suitable for transporting commercial vehicles.

Busters Towing is operational 7 days a week and 24 hours a day.

The Teamsters work in shifts of 5 days per week and 10 hours per day. The tow-truck drivers have many duties including towing by-law violations, accident scene towing, private impounds, servicing ICBC and providing towing services for special events.

Since the pandemic, the government has declared the work the Teamsters do at Busters Towing an essential service. The drivers are maintaining all roadways in the City of Vancouver which is allowing commercial vehicles, city utility workers, and first responders access to unobstructed streets to keep citizens safe.

Even in these tough times, the people of Vancouver can rest assured that the Teamster tow-truck drivers at Busters Towing will be available to help you when the time comes.



City of Vancouver circa 1950's



Buster's Towing Teamsters at the Scotia yard with President Stan Hennessy



Buster's Towing Teamsters: (l-r) Shop Steward Mostafa Kermani, Amanjit S. Mahal (in truck) and Kevin Mojazza

Canada Industrial Relations Board Grants Province-Wide Bargaining Unit at Canada Cartage

The Teamsters have made significant progress at Canada Cartage since the original certification in 2010. The members continue to prosper, as does the company with its continual growth.

Local Union No. 31 was able to bring the workers together at Canada Cartage, brick-by-brick building multiple bargaining units in British Columbia during the years of union organizing.

The members and the union

maintained it would be beneficial to combine all units to support equality in BC.

In 2019, the Teamsters applied to the Canada Industrial Relation Board (CIRB) to amalgamate all drivers and dockworkers in Vancouver, Prince George, the Okanagan and Vancouver Island.

On December 17, 2019, the CIRB granted the Teamsters an amalgamated province-wide bar-



gaining unit, combining all bargaining units of drivers and dockworkers into one collective agreement.

The future looks bright for both Teamster members and Canada Cartage. Upon the expiration of the current collective agreement on December 31, 2020, all drivers and dockworkers in B.C. will meet together to negotiate a province-wide collective agreement.



Stephan Flikweert, Canada Cartage company driver, Lower Mainland

Teamsters in Northern B.C.



Cindy Poburan & Lynn Rochon - Diversified Transportation Prince George



Tyler Uhrich - Diversified Transportation Prince George & Anthony Kirk, Local 31 Business Rep



Darcy Wall, Jake Borden, Ralphie Tylor - P.G. Transit Prince George



Lorraine Johnson, Alyssa Moore, Jeff Kelly, Terry Ridsdale, Brandon Gladstone, George Mason, Gordon Dudoward, Jesse Fabrick, Don White, Roger Basso - Quickload Logistics Prince Rupert



Van-Kam Teamster Grant Kerr carries loads between Van-Kam's Surrey and Prince George terminals



Robertta Dayton, Wanda Jones, Nicole Pollard - Diversified Transportation Prince George



**Back row (l-r): Jas Chatta, Nathan Schwab
Front row: Laurie Kehoe, Mia Champagne - Purolator Prince George**



Rob Hawke - Superior Propane Prince George



Jason Shellenberg (Shop Steward) & Keith Isherwood - Rupert Square Mall Prince Rupert



Jeff Tait - Prince Rupert Building Materials (Home Hardware)



Mike Bush, Darren Oldach, David Warland, Kalah Goodvin - Van-Kam Freightways Prince George



Tracy Moore, Don Moore - Purolator Prince George



Pete Gill & Stacie Long, Diversified Transportation Terrace



Patrick Donnan, Garth Muller - Coca-Cola Terrace



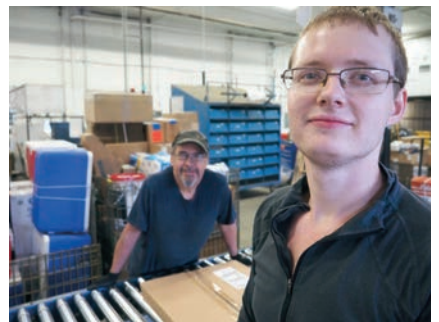
Eric Wright, Rob Yeomans, Jakob Henry, Keith Thomas, David Stephens - Tye Building Supplies (Rona) Prince Rupert



Connie Jenkins, Dave Bailey - Diversified Transportation Prince George



Aminder (Nibby) Randhawa, Zach Gait - Purolator Prince George



Bob Smith, Jesse Newman - Purolator Prince George



**Back row: Mark Jarvis, Glenn Biggs, Sandie Stenzel, Jill Demedeiros, Brenda Cordts, Rani Gill, Wendy Pond
Front row: Pete Gill, Carl Boudreault, Dianne Neumann - Diversified Transportation Terrace**



Clint Adams (Shop Steward) - Prince Rupert Building Materials (Home Hardware)

Happy Trails to our Retirees!

NAME	COMPANY	YRS A TEAMSTER
Acland, Glenn	MARPOLE	20
Africano, Salvador	ABBOTSFORD SD#34	27
Albert, Barbara	VPD	13
Ambrosini, Carlo	VAN-KAM FWYS	21
Anderson, Sharon	METRO VANCOUVER	25
Anthony, Ted	KEN JOHNSON	14
Apaga, Rodolfo	CONTAINER WORLD	4
Bailey, James	CITY TRANSFER	20
Basi, Dave	MARTIN-BROWER	48
Bettinazzi, Edward	VAN-KAM FWYS	28
Bird, Arnold	MARTIN-BROWER	32
Blair, Jane	APD	17
Boyd, Ian	F & G DELIVERY	23
Bremner, Lorraine	PEACE RIVER SD#59	7
Broker, John	MARTIN-BROWER	47
Brown, Lorne	L U 31 DIRECT PAYMENT	53
Brownell, Ralph	CANADA CARTAGE	9
Brunt, Kenneth	VAN-KAM FWYS	42
Burnshine, Pat	VAN-KAM FWYS	47
Carsch, Mike	PUROLATOR	23
Chen, Fragrance	METRO VANCOUVER	17
Clark, Bruce	F & G DELIVERY	44
Clarke, John	NORTHGATE	41
Clifford, Alexander	METRO VANCOUVER	25
Culpin, Ellen	ABBOTSFORD SD#34	23
Dalziel, Robert	WINGS MOTOR CTG	35
Danggas, Paul	VAN-KAM FWYS	26
Davidson, Melvin	YRC REIMER	46
Davidson, Alan	DIVERSIFIED	25
Davies, Roger	SUPERIOR PROPANE	1
Dhillon, Harpaul	MARPOLE	9
Dressler, David	CDN FREIGHTWAYS	42
Drozdownich, Sara	ABBOTSFORD SD#34	11
Epp, Richard	ABBOTSFORD SD#34	21
Ethier, Xavier	L U 31 DIRECT PAYMENT	44
Falk, Edward	SALMONS TRANSFER	53
Forbes, Sandy	UPS	29
Ford, James	TRIANGLE	30
Foster, Douglas	OVERLAND WEST	3
Garcia, Efren	UPS	13
Giesbrecht, Abram	ABBOTSFORD SD#34	27
Green, Robert	MARTIN-BROWER	43
Groening, Joan	SD #34	29
Hall, Morris	CLARKE TRANSPORT	46
Hanson, Gary	CANADA CARTAGE	3
Heseltine, John	CANADIAN SPRINGS	20
Hess, Tracey	ABBOTSFORD SD#34	24
Hetherington, Tom	CDN FREIGHTWAYS	44
Hoff, Terry	METRO VANCOUVER	14
Holte, Wayne	ABBOTSFORD SD#34	25
Jarvie, James	ABBOTSFORD SD#34	26
Jensen, William	SUPERIOR PROPANE	18
Keedwell, Jane	ABBOTSFORD SD#34	12
Kelleher, Sandra	F & G DELIVERY	7
Kemp, Barry	HBC LOGISTICS	13
Kerr, Debbie	METRO VANCOUVER	25
Kirk, Marilyn	METRO VANCOUVER	21
Krause, Richard	ABBOTSFORD SD#34	28
Kvaas, Joanne	ABBOTSFORD SD#34	24
Kwong, Joseph	PUROLATOR	20
Lajoie, Thomas	ABBOTSFORD SD#34	19
Larsen, Deborah	DIVERSIFIED	5
Lavoie, Donald	ABBOTSFORD SD#34	12
Laynes, Monique	ABBOTSFORD SD#34	28
Lefler, Don	ABBOTSFORD SD#34	12
Leidenius, Roderick	MARPOLE	9
Lightburn, John	PUROLATOR	32
Lokszyn, Danny	VAN-KAM FWYS	27
Loring, Jerry	REAL CDN SUPERSTORE	12
Macfarlane, George	VAN-KAM FWYS	34
Martens, Phyllis	ABBOTSFORD SD#34	31



