

SIXTH QUADRENNIAL CONVENTION
WINNIPEG, MANITOBA - SEPTEMBER 22-24, 2026

TEAMSTERS CANADA RAIL CONFERENCE



TRANSCRIPT
VOLUME I

HELD AT:

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613.521.0703



www.stenotran.com

Winnipeg, Manitoba

1
2 --- Upon commencing on Tuesday, September 22, 2026
3 at 0910

4 PRESIDENT BOUCHER: Attention everyone.
5 If you need a translation device, it's outside the
6 top as well. So if you want a translation device,
7 please quickly go get it if you do not already have
8 it. And we apologize for the confusion. Nobody
9 moving?

10 If you don't know, I mumble. You might
11 need a translation device for mumble-ese.

12 --- Pause

13 Anybody know any jokes?

14 SYNDIC HALLÉ : Bon matin tout le monde.
15 s'il y en a qui ont besoin des écouteurs pour la
16 traduction en anglais ou en français, juste aller en
17 haut là-bas pour prendre le petit... les écouteurs,
18 s'il y en a qui en ont besoin. Merci.

19 --- Pause

20 PRESIDENT BOUCHER: Again, we apologize.
21 There's still a big line up, up there. Some came
22 down to the floor and they went back up. So thank
23 you for your patience.

24 --- Pause

25 PRESIDENT BOUCHER: Only a couple minutes

1 more. There's only a few people left. Thanks for
2 your patience. It's too much pressure with all the
3 glares I'm getting now.

4 --- Pause

5 PRESIDENT BOUCHER: All right, we're
6 finally ready to go. If everybody could stand for
7 national anthem, please take your hats off. We've
8 got Jennifer Hanson that's going to sing the
9 national anthem for us.

10 MS. HANSON: Thank you.

11 --- National Anthem

12 --- Applause

13 MS. HANSON: Merci beaucoup. Thank you.

14 PRESIDENT BOUCHER: Thank you, Jennifer.

15 We'd now like to welcome Elder and
16 Knowledge Keeper Barbara Nepinak to give a
17 recognition of the lands. Just a moment, there,
18 she's coming through here now. Yes, right up to the
19 front, please. Thank you.

20 ELDER NEPINAK: Thank you. That's a long
21 hike from over there.

22 welcome. Welcome to Treaty One
23 Territory, the land of my ancestors, the Cree, the
24 Oji-Cree, the Dene people, the Dakotas, homeland of
25 the Métis. And at this time I always like to

1 welcome the settlers and their ancestors.

2 I pray in my language, in the Anishinaabe
3 one language. Just so you know, I'm retired, but
4 I'm busy. I was just telling the gentleman that
5 picked me up, I'm going to Ottawa next week. I'm
6 going to go and translate on Parliament Hill. And I
7 did that last year. I wear a number of hats, and
8 speaking of hats, when I do my prayer, it's
9 appropriate for you to take off your cap. Okay,
10 that's what we do. And I would expect that from
11 people. It's a sign of respect. My mother always
12 used to say that.

13 I am a widow, and I retired almost 20
14 years ago. I always say I was a lifer in the
15 government. I was there for 35 years. But it's
16 been almost 20 years since I retired. But I go
17 where people call me. And a lot of people call me.
18 Some days I do five events in one day. My late
19 husband would always say, "Be there for people that
20 call you. There's a reason why they call you." So
21 I try and follow his expectations. We were married
22 for 53 years. And some days, when I wake up in the
23 morning and I'm just damn pissed off he left me
24 behind. But that's the way life is.

25 But what really saves me is people

1 calling me and saying, Can you pray for our
2 delegation? Can you pray for these children that
3 are sick at the hospital? Can you do this? So I'm
4 there for them, and for you that are here. I pray
5 for your families. I pray for wellness. And most
6 of all, I pray for people that are vulnerable out
7 there, people that are homeless, children that are
8 in care, people with addictions, and people with
9 mental illness.

10 As a matriarch, we were always told, it
11 is one day going to be our responsibility, as
12 Indigenous women, to pray for those others. And
13 this has come to be for me. I realize a lot of our
14 elders are passing away, our knowledge keepers. And
15 sometimes my cousin and I phone each other just to
16 practise our language. And then I say, then we
17 start talking about, Oh, whatever happened to Dale?
18 And we're going reminiscing about our growing up.
19 And then she says, Oh no, he died already. So it's
20 a common thing. We always laugh about that. But
21 it's not a laughing matter.

22 But the thing is, I was taught to always
23 pray in the language I know best and always to think
24 about those people that are suffering. Our
25 families. We all have families that have illnesses.

1 And I pray for wellness for everyone and that we get
2 along in this earth.

3 My late husband would always say, "We
4 have a journey. We all have a journey. We have our
5 own story to tell. There's no two stories that are
6 alike."

7 I understand that wab is going to be here
8 this afternoon. And I've seen, I've known him since
9 he was a little boy. But you know what? I hold him
10 to task. If he does something wrong, I say, Hey
11 boy, listen to me, because that's my right as an
12 elder and also as a matriarch. I can do that, and
13 he doesn't argue with me. Because he respects me,
14 and I respect him. I always say this. I always say
15 to him, "It's for your own good I hold you in
16 place."

17 But nevertheless, I'm here to pray for
18 you today. So with that, I'm going to do my prayer
19 in Anishinaabe, in my traditional name. It's Two
20 Thunderbird Woman, Nij zho pinneysii Kwe. I am
21 known as Two Thunderbird Woman from the Bear Clan.
22 And this is how we say our prayer.

23 But one thing I forgot to mention is who
24 is organizing this that forgot to give me that
25 tobacco? Okay. That's okay.

1 --- Discussion off record

2 ELDER NEPINAK: Thank you. You know
3 what? Tobacco is one of our sacred medicines. I
4 don't smoke. I've never smoked. But at the end of
5 the day, and maybe at the end of the month, before
6 the season starts, I take all that tobacco. I
7 unwrap it. I unwrap it and I pray again for all
8 those people that I have already prayed for. I will
9 pray for you again. And this is what I do.

10 See, I didn't touch anything yet. So
11 with that, I'm going to do my prayer.

12 --- Prayer in Anishinaabe language

13 ELDER NEPINAK: Thank you for inviting me
14 here today. It's always wonderful to see how people
15 recognize different beliefs, different
16 understanding, and to broaden your knowledge base.
17 What we as Indigenous people have, we all carry
18 within us, especially traditional people. And I
19 value that.

20 I wish you wellness in your lives and in
21 your jobs and also to be able to make that
22 difference and to treat each other with respect and
23 kindness because you don't know where you will be
24 one day. There's going to come a time when you're
25 going to need kindness in your life. We all do. So

1 remember those moments that I came here to pray for
2 you and you. I don't know who you are, but I wish
3 you wellness.

4 I hope you enjoy your visit, for people
5 that are from out of town. Enjoy our city. There's
6 a lot going on here all the time, and it's a growing
7 city. But the important thing is we respect each
8 other here. We accept each other's differences, and
9 we treat each other with respect and kindness. And
10 thank you for taking off your cap. That's a good
11 sign.

12 Miigwech. Have a good day.

13 PRESIDENT BOUCHER: Thank you for those
14 kind words, Elder Nepinak. Greatly appreciated.

15 Well, next in our opening ceremonies,
16 we're going to have a First Nations drum and vocals
17 with Kashina and Jaycee Blacksmith. So if you would
18 come up, please.

19 MS. BLACKSMITH-SEENIE: Good morning,
20 everybody. So my name is Kashina Blacksmith-Seenie.
21 This is my husband.

22 Today we're going to be opening with a
23 song that my husband made. But in our way, this is
24 kind of like our national anthem. And so when we
25 open up, we also like to make sure that we give out

1 those good vibes and a really good week for you
2 guys. And so I'm going to ask you guys to rise
3 while we sing.

4 --- First Nation Drums Ceremony

5 --- Applause

6 PRESIDENT BOUCHER: Well, thank you so
7 much. That was amazing.

8 So we're going to do a moment of silence.
9 Before we begin, I'd like to ask everybody to stand
10 and rise in the memory of all members we've lost
11 since our last convention.

12 Recently, we've lost and remember
13 Brothers Jean Gervais and Greg Banton. Both
14 dedicated themselves to union service and to
15 representing the interests of our members. Their
16 commitment, hard work, and contributions to our
17 union will not be forgotten.

18 Also today, we especially remember
19 Brother Luc Massie, whose life was recently taken
20 from us while at work. A life lost in the job is
21 one life too many. Let's never forget Brother Luc.
22 Our thoughts are with him, our sisters and brothers
23 affected by this tragedy, and the tragic loss
24 suffered by his family.

25 They will all be deeply missed by their

1 families, friends, colleagues, and fellow union
2 members. So please join me in observing a moment of
3 silence.

4 --- Silence

5 PRESIDENT BOUCHER: Thank you.

6 Delegates, you have a TCRC Day of
7 Mourning pin that was given to you in your bags. We
8 ask that you wear it, put it on and wear it for the
9 remainder of the conference in memory of Luc,
10 please.

11 Also, for those that may or may not be
12 aware, Brother Alain Gatién, former General Chair
13 for the CTEY Central at CN, had to leave office due
14 to brain cancer. He's been struggling with it for
15 quite a while with moments of good signs, but we've
16 just been informed that he's taken a turn for the
17 worse, so let's keep him in our thoughts, please.
18 Thank you.

19 With reference to Brother Luc, we have
20 delegates here from his terminal at Smiths Falls.
21 We have his general chair, some general chairs from
22 the area as well that are going to be excusing
23 themselves very shortly to go back -- to fly back to
24 Smiths Falls for services tomorrow, and will be
25 returning. We all recognize the fact of the need

1 for them to go back for that service. And
2 unfortunately, we can't attend because of the
3 business that we have to do, but again, let's all
4 keep them in our thoughts.

5 Can we have the Credentials Committee
6 come up, please?

7 BROTHER RUTZKI: Good morning. There are
8 167 delegates in total for the 2026 convention. 165
9 delegates have registered in attendance. The
10 following delegates have improper or missing
11 credentials: Scott Lawrence, Carl Friday, Connor
12 Richardson.

13 PRESIDENT BOUCHER: Thank you, Brother
14 Rutzki.

15 With having quorum, I now call the
16 convention to order. Because we have three
17 delegates that do not have proper credentials, we
18 are going to have to put a motion to the floor to
19 allow them to attend the convention and sit and do
20 business.

21 Before we do that, I better give a point
22 of interest here. I apologize.

23 When doing business and wanting to speak
24 at the mic or motions and debating, we have Mic 1
25 over here to my left. We have Mic 2 over here to my

1 right. I will do it in order from number 1 going to
2 number 2, back and forth.

3 So do we have a delegate here that would
4 be willing to go up to either mic and do a motion to
5 accept the delegates without credentials? Please.

6 Yeah, sorry. So again, point of
7 interest. When you're coming to the mic, please
8 give your name and the division you're from.

9 Mic 1.

10 BROTHER CHRISTIE: Alan Christie,
11 Division 796. I so move that we accept the members
12 without credentials.

13 PRESIDENT BOUCHER: We have a motion to
14 accept three members without credentials. Do we
15 have a seconder?

16 Mic 2.

17 FRÈRE BERNARD: Jean-François Bédard,
18 division 89. J'aimerais seconder la motion.

19 PRESIDENT BOUCHER: Okay, thank you.

20 We have a motion to accept three
21 delegates without credentials to the floor. We'll
22 do it by voice because we don't have the devices
23 checked yet. So all in favour, say aye.

24 MANY SPEAKERS: Aye.

25 PRESIDENT BOUCHER: Anybody opposed?

1 Hearing none, carried.

2 The three delegates can come to the
3 floor, or are they already here?

4 All right. Then you're allowed to vote.

5 So next order of business is that we got
6 to do some point of interest. First thing,
7 everybody has their voting device, the little white
8 thing that's there in front of you. All right.
9 Every morning and every time we come back from
10 lunch, we'll be doing attendance. That'll be doing
11 a vote to a question using your voting device.

12 For the very first one, we are doing a
13 test. This is very important that you answer the
14 questions to the number that we say to answer to so
15 make sure that your device is working properly
16 because this is what we use when we vote on and
17 debate around our resolutions as well as nominations
18 and elections on Thursday.

19 Some members in the past and delegates in
20 the past have liked to be a little funny and they
21 will sit and do the opposite, but we really need you
22 to do what we're asking you to do to make sure your
23 device is working properly to ensure that your vote
24 is accurate.

25 So we're going to put a question up on

1 the screen here. In your device, you'll see that
 2 you have 1A, 2A and 3A. The buttons that you push
 3 will be just for what representing on the screen
 4 will be either A or B. If there is a C, there might
 5 be a C. Don't worry about the 1, but just be aware
 6 that it shows it as 1A.

7 So the first question we're going to put
 8 up on the screen, are you at the TCRC convention?
 9 The answer is yes. So please press A to test your
 10 device.

11 Okay, we had an issue. We have to redo
 12 it.

13 So again, press A for are you at the TCRC
 14 convention. Yes.

15 Ten (10) seconds.

16 --- VOTING

17 PRESIDENT BOUCHER: It's closed. We had
 18 150. Some people did not vote or, if you did vote,
 19 we're only showing 150 out of 167.

20 Let's try the second questions for no and
 21 see if we get a different count, please. Are you on
 22 a beach in Hawaii? Obviously, the answer is no.
 23 Please press B.

24 Ten (10) seconds.

25 --- VOTING

1 PRESIDENT BOUCHER: 149.
 2 Did everybody press their buttons?
 3 Does everybody have a machine? Is there
 4 someone who does not have a voting machine? Please
 5 raise your hands.

6 Okay, we'll figure it out as we go. We
 7 know we got quorum here. We know we got 167
 8 delegates. Everybody's here. We'll get it fixed
 9 over lunch.

10 Okay. Next on the agenda. Cell phones.

11 So while you're on the convention floor,
 12 please have your cell phone silent. We understand
 13 that you're division officers. You may have a lot
 14 of business to do. If you have to take a phone
 15 call, please exit the convention to take your phone
 16 call. We don't want things ringing off in here.

17 If you have a question of an issue such
 18 as now with the voting device, any assistance,
 19 please raise your hand. We have red coats around
 20 the convention floor that will come and assist you.
 21 All right?

22 And all water, et cetera, if you need
 23 beverages are outside there. Unfortunately, as you
 24 can see, we're kind of cramped for space so we
 25 couldn't get it here, so please, again, exit.

1 Centre people go out this door and the
 2 people on the right and left go exit your doors
 3 there. But you have to come back into the top floor
 4 here door so we can see your credentials and make
 5 sure you're on the floor.

6 We'll do a safety brief.

7 The emergency exits, there's only two
 8 here. As you can see, the centre back here with the
 9 exit sign and over here to my left. There is no
 10 emergency exit over on this side even though there's
 11 a door. So what we're asking in case of emergency,
 12 this half of me going to my left, please go out this
 13 way to that door over there allowing space over to
 14 this door and everybody on this side of the room
 15 come over here to this door and exit. Hopefully we
 16 won't have to do that.

17 There's an AED and first aid kit. It's
 18 at the front desk. We'll have a red coat go to do
 19 that in case of an emergency.

20 If there's an emergency with somebody
 21 next to you or around you, please raise your hand.
 22 And if you think it's really desperate, needs to be
 23 dealt with right away, just stand up and yell for
 24 assistance.

25 Okay. For when we have it -- if we have

1 an emergency and have to exit, the meeting point is
 2 back at the Met where we had our reception last
 3 night. That's a hotel requirement.

4 And there's a three-alarm system here in
 5 the hotel. The first alarm is supervising. The
 6 hotel is notified where there is an issue and
 7 they'll go to verify it. The second alarm is
 8 classified as trouble. The alarm will confirm where
 9 the issue is. The fire department will
 10 automatically be sent this at this stage. And a
 11 third alarm is to evacuate. And that's when we head
 12 out of the building and head to the meeting point at
 13 the Met.

14 So if you have any questions around that,
 15 just please raise your hand and a red coat will come
 16 and assist you.

17 With the tablets, we've kind of rectified
 18 the problem or the issue that we had until late this
 19 morning. So at the end of each day, unless your
 20 tablet needs to be charged, please leave it at your
 21 table. Leave your voting device at your table.
 22 They will be there for you tomorrow and the next
 23 day.

24 If it's charged, we're arranging for them
 25 to be put back in your seat tomorrow morning and the

1 following day as well. Your translation devices
2 must go back to where you got them and you have to
3 pick it up every morning.

4 Just to recognize that when we get into
5 voting, et cetera, we have our parliamentarian here,
6 Denis Ellickson, our legal counsel from Caleyway.
7 He'll be sitting there making decisions around
8 Robert's Rules of Order. That's how we do business
9 here under section 41 of the Code -- or the Code,
10 sorry, of the by-laws.

11 So you have your charts. You have your
12 flow charts in there. Please use them. That's what
13 we use when we're debating, doing motions and
14 seconds, et cetera. So if you have any assistance
15 needed, again, put your hand up and the red coats
16 will help you.

17 And I think that's pretty much it for
18 some point of interest.

19 Every morning and after lunch, there will
20 be announcements that may be made. If you have an
21 announcement that you want to make you give it to
22 Lynn and our staff and they'll arrange for us to
23 have it and read it up here.

24 And so just for initial announcements, as
25 you've seen, we had some tables set up on top. So

1 we have the BRCF table, the Women's Caucus table,
2 Akran table, Union Savings, and Division 796-854 in
3 reference to bunkhouse issues table.

4 Please go and visit them, talk to the
5 people, get information. That's what they're here
6 for, to help us.

7 All right. So go with my opening
8 remarks, please.

9 OPENING REMARKS

10 PRESIDENT BOUCHER: Good morning and
11 welcome delegates, Executive members, honoured
12 guests, members and friends. It is my great
13 pleasure to welcome you to our union's sixth
14 quadrennial convention as we mark an important
15 milestone, our 20th anniversary of solidifying our
16 merger with the Teamsters family as the Teamsters
17 Canada Rail Conference.

18 I would like to extend a warm welcome to
19 our delegates, members, officers, staffs, guests and
20 supporters. Your presence reflects the strength of
21 our union and the importance of coming together to
22 discuss our shared priorities. Conventions are an
23 essential part of our democratic process. They give
24 us the opportunity to review our progress, consider
25 new ideas, debate important issues, and set the

1 direction for the years ahead.

2 Delegates, we now have two divisions with
3 delegates for the first time at a TCRC convention.
4 Let's give a warm welcome to Division 929 out of
5 Grande Prairie and 990 out of Edmonton.

6 --- Applause

7 PRESIDENT BOUCHER: We are also honoured
8 to welcome several special guests who will be
9 joining us for presentations during the convention.
10 Their knowledge, experience and perspectives will
11 add great value to our discussions. I ask everyone
12 to give them our full attention and appreciation.

13 I'd also like to point out that we have
14 three former National Executive Board members here
15 this week. We have Brother Doug Finnson, former
16 president. Brother Harvey McCoskey, former
17 executive trustee and national secretary-treasurer,
18 and Brother Christopher Friesen, former national
19 secretary-treasurer. Please join me in welcoming
20 them as well.

21 --- Applause

22 PRESIDENT BOUCHER: For two decades, our
23 union has stood in solidarity, strength, commitment,
24 advocacy, and the hard work on behalf of all our
25 members. This anniversary gives us an opportunity

1 to recognize those who helped build our union,
2 reflect on what we have accomplished together, and
3 recommit ourselves to work that remains and recommit
4 ourselves to the work that comes ahead.

5 The progress we have made would not have
6 been possible without the dedication of our members,
7 elected representatives, division and regional
8 committees, bargaining teams, senior officers and
9 staff. I want to thank everyone who contributed
10 their time, energy and experience on behalf of the
11 membership. Every phone call, meeting,
12 conversation, workplace action and act of support
13 has helped strengthen our union.

14 But more importantly, on behalf of the
15 TCRC, I want to thank all of our union officers'
16 spouses, partners and families, especially my wife
17 and life partner, Christina and our family, for the
18 dedication and service to our members. Without
19 their understanding and support, we would not be
20 able to do what we do, protecting our members'
21 rights.

22 --- Applause

23 PRESIDENT BOUCHER: Sisters and Brothers,
24 the past four years have been especially busy and
25 challenging. We have faced changing circumstances,

1 new workplace realities and issues that required
2 flexibility, persistence and collective action.
3 Through it all, our union continued to represent our
4 members, protect their interests and work toward
5 better working conditions, greater fairness and a
6 stronger future.

7 Today, this convention takes place at a
8 difficult time for workers and the labour movement.
9 We are seeing increasing government intervention
10 during collective bargaining and changes to
11 bargaining rights under new government legislation
12 undermining workers' rights and the integrity of the
13 bargaining process. We are also facing aggressive
14 employers that too often refuse to bargain in good
15 faith, make it more difficult for workers to achieve
16 fair wages, safe working conditions, job security,
17 and the respect they deserve.

18 At the same time, broader economic and
19 political pressures are creating uncertainty across
20 our industries. U.S. tariffs are affecting the
21 economy, Canadian businesses and the future of rail
22 transportation. These pressures have real
23 consequences for our members, their families and the
24 communities that depend on reliable transportation
25 services.

1 We must also remain vigilant about the
2 privatization of rational rail service and the
3 instability caused when commuter service providers'
4 contracts are not renewed. Constant changes to
5 motor coach transportation in northern Ontario are
6 reality lived. These decisions affect more than
7 corporate balance sheets. They affect workers'
8 jobs, pensions, seniority, working conditions and
9 livelihoods. They also affect the quality, safety,
10 reliability and long-term future of the public
11 transportation services Canadians rely on.

12 These challenges remind us why unions
13 remain essential. When governments intervene,
14 employers refuse to bargain fairly, services are
15 privatized and workers face uncertainty, our
16 collective strength is our greatest protection.
17 Solidarity is not simply something we talk about.
18 It is something we demonstrate through our actions,
19 our decisions and our willingness to stand together.

20 Over the next three days, we will have
21 important discussions and important debates.
22 Delegates will consider bylaw recommendations that
23 will shape how our union operates and represents its
24 members. We will also debate and vote on four
25 resolutions addressing priorities for our

1 organization and the broader labour movement.

2 We may not agree on every issue or every
3 proposed solution, but respectful debate is one of
4 the strengths of a democratic union. I encourage
5 everyone to participate fully, approach our work
6 with open minds, listen respectfully to differing
7 perspectives, make decisions guided by the best
8 interests of our entire membership and a shared
9 commitment to strengthening our union.

10 One of the key issues before us is the
11 proposed increase in dues to the general fund. This
12 is a significant matter, and it deserves a full and
13 respectful discussion. We need to consider both the
14 financial needs of the organization and the impact
15 any increase may have on our members. Our goal
16 should be to examine the facts, listen to different
17 perspectives and make a decision that best supports
18 our collective future.

19 Also, our legal fund is on scale to
20 operate at a significant annual deficit, whereby for
21 every \$1 in, \$1.50 goes out. A decision will be
22 made on a proposed increase which was necessary to
23 ensure that the TCRC can continue defending members'
24 rights and protecting the organization. A properly
25 funded legal program strengthens our position at the

1 bargaining table, ensures complaints can be pursued
2 effectively, and demonstrates that the TCRC has both
3 the ability and determination to protect and enforce
4 members' rights.

5 We will also discuss a new fund specific
6 to research and communication, a fund that would
7 strengthen the union's ability to represent members,
8 communicate effectively and assist in TCRC branding
9 and union exposure in an increasingly complex
10 environment.

11 We will have a focus on government
12 changes to collective bargaining process and the
13 Canada Labour Code section 107 court challenges.
14 These issues have important implications, and we
15 will need to review where matters currently stand,
16 what actions have been taken and what steps must be
17 necessary going forward.

18 We will discuss the right to strike, a
19 fundamental issue for workers and unions. This
20 right is central to our ability to protect workplace
21 standards, defend our members and negotiate fairly.
22 We should approach this discussion with a clear
23 understanding of both its importance and the
24 responsibilities that come with it.

25 We will also turn our attention to Women

1 in Rail. It is essential that we continue to
2 support equality, opportunity, safety and respect
3 for women throughout the rail industry. Their
4 experiences and leadership are vital to the strength
5 of our movement.

6 And finally, we will need for a complete
7 TCRC bylaw overhaul. Much of the current language
8 is antiquated, overly complex, and open to differing
9 interpretations. This can create confusion for our
10 members and officers, lead to inconsistent
11 application, and make it difficult to understand
12 this union's rules, processes, rights, and
13 responsibilities.

14 As we celebrate 20 years, let us honour
15 our past not only through words, but by building an
16 even stronger future. Let us make this convention a
17 productive and respectful one. Let us recognize our
18 achievements, learn from our experiences, debate our
19 priorities, and make decisions that advance the
20 interests of our members.

21 When we have finished this hard work
22 necessary this week, let us leave this convention
23 united, focused, prepared to defend our members,
24 advance workers' rights, and meet the challenges
25 ahead. Sisters and brothers, our strength comes

1 from a collective voice, and that is most powerful
2 when we stand together. Thank you for being here,
3 thank you for your service to your membership, and
4 thank you for your continued solidarity. Thank you.
5 --- Applause

6 PRESIDENT BOUCHER: With that in mind,
7 we're going to have to do some motions here, and
8 hope that the devices are working properly for
9 everybody. You have a copy of the agenda that went
10 out yesterday. So first, we have an order of
11 business that we must follow within our bylaws.
12 That's what the agenda is supposed to be based on
13 and outlined by. And I'd like to have someone put a
14 motion to the floor and to suspend the order of
15 business. Anybody? You want to follow the bylaws
16 guidelines for the order of business?

17 Mic 1.

18 BROTHER ROUSSEAU: Jason Rousseau, 535, I
19 so move.

20 PRESIDENT BOUCHER: You so move. Do we
21 have a seconder?

22 Mic 2.

23 BROTHER FRIDAY: Carl Friday, Division
24 660, second the motion.

25 PRESIDENT BOUCHER: Okay, we have a

1 motion and we have a seconder. Use your device.
2 We're going to do -- is it A is it that we use for
3 in favour? That's correct? So your voting device,
4 if you're in favour of the motion, press 1A. If
5 you're against it, press 2B.

6 --- VOTING

7 You have 10 seconds.

8 --- CARRIED

9 149 for and 6, I guess, against. Is that
10 what it reads?

11 Okay, we have a majority, so the motion
12 is accepted.

13 So also with that, so with the agenda
14 that's in front of it, can I get a motion to accept
15 the agenda?

16 Mic 1.

17 BROTHER INGALLS: Kevin Ingalls, Division
18 510, I accept.

19 PRESIDENT BOUCHER: We have a motion to
20 accept. Do we have a seconder?

21 SISTER MERRIMEN: Keri Merrimen,
22 Division 660, I second.

23 PRESIDENT BOUCHER: We have a motion to
24 accept the agenda. We have a seconder. Can we put
25 the question up on the screen, please? Vote 1A if

1 you're in favour, 2B if you're against.

2 --- VOTING

3 10 seconds, please.

4 --- CARRIED

5 160 for, 1 against. Carried.

6 So with that, as you can see, we're
7 already delayed today and things are going to be
8 going quite fluently for the next three days and we
9 may need to have the opportunity to change the
10 agenda as we go along without a motion. So I'm
11 asking that someone put a motion forward to allow to
12 revising the agenda in real time. Can we put -- do
13 we have a motion for that?

14 BROTHER KABIN: Chris Kabin, Division 70,
15 yes, I'll accept that motion.

16 PRESIDENT BOUCHER: Do we have a
17 seconder?

18 Mic 2.

19 BROTHER JESNEY: I second that, Brent
20 Jesney, Division 68.

21 PRESIDENT BOUCHER: We have a motion, we
22 have a seconder. Can we put the question on the
23 screen, please? Motion to permit the chair to
24 adjust the convention agenda as needed. Vote 1A -
25 1A if you're voting yes, 2B if you're against.

1 --- VOTING

2 10 seconds, please.

3 --- CARRIED

4 156 for, 3 against. It's carried, thank
5 you.

6 And one final motion I'm asking for,
7 again, because we have a very busy schedule over the
8 next three days and we will be delayed at various
9 times, our working hours within the bylaws for the
10 convention is 0900 to 1700, 17 o'clock for Western
11 people. And we may have to go past those times to
12 keep on schedule. So in order to do that, we have
13 to have a motion to the floor to suspend working
14 hours. And I know everybody wants to get here at
15 five o'clock, but we do have a lot of work to do and
16 the beer will still be there even after that.

