

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

TEAMSTERS CANADA RAIL CONFERENCE



TRANSCRIPT
VOLUME 2

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Winnipeg, Manitoba

1 --- Upon commencing on Wednesday, September 23, 2026
2 at 0859

3 PRESIDENT BOUCHER: Good morning,
4 everyone. Hope you had a good night last night.

5 We had a busy day yesterday. We got a
6 busy day again today. We've sent out to you a new
7 agenda. We made some revisions to it, which should
8 get us back on track and time, and hopefully not
9 have to go later today. That's our goal, to keep on
10 time, keep on track.

11 So we'll do the attendance like we did
12 yesterday. You'll get the question about being here
13 at the TCRC convention, press 1. Doesn't really
14 matter at this point. Put ever what you want for a
15 button. It's more testing. We know that you're
16 here.

17 So we can put the question up on the
18 screen, please. And can we have the screens down
19 below here on? They're not on at all. Thank you.
20 Okay, we need it posted. Perfect, thanks. It's on
21 now. They're both on now, thanks. Ten seconds,
22 please. Okay, thank you. We have the attendance
23 done.

24 we'll call the convention to order for

1 today and commence business.

2 So for announcements, just as a reminder,
3 we have the 50/50 tickets for sale, the bottle
4 raffle. One of the bottles is like, I think, about
5 a \$400 or \$500 bottle of whiskey or something like
6 that. We have the hospitality suite open. The
7 purchases for the alcohol from there, all proceeds
8 are going to the same charity. So for all three of
9 them, the monies that are raised are going to the
10 Manitoba Children's Hospital. So please keep that
11 in mind. The 50/50 and the raffles are only open up
12 in the hospitality suite now. And today will be the
13 last opportunity to get those because as of tomorrow
14 morning, the hospitality suite won't be open
15 tomorrow morning, but it will be tomorrow night.
16 And we're going to do the draw tomorrow afternoon
17 after lunch.

18 As a reminder for our tables that are set
19 up outside, please go visit them, talk to the
20 people. They've got a lot of good stuff, a lot of
21 information, especially with the Women's Caucus
22 founding members and our divisions that are talking
23 about the bunkhouses. That's a very important
24 initiative. So please visit those tables as well as
25 the BRCF.

1 One of the tables that are up there is
2 Union Savings. So as a reminder to the convention
3 delegates, your iPad has a link to the Union
4 Savings. Enter the draw for two \$500 gift cards.
5 If you enter the draw today, please visit the Union
6 Savings table outside the hall. First thing
7 Thursday morning, winners will be announced.

8 For your iPads for the convention that
9 you have in front of you, we've noticed that --
10 we've done a test on them. Some of them, or even a
11 lot of them, may be running low on battery power by
12 lunch break today. If you are at the 50 per cent or
13 less battery power prior to lunch break, please
14 bring your iPad up to the iPad station. They'll
15 charge it over lunch. You won't have to pick it
16 back up. Coming back in, it will be back at your
17 seat. Okay?

18 And at the end of yesterday, one of our
19 delegates, rightfully so, came up to talk to me
20 about the two amendments, two or three amendments,
21 can't remember now, that were done yesterday and
22 conducted yesterday, and how I forgot the proper
23 procedure under Robert's Rules of Order around
24 amendments and left out one of the steps.

25 The proper procedures for amendments are

1 this. First, you have your initial motion of the
2 resolution. If there's a motion to amend, that
3 motion gets seconded, and then the motion to amend
4 is discussed and then voted on. And if it passes to
5 accept amending, then that agreed-to amendment goes
6 to debate and discussion as being the actual motion
7 now. And then it goes to a vote for accepting the
8 change. I kind of combined both of them into one
9 step.

10 So we have a couple of options here that
11 we can do. This will be when we get back to the
12 bylaws reviews, bylaws resolutions going later this
13 morning and today. We have a couple of options we
14 can do. I want you to think about it until the
15 break time. We can either, because they passed on
16 that basis of combining, we can do a motion to
17 accept it that way, or we go back, bring them back
18 forward. The acceptance is the amendment as the
19 motion and then vote on that motion. All right?

20 So please think about it this morning,
21 and then when we come back with the bylaws reviews,
22 we'll talk about it then. You guys can come up to
23 the mic and tell you how you want to vote to do it.
24 Okay? So I apologize for the confusion. It was a
25 long day for me yesterday. So, okay.

1 Having said that, we're going to bring up
2 our first guest speaker of today. We have Brother
3 Joel Kennedy from Unifor, representative ITF. He
4 hired at CP's Western Shops in 2003 as a shop craft
5 worker, crane operator until 2018, when he was
6 elected as local national president. In 2019,
7 Brother Joel was hired by the Unifor to a national
8 representative and moved into the director of rail
9 role in 2023. Brother Joel is also the ITF's
10 Railway Section North American co-chair, a position
11 he has held since 2019. So let's please give a warm
12 welcome to Brother Joel Kennedy.

13 --- Applause

14 MR. KENNEDY: Wow, this is something
15 else. I appreciate being here, and it's certainly a
16 privilege to be able to be invited to speak at the
17 TCRC National Convention. Thank you, Paul. Bear
18 with me as I fumble around with this clicker here.

19 So I'm just going to walk through a
20 presentation, what we did, and I was backed by a
21 couple of your representatives and a whole bunch of
22 other good people, in Geneva earlier this year where
23 the ITF affiliates went in the rail section to
24 negotiate global working conditions and standards
25 for railway workers globally.

1 An International Labour Organization
2 Technical Meeting is a formal gathering organized by
3 the ILO where tripart representatives, governments,
4 officials, and, funny enough, employers'
5 organizations and workers' organizations from across
6 the world meet to discuss, analyze, and address
7 specific labour-related issues, often with a defined
8 sector. Obviously, this would be rail. In short,
9 an ILO's railways technical meeting is a structured
10 tripart forum that brings together governments,
11 employers, and workers to address labour challenges,
12 formulate policy recommendations, and influence
13 national and international labour agendas.

14 I was lucky enough to be selected by the
15 workers' Global Group to serve as its international
16 spokesperson, representing workers' interests and
17 negotiating on their behalf throughout the
18 proceedings. And where we workers were supported by
19 the ITF secretariat, including a special gentleman
20 you'll meet shortly thereafter, myself, Ruwan, whose
21 expertise and steady hands helped support and guide
22 us.

23 The ILO remains unique as the only UN
24 agency where workers, employers, and governments sit
25 together as equal partners. The conclusions adopted

1 through the process call for stronger investment in
2 rail, safe staffing levels, quality skills and
3 training, social dialogue, equality and inclusion,
4 and protections of worker rights and decent working
5 conditions across the entire global rail sector.

6 Today, I'd like to provide a practical
7 overview of these conclusions and discuss how
8 railway workers and unions alike can use them
9 effectively in collective bargaining, campaigning,
10 organizing, and policy advocacy.

11 Brothers and sisters, many of you may not
12 know this work did not just start in Geneva in
13 September 2025. Since 2025, the ITF's Railway
14 Section Steering Committee has been discussing the
15 upcoming ILO Railway Technical Meetings together,
16 where we presented the ITF perspective, our
17 priorities, and the political direction we wanted to
18 take into negotiations.

19 Before the meeting, ITF affiliates such
20 as the Teamsters Canada, TCRC Canada, ITF affiliates
21 from all over the global regions contributed
22 evidence, case studies, and workplace experiences
23 covering safety, staffing, fatigue, outsourcing,
24 privatization, skills shortages, technological
25 change, and equality issues. We gathered examples

1 from across the entire world because we wanted our
2 workers' group interventions to reflect the real and
3 lived operational experience of railway workers
4 globally and not only perceived issues and policy
5 discussions on paper penned by non-railway workers.

6 These contributions were extremely
7 important. They helped us prepare detailed
8 interventions and grounded our negotiations
9 throughout the week. Many of the final conclusions
10 and recommendations adopted at the meeting directly
11 reflect the concerns railway workers and their
12 unions have been raising collectively for years.
13 The discussions in Geneva confirmed very clearly
14 that the issues we face across different railway
15 systems are often remarkably similar: understaffing,
16 fragmentation, outsourcing, recruitment problems, a
17 problem you all know very well, fatigue, increasing
18 pressure from automation, and the need for long-term
19 public investment. The meeting also confirmed
20 something very important politically. There is now
21 a broad international recognition that safety,
22 decent work, and sustainable rail development cannot
23 be separated from each other.

24 These are the ITF Railway Section members
25 of the workers' Group who attended the tripart

1 meetings in Geneva, including Ryan and Paul as
2 advisors to the group, along with the ITF
3 secretariat staff who supported the workers' Group
4 and contributed to making these negotiations a
5 success for railway workers globally.

6 One of the most important outcomes of the
7 meeting was that the conclusions clearly recognize
8 and confirm the problems railway unions across the
9 world have been saying for years. The conclusions
10 acknowledge that fragmentation, outsourcing, and
11 cost cutting can weaken safety, undermine working
12 conditions, and damage the long-term resilience of
13 the railway system, which we have all seen here in
14 Canada. The conclusions also recognize that
15 staffing levels, maintenance capacity, and workforce
16 skills are fundamental to safe operations.
17 Importantly, the conclusions state that safety in
18 rail is non-negotiable. That gives us a strong
19 international reference point when challenging
20 policies that prioritize short-term efficiency or
21 liberalization over safe and properly staffed
22 railways.

23 The meeting also reaffirmed that social
24 dialogue and collective bargaining must be central
25 to managing restructuring, technological change, and

1 workforce transition. This is particularly relevant
2 as employers and governments increasingly push
3 automation, digitalization, and new operating
4 models, particularly across Europe, Australia, and
5 North America.

6 Safety was one of the defining themes of
7 the entire meeting and strongly shaped the final
8 conclusions. The discussions made clear that rail
9 remains one of the safest modes of transport, but
10 that safety does not happen automatically. The
11 conclusions recognized that safe railway operations
12 depend on employers and governments providing proper
13 staffing levels, effective fatigue management,
14 high-quality training, preventative maintenance,
15 strong inspection systems, and meaningful worker
16 participation in safety management.

17 They also explicitly identify key
18 occupational health and safety risks facing railway
19 workers today, including fatigue, long shifts,
20 understaffing, violence and harassment,
21 psychological risks, diesel exhaust exposure,
22 electrical hazards, and the growing impact of
23 extreme weather events and heat stress.

24 Importantly, the meeting reaffirmed that
25 occupational health and safety is a fundamental

1 principle and right at work. This strengthens the
2 position of railway unions internationally when
3 challenging unsafe staffing models, excessive
4 workloads, or cost-cutting measures that undermine
5 operational safety.

6 Staffing was also a major issue
7 throughout the negotiations. Worker representatives
8 raised concerns about driver-only operation,
9 reductions in safe staffing and station staffing,
10 outsourcing of maintenance, subcontracting chains,
11 and declining inspection capacity. The final
12 conclusions recognize that adequate staffing and
13 workforce stability are essential not only to decent
14 work, but also for operational and supply chain
15 resilience and passenger safety.

16 Another important outcome concerns
17 technology and digitalization. The workers' group
18 pushed strongly for language confirming that
19 technology, automation, and AI must support workers
20 rather than replace them in safety-critical
21 functions, such as safety and maintenance
22 inspections and train driver operations. This is
23 particularly important as railway operators across
24 the globe increasingly introduce automated systems,
25 remote monitoring, and AI-driven operational tools.

1 The meeting also produced important
2 conclusions on investment and the future of the
3 sector. The conclusions recognize that rail
4 requires predictable long-term public investment to
5 maintain infrastructure, renew rolling stock,
6 support worker renewal, and deliver climate
7 objectives and also acknowledges that fragmented
8 systems, outsourcing, and some forms of
9 privatization can negatively affect staffing,
10 working conditions, training opportunities, and
11 collective bargaining structures.

12 The meeting linked workforce renewal,
13 equality, and technological change very closely
14 together. A major issue throughout the discussions
15 was the growing staffing and skills crisis facing
16 the railways globally. The conclusions recognize
17 that railways depend on skilled and experienced
18 workers and that recruitment, training, and
19 retention are now critical challenges for the sector
20 globally. The meeting also made clear that
21 workforce shortages cannot be solved without making
22 the industry more inclusive. Gender equality, safe
23 workplaces, proper facilities, and equal access to
24 training were all recognized as essential for the
25 future sustainability of our rail sector.

1 Technology and AI were another major
2 focus. The workers' group strongly pushed for
3 language confirming that technology must assist
4 workers rather than replace them in safety-critical
5 functions. The conclusions emphasize worker
6 involvement, social dialogue, and proper training
7 before technological change is even introduced.

8 As I mentioned earlier, the conclusions
9 do not only give responsibilities to governments and
10 employers and unions. They also give an important
11 role to the ILO office. This is important for us as
12 labour because strong follow-up from the office can
13 help us advance these issues at national and
14 regional levels, even if the conclusions are not
15 legally binding.

16 First, the conclusions ask the ILO office
17 to provide technical support. This includes support
18 through the ILO training centres, regional
19 workshops, and expert missions. For many countries,
20 especially where resources are limited, this support
21 is very important.

22 Second, the office is asked to continue
23 research on key issues affecting the future of our
24 rail sector. This includes digitalization,
25 artificial intelligence, equality, youth employment,

1 women workers, migrant workers, and skills
2 development. These issues are generally challenging
3 for the sector, and good research from the ILO
4 Global Office can help all sides better understand
5 the challenges and develop stronger policy.

6 Third, the conclusions encourage the
7 office to develop practical tools and guidance for
8 governments, employers, and unions. This means
9 creating useful resources such as training
10 materials, policy guidance, and model frameworks
11 that can be used in negotiations and workplace
12 practice. For us, these tools can strengthen our
13 arguments and help us achieve better outcomes for
14 railway workers globally.

15 Currently, the office is facing a serious
16 resource problem due to funding cuts by some other
17 member states, including recent cuts in the US
18 funding to UN agencies. Despite these difficulties,
19 they said that work on the railway sector will
20 continue and that they will share updates with us
21 over the month. So despite the cuts, they're still
22 committed to working with the railway sector
23 globally.

24 We also discussed possible activities in
25 2027. We spoke about the possibility of the ITF

1 organizing railway events and workshops with the
2 participation of the ILO. There was positive
3 discussion about trying to organize joint ITF-ILO
4 events in the next year, especially on safety,
5 social dialogue, and the future in rail.

6 Sorry, I missed a spot here. The
7 conclusions secured very clear next steps, both for
8 the ILO and us as for trade unions and young railway
9 workers. They secured that the ILO governing body
10 is invited to consider new guidance or a code of
11 practice on occupational health and safety in the
12 rail sector, this next level of the ILO process and
13 experts' meetings, which my colleague will speak on
14 later today, where governments, employers and
15 workers will develop detailed global guidelines.

16 These conclusions also secured that the
17 ILO office will continue to promote the application
18 of international labour standards and provide
19 technical support to governments, employers, and
20 unions for skills, apprenticeships, and lifelong
21 learning.

22 Another strong point secured is the ILO's
23 Office commitment to collect good practices and
24 carry out research on behalf of the global railway
25 sector on two key areas: how to build a more

1 inclusive and diverse workforce by attracting youth,
2 women, migrants, and workers with disabilities to
3 tackle labour shortages; and the impact of
4 technology, digitalization, and artificial
5 intelligence on decent job creation, productivity,
6 employment levels, working in the conditions of the
7 rail sector.

8 The conclusions also provide the ILO
9 Office that will strengthen cooperation with other
10 UN agencies, including UNESCAP and UNESE, to support
11 safe, efficient and sustainable transportation.

12 And with that, I'll conclude my report,
13 and I thank you very much.

14 --- Applause

15 PRESIDENT BOUCHER: Thank you, Brother
16 Joel. Joel, just one moment, please. Joel,
17 brother, hello.

18 I just want to say to the delegates here
19 at the convention that this person here, when we
20 were over in Geneva, did a phenomenal job speaking
21 on behalf of labour globally, especially for us here
22 in Canada. We're very proud of what he did back
23 there.

24 It was a privilege to work with you
25 there. It was great. And as I said in my openings

1 and in building relationships or how we build
2 relationships with you, ITF, Unifor, Joel and Don
3 work extremely closely for rail safety regulations
4 for all railway workers in Canada, and we're proud
5 of that relationship as well. So thank you, Joel.

6 --- Applause

7 PRESIDENT BOUCHER: As I said yesterday,
8 when we were over there, we were Team Canada, and
9 we're very proud of that.

10 So I forgot to mention in my
11 announcements that there's another apology that
12 needs to be made to some of our delegates, our
13 Quebec and French-speaking delegates, for what
14 happened yesterday.

15 We were under the assumption that we'd be
16 able to sit there and have both English and French
17 up on the screens, and specifically to the
18 resolution around research and communication. There
19 was a technical difficulty, that could not happen
20 and, unfortunately, we cannot do that for the rest
21 of the convention.

22 So to rectify that problem regarding the
23 resolutions, staff has printed out all four of the
24 resolutions, including the one that was done
25 yesterday, in French, and each French delegate will

1 have one so you can read it as we go along, and we
2 apologize for that.

3 So our next guest speaker -- and forgive
4 me, Brother Ruwan, if I pronounce your last name
5 wrong. I always have a hard time with names.

6 Brother Ruwan Subasinghe is the legal
7 director at the International Transport Workers'
8 Federation, the ITF, which is a global trade union
9 body representing over 18.5 million workers in 147
10 countries. He specializes in labour, human rights
11 and international law. Brother Ruwan represents the
12 ITF at external bodies, including the International
13 Labour Organization and the Organization for
14 Economic Co-operation and Development. He is
15 frequently called up as an expert on international
16 labour standards and has lectured at McGill
17 University, Cornell University, the University of
18 Bergen, and the International Training Centre of the
19 ILO.

20 Brother Ruwan sits on the advisory boards
21 of the International Lawyers Assisting Workers
22 Network and Cornell University's Global Labor
23 Institute. He is also a non-executive director and
24 board member of the Ethical Trading Initiative.

25 Prior to joining the ITF, Brother Ruwan

1 practised at an international law firm based in
2 London. He holds a Bachelor of Laws degree from the
3 University of Durham and a Master's degree in
4 Industrial Relations from the London School of
5 Economics and Political Science.

6 Please give a warm welcome for Brother
7 Ruwan.

8 --- Applause

9 GUEST SPEAKER

10 MR. SUBASINGHE: Good morning. Bonjour,
11 delegates of the Teamsters Canada Rail Conference,
12 President Paul Boucher, TCRC siblings, I bring you
13 the solidarity greetings of the International
14 Transport Workers' Federation and our 16.5 million
15 members worldwide. The ITF is truly proud to have
16 Teamsters Canada in our membership and to have the
17 TCRC so actively involved in the work of the ITF's
18 rail section.

19 So it is a real honour for me to be with
20 you here today at what is really a critical
21 juncture, not just for rail workers, but the entire
22 labour movement in this country. Indeed, it is one
23 of the most challenging times on record for the
24 working class worldwide.

25 We are facing a poli crisis from climate

1 change, to the rapid introduction of technology, to
2 workers really facing the brunt of geopolitical
3 tensions, physical and economic wars, none of which
4 are of the workers' making. So the need for
5 international solidarity and advocacy could not be
6 greater, and this is where the ITF comes in.

7 So just by way of background, the ITF is
8 what is known as a global union federation. We're
9 the umbrella body for transport sector unions across
10 the world. We represent roughly 16.5 million
11 members across 700 affiliated unions in 153
12 countries.