NAME	COMPANY	YRS A TEAMSTER
Mathews, Susan	ABBOTSFORD SD#34	19
Matthews, Jane	DIVERSIFIED	8
Matty, Thomas	ABBOTSFORD SD#34	30
Maxwell, Dale	SALMONS TRANSFER	45
Mccormick, Dennis	CDN FREIGHTWAYS	18
Mcclarty, Linda	PEACE RIVER SD#59	5
McDonald, Kelly	SALMONS TRANSFER	14
McKellar, Malcolm	CITY TRANSFER	40
McNeill, James	PUROLATOR	20
Mercado, Ephraim	ABBOTSFORD SD#34	21
Miguel, Rodolfo	PARK 'N FLY	9
Molinelli, Annette	ABBOTSFORD SD#34	19
Nantel, Gilles	ABBOTSFORD SD#34	30
Olizarewicz, Jon	L U 31 DIRECT PAYMENT	39
Philips, Dave	YRC FREIGHT	46
Pickerell, Vickie	VPD	25
Pollard, Chris	CITY TRANSFER	27
Ranquist, Roy	KEN JOHNSON	44
Rivas, Ruby	VPD	25
Rivera, Leo	UPS	25
Robertson, Judy	METRO VANCOUVER	16
Roche, George	KEN JOHNSON	32
Sarpal, Iqbal	HBC LOGISTICS	13
Sawatsky, Richard	CDN FREIGHTWAYS	39
Schultze, Marie	ABBOTSFORD SD#34	5
Scott, Randy	L U 31 DIRECT PAYMENT	51
Sewell, Anthony	F & G DELIVERY	4
Shillabeer, Ronald	YRC FREIGHT	41
Shillitto, Allan	VAN-KAM FWYS	12
Smillie, John	ABF FREIGHT	49
Sokoloski, Kenton	SUPERIOR PROPANE	26
Sommer, Kimberly	ABBOTSFORD SD#34	3
Sousa, Antonio	DIVERSIFIED	4
Stanley, Jim	ABBOTSFORD SD#34	31
Stoker, Bonnie	METRO VANCOUVER	11
Stuart, Marguerite	ABBOTSFORD SD#34	23
Suek, Barbara	ABBOTSFORD SD#34	33
Terrell, James	VAN-KAM FWYS	41
Thiessen, Jacob	SUPERIOR PROPANE	23
Toor, Nirmal	VAN-KAM FWYS	23
Tsui, William	PACTOW	23
Vissia, Kenneth	PRAXAIR	5
Watkins, Kathleen	ABBOTSFORD SD#34	30
Watson, Linda	ABBOTSFORD SD#34	41
Whitty, Wesley	CDN FREIGHTWAYS	16
Williams, Janice	VPD	25
Williamson, Margaret	CDN FREIGHTWAYS	36
Zacharias, Benny	ABBOTSFORD SD#34	31
Zuest, Maureen	ABBOTSFORD SD#34	40



Duke Needham is the newly elected Chief Shop Steward at the largest United Parcel Service terminal in British Columbia located in Richmond at the Vancouver International Airport.

Duke brings plenty of experience as a union member with twenty-five years of service at UPS and two years as a Shop Steward. He has performed jobs as an unloader, loader, scanner, shifter, pre-load, air walker, Saturday dispatch, feeder driver (class 1), and including his current position, a package car driver.

As Duke became an active advocate for his UPS brothers and sisters, becoming a Shop Steward felt natural. His work as a steward translated into grievance successes for the UPS members. Duke has resolved unjust discipline grievances and has received monetary awards for members.

During the Covid-19 outbreak, Duke kept the UPS terminal a safe working environment by updating his brothers and sisters regularly about the new safety guidelines introduced by the Teamsters Business Representative, Grant Coleman.

"The Teamsters at large were a force in helping workers through the pandemic," instructs Duke Needham, "I'm

very proud of our union's effort and proud to be a Teamster."

Duke is now organizing, informing, and supporting all stewards and rank and file members. He studies the UPS collective agreement and provides his brothers and sisters with an understanding of its articles and clauses. Duke will continue to hold the company accountable to the contract and will best serve the rank and file by resolving grievances with favourable resolutions while working closely with the Business Representative.

"Representing my fellow UPS Teamsters in the workplace is very important and rewarding to me," declares Bro. Needham, "I'll proudly serve my brothers and sisters as their elected Chief Shop Steward."

Teamsters, Local 31 provides training for Shop Stewards. In particular, Duke points out he benefited greatly from

attending the "Facing Management Effectively" course in January 2020. Duke appreciates his Business Representative, Grant Coleman, for his constant leadership and the local union for supporting steward education. Most of all, he is proud of his two sons and loving wife.

Brother Duke Needham joins fellow elected bargaining committee member, Chief Shop Steward, Fraser Valley terminal and Trustee, Local 31, Sean St. Pierre at the National Bargaining with Business Representative, Grant Coleman.