17 Mic 1.

18 BROTHER KELLY: Ever Kelly, 355, I accept
19 the motion.

20 PRESIDENT BOUCHER: Do we have a seconder?

21 Mic 2.

22 BROTHER PRATT: Chris Pratt, Division
23 319, I'll second.

24 PRESIDENT BOUCHER: We have a mover, we
25 have a seconder. Put the question on the screen,

1 please. 1A in favour, 2B against, please.

2 --- VOTING

3 10 seconds.

4 --- CARRIED

5 122 for and 40 people that don't want to
6 be here.

7 --- Laughter

8 PRESIDENT BOUCHER: Sorry for the 40, but
9 it carried. Thank you. I really appreciate that.
10 It will allow us to get all this work done over the
11 next three days.

12 Just give me one moment here.

13 So sisters and brothers, it's my honour
14 now to introduce a 43-year Teamster veteran and a
15 great friend of the Rail Conference. He worked his
16 way up from his local to become an organizer, a
17 business agent, and eventually an assistant to
18 previous presidents of Teamsters Canada.

19 Over the years, François has led
20 organizing campaigns that brought thousands of
21 workers into our union, including at the Peerless
22 Clothing Factory in Montreal. He was at the table
23 for the merger talks that created this Rail
24 Conference. He has negotiated dozens of collective
25 agreements across a range of industries. He founded

1 the Teamsters Canada Foundation. He chairs the 1.5
2 billion dollars Teamsters Canada Pension Plan. He
3 serves as an international vice president of the
4 International Brotherhood of Teamsters.

5 And for years, while holding various
6 positions within Teamsters, he has volunteered with
7 the Auxiliary Coast Guard, taken part in search and
8 rescue missions, and helping people out of dangerous
9 situations. He's a proud husband, father, and
10 grandfather. He's one of the strongest trade
11 unionists I know. Today, he leads Teamsters Canada,
12 representing Teamsters across the country in every
13 industry. Sisters and brothers, please give a warm
14 welcome to François Laporte.

15 --- Applause

16 TEAMSTERS CANADA PRESIDENT LAPORTE: Thank
17 you very much, Paul, for this very nice
18 introduction. Thank you very much. Thank you for
19 the warm welcome, guys. It's a pleasure to be with
20 you here in Winnipeg.

21 But before I start my presentation, I
22 would like to express our sincere condolences to the
23 family and friends of Brother Luc Massie from Smiths
24 Falls. So j'aimerais exprimer mes sincères
25 sympathies à la famille, aux amis, aux

1 cotravailleurs de monsieur Luc... de notre collègue
2 Luc Massie, qui est décédé récemment.

3 So merci beaucoup and -- for the welcome.
4 I would like to begin my presentation by recognizing
5 Teamsters Canada Rail Conference President Paul
6 Boucher; Vice President Ryan Finnsen, Ryan;
7 Secretary Treasurer Chris Lowe; National Legislative
8 Director Don Ashley. Where is Don? Oh, he went -
9 he's at the briefing. And also, thank you guys for
10 your support. You're a fantastic team. It's been a
11 pleasure working with all of you and it's been a
12 great privilege.

13 I also want to recognize and thank
14 everyone else in this room, the people who do the
15 quiet work day in, day out, and you work hard for
16 making this union work, answering members'
17 questions, hearing them out, filing grievances,
18 standing up for workers, for workers' rights, and
19 holding the railroad accountable.

20 You are the first -- I'm just going to
21 put this here. You are the first and sometimes the
22 only line of defence against the greed of this
23 industry, an industry that routinely puts profits
24 over safety, an industry that puts shareholders over
25 Canadians and efficiency over your well-being, an

1 industry also characterized by trying to make you
2 look like lazy in 2024, an industry that complains
3 about your time off, an industry that fought to undo
4 gains around paid sick and leaves, an industry that
5 has been found routinely violating your collective
6 agreement and forcing you to work excessive long
7 hours.

8 Sisters and brothers, your fight is
9 necessary and your fight is noble, and it is an
10 honour to fight alongside with you all.

11 Last June at the Teamsters International
12 Convention, the delegates - the Canadian delegates,
13 including a delegation from the TCRC, acclaimed our
14 slate for another five years. Au dernier congrès de
15 l'Union internationale au mois de juin, les délégués
16 canadiens ont décidé de réélire le groupe par
17 acclamation.

18 And after 43 years in the organization,
19 I'm not done. And I think about the future every
20 day. And I think about how do we grow this
21 organization every day. And after all this time,
22 rails still hold a very, very special place in my
23 heart. Et rappelez-vous que j'ai fait partie des
24 premières discussions sur la fusion. Et ça a
25 commencé en 1996. Ça s'est concrétisé en 2005.

1 Just remember that I was part, as Paul mentioned,
2 part of the merger discussion. It started in 1996,
3 and it happens in 2005.

4 So after all this time, as I said, rails
5 still hold a special place in my heart, and today I
6 have the pleasure of working closely with your
7 elected leadership and its works. I intend to
8 continue over the coming years. And let me tell you
9 about what it's going to look like.

10 Autonomy is a cornerstone of the
11 Teamsters. You run your union, and we make sure
12 that you are never alone. And as far as I will hold
13 this office, Teamsters Canada will continue showing
14 up for the Rail Conference. So when your leadership
15 needs to train your trainer, and when your members'
16 education series needs to get off the ground, our
17 education department is at the table to help.
18 Because an educated member is an employer's worst
19 nightmare. And when your message needs to reach the
20 minister's office, our government affairs team helps
21 to open up the door, and our research makes sure,
22 makes sure that you walk into those doors, into
23 those rooms with the evidence in hand.

24 So Corporate Canada fights hard to strip
25 you of your rights, but we fight back. And when a

1 reporter calls, as they do hundreds of times, our
2 communication team makes sure that your message is
3 run. Because when this industry makes the news, it
4 should be your message they hear. Thousands of
5 staff hours every day in support of the Rail
6 Conference. And sisters and brothers, I would not
7 have it any other way. Because you are going to
8 need every one of these hours.

9 And I'm telling you, right now, right now
10 in Ottawa, one of the most immediate threats to the
11 Teamsters is the government's use of Section 107.
12 Paul mentioned it. And this section, which allows a
13 minister to end a legal strike with an email, you
14 did not have to read about it in the news, you lived
15 through it two years ago, when Ottawa sided with the
16 rail companies against you. Now, fearing the TCRC's
17 lawyer, the government is looking to change Section
18 107 and shield it from the court challenge.

19 And they are not stopping there either.
20 As the country seeks to diversify away from the
21 United States, the corporate lobbyists at CN and CP
22 are pushing the Carney government to import US-style
23 labour law and law like the US Railway Labor Act.
24 In this country, in this country, the right to
25 strike is a constitutional right. It's protected by

1 international law. The Supreme Court has ruled and
2 has the International Court of Justice.

3 To fight the trade war, these lobbyists
4 say we need to sacrifice your right. They say that,
5 in the middle of a cost-of-living crisis, foreign
6 investors need to be a priority. It's beyond thief.
7 And -- But at this point of fighting war, what is
8 the point of fighting a war trade if we all do is
9 importing the worst of American life? And what is
10 the point of growing the economy if the working
11 people cannot get their fair share?

12 No, sisters and brothers. In this
13 country, workers have rights. And in this country,
14 we stand for fairness and democracy. In this
15 country, the middle class is worth fighting for and
16 we won't back down.

17 But notice that - notice that what they -
18 what they want you to be angry at. The billionaires
19 will try to divide us along borders and national
20 origin. It's one of the oldest tricks in the book
21 to pit workers against each other. Yes, there have
22 been conflicts between Canada and United States over
23 the last couple of years. We all know trades,
24 tariffs. And it's the working people who pay the
25 price. And it - and we pay the price in both

1 countries. It means that we pay more for our
2 groceries. We pay more at the hardware store. We
3 pay more to fill up our cars.

4 The billionaires, they don't feel that
5 pain. It's you and I and our sisters and brothers
6 who suffer most. The problem and the problem on
7 both sides of the border is greed. It's the
8 grifters and the business doing everything they can
9 to pay - to pad their pocket.

10 Canada is well positioned for this
11 moment. We have what the world wants. We are a
12 rich nation in resources, critical minerals, oil and
13 gas and more. We have one of the best education
14 systems in the world. And Canadians are among the
15 best educated, hardest working people anywhere.
16 Even more importantly, we are one of the most stable
17 and respected democracies in the world. And our
18 democracy is grounded in the rule of law. And I'm
19 proud to be Canadian. And I promise you, we will
20 get through this all together.

21 Now, let's go back to the rail. You
22 know, meeting the moment means investing in
23 infrastructure like high-speed rail. We have long
24 supported high-speed rail. It's good jobs for
25 Canadians. It's good union jobs. Jobs for the Rail

1 Conference and jobs for the Teamsters. And we
2 intend to organize these workers. We intend to
3 organize them. The people who build this corridor,
4 maintain the tracks, and operate those trains
5 deserve to do that under a Teamsters contract.

6 We need to be on site from the moment we
7 break ground to the first train running along that
8 corner. From the Teamsters Canada Construction
9 Division to the Maintenance of Way Employees
10 Division, to the Teamsters Canada Rail Conference,
11 we all have to be ready for this, what's going on,
12 what's going to happen. And we expect high-speed
13 rail to be modern and built with the latest
14 technology.

15 And railroaders are not against
16 technological progress. This is not necessarily a
17 bad thing. You've been living through these changes
18 for many, many years. And our union has long held
19 that technology needs to serve the greater good, not
20 just the shareholder. But there are no paper cuts
21 in the railroad industry. We have seen how
22 automated inspection and remote operation create new
23 risk. We need tech that adds layers of safety
24 rather than remove human ones.

25 We have seen in other industries, like

1 the trucking, how artificial intelligence powers
2 inward-facing camera works. These cameras, the
3 cameras watch the drivers, they watch the driver
4 blink and they decide if they are tired. It fills a
5 report to a manager who sometimes is three provinces
6 away. And this is wrong. And that happened
7 constantly.

8 Now try to figure out that same
9 technology in your locomotive, AI with LVVR together
10 with the railroad discipline policy. So we must get
11 ahead of these changes at the table before they're
12 regulated and during negotiation. Clearly, clearly
13 the world is changing and we must have our say now.

14 Today more than ever, we cannot afford to
15 be isolated. On ne peut pas s'isoler du reste du
16 monde. C'est un monde qui change constamment. A
17 threat to working people in one country is a threat
18 to working people in all of them. Technological
19 changes in one country inevitably spread to other
20 countries.

21 And that is why Teamsters Canada is
22 actively involved in the International Transport
23 Workers' Federation. We pay the cost of
24 affiliation, allowing the Rail Conference to learn
25 from the experience of other unions around the

1 world. And every worker, every worker we help lift
2 up somewhere else is one less worker that can be
3 used to undercut the rest of us. The standard we
4 win for someone today becomes the floor we all stand
5 on tomorrow. And that's the long game. When we
6 help others, in the end, we help ourselves. We help
7 ourselves.

8 So this union has faced other challenges
9 in the past. We've been around since 1903. We had
10 the oil crisis of the 1970s. We had four
11 recessions. Trucking deregulation. Rail
12 privatization. North American Free Trade Agreement.
13 Right-wing style government and pandemic. And we go
14 through these challenges by standing united and
15 united you need to be, guys. We need to work on
16 building that unity next year.

17 Next year in Calgary, it's going to be
18 the Teamsters Canada Convention. And I hope to see
19 a very strong delegation from the Rail Conference.
20 En 2027, à Calgary, nous aurons le congrès de
21 Teamsters Canada et j'espère que la Conférence
22 ferroviaire aura une délégation forte.

23 So it is my sincere wish that you emerge
24 from this convention more united and more confident
25 than ever before. The challenges ahead for the Rail

1 Conference and for all working people are great.
 2 Rail unions are among the oldest union in this
 3 country. Railroaders were the vanguard of the
 4 labour movement at a time when strike were often met
 5 with little force. Today, you continue that proud
 6 tradition, proud -- that tradition of fighting for
 7 health and safety, fighting for justice and
 8 fairness.

9 And you are not doing it alone. With you
 10 stand 135,000 Teamsters members across Canada. So
 11 brother and sister, hold the line and we will fight
 12 with you. Thank you very much.

13 --- Applause

14 TEAMSTERS CANADA PRESIDENT LAPORTE: Thank
 15 you very much. Oh, wow! Thank you.

16 PRESIDENT BOUCHER: Thank you, François.
 17 (Off microphone)

18 TEAMSTERS CANADA PRESIDENT LAPORTE: Ah,
 19 okay. Thank you.

20 PRESIDENT BOUCHER: Thank you, Brother,
 21 thank you, François. President Laporte.

22 Before we take a break, I just realized
 23 that I forgot to recognize somebody in their past
 24 service on the executive board. And I truly
 25 apologize for it. Laura Hasulo, right over here in

1 the back. Let's give her a round of applause.

2 --- Applause

3 And as Laura has recognized with the
 4 years with me -- being local chairs and then on the
 5 board that I'm a boob sometimes, again, I apologize,
 6 Laura. Okay. (Laughter)

7 Yes, mic one.

8 BROTHER WEIR: I would like to -- My name
 9 is Andy Weir. As brother Laporte said,
 10 communication is key. How many people in this room
 11 are logged in and have our app? And if you don't,
 12 why don't you? I got involved in the union in 1995
 13 because the people in my division was not giving
 14 information to the local. If you're not educated
 15 and they're not educated, it's a struggle. So with
 16 communication, it's key. And that's all I have to
 17 say.

18 Thank you.

19 PRESIDENT BOUCHER: Thank you, Brother.
 20 As a point of interest, Brother Weir, only delegates
 21 on the floor can go to the mic and speak. So -

22 BROTHER WEIR: (Off microphone)

23 PRESIDENT BOUCHER: I know you're a
 24 former delegate from numerous times, but that's long
 25 gone. But I didn't want to - I didn't want to cut

1 you off. So in future reference, only the delegates
 2 on the floor can go to the mic and speak.

3 Okay, we'll take a 15-minute break.

4 Please come back sharply at 10:50. We're way
 5 behind. Thanks.

6 --- Upon recessing at 1037

7 --- Upon resuming at 1056

8 PRESIDENT BOUCHER: All right, we'll
 9 reconvene.

10 Up next, we have a very close friend to
 11 us. We have the same common theme, rail. He's
 12 hired on in the early 2000s with CPKC in the
 13 Maintenance of Way, was a regional director with
 14 MWED, and is in his second term as the national
 15 president of MWED. We work very closely with Wade.
 16 He supports you like we support them, and we have
 17 been working quite closely in trying to make that
 18 connection even deeper. So please give a warm
 19 welcome for Brother Wade Phillips.

20 BROTHER PHILLIPS: Good morning,
 21 everybody. Come to speak at something like this,
 22 you get a little bit of nerves, but I got through
 23 the first point. We're not going to have a viral
 24 moment of fat guy falling up the stairs onto the
 25 stage, so that's a good thing. It's a good start.

1 So it's an honour to be here with you
 2 today as you begin your quadrennial convention and
 3 take on the important work of making decisions that
 4 will impact thousands of members across Canada.

5 I have to say Winnipeg has been a little
 6 bit kinder to me. I was able to take a warm shower
 7 this morning, and unlike four years ago in Halifax,
 8 I even managed to get on an elevator. So it's a
 9 step up already.

10 So you're gathered here to review how
 11 your organization works, to choose the leadership
 12 that will guide your organization over the next four
 13 years, and to make decisions about the future of
 14 your organization. The work you're doing here is
 15 important. These decisions will become the building
 16 blocks for the next four years.

17 So before I get too far into things, a
 18 little bit of background on me. Paul mentioned I'm
 19 a 21-year Teamster. I hired on just after we became
 20 Teamsters. At CPKC, I started as a track labourer.
 21 Thank goodness for seniority, I didn't have to do
 22 that forever. But over the years, I've worked on
 23 various machine operator positions, and ultimately,
 24 when I left the tools, I was working as an extra
 25 gang foreman on a tie gang. Part of the job

1 involved taking track protection and running Rule
2 42s, and I did that between Thunder Bay and
3 Cornwall, working closely with the train crews and
4 the RTC in that role.

5 I also worked as a track maintenance
6 foreman out of Trenton, Ontario. And for those of
7 you that aren't aware of this, Trenton is a bit of a
8 hotbed for rail labour leadership in Canada. So one
9 of my directors, Maclean Foster, he lives in the
10 area. Your president, Paul Boucher, myself, and
11 then General Chairman Mark Kernaghan, all live
12 within about 20 minutes. So I'm not sure what was
13 in the water there, but it seemed to be strong for
14 labour.

15 So I became a full-time officer in 2012,
16 and with the exception of about a year, I've been
17 either the director of the Eastern Region, director,
18 sorry, or the president, a position I was entrusted
19 in 2020.

20 So the TCRC MWED has a long and storied
21 history in Canada. We were part of the larger
22 Brotherhood of Maintenance of Way Employees, which,
23 like the TCRC and its previous affiliations, has
24 roots going back more than a century. Our groups
25 were among the first in Canada to understand that

1 our collective power was the only way to take on the
2 railways and railway executives. And as you can
3 see, not much has changed with railway management in
4 the last hundred years. We still deal with railway
5 executives and management who, if given the
6 opportunity, would do less for all of our members.

7 Our members work every day to keep the
8 track infrastructure safe, and we are forever linked
9 by the work we do with those who operate the trains
10 over the tracks and bridges that we maintain. Our
11 largest group is at CPKC, but we represent members
12 across the country at many of the same employers
13 that you come from. Alstom Transport, VIA Rail,
14 Ontario Northland, numerous Genesee & Wyoming
15 properties, Hudson Bay Railway, BNSF, and others
16 that I'm probably forgetting. And that's one of the
17 reasons I'm so proud to have been asked to speak to
18 you today.

19 Our organizations, perhaps more than any
20 other Teamsters locals across the country, are
21 intertwined. We represent members who face many of
22 the same issues; we deal with many of the same
23 employers; and inevitably, we find ourselves
24 fighting many of the same battles. Over the last
25 four years, alongside the leadership of Paul

1 Boucher, Chris Lowe, Ryan Finnsen, Don Ashley, and
2 nearly every general committee across the country,
3 we have faced those employers and those issues
4 together. And one thing that we have learned is
5 simple: when we fight together, we win.

6 Paul and I made a commitment to our
7 organizations and our members that we would build a
8 relationship between our two locals that stood for
9 something. And what we're standing for is our
10 members of both organizations. The general chairs
11 across the country have made that same commitment,
12 whether it's on CPKC with Dave and Greg and Jason,
13 Denis, Joe, John, Veronica, on Genesee & Wyoming
14 properties with Mark and Jean-Michel, on HBRs and
15 other lines in Western Canada with Neil and Ray,
16 we've all worked together to make sure that
17 Teamsters rail members across the country, whether
18 they're in Maintenance of Way, the running trades,
19 or the RTC, come out of bargaining with stronger
20 contracts.

21 We're seeing it locally, too. Our
22 members are beginning to understand that we have far
23 more in common than we have difference. That gives
24 us countless opportunities to work together. Across
25 the country, our members are now seeing a rail

1 conference that is working. And at the end of the
2 day, that is what matters most, working together for
3 our members.

4 On the legislative side, I want to take a
5 moment to recognize and thank Don Ashley. Don is a
6 resource that we use regularly. His contacts and
7 his knowledge are without a doubt unmatched. When
8 we need access to someone in government, Don, along
9 with Mariam Abou-Dib from Teamsters Canada, are our
10 go-to people. I can honestly say that there's never
11 been a time when we have asked something of Don and
12 he hasn't come through for us. Being the smaller
13 local, having that kind of a relationship and having
14 that willingness to work together is invaluable to
15 the TCRC MWED, and our members.

16 All of the TCRC general chairs, along
17 with all the other unions at CP, saw the value in
18 bringing the General Chairpersons Association back
19 to life at CP. This had been stagnant for a couple
20 of decades. Through that association, we have sent
21 a strong message to CPKC: we work together, we are
22 united, and we will no longer allow you to divide
23 us.

24 Those relationships have already paid
25 dividends. When CPKC introduced its 28-day cannabis

1 ban, we came together to fight it. We pooled our
2 resources and had Michael Church and our expert
3 witness, Dr. Wood, lead the charge to have this
4 policy rescinded. We were successful at
5 arbitration. Unfortunately, CPKC, never a
6 corporation to let anyone tell them how they should
7 do things, has applied for judicial review on this.
8 The hearing was held earlier this month in Toronto,
9 and we are awaiting the outcome.

10 The GCA has also been dealing with a
11 number of other important issues. There's the
12 pension improvement account and the ongoing
13 discussions about how we can make this plan work for
14 our members.

15 Discipline at CPKC remains a major topic,
16 and we continue to discuss different strategies we
17 can use to get rid of a disciplinary policy that is,
18 in our view, harsh and overreaching. It always
19 amazes me that management seems to think a 30-day
20 suspension will change someone's behaviour more than
21 a measured and appropriate response.

22 I've had a violation. The suspension
23 didn't make me a better employee. It didn't teach
24 me something that I didn't already know. It simply
25 hurt my family financially. I mean, shout out to

1 BRCF, though, for being there when I had that
2 violation. But I think that applies to the vast
3 majority of our members. When something goes wrong,
4 no one can be harder on them than they are on
5 themselves.

6 Our members understand the consequences
7 of violating the rules. They understand the risks.
8 And none of us ever want to see someone fail to make
9 it home at the end of the day. That's why we'll
10 continue to push for discipline that is fair,
11 reasonable, and actually serves a purpose.

12 There are many other issues the GCA will
13 be discussing when it meets again. That includes a
14 planned and strategic look at benefits and other
15 issues that we all bargain separately. Just because
16 we bargain separately doesn't mean we should
17 approach those issues separately. We need to be on
18 the same page. That committee gives the larger
19 groups like yours and mine an opportunity to find
20 ways to help the smaller groups as well. And in
21 doing that, we reduce the division between the
22 unions and strengthen all of us.

23 I believe there's so much more that we
24 can do. We can bring our women's committees
25 together. We can work together on member engagement

1 events in different locations. We can collaborate
2 on education when so many of what we teach and learn
3 is similar between our groups. We can continue
4 working through the CROA committee to ensure that
5 the decades-old tried and true process does not come
6 to an end. There's a lot we can do together, and
7 that's really just the tip of the iceberg.

8 So I'm not going to spend a whole bunch
9 of time talking about politics. I think there's a
10 lot of other people here that are going to be better
11 positioned than me to do that. But I will say one
12 thing. We have a government that signals left and
13 then makes a right-hand turn. On one hand, we hear
14 about the importance of workers in the economy and
15 the importance of free and collective bargaining.
16 On the other hand, we hear arguments from
17 corporations that somehow the workers are
18 responsible when there's a job action. Taking away
19 the right to strike from our groups would
20 fundamentally change the balance at the bargaining
21 table. If employers know that workers cannot
22 withdraw their labour, what incentive do they have
23 to reach a negotiated settlement?

24 Let me be clear about something. It's
25 not our members' fault when a company cannot abide

1 by the collective agreements that they negotiated.
2 It is not our members' fault when companies choose
3 to spend millions of dollars disciplining members
4 only to have that overturned at arbitration. It's
5 not our members' fault when a company loses at
6 arbitration and then decides what used to be final
7 and binding somehow isn't final and binding anymore
8 and seeks judicial review of the decisions in favour
9 of the union and our members. It's not our members'
10 fault when corporations choose to pay their
11 executives lavish bonuses in stock options worth
12 millions of dollars while our members struggle with
13 the increased cost of living. And it's not our
14 members' fault when companies allow grievances they
15 know are legitimate to pile up, creating additional
16 pressure on the bargaining process by leaving so
17 many unresolved issues on the table.

18 These are management decisions, not our
19 members' decisions. And yet somehow we continue to
20 hear the argument that strikes at our railways are
21 the responsibility of labour. I would argue that
22 the responsibility lies with management decisions
23 and labour relations strategies that led us to this
24 point.

25 Our members don't decide to withdraw

1 labour simply because they want more money. They do
 2 it because they want to be valued. They do it
 3 because they want to spend time with their families.
 4 They don't want to work long hours away from home.
 5 They don't want to miss hockey games. They don't
 6 want to miss birthday and family functions. They
 7 don't want to put additional pressure on their
 8 spouses and families when they aren't home to help
 9 with the kids. They don't want to miss the moments
 10 that they can never get back. They want to make
 11 sure they and everyone around them goes home safe at
 12 the end of the day. And all of this has value.
 13 When our members say they want to be valued, they're
 14 talking about more than a paycheque.

15 So as we look to the next four years, I
 16 see our locals continuing to work together and build
 17 our rail conference. Instead of competing, we will
 18 collaborate. Instead of conflict, we'll
 19 communicate. I know Paul and his team are committed
 20 to that, and I can say unequivocally that our group
 21 is committed to that same principle.

22 We may not always agree on the route to
 23 get there, but I believe we always agree on the
 24 destination, and that destination is making sure
 25 that Teamsters Rail contracts in Canada are the

1 strongest in the industry, that Teamsters Rail
 2 members across the country know they are being
 3 represented at the highest level possible, that
 4 Teamsters Rail is the organization workers choose
 5 when it comes to organizing the unorganized, and
 6 that Teamsters Rail continues to be at the leading
 7 edge of the labour movement in Canada.

8 So I want to thank you for allowing me to
 9 be here today. I don't know, did I stick it under
 10 10, Ryan?

11 --- Laughter

12 Thank you for the work you do on behalf
 13 of your members. Thank you for the support that you
 14 provide to our members across the country. And most
 15 importantly, thank you for understanding that when
 16 we stand together, we're stronger than when we stand
 17 apart, and when we fight together, we win. So thank
 18 you.

19 --- Applause

20 PRESIDENT BOUCHER: Thank you, Brother
 21 Wade. Greatly appreciated. Everything he says is
 22 true with the communication that him and I do. We
 23 do support each other, and that will continue no
 24 matter who's in power in this organization as far as
 25 I'm concerned, so.

1 Just one thing I do want to point out is
 2 that when we're mentioning about combined rail and
 3 under the Teamsters family, is that totally between
 4 with MWED and Teamsters Canada Rail Conference, we
 5 represent about 11-plus per cent of Teamsters Canada
 6 membership. That's a strong voice in this
 7 organization, and we're proud of that.

8 So we're going to start with the
 9 officers' reports, and then we'll break for lunch, I
 10 believe, afterwards. Just as a note, lunch has been
 11 delayed to allow for our being behind time limits
 12 here right now, so we're going to be good that way.
 13 Yeah.

14 Sisters and brothers, today you'll be
 15 hearing the national office reports. These will not
 16 be individual reports, but a combined overview of
 17 the past, current, and future operations of our
 18 organization. One of our greatest strengths as a
 19 union is our ability to build relationships, work
 20 together, and stand united with labour organizations
 21 in Canada and around the world. The challenges
 22 facing our members do not stop at the bargaining
 23 table, the workplace, or the border. Our response
 24 cannot stop there either.

25 Over the past three and a half years, we

1 have worked hard to build meaningful relationships
 2 across Canada, the United States, and around the
 3 world. We made a commitment to Teamsters Canada
 4 that we would be active participants in the
 5 organization, not remain in the background.

6 As director of Rail for Teamsters Canada,
 7 I have provided detailed reports and maintained open
 8 communication. This work has earned the respect of
 9 the Teamsters Canada Executive Board and
 10 strengthened our relationship with Teamsters Canada
 11 staff, executives, and women's committees and
 12 caucuses nationwide.

13 Under Vice-President Finnson's
 14 leadership, our training program has expanded to
 15 include the support of Teamsters Canada Training
 16 Department. By drawing on their skills and
 17 expertise, we are improving both our facilitators
 18 and our training materials, ensuring our members
 19 receive stronger and more effective education.

20 President Laporte has also maintained a
 21 firm commitment to supporting rail at every level,
 22 including through media, engagement in government
 23 affairs. His support has helped ensure that the
 24 concerns of rail members are heard and represented.
 25 These relationships are strong because they are

1 built on trust, communication, and a shared
2 commitment to our members. We will continue
3 strengthening them and working together to represent
4 and serve all members of the TCRC.