13 Now, we represent workers in the maritime
14 trades, land transport, aviation, warehousing and,
15 of course, the land transport trades includes rail.
16 We've got 14 offices worldwide. We're headquartered
17 in London. We also have an office in North America,
18 and that is based in Montreal.

19 Donc pour tous les camarades de Montréal
20 et Québec et environ, vous êtes toujours les
21 bienvenus chez nous. On est au centre-ville, and,
22 indeed, anyone that wants to visit offices and drop
23 in, please do drop by in Montreal.

24 So we are here to represent you at the
25 international level. That means representing your

1 interests with international employers. So when it
2 comes to railways, our social partner at the global
3 level, for example, is the UIC, the Union
4 Internationale des Chemins de Fer, the International
5 Railway Union, made up of global rail employers, and
6 we engage with them on your behalf.

7 We're also the transport workers' voice
8 at international multilateral fora. So that is in
9 the UN system. You'll see a few logos here from the
10 UN Human Rights Council, to the International Labour
11 Organization, to the UN Economic Social Council. So
12 we're really there to advocate for you.

13 And as you heard from both President
14 Boucher, Vice President Finnson and Joel earlier on,
15 the International Labour Organization is one of
16 those places where we really play a large role.

17 Now, you'll see from this photo that that
18 was the first International Labour Conference that
19 took place in 1921. The ILO predates the United
20 Nations. It was formed under the League of Nations
21 mandate. And the whole point was, after the First
22 World War, everyone sort of realized that you cannot
23 have peace without social justice, and social
24 justice has to begin in the workplace. That's why
25 the ILO is unique in the UN system to have a

1 tripartite system, that is, governments, employers
2 and workers have an equal say.

3 So we have a seat at the table, a genuine
4 seat, and the ILO produces international labour law,
5 international labour standards, conventions, which
6 are binding treaties, and recommendations, which
7 provide guidance. Now, these are absolutely
8 critical because these laws are then transposed into
9 national law, and you have standards at the national
10 level based on international standards.

11 Now, the ILO also produces -- has a
12 sectoral policies department that works on sectoral
13 issues. You heard from Joel about this very
14 successful meeting that we had last year, and I
15 think you can probably see both Paul and Ryan
16 somewhere here in the photo.

17 But just to put things into perspective,
18 we had to fight for over five years for the ILO to
19 get this meeting on the agenda. It had been 30
20 years since the ILO even discussed railway matters,
21 so it was a very important first step.

22 Now, Joel went through the conclusions of
23 that meeting. You could argue it's just a meeting,
24 but the truth is these conclusions have the
25 authority of tripartite consensus. How often do you

1 get governments, employers and workers agreeing to
2 some of these types of issues that Joel outlined?

3 Now, one very important thing that came
4 out of the meeting was the possibility of having
5 another meeting. Now, it's not just another meeting
6 because what we are calling for is a meeting of
7 experts to develop a code of practice or guidelines
8 on occupational safety and health in rail.

9 Now, this would be the first ever global,
10 not a legally binding standard, but a set of rules
11 internationally negotiated that would cover
12 everything from identifying key OSH issues, which
13 goes from fatigue, long shifts, understaffing,
14 violence and harassment, and also looking at other
15 workplace hazards.

16 We talked about forest fires yesterday,
17 the wildfires, the impact of extreme weather events,
18 heat stress. All of these issues could be brought
19 in and looking at solutions, which, of course, have
20 to look at staffing levels, fatigue management,
21 training, preventive maintenance and strong
22 inspection systems, all issues I heard on the floor
23 yesterday. So this would be a real opportunity for
24 us, and we'll be pushing the ILO to get this on the
25 agenda as soon as possible.

1 Now, another key area that was identified
2 was the need for all parties to secure fundamental
3 principles and rights at work for all railway
4 workers around the world. Now, fundamental
5 principles and rights at work, these are pretty much
6 basic human values which every government, as a
7 member of the ILO, has committed to uphold. That is
8 freedom of association and the right to collective
9 bargaining, freedom from forced and child labour,
10 the elimination of discrimination and, since 2022,
11 the right to a safe and healthy working environment.

12 I heard yesterday about the importance of
13 the right to refuse dangerous work. The right to
14 refuse dangerous work is now a fundamental principle
15 and right at work. It is not just a labour right,
16 it is a fundamental human right, which we all hold
17 as human beings operating in the workplace.

18 Now, these fundamental rights are
19 underpinned by 10 fundamental conventions or
20 treaties in the ILO. And I just want to focus on
21 one, which is Convention 87 on freedom of
22 association, which, for decades, has protected the
23 right to strike.

24 Now, needless to say, I don't need to
25 tell you how important this right is for us in the

1 rail sector. Over the last 50 years, the ILO's
2 supervisory bodies, these are the bodies that
3 interpret conventions and that monitor the
4 implementation of international labour standards,
5 have said that railway workers absolutely have a
6 right to strike, that railway services do not entail
7 an essential service in the strict sense of the
8 term, meaning that you could prohibit the right to
9 strike.

10 The supervisory bodies have also said
11 that if minimum service levels are to be put in
12 place, they cannot be imposed by a government. They
13 have to be negotiated and, if they cannot be
14 negotiated, it has to be an independent body that
15 places them. And they've also said that there
16 should be no state interference in collective
17 bargaining and the right to strike. So hold that
18 thought just for a second.

19 So the next thing I want to talk about is
20 a significant victory that we secured at the
21 International Court of Justice in May this year on
22 the international right to strike. I was very proud
23 that, on behalf of the ITF, I got to co-counsel this
24 case with a number of fantastic lawyers in an
25 international legal team at The Hague at the

1 International Court of Justice, and Paul mentioned
2 this case yesterday.

3 Now, what happened? So in 2012 --
4 remember I mentioned that there's a longstanding
5 tradition and jurisprudence of the ILO supervisory
6 bodies that say that the right to strike is
7 protected under Convention 87, which is a
8 fundamental convention. In 2012, the employers'
9 group at the ILO -- so just like the workers' group,
10 there is an employers' group -- basically ditched 50
11 years of jurisprudence and said, "We don't believe
12 that there is a right to strike in Convention 87,
13 the main reason being that Convention 87 itself, in
14 the text, does not refer to a right to strike. It
15 was read in by the supervisory system".

16 And in 2012, I've got to say that the
17 Canadian employers were very much on board with the
18 employers' group position and, in fact, championed
19 this idea that there is no right to strike.

20 So fast forward 11 years. After multiple
21 attempts at mediation, we only got to a place where
22 we were forced, as the workers' group, to refer this
23 matter for a final decision to the International
24 Court of Justice, which is the highest court in the
25 UN system. It is known as the World Court.

1 And throughout the course of the last two
2 years, we have worked very hard in providing written
3 submissions, supported by unions around the world,
4 including those in Canada. And on the 21st of May
5 2026, we got the result that we wanted. The court
6 was asked one very simple question, "Is the right to
7 strike of workers and their organizations, i.e.
8 their unions, protected under Convention 87?". The
9 answer was a resounding yes. The court voted --
10 --- Applause

11 MR. SUBASINGHE: It was a tremendous
12 victory because the court voted resoundingly, 10 to
13 4, and the four dissenting judges did not provide
14 any great rebuttal, to be honest. I mean, there
15 were judges who had really no idea about
16 international labour law and what this right means
17 in practice to workers.

18 So through this, we have an authoritative
19 judicial determination by the principal organ of the
20 United Nations that the right to strike is protected
21 under international law. It resolves the dispute at
22 the ILO, and it really reinforces the ILO's
23 supervisory bodies and regional human rights
24 instruments.

25 Now, I won't go into the details of how

1 the court reached its decision. Suffice it to say
2 that they looked at the ordinary meaning of the
3 convention.

4 The convention says in Article 3 that all
5 unions have the right to arrange their activities
6 and their constitutions in full freedom. The court
7 basically said if unions are free to arrange and
8 implement their activities, then surely that
9 includes the right to strike. Very simple. So the
10 answer was pretty simple.

11 But very importantly, the court looked at
12 the objective and purpose of the convention. And
13 the court found that strike action is one of the
14 main activities engaged in and tools used by workers
15 and their organizations to promote their interests
16 and to improve conditions of labour.

17 Now, note, and this is very important for
18 the domestic context, striking is not just any
19 activity. It is one of the main activities that
20 unions undertake, and this is said by the highest
21 court in the world.

22 Judge Sarah Cleveland, in her concurring
23 opinion -- this is the American judge -- she had a
24 wonderful line. She said, "workers do not form
25 organizations or unions to play cards. Workers

1 associate to try to enhance their collective power".

2 So how does this help us? How does the
3 advisory opinion help us in this room?

4 The court found that the ILO supervisory
5 bodies and their jurisprudence have great weight as
6 a supplementary means of interpretation. So what
7 does that mean? This has huge implications for
8 domestic litigation and domestic legislation. This
9 is also very significant beyond Convention 87.

10 Yesterday, I heard from several folks up
11 on the podium how Canadian rail employers are not
12 engaging in good faith bargaining. Good faith
13 bargaining is a requirement of employers under ILO
14 Convention 98 on collective bargaining. Again, this
15 was read in by the ILO's supervisory system. And
16 guess what? The employers' group are now
17 challenging the notion of good faith collective
18 bargaining as protected by Convention 98 globally.
19 I wonder why. You see it on a daily basis.

20 But this decision from the ICJ, which
21 gives great weight to the findings of the
22 supervisory system, will confirm that good faith
23 bargaining is indeed a requirement and obligation of
24 companies when they negotiate with unions. So it's
25 incredibly important.

1 How does the advisory opinion help
2 Canadian unions and Canadian rail unions in
3 particular? There's a lot of discussion on Section
4 107 yesterday, I heard. We, of course, have this
5 new Bill that's been presented, it was last night or
6 the day before yesterday.

7 So what has the ILO supervisory system
8 said around state interference? And I'm going to
9 just read a few of these out.

10 The ILO's Committee on Freedom of
11 Association has said that a system of compulsory
12 arbitration through labour authorities, if a dispute
13 is not settled by other means, can result in a
14 considerable restriction of the right of workers and
15 their organization to organize their own activities
16 and may even involve an absolute prohibition of
17 strikes, and this is contrary to the principle of
18 freedom of association.

19 Is this kind of not what the authorities
20 here were doing in 2024?

21 The committee has also said that insofar
22 as compulsory arbitration prevents strike action, it
23 is contrary to the right of trade unions to organize
24 freely their activities, and this can only be
25 justified in the public service or essential

1 services in the strict sense of the term.

2 Now, again, we heard about the new bill,
3 which talks about national interest, national
4 security. When we talk about essential services in
5 the strict sense of the term, we are talking about
6 services the interruption of which would endanger
7 the life, personal safety, or health of whole or
8 part of the population. Cargo rail and passenger
9 rail do not do that. They can never be considered
10 an essential service in the strict sense of the term
11 under international law.

12 And at a time when Canada, as a whole,
13 the government is purporting to uphold the
14 multilateral system, international law, we need to
15 hold them to account by saying that they need to
16 respect international law. You cannot consider rail
17 an essential service and restrict the right to
18 strike.

19 --- Applause

20 MR. SUBASINGHE: So the final two points
21 I'll raise here is what the committee has said, it
22 is that it is difficult to reconcile arbitration
23 imposed by the authorities at their own initiative
24 with the right to strike. Very clear.

25 And they've also said that provisions

1 which establish that failing agreement between the
2 parties, the points at issue in collective
3 bargaining must be settled by arbitration of
4 authority are not in conformity with the principles
5 of voluntary negotiation contained in Convention 98,
6 both conventions ratified by Canada in 1972. So
7 it's been a long time. I'll be finishing soon.

8 So let's bring this all back to the
9 domestic context. In 2015, when the Supreme Court
10 ruled that the right to strike is protected under
11 the Canadian Constitution, the Canadian Charter of
12 Human Rights, in the Saskatchewan case, Justice
13 Abella, in that case, said:

14 "With respect to Convention 87,
15 though not strictly binding, the
16 decisions on the ILO's Committee on
17 Freedom of Association have
18 considerable persuasive weight --"

19 Note the ICJ said, "great weight". Here,
20 the Canadian Supreme Court said "great persuasive
21 weight".

22 " -- and have been favourably cited
23 and widely adopted by courts,
24 tribunals, and other bodies around
25 the world, including our courts,

1 the Canadian courts."

2 So it is probably easy to say at this
3 stage that should a challenge be placed on Section
4 107 or any other initiative, the court would look
5 favourably to the workers' position by focusing on
6 international law.

7 So hopefully those two examples of the
8 work we've done in Geneva and in The Hague
9 demonstrate the work that the ITF does to support
10 you. And I'll just conclude by saying that we are,
11 of course, ready to support all our affiliates,
12 including yourselves, and we're very proud to have
13 you within our ranks in anything from law reform
14 processes, litigation, advocacy, in your industrial
15 disputes, by providing solidarity support. We are
16 here.

17 So I'll just close by saying, well,
18 wishing you all strength and courage in the
19 struggle. Viva TCRC. Viva ITF. Solidarity.
20 --- Applause

21 MR. SUBASINGHE: Thank you so much.
22 Really appreciate it. Thank you.

23 PRESIDENT BOUCHER: Thank you, Brother
24 Ruwan. I do have to say that, when we were in
25 Geneva, as Ryan liked to say, quote, "He was a rock

1 star." He was amazing in Geneva. As you can see,
2 he is a brilliant man, very intelligent, knows what
3 he's talking about, and we're proud to have him on
4 our side, and we're proud to have the ITF on our
5 side. So thank you.

6 Okay, we'll get back to the new agenda.
7 Continuing on with the same theme, as you can see,
8 if you looked at the agenda this morning, is all
9 about 107 and the Code changes that are being
10 proposed this week by government. I don't think I
11 need to do the introduction again, do I, Denis? No,
12 you don't want me to? Anyways, we'll bring up
13 Brother Denis Ellickson, counsel from Caleywray, to
14 talk about 107, where we're at.

15 --- Applause

16 MR. ELICKSON: Thank you very much,
17 Ruwan. That highlights the significance of what the
18 government did in August 2024 and the significance
19 of the current challenges that we have before the
20 Federal Court. Brother Paul has asked me to just
21 give you some background on how we got to the
22 minister invoking Section 107 to end the work
23 stoppages at both CN and CP in 2024.

24 So the result of that, as you now know,
25 is that the work stoppages ended, the strike, the

1 lockout. The parties' collective agreement was
2 referred to arbitration, three collective agreements
3 referred to arbitration, and decisions were given by
4 arbitrator Kaplan. That was unprecedented, as I'll
5 talk about in a few minutes.

6 So three bargaining units effective,
7 running trades at both CN and CPKC, and the rail
8 traffic controllers at CPKC. The Union had given
9 notice to bargain for renewals of each collective
10 agreement in the fall of 2023, and the parties
11 commenced bargaining shortly after that and into
12 2024. Notably, in February and in March 2024, the
13 parties had agreed that there were no activities
14 that had to be maintained under Section 87.4 of the
15 Canada Labour Code.

16 That typically is the first of several
17 hurdles that have to be cleared in order for either
18 party to engage in a strike or lockout, and it's
19 become a very important step in that process. It's
20 not unusual for these parties to agree that there
21 are no activities that need to be maintained. They
22 have always agreed, but it's a formal step that must
23 be made in order to get into a legal strike or
24 lockout position, okay. So nothing unusual there.

25 Conciliation was then applied for.

1 Again, another critical, essential step in the road
2 to engaging in a strike or lockout. Conciliators
3 were appointed. Parties were not making great
4 progress. Strike votes were taken of all three
5 bargaining units, and very strong strike mandates
6 were obtained. As a result of those mandates and as
7 a result of the companies' joint intransigence at
8 the bargaining table, it appeared that a strike was
9 inevitable, okay. Maintenance of activities is
10 done, strike vote mandatory is done, conciliation is
11 about to be done.

12 Then, for the first time, we saw that the
13 government was not going to let us do this, okay.
14 On May 9th, 2024, the minister referred a question to
15 the CIRB, the Labour Board, regarding the
16 maintenance of activities agreements at both
17 railways. This is despite the fact that, two months
18 earlier, the parties had themselves agreed that
19 there were no activities to be maintained, okay.
20 And this had never been done before. And this was
21 the first unprecedented action of the government in
22 2024 as it relates to the employees at CN and CP.

23 Following a hearing in the summer of
24 2024, where the companies rallied the support of
25 various industries to support them in their position

1 that there were many activities that needed to be
2 maintained, the board released its decision saying
3 there were no activities that were required to be
4 maintained. That decision for both carriers was
5 released on August 9th, 2024. Because a strike or
6 lockout had been delayed because of the minister's
7 referral, the board ordered a 13-day cooling-off
8 period.

9 So that alone, the referral on
10 maintenance of activities would have been
11 significant and talked about, because it delayed any
12 lawful strike, okay. But what came next was, of
13 course, even more significant. Following the
14 board's decision on August 9th saying no activities
15 have to be maintained, CN served the Union with a
16 notice of lockout. It was to take effect on the
17 expiry of the cooling-off period imposed by the
18 board on August 22nd.

19 CN then proceeded after August 22nd --
20 sorry, on August 22nd at 01:00, to lock out our
21 members at CN. Unlike CN, CPKC issued a notice of
22 lockout on the same day that the board released its
23 decision on the maintenance of activities, August
24 9th. Unlike CN, however, CPKC also gave notice of
25 its intent to alter the terms and conditions of all

1 of its collective agreements at the same time as the
2 lockout. The Union was forced at that point to
3 provide its own strike notice. Come August 22nd,
4 CPKC locked out members of both bargaining units.

5 On August 12th, three days after the
6 board's maintenance of activities decision, CN wrote
7 to the minister requesting that he use Section 107
8 of the Code to interfere in the parties' dispute.
9 This was also unprecedented, okay. The minister
10 replied on August 15th and did what everybody
11 expected him to do, which is he said, "I'm not going
12 to interfere. I'm not going to refer anything under
13 Section 107."

14 The day before the lockout was to
15 commence, so on August 21st, CN wrote a second time
16 to the minister making the same request. Unlike the
17 first letter a week before, the Union was not copied
18 on it, and we didn't become aware of it until much
19 later in this whole process. And the minister
20 didn't share it with us.

21 On the very same day as the lockouts and
22 less than 24 hours after he promised he would not
23 interfere in the disputes, the minister made two
24 referrals to the CIRB under Section 107 of the Code.
25 In his referral, the minister directed the CIRB to

1 order, number one, that the parties resume
2 operations and that employees resume their duties.

3 Secondly, that all of the outstanding
4 issues be referred to binding arbitration and a
5 collective agreement be imposed on the members of
6 all three bargaining units. And he also directed
7 that the collective agreements be extended until the
8 new agreements were determined by the arbitrator.
9 So that's August 22nd.

10 August 23rd, the board convened a hearing,
11 that evening, okay. We had a couple of hours
12 hearing. The next day, we had a marathon hearing in
13 front of the board. We argued that the minister did
14 not have the authority under Section 107 to end a
15 lawful strike or to end a lawful lockout. They had
16 no authority and there was no precedent for this.
17 We said, "The minister's referral -- and if you do,
18 Madam Chair, what the minister is directing you to
19 do, you will be violating the constitutional rights
20 of our members, Section 2(d), the right to freedom
21 of association", okay.

22 After listening to us for a number of
23 hours, the board said no. She said, the chair of
24 the board said, "I have no authority, no
25 jurisdiction to do anything other than what the

1 minister is directing me to do." Regardless of
2 whether it's constitutional or not, regardless of
3 whether Section 107 empowers the minister to do
4 this, okay.