Chief Steward Duke Needham at UPS terminal Vancouver International Airport



Teamsters an essential service in the Yukon



Suhkdeep Singh, a Local 31 member at Wykes' Your Independent Grocer, unloads a truck driven by fellow Local 31 member from Canada Cartage Yukon, Gordon Doerksen

by Lorrina Mitchell, Wyke's YIG Shop Steward

The members of Teamsters 31 are well aware that their services are important, but the current Covid-19 pandemic has certainly shone a light on just how important Teamsters are to remote locations like the Yukon.

In the Yukon, Teamsters represent a diverse mix of essential services. Since virtually all goods arrive by road, trucking is understandably the first one that comes to mind, and our members at Canadian Freightways and Canada Cartage have

been rolling their rigs almost non-stop, despite the usual hazards of weather, road conditions, wildlife and highway closures. Delays are another part of the challenge when you are a remote community located on the historic Alaska Highway, but our brothers and sisters always prevail in the end.

Teamster members deliver heating fuels for domestic and commercial use, including the auxiliary generators at our power station. Teamsters at North 60 Petro and Superior Propane were likewise exceedingly busy keeping Yukoners warm and the lights



Local 31 member Ed Grennan recently appeared in a CBC news story on truckers delivering food and essential items to the Yukon during the COVID-19 pandemic

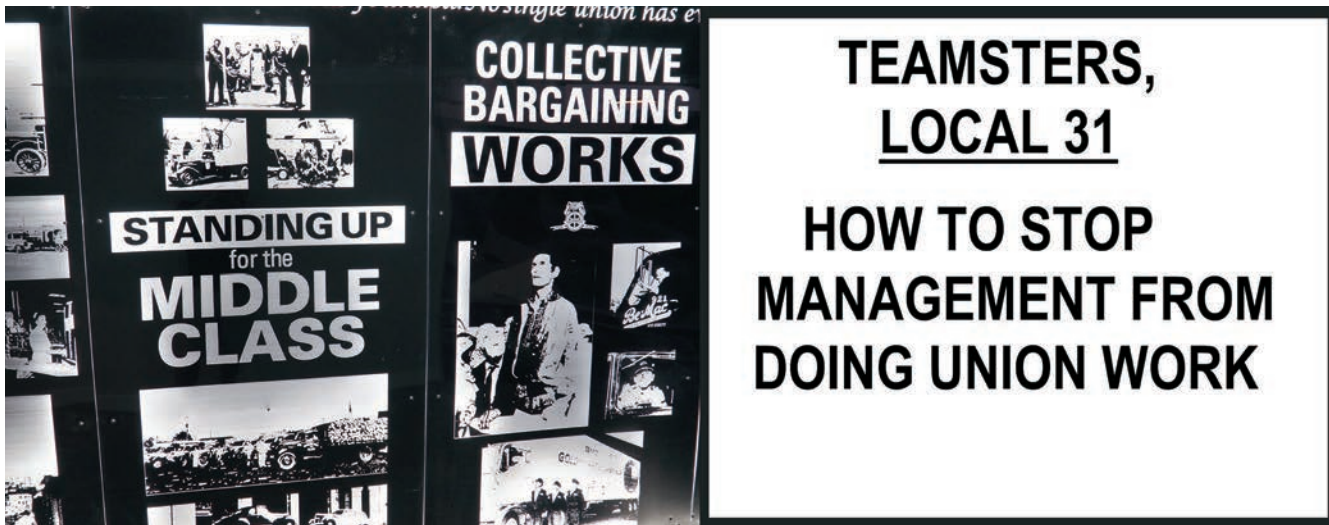
on.

Purolator has been experiencing Christmas season volumes as Yukoners resort to massive online shopping to fulfill many of their pantry and household needs. Our grocery store members at Wykes' YIG and Real Canadian Superstore, were perhaps among the most hard-task of all our members as they flogged product to the shelves when people began to panic and buy as the full impact of the pandemic loomed apparent. The grocery members are also in the position of having more face to face contact with customers, another level of concern since somewhat mitigated by legisla-

tion and in-store protocols to manage the number and spacing of customers in the stores at any given time.

Even our Local Union Office has remained active and available to our members throughout the pandemic using both on-site and work from home technologies, and our Business Representative, Tom Brown, is always only a phone call or a text away.

As the old saying goes, "When the going gets tough, the tough get going." I am proud to be a member of such a diverse and committed bunch of people doing jobs that look after our families and community.



by Grant Coleman, Business Representative

The problem of management performing bargaining unit work is not new to the Teamsters Union. Most management stop when directly approached by a member. This article gives our members a step-by-step method to communicate, investigate and assist a shop steward in good ole fashion Teamster problem-solving.

Before we delve into this article, all members must understand the extreme importance of protecting your bargaining unit work. Here is a quote from the Supreme Court of Canada in British Columbia Telephone v.

portance of these clauses cannot be over-emphasized."

We begin with security clauses because security inside your collective agreement is paramount to protecting our members. Most collective agreements ("CA") have restrictions against management doing members' work. It is essential to read your CA to locate the clause. The clause is necessary when approaching management or filing a grievance.

Now that you have found your security clause, here are the steps to address a manager or supervisor who is doing a union member's work:

about a CA violation. Another right is to inform a Shop Steward when violations are not resolved between you and management. A Shop Steward investigates or assists you in filing a grievance.

Filing a grievance requires detailed information. Use the following points to help you outline a factual grievance form:

1. Did a member or Shop Steward talk to the manager or supervisor about the CA violation?
2. Note the date, time, and place where the violation occurred.
3. Were there any witnesses?
4. What is the name of the Supervisor/Manager doing the union work?
5. Write down the amount of time the supervisor or manager was doing the union work.
6. Highlight the classification of work performed.
7. List the name of the grievor seeking restitution to resolve the matter.
8. When more than one member files a grievance for the same CA violation, the senior member capable of doing the work grieves.

From a monetary perspective, grievances can be successful only on a one-for-one basis. For example, one (1) manager violation equals one (1) member financial resolution.

A grievance should always be filed when management does union work. Depending on all related factors, any member with the ability to perform the work done in violation by management can grieve. However, seniority is given preference when there is more than one grievor. A grievance can translate into a monetary outcome when a member suffers a financial loss due to the management

performing union work.

Also, the Union can file a Policy or Group grievance. A resolution to have management cease and desist is standard. The principal of grieving is essential to protect all members by upholding and preserving your hard-fought rights within the collective agreement.

During an investigation, management may not agree with your facts; however, do not take it personally. The Teamsters have an old saying, "work now and grieve later." This means do not violate the collective agreement yourself by refusing to work if the grievance is not resolved instantly. Return to work and file a grievance. The grievance is processed through the grievance procedure by a Shop Steward and a Business Representative.