5 Thank you, President Laporte, for all you
6 do for us. We truly appreciate it.

7 With our fellow rail conference brothers
8 and sisters at TCRC MWED, we have secured a bond,
9 working closely together during collective
10 bargaining, drug and alcohol policy arbitration,
11 improving CROA, and improving rail exposure within
12 Teamsters Canada and the IBT. Our relationship with
13 President Wade Phillips is strong, and our work
14 together will continue.

15 Thank you, Brother Wade, again, for all
16 that you do for us.

17 And we cannot forget our close friends at
18 the Brotherhood Relief and Compensation Fund. When
19 our members need help, they are there. When our
20 divisions need help with computer equipment or swag,
21 they are there. And when our GCAs and PLBs need
22 help with office equipment, IT software, and swag,
23 they are there. And when the national office
24 training program need any help necessary, they are
25 there always. And what about last night? What an

1 amazing event sponsored by the BRCF. They were
2 there. Thank you for that.

3 --- Applause

4 The team at the BRCF and NARF are
5 sincere. They operate with one goal: to help
6 railroad workers and unions. Jesse, Brian, and
7 Phil, with Donnie who could not attend, on behalf of
8 TCRC and our members, we truly appreciate everything
9 you do for us. Thank you so much. We always will
10 thank you.

11 --- Applause

12 Sisters and brothers, at the Canadian
13 Railway Office of Arbitration and Dispute
14 Resolution, known as CROA, we're building a stronger
15 labour team. By communicating and cooperating with
16 other unions, we are improving CROA's operations and
17 the scheduling of grievances. We're also working to
18 prevent any one party's veto of an arbitrator from
19 shutting down the process of extended periods.

20 Labour must support each other's concerns
21 about how the committee operates, how participating
22 groups meet their financial responsibilities, and
23 how we ensure equality and fairness for everyone.
24 CROA is too important to our members to be weakened
25 by delay, imbalance, or inaction. When labour

1 speaks with a coordinated voice, we are better
2 positioned to protect a fair, reliable, and
3 effective arbitration process.

4 That same solidarity has been essential
5 in our fight against the government's unlawful use
6 of section 107 of the Canada Labour Code. We have
7 reached out to unions across Canada, including
8 through Vice-President Finnson's call-to-arms
9 letter, to keep the labour movement aligned in
10 defence of two fundamental principles: the right to
11 strike and the right to free collective bargaining.

12 These rights cannot be taken for granted.
13 If governments can interfere whenever collective
14 bargaining becomes inconvenient, every worker's
15 rights are weakened. This is not only a railway
16 issue, it is a Canadian labour issue. We must
17 continue standing together and challenging any
18 attempt to undermine free collective bargaining.

19 We have expanded our presence at WESTAC,
20 which stands for the Western Transportation Advisory
21 Council. WESTAC is a not-for-profit organization
22 that brings together leaders from transportation,
23 labour, business, and government to discuss the
24 future of Canada's transportation network and supply
25 chains in western Canada. Its work focusses on the

1 movement of goods within Canada and to the
2 international markets. The discussions include
3 railways, ports, shipping, trucking, agriculture,
4 natural resources, and other industries that depend
5 on an effective transportation system.

6 Our participation in WESTAC is important
7 because decisions about transportation cannot be
8 made only by government and corporations. The
9 workers who operate the system must also have a
10 voice. Through WESTAC, we can bring our members'
11 perspectives directly to the table. We can speak
12 about employees' rights, workplace safety, fatigue,
13 staffing, training, working conditions, and the
14 effects that operational decisions have on railway
15 workers and their families. Our voice is wanted and
16 heard.

17 Our seat on WESTAC's executive committee
18 gives us an opportunity to engage directly with
19 senior leaders from industry and government. It
20 allows us to build relationships, challenge
21 assumptions, and ensure that workers are considered
22 when policies and strategies are being developed
23 before they are put forward for consideration.

24 Our advocacy also extends internationally
25 through the International Transport Workers'

1 Federation, which you heard François Laporte
2 mention, a global organization representing
3 transportation workers, including rail and bus
4 workers, around the world. It brings together
5 unions from industries including rail, public
6 transit, road transport, shipping, aviation, ports,
7 fisheries, and tourism.

8 The ITF gives our members a global voice
9 on issues such as the right to strike, proper
10 personal protective equipment, and workplace
11 equality. By working through the ITF, unions can
12 share information, coordinate strategies, and stand
13 together when workers' rights are threatened. Our
14 involvement in the ITF means that Canadian rail and
15 bus workers have a place in international
16 discussions and raise the issues that matter to our
17 members. It's about defending the right to strike,
18 protecting free collective bargaining, improving
19 safety, and advancing dignity and equality at work.

20 The ITF also represents workers'
21 interests before international institutions
22 including the International Labour Organization, or
23 the ILO. This is a specialized agency of the United
24 Nations dedicated to advancing social justice and
25 internationally recognized labour rights.

1 The ILO brings together workers,
2 employers and governments to develop international
3 labour standards. Having labour representatives
4 present is essential because global rules should not
5 be shaped solely by governments and corporations.
6 Each group has a voice in developing international
7 labour standards and policies. The structure
8 matters because the decisions about work should not
9 be made by governments and corporations alone.
10 Workers must be at the table to speak directly with
11 their rights, safety, dignity and working
12 conditions.

13 The ILO develops international labour
14 standards through conventions and recommendations.
15 Conventions can become legally binding on countries
16 that ratify them, while recommendations provide
17 guidance on laws, policies and workplace practices.
18 These standards address issues such as freedom of
19 association, the right to organize and bargain
20 collectively, workplace discrimination and equality,
21 occupational health and safety, and fair and decent
22 work conditions, to name a few.

23 Our participation at the ILO's rail
24 sector meeting in Geneva showed why this work
25 matters. We were there to represent our rail

1 workers and ensure that our concerns were clearly
2 stated, recognized and protected. Our involvement
3 contributed to international conclusions addressing
4 fundamental rights and practical workplace
5 protections for railway employees.

6 We worked closely with Brother Joel
7 Kennedy from Unifor, who serves as the ITF's North
8 American Rail Section Representative. Together, we
9 formed a strong Team Canada, ensuring that the
10 experiences and concerns of Canadian transportation
11 workers were heard. Our presence was especially
12 important because employer representatives were also
13 at the table, including a labour relations
14 representative from CN Rail.

15 If employers are participating in these
16 international discussions, labour must be there with
17 an equally strong and informed voice to ensure that
18 the realities facing railway workers were not
19 ignored.

20 Sisters and Brothers, our members are the
21 backbone in keeping Canada's economy moving.
22 Through our work with the ITF and the ILO, we are
23 helping ensure that the rights of those workers are
24 heard, recognized and protected, not only in Canada,
25 but around the world.

1 We are also strengthening our
2 relationship with the American counterparts in the
3 Brotherhood of Locomotive Engineers and Trainmen.
4 This is a real value in meeting regularly and having
5 candid, open conversations about the issues
6 affecting workers on both sides of the border.
7 Tariffs, cross-border trade, common bargaining
8 restraints and shared workplace concerns affect all
9 of us. Cooperation allows us to learn from one
10 another, coordinate where appropriate, and respond
11 with greater strength.

12 The message is clear. We cannot work in
13 isolation. We must continue building these
14 relationships, strengthen the ones we already have
15 and creating new partnerships wherever our members'
16 interests are affected. Whether at CROA, within the
17 Canadian labour movement, at WESTEC, through the ITF
18 and ILO or alongside our American counterparts, the
19 TCRC must remain involved and engaged.

20 I now want to take a few moments to
21 provide an update on the Canadian Railway Office of
22 Arbitration and Dispute Resolution, again commonly
23 known as CROA.

24 For those who are not aware, CROA was
25 established to provide railway employers and unions

1 with an expedited, efficient and cost-effective
2 process for resolving grievances. For that system
3 to work, however, cases must be heard within a
4 reasonable period. Qualified arbitrators must be
5 available, and the process must remain financially
6 accessible.

7 Prior to the COVID-19 pandemic, CROA went
8 more than two years without arbitrators available to
9 sit. During this period, no cases were scheduled or
10 heard. As a result, a significant backlog
11 developed, leaving grievances unresolved and members
12 waiting far too long for decisions on matters
13 affecting their work and their livelihoods.

14 That situation forced the General Chairs
15 to look for other ways to ensure grievances could be
16 heard by an arbitrator. Ad hoc arbitration
17 agreements were negotiated, and some of those
18 arrangements proved successful enough to be
19 incorporated into collective agreements. These
20 measures helped, but they did not resolve the
21 underlying need for a reliable and functional CROA
22 process.

23 This was not solely a TCRC problem. To
24 address the issue, we worked closely with the three
25 other railway labour unions, being Unifor, TCRC-MWED

1 and the Steelworkers, to revise the CROA rules. One
2 of the most important changes was the creation of an
3 alternative method for selecting arbitrators when
4 the parties could not agree, a process allowing the
5 parties the ability to refer the selection issue to
6 Peter Simpson at the Federal Mediation and
7 Conciliation Services.

8 This provides a neutral path forward and
9 ensures that any disagreement over the choice of
10 arbitrators will not prevent grievances from being
11 heard indefinitely.

12 In addition, we pushed for the ability to
13 buy available CROA hearing slots. This gives us an
14 opportunity to schedule more cases each month,
15 increase capacity and reduce the backlog. It was a
16 practical response aimed at moving grievances
17 forward more quickly.

18 Unfortunately, we now find ourselves
19 facing circumstances similar to those we encountered
20 before during COVID. This year, sitting arbitrators
21 sought significant increases in the cost of hearing
22 CROA cases. The proposed fee structure reached the
23 point of making CROA too expensive, causing the
24 process to be ineffective. That result would run
25 directly against the principles on which CROA was

1 founded, expedited, accessible and cost-effective.
2 This is not simply a disagreement about
3 fees. It's about protecting a system that must
4 remain capable of delivering timely justice to our
5 members. If the cost of using CROA becomes
6 prohibitive, then the expedited nature of the
7 process loses much of its purpose and value.

8 Throughout this process, our position has
9 remained clear. Grievances must be heard. Members
10 must have timely access to arbitration, and CROA
11 must remain an effective and affordable forum for
12 dispute resolution.

13 We said enough is enough with the
14 arbitrators. We therefore pushed to use the FMCS
15 selection process contained in the revised CROA
16 Rules.

17 This is the first time that this process
18 has been used. It is an important test of the
19 safeguards that labour worked hard to establish, and
20 it demonstrates why those safeguards were necessary.
21 We are now waiting for a response.

22 We will continue working with the other
23 labour unions to protect the integrity of the
24 process. We will continue pressing for a solution
25 that respects the expedited nature of CROA. And

1 most importantly, we will continue advocating for
2 our members so their grievances are not left
3 unresolved because of delay, disagreement or excess
4 of costs.

5 Sisters and Brothers, discussions will
6 come and debate will happen regarding our legal
7 fund. Across the country, our general committees
8 face substantial legal costs arising from Labour
9 Board complaints, arbitrations and disputes tied
10 directly to collective bargaining. No committee
11 should have to stand alone or hesitate to defend its
12 members because the cost is too great.

13 Our collective agreement is only as
14 strong as our ability to enforce it. When an
15 employer violates the agreement, imposes unjust
16 discipline or ignores a member's rights, we must
17 have the resources to challenge those actions. A
18 strong legal fund ensures that every general
19 committee has the resources to respond when
20 employers violate our collective agreements,
21 disregard our rights or challenge the decisions of
22 arbitrators.

23 A strong legal fund ensures that every
24 provincial legislative board and the National
25 Legislative Director has the resources to respond

1 when employers violate workplace injury legislation,
2 human rights complaints, labour codes and health and
3 safety. In addition, the same resources are
4 necessary to protect members against unsubstantiated
5 or unrealistic monetary penalties from government
6 for instances beyond their control.

7 We must also be prepared to pursue
8 broader legal and constitutional challenges,
9 including issues involving locomotive voice and
10 video recordings, as well as protections under the
11 Canada Labour Code concerning free collective
12 bargaining and the right to strike. These cases can
13 shape the rights of every member now and for
14 generations to come.

15 At times, we must go to court to protect
16 and enforce favourable arbitration decisions. At
17 other times, we must challenge decisions that
18 undermine our agreements or our members' rights.
19 Both responsibilities carry significant costs, but
20 failing to act carries a far greater price. Our
21 members' rights must be protected at every stage, at
22 the bargaining table, during arbitration, before
23 labour boards, and through any necessary appeal or
24 court challenge afterward.

25 We know these challenges will not stop.

1 Companies will not stop testing the limits of our
2 agreements. They will not stop attempting to weaken
3 workers' rights, violating collective agreements or
4 refusing to respect arbitration decisions. That is
5 why the TCRC must remain prepared, united and
6 properly resourced.

7 We did not achieve our rights by
8 remaining silent, and we will not preserve them by
9 standing still. We will continue to bargain. We
10 will continue to grieve. We will continue to
11 arbitrate. We will continue to challenge injustice
12 before labour boards, tribunals and courts.

13 The message must be clear. We will not
14 stop fighting for our rights but, in order to do so,
15 we must have a healthy and sustainable legal fund
16 available.

17 Lastly, let's talk about collective
18 bargaining. Strong union contracts are achieved
19 through preparation, experience, solidarity and
20 determined representation at the bargaining table.

21 I want to recognize the exceptional work
22 being done by all our bargaining committees
23 representing running trades, employees at the major
24 carriers and short lines, as well as our members at
25 ONTC, our rail traffic controllers, our members at

1 computer services and rail passenger service.

2 These are difficult times at the
3 bargaining table. Our committees are negotiating
4 with extremely challenging employers, companies that
5 too often fail to bargain in good faith, who rely on
6 government intervention to end work stoppages and
7 seek to impose binding arbitration rather than reach
8 fair and freely negotiated agreements. They also
9 use delay tactics designed to frustrate our members,
10 undermine confidence in the bargaining process and
11 cause members to lose faith in their bargaining
12 committees.

13 Despite these obstacles, our committees
14 have remained focused, determined and united.
15 Through their hard work, preparation, persistence
16 and commitment to our members, they have achieved
17 exceptional agreements, agreements that compare
18 favourably with those reached in most other
19 industries.

20 These results did not happen by accident.
21 They were achieved because your bargaining
22 committees stood strong, because members supported
23 them, and because our union remained united
24 throughout the entire process.

25 On behalf of all of us, I want to thank

1 every bargaining committee member for their
2 dedication and perseverance. Your work has
3 protected our members, advanced their interests and
4 demonstrated once again what can be achieved when we
5 stand together.

6 Over this term, the national office
7 representation has been requested in more than 90
8 percent of contract negotiations and in 100 percent
9 of high-profile and national agreement negotiations.
10 When our members and bargaining committees ask for
11 support, we answer the call.

12 We were at the table in 2023 during
13 bargaining with CN helping achieve a valuable
14 agreement that included personal leave days, sick
15 leave days and general wage increases on premiums.

16 From 2023 through 2025, we were at the
17 table for negotiations and interest arbitration
18 involving both CN and CPKC. We represented members
19 in rail traffic controller negotiations with CN and
20 CPKC as well.

21 We also participated in bargaining for
22 VIA Rail locomotive engineers, numerous short-line
23 railways, and for ONTC motor coach operators.

24 Our work continues today. We remain at
25 the bargaining table for commuter service

1 negotiations in Montreal, Toronto and Edmonton. And
2 now, once again, we're at the table with CN Rail.

3 Our presence is not about replacing the
4 knowledge or authority of the bargaining committees.
5 It is about supporting them, supporting local
6 representatives who understand their members,
7 workplaces and priorities. General committees
8 understand, interpret and negotiate their collective
9 agreements, not the national office. The national
10 office brings additional experience, research,
11 coordination, resources and knowledge gained from
12 negotiations across the country. Together, these
13 strengths help us prepare stronger proposals,
14 respond effectively to employer demands and
15 negotiate agreements that recognize the value of our
16 members' work.

17 We have achieved important victories in
18 the past, victories earned through courage,
19 determination and solidarity. But our fight is not
20 over.

21 As we enter bargaining with CN Rail,
22 continue negotiations with GO Transit in Toronto,
23 and stand with workers in transit in Edmonton and
24 also in Montreal, we face employers and governments
25 that too often disregard workers' rights. They may

1 attempt to divide us, weaken our resolve or convince
2 us that our demands, issues and rights do not
3 matter.

4 Our struggle is with the companies that
5 put corporate profits ahead of working people. Our
6 fight is with the companies and governments that
7 undermine collective bargaining, weaken labour
8 protections and trample on the rights generations of
9 workers fought to secure.

10 Sisters and Brothers, our fight is not
11 amongst ourselves. We must not allow frustration,
12 fear or outside pressure to divide us. When workers
13 turn against one another, corporations gain
14 strength. When we stand together, support one
15 another and speak with one voice, we become a force
16 that cannot be ignored.

17 Solidarity is not more than a word. That
18 means standing beside one another during difficult
19 negotiations. That means supporting members facing
20 uncertainty and pressure. That means recognizing
21 that an attack on one group of workers is an attack
22 on every worker.

23 Together, we will send a clear message to
24 the corporate world and every level of government.
25 Workers' rights matter. Our demands matter. Fair

1 wages, safe workplaces, secure jobs and dignity at
2 work matter.

3 So as bargaining continues, let us move
4 forward with purpose and confidence. Let us reject
5 division amongst ourselves and stand shoulder to
6 shoulder. Let us show CN Rail, GO Transit, TransEd,
7 Alstom, CPKC, VIA, all short lines, ONTC, the
8 corporate world and governments at every level that
9 working people will not be silenced, pushed aside or
10 left behind.

11 When we stand together, we are stronger.
12 When we support one another, we are resilient. And
13 when we fight with one voice, we can win. Thank
14 you.

15 --- Applause

16 PRESIDENT BOUCHER: Thank you.

17 Next, we'll call on Vice President
18 Finnson to give his presentation.

19 TCRC VICE PRESIDENT - REPORT

20 VICE-PRESIDENT FINNISON: Brothers,
21 Sisters, delegates, it is my privilege to present my
22 report as Vice President for the Teamsters Canada
23 Rail Conference for the term beginning January 2023.

24 Section 8 of our bylaws describes the
25 duties of the Vice President quite simply, to

1 perform any and all duties as directed by the
2 President. Paul and I have joked about these words
3 many times over the past four years, and I can
4 assure you that I have developed a much greater
5 appreciation just how much "any and all duties" can
6 include.

7 These have undoubtedly been some of the
8 most challenging years of my career with the TCRC.
9 Through all of these challenges, however, one thing
10 has remained constant, our unwavering desire to
11 improve the working lives and conditions of our
12 membership. That responsibility drives the work of
13 your national officers every day and, ultimately,
14 must remain the measure which our work is judged.

15 It has been an incredible privilege to
16 serve our membership as National Vice President, and
17 with that, here is my report.

18 CN Collective Bargaining. President
19 Boucher has already reported extensively on the CN
20 bargaining undertaken during this term, having
21 served as the lead spokesperson. I will not
22 duplicate that reporting other than to say that I
23 assisted Paul and the negotiating committees
24 whenever and wherever I was called upon.

25 What should be recognized is the enormous

1 challenge of bringing all six CN General Committees
2 together for the first time as one national
3 bargaining committee. Each came with its own
4 collective agreements, priorities, responsibilities
5 to its membership.

6 Paul, you deserve a tremendous credit for
7 navigating that process. Through his leadership and
8 the commitment of the general chairs and bargaining
9 committee members, six autonomous committees came
10 together as a united negotiating team. Having
11 witnessed the work required, I believe this was a
12 significant achievement for our organization.

13 I also learned a great deal through that
14 process, and my deepest respect goes to everyone
15 involved.

16 CP Collective Bargaining. The 2024 round
17 at CPKC involved both the running trades and the
18 rail traffic controllers. I was directly involved
19 with both and served as lead negotiator for the RTC
20 bargaining committee.

21 President Boucher either has or will
22 address government intervention. We've talked about
23 107 related proceedings, so I'd like to focus
24 instead on what this round demonstrated about CPKC's
25 approach to labour relations.

1 CPKC senior management exemplified a
2 level of corporate greed matched only by the
3 arrogance of its approach to collective bargaining.
4 Driven by shareholder value and what appeared to be
5 a desire to fundamentally diminish the strength of
6 our union, the company simply refused to
7 meaningfully engage on any of the issues brought
8 forward by the membership.

9 Regarding the running trades, CPKC
10 pursued an extraordinarily aggressive concessionary
11 agenda, dismissed the efforts of federal mediators,
12 attempted to bargain directly with our membership,
13 extensively lobbied for government intervention and,
14 in our view, coordinated its strategy with CN as
15 both national railways moved toward simultaneous
16 work stoppages. Shame.

17 These actions demonstrated little respect
18 for the collective bargaining process or the role of
19 the certified bargaining agent. But perhaps most
20 telling, the most telling assessment of that
21 strategy is that it failed. Even after benefiting
22 from government intervention that deprived our
23 members of their economic leverage, CPKC failed to
24 achieve the transformational changes it sought. Its
25 proposed hourly wage agreement was dropped, and most

1 of the other significant demands failed through
2 interest arbitration.

3 Now, the Kaplan Awards were certainly not
4 a victory for our membership either. Interest
5 arbitration was not the process we chose, nor is it
6 a substitute for free collective bargaining. But
7 once forced into that environment, the TCRC
8 performed exceptionally well. We prevailed on more
9 issues than CPKC and succeeded on several of the
10 issues that mattered most to our membership.

11 Unfortunately, CPKC's approach continued
12 after the awards. Arbitrator Kaplan remained seized
13 over implementation disputes, requiring us to return
14 once regarding the RTC award and twice regarding the
15 Running Trades awards, with more issues still
16 outstanding.

17 But the TCRC's position on interpretation
18 and implementation have been largely upheld. That
19 is significant. CPKC spent an enormous -- spent an
20 enormous time, effort, and resources pursuing a
21 strategy that further damaged its relationship with
22 its employees who operate its railway. It still
23 failed to achieve most of what it set out to
24 accomplish.

25 Now, I'm not holding my breath, but at

1 some point, CPKC must recognize that improving the
2 working lives and conditions of its employees and
3 operating a successful railway are not competing
4 objectives. Our members want CPKC to succeed.
5 Their livelihoods depend on it. What they should
6 not be expected to accept is the premise that
7 corporate success must come at our members' expense.

8 CPKC rail traffic controllers. As lead
9 spokesperson for the RTC bargaining committee, I
10 experienced many of the same labour relations
11 problems, but through a different lens. The working
12 environment within CPKC's operations centre remains
13 a significant concern. RTCs perform highly
14 specialized safety-critical work. Yet the company
15 has allowed the workplace to develop into what many
16 of our members describe as a hostile environment.
17 Employee retention has suffered while management
18 repeatedly fails to adequately acknowledge its own
19 role in creating the conditions contributing to that
20 problem.

21 That same disconnect carried directly
22 into collective bargaining. Our committee attempted
23 to address legitimate concerns affecting the working
24 lives of RTC members and the sustainability of that
25 workforce. Too often, however, CPKC remained

1 focused on what it could extract from employees
2 rather than what was necessary to build a stable,
3 experienced, and respected workplace.

4 Despite those challenges, we did achieve
5 some important results before Arbitrator Kaplan.
6 And particularly, we were able to demonstrate the
7 need for both a workload management tool and
8 mandatory language governing membership's ability to
9 use their own bank time. Both are still in the
10 early stages of implementation, but we are
11 optimistic that these measures will represent
12 positive steps towards working - towards improving
13 working conditions and the overall environment
14 within the operations centre.

15 Experienced employees do not leave
16 specialized positions without reason. CPKC needs to
17 listen to the people performing the work and accept
18 responsibility for the environment that it has
19 created.

20 CN Rail Traffic Controllers, in the fall
21 of 2025, President Boucher assigned me to lead
22 collective bargaining for our CN Rail Traffic
23 Controller membership. We were a new bargaining
24 committee taking over negotiations already underway,
25 including commitments and positions established by

1 the previous team. That created a very challenging
2 assignment. Our efforts resulted in an MOS in
3 October 2025, which the membership voted not to
4 ratify. The result was clear and had to be
5 respected. We listened to the concerns of the
6 membership, regrouped, and returned to the
7 bargaining table. The committee remained united and
8 persistent, resulting in a second MOS in January
9 2026 that was subsequently ratified.

10 I am particularly proud of how this
11 committee responded. We listened to our members,
12 learned from the result, pulled together, and went
13 back to work. Ultimately, the membership spoke, the
14 committee responded, and together we achieved
15 agreement that the members were prepared to support.

16 TransEd, sorry, TransEd Alstom or TransEd
17 Group, Division 990. Most recently, I was appointed
18 a bargaining for our Division 990 membership at
19 TransEd, which is the newest transit operation that
20 we represent in Edmonton, Alberta, the new Division
21 990 we spoke about earlier. We met with the
22 employer on August 19th, 20th, and again on September
23 14th and 15th just last week. We remain at the very
24 early stages of negotiations, but we are excited to
25 represent these new members and committed to

1 achieving an agreement that recognized the value for
2 the work that they perform.

3 When the current National Executive Board
4 took office in January 2023, one area we shared an
5 immediate vision was education. We firmly believe
6 that labour education is one of the most important
7 investments our union can make. Better prepared
8 representatives provide better representation, and
9 an informed membership makes a stronger union. As
10 Director of Education, the progress made in our TCRC
11 education program has been one of the
12 accomplishments of which I am extremely proud.

13 One of the first initiatives was to
14 substantially expand our roster of TCRC
15 facilitators. If we were serious about expanding
16 training across the country, we first needed to
17 build a team capable of delivering it. At the
18 January 2023 AGM, we asked senior officers from
19 right across the country to recommend members they
20 believed would make effective facilitators.
21 Candidates were interviewed with final selections
22 made collectively by the National Executive Board in
23 July of 2023. When complete, we had assembled a
24 national team of 19 facilitators.

25 What has happened since has exceeded my

1 expectations. This group has grown tremendously in
2 both skill and character. They represent a broad
3 cross-section of our membership from coast to coast,
4 bringing different railway experience, regional
5 perspectives, and strengths into the classroom.
6 They have embraced the responsibility of education,
7 of educating fellow members and officers. They've
8 supported one another and continually looked for
9 ways to make our training better. Watching this
10 team develop from a list of recommended candidates
11 into the group of labour educators we have today has
12 been an incredibly proud accomplishment for myself
13 and this entire board.

14 To our TCRC facilitator -- Arlene, you're
15 not supposed to look at me.

16 --- Laughter

17 VICE-PRESIDENT FINNISON: To our
18 facilitators, thank you. Thank you for your
19 commitment, professionalism, and the countless hours
20 you have dedicated to improving representation. We
21 provide our membership, and while not everyone is in
22 attendance, you all have earned the recognition of
23 this convention. I ask the delegates assembled here
24 to join me in giving the National Facilitator Team a
25 well-deserved round of applause.

1 --- Applause

2 VICE-PRESIDENT FINNISON: Expanding our
3 facilitator team gave us the capacity to deliver
4 more training. But the material itself must
5 continually evolve. Our workplaces, collective
6 agreements, legislation, and employer strategies
7 change and our training must change with them.
8 Throughout the term, we continued updating our local
9 chair program based on feedback from participants,
10 facilitators, and senior officers. As the carriers
11 become more and - or, sorry, increasingly
12 aggressive, our local committees of adjustment must
13 have current, practical tools to effectively defend
14 the members they represent.

15 We also completely redesigned the
16 Division President and ST course. Running a
17 healthy, autonomous TCRC division is increasingly
18 complex. Financial reporting, CRA requirements,
19 payroll, division records, effective monthly
20 meetings all require skills that newly elected
21 officers may not possess. The revised program also
22 includes two e-learning modules covering CRA payroll
23 and division ledgers that remain available for
24 online future reference.

25 To support this continuing improvement,

1 we created a secure TCRC training website for our
2 facilitators. It serves as the single source for
3 our training material, providing a level of content,
4 consistency that we did not have previously. It
5 also provides scheduling and communication tools and
6 also -- sorry, allows facilitators to recommend
7 revisions based on their classroom experience.
8 Also, our Division LR course is currently being
9 updated with delivery of the revised program
10 expected in the coming months.

11 We have learned that training can never
12 be static. We must continually review what we
13 teach, listen to the people delivering and receiving
14 the training, and ensuring our officers have the
15 best tools we can provide so that they can represent
16 our membership.