5 Next day, Saturday, the board issued two
6 bottom-line decisions doing exactly what the
7 minister had directed the board to do. A longer
8 decision was issued later. We filed four
9 applications for judicial review, judicial review
10 application in the Federal Court of Appeal against
11 the CIRB's order for each company, and then two
12 judicial review applications at the Federal Court of
13 the minister's direction, the minister's referral.
14 That's just the way the rules go that we had to go
15 to both courts.

16 Pause here for a second. Section 107 has
17 been in the Code for decades. Until August 22,
18 2024, it had never been used to end a work stoppage
19 and force parties into binding arbitration, okay.
20 The usual route for ending a strike or lockout is
21 through legislation. And of course, legislation has
22 to be debated, amended and passed in the House of
23 Commons. It's subject to scrutiny and criticism,
24 okay. That's what governments do.

25 The government here, at the urging, at

1 the very least, of CN Rail, and after saying it
2 would not interfere, did exactly that. Not even
3 conservative governments in this country have ever
4 used Section 107 to do what the Liberal government
5 did in August of 2024.

6 That's in part because Section 107 -- you
7 should read Section 107 -- it doesn't say that the
8 minister can interfere in the collective bargaining
9 process and end a lawful strike or lockout. It
10 doesn't say that. It doesn't expressly provide for
11 that power. And by doing so, what the government
12 did here is deny all of your members the
13 constitutionally protected right to strike, a right
14 that the UN this year has said is part of your
15 international labour rights.

16 And I loved the presentation you just
17 heard because it underlines the significance of what
18 this government did two years ago and it underlines
19 the significance of the changes that have been
20 proposed 48 hours ago.

21 So -- and this is the essence of our
22 challenge before the courts, that Section 107
23 doesn't give the minister the authority to do this.
24 But even if it did, even if it could somehow be
25 interpreted in that matter and to confer that

1 authority on the minister, it must still be applied
2 in a manner that respects the constitutionally
3 protected rights of the government's citizens.

4 So in this case, and we're seeing it now,
5 the government prioritized the interests of business
6 over the Constitution and the rights of its
7 citizens. And that's what this challenge comes down
8 to. And it's sadly a very different country than we
9 thought we knew, okay.

10 In terms of the process, here's where
11 matters stand, matters stand. We've presented our
12 evidence. We've got an affidavit from President
13 Boucher. He's been -- his affidavit explained the
14 bargaining history between the parties. Written
15 legal arguments have been submitted. In January of
16 this year, a total of eight other parties filed
17 motions to intervene, okay. There are four who are
18 proposed interveners who are trying to come and
19 support us. There are four that are going to try
20 and support the company's position and therefore the
21 government's position.

22 Those who put up their hand and want to
23 support us are postal workers, the International
24 Longshore Workers, the Canadian Labour Congress, and
25 the pilots, as represented by ALPA.

1 No surprise, those supporting the rail
2 companies are the Attorneys Generals of Alberta,
3 Saskatchewan, and Ontario, in addition to the
4 federal employer organization, FedCo.

5 So right now we're waiting for the Court
6 to rule on the proposed intervenor motions, and they
7 have provided no indication when that might happen.
8 And once the decision on the interveners is
9 released, they'll be given an opportunity, some time
10 to file their written legal submissions, and then
11 the matters will be scheduled for hearing. So at
12 this point, when that will be is certainly unknown
13 by anybody.

14 We do know, and we do expect that
15 regardless of the outcome, appeals will be filed to
16 the Federal Court of Appeal and eventually to the
17 Supreme Court of Canada, which is where these
18 matters typically end up.

19 And as you're aware and heard briefly
20 yesterday and this morning, the government is, of
21 course, proposing more changes, including to Section
22 107, and proposing a different process than
23 currently exists. Those changes, included making it
24 crystal clear that Section 107 actually gives the
25 government the power to do what they did in August

1 2024.

2 And the first question I have is, that we
3 have is, if those changes become law, what will it
4 mean for our current challenges before the Court?
5 Okay? But it begs the question as well, if the
6 government thought it had the power to do this under
7 the current wording of Section 107, why did you have
8 to change it and add more to it and make it express
9 now that you have this power?

10 As you heard this morning, the right to
11 strike has been universally recognized, including by
12 the United Nations. Those rights have been attacked
13 and are under attack by our very own government, and
14 this challenge is intended to fight back and to
15 reassert those rights.

16 Thank you.

17 --- Applause

18 PRESIDENT BOUCHER: Thank you, Denis, for
19 that clear explanation of what's been going on from
20 the beginning to as we are today.

21 We'll continue on here in the same theme.
22 Our Brother Ashley is going to come up and he's
23 going to give a presentation on Canada Strong and
24 what's been going on in the last couple of days with
25 government.

1 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:

2 Thank you. Good morning, everyone. Welcome again,
3 brothers and sisters and distinguished guests.

4 Before I start, I need to apologize to
5 all our brothers, our French brothers and sisters
6 here. The bill came out on Monday. I worked last
7 night to put this together. I do have some slides,
8 and I didn't have an opportunity at 11 o'clock last
9 night to get them translated. What I will commit is
10 that we will send out a document with a summary of
11 the changes, and that will be available in both
12 languages next week for you to present to your
13 divisions.

14 Where's the -- did Joel take it? Sorry,
15 Joel.

16 Sisters and brothers, we know what it
17 takes to keep this country moving. You know what it
18 means to answer the call, all hours, work through
19 the night, spend holidays away from your family, and
20 take responsibility for moving trains safely. That
21 experience needs to be the centre of discussions
22 about changing any labour laws.

23 The federal government has been
24 consulting with labour and federal employers on
25 changes to the Canada Labour Code under the banner

1 of Building Canada Strong. We participated in a
2 series of two roundtable discussions and provided a
3 substantive submission detailing our position. We
4 told the government that building a strong country
5 must be centred on the people doing the work. It is
6 dependent on workers having safe working conditions,
7 fair treatment, and the power to negotiate
8 improvements.

9 Today I want to explain what the
10 government has been considering, what we told them,
11 and where the consultation results leave us. The
12 government says it wants stronger labour relations,
13 better protections for workers, and more reliable
14 supply chains. However, in private discussions,
15 they told us their plan to invest in infrastructure
16 and diversify trade was dependent on no disruptions
17 to the supply chain.

18 And I just want to pause there to tell
19 you how this transpired. So I'm going to take you
20 back to April 13th. And on April 13th, there was
21 three by-elections in this country. And if you
22 remember what Denis said a few minutes ago about
23 back-to-work legislation and the application of, or
24 the implementation, or the use of Section 107, in
25 2024, it was a minority government.

1 This legislation, we first found out
2 about it shortly after. So on April 13th, there was
3 three by-elections in this country, and the Liberals
4 got a majority government. Coincidentally, on April
5 15th, Mariam and I had a meeting with Minister of
6 Transport, Steve Mackinnon. And that meeting was to
7 discuss the issues with DRPR and what needed to be
8 resolved to make that a workable solution to address
9 fatigue.

10 And at the end of that meeting, Steve
11 pulled Mariam and I aside and said, "Listen, just so
12 to give you a heads up, you know, with our
13 priorities on diversification of trade and
14 investments in the infrastructure, you know we can't
15 have any more disputes in the supply chain." And I
16 thought, that's funny. You know, you got a majority
17 on Monday, and now you're telling me this on
18 Thursday in a meeting.

19 And he said, "Just so you know, Patty
20 will be introducing some stuff tomorrow", Patty, the
21 Minister of Labour, "and you're going to like a few
22 bits of it, but there's going to be parts of it you
23 really don't like." So I immediately left the
24 meeting and called Paul, and Mariam called François
25 to give them a heads up that we had to watch for

1 something coming out tomorrow. And sure enough, the
2 next day, the announcement came out on Building
3 Canada Strong.

4 So in its consultation, it asked whether
5 bargaining should start earlier, whether
6 conciliation and cooling-off periods should change,
7 whether unions and employers should give more notice
8 before a strike or lockout. It also raised
9 possibilities of a special mediator, different
10 bargaining structures, changes involving Section
11 107, the provision used to end lawful work stoppages
12 and send our disputes to binding arbitration, as we
13 witnessed in 2024. Other questions dealt with
14 grievances, safety, technology, wage theft, and
15 employment protections.

16 These stressed, were proposals for
17 discussion. They were not all decisions already
18 made. That's what they told us, although we had our
19 suspicions this was simply window dressing, and I
20 think our suspicions came true. Nevertheless, this
21 was serious because the changes to the Code can
22 affect your ability to negotiate a contract,
23 challenge unfair treatment, and take leave and
24 protect yourself at work.

25 Our submissions brought the discussion

1 back to those realities. We told the government
2 that it needs to understand what happens on the
3 railway and what happens at our bargaining tables
4 before changing the rules. The central problem we
5 identified is the government intervention and the
6 expectation of that will happen. Think about what
7 it does to the bargaining.

8 We go to the table with issues you asked
9 us to address. Those issues come from your working
10 lives, scheduling, rest, time away from home, and
11 the fair treatment you need to receive when you're
12 at work. We work to negotiate an agreement that you
13 can consider and vote on. But if the company
14 believes that the government will eventually step in
15 and send the dispute to arbitration, they're not
16 motivated to bargain in good faith, but rather to
17 surface bargain, banking on the bailout. And that's
18 exactly what we saw happen.

19 Meanwhile, while you keep working under
20 the conditions we are trying to improve. That is
21 why defending the right to strike matters, even when
22 a strike is the last thing anybody wants. Nobody
23 takes the loss of a paycheck lightly. You
24 understand the cost of a stoppage better than
25 anyone. The ability to withdraw our labour flexes

1 our collective power and gives our demands weight.
2 It creates pressure to reach a fair agreement. When
3 governments take that pressure away, it changes what
4 we can collectively achieve.

5 We saw the consequences in 2024. Our
6 submission sets out the bargaining history with CN
7 and CPKC, the collusion, and the events that led to
8 both railways shutting down at the same time. This
9 is one part of history that deserves to be repeated.

10 We offered to stagger the potential work
11 stoppages between the two railways. We proposed
12 different extensions to the cooling-off period so
13 that one national railway would remain operating.
14 Both companies rejected that offer. So remember
15 that when someone suggests railway workers had no
16 concern for the country, the economy, or the people
17 depending on rail service, we understood those
18 concerns. We put forward a practical proposal.

19 On August 27th, both CN and CPKC locked
20 out our members. Our strike at CPKC began at the
21 same time. Later that day, as you heard, the
22 Minister used Section 107 to direct the Canadian
23 Industrial Relations Board toward returning to
24 operations and binding arbitration. Our submission
25 explains that the Minister did not seek our input

1 before issuing those directions, including any
2 discussion on the proposed prospects for negotiating
3 the settlements or the willingness to stagger
4 stoppages.

5 You lived through the result. The
6 dispute went to arbitration, but a majority of our
7 priorities remained unresolved. An arbitration
8 award can establish the terms of a collective
9 agreement. It does not necessarily fix the problems
10 you face when you report for duty. It does not
11 produce workable schedules. It does not address
12 fatigue, and it does not rebuild trust. Those
13 unresolved issues continue to fester, straining
14 labour relations and making harder to reach an
15 agreement the next round of bargaining. This is not
16 a recipe for strengthening labour relations. It's a
17 formula to weaken workers' rights.

18 That is why our position on Section 107
19 should not be used to end lawful work stoppages and
20 replace free collective bargaining with imposed
21 settlements. We need the opportunity to negotiate
22 meaningful improvements and bring those results back
23 to the membership. Your voice must carry weight
24 throughout that process.

25 We also told the government that the

1 economic importance of railways should not be used
2 to strip away, or limit, or replace your bargaining
3 rights. Our members understand public safety. You
4 carry that responsibility every shift. The Code
5 already contains a process for determining what
6 activities must continue during a work stoppage to
7 protect public health and safety.

8 Our submission points to the Board's 2024
9 decisions finding the maintenance of activities
10 arrangements at CN and CPKC sufficient under the
11 Code. The fact that a work stoppage has economic
12 consequences should not by itself justify removing
13 your rights. Our work matters to the economy. That
14 is also why we need an effective voice in deciding
15 the conditions under which we do it.

16 We opposed importing the United States
17 Railway Labor Act model with its prolonged mediation
18 and additional intervention processes. Members do
19 not need more stages that leave them waiting under
20 expired agreements while the company avoids making
21 difficult decisions.

22 We also opposed imposing sectoral
23 bargaining on railway, effectively restructuring
24 bargaining across employers. Our industry has
25 established bargaining relationships. Permanently

1 realigning those bargaining structures would
 2 increase the consequences of future disputes.
 3 Changes proposed for the West Coast ports should not
 4 simply be applied to railway workers. Different
 5 employers, different working conditions, different
 6 issues.

7 On the proposed special mediator, we
 8 raise concerns. If negotiations become about
 9 preparing for a public report, employers will spend
 10 their time trying to look reasonable rather than
 11 working out an agreement. That could mean another
 12 delay, another expense, and another step towards
 13 government intervention. We oppose the model as
 14 proposed.

15 If the government proceeds, we have
 16 called for safeguards. Both parties must agree to
 17 the appointment. Both must consent to the
 18 publishing of the report, and the government must
 19 pay the mediated costs. Assistance at the table
 20 should help us reach a deal.

21 We also put forward changes that could
 22 make a real difference for members. One of the most
 23 important is faster grievance arbitration. At the
 24 time of our May submission, more than 5,000
 25 grievances were pending before the Canadian Railway

1 Office of Arbitration and Dispute Resolution.

2 For a member waiting on a grievance, the
 3 important question is simple, when is my case going
 4 to be heard? A grievance can involve your wages,
 5 your record, your ability to return to work after a
 6 dismissal, an accommodation. Those issues affect
 7 your household. They affect your peace of mind.
 8 They should not be left unresolved for years. When
 9 a member cannot get a timely decision, confidence in
 10 the collective agreement suffers. And when
 11 unresolved grievances pile up, they follow us into
 12 the next round of bargaining.

13 We told the government that the Code
 14 needs a statutory expedited arbitration process, a
 15 faster route to a hearing, including for urgent
 16 termination and accommodation cases. We need an
 17 additional avenue where existing arrangements cannot
 18 deliver a timely result. We also need enough
 19 experienced arbitrators to make that process work.
 20 Railway cases require an understanding of our
 21 operations, our agreements, and the safety
 22 responsibilities our members carry. Calling a
 23 process expedited means little if no one is
 24 available to hear the case.

25 We made a similar point about the

1 Canadian Industrial Relations Board. The board
 2 needs stable funding and enough resources to deal
 3 with complaints promptly. Our submission raises
 4 concerns about statutory complaints being pushed
 5 into private arbitration, adding expenses and
 6 placing more pressure on an already strained system.
 7 You should be able to enforce the minimum
 8 protections of the Code through an accessible
 9 process. Rights need to work when our members need
 10 them to work.

11 I just want to pause there for a second
 12 to give you an example of what I'm talking about.
 13 On Thursday of last week, I got a call from one of
 14 Denis's associates that was working on a file with
 15 me, and he said the board reached out to them and
 16 wanted to know if we're okay withdrawing a case that
 17 we had filed. And I said, "Well, you know, what
 18 case is it, Ken?" And he said, "It's this Moffat
 19 case."

20 So I looked it up and I said, "Well, let
 21 me talk to the member and see if we can withdraw it
 22 or what the issue is." So I pull the case up and I
 23 look, and it is a work refusal where no danger was
 24 issued by the inspector. And so we were appealing
 25 the definition of danger and the application of

1 danger in this work refusal, and it was from a COVID
 2 issue in 2022. This was last week, 2026.

3 So that tells you how effective they are
 4 at resolving your issues in a timely fashion. Of
 5 course, that danger no longer existed. The case was
 6 moot. That worker needed that decision in 2022.

7 I lost my screen. I lost my screen here.
 8 I know it's tough because I'm ad-libbing, but --
 9 I'll just get my computer.

10 We're back live.

11 Safety was another important part of our
 12 response. We called for an explicit right to safe
 13 and healthy work. We also supported restoring the
 14 broader pre-2013 definition of danger so that
 15 workers can better address hazards that cause them
 16 harm over time. You do not need every injury or
 17 illness to appear immediately to know that an
 18 exposure can be dangerous. Noise, diesel exhaust,
 19 vibration, fatigue, traumatic incidents, and
 20 psychological stress can take a lasting toll.
 21 Prevention must address those risks before the
 22 damage is done.

23 On fatigue, our position is
 24 straightforward. It must be treated as an
 25 occupational hazard that an employer is required to

1 identify, assess, control, and monitor. And just
2 don't confuse this with what Transport Canada does
3 under the Duty and Rest Period Rules. This is a
4 health and safety issue and needs to be in the Code.

5 Members know that fatigue involves
6 scheduling practices, work cycles, and conditions
7 under which people are expected to perform
8 safety-critical duties. Our workplace committees
9 need access to that information required to assess
10 those risks, including scheduling information,
11 incident reports, and near misses.

12 We also called for clear timelines and
13 meaningful consequences in the internal complaint
14 resolution process. When you raise a safety
15 concern, you need an effective, timely response.
16 And when the government discusses harmonizing safety
17 standards, we expect those standards to strengthen
18 the protection and reflect current science. Workers
19 and their unions must be involved. You bring the
20 knowledge from the job that cannot be replaced by
21 reviewing a policy from an office.

22 Our submission also addressed employers'
23 claims about stacking of leave benefits. The TCRC's
24 position is that statutory personal leave, medical
25 leave, and leave negotiated in our collective

1 agreements serve different purposes and have
2 different conditions. Our submission supported that
3 position with arbitration and court decisions that
4 we had achieved over the previous few years
5 regarding these benefits. The distinction is that a
6 company should not be able to make a general claim
7 of duplication and use it to erase entitlement. For
8 members, leave can mean meeting a family
9 responsibility, managing the demands of a railway
10 career. These provisions have a purpose, and we
11 will defend them.

12 All this connects to the future of our
13 workforce. The government wants more trade, more
14 infrastructure, more transportation capacity. Those
15 plans depend on people choosing to join this
16 industry and being able and willing to stay.
17 Fatigue, unpredictable schedules, excessive time
18 away from home, cyclical layoffs, and deteriorating
19 trust makes that harder. Experienced members carry
20 the knowledge built over the years of service. When
21 that experience leaves the industry, it cannot be
22 replaced overnight. We told the government that a
23 reliable railway requires a stable, properly trained
24 workforce with working conditions that people can
25 sustain. Infrastructure planning must include the

1 people who operate it. That means taking retention,
2 safety, and quality of working life seriously.

3 We have carried those positions forward
4 alongside the broader labour movement. Teamsters
5 Canada, the Canadian Labour Congress, and Unifor
6 support many of the same principles: meaningful
7 bargaining rights, effective worker protections, and
8 timely resolutions of workplace disputes. We've had
9 differences on individual proposals, but we share a
10 clear commitment to working people having a voice.
11 Our submission remains grounded in the needs and
12 experience of you, TCRC members.

13 So, what did the government hear? On
14 September 9th, the government published its report
15 entitled what we heard: Building Canada Strong for
16 All. Across two consultation rounds, it received
17 319 submissions and held 13 virtual roundtables.
18 Its report records agreement and disagreement. It
19 does not represent consent or necessarily the
20 government's own views. Unions strongly opposed the
21 use of section 107. Many sought repeal. Others
22 called for narrowing limits and safeguards. Many
23 employers wanted an intervention tool for disputes
24 with significant economic or public consequences.
25 Feedback generally did not support extending

1 collective bargaining timelines. There was broader
2 support for stronger labour relations institutions,
3 the FMCS and CIRB, and agreement that grievance
4 backlogs damage bargaining relationships.
5 Participants also identified common ground on wage
6 theft and worker misclassification. These findings
7 are not adopted reforms; they identify the choices
8 the government must now confront.