An Emergency is a rare occasion and not the norm. There is an allowance under an emergency when labour boards rule it acceptable for management to perform bargaining unit work. The Union investigates and treats each case based on its merits.

An emergency is described in labour relations cases as immediate harm, physical or economic caused to an employer, customer, or a person, whereas the bargaining unit work is not able to be performed by bargaining unit members. An emergency should not cause a lay-off or the elimination of union work or members. In cases of emergencies, contact your Shop Steward immediately.

After reading this article, you are ready to defend the collective agreement. Approach each situation calmly and record all information. Be confident and respectful despite how management reacts to your questions. Hold management accountable because all CA terms were agreed to by the employer during collective bargaining.

Work Now; Grieve Later.



UPS Teamsters at Fraser Valley terminal with President Stan Hennessy

Shaw Cable Systems (B.C.):

"In fact, the exclusive right to bargaining unit work is so essential to labour relations that it has been described as a proprietary right. It must be remembered that clauses which reserve the exclusive right to do certain work to a bargaining unit provide the foundation, not only to a particular collective agreement, but, more importantly, to the entire system of labour relations. Without such a clause, bargaining unit work could be contracted out to those who are not covered by the collective agreement (management), thereby defeating the entire legislative scheme of collective bargaining. In my view, the im-

1. Approach the manager or supervisor to question why they are performing union work.
2. If a manager or supervisor is unwilling to communicate, contact a Shop Steward.
3. Suggest assigning the union work to a union member, even when a member may not be available at the very moment.
4. Offer to perform the work yourself, if possible.
5. Report to a Shop Steward and file a grievance.

Every member of the bargaining unit has the right to inquire



Teamsters' National Benefit and Pension Plan



To all Plan Members,

We hope you have been able to adapt to our new “normal” during these unprecedented times. We have done our best at the Plan Office to remain safe and healthy to keep our operations going for all Plan Members during the past few months.

During this period, many of the Plan Membership were able to access information through the Plan’s website. We were pleased to hear the website also helped many as it is an excellent resource tool for other health related links.

The website also provides many of the current approved forms which are required. If you have not checked it out, we would encourage you to do so: www.teamstersbenefits.ca

Please note the Plan Office is no longer printing booklets but have adapted the new E- Booklet (Electronic Booklet) which is on our website.

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

As always, in order to avoid any miscommunication on the benefits provided under the Plans, we continue to encourage the Membership to contact our office directly.

Our team is here to help you and would be pleased to answer your inquiries. Our office hours are Monday to Friday, 8:30 a.m. to 4:30 p.m.

Respectfully,

Kelly Nicholson, Administrator
On behalf of the Board of Trustees



NEW...Effective January 1, 2020, the Plan’s Group Life Insurance provider was changed to the Co-Operators. We would encourage you to visit our website for further details which also includes the Out of Country emergency coverage for when travel becomes available again...

Email Authorization – Form on website



In order to provide you with information from the Plan Office by email, you must have completed the authorization form which was mailed to you previously. If you have not completed this form, please print it from our website and return it to our office via email. benefits.pensions@teamstersbenefits.ca

Direct Deposit – Email required

Just a reminder...the Plan provides Direct Deposit for both Dental and Extended Health claims. In the event you wish to participate, the application form is available on the Plan’s website or through our office. The Plan will accept photocopies by fax or scanned PDF documents of your receipts by email, however, we are unable to accept photographs or illegible copies.

(example, photographs from a cell phone are not acceptable and will be returned)

Weekly Indemnity (WI) Claim Forms “2020”

It is important to note, the Plan **will only accept the latest version, “2020” for WI Claim forms**. This form is available on the Plan website. Please review your claim before you submit to the Plan to confirm you have completed the most recent form.

Extended Health Claim Forms

Please ensure you are obtaining any Extended Health Claim forms directly from the Plan website or our office. This ensures you are receiving the most recent claim forms approved by the Plan’s Board of Trustees. We note there have been other source PDF postings of forms

not approved by the Plan on the internet. These forms do not necessarily reflect the most current format and may be returned to you which will cause a delay in the claim processing.

Claims Administration and Reminders

It is very important that the Plan office has correct address information on file.

- Please keep the name of your Group Life and Accidental Death beneficiary up to date. In cases of the death of a beneficiary or changes in a Members’ marital status, the Plan is often not provided with updated information which can make it very difficult for families.
- In order for a Spouse or common-law Spouse to have coverage under the Plan he or she 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 are not covered under the Plan.
- Before the Plan can provide reimbursement for prescription claims and before your Plan prescription medication cards can be activated, the Plan requires your Fair Pharmacare registration number.
- For those Members who no longer have a prescription medication card or an old card with your social insurance number on it, please contact our office and we will be pleased to provide you with your Plan ID.
- Please note, unless your doctor specifically request that “no substitutions” be used for prescription medications, the Plan will only approve and accept the generic equivalent of the name brand for payment.
- Claims for Weekly Indemnity benefits must be received within 90 days of the date of disability.
- 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 about. It is important to remember, fees charged by your dentist may be higher than coverage provided by the Plan. The \$3,000.00 com-

bined annual maximum is based on a calendar year January to December.

- 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 which must confirm method of payment such as credit card receipt or debit slip.

Teamsters’ National Pension Plan

Eligibility for Pension Plan Membership



Eligibility and probationary periods for Pension Plan

membership are determined through the provisions of your collective agreement. A Plan Member’s hourly pension rate is also determined through collective bargaining and therefore is an important consideration which affects the amount of your pension accrual. Higher hourly rate = higher monthly pension.

Once you are a Member of the Pension Plan, it is prudent to review your annual Pension Statement to ensure that the pension hours reported to the Plan by your Employer match your own records. Each Member will have different accruals based on their collective agreement and hours worked. Please also take the time to review your beneficiary appointment and current Spousal record, if applicable, to ensure your estate planning remains up to date.

If you are in receipt of Work-Safe BC benefits and/or disability benefits from the Plan, you should ensure that the Pension Plan is aware of your disability status as you may be entitled to “non-work” (disability) accrual on your Pension record.

Teamsters' National Benefit and Pension Plan



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 and Registered Retirement Saving Plans. In some cases, based on your annual income, there is also the Guaranteed Income Supplement. These 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>

Reminders...

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

Member Top Up - Annual Contributions to increase your pension value

Each January, the Plan offers the Member Top-Up which allows for additional contributions to increase your pension value. You must have enough RRSP contribution room which would be identified on your Notice of Assessment. For example, contributions for 2020 would be received in January 2021 and your Notice of Assessment for 2019 would indicate whether or not you have the required contribution space.

This is only available to Active Members and is based on your hourly contribution rate up to a prescribed maximum. Further information is available on the Plan website for the formula and qualification criteria. You may also contact our office and we will be pleased to go over those details with you.