17 Bringing education to the membership.
18 Providing education directly to our general
19 membership has been discussed within the TCRC for
20 many years. Some early work had begun, largely
21 focused on workplace and disciplinary issues. Those
22 subjects ultimately have value, but this
23 administration made a commitment to deliver
24 membership education during this term.

25 And as we revisited the concept, we

1 recognized a more fundamental problem that needed to
2 be addressed first. We have a membership engagement
3 challenge. We regularly hear frustration from
4 members who want a greater voice in their union, but
5 do not necessarily understand how the TCRC operates,
6 where decisions are made, or how they can
7 participate.

8 So we went back to the drawing board and
9 developed what became the TCRC Member Foundations
10 Series. The subjects were selected to give members
11 a better understanding of where we came from, how
12 their union and division operate, and the processes
13 that affect them throughout their careers.

14 We also addressed union busting directly.
15 One of the carrier's most effective strategies is
16 convincing members that their union, not the
17 employer, is responsible for the workplace problems
18 and frustrations. In many respects, that strategy
19 is succeeding, and our members need to have the
20 knowledge to recognize it and separate fact from
21 misinformation.

22 But the most important objective of our
23 Member Foundations program is simple. We want our
24 members to engage. The biggest step towards that
25 participation is your regular division meetings.

1 The division is the heartbeat of this organization.
2 It is where members have the most direct voice,
3 where they ask questions, debate issues, vote, hold
4 their officers accountable, and help determine the
5 direction of their union. We cannot call ourselves
6 a member-driven organization if our members are not
7 participating in the democratic structures available
8 to them.

9 During the first half of 2026, we tested
10 the Member Foundations through six pilot sessions,
11 two in Edmonton, two in Vancouver, and two in the
12 Greater - the GTA, sorry. Attendance varied, but
13 response from those who participated was extremely
14 positive. The feedback tells us the material is
15 solid, relevant, and generating exactly the type of
16 discussion we hope to create. We now need to take
17 that to the next step.

18 With 86 divisions across this country,
19 our mandate is ambitious. We want every TCRC member
20 to have an opportunity to participate. It will take
21 time, and we will continue to refine the material
22 and delivery as we go. While an online option may
23 eventually supplement the program, our focus remains
24 on in-person delivery, because Member Foundations is
25 about engagement, not simply transferring

1 information.

2 And this is where I ask for the help of
3 the delegates in this room. As Member Foundations
4 reaches your area, promote it. Talk about it at
5 your division meetings. Encourage your members to
6 attend. Explain why we are doing it and help us get
7 people through the door. Complete information on
8 the Member Foundations Series, including the
9 individual modules, their content, it's all
10 available. It's pinned on the homepage of the TCRC
11 website.

12 The National Office and our facilitators
13 can develop and deliver the program, but its
14 long-term success will depend on support from
15 officers and members from across this country. We
16 can use education to create more informed members,
17 bring members back to their monthly meetings, and
18 strengthen participation in our divisions. If we do
19 that, we will strengthen the TCRC from the ground
20 up. This is your union. Your voice matters. And
21 we need everyone's participation.

22 When we look back at the TCRC education
23 program, on where it stood at the beginning of this
24 term, and where it stands today, I believe we have a
25 great deal to be proud of. We expanded and

1 developed an exceptional national facilitator team,
2 substantially redesigned our officer training,
3 introduced new online resources and infrastructure,
4 created a process of continuous improvement, and
5 finally, we brought the Member Foundations from an
6 idea that existed for years into classrooms with our
7 members. And we dramatically increased the amount
8 of education being delivered. More than 600 TCRC
9 officers have received training during this term
10 alone. In the first half of 2026, we established a
11 new record, with more than 250 officers trained in
12 under six months. Those numbers do not include
13 members who participated in the Member Foundations
14 pilot sessions. Those are accomplishments worth
15 celebrating, but we are not finished. We will
16 continue developing our facilitators, improving our
17 officer training, and taking Member Foundations
18 across this country. Labour education was a
19 commitment of this National Executive Board when we
20 began this term, and it will remain essential to the
21 future strength of this organization. Better
22 educated officers provide better representation,
23 better informed members build stronger divisions,
24 and stronger divisions build a stronger TCRC. That
25 is what we set out to accomplish, and I couldn't be

1 more proud of how far this education program has
2 come.

3 One message we have continually promoted
4 through this term needs to be reinforced. These are
5 your divisions. They belong to the membership, and
6 our democratic structure depends on members and
7 local officers taking responsibility and running
8 them effectively. Our role at the National Office
9 is to provide the tools, guidance, and support
10 necessary to help them do that. During this term,
11 we completely rewrote the TCRC division election
12 manual to provide clearer guidance through the
13 election process. We hosted nationwide online
14 meetings with division officers to walk them through
15 that process, answer questions, and provide support
16 as elections were conducted across the country. We
17 also developed a new division financial reporting
18 policy to provide greater clarity and consistency
19 around the financial reporting requirements of our
20 autonomous divisions. These may not be the most
21 visual initiatives undertaken during this term, but
22 good governance matters. Strong, autonomous,
23 accountable, and well-run divisions are essential to
24 a strong TCRC. And ultimately, their success
25 depends on the members and officers who participate

1 in them. The entire membership needs to know the
2 National Office is here to support them.

3 From the beginning of this term, we
4 recognized a clear need to substantially improve how
5 the TCRC communicates with our membership and the
6 public. The TCRC app was developed and released
7 before the end of the first year of the term,
8 accompanied by a substantial redesign of the TCRC
9 website and expansion of our social media presence.
10 Brother Greg Banton played an enormous role in
11 making that possible. Greg was a retired CPKC
12 railroader, a longstanding local chair of Division
13 295, and someone who had dedicated an incredible
14 amount of his life to this union. He was brought in
15 to coordinate our online communications. But his
16 contributions quickly became much greater than that.
17 Greg combined his technical abilities with an
18 extensive knowledge of the railway industry, our
19 organization, and most importantly, our membership.
20 We could provide Greg with the information and
21 direction and trust him to understand the message,
22 fine-tune it, and get it where it needed to go.
23 Greg's fingerprints are all over the improvements
24 that we've made. The website, the app, our social
25 media, and the education program, and countless

1 other electronic initiatives benefited from his
2 knowledge and commitment. His passing earlier this
3 year was an enormous loss, both personally and to
4 this organization. Greg was a friend, a tremendous
5 union advocate, and an irreplaceable part of what we
6 accomplished during this term. He is deeply missed,
7 and he deserves our recognition and thanks.

8 We must also recognize Brother Andy Weir.
9 After Greg's passing, Andy stepped up into the role
10 on very short notice, bringing both the willingness
11 and the skill we needed at a difficult time. We're
12 deeply grateful. Thank you, Andy.

13 Another communication accomplishment we
14 are particularly proud of came during the 2024
15 bargaining rounds at CN and CPKC. With bargaining
16 occurring simultaneously at both major railways, we
17 coordinated national bargaining communications on
18 behalf of 11 autonomous general committees, while
19 respecting their individual responsibilities and
20 their own priorities. This has never been done
21 before. Bringing those committees together from a
22 communication standpoint was significant, and was a
23 significant accomplishment and demonstrated what we
24 can achieve when our organization works
25 collectively. Despite this process, our membership

1 continues to demand better communication and a much
2 stronger public presence. Relying on outside media
3 to accurately tell the story of railway workers is
4 simply not enough, particularly during collective
5 bargaining. We need the ability to tell our own
6 story and the capacity to make sure that that story
7 is heard.

8 Later in this convention I will speak in
9 much greater detail about where we believe our
10 communications efforts needs to go next. Delegates
11 will be asked to consider both a proposed
12 two-dollar-per-member communications and research
13 assessment and a resolution providing direction to
14 this board on the management of those funds. Based
15 on what we have learned during this term and the
16 overwhelming feedback we continue to receive from
17 our membership, I support both initiatives, and I
18 encourage every delegate to fully understand these
19 proposals before casting their vote.

20 In September 2025, President Boucher and
21 I had the tremendous privilege of representing the
22 TCRC at the ILO technical meetings on realization of
23 decent work in the railway sector in Geneva. For
24 those of you who do not know, the International
25 Labour Organization is a specialized agent of the

1 United Nations that sets international labour
2 standards and promotes social justice and worker
3 rights. Through our involvement with the
4 International Transport Workers Federation, we were
5 provided a seat at that table to represent not only
6 the TCRC, but more broadly the interests of North
7 American railway labour.

8 The importance of international labour
9 solidarity was reinforced in May of this year when
10 the International Court of Justice delivered its
11 advisory opinion on a fundamental question referred
12 to it by the ILO. Is the right to strike of workers
13 and their organizations protected under ILO
14 Convention No. 87? The court answered yes.

15 That decision demonstrates why the TCRC
16 must remain engaged beyond our own borders. The
17 fundamental rights we rely upon as trade unionists
18 are being debated and defended internationally, and
19 railway labour needs to have voices in those
20 discussions. Ruwan Subasinghe, legal director for
21 the ITF, led the labour delegation in Geneva and
22 will speak to this convention about both the work
23 undertaken there and the significance of the
24 International Court of Justice's decision. Paul and
25 I were incredibly proud to have had the opportunity

1 to participate and represent the TCRC and North
2 American railway labour.

3 Early in this term, the national
4 executive board approved replacing our aging
5 national office database. The existing system has
6 reached the end of its useful life and was no longer
7 an effective tool for an organization our size and
8 complexity. Following substantial research and
9 review, UnionWare was selected as our new
10 cloud-based database, and I have been leading its
11 development and implementation for the TCRC.

12 This has been a significant undertaking
13 and remains a work in progress, but we expect the
14 completed system to provide substantial efficiencies
15 for the national office and improve how we manage
16 and share important membership and dues information
17 throughout our organization. It is a major
18 investment in modernizing the infrastructure behind
19 the TCRC and one that I believe will serve this
20 organization well for many years to come.

21 As I look back on this term, these have
22 undoubtedly been the most challenging four years of
23 my railway and union career. But if there's one
24 thing the term has reinforced for me, it is the
25 value of having an exceptional team around you.

1 I've had the privilege of working alongside National
2 President Paul Boucher, National Secretary-Treasurer
3 Chris Lowe, and National Legislative Director Don
4 Ashley. Each has always brought different views,
5 knowledge, strengths, and regardless of the
6 challenge confronting us, there was always expertise
7 within the team that we could draw upon.

8 I began this term with much to learn
9 about serving as the VP, and much of what I learned
10 came from working alongside these three brothers.
11 We did not always agree immediately, nor should we
12 have, but we could challenge one another and remain
13 focussed on our responsibility to the membership.

14 Paul, Chris, and Don, thank you. It's
15 been an incredible privilege to serve alongside you.

16 I also want to recognize Recording
17 Secretary Greg Vaughan and Trustees Jason Hnatiuk,
18 Mike Anderson, and Jean-Michel Hallé. Each has
19 contributed to the work and decisions of this
20 national executive board throughout this term, and I
21 thank them for their commitment and their service to
22 our membership.

23 J-M will not be seeking re-election to
24 the national executive board at this convention. He
25 has served our organization at the national level

1 over a number of terms, and his experience and
2 contributions and commitments to the TCRC deserve
3 our sincerest thanks.

4 --- Applause

5 I would also like to recognize Laura
6 Soutar-Hasulo, who began this term as a trustee
7 before retiring partway through the term. Laura
8 provided many years of service to our organization,
9 and I wish her a long, happy, and healthy
10 retirement.

11 --- Applause

12 We also must recognize our national
13 office staff: Line Robillard, Stéphanie Thivierge,
14 Taylor Thompson. They are an incredible team who
15 answer to --sorry, I'll get through it and then
16 I'll -- they're an incredible team who answer the
17 call every time we need something from them, and
18 much of what we accomplish through the national
19 office simply would not happen without their work
20 behind the scenes.

21 Our education program is a perfect
22 example. National training places an enormous
23 demand on their time, from scheduling courses,
24 securing locations, coordinating participants,
25 travel, payroll, countless administrative details.

1 The record-setting training numbers we achieved in
2 2026 created an equally significant workload, and
3 everyone stepped up to make sure things ran as
4 smoothly as possible. And that is only one part of
5 what they do. Every day, Line, Stéphanie, and
6 Taylor handle the constant demands of the national
7 office while supporting our officers, regional and
8 local bodies, and membership. Much of what you
9 experienced at this convention this week is also a
10 direct result of their hard work.

11 Line, Stéphanie, Taylor, thank you for
12 everything you do for all of us. Delegates, please
13 join me in giving our national office staff a
14 well-deserved round of applause.

15 --- Applause

16 We have accomplished a great deal over
17 this term, and I believe we established a strong
18 foundation for many of the initiatives that we
19 began. But none of this work is finished. Where
20 the TCRC goes from here cannot simply be determined
21 by the national executive board. The direction of
22 this union must be driven by its membership. We
23 need members participating in their divisions,
24 educating themselves on the issues, asking
25 questions, and using their voice. Just as

1 importantly, every TCRC officer has a responsibility
2 to encourage and create that engagement. We can
3 provide the tools, education, communication, and
4 leadership, but ultimately, the strength of this
5 organization will always come from an engaged
6 membership. We can only move this union forward
7 together.

8 Before I conclude, there are four people
9 I need to thank personally. My wife, Nicola, has
10 carried an enormous amount over these past four
11 years. The travel associated with this position has
12 been relentless at times, and none of what I have
13 been able to accomplish would have been possible
14 without her keeping our family moving, supporting
15 me, and somehow managing everything when I was
16 somewhere else in the country.

17 And to our three children, Olivia, Jack,
18 and Sophia, thank you. Between the five of us, our
19 schedules seem to move in five different directions
20 at once. You've all been incredibly accommodating
21 and understanding of the demands this position has
22 placed on our family. So to my entire family, thank
23 you for allowing me the opportunity to do this work.

24 Finally, to the membership and the
25 delegates assembled here, thank you for the trust

1 you have placed in me and for the privilege of
 2 serving as your national vice-president. It has
 3 been one of the greatest honours of my career. We
 4 have accomplished a great deal together, but there's
 5 much more work ahead. This is your union. This is
 6 your voice. And we will move forward together.
 7 Thank you, brothers and sisters.

8 --- Applause

9 PRESIDENT BOUCHER: Everybody hungry?

10 All right, we're going to adjust the agenda, and
 11 we're going to pause here now and break for lunch.
 12 Please be back at 13:15 if possible -- 13:15,
 13 everybody good with that? Yeah? Okay, thanks.

14 --- Upon recessing at 1210

15 --- Upon resuming at 1316

16 PRESIDENT BOUCHER: Call the convention
 17 back to order.

18 Thank you for your understanding and your
 19 patience with such a short lunch time, especially
 20 with the long lineups. I'm sure you can understand
 21 the situation we've been in. Chris will give a
 22 little bit on his report later today, but we had to
 23 change hotels six months ago. So this is what we've
 24 got and had to deal with, and we are all dealing
 25 with it very well, and thank you for that.

1 So now we'll call up -- we're going to
 2 pause on the secretary-treasurer's report, put it in
 3 after the afternoon break. We've got to bring up
 4 the Credentials Committee for a report.

5 Brother Wozniak, are you around? I guess
 6 we could. We had all 67, right, this morning?
 7 Okay, yes, we had all 67 today, so we're okay. We
 8 don't have the credentials.

9 If you can get your voting devices out
 10 for attendance. We'll put the question up if we're
 11 here at the TCRC Convention. Vote yes, please.
 12 We'll add some extra time on it to allow other
 13 people to come in. Are you at the TCRC Convention,
 14 A for yes. For those coming in, we have a vote on
 15 the screen for attendance only. Seeing I think
 16 everybody's here, 10 seconds, please.

17 --- VOTING

18 PRESIDENT BOUCHER: Okay, thank you,
 19 short a couple.

20 All right, let's continue. As I said,
 21 we're going to postpone the S-T report until after
 22 the noon break. And we'll invite our next guest
 23 speaker, and I've got to pull up her bio. Silence
 24 is golden.

25 So our next guest is Sister Mariam

1 Abou-Dib from Teamsters Canada office. She's
 2 currently the executive director of Teamsters Canada
 3 and leads the Teamsters government affairs files.
 4 She joined the Teamsters in September 2020. Prior
 5 to that, she was a chief of staff and political
 6 assistant to the president of the Canadian Labour
 7 Congress and has held executive, management, and
 8 elected positions in both public and private sector
 9 unions over the last 25 years.

10 Throughout her career, she has negotiated
 11 collective agreements and run her local,
 12 prioritizing the mentoring of members to take on
 13 leadership roles. In the year 2000, Mariam became a
 14 full-time union officer and has overseen files on
 15 social and economic policy, international relations,
 16 communications and public relations, women's and
 17 human rights as well as the government affairs.
 18 Mariam is also an experienced facilitator and
 19 mediator and has provided counsel and training on
 20 progressive management and union environments.

21 Mariam was eight months old when her
 22 parents immigrated to Canada from West Asia, and she
 23 is also the proud single mother of Yaffa and Mason
 24 (ph), and I apologize if I pronounced their names
 25 wrong. I always do that when she tells me about it.

1 So anyways, let's give a warm welcome to Mariam.

2 SISTER ABOU-DIB: Good afternoon. So
 3 thank you so much for inviting me to your
 4 convention. Such a privilege to work alongside
 5 Brothers Paul, Don, in particular, to pressure the
 6 government and lobby to improve policies that impact
 7 working conditions in the lives of our members, with
 8 Brothers Ryan, Chris, Jason, Jean-Michel, and
 9 others, our retired sister, Laura. Are you in the
 10 room? There she is. Yeah. And I can't wait to
 11 work with more TCRC sisters.

12 I especially am privileged to support
 13 your vision for your members around education,
 14 research, communications. As François will have
 15 said this morning, Teamsters Canada will continue to
 16 work with you and support the members of TCRC in
 17 every way we can.

18 I've been, as you heard, I've been
 19 working for the labour movement for over 25 years.
 20 And I can safely say that we're currently at a
 21 moment, a very important crossroad in our history,
 22 especially where the right to free collective
 23 bargaining is concerned, by extension, the right to
 24 strike and its potential erosion.

25 At this crucial time, when we have

1 someone as dangerous as the current US president in
2 power, it is crucial, for sure, that we stand
3 together as Canadians, protect ourselves, our
4 economy, our industries, of course. But what about
5 protecting workers? What about protecting those
6 that our economy and our industries actually depend
7 on to move them, to make them work? What about
8 protecting us?

9 why do we still have to remind government
10 and the Canadian public that without us, without
11 you, this economy stops, full stop? Well, actually,
12 we don't. We don't have to remind them because they
13 know. They know so much that they're taking action
14 to curb that power that we do hold. So instead of
15 valuing our contribution properly, the government
16 and employers have chosen to portray us as a
17 liability, a liability to the economy, a liability
18 to trade, a liability to the national interest.
19 You're going to hear this word a lot, a term we're
20 hearing more and more from government mouths, from
21 employers, especially when it comes to the power of
22 unions.

23 So this summer, or last summer, when the
24 government opened all three parts of the Canada
25 Labour Code for feedback, for consultations for an

1 abnormally short period of 38 days, we, alongside
2 the TCRC, raised questions about its meaningfulness,
3 about the potential clawbacks to recent gains that
4 we've made for workers on your behalf. And in our
5 submission, we made it very clear when we said that
6 we do recognize the current geopolitical situation,
7 the reality that we're faced with, but that it would
8 be a generational error to give in to the demands of
9 some employers to weaken labour standards, to tread
10 over the Canadian Charter in the name of efficiency
11 or attracting investment or national interest. We
12 were very clear: Teamsters Canada will not accept
13 any amendments to the Canada Labour Code that
14 infringe or limit workers' Charter rights to free,
15 fair collective bargaining, and that includes your
16 right to strike.

17 So yesterday, the government tabled new
18 legislation in an omnibus bill -- an omnibus bill.
19 And that means a bill that contains a whole bunch of
20 different things, not just a focus on this
21 legislation.

22 In this new bill, C-39, the government
23 claims to be seeking a balance. The problem is that
24 there never was a balance. Our labour relation
25 regime is run and always has been run by those who

1 hold the purse strings. Those are the ones in
2 control. So I fear that when they misuse the word
3 balance in this context, it's often meant to
4 imbalance further. In whose favour? Not ours.
5 But there's good news. There is good
6 news. I'm going to do some good news, bad news.
7 There is a little bit of good news in the new
8 legislation. I'm going to start with the good news
9 because we have been working really hard to achieve
10 these things. We've been working hard to
11 communicate, express to the government, to lobby
12 them, to make things better for workers. And
13 sometimes they'll throw in some stuff with the bad.
14 But let me at least let you know what some of the
15 good is.

16 There's quite a bit in there for the
17 building trades. I'll start with that. It's
18 helping expedite contracts, faster turnaround. I'm
19 going to say the devil's in the detail. We don't
20 know yet, not sure about how this ends up streaming
21 environmental assessments. We're still waiting.

22 They are attacking misclassification and
23 wage theft. So there is more now for truck drivers
24 out there. There are also Teamster members whose
25 wages are being -- who are misclassified as

1 independent workers, and so they don't benefit from
2 the kind of labour standards that an employee would
3 benefit from.

4 For airport workers, we finally got
5 successor rights. So airports, especially right
6 now, they're in the process of privatizing them even
7 further. We've been fighting for successor rights
8 for a long time, and we just got that.

9 The government is saying that it's trying
10 to find a better way to support labour relations,
11 healthy labour relations. They are requiring now
12 something that they're calling post-dispute
13 remediation to help ease some of the damage done
14 during bargaining process. And I think this morning
15 Don and I were thinking as long as it doesn't mean
16 we're holding hands and singing Kumbaya at the end
17 of the bargaining session, I think, you know, let's
18 at least listen to what they have to say.

19 They're also looking at expedited
20 grievance process regulations to deal with the
21 backlogs. Again, the devil will be in the details.
22 We're looking at what the regulation is going to
23 say.

24 And I'm also not sure what this is going
25 to look like, but they want to introduce monetary

1 penalties or fines to deal with bad faith
2 bargaining. What that looks like, again, is -- I
3 don't know.

4 They want to invest in the CIRB, the
5 Canada Industrial Relations Board. That would be
6 good. They're already understaffed and
7 under-resourced.

8 And we also got first contract
9 arbitration for new units. So I'll say it again,
10 the devil will be in the detail. Will they equip
11 and invest in a meaningful way to get these things
12 to come true, to get these measures to happen in a
13 way that makes a difference for workers? More to
14 come.

15 But here's the bad news. The bad news is
16 that they turn around and they also say things like
17 they want to give the Minister the authority to end
18 disputes where there are significant, and I'll say
19 this again, national impacts or where it is in the
20 national interest.

21 So yes, we're trying to figure out what
22 this wording means in Section 107 and what national
23 impacts and national interests really mean. And I
24 asked this question this morning at the briefing and
25 there was -- there was an inadequate answer.

1 They didn't answer the question. Let's
2 just put it that way. "Oh, the Minister will look
3 at an assessment in the economy" and, okay, not an
4 answer.

5 Give me an example. Could not give me an
6 example.

7 But I do want to state the obvious for a
8 second because I always thought it was obvious, but
9 sometimes I feel gaslit by this government. A
10 strike is not a successful tactic if it does not
11 have an impact.

12 So a national strike in the rail, would
13 that have a national impact? Yeah. Does that mean
14 we will not be able to strike in rail? I think you
15 know where I'm going with this. At this quick
16 briefing, we were told that the Minister would form
17 an opinion based on an assessment by ESDC. What is
18 an economic impact? What is the wider social
19 impact? If alternatives exist -- those are the
20 words that were used. I wrote them down.

21 So again, we don't know what they're
22 talking about.

23 The thing is, though, when workers
24 acquire a decent standard of living, good, safe,
25 healthy working conditions, those workers serve the

1 national interest or, let me put it another way. It
2 is, in fact, in the national interest that
3 governments start looking at workers as an integral
4 and equal part of industry, trade and the economy.
5 Our well-being should be seen as a national
6 interest.

7 So we do have our work cut out for us,
8 Sisters and Brothers, and I'm very proud and
9 privileged to work with Brother Don on this in
10 particular.

11 And as President Laporte said earlier,
12 Teamsters Canada will continue to work with the
13 TCRC. We will continue to lobby MPs, get meetings
14 with key policymakers, ensure that your voices are
15 heard with the 130,000 other members across the
16 country.

17 Our policy and research department will
18 continue to work with you and your legislative team
19 to support more research on the railway, on CPKC, on
20 CN. Teamsters Canada Education Program will
21 continue to support and help train your trainers,
22 review your LR program, whatever you need. We will
23 definitely continue to support your voices being
24 heard to secure media coverage in the best way that
25 we can through our comms team as well. And more

1 support is ready.

2 And the way that we see it is that we are
3 one family. We won't be abandoning each other any
4 time soon. And I look forward to continuing this
5 struggle with you.

6 Thank you, Sisters and Brothers.

7 --- Applause

8 PRESIDENT BOUCHER: Thank you, Sister.

9 And she's completely accurate. We do
10 have a close relationship, especially Don and Mariam
11 Abou-Dib work closely together about governmental
12 affairs, et cetera. We do appreciate all she does
13 for us.

14 We'll just take a quick pause for a few
15 minutes. Our next guest is going to be arriving
16 soon.

17 So just give us a couple of minutes. We
18 don't have time to do anything further until such
19 time.

20 No smoke breaks. Like I'm talking just
21 two minutes' worth of time, so please don't leave.

22 --- Pause

23 PRESIDENT BOUCHER: Delegates, it's a
24 great honour to talk about our next guest.

25 Premier Wab Kinew is the 25th Premier of

1 Manitoba. Premier Kinev was first elected as the
2 MLA for Fort Rouge in 2016 and was elected party
3 leader and leader of the official opposition in
4 2017. He is from Onigaming First Nation in
5 northwestern Ontario.

6 Before becoming an MLA, Premier Kinev
7 worked as a broadcaster and as an administrator at
8 the University of Winnipeg. He holds a Bachelor of
9 Arts degree in Economics from the University of
10 Manitoba and a Master's degree in Indigenous
11 Governance.

12 Premier Kinev is an honorary witness of
13 the Truth and Reconciliation Commission and a
14 best-selling author. He is a caring dad to three
15 boys and a devoted husband to his wife, Lisa, who is
16 a doctor.

17 Premier Kinev is your friend, he's our
18 friend, he's a friend for the residents of Manitoba,
19 and right now he's been a good friend for all
20 Canadian citizens with what's going on. Please
21 welcome Premier Kinev.

22 --- Applause

23 HONOURABLE WAB KINEV - PREMIER OF MANITOBA

24 HON. WAB KINEV: Kind of feel like
25 quitting now while I'm ahead. That was a great

1 welcome.

2 Thank you so much, everybody. Welcome to
3 Winnipeg, home of the Jets, home of the Blue
4 Bombers, so hope you guys have an awesome time while
5 you're in town here. And we'll just -- we don't
6 talk about our goalie while you're here so we'll
7 focus on the positive.

8 It's awesome to be here and really
9 appreciate the warm welcome. And I got a confession
10 to make. I have a beautiful Teamsters jacket,
11 freezer jacket, with a beautiful maple leaf on the
12 back of it that was given to me by one of your shop
13 stewards here in the city, and I forgot it. So next
14 time you guys are back, I'll have to wear it.

15 Anyway, we're super, super appreciative
16 of everything that you do here in the city. The
17 Hudson Bay Railroad as well is a huge priority for
18 us. Churchill is a major, major project that we're
19 focused on. So we just want to say thanks, first
20 and foremost, for the rank and file, the people that
21 you go to work for each and every day.

22 We know that there's a lot going on right
23 now in the national scene. You've got Donald Trump.
24 You've got the response here in Canada. And I did
25 want to take a second to talk about that, but first

1 maybe just to brag a little bit about what we've
2 been up to here in Manitoba.

3 So since we took office, working with
4 unions, we've done a lot on labour law. We've done
5 card check at 50 percent plus one. We've brought in
6 really strong health and safety rules, and probably
7 most importantly, we passed anti-scab legislation
8 here in Manitoba.

9 So we're making it easier to join a
10 union. We're making it easier for the health and
11 safety standards to be maintained while you're on
12 the job. And of course, we're protecting that basic
13 right, that nobody should be able to steal your job
14 when you're exercising your constitutional right to
15 strike and to bargain for a fair deal.