9 Bill C-39, the Building Canada Strong
10 Act, was introduced and received first reading on
11 September 21, 2026. We can just pause there for a
12 minute. When you see this bill, this bill is three
13 parts. And if you know how Ottawa works, there's no
14 way in hell that they can release a what we heard
15 document on September 9 and on September 21 release
16 this comprehensive bill. When I said we thought it
17 was window dressing in the spring, we were
18 absolutely right. The consultation processes was
19 window dressing. This was all planned, ready to go
20 on the shelf.

21 For us, the central concern is that
22 government proposed to retain and expressly define
23 its power to end a lawful work stoppage and impose
24 binding dispute resolution. The package also
25 includes potential useful worker protections, but

1 several depend on the future regulations. So I'm
2 going to put some slides up now and show you some of
3 the highlighted changes.

4 So the bill is, there's three main
5 components to the bill. The first bill, the first
6 part is "Build Canada Now." It changes federal
7 project assessments and approval processes,
8 including environmental and energy approvals, to
9 accelerate major projects. This doesn't have a
10 direct impact on us, but it could have a lasting
11 long-term impact for us. They made a commitment
12 that it's one process, one year, one decision.
13 Means all the government agencies that normally do
14 their own assessments on a project is going to be
15 streamlined to one, and they're going to make those
16 approvals within one year.

17 Stuff is going to fall through the
18 cracks. Projects are going to be built without the
19 necessary risk assessments, environmental
20 assessments, hazard assessments, and the impact on
21 Canadians in order to rush this through. That's my
22 prediction. We'll have to wait and see, but I'm
23 concerned about it.

24 Part 2 is entitled "Keep Canada Moving."
25 It changes the transportation and trade rules,

1 including port governance, infrastructure
2 investment, supply chain coordination, and digital
3 trade. There is -- you know, I went through this.
4 The only thing I can see impacting our members right
5 now, if those of you recall, there was an
6 interswitching pilot in the Prairies that is now
7 sunsetted, but they had tried to renew it. Some of
8 the railways, foreign railways, had tried to renew
9 it. We were actually in agreement with the carriers
10 in this country that we did not want to see these
11 interswitching limits expanded, but they're talking
12 now that that'll be extended for 48 months, but
13 it'll only be brought back into force at a time when
14 there is a reliable trading relationship with the
15 United States. So it's not an immediate threat
16 because I don't see any trade partnership with the
17 United States on the horizon.

18 And the third part is the one that really
19 impacts us: change collective bargaining, dispute
20 resolution, and the parts that change the Canada
21 Labour Code. The government presents these measures
22 as a combined approach to accelerating investment,
23 improving transportation reliability, and supporting
24 workers.

25 So some of the changes that I'll just

1 highlight here for you are early bargaining.
2 Certain parties would have to begin negotiations
3 approximately six months before the agreement
4 expires and engage federal mediation services. This
5 will be applicable after imposed settlements,
6 previous work stoppages, or for an expiring
7 agreement lasting at least five years.

8 So will this be applicable to us right
9 away? Yes. For both our major contracts with CN
10 and CPKC, they were imposed agreements, and they
11 were as a result of a work stoppage.

12 The government argues that these measures
13 would encourage negotiated settlements and reduce
14 disruptive disputes. That is not -- that is simply
15 policy rationale. It's not established that longer
16 procedures will produce any successful outcomes.

17 What they're also looking at, or in the
18 language of the bill, is longer conciliation.
19 That'll increase the current conciliation period
20 from 60 days to 90 days. Despite what we said, the
21 minister could appoint a special mediator for 21
22 days with a public report if no agreement is
23 reached.

24 A post-dispute mechanism, so parties that
25 experience a stoppage or imposed settlement would be

1 required to participate in efforts to improve their
2 labour relations, and that would be mandated to
3 happen within six months after the conclusion of a
4 collective agreement.

5 Expedited grievances -- oh, there's one
6 thing we asked for. The bill says the government
7 would attain authority to establish faster grievance
8 resolution procedures through regulations. So,
9 yeah, thanks for acknowledging that it's a necessary
10 thing. It's going to take you 12 months to get this
11 bill through and the bugs worked out, probably, and
12 then you're going to start drafting a regulation.
13 That'll take another two years. So there's no
14 expedited process here to get it out.

15 Enforcement, and the package also
16 proposes additional mechanisms addressing bargaining
17 compliance and unpaid wages. So they're talking
18 about another administrative monetary penalty
19 regulation to apply to Part 1 of the Code, where
20 they would assign administrative monetary penalties
21 for things like bad faith bargaining. Again, that's
22 all done through regulation. There's no draft
23 regulation. We're considering a piece of
24 legislation here. The regulations aren't even
25 started to be developed until the legislation

1 passes. So there's no promise of that happening
2 anytime soon either.

3 A few highlights that are going to
4 directly impact you. Section 107, it permits
5 intervention during a lawful work stoppage after
6 considering a special mediator's report based on an
7 actual or potential national interest harm. So all
8 they did is justify how they can use 107.

9 Successor rights is an important thing,
10 and I put this up there because it doesn't really
11 apply to us much in our federal bargaining units,
12 but it would be nice to have this language in our
13 provincial challenges as we face this, you know, in
14 Toronto with Alstom and Metrolinx. We're facing
15 this currently in Montreal at Alstom with Exo, and
16 we're facing it with Alstom at TransEd in Edmonton.
17 But it protects bargaining rights through specific
18 contract changes with regulatory authority to extend
19 that coverage. So it's kind of automatic successor
20 rights if they change the contractor that is
21 providing the services to a system.

22 And finally, paid medical leave. So
23 they've put in there that qualifying collective
24 agreement benefits replace statutory paid medical
25 leave provisions, and those disputes will then

1 automatically proceed exclusively under the
2 agreement, meaning going to arbitration instead of
3 being resolved by the Canadian Industrial Relations
4 Board. Now, they haven't said how those -- who will
5 make those determinations on whether the leaves
6 assigned in a collective agreement are equivalent to
7 or better than the statutory requirements under Part
8 3 of the Code. That's something we're going to have
9 to monitor and watch.

10 So the test for C-39 should be,
11 therefore, whether it helps workers secure workable
12 negotiated agreements, not simply whether it brings
13 a work stoppage to an end. The bill missed the
14 mark, leaving us with the following questions: will
15 members have stronger ability to negotiate
16 improvements? Will grievances be heard sooner?
17 Will safety concerns receive effective responses?
18 Will the rules help produce a sustainable work life
19 in the railway? Will it maintain and grow the
20 employment opportunities in the workplace? Because
21 right now it's not doing that.

22 The TCRC stands together with Teamsters
23 Canada, the Canadian Labour Congress, Unifor, and
24 all working Canadians in the defence of fair wages,
25 safe workplaces, free collective bargaining, and the

1 right to strike. And to you, our members, our
2 message is clear: we will continue bringing your
3 experience forward, defending your rights, and
4 pressing for changes that make a difference on the
5 job. Your work keeps this country moving. Your
6 safety matters. Your family time matters. Your
7 voice matters. We will support reforms that improve
8 your working lives, and we will defend your ability
9 to negotiate the conditions under which you work.

10 Building Canada strong requires
11 respecting you, the workers who make the strength
12 possible. Building Canada strong must mean a better
13 future for you, the people doing the work. Thank
14 you.

15 --- Applause

16 PRESIDENT BOUCHER: Thank you, Brother
17 Ashley. We'll now take a 15-minute break. Please
18 be back by 10:55. Thank you.

19 --- Upon recessing at 1038

20 --- Upon resuming at 1100

21 PRESIDENT BOUCHER: Okay. We'll call the
22 convention back to order.

23 So on the original agenda, I was going to
24 give a presentation on our views on 107 and the
25 importance of fighting that challenge leading into

1 the resolution that's going to be presented to you
2 to support that and ensure that it is carried on no
3 matter who is on the Executive Board or in the
4 authorization for it, but I don't feel I have to.

5 You know, we've had -- we've heard from
6 François Laporte yesterday regarding what he sees as
7 the fear of government and our lawyers and our
8 challenge that we've already filed. We've heard
9 from Mariam regarding the government changes this
10 week and how it's going to affect workers in Canada.
11 We've heard from Ruwan, who just talked about the
12 right to strike and how it's protected under the ICG
13 and UN. We've heard from Denis Ellickson on where
14 we're at and also informing you that we've had the
15 unions on board with our challenge.

16 We are the leaders of this challenge. It
17 happened to us first. We filed first with the
18 courts. We reached out to all unions in Canada to
19 support this and, as far as we are concerned, we are
20 the front runners of this. And we're very proud of
21 this, and you should be proud of it as well. I
22 think we all understand the importance of it.

23 I don't think that anybody would disagree
24 that we must fight this. I think we have to fight
25 this at all costs, and I believe that every member

1 in Canada of ours, as well as every federal worker
2 in Canada, believes that this must be fought and we
3 have to protect it.

4 This Executive Board here initiated it.
5 We stand by it. We've been paying for it. We've
6 been finding resources to continue with it, and
7 we've been supporting it.

8 But who knows what's going to happen in
9 elections? Who knows what's going to happen four or
10 five years down the road at the next convention?
11 Because this is not going to be a one-week fight.
12 It's not going to be a one-year fight. It will end
13 up in the Supreme Court of Canada. If we are
14 successful at the first level, you know government
15 and companies are going to challenge it. If we lose
16 at the first level, we're going to challenge it
17 ourselves. And to get to the Supreme Court of
18 Canada, it takes years.

19 So there's going to be maybe two, maybe a
20 third administration of the TCRC, and we want to put
21 forward a resolution to ensure that this fight
22 continues. The delegates speaking that it must
23 continue, and I'm asking you to support this
24 initiative and to support this resolution.

25 So with that in mind, I'm going to pass

1 it over to Brother Lind to come on up, and if the
2 Executive Board can step aside and allow the Bylaws
3 Committee to come up because we're going to continue
4 with that afterwards.

5 Don't I get any applause for that
6 message?

7 --- Applause

8 PRESIDENT BOUCHER: I'm going to be able
9 to scroll it as he reads it. We're going to put it
10 up on the screens.

11 Can we get it up on the screens, please,
12 the resolution?

13 --- RESOLUTION

14 BROTHER LIND: Hi, thank you. Teamsters
15 Canada Rail Conference resolution protecting TCRC
16 members' right to free collective bargaining and a
17 right to strike.

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

23 And whereas the Teamsters Canada Rail
24 Conference mission is to secure improved wages,
25 hours, working conditions and other economic

1 advantages through organization, negotiations and
2 collective bargaining through legal and economic
3 means and other lawful methods.

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

10 And whereas the Teamsters Canada Rail
11 Conference mission is to provide financial and moral
12 assistance to other labour organizations or other
13 bodies having purposes and objectives, in whole or
14 in part, similar or related to those of this
15 organization.

16 And whereas the Teamsters Canada Rail
17 Conference mission is to protect and preserve the
18 union as an institution and to perform its legal and
19 contractual obligations.

20 And whereas the Minister of Labour
21 interfered with the rights of members working at CN
22 Rail and CPKC in 2024 when they used Canada Labour
23 Code section 107 to direct the Canadian Industrial
24 Relations Board to end work stoppages at both
25 companies.

1 And whereas section 107 of the Canada
2 Labour Code has been used eight different times to
3 end work stoppages.

4 And whereas the use of section 107 of the
5 Canada Labour Code for work stoppages violates
6 employees' rights to free collective bargaining.

7 And whereas the use of section 107 of the
8 Canada Labour Code for work stoppages violates
9 employees' rights to put economic pressure on
10 companies through the right to strike.

11 And whereas the use of section 107 of the
12 Canada Labour Code for work stoppages makes the
13 doctrine of collective bargaining ineffective.

14 And whereas the Teamsters Canada Rail
15 Conference has filed court challenges to the use of
16 Canada Labour Code section 107 in the 2024 CN Rail
17 and CPKC round of bargaining.

18 And whereas the present federal
19 government has commenced the process for potential
20 Canada Labour Code changes to the collective
21 bargaining sections which may affect employees'
22 rights to free collective bargaining and the right
23 to strike.

24 And whereas any changes to the Canada
25 Labour Code collective bargaining sections may deem

1 the present use of section 107 moot.

2 Now, therefore, be it resolved that the
3 Teamsters Canada Rail Conference commits to
4 continuing and ensuring enough funds are in place to
5 fight the Canada Labour Code section 107 court
6 challenge and any Canada Labour Code changes that
7 take away the membership's right to free collective
8 bargaining and the right to strike.

9 Thank you.

10 PRESIDENT BOUCHER: Thank you, Brother.

11 Do we have a mover? Mic one.

12 SISTER LINKLETTER: Veronica Linkletter,
13 Division 954.

14 I fully support this resolution, and as
15 one of the members of the bargaining committee when
16 these unprecedented actions by the government were
17 taken, I saw firsthand the devastating impact it had
18 on our bargaining power and our ability to achieve
19 the contracts that we should have been able to
20 achieve. As others have said already at this
21 conference, we're at a crossroads and workers'
22 rights are under attack. We must continue to fight
23 to protect our right to bargain freely, our
24 fundamental right to strike and achieve the
25 contracts that we deserve. Therefore, I move to

1 accept this resolution.

2 PRESIDENT BOUCHER: Thank you, Sister.

3 Mic two.

4 SISTER MERRIMEN: Keri Merrimen, Division
5 660. I'll second.

6 PRESIDENT BOUCHER: Thank you. We have a
7 mover and a seconder.

8 Floor is open for discussion and debate.

9 Mic one.

10 BROTHER CHRISTIE: Alan Christie,
11 Division 796, Edmonton, he/they. Yeah, obviously
12 I'm here in support of this. I think everyone else
13 should be. I'm sure everyone else is. Who am I
14 kidding?

15 But I also do want to point out and
16 mention that, as delegates here, it is incumbent
17 upon all of us to go back to our members and tell
18 them exactly what's going on. Tell them what the
19 government's doing. Tell them why it is so
20 devastating to us and to all workers in the country.

21 I know they know it's not a good thing,
22 but we really need to explain to them why and what
23 we can do to fight this and what is already
24 happening by the executive here. So thank you.

25 PRESIDENT BOUCHER: Thank you, Brother.

1 --- Applause

2 PRESIDENT BOUCHER: Mic one.

3 BROTHER SAUNDERS: Dustin Saunders,
4 Division 945.

5 There's a distinct reason that the
6 government and the current government's powerful
7 corporate friends are attacking our right to strike.
8 The strike is the only forum in which labour has the
9 upper hand. Bureaucratic systems inside of
10 arbitration and the Canada Labour Code are purposely
11 designed to give employers the upper hand. One only
12 needs to look at our very own bargaining experiences
13 and our experience in front of the Labour Board
14 during bargaining. The employer clearly violates
15 the Code early, communicating with other members
16 outside of the bargaining table. Each time we file
17 a charge that is effectively ignored by the Board
18 until it is considered moot. By the time the Board
19 would even listen to our complaint, it is decided
20 that since an agreement had been reached, whether
21 through ratification of an agreement or through
22 arbitration, the question of whether the employer
23 violated the Code apparently need not be answered.
24 The Code is already tipped in favour of employers.

25 At Renaud-Bray, a Montreal bookstore

1 chain, the union's complaint that the employer used
2 scab labour to break the strike took five years for
3 the employees to see some justice through
4 bureaucratic means.

5 Ask yourself if it would have taken five
6 years for the Board to act if it were the union
7 members who violated the Code. I'm guessing five
8 hours is more likely. To quote Sun Tzu, "It is
9 better to be a warrior in a garden than a gardener
10 in a war". And this speaks to the value of
11 maintaining battle readiness. Bill C-39 represents
12 a siege force at the gates of our bargaining rights.

13 I have full confidence that the TCRC,
14 with all of our resources and under the present
15 leadership, is aptly prepared for battle on the
16 bureaucratic front. But I fear that history shows
17 that we are naive to believe that this battle can be
18 won on the bureaucratic front alone.

19 What can we do? What does battle
20 readiness mean in this context? Each and every one
21 of us needs to return to our divisions motivated to
22 forge alliances with other nearby locals, support
23 their struggles, learn and understand their issues,
24 and build bridges and forge pathways to solidarity
25 beyond our beloved TCRC.

1 I can tell you from experience that we
2 are welcomed by the labour movement. In this fight,
3 the labour movement looks to our leadership. As
4 rail workers, we are recognized for our crucial
5 economic importance and, accordingly, we are
6 recognized by our unique position and our strategic
7 importance as allies in the leaders of labour.

8 Labour peace cannot be legislated. It
9 can only be earned by giving workers and our unions
10 due respect.

11 I speak in favour of this motion with a
12 caveat. We must be prepared to do the difficult
13 things. If the bureaucratic solution is
14 unsuccessful, we must be ready to take this fight to
15 the street where labour has the upper hand.

16 At the end of the day, we will only lose
17 our right to strike if we let them take it. Thank
18 you.

19 --- Applause

20 PRESIDENT BOUCHER: Any other discussion
21 or debate?

22 Second call. Final call. It's closed.

23 Can we put the vote up on the screen,
24 please?

25 Again, remember, 1A for and 2B, you're

1 against the resolution. A hundred (100) percent
2 would be nice.

3 Ten (10) seconds, please.

4 --- VOTING

5 PRESIDENT BOUCHER: 160 to 1. I didn't
6 get my 100, but thank you. That's a high
7 percentage. Thank you so much.

8 --- CARRIED

9 PRESIDENT BOUCHER: Where'd my Bylaws
10 Committee go?

11 So I talked to you this morning about an
12 error I made yesterday regarding the amendments that
13 were on the floor. I gave you some options to
14 consider. Is there any delegate that has any idea
15 how would you like this handled?

16 Please come up to the microphone. I
17 recognize mic one.

18 BROTHER DOYLE: Hello, Sam Doyle, Wynyard
19 649. I'd like to put forward a motion to accept all
20 the business that was taken care of yesterday as it
21 was and do it correctly moving forward. But
22 everything we did yesterday, let's not have to go
23 through all that again, please.

24 PRESIDENT BOUCHER: So we have a motion
25 to accept the business as handled yesterday.

1 Do we have a seconder?

2 BROTHER CHRISTIE: Hello, Alan Christie,
3 Division 796 Edmonton, he/they. I second the
4 motion.

5 PRESIDENT BOUCHER: We have a seconder.

6 Floor is open for debate and discussion
7 to the motion to the floor of accepting business as
8 handled yesterday.

9 Second call. Final call. Closed.

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

12 Sorry; not the question, but the motion.
13 Motion's on the screen.

14 Put the vote up, please. 1A for, 2A
15 against.

16 Ten (10) seconds, please.

17 --- VOTING

18 PRESIDENT BOUCHER: 154 for, 7 against.

19 Thank you.

20 --- CARRIED

21 PRESIDENT BOUCHER: Thank you for
22 accepting my error. And I do commit going forward,
23 we will do it properly.

24 Pass it over to the Bylaws Review
25 Committee.

1 --- RESOLUTION

2 BROTHER LAVALLEE: Recommendations.

3 Proposed amendment. Part Bylaws, Division Rules,
4 Section 2C, page 26.

5 Present law reads:

6 "C. The President and Vice
7 President shall not be elected to
8 hold the office of the
9 Secretary-Treasurer, local chairman
10 or member of the local committee of
11 adjustments. The President, Vice
12 President and Secretary-Treasurer
13 will not be eligible to serve as
14 trustees.