Pension Plan Beneficiaries

As a reminder, 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 ensure you have updated any changes separately to the beneficiary status under each Plan. It would be prudent to review your designated beneficiaries each year to ensure your wishes remain current. The Plan sends out your pension statement each year with your beneficiary appointment and any applicable Spousal information. As part

of Estate planning, it is always good to review to ensure your information remains current

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 not beneficiary is named and you do not have a Spouse, the death benefit would be payable to your Estate. Again, we remind you that this is totally separate from the beneficiary you have named on the Benefit Plan so please ensure you have considered both designations carefully.

Pension Plan Workshops - Information Sessions – Registration is required

Unfortunately with our recent environment, this has become difficult. We remain available throughout the week to answer any



questions you may have or need clarification to confirm an answer to your question or simply review your pension record.

Alternatively, we are happy to try and accommodate your request for further information outside of our regular hours during this time.

As always, we encourage you to contact our office should you require any information regarding your individual pension benefits with the Plan or other pension related matters.

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

Together, we can ensure you have the best possible understanding of these important benefits and others that may be available to you.

STILL MISSING - PENSIONERS' CURRENT CONTACT INFORMATION



We continue to be unsuccessful in our search for some of our previous Plan Members who may have a pension entitlement under the Plan. If you are aware of anyone who was previously 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.



BRITISH COLUMBIA & YUKON TERRITORY

The statistics don't lie. According to the Mental Health Commission of Canada, the annual cost of mental illness nationally is \$51 billion, with one in five Canadians experiencing a mental health issue in their lives.

About 30% of disability claims are related to mental health problems and illnesses. In 2011, mental health issues cost

employers more than \$6 billion in lost productivity from absenteeism, presenteeism and turnover.

Despite the scope of the problem, intense stigma surrounding mental health problems and illnesses persists. That's why the position of the Teamsters is that everyone benefits when we speak up about these problems,

and when we build up healthier, more inclusive workplaces.

With the COVID-19 pandemic, mental health must be, more than ever, at the centre of the concerns of unions, businesses and governments.

Resources must be put in place to help all workers and citizens cope with mental illness.

List of Useful Resources:

Mandatory: A Mental Health Initiative: <http://teamsterscanada.org/en/mentalhealth/>

CLC Mental Health Resource Centre: <https://canadianlabour.ca/uncategorized/mental-health-resources/>

Canadian Mental Health Association

<https://mentalhealthweek.ca/toolkit/>

Canadian Centre for Occupational Health and Safety: Free mental health e-courses

<https://www.ccohs.ca/topics/wellness/mentalhealth/>

National Standard of Canada for Psychological Health and Safety in the Workplace

<https://www.mentalhealthcommission.ca/English/what-we-do/workplace/national-standard>

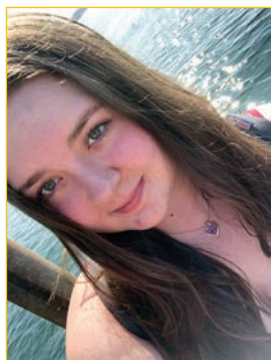
Kids help phone

<https://kidshelpphone.ca/DistressCentres>
<https://thelifelinecanada.ca/help/crisis-centres/canadian-crisis-centres/>



A portrait of a young man with short, wavy brown hair, smiling. He is wearing a blue graduation gown with a white and light blue striped V-neck collar, a white shirt, and a dark tie. The background is a mottled blue and green studio backdrop.

Emma graduated from École Mission Senior Secondary School in Mission, BC. She has received the Mission Secondary's Academic Excellence Award for her studies in Foods



Leslie Jean graduated from North Delta Secondary, where she maintained an academic average of 91% and made the Honour Roll and Principal's

Alisha Temirov is the daughter of Bro. Beyerman Temirov, Teamsters member at Purolator Richmond. Alisha was awarded a \$10,000 James R. Hoffa Memorial Scholarship and a \$2,500 Teamsters Local 31 Scholarship Award.

A portrait of a man with dark hair and glasses, wearing a dark suit, white shirt, and light-colored tie. He is looking directly at the camera with a neutral expression. The background is a plain, light-colored wall. The photo is framed by a thin yellow border.

"I will do my best as a part of a Canadian to collaborate and deliver comparable academic goals as an excellent engineer, and I will reciprocate it to our community by contributing my passion. Thank you for your thoughtful consideration."



Megan Lum is the daughter of Jason Lum, Teamsters member from Purolator Richmond Airport Depot. Megan was awarded a \$2,500 Teamsters, Local 31 Scholarship.



Megan graduated from David Thompson Secondary in Vancouver. She was an Honour Roll

student and was recognized on the Principal's List every year of high school. Megan is eager to learn more about the human body and help people in the medical healthcare field. Megan was accepted to attend university at UBC and Simon Fraser University and has chosen to attend UBC.

"This Fall, my studies will continue at the University of British Columbia. I hope to become a Dermatologist one day, a career that will enable me to further my passion for helping others. I would like to thank the Teamsters Local Union No. 31 for this scholarship and my journey towards achieving my goals."

Emma Bilodeau is the daughter of Leo Bilodeau, Teamsters member from the Abbotsford School District No. 34. Emma was awarded a \$2,500 Teamsters Local 31 Scholarship.



Emma graduated from W.J. Mouat Secondary in

Abbotsford with a Double Dogwood for having functional fluency in French Immersion and English. Emma's grades kept her on the Honour Roll every year of high school. In grades 11 and 12, Emma attended the University of the Fraser Valley to participate in the Health and Human Services (HHS)

program. The HHS program provided her with a headstart into nursing by advancing her ahead of other nursing applicants. Emma has been accepted by the University of the Fraser Valley to complete the nursing program.

"I am interested in science and medicine, and I plan to pursue nursing and become an RN in the NICU or travel nursing. I further intend to complete the Bachelor of Science of Nursing program at the University of the Fraser Valley."

Aimee Karlica is the daughter of Stan Karlica, Teamsters member from the VPD. Aimee was awarded a \$2,500 Teamsters, Local 31 Scholarship.



Aimee graduated from Sands Secondary School in Delta. She was a Peer Tutor in the Special Education Program grades 10, 11 and 12 and

completed over 100 hours of service in the classroom. Aimee has applied for the Foundations of Design program at Kwantlen Polytechnic. She will complete a four-year interior design course to receive her bachelor's degree. "Thank you, Teamsters Local 31, for assisting young students in our community through your scholarships."

Ashley Wrangler and **Adam Wrangler** are twins. They were both awarded a Teamsters Local 31 Scholarship of \$1,250. Their proud father is Sheldon Wrangler, Teamsters member from the Peace River South School District No. 59.