16 --- Applause

17 And so that's why I'm happy to be here
18 with the Teamsters, because I know that you and your
19 members are people that have had to fight for a lot
20 of the things that you have today. And I can relate
21 to that. You know, I come from a community where
22 we've had to fight for a lot of the things that
23 people in my generation can take for granted so I
24 always appreciate that ability to work together.

25 And we've done a lot of good things just

1 for everybody in the province that I know folks in
2 your unions will respect, too. First thing we did
3 when we came into office is we cut the gas tax for a
4 year to make life more affordable. And then we cut
5 it permanently by 10 percent in Manitoba. We froze
6 hydroelectric rates in the province, and we've also
7 taken all of the tax off of groceries here in
8 Manitoba.

9 So there's a lot more to do. Yeah.

10 There's a lot more to do. Don't get me
11 wrong. Like I look at the price of gas now after
12 this war going around and I'm like, this is crazy.
13 But we're doing what we can. And just to send that
14 message that for us as the Manitoba NDP, anyways,
15 the whole idea of what we do is about helping
16 people, helping the average person, and helping the
17 average family member who's working hard, who's
18 going to work every day, who feels like there's
19 always somebody reaching in their pocket, whether
20 it's big government or big business or whatever it
21 is, and nothing ever is coming back to them.

22 That's who we're standing up for. That's
23 who we're trying to help. And we're sending a
24 message that we're in it for you. So hopefully that
25 message gets out there a bit more.

1 And so I did want to talk a little bit
2 about this Bill C-39. I don't know if you guys have
3 jumped into that yet here and I'm sure you're going
4 to have a lot of great analysis about it. You're
5 going to have all the different reasons, you know,
6 that you're going to make that an issue.

7 Certainly I've seen comments from Don
8 here, from Bea Bruske from the CLC, the national
9 Labour Congress, and also from other unions like
10 Mark Hancock from CUPE. And so I got a lot of time
11 for those comments.

12 But the thing that I think I would say to
13 you as Teamsters and I would say to everybody across
14 Canada right now, is when Donald Trump started
15 saying 51st state, I've never seen Canadians that
16 mad. People took that personally, right? And
17 people were, we will never be the 51st state from
18 coast to coast to coast, and that is why Mark Carney
19 won the last election, right.

20 Everybody remembers what was happening,
21 right? Poilievre was running away with it against
22 Trudeau. Then there was a change. Trump did his
23 thing. Carney won the election.

24 Why am I mentioning that here? Because
25 this Bill that you're talking about that's going to

1 change the labour law is called the Building Canada
2 Strong Act. And so what I would say is if you want
3 to change labour law, bring a Bill that says the
4 Labour Code Amendment Act, not the Building Canada
5 Strong Act.

6 Because what we're seeing here is a
7 tactic that we often see in business and politics
8 and marketing and advertising. You put the big
9 Bat-symbol up that people love and then you hide
10 some stuff underneath it that is going to be less
11 popular.

12 And so what I would say, even apart from
13 all the specific comments that you're going to have
14 about this Bill, is that the federal government
15 should let this Bill stand on its own merits. If
16 they want to change rights that union workers have
17 fought for, if they want to change the working
18 conditions in federally regulated industries like
19 railroads, then they should come out and have that
20 debate directly with the people of Canada.

21 What they should not do is to use that we
22 will never be the 51st state feeling, never use the
23 national moment that we have right now, and never
24 use the maple leaf to try and advance your political
25 agenda.

1 --- Applause

2 So hopefully that makes sense what I'm
3 saying there. I think everybody here in this room
4 knows what I'm talking about. And I know it's a
5 federal Bill, but here at the provincial level,
6 unions are very, very important. And why are unions
7 important? Well, I could give you a bunch of
8 different stories. But one of the most important
9 ones to me recently, it happened when I was doing
10 this interview with a radio station called Golden
11 West, which is in Altona, Manitoba.

12 Does anyone here know where Altona --
13 anybody here from Altona, maybe? At least we got a
14 few Manitobans who know where Altona is.

15 Oh, you're from Altona?

16 BROTHER BERUBE: No, I'm from Thompson.

17 HON. WAB KINEW: Oh, you're from
18 Thompson, so the opposite side of Manitoba.

19 Anyway, Altona, great town. It's maybe
20 45 minutes south of Winnipeg on the highway that
21 goes to North Dakota, Highway 75.

22 And long story short, the person asking
23 me this -- and this is like, how can I say this
24 politely? This is a part of the province where
25 we're never going to win. Like my party, we're

1 never going to win, right?

2 Like it's not because we don't try or we
3 don't like it. It's a great part of the province, a
4 lot of jobs, lots of economic activity. It's just
5 very, very blue, right.

6 So I'm doing the interview with this
7 person there and she goes, you know, we saw that the
8 minimum wage is going up this year. You know, it's
9 legislated to go up. Have you ever thought about
10 doing something that helps the people who earn more
11 than minimum wage? Have you ever thought about a
12 role in the public world so that people who earn
13 more than minimum wage can get a raise this year and
14 next year and the year after that?

15 It's unions. That's what it is, right?

16 And so something happened over the past
17 50 years or 60 years or whatever where unions got a
18 bad rap, but this is a message that we have to get
19 out to Manitobans, to Canadians. If you want a way
20 to fight for the average person, if you want to make
21 sure that the people you work with come home safe at
22 the end of a shift, if you want to make sure that
23 there's going to be a pension there that you already
24 earned and paid for by the time of your retirement,
25 the answer is unions.

1 So let's keep working together. We got a
2 lot of work to do at the political level, but you
3 have that reach into the average person out there,
4 the rank-and-file, quote/unquote, the average person
5 showing up in high-vis gear, showing up when it's
6 minus 40 here in Manitoba, showing up no matter
7 whether there's an ordered back-to-work kind of
8 thing going on.

9 The person that needs to hear the message
10 is the person that you represent and the person that
11 we're working hard for.

12 So I really appreciate the welcome to be
13 here today. I hope that you guys have an awesome
14 time here in Manitoba. And let's keep working
15 together to build Canada strong the real way, by
16 working together.

17 --- Applause

18 PRESIDENT BOUCHER: To thank the Premier
19 for coming here today and speaking with us and also
20 saving some face for me because I've got some
21 criticism on the political people I brought to the
22 convention before, and this time I brought Canada's
23 favourite politician.

24 So we had this put together thanks to
25 Neil Michelin here from Sioux Lookout. The case,

1 it's a medallion.

2 The medallion was created by Haley
3 Dockstader Wynn. She resides in Sioux Lookout from
4 Treaty 3. Her home is the community of Eabametoong.
5 I think I got that right.

6 Thank you, Neil.

7 And the case was created by Bertha
8 Wabigwan. And she resides in Sioux Lookout and she
9 is from Wikwemikong.

10 HON. WAB KINEW: All right. That's
11 awesome.

12 Thank you.

13 Well, shoutout to Sioux Lookout. I was
14 born just down the road in Kenora, Ontario. And je
15 suis déçu que j'ai pas parlé français, mais notre
16 ami, notre frère m'a parlé en français. Alors, je
17 voudrais vous accueillir ici au Manitoba. Tous les
18 syndicats sont une partie essentielle de notre pays.
19 Alors, bonne chance et puis bienvenue.

20 --- Applause

21 PRESIDENT BOUCHER: We're going to take
22 about five, 10 minutes for us at the National to do
23 some photo ops with the Premier.

24 Although, Premier Kinew, if I can ask you
25 a question. I'm from Ontario. Can you give Doug

1 Ford a kick in the ass for us, please, to get some
2 of those things that you're doing here in Manitoba?

3 --- Applause

4 So let's just take a few minutes here and
5 just wander around. We've got 15 minutes.

6 --- Upon recessing at 1358

7 --- Upon resuming at 1429

8 PRESIDENT BOUCHER: Delegates, can you
9 take your seats, please? Wow, it's quickly quiet.
10 I guess I should have had this gavel with my kids
11 when they were young and they wouldn't stop talking,
12 eh? Bring the convention back to order.

13 Mic one.

14 BROTHER CHRISTIE: Alan Christie, Local
15 796. I'd like to bring up a point of interest.

16 PRESIDENT BOUCHER: Go ahead, Brother.

17 BROTHER CHRISTIE: Okay, so though we are
18 not part of the CLC, the Canadian Labour Congress,
19 they did put out a thing today on their website,
20 workerstogether.ca. Just fill it out. What it does
21 is it sends a message.

22 BROTHER CHRISTIE: Okay, so though we are
23 not part of the CLC, the Canadian Labour Congress,
24 they did put out a thing today on their website,
25 workerstogether.ca. Just fill it out. What it does

1 is it sends a message to your local MP, tells them
2 to essentially fuck off and do the right thing about
3 the right to strike. So workerstogether.ca is the
4 website. Feel free to fill it out. It sends it
5 again to your local MP.

6 Thank you.

7 PRESIDENT BOUCHER: Thank you, Brother.

8 --- Applause

9 PRESIDENT BOUCHER: Okay, next we're
10 bringing up National Legislative Director Brother
11 Don Ashley.

12 --- Applause

13 NATIONAL LEGISLATIVE DIRECTOR ASHLEY: I
14 prepared a long speech for you today. Seriously, we
15 needed to reconsider the agenda because if you think
16 I can follow what just happened in here, you're
17 crazy. But I'll try to - I'll try to be expedient
18 and catch us up on a little bit of time. There's
19 just a few things I want to highlight over the last
20 four years, some really important issues. And then,
21 we'll move on, and you're going to hear more from me
22 later on in the day about Canada Strong. So I'm not
23 going to touch on that right now.

24 Before I start, I'm the National
25 Legislative Director. What I am is the mouthpiece

1 and the coordinator. Everything I do is done as a
2 team. The team is gathered here, but I'd like to
3 also acknowledge some other people in this room that
4 are part of that team and a big part of that team.

5 And I'll start with my national
6 legislative board. From New Brunswick, Curtis
7 Warman. If you're in the room.

8 --- Applause

9 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

10 From Quebec, Dominique Marleau.

11 --- Applause

12 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

13 From Ontario, Leigh Kittson.

14 --- Applause

15 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

16 And Lee is not here right now. Lee left to attend
17 the funeral of our fallen brother in Smiths Falls.

18 And he'll be back. So -

19 From Manitoba, Wes Geiler.

20 --- Applause

21 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

22 From Saskatchewan, Scott Hanson. Scott, you're back
23 there in the corner, aren't you?

24 --- Applause

25 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

1 From Alberta, Tom Doherty.

2 --- Applause

3 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

4 This next one's a little tough. So earlier this
5 summer, we lost a dear friend and an advocate for
6 all workers, a strong advocate for all workers, Jean
7 Gervais. And Jamie Lind is now the provincial chair
8 for British Columbia, who stepped up to the plate
9 and filled the void and has done a fantastic job for
10 BC, Jamie Lind.

11 --- Applause

12 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

13 There's also a bigger part of the team here. And
14 I've been involved in the union for over 30 years.
15 And when I started, the protective department was
16 over here and the legislative department was over
17 here. They worked in their own silos. They did
18 their own things. And I'm proud to stand here today
19 and announce that, and most of you people don't even
20 know that, that that division is gone. We are a
21 union full of unity.

22 And the other people that I want to
23 acknowledge here today that don't get enough
24 acknowledgement either are the general chairmen. We
25 have Jean-Michel Hallé.

1 --- Applause

2 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

3 Steve Savage.

4 --- Applause

5 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

6 Jim Lennie.

7 --- Applause

8 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

9 Mark Kernaghan.

10 --- Applause

11 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

12 Dennis Psychogios

13 --- Applause

14 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

15 Joe Bishop.

16 --- Applause

17 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

18 Carl Friday.

19 --- Applause

20 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

21 Neil Irving.

22 --- Applause

23 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

24 Ray Donegan.

25 --- Applause

1 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

2 Jason Hnatiuk.

3 --- Applause

4 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

5 Greg Lawrenson.

6 --- Applause

7 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

8 And John Rushton.

9 --- Applause

10 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

11 Nothing I do on your behalf in Ottawa -- oh, I'm
12 sorry, I forgot my General Chairman. And the worst
13 part of this is, is he's from my division.

14 --- Laughter

15 NATIONAL LEGISLATIVE DIRECTOR ASHLEY: I

16 guess I'll have to find a new nominator, Brother
17 Dale Dunn from Via.

18 --- Applause

19 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

20 Anyway, as I was saying, anything I do in Ottawa is
21 through consultation and comments and direction I
22 receive from that team, that team and their general
23 committees and provincial legislative boards. So
24 like I said, I'm more the spokesperson; they're the
25 brains. And they work hard every day and deserve

1 the recognition. And thank you all for supporting
2 me and helping me do my job, because I couldn't do
3 it without the information you provide me. So thank
4 you.

5 --- Applause

6 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

7 I'm just going to update you on a few - on a few
8 issues that have transpired over the last four years
9 and issues that we're currently working on. The
10 first one was an issue that began for everybody but
11 was resolved through bargaining at CN and Via. And
12 that is the paid medical -- the paid sick leave and
13 the paid personal leave.

14 That was a battle we took on with CPKC,
15 who refused to pay our members properly. That
16 battle took over four years of going to the CIRB,
17 going to the Federal Court after that, going back to
18 the CIRB, going back to the Federal Court. And the
19 most recent decision of last year was not challenged
20 by CPKC. They did not apply for a stay to the
21 Supreme Court. And so that jurisprudence is
22 established and our payment is properly.

23 The problem is CP is still not paying it
24 properly. So you need to continue filing those
25 monetary complaints. The law is the law. ESDC

1 cannot direct CP to pay it properly. All they can
2 do is correct them when they don't pay it properly
3 and assign them an administrative fine. So we need
4 to keep filing those monetary complaints.

5 For those of you and your divisions that
6 have monetary complaints already filed, there's
7 millions of dollars now in those complaints being
8 held at ESDC. I met with the ESDC. They assured me
9 that they are processing every one of those payment
10 orders. Of course, like everyone else, the last
11 Budget Act put a 15 per cent cut on all government
12 agencies, including ESDC. They can't go out and
13 hire extra staff to process those. So they're
14 working through the backlog. Be patient. It's like
15 money in the bank. It's coming to you. But that
16 challenge is done.

17 So -- and that -

18 --- Applause

19 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

20 The jurisprudence established on the personal leave
21 is the same section of the regulation as the medical
22 leave. We will not have to go through this again
23 with medical leave, that's established. So
24 everybody will be paid properly, eventually.

25 --- Laughter

1 NATIONAL LEGISLATIVE DIRECTOR ASHLEY: At
2 government speed.

3 The next thing I want to talk about, and
4 I'll say the title and then I'll duck under the
5 stage here for a few minutes, but is the DRPR. So
6 we continue to fight with Transport Canada for the
7 proper application of the DRPR. The legislation had
8 good intent. We all know that they didn't enforce
9 it well. A lot of the provisions that were put in
10 there to address fatigue are not being utilized to
11 address fatigue.

12 The rest period, the intent behind the
13 rest period, the reset break, was that it was
14 announced. I mean, how can you use the reset break
15 to reset your circadian rhythms, take care of
16 personal activities that don't draw away from your
17 rest time while you're working if you don't even
18 know you're on it till it's over? It's ridiculous.

19 We keep pressuring Transport Canada. We
20 file at least 30 complaints every month and keep
21 those complaints coming, because the second we let
22 off the gas on the complaints, the bureaucrats
23 between operations and the minister assume that the
24 problem's resolved, it's gone away. "We're not --
25 we didn't get 30 complaints this month. So

1 everything must be good." We have to keep our foot
2 on the gas for that.

3 And now, we have to start challenging
4 them on auditing the FMPs. So part of the duty and
5 rest period rules was fatigue management plans that
6 they had to file. Well, they all filed them with
7 the government. They're all sound perfect if you
8 read them, but there has not been one single audit
9 from Transport Canada on any of the fatigue
10 management plans to see if what they actually put in
11 writing is actually in place in the workplace. And
12 it's not.

13 You know, the real-time information. How
14 many of you, your lineups are 100 per cent accurate?
15 You know exactly when you're going to work? I'd be
16 shocked if there was anybody that could say that
17 their lineups are like that. That's a requirement
18 under the FMP, real-time reporting.

19 What about your rest facilities? You
20 know, we have an incredible grassroots movement
21 going on here. I encourage you all to go out and
22 visit that table and talk to those people. But your
23 rest facilities aren't up to the standards. There
24 is no standards. There was some outlines in the
25 FMP. But those haven't even been audited to see if

1 even the requirements that they put in their FMP are
2 being met.

3 So we have to stay on top of Transport.
4 And unfortunately, we don't have a full-time
5 Minister of Transport. The Minister of Transport
6 right now is actually the Secretary of Parliament.
7 And you see he's in the forefront of this Canada
8 Strong stuff and whipping the MPs and he's not
9 paying attention to what his role is as Transport
10 Minister. You know, that's got to change.

11 You know, over the past five years, we've
12 had four different Transport Ministers. That has to
13 change. The government needs to get the message
14 that we need somebody committed to do the job and
15 that job. And we're going to continue fighting for
16 that.

17 LVVR. So we have -- we said two
18 conventions ago that we were going to challenge
19 this. And last convention we started the challenge.
20 And I can report to you today that in three weeks
21 from now, we have our first court dates. You know,
22 we had some depositions done last year. And we're
23 actually -- the first round of court is in three
24 weeks. This will not be the end. Whether we get a
25 decision in our favour or they get a decision in

1 their favour, it's going to be challenged to the
2 next level. We already know where we have to go
3 with this. We have to go through the steps to get
4 there.

5 Due talk on collective bargaining. I'm
6 not going to go there.

7 The last thing I want to talk about is
8 the wildfire situation this year. I spoke to the
9 government and I said, "Listen, your safety
10 management systems let us down. They let us down."
11 Workers have three fundamental rights under the
12 Canada Labour Code: the right to know, the right to
13 participate, and the right to refuse dangerous work.
14 They had no -- they didn't -- they weren't informed.
15 You know, the fundamental right of the right to
16 know, they were not provided that information. And
17 they're required to, under the safety management
18 systems, to have -- rules and protocols in place to
19 address hazards, known hazards. And no one can tell
20 me that that isn't a known hazard.

21 You all saw the video from Armstrong.
22 You all saw what happened in Boston Bar. It was a
23 complete failure of the safety management systems
24 that our members were put in there. And we still
25 don't even know what the long-term effects are of

1 that exposure to that wildfire smoke. Should have
2 never been asked to be put in that position.

3 I talked to Transport Canada. Paul and
4 I -- Patty Hajdu reached out to Paul and I for a
5 meeting to talk about the Northern Ontario situation
6 and the Boston Bar situation. And we told her, we
7 said, "This is a failure." So the first time in the
8 history that Transport Canada has partnered with
9 Labour Canada to do an investigation.

10 As you know -- I know you've all talked to
11 a transport officer at some point. You know they
12 wear two hats, right? They're health and safety
13 officers under the Canada Labour Code, and they're
14 rail safety inspectors under the Railway Safety Act,
15 but they're not allowed to wear those hats at the
16 same time. So in order to prevent that in the
17 investigation that's currently going on in Northern
18 Ontario, Labour has assigned their own health and
19 safety officers to inspect their legislation and
20 regulations, and Transport has assigned their own
21 rail safety investigators to look at the Railway
22 Safety Act and the safety management systems.

23 So you know, we're waiting on the
24 outcomes of that, in addition to the Transportation
25 Safety Board investigation going on there. And the

1 Ministry of Forestry is also doing an investigation
2 into what happened there. We're going to take those
3 investigation reports and push to get this fixed.
4 And we need to get it fixed before next fire season.
5 We need to have clear protocols on how things will
6 be handled when there's a wildfire in a region to
7 where our members operate. It's not safe. It's not
8 going to be tolerated.

9 On that note, you know, a big shout out
10 to everyone in here who represents our members that
11 worked in those wildfire zones. They went above and
12 beyond.

13 --- Applause

14 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

15 And I'm talking both Boston Bar and Northern
16 Ontario. Northern Ontario, it was a little bit more
17 traumatic this time than what happened in B.C.
18 Those members there, your members, Neil, went above
19 and beyond. You know, there -- you all saw the
20 recordings on the phone. You know, I've talked to
21 Neil, and Neil's talked to every one of them. They
22 were recording their will and testaments on their
23 phone. Nobody should be put in that position when
24 you're going to work. So that's where we got to
25 move on that.

1 And I think I'll leave that as now
2 because you're going to hear me later on talk about
3 Canada Strong. I'm here all week. If somebody has,
4 you know, wants more detail on a specific issue,
5 I'll make the time for you.

6 Thank you.

7 --- Applause

8 PRESIDENT BOUCHER: Thank you, Brother
9 Ashley. As you can tell, he knows a lot of stuff
10 because he had no notes, unlike me. We'll continue
11 on with the agenda.

12 Next guest speaker, I think most of you
13 know him. You should know him. You might have seen
14 his name on various arbitration awards, et cetera.
15 He's been with CaleyWray for a long, long time, a
16 very good friend of ours, a good friend of our
17 members. He's, in my view, and I'm sure a lot of
18 the senior officers in this organization will agree,
19 that CaleyWray is one of the best labour firms in
20 Canada representing workers. And we're very proud
21 to have them as our counsel. And I can't say any
22 more than that. Like, Denis is my favourite person,
23 my favourite lawyer, my go-to guy, has been for
24 years when I was a general chair, vice general
25 chair, and even now as national president. And

1 we're honoured to have him here, and he's going to
2 talk to you about regulatory LVVR.

3 --- Applause

4 MR. ELLICKSON: Thank you for the
5 introduction. And I've got to say it's a real
6 privilege to be here. This is my third convention.
7 And it's just really an honour and a privilege. And
8 it's an honour and privilege to represent you and
9 your members. It's, I think, to a lawyer at our
10 firm, it's the favourite group of everything we do
11 by far. And it just speaks to the quality of all of
12 you and your members.

13 I'm here to talk about locomotive voice
14 and video recordings and talk about specifically, as
15 Don touched on, the constitutional challenge that
16 the union has initiated. And we are close to
17 getting to the first real milestone.

18 I want to give you a bit of background
19 because some of you may not be aware of the history
20 and the context of all of this. Historically,
21 railway companies did not have inward-facing audio
22 and video cameras in the cabs of locomotives. Video
23 cameras with no audio capability were generally
24 restricted to certain public areas of each company's
25 property -- parking lots, yards, and in some cases,

1 booking-in rooms -- as well as outward-facing
2 cameras on locomotives, none of them with audio
3 capability.

4 Inward-facing onboard cameras were not
5 illegal, but the use of the recordings were. As a
6 result, no company went to the time, expense, and
7 effort to install inward-facing cameras on any
8 locomotives. And that's because there's a piece of
9 legislation that specifically restricts the use of
10 any recordings inside a locomotive to only TSB
11 investigators. So that legislation prohibited the
12 use of any recordings to support discipline against
13 employees. The companies were not entitled to use
14 or even access any of the recordings. They were
15 considered privileged, and even a court of law had
16 to specifically authorize their use in any legal
17 proceeding.

18 The closest analogy, and we have used
19 this analogy throughout our legal process and the
20 constitutional challenge, is the cockpit voice
21 recorders on certain aircraft. Okay? The law is
22 that the cockpit voice recorder is the property of
23 the TSB, and no company can even access the cockpit
24 voice recorder. And TSB would only access it in the
25 event of a significant incident or accident. Okay?

1 So the recordings were always considered
2 the property of the TSB and its investigators. And
3 as I said, because of that, no rail company went to
4 the time and expense of installing inward-facing
5 audio and video cameras.

6 It was about 20 years ago the TSB first
7 recommended the installation of onboard recording
8 devices for all Class 1 railroads. That initiative
9 gathered some momentum in 2012 and the years
10 following. Some of you will recall that in 2012, a
11 VIA train derailed outside of Toronto. The
12 operating crew were all killed and dozens of
13 passengers injured. In response, the Minister of
14 Transport convened a working group of companies and
15 unions to study the use of LVVR. And Don was your
16 representative on that committee, and it's an
17 understatement to say that Don has been intimately
18 involved in the fight to control and limit the use
19 of LVVR ever since.

20 The TSB investigation into the derailment
21 recommended the introduction of cameras, and this
22 was echoed and amplified in a report from 2016 that
23 the TSB did into the LVVR use. What the TSB
24 envisioned and what they stated at the time was
25 using LVVR in the context of a proactive,

1 non-punitive safety management system to identify
2 and mitigate risks before accidents occur.

3 So it's still largely a mystery what
4 happened in 2012 and why that VIA train was
5 travelling at the speed it was travelling and
6 derailed. Okay? And the thought being if we have
7 recording, if we have a cockpit voice recording, we
8 can maybe learn what happened, and we can use that
9 to prevent accidents in the future, a proactive
10 safety management system. Okay? All of that
11 sounded good. Okay?

12 As a result of those studies, the TSB
13 investigation, in 2017 a number of amendments were
14 proposed to the governing legislation. This
15 included a regulation on the required and permitted
16 uses of LVVR.

17 That's when the union's lobbying efforts
18 really intensified. The lobbying efforts included,
19 of course, with the TSB, with Transport, with the
20 Privacy Commissioner, and with whoever would listen.
21 The union was not, and to this day is not, opposed
22 to the introduction of LVVR as there are certainly
23 things we can learn from in the event of a
24 significant incident, which knowledge, of course,
25 can be used to further safety goals in the future.

1 But the union advocated strongly for necessary
2 safeguards over the use of any recordings, and that
3 included arguing that only the TSB should have
4 access to the recordings, that the companies should
5 be prohibited from using the recordings in any
6 disciplinary matters, and that there be sufficient
7 safeguards in place to prevent abuses by the
8 companies. In other words, treat the LVVR footage
9 like the cockpit voice recordings from aircraft, and
10 allow only the TSB to access it. Okay?

11 And this is what the government,
12 including the Minister of Transport, promised at the
13 time, Mr. Garneau, and it's generally what the TSB
14 advocated for. Okay?

15 The companies, on the other hand, said,
16 if we're going to all the time and expense, because
17 it's expensive, to purchase, install, and monitor
18 these cameras, we want to use it. We want to use
19 the footage. Okay? And ultimately, the companies
20 got their way when a regulation was passed in
21 September of 2022 that allowed them to use the
22 recordings in ways that we had strongly argued
23 against.

24 So now, as many of you -- well, most of
25 you who deal in this area are aware, the regulations

1 require certain companies to install LVVR and to
2 continuously record the operating crews for the
3 entire time the locomotive is turned on until it's
4 turned off. That includes both audio and video
5 recordings. And the companies are all required to
6 have cameras of such quality that they can
7 distinguish who is speaking and who is in the cab.
8 Okay?

9 The regulation says companies, you can
10 access the footage in two circumstances. The first
11 circumstance has three elements. First, there must
12 be a significant -- sorry, the locomotive, the
13 controlling locomotive, has to be involved in an
14 accident or an incident. Secondly, the company has
15 to have reason to believe activities in the cab
16 caused or contributed to the event; and thirdly,
17 that the TSB is not investigating. Okay? So that's
18 the first incident area or circumstances in which a
19 company can view LVVR footage.

20 The second is through the random audit or
21 random selection process.

22 For both circumstances, the regulation as
23 currently provided for allows the company to use the
24 recordings to "address" seven different but specific
25 threats: cell phone use -- so if they see someone

1 through their random audit using a cell phone, they
2 can use it; other personal entertainment devices; if
3 they see alcohol or drug use; if they see someone
4 sleeping, which we now know is one of the most
5 common circumstances in which they use the LVVR
6 footage; crews not communicating with each other in
7 a clear manner; if an unauthorized person is seen in
8 the cab of the locomotive; and lastly, if you, as a
9 crew member, are seen reading material that is not
10 related to your duties. Okay? If the company sees
11 any of those seven, they're permitted to address
12 what they call a threat, a specific threat.

13 However, the regulation and the Act, the
14 Railway Safety Act, under which the regulation has
15 been promulgated, does not define what "address"
16 means. Okay? That hasn't stopped the company to
17 applying their own interpretation, and that
18 interpretation is we can use it for whatever we
19 wish, which in virtually every case where one of the
20 seven threats is perceived, meaning they can
21 investigate and discipline employees. Okay? So
22 they are using the recordings in a way that the law
23 prohibited them from using prior to the passing of
24 that regulation in 2022. Okay?