15 Note: It shall be the policy of
16 the Rail Conference that any Rail
17 Conference member dismissed from
18 the service of the railway will be
19 considered in active service as
20 defined in Section 25C, TCRC
21 Division Rules, till all the
22 investigations and appeals in this
23 case are closed."

24 Recommendations made by the Rail
25 Conference President:

1 "C. The President and Vice
 2 President shall not be elected to
 3 hold office of the Secretary, local
 4 chairman, or any member of the
 5 local committee of adjustments.
 6 President, Vice President,
 7 Secretary-Treasurer and alternate
 8 Secretary-Treasurer will not be
 9 eligible to serve as trustee.
 10 Note: It shall be the policy of
 11 the Rail Conference that any Rail
 12 Conference member dismissed from
 13 service of the railway will be
 14 considered in active service as
 15 defined in Section 25C, TCRC
 16 Division Rules, till all the
 17 investigations and appeals of his
 18 case are closed."
 19 Purpose of the amendment, housekeeping.
 20 The alternate Secretary-Treasurer is the
 21 replacement for the Secretary-Treasurer. Like the
 22 Vice President, this position must not be a trustee
 23 due to the financial oversight of the protections.
 24 This recommendation has the support of the National
 25 Executive Board.

1 Bylaw Committee recommendations.
 2 The Bylaw Committee recommends, I so
 3 move, adopting this resolution.
 4 PRESIDENT BOUCHER: Thank you.
 5 Do we have a seconder? Mic two.
 6 SISTER DODD: Sonja Dodd, Division 295
 7 Toronto, I second.
 8 PRESIDENT BOUCHER: We have a seconder.
 9 Floor is open for discussion and debate.
 10 SISTER DODD: Okay. Sonja Dodd, Division
 11 295 Toronto. I just have one clarification. If
 12 this is actually a situation in division at the
 13 moment, what will happen?
 14 PRESIDENT BOUCHER: The Executive Board
 15 that's taking over will have to make that decision
 16 on how they handle that. But nothing comes into
 17 force until such time that the IBT President,
 18 general president, approves our bylaw changes, which
 19 takes some time.
 20 SISTER DODD: Okay. Thank you.
 21 PRESIDENT BOUCHER: Any further
 22 discussion, debate?
 23 Second chance. Final chance. Seeing
 24 none, closed.
 25 Put the vote up on the screen, please.

1 1A, you're for; 2B, you're against.
 2 --- VOTING
 3 Ten seconds, please.
 4 154 for, 6 against, carried.
 5 --- CARRIED
 6 BROTHER GEILER: Recommendations,
 7 Proposed amendment, Part Division Rules, Section
 8 3(a), page 27. Present law reads:
 9 "(a) The official term of all
 10 officers of divisions, also
 11 delegates to the Rail Conference,
 12 GCA, local committee of
 13 adjustments, and delegates to the
 14 legislative board, shall commence
 15 at the first regular meeting in
 16 January following the quadrennial
 17 election or when duly installed due
 18 to a vacancy occurring, and shall
 19 end when a successor is duly
 20 installed."
 21 Recommendation made by the Rail
 22 Conference president:
 23 "(a) The official term of all
 24 officers of divisions shall
 25 commence at the first regular

1 meeting in January following the
 2 quadrennial election or when duly
 3 installed due to a vacancy
 4 occurring, and shall end when the
 5 successor is duly installed."
 6 Purpose of amendment: housekeeping. This
 7 is unnecessary addition as these positions are
 8 identified under, "Division Officers". The
 9 recommendation has the support of the National
 10 Executive Board.
 11 Bylaws Committee recommendation: the
 12 Bylaws Committee recommends. I so move adopting the
 13 resolution.
 14 PRESIDENT BOUCHER: We have a seconder?
 15 Mic 1.
 16 BROTHER SAUNDERS: Dustin Saunders,
 17 Division 945.
 18 I'm going to start with a point of order
 19 and just ask that anyone planning on seconding these
 20 motions be at the mic at the time that the Bylaws
 21 Committee makes the motion. It'll help with the
 22 flow and get things -- keep things moving more
 23 quickly. And while I'm here, I will also second
 24 the --
 25 --- Laughter

1 PRESIDENT BOUCHER: Thank you, Brother.
 2 Yes. We have a --
 3 --- Laughter
 4 PRESIDENT BOUCHER: Floor is open for
 5 debate and discussion. Give me time to gather my
 6 thoughts here. Second call. Final call. Closed.
 7 Can we put the vote up on the screen,
 8 please? 1A, you're for; 2B, you're against - 2B,
 9 you're against, not 2A, 2B.

10 --- VOTING

11 Ten seconds, please.
 12 100 per cent. We got it.

13 --- CARRIED

14 --- Applause

15 Carried.

16 BROTHER GEILER: Recommendations.

17 Proposed amendment, Part Bylaws Division Rules,
 18 Section 4(b), page 27. Present law reads:

19 "(a) No change of place, medium (in
 20 person or videoconferencing) day or
 21 hour a division meeting will be
 22 made unless so ordered by the
 23 majority of the membership present
 24 at two consecutive regular meetings
 25 of the division. The secretary

1 treasurer will promptly notify the
 2 Rail Conference president of the
 3 changes made.
 4 Exception: In the event of a
 5 regular meeting of the division
 6 falls within 72 hours of a
 7 statutory holiday, the meeting may,
 8 at the discretion of the division
 9 executive board, be held within one
 10 week at the same place, day of the
 11 week, and hour. Any intentions to
 12 rely on this exception must be
 13 announced at no less than two
 14 regular meetings prior."

15 Recommendation made by the Rail
 16 Conference president:

17 "(b) No change of place, medium
 18 (person and/or videoconferencing as
 19 outlined under the TCRC decorum for
 20 monthly meetings, including the use
 21 of videoconference policy), day or
 22 hour the division meeting will be
 23 made unless so ordered by the
 24 majority of the members present at
 25 two successive regular meetings of

1 the division. Secretary treasurer
 2 will promptly notify the Rail
 3 Conference president of any changes
 4 made.
 5 Exception: In the event of a
 6 regular meeting of the division
 7 falls within 72 hours of a
 8 statutory holiday, that meeting
 9 may, at the discretion of the
 10 division executive board, be held
 11 within one week at the same place,
 12 day of the week, and hour. Any
 13 intentions to rely on this
 14 exception must be announced at no
 15 less than two regular meetings
 16 prior."

17 Purpose of the amendment: the National
 18 Executive Board made the bylaw change between
 19 conventions on December 22, 2020 to allow
 20 videoconferencing or a hybrid format of the division
 21 meeting. These bylaw changes were recommended by
 22 the Rail Conference president at the 2022
 23 convention. Not all the amendments that were
 24 necessary to ensure the clear, proper application of
 25 the bylaw change were accepted by the delegates to

1 be permanently included in the division rules.
 2 The National Executive Board made the
 3 bylaw changes in between conventions on October 25th,
 4 2023, regarding the application of videoconferencing
 5 changes made at the 2022 convention to address the
 6 outlined changes, as this caused significant
 7 confusion related to the application. The bylaw
 8 changes are necessary to make it clear that
 9 divisions have the ability to have a hybrid format
 10 for the division meeting. This ability is presently
 11 being utilized at numerous divisions. This
 12 recommendation has the support of the National
 13 Executive Board.

14 The Bylaws Committee recommendation. The
 15 Bylaws Committee recommends. I so move adopting
 16 this resolution.

17 PRESIDENT BOUCHER: Thank you. Mic 1.

18 BROTHER MOLENKAMP: Josh Molenkamp,
 19 Division 910. I definitely second this.

20 PRESIDENT BOUCHER: Thank you. We have
 21 moved -- it's moved and seconded. Floor is open for
 22 discussion and debate. Second call. Final call.
 23 Closed. Vote up on the screen, please. 1A for, 2B
 24 against.

25 --- VOTING

1 Ten seconds, please.
 2 158 for, 2 against. Carried.
 3 --- CARRIED
 4 BROTHER GEILER: Recommendations,
 5 proposed amendment, Part Division Rules, Section
 6 4(d), page 27. Present law reads:
 7 "(d) Three members shall constitute
 8 a quorum to do any business that
 9 may legally come before the
 10 division."
 11 Recommendation by the Rail Conference
 12 President:
 13 "(d) Three members, including
 14 division officers, shall constitute
 15 a quorum to do any business that
 16 may legally come before the
 17 division."
 18 Purpose of the amendment: there has been
 19 confusion in some divisions as to whether division
 20 officers apply to the three-member rule. The
 21 interpretation and correct application is that
 22 division officers also are regular members of the
 23 division and, as such, that would be included in the
 24 three-member rule. This recommendation has the
 25 support of the National Executive Board.

1 Bylaws Committee recommendation: the
 2 Bylaws Committee recommends. I so move adopting the
 3 resolution.
 4 PRESIDENT BOUCHER: Thank you. Mic 1.
 5 SISTER LINKLETTER: Veronica Linkletter,
 6 Division 954. I second the resolution.
 7 PRESIDENT BOUCHER: We have a seconder.
 8 Floor is open for discussion and debate. Second
 9 call. Final call. Closed. Can we put the vote up
 10 on the screen, please?
 11 --- VOTING
 12 Ten seconds, please.
 13 156 for, 5 against, carried. Thank you.
 14 --- CARRIED
 15 We will now break for lunch. Be back to
 16 be ready to go sharp for 13:00, 13 o'clock Western
 17 time.
 18 --- Upon recessing at 1129
 19 --- Upon resuming at 1300
 20 PRESIDENT BOUCHER: Does it look like
 21 everybody's in? Good to go? Yes. Wow! We're
 22 getting good at this. We're on time. Except for
 23 some people.
 24 All right, can we put the attendance
 25 question up on the screen, please?

1 --- Laughter
 2 PRESIDENT BOUCHER: Is a hot dog a
 3 sandwich? That is the toughest question of this
 4 convention. There's no wrong answer. It's for
 5 attendance. Delegate mic 1. All right, we have a
 6 couple more stragglers come in. We'll just wait.
 7 So again, the attendance question is: Is a hot dog a
 8 sandwich?
 9 --- Laughter
 10 PRESIDENT BOUCHER: We'll have to put -
 11 have a division put a submission to add it as bylaws
 12 next convention. Okay, 10 seconds, please.
 13 --- Laughter
 14 --- Applause
 15 PRESIDENT BOUCHER: That was a close one.
 16 Okay, I have one announcement from the
 17 Women's Caucus table. Stop by the Women's Caucus
 18 table and fill out their convention survey to be
 19 entered to win a prize. Must be a mystery prize.
 20 SISTER LINKLETTER: It's on the table.
 21 PRESIDENT BOUCHER: It's on the table.
 22 All right, getting back to the agenda for our next
 23 guest speaker with Jesse Taylor from the BRCF.
 24 Brother Taylor began his railroad career
 25 in 1995 at South Pekin, Illinois, as a brakeman

1 conductor for the Chicago and North Western Railway.
 2 Shortly thereafter, he was assigned to Chicago,
 3 where he worked in passenger and freight service.
 4 He entered engine service in January of 1996. And
 5 as a result of the merger between CNW and Union
 6 Pacific Railway, he transferred to St. Louis later
 7 that year.
 8 Brother Taylor joined the BRCF in 1996.
 9 He has served the membership in several capacities
 10 since joining the BRCF board of directors in 2002.
 11 He was elected by the membership to the position of
 12 director, assistant international secretary
 13 treasurer, international secretary treasurer,
 14 assistant international president and international
 15 president, which is the office he is currently
 16 serving today.
 17 Prior to hiring on the railroad, he
 18 served six years in the United States Navy as a fire
 19 controlman in the advanced electronics field. He
 20 had the honour of serving on the aircraft carrier
 21 USS Ranger CV-61, homeported in San Diego,
 22 California, and the Aegis cruiser USS Vicksburg
 23 CG-69, homeported in Mayport, Florida.
 24 Please give us a warm welcome for a
 25 great, great friend of ours and every railroader in

1 Canada, U.S., Jesse Taylor.

2 --- Applause

3 BROTHER TAYLOR: Wow! I'm ready to get
4 emotional already. I wasn't expecting that, but
5 thank you.

6 Great question on the board, and I would
7 say a hot dog is not a sandwich, but that's me.

8 --- Laughter

9 --- Applause

10 BROTHER TAYLOR: So I'm glad to be with
11 the majority. Brother Boucher, officers of the
12 Teamsters Canada Rail Conference, distinguished
13 guests and the delegates assembled here today, good
14 afternoon. On behalf of the Brotherhood's Relief
15 and Compensation Fund, thank you for the invitation
16 and the opportunity to address this convention. It
17 is an honour to be with the men and women who carry
18 the responsibility of representing railroad workers
19 across Canada.

20 The TCRC and the BRCF are independent
21 organizations, but our missions meet at a very
22 important point. The TCRC protects members in the
23 workplace through representation, collective
24 bargaining and the enforcement of agreements. The
25 BRCF provides income protection when a member is

1 held out of service for disciplinary reasons.

2 That partnership matters because a
3 suspension or dismissal is never only a workplace
4 event. It follows the member home. Mortgage
5 payments, groceries, utilities, and family
6 obligations do not stop when a pay cheque stops. In
7 that moment, a member needs strong representation.
8 But the family also needs financial stability. This
9 is the role that the BRCF was created to fill.

10 BRCF has served railroaders since 1912.
11 We are a fraternal organization led by railroaders
12 who understand railroad discipline firsthand. Our
13 officers and directors have spent their careers
14 answering calls at all hours of the day and working
15 under arduous conditions and operating rules. That
16 experience shapes how we serve our members. Our
17 focus is service over sales, and our responsibility
18 begins, not ends, when a member is held out of
19 service.

20 Carrier operational demands, efficiency
21 initiatives, and railroad -- lost my place -- and
22 rapid advances in technology continue to place
23 pressure on railroad workers. This added pressure
24 has also been met with carriers assessing aggressive
25 discipline across the industry and throughout North

1 America.

2 I will provide you with a few numbers
3 that illustrate how aggressive the carriers have
4 become. For each dues dollar received by BRCF,
5 benefits are being paid for the following Class I
6 railroads. CN Canada, 30 cents. That is the lowest
7 by quite some. CN U.S., \$1.10. CPKC Canada, \$1.67.
8 CPKC U.S., \$1.71. BNSF, \$1.15. CSX, \$1.09. KCS,
9 \$1.97. Norfolk Southern, \$1.06. Union Pacific,
10 \$2.16.

11 So that kind of tells you where the
12 industry is at when it comes to discipline. And I
13 would say this: if you're a CPKC brother or sister
14 here in attendance, for the balance of this week,
15 you should be buying our CN brothers and sisters
16 drinks, right?

17 --- Laughter

18 --- Applause

19 BROTHER TAYLOR: I mean, they're only at
20 30 cents, right? Now, having said that, it hasn't
21 been long ago that CN was the \$1.60, \$1.70 era when
22 Hunter Harrison was at CN, and those at CP know that
23 the discipline at CP was almost non-existent. But
24 obviously, once Hunter switched over to CP, you
25 know, that discipline has followed, and

1 unfortunately, it's been there for about 10 years
2 now. Typically, the discipline is -- you know, it
3 kind of goes up and down, but for some reason, you
4 know, CP, you know, is still staying pretty -- which
5 obviously, as you guys know, is Keith Creel, who is
6 just as bad, if not worse, than Hunter Harrison, in
7 my opinion.

8 So Canadian railroaders are central to
9 the strength of the BRCF. Today, nearly 6,000
10 Canadian railroaders participate in the fund, a 50
11 per cent increase since the last convention.

12 --- Applause

13 BROTHER TAYLOR: Thank you. That is not
14 a small part of our organization. It is an
15 essential part of who we are. We value the trust
16 that the Canadian members place in the fund, and we
17 remain committed to earning your trust.

18 Over the past several years, the BRCF has
19 worked to return more value to the membership. In
20 2022, we enhanced protection to provide 365 days of
21 benefit coverage for new members at no additional
22 cost. In 2023, we reduced dues by 15 per cent.
23 Effective June 1st, 2025, we increased the daily
24 benefit level to \$300 a day. We also increased the
25 referral reward fee to \$300 for each approved

1 referral because our strongest advocates have always
2 been the members who know the value of the fund
3 firsthand.

4 I'm especially proud of a resolution
5 adopted in 2024. Should dues revenue exceed
6 benefits paid at the end of a fiscal year, those
7 excess dues are refunded to the membership. The
8 principle is simple.

9 --- Applause

10 Thank you. The principle is simple. The
11 fund belongs to its membership, and its financial
12 strength should benefit that membership. We
13 refunded approximately \$3.6 million in 2024, and
14 approximately \$721,000 in 2025. Obviously, based on
15 some of the discipline numbers I provided, I don't
16 think there's going to be a dues refund in fiscal
17 year 2026, and probably not 2027.

18 We have also improved the timing of
19 benefit payments. Held out of service benefits are
20 now paid weekly, giving members more predictable
21 household cash flow while they are held out of
22 service. We continue to ask, how can we serve
23 members more effectively when they need us most?

24 These improvements rest on careful
25 financial management. We've built strong reserves

1 and management of the fund for the long term. We
2 have an obligation to be there for today's members
3 and for the railroaders who will need us tomorrow.
4 To every delegate here, I ask you to help your
5 members make an informed decision about income
6 protection before an incident occurs. Too often, a
7 railroader first considers income protection after
8 being taken out of service.

9 I also want to speak about the North
10 American Railway Foundation. The BRCF established
11 NARF in 1996. Since then, NARF has provided more
12 than \$30 million in support to rail labour.

13 --- Applause

14 Including computer equipment and
15 continued investment in TCRC education and training.
16 We are proud to support the people who prepare union
17 representatives to meet the challenges of an
18 evolving railroad industry.

19 In closing, thank you for the work that
20 you do for railroaders and their families. The TCRC
21 is a great union, and the people of Canada have
22 welcomed us warmly. It is an honour to stand with
23 you today. Thank you.

24 --- Applause

25 PRESIDENT BOUCHER: Jesse, I know you

1 don't like to take praise. Sometimes you tell me,
2 "Please stop saying what you say. You don't need
3 to. It's not necessary." But it is. And I think
4 everyone in this room will agree with me that you
5 are important.

6 --- Applause

7 It's not easy to follow a previous
8 international president like Mark Robb. You worked
9 under him for a long time, and then when you took
10 over, you were your own man, and you took this
11 organization in one direction. And I think that
12 everybody in this room will agree that it's the
13 right direction, a great direction, and we really
14 appreciate everything that you have done and that
15 you do and you will continue to do. And thank you
16 so much.

17 --- Applause

18 As you can tell, that Brother Jesse wears
19 everything he does right here on his shoulder.

20 Our next guest speaker got involved in
21 his local affairs in the union in 1984 in Saskatoon
22 as a vice local chair. The fight was over cabooses
23 that was just beginning to develop, and we're
24 talking about when they want to remove cabooses.
25 Became a local chairman in 1988 in Saskatoon.

1 Formed part of the General Committee Executive Board
2 in 1994 for that GCA, became a full-time Vice
3 General Chair in 1999, and a General Chairman in
4 2004.

5 And in 2006, the very first convention,
6 and following into a first membership vote, was the
7 very first elected Vice President of this
8 organization by a membership vote. Was the first
9 one, obviously, following that, got re-elected as
10 Vice President, and then next GC term by the
11 membership as well became President of this
12 organization.