Ashley and Adam graduated from Dawson Creek Secondary in Dawson Creek, BC. **Ashley** has made Honour Roll in four consecutive years and is a recipient of a special award in Foods, French and Physical Education. In September, Ashley will be attending the College of New Caledonia in Prince George and

has been accepted into the Dental Assistant Certificate program with her dreams of one day completing the Dental Hygienist Program. "I am forever



grateful that I was selected to be a recipient of this scholarship. It has

pushed me further in my studies and has allowed me to chase my dreams. The extra funds certainly helped me have a stress free year, and it allowed me to stay focused on my studies. Thank you for everything."

Adam graduated from Dawson Creek Secondary and is very involved in many sporting activities. He has received countless



awards while maintaining an A average by balancing work, school and sports. Adam is an X-country athlete who finished 1st in zones in Grade 10, 3rd in zones in Grade 11, and 2nd in Grade 12. Also, he has represented BC in several track events. Adam played senior boys basketball and club soccer with DCSS, which made the provincials in 2018.

"In September, I will be attending the Grande Prairie Regional College in Grande Prairie, Alberta and have been accepted into the Kinesiology Program."

Dillon and Tristan Warmenhoven are the sons of Catherine Warmenhoven, a Teamster member from the Abbotsford School District. This year, Dillon and Tristan shared the Art Price Memorial Scholarship, receiving \$1,250 each.

Tristan: "Wow! My brother Tristan and I shared the 2019

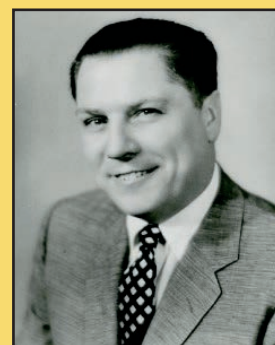


Art Price Memorial Scholarship this year! We are both extremely grateful and consider it an honour to be chosen for this award. I am in the Carpentry Apprentice program at the British Columbia Institute of Technology (BCIT). I have completed Levels 1 & 2; and will complete Level 3 in May 2019. I will also complete Level 4 in Spring 2020. Tristan's work history includes extensive carpentry and concrete formwork. After gaining a Red Seal certification, I will pursue my contractor's license."

Dillon: I am enrolled in an Electrical Trades program and have completed Level 1 and 2 at the University of the Fraser Valley. I am completing Level 3 at Thompson River University with hopes to be completed by December 2020.

I look forward to getting a Red Seal certification through work experience, job training and course work. Longer-term, I may enter into firefighting. "We are extremely grateful for the opportunities provided to us through the Abbotsford School District Career Program, and for the support from Teamsters Local Union No. 31."

"Education must be the birthright of every child, not just the children of privilege."



James R. Hoffa, IBT
General President
Emeritus

Teamsters place members' safety first



James MacDonald, Craig McAree, Gerry McNabb, Damon Darby, Lonnie Smith, Ravindra Sharma, Paul Balazs, David Bullard, Chris Hill (Shop Steward) and Mark Sherrington, Martin-Brower Warehouse



Dimitar Dimitrov, Canada Cartage Warehouse



Lana Cox, UPS Fraser Valley Centre



Sukhbinder Sidhu (Shop Steward), Canada Drayage



Deanna Ruschke, VPD Shop Steward



Brian Hurley (Shop Steward) & Sandeep Kaushal, UPS Fraser Valley Centre



Vincent Arellano, Shop Steward, Canadian Springs



Melvin Choi, Purolator Richmond Linehaul



Proud Sister UPS package car driver delivers essential goods from the UPS Airport Hub



Mike Riske, Shop Steward, Maddies Natural Pet Foods



Greg Parker, Canada Cartage Warehouse



Pankaj Sareen and Kawal Grewal, UPS Fraser Valley

Teamsters Joint Council No. 36 donates \$30,000 to charity on behalf of the Teamsters Canada Foundation



TEAMSTERS JOINT COUNCIL No. 36

AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND TEAMSTERS CANADA
490 EAST BROADWAY, VANCOUVER, B.C. V5T 1X3 TELEPHONE: (604) 875-6636 FAX: (604) 872-4803

The Teamsters Canada Foundation donated \$30,000 to three British Columbia charities: the Potluck Café Society, Quest Outreach Society and Union Gospel Mission.

Potluck Café Society transforms lives by creating jobs and providing healthy food for people in Vancouver's Downtown Eastside.

Quest Food Exchange is a non-profit organization that provides varied affordable and healthy foods to Canadians facing food insecurity.

Union Gospel Mission offers meals, education, shelter, safe and affordable housing, drug and alcohol recovery programs, and support services to those struggling with homelessness and addiction in Metro Vancouver and the city of Mission.

"The federal and British Columbia governments have implemented several programs to help the vulnerable and powerless in our society," said Stan Hennessy, President of Local Union 31 and Vice President of Teamsters Canada. "But we, in the Teamsters Union, feel we should be doing more, and

that's why the Foundation has decided to support these three charities."

The Teamsters Canada Foundation has pledged its support to several charitable organizations across the country, with donations totaling \$300,000.

Canadians are showing remarkable solidarity and generosity," said François Laporte, Chairman of the Teamsters Canada Foundation and President of Teamsters Canada. "We have a duty to act when we can help our fellow citizens, and that's what we're doing alongside all our partners across Canada."



FOUNDATION

Funds raised by the Teamsters Canada Foundation through its charitable activities come from private donations, not from the dues

of Teamsters members. The Canada Revenue Agency also requires that foundations donate funds directly to charitable organizations rather than individuals.

The Teamsters Canada Foundation also accepts individual donations through its Website ftcf.ca.



Joint Council 36 presents Jessica Ansari, Senior Development Officer from the Union Gospel Mission of Vancouver with a Teamsters Canada Foundation donation of \$10,000

potluck



The mission of the Teamsters Canada Foundation is to help the most vulnerable of our society through charities present in Canadian communities. The Foundation also supports workers who want to improve their lives by retraining or by taking courses to change or advance their career. Visit ftcf.ca to find out more.



Potluck Cafe Operations Manager Darcy Green is all smiles after receiving a donation of \$10,000 from the Teamsters Canada Foundation presented by Joint Council 36 President Stan Hennessy, Secretary-Treasurer Waltera Canta and Local 155 Transportation Coordinator Darla Chibi



LOCAL 31

THANK YOU FROM THE TEAMSTERS UNION

JOINT COUNCIL NO. 36



LOCAL 155

Teamsters Joint Council No. 36 and its member unions would like to express our heartfelt thanks to our members, many of whom are continuing to work in essential services such as trucking, transportation, courier, warehousing, public sector, dairy, food service, and catering, just to name a few. A special shout out to all workers who suffered loss of employment due to the Coronavirus.

We would also like to thank all frontline healthcare workers – many who are fellow union members – for their efforts in keeping us safe. Your selfless service will see us through these troubling times.