25 As a result, in April 2023, we filed a

1 constitutional challenge, challenging the regulation
2 in the Superior Court in Ontario. It's an
3 application. The plaintiff, or the applicant, is
4 the TCRC. The respondent, or the defendant, is the
5 Attorney General as represented by the Minister of
6 Transport. There are two additional parties to the
7 application. The first is the TSB; they've been
8 granted intervenor status. And the last one is the
9 Railway Association of Canada. The RAC, for short,
10 is, as many of you know, a lobbying group paid for
11 by the companies. Okay? So those are the four
12 parties.

13 Our primary argument before the court is
14 that the regulation, to the extent it requires the
15 companies to surveil crews constantly, violates our
16 members' rights under section 8 of the Charter of
17 Rights and Freedoms. Section 8 is the right to be
18 free from unreasonable search and seizure. So it's
19 a privacy issue. Okay? Members, even at work,
20 have, we say, a reasonable expectation of privacy.
21 Being constantly surveilled at work is not
22 reasonable, is an unnecessary and extreme breach of
23 privacy, and therefore violates section 8 of the
24 Charter.

25 What we are doing is we are asking the

1 court to strike down the regulation, okay, get rid
2 of it, start from scratch. Our alternative argument
3 is for the court to read down -- that's a legal
4 expression -- limit the extent of the regulation,
5 and in this case, read down the word "address" to
6 exclude the company using the LVVR footage for the
7 purposes of imposing discipline. Okay? That would
8 largely satisfy the concerns we have about the
9 company's use of the footage.

10 Don told you we had depositions and so
11 on. We filed affidavits, including one, a lengthy
12 one from Don. Don was cross-examined. The Attorney
13 General and each of VIA, CN, and CPKC had
14 individuals that provided affidavits. Everybody was
15 cross-examined. There's transcripts. We have
16 completed the legal applications, and we get to
17 argue the case October 21 to 23 of this year.

18 I hope everybody appreciates the
19 significance of the issue. And perhaps I can
20 explain it to you this way for you to appreciate the
21 seriousness of this regulation, the deleterious
22 effect, and the context. The context is this: only
23 in the rail industry in Canada are employees subject
24 to constant surveillance while at work, both audio
25 and visual. In fact, worldwide, there are two or

1 three countries that tolerate this type of
2 surveillance. That is not good company to be in.
3 Okay?

4 As Don said, because of the significance
5 of the issue, we don't expect this to be the end of
6 the fight. We expect it to be the start of the
7 fight. Any of the parties that are participating in
8 the application are entitled to file appeals, and
9 appeals can go on for some significant time. In
10 terms of a decision, we could get one in a month, we
11 could get one in a year. It's uncertain at that
12 time.

13 A lot of people have contributed to
14 making the case what it is to this point. That
15 includes a lot of the local chairs who we've been
16 sending out information to and asking them to make
17 the appropriate objections in investigations. All
18 of that is really helping us get to where we want to
19 be. So, the final chapter is not going to be known
20 for a while.

21 Thank you.

22 --- Applause

23 PRESIDENT BOUCHER: Thank you, Denis. I
24 think we can all agree that we got the right person
25 and the right firm on this important issue, fighting

1 for our rights in the courts around LVVR.

2 We'll take a 15-minute break. Please
3 keep it to the 15 minutes. Try to keep things
4 flowing around the coffee machine. We still got a
5 lot of work to do today. There were 40 people that
6 did not want to go past 17:00. We're looking at
7 going by it, so let's get moving.

8 --- Upon recessing at 1508

9 --- Upon resuming at 1527

10 PRESIDENT BOUCHER: Delegates, take your
11 seats, please. Take your seats, please, delegates.

12 I do wish we had more time to allow you
13 on these breaks with the long lineups of the
14 elevators and the long lineups for the coffee and
15 sugar. I had to butt into the line to get my sugar
16 to get rejuvenated today, so I understand your pain.
17 And again, we do truly appreciate it.

18 Going to remind you at the end of the day
19 about your tablets. Leave your tablets. There's
20 going to be instructions on how to do that to ensure
21 that we're complying with the requirements of the
22 company that's providing the stuff, but we'll do
23 that near the end of the day.

24 And we'll continue on with business.

25 So next up, we're going to have our

1 National Secretary Treasurer come up and give his
2 report. If he ever comes back. Maybe ran off, he's
3 scared, I don't know.

4 Monty, can you grab Brother Lowe,
5 please?

6 --- Pause

7 PRESIDENT BOUCHER: Let's try this again.
8 We'll have Brother Lowe give his Secretary
9 Treasurer's report.

10 --- Applause

11 TCRC SECRETARY TREASURER - REPORT

12 SECRETARY TREASURER LOWE: Thank you,
13 President Boucher. Sisters and Brothers, honoured
14 guests and fellow Executive Board members, welcome
15 to Winnipeg for the TCRC's sixth quadrennial
16 convention. Hope everyone has settled in, made new
17 connections and begun building lasting friendships
18 today.

19 I would like to take a moment to
20 acknowledge the dedicated staff of the TCRC National
21 Office, whom we rely on daily for support and for
22 keeping our organization functioning effectively.
23 Thank you, Line Robillard, Stephanie Thivierge, and
24 Taylor Thompson.

25 At this time, I'd also like to recognize

1 the officers of the Brotherhood Relief and
2 Compensation Fund, the North American Railway
3 Foundation, who are present today: Brother Jesse
4 Taylor; International Secretary-Treasurer Brother
5 Brian Penfield; Executive Director Phil Sullivan. I
6 also want to acknowledge International Assistant
7 President, Brother Don Despines, who cannot be with
8 us today.

9 Thank you for the phenomenal support and
10 sponsorship of all the meals, breaks during this
11 event, as well as your continued support for our
12 training and education program.

13 --- Applause

14 I would also like to thank the staff here
15 at the Radisson Hotel Winnipeg Downtown. They've
16 worked hard to support a successful convention and
17 have been excellent partners, accommodating many of
18 our needs on such short notice.

19 Thank you as well to Encore for providing
20 all our AV requirements, StenoTran for the
21 transcription services, and the translators from
22 InterpretCan who are joining us remotely. I would
23 also like to express our appreciation for generous
24 donations from Kelly Rae, Winnipeg Economic
25 Development and Tourism, and Deloitte. A special

1 thank you goes out to Francis Wellink of Winnipeg
2 Economic Development and Tourism for her invaluable
3 support in securing an alternate site in Winnipeg
4 when very few options were available leading to this
5 convention.

6 --- Applause

7 This term has tested our organization,
8 but has also shown our ability to adapt, modernize
9 and continue serving the membership with focus and
10 determination. During this term, we faced several
11 challenges and opportunities, from the
12 implementation of the new DRPR, to bargaining with
13 CN and CPKC, and to subsequent government
14 intervention. It has been a demanding and active
15 period for our organization.

16 At the national office, we continue to
17 streamline day-to-day operations, improve services
18 for our membership, and reduce costs where possible.
19 Beginning in the first year of our term, we
20 introduced the revised annual budget approval
21 process, presenting the budget to the Executive
22 Board for approval at the fourth quarter fall
23 meeting before the start of the applicable fiscal
24 year. This approach provided the Executive Board
25 with timely financial data to support advanced

1 planning rather than requiring decisions several
2 months into the fiscal year.

3 We reviewed office technology to identify
4 opportunities for cost savings and improved service.
5 One significant change was the transition of our
6 office phone to net2phone, a VoIP platform that
7 offers several operational advantages, including
8 Huddle, a video conferencing feature comparable to
9 Zoom and Microsoft Teams. This feature provides
10 unlimited video conferencing for each line holder
11 and has allowed the TCRC to eliminate several
12 higher-cost Zoom-style subscriptions. The system
13 also includes a directory that enables callers to
14 reach the appropriate person directly, syncs with
15 officers' cell phones, and improves members' access
16 to national officers.

17 We also changed our payroll provider from
18 ADP to Payworks, reducing our average cost from \$200
19 per regular payroll run to \$45. In addition, we
20 changed our mail scale provider to one with no
21 long-term contract, creating savings in both rental
22 costs and postage.

23 We continue to look for progressive and
24 innovative opportunities to improve the operation of
25 the national office.

1 We have also eliminated the large
2 professional printer that was extremely expensive to
3 lease and operate. Our new office printer is better
4 aligned with our day-to-day needs and, together with
5 the phone system and faxes -- yes, people still use
6 them -- are now received as emails in PDF format,
7 saving both paper and staff time.

8 Another major improvement has been our
9 annual audit process. With the changes in
10 controller and valuable guidance, we no longer have
11 yearly journal entry adjustments on our balance
12 sheet, which had been increasing our audit fees by
13 \$10,000 annually. In 2024, for the first time in
14 the history of the TCRC, the auditors had no changes
15 recommended to our auditing practice-- sorry, audit
16 accounting practices.

17 Once a significant challenge that has
18 required considerable time, resources and effort has
19 been our work with the Canada Revenue Agency. At
20 the onset of this term, many divisions were
21 struggling with the change in business number and
22 the reconciliation of old and new accounts. Through
23 extensive calls and correspondence with the CRA and
24 the divisions, we worked to resolve discrepancies
25 and clear the backlog of non-compliance. We

1 continue to support divisions, general committees
2 and PLABs in meeting reporting requirements and
3 submitting the required remittances to the federal
4 and provincial government agencies.

5 These operational improvements provide
6 important context for the financial report that
7 follows.

8 Slide's not working, David. There we go.
9 Okay, thank you.

10 Our investment portfolio increased -- our
11 investment portfolio increased by \$236,925 over this
12 term, increased from \$2,095,737 to \$2,261,702, with
13 very positive returns over the past three years.

14 As for the \$3 per member convention fund,
15 the opening balance at the beginning of our term was
16 \$18,152. Since that time, the fund has grown to
17 \$1,237,994. After accounting for pre-convention
18 deposits for the hotel audiovisual services, as well
19 as payment for delegate promotional items, we
20 anticipate that this convention will not run a
21 deficit, and a large part of that goes out to the
22 support from BRCF and NART.

23 The education fund, which is supported by
24 the \$5 monthly assessment, remains healthy even with
25 increased training this past spring and continues to

1 hold a positive balance.

2 The \$10 monthly legal fund is an integral
3 component of the TCRC. It was established to assist
4 in representing the membership and has provided an
5 immense benefit overall. As a result of the
6 pandemic and a period of dysfunction at CROA, the
7 fund experienced a period of growth from 2018
8 through 2023. The fund recorded income of
9 \$1,619,144 over expenses.

10 With those issues now resolved and the
11 new hybrid CROA process operating, the TCRC has seen
12 significantly more cases being heard. As a result,
13 the fund balance is declining at a faster pace, with
14 expenses exceeding \$1,571,144 from 2024 to present
15 day.

16 The general fund is the national office's
17 primary source of income, supported by monthly
18 assessments of \$24.10 or \$27 per month depending on
19 craft. The fund continues to face sustained
20 operational pressure as key costs rise and
21 membership-based revenue fluctuates from year to
22 year and month to month. These operating costs
23 include office administration, rent, wages, travel,
24 bargaining expenses incurred with the continued
25 support of all general committees' bargaining cycles

1 and affiliation fees, including IBT and Teamsters
2 Canada per capita fees.

3 Over the last eight years, six years have
4 ended in a deficit, with only 2021 and 2023
5 producing a surplus. As a result, the general fund
6 has accumulated an overall shortfall of \$1,500,710.

7 During this period, underscoring the need
8 to address recurring costs pressure, the TCRC's per
9 capita payment obligations to the IBT and Teamsters
10 Canada account for a large portion of the national
11 office's dues income. The IBT per capita increases
12 annually based on the organization's average wage
13 increases.

14 This obligation alone accounts for
15 roughly \$1.4 million per year from dues income
16 allocated to the national office. In addition to
17 these recurring obligations, 2024 placed significant
18 added pressure on the organization's finances.
19 Bargaining-related costs in support of the general
20 committees exceeded \$650,000, and arbitration
21 expenses not supported by the legal fund added a
22 further \$400,000, reinforcing the broader financial
23 challenges facing the general fund.

24 In 2025, bargaining with Class 1 railways
25 was quieter than in prior years. However, the

1 national office still provided more than \$355,000 in
 2 financial support to assist the numerous short line
 3 and commuter service membership through the
 4 bargaining process. CROA-related expenses were
 5 slightly more than \$300,000 for the year, while
 6 arbitrator costs outside of CROA totalled
 7 approximately \$200,000. Although these figures are
 8 significant, they reflect the national office's
 9 ongoing commitment to providing meaningful financial
 10 support to the membership.

11 In closing, the August bank balance was
 12 \$5,666,600. This total, however, includes the
 13 balances from the legal fund, the convention fund
 14 and the education fund, which are restricted due to
 15 their designated purposes, as well as the general
 16 fund, which covers all other national office
 17 expenses. It should therefore be viewed within the
 18 broader financial context.

19 That brings my report to a close. I
 20 thank you for your continued support and the
 21 commitment to the work of the TCRC.

22 --- Applause

23 PRESIDENT BOUCHER: Thank you, Brother
 24 Chris.

25 I'd just like to point out one thing

1 Chris did forget to mention in his report and I
 2 forgot to mention when we first started. Although
 3 we were originally with the Fairmont and they told
 4 us they were going into renovations back in
 5 February, it left us a very short period of time to
 6 find another location. We had a lot of issues with
 7 that, but we are proud to sit there and say and
 8 confirm that this facility is a unionized facility,
 9 and the people that have been serving us and setting
 10 up our workplaces, et cetera, is Unifor members. So
 11 we're good there.

12 So we've got one more presentation to
 13 bring up here before we get into bringing up the
 14 Bylaws Review Committee and get to some real
 15 business.

16 Vice President Finnson is going to come
 17 up and give a presentation on our research and
 18 communications mindset.

19 --- Applause

20 VICE PRESIDENT FINNISON - REPORT

21 VICE-PRESIDENT FINNISON: Brothers,
 22 sisters, delegates. Throughout this term, one
 23 message that we have heard consistently from our
 24 membership is that they want to see a stronger
 25 public presence from their union.

1 They want the TCRC to be more visible.
 2 They want us communicating more effectively with
 3 them. They want us speaking publicly about the
 4 issues that affect railway workers. And when the
 5 carriers, government or others are talking about our
 6 members and our industry, they want to know that
 7 their union has a strong voice in that conversation.

8 That criticism is fair. We have made
 9 progress during this term. We launched the TCRC
 10 app, redesigned our national website, increased our
 11 presence on social media, and expanded the ways we
 12 can communicate directly with the membership. Those
 13 were important steps forward, and they have given us
 14 better tools than we had at the beginning of this
 15 term.

16 But having better tools and using those
 17 tools as effectively as possible are two different
 18 things. We can do more. We can be more strategic.
 19 We can do a better job of reaching our own members,
 20 and we can build a stronger public voice for the
 21 TCRC. And the experiences of this term have
 22 demonstrated why that matters.

23 We represent thousands of railway workers
 24 across this country. Our members work for some of
 25 the largest and most powerful corporations in

1 Canada. Those corporations have considerable
 2 resources dedicated to communications, government
 3 relations, public affairs and shaping public
 4 opinion.

5 Those resources do not come cheaply. We
 6 cannot and should not try to compete dollar for
 7 dollar with those resources. But we do need to
 8 become much better at telling our own story because
 9 if we don't tell our own story, somebody else will
 10 tell it for us. And very often, the story being
 11 told about railway workers is not the story our
 12 members recognize.

13 We have all seen the headlines and the
 14 public commentary about railway workers that reduce
 15 complicated issues to wages, work stoppages or
 16 economic disruption. What is often missing is the
 17 reality behind those issues: the time our members
 18 spend away from their families; the unpredictable
 19 schedules; fatigue; safety; the increasing demands
 20 for productivity; the importance of collective
 21 agreement protections negotiated over generations,
 22 and the enormous contribution our members make every
 23 day to an industry that is critical to the Canadian
 24 economy. Those stories need to be told.

25 Lessons from 2024. There's probably no

1 better example from this term than the 2024
2 bargaining round.

3 Our disputes with CN and CPKC weren't
4 fought only across the bargaining table. There was
5 also a public debate taking place. The companies
6 were communicating with government, the media,
7 customers and the public. They had their own
8 message about what was happening at the bargaining
9 table, what our members were seeking and what a
10 potential work stoppage would mean for Canada.

11 At times, we found ourselves responding
12 to a narrative that had already been established.
13 That experience reinforced something important for
14 us. It is not enough to become better at responding
15 to somebody else's message. We need greater
16 capacity to develop and control our own message. We
17 need to explain what is actually happening and why
18 it matters. We need to be able to do that quickly,
19 and we need to communicate that message effectively
20 to our members and to Canadians.

21 But this proposal is not simply a
22 response to what happened in 2024. Those events
23 helped demonstrate the need, but the issue is much
24 broader.

25 A stronger national voice. The TCRC

1 deals with issues every day that extend well beyond
2 collective bargaining. We participate in regulatory
3 and legislative processes. We appear before
4 government. We deal with railway safety, fatigue,
5 working conditions and labour policy. We challenge
6 our employers through arbitration and the courts.
7 We defend free collective bargaining, and we
8 advocate for the interests of railway workers across
9 the country. All of those things require us to
10 communicate effectively. And increasingly, they
11 require credible research to support the positions
12 that we take.

13 That is why research and communications
14 belong together. Good communications require good
15 information. When someone makes a claim about
16 railway productivity, labour costs, safety, fatigue,
17 staffing, work rules or the economic impact of
18 collective bargaining, we should have the ability to
19 properly research those issues. We should know the
20 facts. We need to know the facts. And then we need
21 the ability to communicate those facts effectively.

22 Put simply, research gives us the facts.
23 Communication gives those facts a voice. That voice
24 needs to reach different audiences. Sometimes it is
25 the public, sometimes it is the government,

1 sometimes it is the media. But just as importantly,
2 that audience is our own membership.

3 During bargaining, major legal
4 challenges, government intervention in our rights or
5 significant developments within our industry, our
6 members should not have to rely on company
7 communications, media reports, social media
8 speculation, or word of mouth to understand what
9 their union is doing. We need to improve our
10 communication with them as well as for them.

11 Now, that doesn't mean providing
12 play-by-play updates directly from the bargaining
13 table. That simply is not realistic. It undermines
14 the collective bargaining process and it is not
15 something that the TCRC can commit to. But we can
16 commit to building a stronger voice.

17 We have more communication tools
18 available to us today than we did four years ago.
19 The next step is making sure we use those tools as
20 effectively as possible and recognizing that a
21 serious communication strategy goes well beyond a
22 website, an app, or posting more frequently on
23 social media.

24 The objective is having the capacity to
25 research the issues affecting our members, develop

1 our own message, communicate it professionally and
2 quickly, and put it to the front of the people who
3 need to hear it. That is the larger objective.

4 The resolution before us -- sorry, the
5 bylaw change and resolution before this convention
6 recognizes that need. It establishes a dedicated
7 research and communication fund and commits those
8 resources to advancing and protecting the mission of
9 the TCRC, with the National Executive Board
10 responsible for determining how those resources can
11 best be used. We think that's the appropriate
12 framework.

13 The resolution does not attempt to decide
14 here today exactly how every dollar will be spent,
15 nor should it. Circumstances change. Technology
16 changes. Communications change. The challenge
17 facing our membership will change. The National
18 Executive Board needs the ability to assess those
19 needs and determine how those resources can be used
20 most effectively.

21 At the same time, we have a
22 responsibility to our membership to use those funds
23 carefully and responsibly. And we should be
24 realistic about what this represents. For a
25 national organization representing thousands of

1 members across Canada, dealing with some of the
2 country's largest corporations and participating in
3 major labour and transportation issues, this is a
4 relatively small start. But it is a start, and it
5 gives us dedicated resources to begin building
6 greater capacity in an area that our membership has
7 repeatedly told us matters to them.

8 Research and communications can
9 strengthen our ability to represent and advocate for
10 our members. Ultimately, this isn't about online
11 posts for the sake of views or likes, and it isn't
12 about generating publicity for the national office.
13 It's about representation. It's about making sure
14 that when decisions are being made that affect
15 railway workers, their perspective is heard.

16 It's about challenging misinformation
17 with facts. It's about telling the stories of the
18 people who actually operate Canada's railways. Our
19 convention theme is "Your Union, Your Voice, Moving
20 Forward Together". This bylaw revision and
21 resolution is about strengthening that voice. We
22 believe that is an investment worth making.

23 Thank you.

24 --- Applause

25 PRESIDENT BOUCHER: Okay. Thank you,

1 with mic one, go to two, go back and forth. Sorry.
2 You're not going to distract me, except for now.

3 Your Bylaws -- I'll introduce the
4 committee here in a moment. The Bylaws Committee
5 has two chairs. The chairs will read the submission
6 and they'll read their recommendation. What you'll
7 be -- and then they'll move for it. And all that
8 we're going to look for is a seconder.

9 What you will be seconding and/or voting
10 on and debating is not the actual submission by the
11 president or by a division, but what the bylaws
12 committee recommendation actually is. And they will
13 recommend to either accept the submission, or reject
14 the submission, or they may have revised the
15 submission and putting it forward to the delegates.

16 If you have any questions on process, if
17 you have any questions around your concerns around
18 debate, if you need some assistance around anything,
19 if you're having problems with your voting device,
20 raise your hand. We have red coats on the floor.
21 They will assist you. We have both English and
22 French-speaking red coats on the floor to assist
23 everybody and anybody.

24 So any -- if you have any questions,
25 please come up to mic about process. We'll get this

1 Brother Finnson.

2 I call up the Bylaws Review Committee. I
3 would ask the executive board and the rest of the
4 officers to go down off the podium here, please.

5 So just to give some guidance on process,
6 your Bylaws Committee created a report. Every
7 delegate in this room received that report, should
8 have reviewed it and prepared for it, and should
9 have discussed this with your divisions and your
10 members to just give you direction on how to vote.

11 Our understanding is that, no fault of
12 anybody in this room, that was not always done.
13 That's fair. That's fine. We're here to discuss.
14 And we're here to debate And it's a free debate and
15 free discussion. And you have the right to your
16 point of view. You have the right to sit there and
17 discuss the way you want to discuss, but we'll do it
18 respectfully. We will not make any noises. We will
19 not boo and not make any comments derogatory to any
20 of the delegates in this room because you represent
21 your members and you'll speak for your members, and
22 you have a right to voice their opinions.

23 As I said in the beginning today, we have
24 mic one over here to my left, your right, mic two
25 over there to my right, your left. I will start

1 cleared up right now. If not, we'll begin. Clear
2 as mud? All right. We'll get through this. We
3 have a lot to do and we've got a lot to do over the
4 next few days around bylaw submissions.

5 So I'll introduce the committee. So
6 we'll start to the far left over here. That's
7 Justin Pedersen. He's from GO Toronto. Wes -
8 --- Applause

9 PRESIDENT BOUCHER: We have Wes Geiler
10 representing the legislative side of things, based
11 out of Manitoba.

12 --- Applause

13 PRESIDENT BOUCHER: Sheldon Lavallee,
14 he's for CN for Western Canada and based out of
15 Saskatchewan.

16 --- Applause

17 PRESIDENT BOUCHER: Wes and Sheldon are
18 the co-chairs of the Committee. Over to my far
19 right is Kelly Graham from Via.

20 --- Applause

21 PRESIDENT BOUCHER: Danny Hayden from CN
22 West.

23 --- Applause

24 PRESIDENT BOUCHER: Dominique Marleau,
25 representing legislative as well as Quebec and our

1 French-speaking members.

2 --- Applause

3 PRESIDENT BOUCHER: And Jamie Lind is the
4 self-appointed - not self-appointed, but really
5 voluntold, to be the secretary treasurer of the
6 committee, and he represents CPKC and legislative as
7 well.

8 --- Applause

9 PRESIDENT BOUCHER: So on behalf of the
10 organization, TCRC National Office and all members,
11 we want to - I want to personally thank the
12 Committee for this job. It's not an easy job. It
13 is a big responsibility, making decisions to put
14 forward to the delegates on the floor. And I now
15 pass it over to the chairs.

16 BROTHER LaVALLEE: We're going to start
17 on page 7, "Recommendations". Proposed amendment,
18 "Part Bylaw, Rail Conference Bylaw, Section Index
19 Disclaimer", page 3. The present law reads:

20 "Disclaimer: the TCRC is an
21 inclusive union. Every effort will
22 be made to ensure that the wording
23 included in these bylaws are gender
24 inclusive. Any reference to a
25 specific gender is unintentional,

1 should be considered non-specific."
2 Recommendation made by the Rail
3 Conference President:

4 "Disclaimer: The TCRC is an
5 inclusive union. Every effort will
6 be made to ensure that the wording
7 included in these bylaws are gender
8 inclusive. Any reference to a
9 specific gender is unintentional,
10 should be considered non-specific.
11 It is recognized that the TCRC is a
12 union that represents other crafts
13 that are non-specific to the
14 railway. The wording in these
15 bylaws is craft inclusive. Any
16 reference to the railway should be
17 considered non-specific to crafts
18 and the employers of the crafts."

19 Purpose of the amendment:

20 "Teamsters Canada Rail Conference
21 membership is no longer rail
22 specific. The TCRC membership
23 includes ONTC motor coach operators
24 and as such, the bylaw should
25 recognize their inclusion. To

1 replace railway, et cetera.

2 throughout the bylaws is a
3 cumbersome task for the delegates
4 to approve individually. This
5 change to the disclaimer will make
6 the bylaws inclusive and prevent
7 any confusion regarding the
8 application of these bylaws. This
9 recommendation has the support of
10 the National Executive Board."

11 The Bylaws Committee recommendation:

12 "The Bylaws Committee recommends
13 adopting this resolution."

14 BROTHER GEILER: I so move.

15 BROTHER LaVALLEE: Oh, sorry, I so move.

16 PRESIDENT BOUCHER: Okay, we have a
17 motion from the Bylaws Committee to adopt the
18 President's recommendation. Do we have a seconder?

19 BROTHER RUTZKI: (Off mic). I'll second
20 it.

21 PRESIDENT BOUCHER: You got to go to the
22 mic, Brother. And don't forget to give your name
23 and your division, please. Mic two.

24 BROTHER RUTZKI: Chad Rutzki, Division
25 764. I'll second the motion.

1 PRESIDENT BOUCHER: Okay, we have a move
2 by the Committee and a seconder.

3 We open up for debate. Second call for
4 debate. Final call. Seeing none. Can we put --
5 put it up for a vote, please?

6 So again, when you're voting 1A, you're
7 voting for the recommendation by the Bylaws
8 Committee, and B, you're against it.

9 --- VOTING

10 Ten seconds, please.

11 --- CARRIED

12 Okay, very good. 153 to 9, carried.

13 Thank you.

14 BROTHER GEILER: Page 9 of the
15 recommendations. Proposed amendment, "Part Rail
16 Conference Bylaws", Section 1(a), Page 4. Present
17 law reads:

18 "(a) This organization shall be
19 known as the Teamsters Canada Rail
20 Conference and shall encompass all
21 railway divisions and general
22 committees representing railway
23 workers."