13 If you don't know who he is, you should
14 know who he is. He continued after retiring. He's
15 now with Teamsters Canada, still fighting for
16 members at Teamsters Canada and still believes in
17 what we do in the rail, and he's always there for
18 us. Give a warm welcome to Doug Finnson.

19 VICE-PRESIDENT FINNISON: Good afternoon,
20 everyone. Thank you, Paul, for the introduction. I
21 really appreciate that.

22 It's an absolute pleasure to be here
23 today. A lot of old faces I haven't seen for a few
24 years, but more importantly, a lot of new faces.
25 I've had a chance to talk to some of you this week.

1 I'm impressed. You guys are up to speed on the
2 issues. You're knowledgeable. You're able to speak
3 to it, and I think what that represents is that the
4 rail conference has matured well beyond the first
5 few years.

6 And it's not that our membership or
7 officers were immature at the time. They just
8 weren't used to working together. And it took us a
9 few years and a few terms to get it right. I think
10 you guys have got it right, and the delegates, I
11 think you reflect the membership, and I congratulate
12 yourselves. You guys are united and solid. You
13 make good decisions. You debate the issues well,
14 and you provide the guidance to your executive board
15 that they need.

16 And I know when they walk away from this
17 convention, they'll be confident that they have your
18 support. So congratulations to each of you for
19 that.

20 There is one person I want to speak out
21 especially and congratulate, and that's Brother
22 Hallé. He's been on the executive board a long
23 time, and we worked together for, I think, three
24 terms. I was always impressed, always impressed
25 with him, because he came from a railroad family.

1 His dad was original president, longtime union
2 representative in the BLE, and I think was probably
3 one of the founding principal officers who started
4 the whole Teamsters merger movement.

5 And looking back, what a great decision.
6 What an absolute monumental decision. Not that I
7 have anything against our old craft unions. I don't
8 have anything except, ever since we've been involved
9 with the Teamsters, we've been on an improvement
10 trajectory. Things have gotten a little bit better,
11 I think, I see. I don't know if you see the same
12 way, but I certainly do.

13 And I think the executive board you have
14 now is a reflection of that maturing and that
15 success. And the fact that you have assistance from
16 our American Brothers and Sisters, you know, NARF
17 and the financing for training and all that, that's
18 just a bonus. I mean, it's like you won the lottery
19 when you have friends with money, and they're
20 willing to support you and provide you with the
21 education that you actually need. I mean, isn't
22 that a novel idea among unions?

23 And yet, for decades, under our old craft
24 unions, we didn't, we weren't able to do that. It
25 took leaving our craft unions and getting into with

1 the Teamsters and solidifying our membership base so
2 we weren't divided anymore. Now we finally got it
3 right, and it's just amazing.

4 But anyway, back to Brother Hallé. I
5 want to thank him for all the terms that he served
6 on the executive board with us. He was a constant
7 reminder of membership rights.

8 --- Applause

9 He openly spoke of the members. We would
10 discuss issues and debate things, and he was always
11 able to bring it down to the membership level and
12 what's it look like to the members. Which is
13 important because, you know, as good a person as you
14 might think you are, if you're not grounded, you can
15 sometimes lose sight of what the membership sees.
16 And he was one of the guys that kept us grounded,
17 and I want to thank him and congratulate him on his
18 time on the executive board. Thanks.

19 --- Applause

20 I don't have a lot more to say. I'll
21 just remind you of the obvious. You've got a great
22 executive board here. Paul's a solid leader. You
23 have so many successes, and your training programs
24 have improved so much. You guys have no reason to
25 doubt anything. I mean, you guys are on a solid

1 move forward.

2 Training, training, skill development,
3 don't ever let that go. That is the foundation of a
4 solid union. Being able to phone up your
5 representative, especially your national president,
6 and be able to speak with him about an issue in an
7 informed basis, don't ever let that go. That is so
8 important. Keep your national officers grounded.
9 Stay in your training programs. Make yourselves
10 better. Do better. And expand the membership.

11 So anyways, I don't have much more to
12 say. I know that you fill a big, big part of
13 Teamsters Canada. You might not recognize it, but
14 the rail conference is a growing factor in Teamsters
15 Canada. At first, we were the new kids on the
16 block, I think, for a couple of years. But Paul's
17 representation with -- he's got a very good
18 relationship with the senior officers and executive
19 board members of Teamsters Canada.

20 You guys are solid. All you got to go
21 out there and go win a good contract, do the job, do
22 it right, and every four years elect one of your
23 own. And congratulations to everybody. I
24 appreciate seeing you and keep working hard.
25 Thanks.

1 --- Applause

2 PRESIDENT BOUCHER: Thank you, Brother
3 Finnson.

4 Jean-Michel and I -- I'll tell a little
5 story here. He's recognizing Jean-Michel, and we
6 will tomorrow as well. When we were first on the
7 board, it was when Brother Finnson first became
8 President, and we're quite honest about it. We were
9 Rex Beatty supporters, Jean-Michel and I, and
10 everybody else wasn't.

11 And it was very difficult the first
12 couple of weeks. The first meeting was very
13 difficult, but I had to give credit to Brother
14 Finnson. He very quickly changed that and made both
15 Jean-Michel very welcomed and part of the board, and
16 we worked very well together for the next two or
17 three terms after that. So I'm very thankful for
18 that, Doug. Thank you.

19 --- Applause

20 So I'll ask the executive board to remove
21 themselves from the podium and bring up the bylaws
22 committee, please. And we'll get back to the
23 mundane stuff. Not as interesting as good speakers,
24 I don't think, but still important work that we have
25 to do.

1 I kind of reflected -- while we're
2 waiting, I kind of reflected what I said yesterday
3 when I introduced the bylaws committee. And I
4 focused on legislative, on who was representing
5 legislative. And I mentioned just carriers after
6 that.

7 And so, the process for selecting the
8 bylaws review committee is done by the executive
9 board. And what we do is we reach out to the senior
10 officers and ask for any suggestions. We reach out
11 to some divisions. We reach out to divisions. They
12 don't usually respond. That's okay.

13 But the executive board chooses by a vote
14 on who they want to be part of the bylaws review
15 committee. And this time we made the decision that
16 we wanted specific type of representation. We
17 wanted protective, we wanted legislative, and we
18 wanted rank and file. Also wanted a division
19 president.

20 Unfortunately, the division president
21 that was selected was unable to commit to being part
22 of the bylaws committee. But what we did is have
23 protective, legislative. And the rank and file
24 member is Kelly Graham, right? So we do have rank
25 and file on here as well, so just so you're aware of

1 that.

2 Okay, I pass it off to the co-chairs.

3 BROTHER LAVALLEE: Recommendations.

4 Proposed amendment, Part Bylaws, Division Rules,
5 Section 7B, page 28. Present law reads:

6 "b) A member who is eligible may be
7 nominated though absent [of]...the
8 meeting; but such nominee shall be
9 notified within five (5) days of
10 such nomination, giving him an
11 opportunity to withdraw his name
12 should he desire to do so."

13 Recommendation made by the Rail

14 Conference President:

15 "b) A member who is eligible may be
16 nominated though absence from the
17 meeting, but such nominee shall be
18 notified within five (5) days of
19 such nomination, who must accept or
20 decline the nomination in writing."
21 (As read)

22 Purpose of the amendment, the TCRC
23 nomination process has eligible members who are
24 nominated automatically in line for election unless
25 they decline the nomination. This process can have

1 the members placed on a ballot who do not want to be
2 up for election based on not declining. The
3 potential creates an unnecessary burden financially
4 and otherwise on the division.

5 By having nominees either accept or
6 decline, it ensures members who are on the ballot or
7 acclaimed want to be in the position that they've
8 been nominated for.

9 This recommendation has the support of
10 the National Executive Board.

11 The Bylaws Committee recommendation, the
12 Bylaws Committee recommends, lets so move adopting
13 this resolution.

14 PRESIDENT BOUCHER: Thank you. Mic 1?

15 BROTHER MOLENKAMP: Josh Molenkamp,
16 Division 910. I second.

17 PRESIDENT BOUCHER: We have a seconder.
18 Floor is open for discussion and debate.

19 Mic one.

20 BROTHER CARLSON: Shane Carlson, Division
21 583. I could be the only one, but I feel like the
22 language in this is ambiguous, and I feel like the
23 language we're adopting is ambiguous as well, in the
24 fact that what happens if they don't accept or
25 withdraw in writing?

1 PRESIDENT BOUCHER: If they don't accept
2 or withdraw, then the not accepting is classified as
3 not accepting.

4 The problem that we're having now, if I
5 may explain, is that it only says that you've got to
6 decline it. And if you don't decline, you're
7 automatically put on a ballot. And then you have
8 people, after maybe being elected, sitting there
9 resigning from the position or whatever may happen,
10 which delays another election. If it goes to a
11 paper ballot, it's more cost on the divisions.

12 So the intent of it is to sit there and
13 have a person make a decision so it's on record, I
14 accept or decline. And if they don't accept, it's
15 an automatic declination, but it's trying to get on
16 the record which way they want to go.

17 BROTHER CARLSON: Okay. I get the
18 intent, and I think the intent is proper. I just
19 think the way it reads, that we include that they
20 must accept or decline leaves ambiguous what happens
21 if they don't.

22 PRESIDENT BOUCHER: Okay.

23 BROTHER CARLSON: I could be wrong, and
24 I'll let my brother here speak, but I would vote
25 that we amend the --

1 PRESIDENT BOUCHER: So you want to do an
2 amendment?

3 BROTHER CARLSON: I'll let him speak
4 first. Maybe I'm missing something, but otherwise I
5 will probably be amending it.

6 PRESIDENT BOUCHER: Mic one.

7 BROTHER MADEY: It's too tall for me.
8 Shawn Madey, Division 728. I would like to make an
9 amendment to this. Can we amend it to say, must
10 accept the application -- or sorry, must accept the
11 nomination in writing. Failure to do so after five
12 days is an automatic declination.

13 PRESIDENT BOUCHER: Okay. We have a
14 motion to amend. Do we have a seconder? And I will
15 do it properly this time.

16 Mic one.

17 BROTHER CARLSON: Shane Carlson, 583, and
18 I second that motion.

19 PRESIDENT BOUCHER: Okay. We have a
20 motion to amend, and we have a seconder. Floor is
21 open for discussion, debate on amending only.

22 Mic two.

23 BROTHER YANCHUK: Matthew Yanchuk,
24 Division 76. I think the amendment should include
25 accepting and declining. Currently it doesn't.

1 PRESIDENT BOUCHER: I'm sorry, can we
2 turn up the mic there or speak up into the
3 microphone?

4 BROTHER YANCHUK: I think the amendment
5 should include both accepting and declining. Right
6 now, it doesn't.

7 PRESIDENT BOUCHER: Okay, so for our
8 purposes, can you be a little clearer? Are you
9 saying the language they want to amend it to in
10 totality, but also include both accept or decline?

11 BROTHER YANCHUK: That's correct.

12 PRESIDENT BOUCHER: Okay. So are you
13 putting a motion to amend the amendment?

14 BROTHER YANCHUK: Yeah, I'd like to
15 forward a motion to amend the amendment to include
16 both accept and decline in the language.

17 PRESIDENT BOUCHER: Okay, you'll have to
18 read how you want it to actually read. You'll have
19 to say exactly how you want it to read, brother.

20 BROTHER YANCHUK: Yeah, I'll just write
21 it down, and then I'll read it.

22 PRESIDENT BOUCHER: Okay, we'll stand by.

23 So the process here now is that we have a
24 motion to amend the amendment. If there is a
25 seconder, we'll have discussion and debate on the

1 motion to amend the amendment. If that passes, then
2 that becomes the motion, and then the vote would be
3 on the motion. If that fails, then we go back to
4 the amendment.

5 Sorry, mic 1.

6 BROTHER DOYLE: Sam Doyle, 649. Just
7 maybe to cut through some of this, if the original
8 brother that put the first amendment, does he have
9 an opportunity to revise it?

10 PRESIDENT BOUCHER: No, it's already on
11 the floor.

12 BROTHER DOYLE: But it was seconded,
13 wasn't it? Was it seconded?

14 PRESIDENT BOUCHER: It was seconded,
15 yeah.

16 BROTHER DOYLE: Yeah, okay.

17 I think, okay, then just for the point of
18 information, maybe then just to keep the language as
19 the committee has put forward, and then add the
20 sentence, "Failure to do so will result in
21 declination." But if that's going to cause a third
22 thing, then just forget I even came up here.

23 --- Laughter

24 PRESIDENT BOUCHER: Okay, so I've been
25 asked from the back -- sorry, I didn't hear that

1 last part you said, so if you can hold that thought.
 2 I've had it from the past that if you're going to
 3 request an amendment, to have it written out and
 4 speak a little slower about when you're reading that
 5 proposed amendment so they can get it correctly.

6 Okay, hold on, mic 2.

7 So can you finish what you're saying,
 8 please, mic 1?

9 BROTHER DOYLE: I just was suggesting,
 10 but without trying to make another, a third
 11 amendment, that to keep the -- like, if the original
 12 amendment could keep the committee's language that
 13 they've suggested and then add Brother Yanchuk's
 14 sentence after that, of failure to do so will result
 15 in automatic declination. But then that keeps the
 16 accepting and the declining language in there. It
 17 can't get any clearer than that. I know it sounds
 18 super confusing now.

19 PRESIDENT BOUCHER: No, I follow you.

20 BROTHER DOYLE: Okay.

21 PRESIDENT BOUCHER: It's still his
 22 amendment to the amendment, so --

23 BROTHER DOYLE: And he cannot change it
 24 at all because it's already been seconded -- the
 25 original.

1 PRESIDENT BOUCHER: The original one
 2 can't be changed. It's already been seconded, and
 3 we're into the amendment of the amendment.

4 BROTHER DOYLE: Okay.

5 PRESIDENT BOUCHER: The only way to
 6 change it is to fail it.

7 BROTHER DOYLE: Yeah, but that takes even
 8 longer then.

9 PRESIDENT BOUCHER: Exactly.

10 Mic 2.

11 BROTHER YANCHUK: Matthew Yanchuk,
 12 Division 76. I think I got it here. So --

13 PRESIDENT BOUCHER: Sorry, and speak
 14 slowly so they can get it correctly in the back,
 15 please.

16 BROTHER YANCHUK: I'd like to make a
 17 motion to amend the amendment. To write in:
 18 "A member who is eligible may be
 19 nominated though absent from the
 20 meeting; but such nominee shall be
 21 notified within five days of such
 22 nomination, who must accept or
 23 decline the nomination in writing.
 24 Failure to do so will count as a
 25 declination."

1 MS. THIVERGE: Do you have that in
 2 writing?

3 PRESIDENT BOUCHER: Can you bring that to
 4 the back so they can get it correctly, please?

5 In the meantime, everybody's heard it.

6 Do we have a seconder to amend the amendment? Mic
 7 2.

8 BROTHER PRATT: Chris Pratt, Division
 9 319, I'll second.

10 PRESIDENT BOUCHER: So we have a seconder
 11 for the amendment to the amendment.

12 The floor is now open for discussion on
 13 the amendment to the amendment. Mic 2.

14 BROTHER FRIDAY: Carl Friday, 760 -- or
 15 sorry, 660, Toronto. Just have a concern about the
 16 way it was worded. It's failure to do so, but
 17 failure to do what? That's my question.

18 PRESIDENT BOUCHER: You must be from 660.

19 BROTHER FRIDAY: Yes, sir.

20 PRESIDENT BOUCHER: So, Brother Friday,
 21 are you -- I don't want to say the words.

22 BROTHER FRIDAY: I'm just seeking
 23 clarification on failure to do what.

24 PRESIDENT BOUCHER: I know. No, no,
 25 it's -- it's, look, you're going to have to fail the

1 amendment to the amendment if you want to do another
 2 amendment. Boy, did I ever create a shit here
 3 problem.

4 Mic 2, sorry.

5 SISTER DODD: That's okay. Little
 6 people. I have a question. Can we amend the
 7 amendment to the amendment?

8 PRESIDENT BOUCHER: No.

9 SISTER DODD: Or is that -- so this has
 10 to fail first?

11 PRESIDENT BOUCHER: This has to fail.

12 SISTER DODD: Okay, thank you.

13 PRESIDENT BOUCHER: Mic 1.

14 BROTHER ROUSSEAU: Jason Rousseau, 535.
 15 I'd just like to clarify the grammar. I believe
 16 failure to do so would be the next sentence, not a
 17 run-on sentence.

18 PRESIDENT BOUCHER: I'm not sure I
 19 understand your problem with the grammar.

20 BROTHER ROUSSEAU: It should be a period
 21 after writing and then a capital failure.

22 PRESIDENT BOUCHER: I'm sorry, can you
 23 speak up, please?

24 BROTHER ROUSSEAU: Sorry. It should be a
 25 period after writing and then capital F in failure,

1 as done. Thank you.

2 PRESIDENT BOUCHER: Okay.

3 Sorry, mic 1.

4 BROTHER JONES: Robert Jones, Division
5 821, Kamloops. The next proposal kind of speaks to
6 this already, does it not?

7 PRESIDENT BOUCHER: I'm sorry, like I
8 got chirping in my ear here. So ...?

9 BROTHER JONES: So the next proposed
10 change actually speaks to this, I believe. The next
11 bylaw change proposal actually speaks to this
12 situation, I believe.

13 PRESIDENT BOUCHER: Bylaws Committee? I
14 don't have it in front of me, so I --

15 BROTHER JONES: Yeah, no, that's fine.
16 Just one sec.

17 --- Discussion off record

18 PRESIDENT BOUCHER: If we're looking at
19 the same, brother at mic 1, if we're looking at the
20 same one, they both say the same thing.

21 BROTHER JONES: Yeah.

22 PRESIDENT BOUCHER: But it's still the
23 same question that was put in the original
24 amendment. So it still says must accept or decline.
25 And the question was, what happens if they don't

1 respond? So it still has the same problem.

2 BROTHER JONES: Okay.

3 PRESIDENT BOUCHER: And we're going to
4 have the same amendment to the amendment to the next
5 one as well. Or amendment. Right.

6 Floor is still open for debate and
7 discussion on the amendment to the amendment. Yes.
8 Actually, this -- I'm so confused now. Did we have
9 a seconder? Yes. Okay, thank you. I am accurate
10 on that. Second call. Final call -- closed!

11 Mic 2.

12 SISTER DODD: Sonja Dodd, Division 295,
13 Toronto. Just before it goes to any vote or
14 anything, I just want to mention that the language
15 that is used, that is added, just doesn't sound
16 extremely professional, and I feel like there's a
17 better way that it could be worded, something for
18 people to consider. Yeah, it doesn't sound good at
19 all. But I understand the point.

20 PRESIDENT BOUCHER: Have you read the
21 bylaws?

22 SISTER DODD: There's spelling mistakes.

23 PRESIDENT BOUCHER: A lot of it does not
24 sound good.

25 SISTER DODD: Paul, you make me teach

1 them.

2 PRESIDENT BOUCHER: And that is why we're
3 going to have a resolution about doing an overhaul
4 here, so.

5 SISTER DODD: Anyway, that's all I just
6 wanted to add. Thank you.

7 PRESIDENT BOUCHER: Sorry, sister, but I
8 just -- I'm trying to be funny here.

9 I think, personally, I think that, as
10 president, we're reading too much into the really
11 fine details here. It is what it is.