In keeping with our long history of giving back to the communities in which our members work and live, Teamsters Joint Council 36 has made generous donations to the following charities in order to assist the most vulnerable among us.

Potluck Café Society Quest Food Exchange
Salvation Army/Union Gospel Mission

Again, thank you from the bottom of our hearts.

Stan Hennessy
President,
Teamsters Joint Council 36
President,
Teamsters Local 31

Waltera Canta
Secretary-Treasurer,
Teamsters Joint Council 36
Secretary-Treasurer,
Teamsters Local 213

Paul Barton
Recording Secretary,
Teamsters Joint Council 36
Secretary-Treasurer,
Teamsters Local 464

Lorrie Ward
Trustee,
Teamsters Joint Council 36
Secretary-Treasurer,
Teamsters Local 155

Ray Zigmont
Vice-President,
Teamsters Joint Council 36
President,
Teamsters Local 213

Caley Fieldhouse
Trustee,
Teamsters Joint Council 36
Secretary-Treasurer,
Teamsters Local 31

Ben Hennessy
Trustee,
Teamsters Joint Council 36
Director of Organizing
Teamsters Local 31



LOCAL 213



LOCAL 464



2019 Financial Statements



Teamsters Local Union No. 31
Statement of Financial Position As At December 31, 2019

	General Fund	Strike Fund	Shop Steward Fund	Truck Fund	Benevolent Fund	Advancement Fund	Building Fund	2019	2018
Assets									
Current									
Cash	1,856,484	475,260	173,450	24,887	5,703	365,908	223,242	3,124,934	2,259,775
Term deposits (Note 3)	1,930,294	-	-	-	-	-	-	1,930,294	1,052,464
Prepays	33,919	-	-	-	-	-	-	33,919	33,923
	3,820,697	475,260	173,450	24,887	5,703	365,908	223,242	5,089,147	3,346,162
Capital assets (Note 4)									
	115,699	-	-	87,117	-	-	-	202,816	208,676
Advances to 481080 B.C. Ltd. (Note 5)									
	2,177,405	-	-	-	-	-	475,536	2,652,941	2,593,609
Investment, at cost (Note 6)									
	1	-	-	-	-	-	-	1	1
Term deposits (Note 3)									
	-	1,267,064	-	-	-	-	-	1,267,064	2,061,827
Interfund balances									
	366,354	(3,912)	(16,977)	(26,186)	-	47,930	(367,209)	-	-
	6,480,156	1,738,412	156,473	85,818	5,703	413,838	331,569	9,211,969	8,210,275
Commitments and credit arrangements (Note 7) (Note 8)									
Fund Balances, end of year									
	6,480,156	1,738,412	156,473	85,818	5,703	413,838	331,569	9,211,969	8,210,275

Approved on behalf of the Executive Board

[Signature]
Board Member

[Signature]
Board Member

The accompanying notes are an integral part of these financial statements

1

Teamsters Local Union No. 31
Schedule 1 - Statement of Receipts and Disbursements (General Fund)
For the year ended December 31, 2019

	2019	2018
Receipts		
Dues and assessments	5,615,428	5,390,712
Initiation and reinitiation fees	349,617	321,228
Interest	86,004	57,602
Administration fees	18,835	17,829
	6,069,884	5,787,371
Refunds		
	(4,877)	(3,023)
	6,065,007	5,784,348
Disbursements		
Arbitration	40,069	40,103
Building maintenance and utilities	22,006	23,655
Computer system maintenance	39,477	26,771
Contribution to charities	35,845	34,497
Dispatch expenses	-	1,000
Employee benefits	899,910	874,952
Expenses allowances	94,564	76,488
Legal department	22,388	15,894
Meeting and committee expenses	16,146	20,219
Per capita taxes	1,127,365	1,076,150
Photocopying	22,449	18,850
Postage	27,919	32,628
Professional fees - other	18,332	14,621
Professional fees - outside legal	51,332	90,845
Rent - office and meeting hall	51,134	45,989
Salaries, wages and benefits	2,245,644	2,057,626
Supplies, printing and office administration	101,827	132,037
Teamsters Canada Strike Fund contributions	174,524	169,872
Telephone, fax and e-mail	41,568	61,300
Travel, auto expenses and allowances	259,214	241,216
	5,291,713	5,054,713
Amortization		
	32,648	32,333
	5,324,361	5,087,046
Excess of receipts over disbursements		
	740,646	697,302

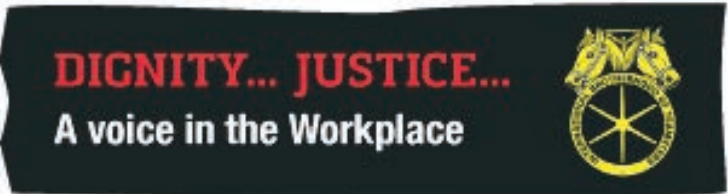
481080 B.C. Ltd.
Balance Sheet
As at December 31, 2019

	2019	2018
Assets		
Current		
Cash	597,463	173
Term deposit	-	575,875
Prepaid expenses	2,732	2,732
	600,195	578,780
Capital assets (Note 3)		
	1,862,681	1,812,779
	2,462,876	2,391,559
Liabilities		
Current		
Deferred revenue	2,250	2,250
Advances from Teamsters Local Union No. 31 (Note 4)		
	2,652,941	2,593,609
	2,655,191	2,595,859
Shareholder's Deficit		
Share capital (Note 5)		
	1	1
Deficit		
	(192,316)	(204,301)
	(192,315)	(204,300)
	2,462,876	2,391,559