24 Recommendation as made by the Rail
25 Conference President:

Page 173 1 "(a) This organization shall be 2 known as Teamsters Canada Rail 3 Conference and shall encompass all 4 railway divisions, provincial 5 legislative boards, and general 6 committees representing railway 7 workers and motor coach operators." 8 Purpose of the amendment: 9 "Housekeeping item. The TCRC also 10 contains our provincial legislative 11 boards, which need to be included 12 in this section. This 13 recommendation has the support of 14 the National Executive Board." 15 Bylaws Committee amendment as proposed: 16 "(a) This organization shall be 17 known as the Teamsters Canada Rail 18 Conference and shall encompass all 19 divisions, provincial legislative 20 boards, and general committees 21 representing workers." 22 Bylaws Committee recommendation: 23 "The Bylaws Committee recommends 24 rejecting the resolution as 25 submitted by the Rail Conference	Page 175 1 property, the Rail Conference 2 President will provide the 3 Vice-President or the 4 representative acceptable to the 5 general chairmen to assist 6 collective agreement negotiations. 7 In these circumstances, the general 8 chairmen on the committee will have 9 their expenses paid by the National 10 Office in accordance with the 11 National Office Travels Policy." 12 Recommendation made by the Rail 13 Conference President. 14 "(o) Upon request from the majority 15 of effective general chairmen or 16 from a single general chairman 17 where only one exists on the 18 property, the Rail Conference 19 President will provide a President 20 or a representative acceptable to 21 the general chairman to assist in 22 collective agreement negotiations. 23 In these circumstances, the general 24 chairmen on this committee will 25 have their expenses paid by the
Page 174 1 President." 2 And I so move adopting the proposal of 3 the Bylaws Committee. 4 PRESIDENT BOUCHER: So we have a revision 5 recommendation by the Bylaws Committee. Do we have 6 a seconder? Mic one. 7 SISTER LINKLETTER: Yes, Veronica 8 Linkletter, Division 954. I will second the motion. 9 PRESIDENT BOUCHER: We have a seconder. 10 Floor is open for debate. Second call 11 for debate. Last call. Seeing none, it's closed. 12 Can we put it up for a vote, please? 1A 13 for accepting the bylaw revision, and B, you're 14 against. 15 --- VOTING 16 Ten seconds, please. 17 --- CARRIED 18 140 for, 20 against, passed. 19 BROTHER LAVALLEE: Proposed amendment, 20 "Part Bylaw, Rail Conference Bylaw", Section 7.0, 21 Page 8. Presently reads: 22 "(o) Upon request from the majority 23 of the effective general chairmen, 24 or from a single general chairman, 25 where only one exists on the	Page 176 1 National Office in accordance with 2 the National Office travels policy. 3 Should the financial assistance 4 without representation be 5 requested, the TCRC Collective 6 Agreement Assistance Policy will be 7 used." 8 Purpose of the amendment: housekeeping. 9 "The TCRC provides two types of 10 negotiation assistance for the 11 general chairmen. This section 12 presently identifies one. This 13 change is to make it clear for all 14 general chairmen and their members 15 the choice is offered to the 16 general chairmen. This 17 recommendation has the support of 18 the National Executive Board." 19 The Bylaws Committee recommendation: 20 "The Bylaws Committee recommends." 21 I so move adopting this resolution. 22 PRESIDENT BOUCHER: So we have a move by 23 the Bylaws Committee. Do we have a seconder? Mic 24 one. 25 SISTER MERRIMEN: Keri Merrimen, Division

1 660. I second.

2 PRESIDENT BOUCHER: We have a seconder.

3 Very good.

4 Floor open for debate. Second call for
5 debate. Final call for debate. Mic one.

6 BROTHER WHITE: Derek White, 945. Based
7 on our first motion today, should we not make this
8 motion gender inclusive?

9 PRESIDENT BOUCHER: I'm sorry, I can't
10 hear you, Derek.

11 BROTHER WHITE: Based on the first motion
12 we put through today for the bylaws, should this
13 motion not be now gender inclusive?

14 PRESIDENT BOUCHER: You're talking about
15 the one on the floor right now?

16 BROTHER WHITE: Yeah, with regards to
17 general chairmen versus general chairperson.

18 PRESIDENT BOUCHER: The first one was not
19 gender-neutral based. It was about inclusion of the
20 motor coach group. There is a disclaimer around
21 gender already in the bylaws.

22 BROTHER WHITE: Okay. Thank you.

23 PRESIDENT BOUCHER: Mic two.

24 BROTHER MICHELIN: Neil Michelin,
25 Division 654. So if this is passed, does that mean

1 potentially our members' dues are going to go up?
2 Because is it going to require, like, a dues
3 increase in order to cover the extra expenses?

4 PRESIDENT BOUCHER: This is a
5 housekeeping item. This is already the policy
6 within the national. The policy was made last term
7 when we had situations around general committees
8 struggling and needing assistance without
9 representation. The policy is not included in the
10 bylaws right now, so that's why it's housekeeping.
11 So it is in the bylaws so that everybody knows that
12 there's two options for the general chair. They can
13 have representation from the national office or they
14 can just have the financial assistance without
15 representation. There's no change in what we do
16 now.

17 Final call for debate, discussion.

18 Seeing none, can we put the question up,
19 the vote up on the screen, please? 7.0. If you're
20 voting for the recommendation, press 1A; against,
21 2B.

22 --- VOTING

23 Ten seconds, please.

24 --- CARRIED

25 157 for, 6 against, carried.

1 BROTHER GEILER: Proposed amendment,
2 "Part Rail Conference Bylaws", Section 20(b), Page
3 16. Present law reads:

4 "(b) No salaried Rail Conference
5 officer or member employed
6 exclusively by the Rail
7 Conference Office shall be
8 eligible as a delegate to
9 represent any division at the
10 Rail Conference Convention."

11 Recommendation made by the Rail
12 Conference President:

13 "(b) No Rail Conference officer or
14 member employed exclusively by
15 the Rail Conference Office shall
16 be eligible as a delegate to
17 represent any division at the
18 Rail Conference Convention."

19 Purpose of amendment: to include the
20 Rail Conference executive board members who are not
21 full-time officers of the Rail Conference. All
22 executive board members are decision-makers between
23 the conventions and should not have the ability to
24 debate and vote on bylaws changes at the convention.
25 This recommendation has the support of

1 the national executive board.

2 Bylaws Committee recommendation: The
3 Bylaws Committee recommends, and I so move, adopting
4 the resolution.

5 PRESIDENT BOUCHER: So we have it moved
6 by the Bylaws Committee. Do we have a seconder?
7 Mic 1?

8 BROTHER ROBERTSON: Ian Robertson,
9 Division 990, I second.

10 PRESIDENT BOUCHER: We have a seconder.

11 Can we put the vote up on the screen, please?

12 Section 20(b), 1(a) for in favour; 2(b),
13 against. Ten seconds, please.

14 --- VOTING

15 --- CARRIED

16 BROTHER LaVALLEE: Recommendation,
17 proposed amendment, part bylaws, Rail Conference
18 Bylaws, Section 24, page 16. Present law reads:
19 "when any full-time salaried
20 officer of a subordinate body of
21 the Rail Conference is elected by
22 his division to represent such
23 division at the convention of the
24 Rail Conference, his officer's
25 salary shall offset any salary

1 payable for service as delegate."
 2 Recommendations made by the Rail
 3 Conference President:
 4 "When any full-time salaried
 5 officer of a subordinate body of
 6 the Rail Conference is elected by
 7 his division to represent such
 8 division at the convention of the
 9 Rail Conference, any salary payable
 10 for service as a delegate shall be
 11 paid to the subordinate body."

12 Purpose of the amendment: to comply with
 13 the Rail Conference Executive Board policy related
 14 to how full-time salaried officers of subordinate
 15 bodies are paid when working for or paid by the
 16 national office.

17 This recommendation has the support of
 18 the national executive board.

19 The Bylaws Committee recommends, and I so
 20 move, adopting this resolution.

21 PRESIDENT BOUCHER: Thank you. Mic 1?

22 BROTHER SAUNDERS: Dustin Saunders,
 23 Division 945, and I second the motion.

24 PRESIDENT BOUCHER: We have a seconder.
 25 Floor is open for discussion and debate. Second

1 call for discussion and debate. Final call. Seeing
 2 none, can we put the vote up on the screen, please:
 3 1(a) for, 2(b) against. Kind of like "To be or not
 4 to be."

5 Ten seconds, please.

6 --- VOTING

7 --- CARRIED

8 BROTHER GEILER: Proposed amendment, part
 9 Rail Conference Bylaws, Section 27(b). Present law
 10 reads:

11 "(b) All members in active service,
 12 as defined under Section 25(c) -
 13 TCRC Division Rules, including
 14 those holding official positions
 15 with the railways and those
 16 employed exclusively by the Rail
 17 Conference, shall pay \$27.00 per
 18 month Rail Conference dues and such
 19 assessments as may be levied by the
 20 Executive Board. Active membership
 21 includes all occupations eligible
 22 for membership in the Rail
 23 Conference regardless of status,
 24 except as excluded in the following
 25 sections."

1 Recommendations made by the Rail
 2 Conference President:

3 "(b) All members in active service,
 4 as defined under Section 25(c) -
 5 TCRC Division Rules, including
 6 those holding official positions
 7 with the railways and those
 8 employed exclusively by the Rail
 9 Conference, shall pay \$30.25 per
 10 month Rail Conference dues and such
 11 assessments as may be levied by the
 12 Executive Board. Active membership
 13 includes all occupations eligible
 14 for membership in the Rail
 15 Conference regardless of status,
 16 except as excluded in the following
 17 sections."

18 Purpose of the amendment: housekeeping.

19 The TCRC, formerly Brotherhood of Locomotive
 20 Engineers, merged with the Teamsters in 2004. The
 21 2006 bylaws identify the general fund dues portion,
 22 Rail Conference dues, for the operation of the
 23 national office was \$27 per month. The existing
 24 bylaws still sets Rail Conference dues at \$27 per
 25 month for all active service members covered by

1 Section 27(b).

2 Our review found that some crafts have
 3 historically been charged \$24.10. We have not
 4 located any bylaws amendment or other documented
 5 authority establishing the lower rate. The
 6 executive board accepts responsibility for bringing
 7 the inconsistencies forward. The affected members
 8 did not create it, and this proposal does not seek
 9 retroactive payment from them.

10 Change in amounts: The proposed rate of
 11 \$30.25 has two effects. For members currently
 12 paying the bylaws rate of \$27, the increase is \$3.25
 13 per month. For members currently paying the \$24.10,
 14 the total change is \$6.25; \$2.90 brings their
 15 payment into alignment with the existing bylaws,
 16 \$27, and the \$3.25 represents the proposed dues
 17 increase. We recognize that the immediate financial
 18 impact is greater for those members. We are
 19 therefore presenting the figures openly and asking
 20 delegates to decide on a clear, uniformly applicable
 21 rule.

22 The additional revenue is required to
 23 reflect the realities of today's costs and for doing
 24 business, keeping in mind that the dues have not
 25 been increased since prior to merging with

1 Teamsters. Rail Conference dues are used for the
 2 everyday operations, including office rent, wages
 3 and benefits for office staff and the TCRC national
 4 officers, and expenses related to national officers
 5 performing their duties. In addition, the TCRC is
 6 required to pay a per capita, or separate dues, to
 7 the International Office, IBT, and Teamsters Canada.
 8 The per capita payments automatically increase
 9 annually.

10 Rail Conference dues are also used to
 11 support all members through the collective agreement
 12 bargaining committees when general chairmen request
 13 financial assistance. The financial support
 14 includes the expenses of the general chairmen while
 15 attending bargaining, meeting rooms, and additional
 16 expertise assistance, such as pension actuaries,
 17 when needed. Recent collective bargaining battles
 18 have escalated these costs exponentially.

19 In addition, the Rail Conference dues are
 20 used to encourage support and adhere to the mission
 21 statements as identified within these bylaws. For
 22 the past 22 years, from 2004, since the \$27 dues
 23 amount had been established, inflation has
 24 significantly increased, which has affected the
 25 operation costs of the union. The dues increase is

1 necessary to ensure the national office can perform
 2 its duties.

3 Going forward, all active members covered
 4 by this provision will pay the rate approved by the
 5 convention without undocumented craft-based
 6 differences.

7 This recommendation has the support of
 8 the National Executive Board.

9 Bylaws Committee recommendation: The
 10 Bylaws Committee recommends, I so move, adopting the
 11 resolution.

12 PRESIDENT BOUCHER: Thank you. Do we
 13 have a seconder? It's a tough one, eh? Thank you.

14 BROTHER CARTER: Kyle Carter, Division
 15 337. I approve the motion or ---

16 PRESIDENT BOUCHER: You second the
 17 motion?

18 BROTHER CARTER: Second the motion.

19 PRESIDENT BOUCHER: Thank you, brother.

20 We have a seconder. The floor is open for
 21 discussion and debate. Mic 1.

22 BROTHER HEIDINGER: Ryan Heidinger,
 23 Medicine Hat, Division 322. Can you outline which
 24 crafts will see which increase, \$3.25 or \$6.25?

25 PRESIDENT BOUCHER: Basically CTY. CTY

1 presently right now is \$24.10.

2 BROTHER HEIDINGER: Twenty-four ten. So
 3 engineers will see \$3.25, CTY will see -- okay.

4 PRESIDENT BOUCHER: Okay. Mic 1.

5 BROTHER CHRISTIE: Alan Christie, Local
 6 796. Just a point of clarity. How come this
 7 motion's in order when it doesn't have the section
 8 in its entirety?

9 PRESIDENT BOUCHER: It's a recommendation
 10 by the President, and we're not required to follow
 11 the same rules for resolutions under divisions.

12 BROTHER CHRISTIE: Okay. Thank you.

13 PRESIDENT BOUCHER: Any further
 14 discussion, debate? Mic 1.

15 BROTHER MOLNAR: J.P. Molnar, Division
 16 529. Just the math on your change in amounts don't
 17 work there. It says you have a total of \$6.25 of an
 18 increase, but it should be \$6.15.

19 PRESIDENT BOUCHER: Anybody got a
 20 calculator?

21 It's the Bylaws Committee recommendation.
 22 I'm putting it in their hands.

23 So the chairs say it does not affect the
 24 recommendation of the dues increase up to \$30.25,
 25 whatever it is. It's the same. It's just the

1 reasoning behind it. The math is inaccurate, but
 2 it's still the same amount at the end of the day.
 3 So \$6.15 or \$6.25 for CTY, it still equates up to
 4 \$30.25. So our math is saying it was more, your
 5 math is saying you're getting -- it's less.

6 Mic 2.

7 BROTHER RUTZKI: Chad Rutzki, Division
 8 764. So the Bylaws Committee isn't taking any
 9 responsibility for this clerical monetary inadequacy
 10 since 2004. Can someone speak to why this wasn't
 11 caught or verified for how many years?

12 PRESIDENT BOUCHER: It wasn't the Bylaws
 13 Committee. It was the national executive board,
 14 both through our discussion, going through the
 15 bylaws, what we decided that we need to revise and
 16 make recommendations for. When we got to section
 17 27, we saw that \$27 per member. That's all members.
 18 Then Secretary-Treasurer Lowe brought forward the
 19 fact, well, that's not how it's been applied.
 20 That's \$24.10 for CTY, some other smaller groups,
 21 and the engineers for \$27.

22 I spent numerous hours researching past
 23 interpretations, any letters, any agreements for new
 24 groups that came in, whether it had been from the
 25 raid in 2004 with CPKC or 2008 when our CN CTY group

1 came in from the UTU, to see if there was any
2 agreements with the national executive boards at
3 that time to make it \$24.10. We could not find
4 anything.

5 I researched back even further into the
6 BLE former constitution, because that's where our
7 bylaws come from with the merger. It was language
8 from the BLE constitution. And prior to 2003, I
9 believe it was in the 2001 convention, don't quote
10 me on it, but sometime around that time, they had
11 the \$27 per member of the BLE as part of the
12 constitution, keeping in mind at that time it was
13 mostly engineers.

14 The only other craft that was with us in
15 the BLE in Canada, other than engineers, were VIA
16 conductors back in the '90s, which they lost their
17 positions at VIA and just remained as engineers, and
18 our rail traffic controllers. Through the merger
19 agreements for those, we could not find any
20 documents that stipulated that they pay \$24.10
21 because they didn't.

22 So we could not find any documentation to
23 substantiate why it was only \$24.10 for a certain
24 craft in our organization when the actual bylaw, as
25 you can see, says \$27 for all members. That's why

1 we say we take responsibility for the inaccuracy and
2 not finding it earlier. For reasoning for the past
3 executives leading up to this point, the dues has
4 never been increased. They never had to look at
5 that particular bylaw to put the recommendation by
6 the president forward to the convention to increase
7 the dues. The only reason why we found it, or even
8 thought of the inaccuracy, was because of that
9 reason. I hope that answers your question.

10 And I must say, if I may, regardless of
11 finding the inaccuracy between the CTY and the rest
12 of our members, we were putting forward a
13 recommendation to raise the dues because we need a
14 dues increase in the general fund. It has not been
15 increased since prior to merging. This is just --
16 we're trying to show the differences in the
17 recommendation, the reasoning behind it, and the
18 delegates will decide whether or not you want to, A,
19 do a dues increase, B, if that's the amounts you
20 agree with, and C, if you agree with bringing all
21 the crafts in line as the bylaws state.

22 Any other debate, discussion, questions?
23 This is a tough one to deal with. We want to make
24 sure you're clear on reasonings and making your
25 decisions.

1 Mic 1.

2 BROTHER KEEN: Jim Keen, Division 793,
3 Saskatoon. So if the motion to raise the dues up to
4 \$30.25 is not carried, does the \$24.10 still move up
5 to \$27?

6 PRESIDENT BOUCHER: That's a good
7 question. The past practice is \$24.10. We'd have
8 to find some way to bring it up and bring it
9 forward. And to be quite honest with you and
10 transparent, we never thought about that. So that's
11 a good question, and I don't have a definitive
12 answer for you. Sorry.

13 Any other discussion, debate? Second
14 call. Final call. Okay, can we have the vote put
15 up, please? Just 21, be sure how you press your
16 buttons: 1(a), you're voting for the increase as
17 submitted; 2(b), you are against it. Ten seconds,
18 please.

19 --- VOTING

20 --- CARRIED

21 BROTHER LaVALLEE: Recommendations,
22 proposed amendment. Part bylaws, Rail Conference
23 Bylaws, Section 27(c), page 17. Present law reads:
24 "(c) In addition to the above Rail
25 Conference dues, all members,

1 except those under Section (d),
2 will be required to pay \$3.00 per
3 month to establish and maintain a
4 convention fund and \$5.00 per month
5 to establish and maintain an
6 education and training fund. The
7 President shall prepare a budget
8 prior to the beginning of each
9 fiscal year, subject to the
10 approval of the Rail Conference
11 Executive Board."

12 Recommendations made by the Rail
13 Conference President.

14 "(c) In addition to the above Rail
15 Conference dues, all members except
16 those under Section (e) will be
17 required to pay \$3.00 per month to
18 establish and maintain a convention
19 fund and \$2.00 per month to
20 establish and maintain a research
21 and communication fund and \$5.00
22 per month to establish and maintain
23 an education and training fund.
24 The president shall prepare a
25 budget prior to the beginning of

1 each fiscal year, subject to the
2 approval of the Rail Conference
3 Executive Board."

4 Purpose of the amendment: changing
5 section (d) to section (e) is a housekeeping item
6 for a typo. Actual reference is for the dues
7 exemption, not the legal fund.

8 Employees and government are attacking
9 workers' rights. The TCRC requires a communication
10 strategy to keep up with the demands in the public
11 and the media exposure to address the Rail
12 Conference positions during these times. This is an
13 ongoing issue and concerns for membership. The TCRC
14 members deserve to have their rights defended and
15 understood in the public media. Having a research
16 and communication fund will ensure the national
17 office has the mandate of the members and the fund
18 to create, implement, and act upon the strategy and
19 policies for research and communication.

20 This recommendation has the support of
21 the national executive board.

22 The Bylaw Committee recommendation: The
23 Bylaw Committee recommends I so move adopting this
24 resolution.

25 PRESIDENT BOUCHER: Thank you. Do we

1 have a seconder? Mic 1.

2 SISTER LINKLETTER: Veronica Linkletter,
3 Division 954. I'll second the motion.

4 PRESIDENT BOUCHER: We have a seconder.
5 Floor is open for debate and discussion. Mic 1.

6 BROTHER HEIDINGER: Ryan Heidinger,
7 Division 322. Will you guys be using the fund to
8 hire a professional PR firm?

9 PRESIDENT BOUCHER: That would be up to
10 the executive board. The purpose of the fund is
11 what Vice-President Finnson put in his presentation
12 on it. All things are to be considered open to it.
13 That was one of the thought processes that we had as
14 this Executive Board as an opportunity to possibly
15 do that, yes. But again, that would be up to the
16 Executive Board at the time.

17 BROTHER HEIDINGER: Do you guys feel if
18 it's internally ran that you could do as good of a
19 job as a public PR firm versus keeping it internal?

20 PRESIDENT BOUCHER: There's all options
21 that would be looked at. That could be hiring
22 somebody internally as well to be a permanent
23 employee of the TCRC to do it.

24 BROTHER HEIDINGER: Okay. If I may make
25 a recommendation, Point Blank --

1 PRESIDENT BOUCHER: I'm sorry. Can you
2 go closer to your mic because I'm having a hard time
3 hearing you.

4 BROTHER HEIDINGER: If I may make a
5 recommendation, public PR firms, I've reached out to
6 my membership. They are for a public PR firm
7 representing us to counter negative company
8 narrative, public opinion and political advocacy.
9 Point Blank Creative is fully unionized.

10 PRESIDENT BOUCHER: Thank you.

11 Any more discussion, debate? Second
12 call. Final call.

13 Seeing none, can we put the vote up on
14 the screen, please?

15 Another dues type. Be sure what you're
16 voting. 1A, you're for the increase. 2B, you're
17 against.

18 Ten (10) seconds, please.

19 --- VOTING

20 PRESIDENT BOUCHER: 92 for, 68 against.
21 Carried. Thank you.

22 We're going to pause here for the Bylaws'
23 next recommendation. Bring up Brother Pedersen.

24 Can we put the resolution for research
25 and communication up on the screen for all to see?

1 This is in reference to what you just voted to pass
2 for the \$2 dues for research and communication. The
3 purpose of the resolution that we're putting forward
4 is to give direction from you, the delegates, to the
5 Executive Board on how to use this fund.

6 --- RESOLUTION

7 BROTHER PEDERSEN: So the Teamsters
8 Canada Rail Conference resolution, research and
9 communication.

10 Whereas the Teamsters Canada Rail
11 Conference mission is to unite into one labour
12 organization all workers eligible for membership
13 regardless of religion, race, creed, colour,
14 national origin, age, physical disability, sex,
15 gender expression or sexual orientation.

16 And whereas the Teamsters Canada Rail
17 Conference mission is to engage in organizing
18 workers to provide the benefit of unionism to all
19 workers and to protect and preserve the benefits
20 obtained for members of this organization.

21 And whereas the Teamsters Canada Rail
22 Conference mission is to secure improved wages,
23 hours, working conditions and other economic
24 advantages through organization, negotiations and
25 collective bargaining, through legal and economic

1 means and other lawful methods.

2 And whereas the Teamsters Canada Rail
3 Conference mission is to provide educational
4 advancement and training for employees, members and
5 officers.

6 And whereas the Teamsters Canada Rail
7 Conference mission is to safeguard, advance and
8 promote the principle of free collective bargaining,
9 the rights of railway workers and the security and
10 welfare of all the people by political, educational
11 and other community activity.

12 And whereas the Teamsters Canada Rail
13 Conference mission is to engage in cultural, civic,
14 legislative, political, fraternal, educational,
15 charitable, welfare, social and other activities
16 which further the interests of this organization and
17 its membership directly or indirectly.

18 And whereas the Teamsters Canada Rail
19 Conference mission is to provide financial and moral
20 assistance to other labour organizations or to other
21 bodies having purposes and objectives, in whole or
22 in part, similar or related to those of this
23 organization.

24 And whereas the Teamsters Canada Rail
25 Conference mission is to protect and preserve the

1 union as an institution and to perform its legal and
2 contractual obligations.

3 And whereas the Teamsters Canada Rail
4 Conference mission is to carry out the objectives of
5 the international union and the Teamsters Canada as
6 an affiliate thereof and its duties as such as an
7 affiliate.

8 And whereas the Teamsters Canada Rail
9 Conference mission is to receive, manage, invest,
10 expend or otherwise use the funds and property of
11 this organization to carry out the duties and to
12 achieve the objectives set forth in these bylaws,
13 the International Constitution and the bylaws of
14 Teamsters Canada, and for such additional purposes
15 and objects not inconsistent therewith as will
16 further the interests of this organization and its
17 members, directly or indirectly.

18 And whereas the TCRC Executive Board
19 recognizes the need to have a monetary fund
20 available to use specifically for research and
21 communication to better serve the membership and
22 this organization.

23 And whereas the delegates at the sixth
24 Teamsters Canada Rail Conference convention held in
25 Winnipeg, Manitoba approved the President's

1 recommendation as recommended by the Bylaws
2 Committee requiring the membership to pay a
3 two-dollar per month to establish and maintain a
4 research and communication fund.

5 Now, therefore, be it resolved that the
6 Teamsters Canada Rail Conference commits to using
7 the research and communication fund to advance and
8 protect the Teamsters Canada Rail Conference mission
9 as determined by the TCRC Executive Board with these
10 principles in mind.

11 And I so move.

12 PRESIDENT BOUCHER: Sorry, Brother, you
13 can't move. You're not a delegate.

14 It's not part of the recommendations of
15 the Bylaws Committee. It's a resolution put forward
16 by the National Office. We would need a mover and a
17 seconder to adopt this resolution.

18 Mic 2.

19 BROTHER LANIGAN: Darin Lanigan, Division
20 896, so moved.

21 PRESIDENT BOUCHER: So moved.

22 Do I have a seconder?

23 Mic 1.

24 SISTER LINKLETTER: Veronica Linkletter,
25 Division 954. I'll second the resolution.

1 PRESIDENT BOUCHER: Thank you.

2 Floor is open for debate, discussion.

3 Mic 1.

4 BROTHER KABIN: Chris Kabin, Division 70.
5 In one of the paragraphs it said only railway
6 employees. Should it not be inclusive of the other
7 employees as per the First Amendment?

8 PRESIDENT BOUCHER: It's a direct quote
9 from our mission statement in the bylaws.

10 BROTHER KABIN: Okay.

11 PRESIDENT BOUCHER: Any other debate,
12 discussion?

13 Second call. Final call.

14 Seeing none, can you put the vote up on
15 the screen, please?

16 You're voting for the resolution that's
17 just been presented. 1A for, 2B against.

18 Ten (10) seconds, please.

19 --- VOTING

20 PRESIDENT BOUCHER: 122 for, 34 against.
21 Thank you.

22 Pass it back to the Bylaws Committee.

23 --- RESOLUTION

24 BROTHER GEILER: Proposed amendment, Part
25 Rail Conference Bylaws, Section 27D, page 17.

1 Present law reads:

2 "D. All members except those under
3 Section E will be required to pay a
4 monthly assessment of \$10 to
5 establish and maintain a national
6 legal fund. This fund will be
7 administered by the National Office
8 as prescribed by policy established
9 by the National Executive Board.
10 The purpose of the fund is to
11 protect and preserve the rights of
12 the TCRC membership, the TCRC as an
13 institution, and to pay for legal
14 action in fulfilling the legal
15 obligations in representation of
16 the TCRC membership." (As read)

17 Recommendation made by the Rail

18 Conference President:

19 "D. All members except those under
20 Section E will be required to pay a
21 monthly assessment of \$15 to
22 establish and maintain a national
23 legal fund. This fund will be
24 administered by the National Office
25 as prescribed by policy established

1 by the National Executive Board.
2 The purpose of the fund is to
3 protect and preserve the rights of
4 the TCRC membership, the TCRC as an
5 institution, and to pay for legal
6 action in fulfilling the legal
7 obligations in representation of
8 the TCRC membership." (As read)

9 Purpose of the amendment.

10 In 2015, the TCRC National Executive
11 Board revised the Retainer Fund policy, implemented
12 a defined dues amount of \$9 per month to be used
13 only for legal action which remained in place until
14 the next convention in 2018. In 2018, the Rail
15 Conference President made a recommendation to create
16 a legal fund, specifically \$10 per month, and
17 identifying what it is to be used for. The
18 intention of the fund is to be dollar in and dollar
19 out for legal costs.

20 Since 2018, the TCRC has had a
21 significant increase in legal costs. Costs of these
22 contracted services rise every year. The legal fund
23 has been supporting various regional bodies in legal
24 obligations, including additional arbitration
25 avenues, labour board complaints, judicial reviews

1 of arbitration awards and protection of those
2 awards, court filings and protections against labour
3 board complaints. Today it is operating
4 approximately dollar in and dollar and one-half out.

5 The present and future challenges have
6 been and will be seen by our membership with the
7 2024 government interference with the right to
8 strike. The National Office is challenging this
9 action in the courts to protect our rights to free
10 collective bargaining and the right to strike, a
11 fundamental right of all under the Canadian Charter.

12 This organization must have our rights
13 protected under labour and Canadian laws. In order
14 to ensure our rights protected, the legal fund must
15 contain the necessary funds to be able to protect
16 against the ongoing challenges workers have with
17 employers and government bodies. This
18 recommendation has the support of the National
19 Executive Board.