12 The motion to amend the amendment is
13 stating:

14 "A member who is eligible may be
15 nominated though absent from the
16 meeting; but such nominee shall be
17 notified within five days of
18 nomination, who must accept or
19 decline the nomination in writing.
20 Failure to do so will count as a
21 declination."

22 It's clear. It's to the point, if that's
23 what you want.

24 BROTHER DOYLE: (Off microphone)

25 PRESIDENT BOUCHER: You have to go to the

1 mic to say it. Mic 1.

2 BROTHER DOYLE: Sam Doyle, 649. Call the
3 question, please.

4 PRESIDENT BOUCHER: Thank you.

5 All right. We are voting on whether to
6 accept the ability to amend the amendment. Put it
7 up on the screen, please.

8 Ten seconds, please. You haven't put it
9 up yet? See, I'm multitasking here. I'm losing my
10 mind.

11 --- VOTING

12 PRESIDENT BOUCHER: Ten seconds, please,
13 this time around.

14 174, 47 against for accepting the
15 amendment to the amendment, which now becomes a
16 motion.

17 --- CARRIED

18 PRESIDENT BOUCHER: The motion on the
19 floor is:

20 "A member who is eligible may be
21 nominated though absent from the
22 meeting; but such nominee shall be
23 notified within five days of such
24 nomination, who must accept or
25 decline the nomination in writing.

1 Failure to do so will count as a
 2 declination."
 3 Floor is open for discussion and debate
 4 on that motion. Second call. Third call. Closed.
 5 Oh, sorry, mic 2.
 6 BROTHER BÉRUBÉ: Well, I guess I would,
 7 André Bérubé, Division 680. I guess my question
 8 would be, like, when do we decide that this is a
 9 declination? Like, if the person that called on
 10 that we gave that person to answer if they're going
 11 to -- if they want or not the position.
 12 PRESIDENT BOUCHER: So if this was
 13 accepted, and the IBT general president accepted
 14 this revision, and the question came back to me as
 15 an interpretation as acting president, the answer
 16 would be that you, brother, were nominated for a
 17 position in a division election. You were not at
 18 that nomination meeting, or you were, because it
 19 applies to the next one as well. You have five days
 20 to accept or decline. If you do not respond in that
 21 time limit, then they're saying that you have
 22 declined. It's not an exception.
 23 BROTHER BÉRUBÉ: Okay. Thank you.
 24 PRESIDENT BOUCHER: That's how this would
 25 apply. Okay?

1 Are you going to -- Mic 1.
 2 BROTHER MARION: Nathan Marion, 189.
 3 Just looking for some definition on "in writing."
 4 Is electronic communication okay, or --
 5 PRESIDENT BOUCHER: Yes, that's the way
 6 it applies as well with nominations. And when I
 7 have to accept it, it says that I can accept it in
 8 writing. Or when you're nominating, you can sit
 9 there and put it with an email or a letter.
 10 BROTHER MARION: All right, thank you.
 11 PRESIDENT BOUCHER: Okay, mic 2.
 12 BROTHER MEIER: Mike Meier, 151. Just
 13 reading it, it just says you have to be notified in
 14 five days. It doesn't say you have to decline
 15 within five days.
 16 PRESIDENT BOUCHER: Right.
 17 BROTHER MEIER: Are we just accepting
 18 that?
 19 PRESIDENT BOUCHER: That's the way it's
 20 worded. That's what it is. The next one is around
 21 some timelines too, right? So, this is the five --
 22 and I misquoted what it said, but anyways, the five
 23 days in this situation is that the
 24 secretary-treasurer has to give you five days --
 25 within five days of the nomination telling you

1 you've been nominated. Okay?
 2 Final call. Closed.
 3 So we are now voting on this as the
 4 motion. Put the vote up, please, to the screen. I
 5 will make sure it's up there before I say 10
 6 seconds. You're voting 1A for this motion, as we
 7 just discussed, for, and 2B against.
 8 --- VOTING
 9 PRESIDENT BOUCHER: Ten seconds, please.
 10 136 for, 25 against. Carried. Thank
 11 you.
 12 --- CARRIED
 13 PRESIDENT BOUCHER: And in the words of
 14 the infamous Harvey Makowsky(ph), another good
 15 debate.
 16 Bylaws Committee?
 17 BROTHER GEILER: Recommendations:
 18 Proposed amendment. Part: Division Rules, Section
 19 7(c), page 28. Present law reads:
 20 "(b) (sic) A member who is present,
 21 eligible and nominated at the
 22 division meeting at which
 23 nominations are held may decline to
 24 accept such nomination at the time
 25 of being nominated or may do so by

1 submitting to the
 2 secretary-treasurer of the
 3 division, within five days
 4 thereafter, a written request that
 5 his name be stricken from the
 6 ballot."
 7 Recommendation is made by the Rail
 8 Conference President:
 9 "(b) A member who is present,
 10 eligible and nominated at the
 11 division meeting at which
 12 nominations are held must accept or
 13 decline to accept such nomination
 14 at the time of being nominated or
 15 by submitting to the
 16 secretary-treasurer of the division
 17 in writing within five days
 18 thereafter."
 19 Purpose of the amendment: The TCR
 20 nomination process has eligible members who are
 21 nominated automatically in line for elections unless
 22 they decline the nomination. This process can have
 23 members placed on a ballot who does not want to be
 24 up for election. Based on not declining, this
 25 potentially creates an unnecessary burden

1 financially and otherwise on divisions. By having
2 nominees accept or decline ensures members who are
3 on a ballot or acclaimed want to be in the position
4 they have been nominated for.

5 The recommendation has the support of the
6 National Executive Board.

7 The Bylaws Committee recommendation: The
8 Bylaws Committee recommends I so move adopting the
9 resolution.

10 PRESIDENT BOUCHER: Mic 1.

11 BROTHER CHRISTIE: Alan Christie,
12 Division 796, Edmonton. I would like to second it.
13 I would also like to propose a friendly amendment,
14 as it's supposed to be on part (c), so the
15 subparagraph (b)'s would be changed to (c)'s.

16 PRESIDENT BOUCHER: Okay, we have a
17 seconder. Floor is open for debate discussion. Can
18 we show the actual recommendation, please? Keeping
19 in mind that we changed the other one. Second call.
20 Mic 1.

21 BROTHER JONES: Robert Jones, Division
22 821. I'll second.

23 PRESIDENT BOUCHER: It was seconded, but
24 thank you, brother. Mic 2.

25 BROTHER PRATT: Chris Pratt, Division

1 319. Motion to amend. Just want to make sure I got
2 it in front of me here. Just add a sentence at the
3 end to match the previous one. "Failure to respond
4 within five days will constitute a declination."

5 PRESIDENT BOUCHER: Okay. Can you
6 bring --

7 BROTHER PRATT: Sorry, can I change the
8 wording?

9 PRESIDENT BOUCHER: Yeah.

10 BROTHER PRATT: Just so it matches the
11 other one, "Failure to do so within five days will
12 constitute a declination."

13 PRESIDENT BOUCHER: The wording from
14 before, if I recall, was failure to do so would
15 count as a declination, period.

16 So we have a motion to amend the original
17 motion.

18 Do we have a seconder? Mic two.

19 BROTHER FRIDAY: Carl Friday, Division
20 660 Toronto, second that motion.

21 PRESIDENT BOUCHER: Okay, we have a
22 seconder. Floor is open for discussion, debate.

23 Can you bring that wording back to -- do
24 we need it back at the back? Do you want the --
25 Land, Stephanie?

1 Not recount, but count.

2 Okay. As a declination.

3 Okay. So there's the actual wording for
4 the motion to amend. Floor is open for discussion.

5 Second call. Final call. Closed.

6 So we are voting on the amendment only,
7 whether you agree we are going to amend. It's up on
8 the screen.

9 Ten (10) seconds, please.

10 --- VOTING

11 PRESIDENT BOUCHER: 149 for, 7 against.

12 Carried.

13 --- CARRIED

14 PRESIDENT BOUCHER: So, rightfully so,
15 it's been brought to my attention that we should be
16 doing the amendments as well in French so our
17 French-speaking delegates can have a clear
18 understanding of the amendments. So going forward,
19 let's please do that before we have discussion and
20 debate, et cetera. Okay.

21 So I screwed up again. The previous
22 amendment to the amendment -- and I got my little
23 flow chart out here because it was -- someone on the
24 Executive Board gave me shit. Yeah, rightfully so.

25 So if you have your charts in front of

1 you -- because it gets very confusing, right? So
2 when you amend the amendment, the arrow goes down to
3 debate the amend to the amendment, which we did.

4 And we had the vote on that amendment to amend. Yes
5 to amend passed. I went to debate it as a motion,
6 which is the very bottom. I guess we had to debate
7 the amendment as amended first, then yes, that
8 passes, then we debate the motion, et cetera.

9 Doesn't make any sense to me why we have
10 to debate it twice on being whatever it is, but --
11 it's like double handling it. So can we have a
12 similar motion from my screw-ups of yesterday,
13 Brother?

14 BROTHER CHRISTIE: Alan Christie 796
15 Edmonton, he/they. I would like to make a motion to
16 proceed with business as has been carried out.

17 Fine. We're good.

18 PRESIDENT BOUCHER: We have a motion on
19 the floor that we're good. We have a motion to
20 accept the business has been handled today in the
21 convention.

22 Mic two.

23 BROTHER FRIDAY: Carl Friday, Division
24 660 Toronto, I second that motion.

25 PRESIDENT BOUCHER: We have a seconder.

1 Floor is open for discussion and debate
 2 on my screw-ups again.
 3 Second. Third. Called.
 4 Let's put it up for a vote, please. And
 5 thanks to my Executive Board for pointing that out.
 6 So the motion is to accept business as
 7 handled today. Vote on the screen, please.
 8 1A for, 2B against. We should add to it
 9 1A for Paul screw-ups. P, we're good with him
 10 screwing up.
 11 Ten (10) seconds, please.
 12 --- VOTING
 13 Carried.
 14 --- CARRIED
 15 PRESIDENT BOUCHER: Thank you for having
 16 my back again.
 17 Back to the Bylaws Committee.
 18 --- RESOLUTION
 19 BROTHER LAVALLEE: Recommendation,
 20 proposed amendment, Part Bylaws, Division Rules,
 21 Section 13A, page 32.
 22 Present law reads:
 23 "A. Secretary-Treasurer shall be
 24 bonded for all funds received for
 25 the division. He shall keep a true

1 account of all the funds received
 2 by the division and shall deposit
 3 all the monies of the division in
 4 the name of the division in the
 5 bank designated by the division,
 6 disbursing none of the funds of his
 7 possession except for the division
 8 purpose and with the authority
 9 given by the division actioned at a
 10 regular meeting and written order,
 11 signed and presented. Fixed
 12 monthly expenses such as the
 13 meeting room rentals, office
 14 salaries, telephones, utility
 15 expenses, et cetera, once properly
 16 authorized for payment as stated in
 17 this section, will be considered as
 18 authorized each month until the
 19 division takes action eliminating
 20 such authorization. Disbursements
 21 of the division funds will be
 22 cheques, signed by the
 23 Secretary-Treasurer and any one of
 24 the following persons: President,
 25 Vice-President or Alternate

1 Secretary-Treasurer." (As read)
 2 Recommendations made by the Rail
 3 Conference President.
 4 "A. The division shall be bonded
 5 for all funds received by the
 6 division. Secretary-Treasurer
 7 shall keep a true account of all
 8 the funds received by the division
 9 and shall deposit all monies of the
 10 division in the name of the
 11 division in the bank designated by
 12 the division, disbursing none of
 13 the funds in his possession except
 14 for division purposes and with the
 15 authority given by the division,
 16 actioned at a regular meeting and
 17 written order signed by the
 18 President. Fixed monthly expenses
 19 such as meeting room rentals,
 20 officer salary, telephone, utility
 21 expenses, et cetera, once properly
 22 authorized for payment as stated in
 23 this section, will be considered as
 24 authorized each month till the
 25 division takes action eliminating

1 such authorization. Disbursements
 2 of the division funds will be
 3 cheques, signed by the
 4 Secretary-Treasurer and one of the
 5 following persons: President, the
 6 Vice-President or the Alternate
 7 Secretary-Treasurer." (As read)
 8 Purpose of the amendment.
 9 The required bond that is purchased is on
 10 the division and not specific officer of the
 11 division. The recommendation as supported by the
 12 National Executive Board.
 13 Bylaw Committee recommendations. The
 14 Bylaw Committee recommends, I so move, adopting this
 15 resolution.
 16 PRESIDENT BOUCHER: Mic 1.
 17 BROTHER MOLENKAMP: Josh Molenkamp, Cam
 18 Division 9-10, I second.
 19 PRESIDENT BOUCHER: Seconded. Floor is
 20 open for discussion and debate.
 21 Mic two.
 22 BROTHER RUTZKI: Chad Rutzki, Division
 23 764.
 24 I just noticed and it's not the only one
 25 where you have the wording as "he", so we're not

1 being gender neutral here. It should be either
2 he/she or they, or something like that.

3 PRESIDENT BOUCHER: The disclaimer in
4 each section.

5 Where are you referring to, Brother, to
6 "he"? I don't have it in front of me, so I'm not
7 seeing.

8 The "he" is struck through because of the
9 thus Secretary, but the "he" was always there, and
10 the gender neutral is covered off in the disclaimer
11 on each section, the bottom of each section on the
12 index.

13 Are we good? Okay, we're good.
14 Second call. Final call. Closed.
15 Vote up on the screen, please.
16 1A for, 2B against.
17 Ten (10) seconds.

18 --- VOTING

19 PRESIDENT BOUCHER: 157 for 3 against.
20 Carried.

21 --- CARRIED

22 BROTHER GEILER: Proposed amendment, part
23 Division Rules, Section 13E(2), page 32.

24 Present law reads:
25 "E(1) The Secretary-Treasurer,

1 when requested to do so by the Rail
2 Conference President, shall turn
3 over records, accounts and books of
4 the division to the Rail Conference
5 President's authorized
6 representative for audit or
7 inspection.

8 (2) The bond covering the office
9 of the Secretary-Treasurer shall be
10 in the amount in accordance with
11 Article 10, Section 7A of the IBT
12 Constitution. The expenses on
13 bonds are to be paid by division."
14 (As read)

15 Recommendations made by the Rail
16 Conference President:

17 "E(1) The Secretary-Treasurer,
18 when requested to do so by the Rail
19 Conference President, shall turn
20 over records, accounts and books of
21 the division to the Rail Conference
22 President's authorized
23 representative for audit or
24 inspection.

25 (2) The bond covering the division

1 shall be in amount in accordance
2 with Article 10, Section 7A of the
3 IBT Constitution. The expenses on
4 bonds are to be paid by the
5 division." (As read)

6 Purpose of amendment. Housekeeping for
7 President recommendation, Division Rule Section 13A
8 regarding bonds. The required bond that is
9 purchased is on the division and not a specific
10 officer of the division.

11 The recommendation has the support of the
12 National Executive Board.

13 Bylaws Committee recommendation. The
14 Bylaws Committee recommends, I so move, adopting the
15 resolution.

16 PRESIDENT BOUCHER: Mic one.

17 BROTHER ROBERTSON: Ian Robertson,
18 Division 990, I second.

19 PRESIDENT BOUCHER: Thank you.
20 Floor is open for discussion, debate.

21 Second call. Final call. Closed.
22 Vote up on the screen, please.

23 Ten (10) seconds, please.

24 --- VOTING

25 PRESIDENT BOUCHER: 154, 3 against.

1 Carried.

2 --- CARRIED

3 --- RESOLUTION

4 BROTHER LAVALLEE: Recommendations
5 proposed amendment. Part Bylaws, Division Rules,
6 Section 31F, page 32. Present law reads --

7 PRESIDENT BOUCHER: Sorry, don't mean to
8 cut you off. You said 31F.

9 BROTHER LAVALLEE: I said what?

10 PRESIDENT BOUCHER: You said 31F. It's
11 13F.

12 BROTHER LAVALLEE: Sorry. It's been
13 corrected.

14 Part Bylaws, Division Rules, Section 13F,
15 page 32. Present law reads:

16 "E. Secretary-Treasurer will, in
17 conjunction with the President of
18 the Division, furnish a financial
19 statement annually to the Rail
20 Conference Office in the prescribed
21 form required by Section 27 TCRC
22 Bylaws. He shall, in general, be
23 responsible to insure that the
24 duties set forth in Article XXIII
25 of the IBT Constitution are

fulfilled with respect to the members within the Division consistent with these bylaws." (As read)

Recommendations made by the Rail Conference President:

"E. The Secretary-Treasurer will, in conjunction with the President of the Division, furnish a financial statement annually to the Rail Conference Office. He shall, in general, be responsible to insure that the duties set forth in Article XXIII of the IBT Constitution are fulfilled with respect to the members within the Division consistent with these bylaws." (As read)

Purpose of the amendment. Housekeeping.

Section 27 TCRC Bylaws is specific to dues assessment and forms required in relation to the dues, not to the annual financial statement that are required to be submitted to the Rail Conference Office.

This recommendation has the support of

the National Executive Board.

The Bylaws Committee recommendation. The Bylaws Committee recommends, I so move, adopting this resolution.

PRESIDENT BOUCHER: Mic one.

BROTHER CHRISTIE: Alan Christie Division 796, Edmonton, he/they.

I'd like to second this, and again, another friendly amendment that the E's for the subparagraph should be F. And am I allowed to make a friendly amendment to change the word "insure" to "ensure"?

PRESIDENT BOUCHER: Are you putting a motion to --

BROTHER CHRISTIE: Yes. Okay.

PRESIDENT BOUCHER: So just hold on one second, Brother.

We have a seconder. Floor is now open for discussion and debate. Now you can do your thing.

BROTHER CHRISTIE: Hello, Alan Christie, 796 Edmonton again.

I'd like to put a motion to amend it so the word "insure" is changed to "ensure".

PRESIDENT BOUCHER: I think we're good

just sitting there doing it as a housekeeping item and as a typo. Don't worry about it.

BROTHER CHRISTIE: Thank you.

PRESIDENT BOUCHER: I have confirmation from our parliamentarian, so. I slipped them a 20. Floor is open -- oh, sorry, mic two? Did I miss you?

BROTHER JUNG: Sorry, Eric Jung, Division 240. So we are changing --

PRESIDENT BOUCHER: No, it's just a housekeeping item. It's just a typo.

BROTHER JUNG: It was a typo in the original, too, though. It's in both -- the "insure" and "ensure" is...

PRESIDENT BOUCHER: I'm just -- thank you for that.

Let me take a quick look here.

So because it's the original bylaw, it's how it was spelt in the original bylaw, in order to change it, it needs to moved to change it to e-n-s-u-r-e.

So you were right, Brother.

Mic 1.

BROTHER CHRISTIE: Copy-paste what I said. Can I do that?

PRESIDENT BOUCHER: Yes.

BROTHER CHRISTIE: Thank you.

PRESIDENT BOUCHER: We have a motion. We need a seconder.

I'm going to recognize mic two because he brought it to the attention. Mic two.

BROTHER JUNG: Eric Jung, Division 240, second motion.

PRESIDENT BOUCHER: Okay. So we have a motion on the floor to amend the original motion, and we have a seconder.

Floor is open for discussion and debate on the amending part. Mic one.

BROTHER KISH: Stephen Kish, Division A25. Just as a point of clarity, "insure" is financial, whereas insurance versus "ensure" is to guarantee. So it is proper English to use ensure with an E, not insure with an I.

PRESIDENT BOUCHER: But it was not meant to be an insurance one.