Approved on behalf of the Executive Board

[Signature]
Board Member

[Signature]
Board Member





In Memoriam



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

SAVAGE, MICHAEL	BEACHCOMBER	48	MACKEIGAN, RONALD	DDS	77
KULIBERDA, BOGDAN	HBC LOGISTICS	58	ALLEN, DONALD	PICKFORDS	78
HAAN, ANDREW	VAN-KAM FWYS	56	ASHTON, FRANK	WELLS CARTAGE	74
BYTELAAR, KIM	MARTIN-BROWER	62	JONES, VICTOR	SIGNAL	87
SCIANKOWY, BRENNAN	ABBOTSFORD SD#34	32	KIBSEY, RUSSELL	ABBOTSFORD SD#34	71
VOGEL, PETER	F&G DELIVERY	67	ROGERS, CHARLES	MOTORWAYS	87
McRITCHIE, STEVEN	CITY TRANSFER	60	VERRIER, MARCEL	PUBLIC	93
URLACHER, RUSS	UPS	59	GIROTTI, GIOVANNI	MOTORWAYS	93
PEKAREK, KAREL	AEROCAR	75	SMITH, FRASER	CLARKE	72
HARMAN, CHRIS	COAST 2000	45	ROBERTS, GLEN	LES REICHELT	93
BOOTHBY, ROBERT	VPD	61	STROUP, RON	ZENITH	74
BREISNES, CATHERINE	METRO VANCOUVER	65	SCHNEIDER, MERLE	MOTORWAYS	72
BURROWS, DOUG	WEST DECK	60	WORDEN, ROBERT	CLARKE	86
CARVALHO, OLTER	VAN-KAM FWYS	61	WYMAN, CLARENCE	ALLTRANS	76
ORAM, JAMES	CITY TRANSFER	59	BARNETT, WILFRED	BERGS CARTAGE	96
Retirees:			BOURASSA, LOUIS	VAN-KAM FWYS	82
HEBERT, RON	SUPERIOR PROPANE	70	WILSON, DANIEL	ARROW	63
DICK, KENNETH	MOTORWAYS	78	AYRE, BRIAN	WESTLAND	90
MACDONALD, GORDON	YRC FREIGHT	79	EWART, HUGH	PUBLIC	100
DAFOE, ROBERT	ARROW	61	SANDS, DAVID	WALLACE	87
DAVIDSON, IAN	COMMONWEALTH	72	STAFFORD, WAYNE	POCO TRANSFER	78
ROCHFORD, JACK	MOTORWAYS	88	SMITH, BONNIE	ABBOTSFORD SD#34	68
RUTTAN, KEVIN	ABBOTSFORD SD#34	75	APACIBLE, CYNTHIA	VPD	69
WONG, WAYNE	ALLTRANS	86	DOWLER, PAUL	UPS	77
LITTLE, LEONARD	VAN-KAM FWYS	66	ASHTON, FRANK		76
CROCKETT, HAROLD	VANCOUVER DIST	91	BROWN, JAMES	H A DAVIS	89
IRWIN, HELEN	ICG PROPANE	89	COOPER, RODNEY		75
RYALL, GARY	YRC FREIGHT	72	CRAWFORD, ROBERT	COLUMBIA	72
LOWE, DAVID	DDS	75	DECICCO, GIUSEPPE		89
GUMMER, GERALD	SUPERIOR PROPANE	90	GRAHAM, DONALD		73
JOHNSON, LYNN	ABBOTSFORD SD#34	75	HAAF, EDWARD	ABBOTSFORD SD#34	83
MCLEAN, MILTON	MCELROYS	91	KEOGH, ANTHONY		78
BROOKHART, MELVIN	VAN-KAM FWYS	75	KHAN, SHAHSULTAN	HBC LOGISTICS	72
McQUEEN, JAMES	TO-MARKET	87	LAND, JAMES	F&G DELIVERY	77
LONG, HOWARD	COAST 2000	87	LAWRENCE, THOMAS	DDS	80
LEONG, HARRY	TO-MARKET	92	LIMB, EDWARD	VCR AIRLINE	87
PALEN, GRANT	PICKFORDS	68	MacDOUGALL, DONAL		91
WHELAN, GARY	COMMONWEALTH	89	McLAUCHLAN, ANDREW	YRC FREIGHT	90
BANGA, HARBIMBLE	ABBOTSFORD SD#34	87	MORRIS, DENNIS	SIGNAL	78
BOS, JACOB	DDS	93	PEARSON, LINDA	ABBOTSFORD SD#34	74
DIGIOVANNI, RAFFAELE	MOTORWAYS	90	ROGERS, HOWARD		74
ABBOTT, GORDON	ZENITH	84	SCHADE, GARY	PACTOW	56
NOVOSAD, GLENN	VAN-KAM FWYS	67	SCHWAB, CARL	CAL INVESTMENTS	98
WATSON, NORMAN	SUPERIOR PROPANE	68	STAFFORD, GEORGE		81
FREY, FREDERICK	CLARKE	76	TAKEUCHI, MASARU	ABBOTSFORD SD#34	91
CUTFORTH, DAVID	LOMAK	88	TETLOCK, ALBERT	BYERS	87
MIDDLETON, WILLIAM	MOTORWAYS	83	WHITBY, LARRY	FERGUSON	76
VO, LONG	COAST 2000	68	WILSON, IAN	TRANS DELTA	89
WALLACE, DONALD	KWIKASAIR	93	KLASSEN, LAWRENCE	CLARK REEFER	85
ENNS, IRMA	ABBOTSFORD SD#34	68			
JOHNSON, THEODORE	MOTORWAYS	86			
LOCKHART, GEORGE	ABBOTSFORD SD#34	81			
McLAWS, KENT	ZENITH	74			
PLANTE, THOMAS	KINGSWAY	76			
SINCLAIR, DAVID	JOHNSTON	89			
McLAUGHLAN, ANDY	YRC FREIGHT	88			
CHRISTENSEN, N KJELD	WCC	85			
HURST, ALEXANDER	PUBLIC	91			
PALMER, DONALD	MOTORWAYS	73			
McGUINNESS, RAY	CONNECT	85			
ASTELLS, TERRY	COAST 2000	76			
HARMON, CLARENCE	VAN-KAM FWYS	81			
HIGHAM, GUY	JOHNSTON	82			
RITCHIE, RONALD	CLARK TRUCKING	89			
STILLIE, HENRY	ALLTRANS	78			
DEPOURCQ, HENRY	NW TANK LINES	83			

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

Jennifer Wallace
Recording Secretary

Sean St. Pierre
Trustee

Tom Brown
Mike Hennessy
Larry Sargeant



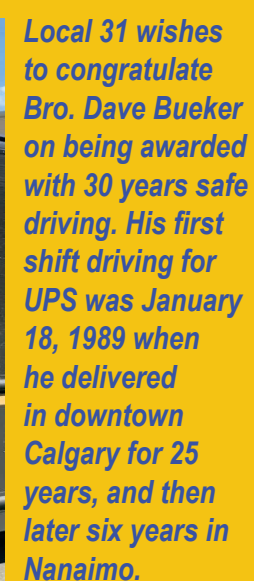
Awards Granted to Students of Local 31 Members

Awards Granted to Students of Local 31 Members			
3	\$10,000	James R. Hoffa Memorial	\$30,000
9	\$2, 500	Local 31	\$20,000
3	\$1,000	James R. Hoffa Memorial	\$3,000
2	\$1,250	Local 31	\$2,500
2	\$1,250	Art Price	\$2,500
19		Total Scholarships	\$58,000

Purolator	6
School Dist. 34 Abbotsford	5
School Dist. 59 Peace River	2
Vancouver Police Dept.	2
Buster's Towing	1
Martin-Brower of Canada	1
Overland West Freight	1
Teamsters Benefit Plan	1
Total Scholarships	19

Once regular membership meetings resume, Local 31 will send out a notice to our members.

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Dave Bueker, UPS Nanaimo

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