20 Bylaws Committee recommendation.

21 The Bylaws Committee recommends, I so
22 move, adopting the resolution.

23 PRESIDENT BOUCHER: Do we have a
24 seconder?

25 Mic 1.

1 BROTHER MENSAGHI: Greg Mensaghi,
2 Division 854, Calgary, I second.

3 PRESIDENT BOUCHER: We have a seconder.

4 Floor is open for debate, discussion.

5 Second call. Final call.

6 Okay. Can we put the vote up, please?

7 Again, we're talking about dues increase.

8 Be sure you vote the way you want. 1A, you're in
9 favour of the increase. 2B, you're against.

10 Ten (10) seconds, please.

11 --- VOTING

12 PRESIDENT BOUCHER: 94 for, 65 against.

13 Carried.

14 --- RESOLUTION

15 BROTHER LaVALLEE: Proposed amendment,
16 part bylaw, Rail Conference Bylaws, Section 39, page
17 21.

18 Present law reads:

19 "Rail Conference President, 2022,
20 Canadian, \$213,749.12. Rail
21 Conference Vice President, 2022,
22 Canadian, \$198,891.16. Rail
23 Conference Secretary Treasurer,
24 2022, Canadian, \$153,609.12. Rail
25 Conference National Legislative

Director, 2022, Canadian,
\$184,863.64.
Note the Rail Conference Officer
salary will be adjusted using
monetary allowance increases or
other applicable adjustments
negotiated nationally for the Rail
Conference members." (As read)

Recommendations made by the Rail
Conference President:

"Rail Conference President, 2026,
Canadian, \$244,097.09. Rail
Conference Vice President, 2026,
Canadian, \$227,129.61. Rail
Conference Secretary Treasurer,
2026, Canadian, \$175,509.81. Rail
Conference National Legislative
Director, 2026, Canadian,
\$211,110.47.

Note the Rail Conference Officer
salary will be adjusted by using
monetary allowances increases or
other applicable adjustments
negotiated nationally for the Rail
Conference members." (As read)

Purpose of the amendment: update the
bylaw to reflect the 2026 salaries.

This recommendation has the support of
the National Executive Board.

Bylaw Committee recommendations. The
Bylaw Committee recommends, and I so move, adopting
this resolution.

PRESIDENT BOUCHER: A seconder? This is
a housekeeping item.

Mic 1.

BROTHER SARKA: Al Sarka, Division 821,
Kamloops. I'd like to second the motion.

PRESIDENT BOUCHER: We have a seconder.

Floor is open for debate, discussion.

Second call. Final call.

Vote up on the screen, please.

Ten (10) seconds, please.

--- VOTING

PRESIDENT BOUCHER: 96 for, 62 against.

Carried. Thank you.

--- RESOLUTION

BROTHER GEILER: Proposed amendment, Part
Division Rules, Section Index Disclaimer, page 25.

Present law reads:

"Disclaimer: The TCRC is an

inclusive union. Every effort will
be made to ensure that the wording
included in these bylaws are gender
inclusive, and any reference to a
specific gender is unintentional
and should be considered
non-specific." (As read)

Recommendation made by Rail Conference
President.

"Disclaimer: The TCRC is an
inclusive union. Every effort will
be made to ensure that the wording
included in these bylaws are gender
inclusive. Any reference to a
specific gender is unintentional
and should be considered
non-specific. It is recognized
that the TCRC is a union that
represent other craft that are not
specific to the railways. The
wording in these bylaws is craft
inclusive. Any reference to
railways should be considered
non-specific to crafts and
employers of the craft." (As read)

Purpose of the amendment.

The Teamsters Canada Rail Conference
membership is no longer rail specific. TCRC
membership includes ONTC motor coach operators and,
as such, the bylaws should recognize their
inclusion. To replace railway, et cetera,
throughout the bylaws is a cumbersome task for the
delegates to approve individually. The changes to
the disclaimer will make the bylaws inclusive and
prevent any confusion regarding the application of
the bylaws.

The recommendation has the support of the
National Executive Board.

Bylaws Committee recommendation. The
Bylaws Committee recommends, I so move, adopting the
resolution. Thank you.

PRESIDENT BOUCHER: Thank you.

Do we have a seconder?

Mic 2.

BROTHER MATTAR: Max Mattar, Division
900, I second.

PRESIDENT BOUCHER: We have a seconder.
Floor is open for debate, discussion.

Second call. Final call. Okay, closed.

Vote up, please.

1 Ten (10) seconds, please.

2 --- VOTING

3 PRESIDENT BOUCHER: 148 for, 8 against.

4 Carried.

5 --- RESOLUTION

6 BROTHER LaVALLEE: Recommendations.

7 Proposed amendment. Part Bylaws, Division Rules,
8 Section 1A1, page 26.

9 Present law reads:

10 "A1. The officers of each division
11 shall consist of a president,
12 vice-president,
13 secretary-treasurer, alternate,
14 chaplain, three trustees, (auditing
15 committee) delegated to the Rail
16 Conference and the first and second
17 alternates. Legislative
18 representative who shall be the
19 delegate of the legislative board
20 and the alternate for each craft
21 represented at each local committee
22 of adjustments will consist of
23 three members: the local chairman,
24 the local vice-chairman, a minimum
25 of two." (As read)

1 Recommendations made by the Rail
2 Conference President.

3 "A1. The officers of each division
4 shall consist of a president,
5 vice-president,
6 secretary-treasurer, and
7 alternate, three trustees,
8 (auditing committee) delegate to
9 the Rail Conference and the
10 first and second alternate,
11 legislative representative who
12 shall be the delegate to the
13 legislative board, Vice
14 Legislative Representative,
15 minimum of one, and each local
16 committee of adjustments will
17 consist of three members, the
18 local chairman, the vice
19 chairman, minimum of two. Note:
20 the majority of the Rail
21 Conference Executive Board is
22 vested with the authority to
23 establish additional local
24 committees of adjustment to
25 represent members on a separate

1 seniority district or employed
2 in a separate craft represented
3 by the TCRC. Such committee
4 members must hold seniority
5 right in one of the crafts under
6 the jurisdiction of the local
7 committee."

8 Purpose of the amendment: deletion of
9 chaplain.

10 "The TCRC has many different
11 religions and other beliefs. The
12 term chaplain is outdated and
13 non-inclusive, which is against the
14 principles of the Rail Conference.
15 The duties of the chaplain can be
16 and are sometimes conducted by the
17 division president. Change from
18 alternate legislative
19 representative to vice legislative
20 representative was made between
21 conventions by the Rail Conference
22 Executive Board on April 23rd,
23 2025. This recommendation is
24 required to conform with the Rail
25 Conference bylaws, Section 36.

1 This recommendation has the support
2 of the National Executive Board."

3 The bylaw committee recommendation:

4 "The bylaw committee recommends."

5 I so move adopting this resolution.

6 PRESIDENT BOUCHER: Thank you. Do we
7 have a seconder? Mic 2.

8 BROTHER FRIDAY: Carl Friday, Division
9 660, Toronto. I second the motion.

10 PRESIDENT BOUCHER: Thank you.

11 Floor is open for discussion, debate.

12 Mic One.

13 BROTHER DOYLE: Excuse me. Sam Doyle,
14 649, wynyard.

15 I'm opposed to this, just like I was four
16 years ago when it came up and was defeated. I hope
17 to see that happen again. I was very disappointed
18 to see this come up. If we vote to erase this
19 position, we are stripping away a layer of mental
20 health protection for our members. We work brutal
21 schedules, suffer fatigue, and spend days away from
22 family, sadly often dealing with the trauma of
23 critical incidents and fatalities. Many of our
24 members won't use EAP, and no one would ever trust
25 HR.

1 A union chaplain can meet the member
 2 where they are. They're in the bunkhouse. They're
 3 on the train. And the -- if it's the word chaplain
 4 that seems to be terrifying people, the literal
 5 history of the word chaplain comes from a
 6 fourth-century soldier who saw a beggar freezing in
 7 a storm. The soldier cut his military cloak in half
 8 and shared it with the beggar, and that's it. If
 9 you break down the word, it means keeper of the
 10 cloak. It is a call to protect others, not a
 11 religious title. A chaplain must provide
 12 non-denominational spiritual care. Chaplains in
 13 Canada can be humanists, Indigenous elders, Muslims,
 14 Sikhs, Buddhists, whatever, Jews, Christians. A
 15 chaplain would never ask, "what do you believe?"
 16 Only, "How can I help?"

17 And it's fitting that we're here in
 18 Winnipeg, home of the general strike of 1919,
 19 probably the greatest union activity that ever
 20 happened in this country. Brave workers in this
 21 city, not very far from where we are now, stood up
 22 to their bosses and walked off the job. Labour
 23 chaplains stood on the line with them. They set up
 24 union churches, kitchens, and shelters, fed and
 25 counselled strikers and their families. Chaplains

1 have always been a proud part of labour unions.
 2 Solidarity is not just a word on a shirt
 3 or something we throw around. It means that we look
 4 out for one another. It means we protect the
 5 holistic dignity of every worker. We call each
 6 other brother and sister for a reason. Our
 7 collective agreements can protect our wages and
 8 rest. Our chaplains can protect our humanity.
 9 Let's not let the fear of being politically
 10 incorrect cause us to lose even an ounce of the
 11 ability to protect each other. I'm asking you to
 12 vote no on this resolution and let us keep our
 13 chaplains.

14 God bless, and God bless the Teamsters.
 15 --- Applause

16 PRESIDENT BOUCHER: Thank you, Brother.
 17 Keep in mind that the full motion or the full
 18 recommendation includes the revision that we made
 19 from alternate legislative to vice legislative. So
 20 my suggestion to the floor is, if the problem is the
 21 chaplain and you want to revise that portion of it
 22 to remain the rest of it, we would need to have a
 23 motion to amend. If the chaplain is the only issue,
 24 is what I'm getting at, Brother.

25 Mic one.

1 BROTHER SAUNDERS: Dustin Saunders,
 2 Division 945, Vancouver.

3 I do support this Bylaw Committee
 4 Recommendation and I will not argue against any of
 5 the cogent points made by the previous brother
 6 because he is 100 per cent right with everything he
 7 said. The only thing that I want to add, and why
 8 I'm in favour of the resolution or the motion, is
 9 because that title of chaplain, giving it to one
 10 member, I don't believe is correct because that
 11 chaplain does the duties that are incumbent upon all
 12 of us. Every single one of us should be the
 13 chaplains of our respective divisions.

14 Thank you.

15 PRESIDENT BOUCHER: Thank you, Brother.

16 --- Applause

17 PRESIDENT BOUCHER: Mike 2.

18 BROTHER DUNN: Dale Dunn, Division 747,
 19 Toronto. I know with -- excuse me. I know with our
 20 division, with the position of the chaplain, we have
 21 incorporated that a bit more into something for the
 22 membership because, as stated, a lot of members
 23 don't like going to the AFAP or any of the corporate
 24 kind of helplines. So I think in this, with the
 25 delegates, maybe we could come up with something

1 here, not throw the baby out with the bathwater. I
 2 think there is some legitimacy in maybe redefining
 3 that position.

4 Thank you.

5 PRESIDENT BOUCHER: Thank you, Brother.

6 Mike 1.

7 BROTHER DOYLE: Just to be clear, when I
 8 was speaking earlier, it was just the, like you had
 9 said, it's just the -- so I don't know, did you want
 10 me to make a motion to amend it to or do we have to
 11 defeat this first?

12 PRESIDENT BOUCHER: No, if you defeat it,
 13 you defeat the whole.

14 BROTHER DOYLE: Okay, but we don't want
 15 to do that then, right? Because I want to keep the
 16 other stuff. So -

17 PRESIDENT BOUCHER: Yes.

18 BROTHER DOYLE: I can make it a motion to
 19 amend?

20 PRESIDENT BOUCHER: Correct.

21 BROTHER DOYLE: Okay, to keep the
 22 chaplain and -- okay, I guess get rid of the
 23 deletion of chaplain -

24 PRESIDENT BOUCHER: Correct.

25 BROTHER DOYLE: -- and keep the rest of

1 the language.

2 PRESIDENT BOUCHER: Correct.

3 BROTHER DOYLE: Okay.

4 PRESIDENT BOUCHER: So we have a motion
5 to amend to remove the deletion of chaplain. Do we
6 have a seconder for that motion to amend?

7 BROTHER KABIN: Yes, Chris Kabin,
8 Division 70. I'll --

9 PRESIDENT BOUCHER: Sorry, sorry,
10 Brother, I go to Mic 2 first. I'm going to
11 alternate back and forth. Mic 2.

12 BROTHER PRATT: Chris Pratt, Division
13 319. I'll second that motion -- sub-motion, sorry.

14 PRESIDENT BOUCHER: Okay. So now the
15 floor is open for debate and discussion on the
16 amendment only, removing the deletion of chaplain
17 and keeping the rest of the recommendation.

18 Floor is open for discussion and debate.

19 Second call. Final call.

20 Can we put the vote up on the screen in
21 just about two seconds so we're all clear? We have
22 a lot of new delegates here. What we are now voting
23 on is the recommendation being only the vice
24 legislative rep, keeping chaplain into the bylaw, as
25 you can see on the screen. Okay. Put the vote up,

1 please.

2 --- VOTING

3 Ten seconds, please. Sorry. Long day.
4 My apologies. So voting 1A for the amendment,
5 keeping chaplain in and the vice legislative being
6 kept. 2B, you're against that amendment.

7 Ten seconds, please.

8 --- CARRIED

9 128 for, 30 against. Thank you.

10 --- Applause

11 PRESIDENT BOUCHER: That's how discussion
12 and debate works. You get the changes that you
13 want. Thank you for that, Brother.

14 Get one more in. Okay, we're almost
15 close to 17:00. We'll get one more in and call it a
16 day.

17 --- Laughter

18 BROTHER GEILER: Okay. Recommendations,
19 "Part division rules", Section 2(b), page 26.

20 Present law reads:

21 "(b) only members who do not hold
22 membership in any other labour
23 organization which purports to
24 represent railway workers and meet
25 the requirements of active

1 membership as defined in Section
2 25(b), TCRC Division Rules, may be
3 elected delegates or alternate
4 delegates to the Rail Conference,
5 General Chairman of the DCA, Local
6 Chairman or member of the Local
7 Committee of Adjustment, or
8 Legislative Representative, or
9 delegate to the Provincial
10 Legislative Board. Members absent
11 pursuant to a leave provision
12 sanctioned by the government
13 statute will be considered to have
14 met the requirements of active
15 membership provided they have paid
16 out-of-work dues, IBT and national
17 dues, during the time of such leave
18 and further that the duration of
19 the leave did not exceed 12 months.
20 Note: Beginning January 1, 2006,
21 eligibility to run for office will
22 be determined by the applicable
23 provisions of the IBT Constitution
24 as modified in paragraph 6.8 of the
25 merger agreement."

1 Recommendations made by the Rail
2 Conference President:

3 "(b) Only members who do not hold
4 membership in any other labour
5 organization, which purports to
6 represent railway workers and meet
7 the requirements of active
8 membership as defined in Section
9 25(b), TCRC Division Rules, may be
10 elected to hold office. Members
11 absent pursuant to a leave
12 provision sanctioned by government
13 statute will be considered to have
14 met the requirements of active
15 membership, provided they have paid
16 dues under the dues maintenance
17 policy, IBT and national dues,
18 during the time of such leave and
19 further that the duration of the
20 leave did not exceed 12 months.
21 Note: Beginning January 1, 2006,
22 eligibility to run for office will
23 be determined by the applicable
24 provisions of the IBT Constitution
25 as modified in paragraph 6.8 of the

1 Merger Agreement."
 2 Purpose of the amendment:
 3 "All TCRC members in good standing
 4 have the right to run for office.
 5 This section makes reference to
 6 when members cannot run for office
 7 but only identifies specific
 8 positions. If a member cannot hold
 9 office because they hold membership
 10 at another railway which represents
 11 railway workers, then, they should
 12 be restricted from holding office
 13 in all positions in the division,
 14 not certain positions. This
 15 recommendation has the support of
 16 the National Executive Board."
 17 Bylaws Committee recommendation:
 18 "The Bylaws Committee recommends."
 19 I so move adopting of the resolution.
 20 PRESIDENT BOUCHER: Thank you. Do we
 21 have a seconder?
 22 BROTHER MEIER: Mike Meier, 151, I second
 23 the motion.
 24 PRESIDENT BOUCHER: We have a seconder.
 25 Floor is open for debate and discussion.

1 Mic one.
 2 SISTER LINKLETTER: Veronica Linkletter,
 3 Division 954. I would like to make a motion to
 4 amend this amendment. It says, "not exceeding 12
 5 months", but we know parental leave in Canada has
 6 extended now. So you could have more than 12 months
 7 off, 69 weeks, and that would affect all members who
 8 want to take their full parental leave. So I think
 9 we should amend the motion to increase the 12 months
 10 to match the Labour Code.
 11 PRESIDENT BOUCHER: Can we get the bylaw
 12 back up on the screen, please? This is specific to
 13 other labour organizations. Oh, I see the part
 14 you're looking at. Can we keep it still, please?
 15 That's good right there. Thank you. Okay, I see
 16 what you're referring to, Sister. So what is
 17 your -- how do you want to amend it?
 18 SISTER LINKLETTER: So I would -- I want
 19 to amend it to keep the recommended changes, but
 20 also add an additional change so that it reads, "the
 21 leave did not exceed 16 months" instead of 12.
 22 PRESIDENT BOUCHER: You said, "18".
 23 SISTER LINKLETTER: 18, sorry, 18, ye.
 24 PRESIDENT BOUCHER: So if I may, and
 25 nobody objects, my question to you is: what if

1 legislation changes to 24 months, or if it changes
 2 to 30 months, should we not protect against that as
 3 well?
 4 SISTER LINKLETTER: We should. The
 5 amendment then could be that it would be in line
 6 with the Canada Labour Code provisions.
 7 PRESIDENT BOUCHER: Can I make a
 8 suggestion to the delegates?
 9 SISTER LINKLETTER: Yes. (rires)
 10 PRESIDENT BOUCHER: How about -- can you
 11 please keep it still? Thank you. How about the
 12 recommendation be deletion from "and further that
 13 the duration of the leave did not exceed 12 months".
 14 We have our policy for dues maintenance while you're
 15 off, regardless of what it is. It would protect any
 16 changes to the legislation. Suggestion.
 17 SISTER LINKLETTER: I would accept that
 18 suggestion.
 19 PRESIDENT BOUCHER: So how do you want to
 20 amend it, sister? I can't do it for you.
 21 SISTER LINKLETTER: I can't see it. So
 22 we would delete -- it would just -- it would --
 23 everything after "such leave", period.
 24 PRESIDENT BOUCHER: So you're wanting to
 25 amend it to delete, strike through, "and further,

1 that the duration of the leave did not exceed 12
 2 months."
 3 SISTER LINKLETTER: Correct.
 4 PRESIDENT BOUCHER: Okay. Can we do that
 5 please in the back? So everybody can see? Last
 6 sentence before the note. "Such leave", keep going,
 7 and further. Back. Back. Yes, right to the end.
 8 "And further that the duration of the leave did not
 9 exceed 12 months" with a strike-through, please.
 10 Okay, thank you.
 11 So we have an amendment on the screen.
 12 Do we have a seconder for the amendment? Mic 2.
 13 SISTER DODD: Sonja Dodd, Division 295
 14 Toronto, I second that motion.
 15 PRESIDENT BOUCHER: We have a seconder.
 16 Floor is open for debate and discussion.
 17 Second call. Mic two.
 18 BROTHER FRIDAY: Carl Friday - sorry,
 19 Carl Friday, 660, Toronto. Has the amendment been
 20 made in the French version?
 21 PRESIDENT BOUCHER: I'm sorry, I can't
 22 hear you.
 23 BROTHER FRIDAY: Has the amendment been
 24 made in the French version?
 25 PRESIDENT BOUCHER: That's done,

1 housekeeping-wise.

2 BROTHER FRIDAY: Okay.

3 PRESIDENT BOUCHER: Following the
4 convention. But can we show the strike-through,
5 please? It's a good point, Brother, that you bring
6 it up, so our French delegates can see the
7 strike-through in the French part of it. Sorry,
8 French brothers and sisters. Okay. Perfect, thank
9 you.

10 The floor is open for discussion and
11 debate. Second call. Final call. Closed.

12 Can we put the vote up on the screen,
13 please? As a reminder, you are voting on the
14 amendment only. 1A, you're in favour of that
15 amendment. 2B, you're against.

16 --- VOTING

17 Ten seconds, please.

18 --- CARRIED

19 152 for, 8 against, carried.

20 Thank you.

21 So just a note here before we call it a
22 day. As a reminder, your tablets, leave them there
23 if you have 50 percentage of battery or more. If
24 you have less than that, you'll need to bring it
25 back.

1 Leave your voting machine in your spot as
2 well and your translation devices must go back.
3 Hold on, brothers. Hold on. We have not been
4 adjourned yet. I know the beer is cold, but it'll
5 still be there.

6 The ones that have to turn in their
7 tablets because of battery charging, they will be
8 placed back in your spot in the morning, so you
9 don't have to gather that. But you will have to get
10 your translation devices in the morning. Okay.

11 As you're seeing the issues that we're
12 having logistically with getting into the convention
13 floor from getting those devices, we only have the
14 one way coming in. We have 167 delegates. It's a
15 lot of people to get in here. So please allow time
16 to get in here so we can start on time, so we don't
17 have to go later in the day. Tomorrow is going to
18 be a very busy day.

19 Tomorrow night we have candidates night.
20 And it makes it a very long day. And just for a
21 point of interest around candidates night, we will
22 have French translation for candidates night, which
23 we are very proud of the executive board here for
24 the first time in the history of our organization as
25 a TCRC. So that all our members, all our delegates

1 can -- who are either running or want to ask
2 questions can do it in their natural tongue and
3 everybody will understand it. So we're quite proud
4 of that.

5 Okay, could I have a motion to adjourn
6 for the day and come back in for 9 o'clock tomorrow
7 morning? I can hear it from the floor. That's
8 fine. All right. Adjourned.

9 --- Whereupon the meeting adjourned at 1712, to
10 resume on Wednesday, September 23, 2026 at 0900

\$ \$1 [1] 23:21 \$1,237,994 [1] 154:17 \$1,500,710 [1] 156:6 \$1,571,144 [1] 155:14 \$1,619,144 [1] 155:9 \$1.4 [1] 156:15 \$1.50 [1] 23:21 \$10 [3] 155:2 201:4 202:16 \$10,000 [1] 153:13 \$15 [1] 201:21 \$153,609.12 [1] 204:24 \$175,509.81 [1] 205:16 \$18,152 [1] 154:16 \$184,863.64 [1] 205:2 \$198,891.16 [1] 204:22 \$2 [1] 196:2 \$2,095,737 [1] 154:12 \$2,261,702 [1] 154:12 \$2.00 [1] 192:19 \$2.90 [1] 184:14 \$200 [1] 152:18 \$200,000 [1] 157:7 \$211,110.47 [1] 205:19 \$213,749.12 [1] 204:20 \$227,129.61 [1] 205:14 \$236,925 [1] 154:11 \$24.10 [10] 155:18 184:3,13 187:1 188:20 189:3,20,23 191:4,7 \$244,097.09 [1] 205:12 \$27 [11] 155:18 183:23,24 184:12,16 185:22 188:17,21 189:11,	25 191:5 \$27.00 [1] 182:17 \$3 [1] 154:14 \$3.00 [2] 192:2,17 \$3.25 [4] 184:12,16 186:24 187:3 \$30.25 [5] 183:9 184:11 187:24 188:4 191:4 \$300,000 [1] 157:5 \$355,000 [1] 157:1 \$400,000 [1] 156:22 \$45 [1] 152:19 \$5 [1] 154:24 \$5,666,600 [1] 157:12 \$5.00 [2] 192:4,21 \$6.15 [2] 187:18 188:3 \$6.25 [4] 184:14 186:24 187:17 188:3 \$650,000 [1] 156:20 \$9 [1] 202:12 0 0900 [2] 29:10 227:10 0910 [1] 1:3 1 1 [25] 10:24 11:1,9 13:5 26:17 27:16 28:5 29:17 140:8 156:24 180:7 181:21 186:21 187:4,14 191:1 194:1,5 199:23 200:3 203:25 206:10 216:6 219:20 220:21 1(a) [4] 172:16 180:12 182:3 191:16 1.5 [1] 31:1 10 [15] 13:15,24 27:7 28:3 29:2 30:3 54:10 102:16 116:5 122:22 195:18 200:18 204:10 206:17 209:1 10:50 [1] 43:4 100 [3] 72:8 132:14 215:6 1037 [1] 43:6 1056 [1] 43:7	107 [5] 24:13 35:11,18 77:23 109:22 11 [1] 93:18 11-plus [1] 55:5 12 [9] 219:19 220:20 222:4,6,9,21 223:13 224:1,9 1210 [1] 101:14 122 [2] 30:5 200:20 128 [1] 218:9 13:15 [2] 101:12,12 130,000 [1] 111:15 1316 [1] 101:15 135,000 [1] 41:10 1358 [1] 123:6 140 [1] 174:18 1429 [1] 123:7 148 [1] 209:3 149 [2] 14:1 27:9 14th [1] 82:23 15 [3] 123:5 130:11 148:3 150 [2] 13:18,19 1508 [1] 148:8 151 [1] 221:22 152 [1] 225:19 1527 [1] 148:9 153 [1] 172:12 156 [1] 29:4 157 [1] 178:25 15-minute [2] 43:3 148:2 15thjust [1] 82:23 16 [3] 179:3 180:18 222:21 160 [1] 28:5 165 [1] 10:8 167 [4] 10:8 13:19 14:7 226:14 17 [3] 29:10 191:23 200:25 17:00 [2] 148:6 218:15 1700 [1] 29:10 1712 [1] 227:9 18 [3] 222:22,23,23 19 [1] 83:24 1903 [1] 40:9 1919 [1] 213:18 1970s [1] 40:10 1995 [1] 42:12	1996 [2] 33:25 34:2 19th [1] 82:22 1A [15] 13:2,6 27:4,25 28:24,25 30:1 172:6 174:12 178:20 195:16 200:17 204:8 218:4 225:14 1A1 [1] 209:8 2 2 [14] 10:25 11:2,16 26:22 28:18 29:21 188:6 199:18 208:19 212:7 215:17 217:10,11 224:12 2(b) [4] 180:12 182:3 191:17 218:19 20 [6] 3:13,16 25:14 45:12 140:6 174:18 20(b) [2] 179:2 180:12 2000 [1] 103:13 2000s [1] 43:12 2001 [1] 189:9 2003 [1] 189:8 2004 [4] 183:20 185:22 188:10,25 2005 [2] 33:25 34:3 2006 [3] 183:21 219:20 220:21 2008 [1] 188:25 2012 [4] 45:15 140:9,10 141:4 2015 [1] 202:10 2016 [2] 113:2 140:22 2017 [2] 113:4 141:13 2018 [4] 155:7 202:14,14,20 2020 [2] 45:19 103:4 2021 [1] 156:4 2022 [6] 142:21 144:24 204:19,21,24 205:1 2023 [9] 72:12,16 75:23 83:4,18,23 144:25 155:8 156:4 2024 [10] 33:2 77:16 93:14 153:13 155:14 156:17 160:25 161:1,22 203:7	2025 [6] 72:16 81:21 82:3 94:20 156:24 211:23 2026 [12] 1:2 10:8 82:9 88:9 90:10 99:2 205:11,13,16,18 206:2 227:10 2027 [1] 40:20 20th [2] 18:15 82:22 21 [3] 146:17 191:15 204:17 21-year [1] 44:19 22 [2] 1:2 185:22 23 [2] 146:17 227:10 23rd [1] 211:22 24 [2] 180:18 223:1 25 [3] 103:9 104:19 206:23 25(b) [2] 219:2 220:9 25(c) [2] 182:12 183:4 250 [1] 90:11 25th [1] 112:25 26 [2] 209:8 218:19 27 [1] 188:17 27(b) [2] 182:9 184:1 27(c) [1] 191:23 27D [1] 200:25 28-day [1] 48:25 295 [2] 92:13 224:13 2A [1] 13:2 2B [10] 27:5 28:1,25 30:1 178:21 195:16 200:17 204:9 218:6 225:15 3 3 [3] 29:4 122:4 169:19 30 [5] 126:14 131:20,25 218:9 223:2 30-day [1] 49:19 319 [2] 29:23 217:13 322 [2] 186:23 194:7 337 [1] 186:15 34 [1] 200:20 35 [1] 3:15 355 [1] 29:18 36 [1] 211:25 38 [1] 106:1 39 [1] 204:16
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