"He shall, in general, be responsible to ensure that the duties set forth in Article 23 of the IBT Constitution are fulfilled with respect to members within the

1 division consistent with these
 2 bylaws."
 3 So it's ensuring that he is doing the
 4 duties he's required to do, not insuring the monies.
 5 The motion to amend is proper.
 6 Any other discussion or debate? Unless
 7 counsel tells me otherwise, I'm correct for once.
 8 Final call. Closed.
 9 So I'm mentally daft this afternoon, so I
 10 am going to get my chart out.
 11 We are going to vote on amending to see
 12 if it will become a motion, is the best way I can
 13 say it.
 14 So let's put the vote to the screen if
 15 we're going to allow this amendment to become a
 16 motion.
 17 1A for, 2B against.
 18 --- VOTING
 19 Ten (10) seconds, please.
 20 PRESIDENT BOUCHER: 145 for, 13 against.
 21 Carried to be a possible motion.
 22 --- CARRIED
 23 So the floor is open for discussion on
 24 the actual motion for end debate. Second call.
 25 Final call. Okay, closed. Put it up for vote. We

1 are now voting on it as a motion. If this passes,
 2 it becomes the actual proposed bylaw change. 1...
 3 when it comes up. 1A for the revision, to become
 4 it, and 2B against.
 5 --- VOTING
 6 Ten seconds.
 7 156 for, 2 against. Carried.
 8 --- CARRIED
 9 Back to the Bylaws Committee.
 10 BROTHER GEILER: Recommendations,
 11 proposed amendment, Part Division Rules, Section NU
 12 13(g), page 32.
 13 Present law reads:
 14 "New clause."
 15 Recommendation made by Rail Conference
 16 President:
 17 "(g) The Secretary Treasurer will
 18 furnish an updated division
 19 membership address and contact list
 20 to the Rail Conference office
 21 monthly in the prescribed form
 22 required by the Rail Conference
 23 Secretary Treasurer."
 24 Purpose of amendment: the National
 25 office has significant difficulty in providing the

1 membership with information due to having inaccurate
 2 addresses. This communication may also be voting
 3 ballots or passwords for electronic voting. Not
 4 having an accurate address and contact list may deny
 5 members rights to general information, votes, et
 6 cetera. Having this information documented by the
 7 division where the member is located and provided
 8 monthly will ensure that every avenue providing
 9 information can be achieved. This recommendation
 10 has support of the National Executive Board.
 11 Bylaws Committee recommendation: the
 12 Bylaws Committee recommends. I so move adopting the
 13 resolution.
 14 PRESIDENT BOUCHER: Mic 1.
 15 SISTER LINKLETTER: Veronica Linkletter,
 16 Division 954.
 17 I would like to propose an amendment to
 18 the motion. The motion itself, the new wording is a
 19 little awkward, so just cleaning it up to read:
 20 "The Secretary Treasurer will
 21 furnish the Rail Conference Office
 22 with a monthly membership contact
 23 list, including addresses, in the
 24 prescribed form required by the
 25 Rail Conference Secretary

1 Treasurer."
 2 PRESIDENT BOUCHER: Sorry, can you read
 3 it again?
 4 SISTER LINKLETTER: Yes.
 5 "The Secretary Treasurer will
 6 furnish the Rail Conference Office
 7 with a monthly membership contact
 8 list, including addresses, in the
 9 prescribed form required by the
 10 Rail Conference Secretary
 11 Treasurer."
 12 PRESIDENT BOUCHER: Okay. We have a
 13 motion to amend on the floor. Do we have a
 14 seconder? I do believe you said you seconded first,
 15 right?
 16 SISTER LINKLETTER: Yes.
 17 PRESIDENT BOUCHER: Yes.
 18 SISTER LINKLETTER: I'll second the
 19 motion and make a motion to amend it. Thank you.
 20 PRESIDENT BOUCHER: Thank you. Mic 2.
 21 SISTER DODD: Sonja Dodd, Division 295
 22 Toronto. I'll second the motion to amend.
 23 PRESIDENT BOUCHER: We have a seconder.
 24 The floor is open for debate and discussion on the
 25 amendment. Mic 1.

1 BROTHER HEIDINGER: Ryan Heidinger,
2 Medicine Hat, Division 322. I have a problem with
3 this. There are divisions with over 800 members.
4 Secretary treasurers, as far as I'm aware, they
5 don't have access to U-Link, and they don't have CMA
6 access for union membership to chase down the
7 members. To furnish a proper list and chase down
8 every member is near impossible. We have 270 in our
9 division in Medicine Hat. I think there needs to be
10 a better way or change the wording, make an
11 amendment to quarterly.

12 PRESIDENT BOUCHER: Okay. So if I may
13 answer some of those concerns of yours. The
14 question comes, what does a division do if they use
15 a mail-out ballot in a quadrennial division
16 election?

17 BROTHER HEIDINGER: We have the
18 capabilities of online voting.

19 PRESIDENT BOUCHER: That's not my
20 question. You have the ability to electronic
21 voting, but before that, there was mail-out ballots,
22 and you still have the ability to do mail-out
23 ballots. It's the choice of the division which way
24 they go. So if a division does a mail-out ballot,
25 how do they do it?

1 BROTHER HEIDINGER: Well, they'd have to
2 do it by addresses. But to do it monthly, how often
3 do we have elections? There's arguments to both
4 sides, and I understand that.

5 PRESIDENT BOUCHER: No, I understand
6 that, right. So this is where our thought process
7 came when we came up with this, right. I've had a
8 lot of questions about this once it went out. A lot
9 of divisions had indicated that it could be a lot of
10 work. I was at a barbecue where that was brought up
11 with me as well with a large division.

12 As I explained to them, the requirement
13 here is not to do all this extra work every single
14 month. It's a list that you have at the month.
15 When you do your initial list, if you get new
16 members, it's easy to follow up with new members and
17 get their addresses or whatever, or whatever format
18 that you have. It could be you have a requirement
19 that they submit an address change form or whatever
20 within a division.

21 But our problem here is this. Every time
22 that there's a strike ballot going out, national
23 contract, or a vote on the contract itself, the GSTs
24 are having problems getting that information to get
25 to the national office. To be able to sit, they're

1 using an electronic process even of emailing or
2 mailing their passcode for those votes. And we're
3 trying to streamline it and make it easy for
4 everybody so that everybody has the proper
5 information so we're not all stressed out when the
6 time comes and trying to get that information.

7 And once it starts, in our opinion, it's
8 just our opinion, once it starts, then it's easier
9 to follow up as we go along. This is about working
10 all together between the PLBs, the GCAs, and the
11 divisions and the national so we have all the proper
12 information for all our memberships so that, when a
13 time comes, we can provide them all the information
14 that they will need at each level of the way.

15 Is it the right way? We don't know. Is
16 there a better way of wording it? Probably, or
17 maybe. It's up to the delegates to decide. But the
18 intent here was not to put all kinds of extra work
19 on the Secretary Treasurer of the division. The
20 intent here is to try to get the divisions the
21 information they need for doing business as well, as
22 well as every other level throughout the
23 organization.

24 Mic 2.

25 SISTER O'ROURKE: Brianna O'Rourke, 528.

1 Don't you think that this will just
2 result in people sending the same list month by
3 month with no updated information?

4 PRESIDENT BOUCHER: Yes.

5 SISTER O'ROURKE: So why wouldn't we
6 change the wording to quarterly or yearly to account
7 for that?

8 PRESIDENT BOUCHER: So if we do it
9 quarterly or yearly, if we don't have the right
10 addresses second month in that quarter for doing a
11 strike ballot or a vote on a contract, we're in the
12 same problem. If we do it yearly, it's even worse.
13 Right? We're trying to find -- like, again, we
14 don't know if this is the right way. We're trying
15 to find a way to be able to sit there and get the
16 proper information that we need to have to do a
17 national strike vote or a national vote on a
18 contract, and the divisions as well when it comes
19 time to do their divisional elections or any
20 elections throughout the point in time, whether it's
21 in between or not, if you decide to do a mail-out
22 ballot, right?

23 And even when you do an electronic
24 ballot, you need to have everybody's email
25 addresses, which is a form of information that you

1 require within the division. The delegates here
2 decide whether or not you want to put this in here,
3 right? We're trying to find a way. We made a
4 suggestion. It's up to you what you do about it,
5 right? We can't mandate this.

6 I mean, quite frankly and honestly, if we
7 really wanted to force this upon the divisions, we
8 could have done this three years ago as we're
9 allowed to change the bylaws in between conventions
10 and then have it in place for the first two or three
11 years and have you debate it on the floor. But we
12 don't believe in doing that, right?

13 We have a problem here. The GCAs have a
14 problem getting us the information. The PLBs have
15 problems getting the information. We hear from
16 divisions that they have problems getting
17 information when they require it, and we're just
18 trying to find a solution. Whatever that is, you
19 guys decide what it is that you want it to be.

20 Mic 2.

21 SISTER DODD: Sonja Dodd, 295 Toronto.

22 I just -- I want to express to the floor
23 here and everybody out here, I had the same concerns
24 as everybody else when I saw this, and in fact I
25 spoke to President Boucher outside of here, and I

1 actually laughed about it, thinking like, they're
2 not going to do this.

3 But his point about sending the same
4 thing every month, you can as a division decide when
5 you update these things. And a message to the GCs
6 in the room, another brother spoke saying that they
7 don't have access to CMA or CATS and that kind of
8 thing. I would highly recommend that you give, as a
9 former ST of nine years at the Toronto, give that ST
10 access to that, because you don't always get lists
11 from the company when you have new hires. You do
12 not have that information on your crew change and
13 all that kind of thing. There is a lot of
14 information that your STs need.

15 And even if they had limited access to
16 literally just their phone numbers and addresses,
17 that would be extremely valuable to the STs in that
18 division so that they don't have to find a local
19 chairman to sit down with them and go through and
20 get this information. It takes a couple hours, one
21 day, make your list, and then once a year, update
22 your list. Or if you know that somebody has given
23 you an address change, then you've already got it at
24 the tip of your hands.

25 We've been doing this in Toronto for

1 about, I'd say, nine years, maybe more. I think we
2 started -- actually, we started it in 2012. I was
3 pregnant in the office, and I had an office worker
4 help me to do it because I didn't have access at the
5 time. So it's a very valuable piece of information.
6 It's a very valuable thing for you, for the GSTs,
7 and for national, and I highly encourage everybody
8 try to put in the effort to make it happen. That's
9 all I have to say.

10 --- Applause

11 PRESIDENT BOUCHER: Mic 1.

12 BROTHER CHRISTIE: Alan Christie, 796
13 Edmonton, he/they.

14 My secretary treasurer is a buff guy, and
15 he would kill me if I didn't do this. So I'd like
16 to make an amendment to the amendment to change the
17 word monthly to semiannually.

18 PRESIDENT BOUCHER: There is no amendment
19 on the floor, so you can do a motion to amend.

20 BROTHER CHRISTIE: What happened to the
21 motion that Sister Linkletter --

22 PRESIDENT BOUCHER: Oh, I'm sorry. Yes,
23 there is. We had a long debate here. Yes, there is
24 an amendment on the floor. You want to amend the
25 amendment.

1 BROTHER CHRISTIE: Just to change the
2 word monthly to semiannually. Or semi-annual. Yes,
3 that makes sense.

4 PRESIDENT BOUCHER: Okay, we have a
5 motion on the floor to amend the amendment. Mic 2.

6 SISTER O'ROURKE: Brianna O'Rourke 528.
7 I second.

8 PRESIDENT BOUCHER: We have a seconder.
9 So we have a seconder on the amendment to the
10 amendment.

11 Floor is open for discussion and debate
12 on the amendment to the amendment. Second call.
13 Final call. Closed.

14 So we're going to vote on whether or not
15 we accept amending the amendment. That's it.
16 That's all. If it passes, then I got to get my flow
17 chart out so I don't screw it up again. So -- Can
18 we put the vote on the screen when you get it
19 pretty, please? We're voting on whether we agree to
20 amend the amendment.

21 Brother Jason, you can't be on the floor.
22 We have red coats. No. If you have a question,
23 delegates, raise your hand. A red coat will come
24 assist you.

25 UNIDENTIFIED SPEAKER: The vote isn't

1 currently open. It's just -- it's ready for you.

2 PRESIDENT BOUCHER: Can you say to the
3 red coat, please? I can't hear you.

4 UNIDENTIFIED SPEAKER: Oh, it's the tech
5 back here. The vote isn't open. I'm waiting for
6 you to open it.

7 PRESIDENT BOUCHER: I did open it.

8 UNIDENTIFIED SPEAKER: Apologies.

9 PRESIDENT BOUCHER: No worries. Okay,
10 it's up on the screen. 1A, that you agree to amend
11 the amendment. Not voting on it as a motion, just
12 agreeing to amend the amendment. 2B, you disagree.

13 --- VOTING

14 Ten seconds, please.

15 That was a close one. 87 for, 77
16 against. Carried to agree to amend the amendment.

17 --- CARRIED

18 So now the floor is open to debate the
19 amendment as amended. Mic 1.

20 BROTHER KABIN: Chris Kabin, Division 70,
21 Aldershot.

22 Just in terms of the arrangement of the
23 wording:

24 "Secretary Treasurer will furnish
25 the Rail Conference office with a

1 membership contact list
2 semiannually".

3 Does that make sense? Yes. Yes. No... yes,
4 just moving the word "semi-annual" to after "contact
5 list".

6 PRESIDENT BOUCHER: Well, we can't do
7 that. No, that's not the motion.

8 BROTHER KABIN: No, but you're -- yes,
9 we're debating. So can I make a motion to amend?

10 PRESIDENT BOUCHER: No, we're at the
11 amend to the amendment.

12 BROTHER KABIN: Okay.

13 PRESIDENT BOUCHER: Can't go any further
14 with this. It would have to fail to change it. So

15 -

16 Second call. Mic 1.

17 BROTHER SAUNDERS: Dustin Saunders,
18 Division 945.

19 Our division Bylaws Committee reviewed
20 this and determined that to do this properly would
21 probably cost us hundreds of dollars a month for the
22 secretary treasurer to chase people down and make
23 sure that our contact list was up to date. And I've
24 been asked to express that we are vehemently opposed
25 to the motion and are against it.

1 Thank you.

2 PRESIDENT BOUCHER: Mic 2.

3 BROTHER MICHELIN: Neil Michelin,
4 Division 654.

5 So I just, I'm sitting there thinking
6 about a scenario. So if the secretary treasurer
7 furnishes the contact list semiannually, so the day
8 after it's released -- and now that we're heading
9 into negotiations and you may want to be giving us
10 updates daily or weekly, so if a new employee joins
11 our union a day after that semi-annual report, will
12 the office that needs the contact list not get it
13 for that many months? So I'm just concerned that
14 the larger time span in between giving the updates
15 is potentially having members falling between the
16 cracks.

17 PRESIDENT BOUCHER: So to clarify, if I
18 came across wrongly, the purpose behind this that
19 we're looking for was not to mail information about
20 negotiations. That's the general chair's
21 responsibility. If they ask us to send it out
22 through our social media format and/or email format
23 from the national office, then that's their -- they
24 request us to do it, and this has nothing to do with
25 it.

1 What it has to do with is when we have,
2 for example, a strike vote or you're voting on a
3 collective agreement that's nationally bound, that's
4 where our problem lies, and we're trying to find
5 information. So to answer your question around that
6 specifically, if you had a member that came in in
7 between the six-month period and they were not on
8 the list because of the getting it semiannually,
9 they would have the opportunity to reach out and
10 say, "I didn't get a ballot", and go through that
11 format. They would not be necessarily excluded, but
12 it does delay things.

13 The issue that we're having is that it's
14 not one or two members because they're new in
15 between, it's that we have lists coming in missing
16 numerous amounts of members, and it becomes
17 cumbersome when you're doing a short period of time
18 for doing these votes of trying to get it back to
19 them in time to get a vote on it, especially if it
20 was a mail-out ballot for a vote regarding a strike
21 or a contract.

22 Because when it comes to the format, the
23 process in the format, that's up to the general
24 chairs which format they use, whether it's mail-out
25 or electronic. If that answers your question,

1 Brother.

2 Mic 1

3 BROTHER MENSAGHI: Greg Mensaghi, 854
4 Calgary.

5 I think something like this can be
6 corrected by simply putting a QR code up so the
7 members can update their contact information, or
8 just simply use the TCRC app, which gives it an
9 option.

10 Thank you.

11 PRESIDENT BOUCHER: Yes, the TCRC app is
12 a good option. Our websites have an option on it as
13 well. Our app is a good format, I think you already
14 said. The problem is that we only have just over
15 4,000 members that are part of the app. We have
16 members that don't look at our website and other
17 formats as well. And, you know, they aren't
18 required to look at those things. They aren't
19 required to get an app. They're not forced to look
20 at our social media and our website to do this
21 information for us.

22 And unfortunately, that's, you know, if
23 that was, if we had 11,500 members that are all on
24 the app, then we might not even be talking about
25 this. But at this point in time in this juncture,

1 this is the problem that we have. Right.

2 Mic one.

3 BROTHER CARLSON: Shane Carlson, 583.

4 This doesn't really fix this right now,
5 but going forward, I talk to every new hire at CN.
6 If you wanted to give me a form, I could send it in
7 weekly. I used to do it, and then I was told it was
8 redundant and unnecessary, so I stopped doing it.
9 But going forward, if you want everybody's contact
10 info, I used to collect it. I can do it again.

11 PRESIDENT BOUCHER: Thank you.

12 Second call for discussion and debate on
13 the motion to amend the amendment. And I've lost
14 where I was again. We are debating the amendment as
15 amended, and we're going to vote the amendment as
16 amended. Again, doesn't make sense to me, but
17 that's what it is.

18 Last call. Closed.

19 So let's open up the vote. The vote is
20 to amend the amendment as amended.

21 --- VOTING

22 I know. Ten (10) seconds, please.

23 Well, it passed.

24 --- CARRIED

25 So now we'll open the floor for debate

1 and discussion as a motion. So this is now debating
2 as a motion. It's a motion. Floor is open for
3 debate and discussion as a motion.

4 Second call. I think we've all had
5 enough with it. Final call. Closed.

6 All right, this is the actual motion now.
7 This is what we're voting on as a motion. The
8 language is there, and the motion reads:

9 "The Secretary-Treasurer will
10 furnish the Rail Conference Office
11 with a semi-annual membership
12 contact list, including addresses
13 in the prescribed form required by
14 the Rail Conference

15 Secretary-Treasurer." (As read)

16 It is open for vote. Please post it to
17 the screen. 1A, you are for this language. 2B,
18 you're against.

19 And this is a really tough conversation
20 here, so make sure you know what you're voting for.
21 Press your right numbers to get your vote correctly.

22 --- VOTING

23 Ten seconds, please.

24 --- DEFEATED

25 And it failed. That's democracy at its

1 best. Thank you for the debate and tough
2 discussions on it.

3 BROTHER LAVALLEE: Recommendation.

4 Proposed amendment, Part Bylaws, Division Rules,
5 Section 14, page 33. Present law reads, Section 14:

6 "It shall be the duty of the
7 chaplain to assist in the exercise
8 of opening and closing of the
9 division, and perform the duties of
10 chaplain of the division on all
11 public occasions."

12 The recommendation made by the Rail
13 Conference President, delete everything.

14 Proposed amendment:

15 "Housekeeping based on the Rail
16 Conference President's
17 recommendation, Section 14
18 deletion, chaplain position. It is
19 recommended that the new section
20 item be placed in Section 14. If
21 Section 14 deletion recommendation
22 is not approved, then the new
23 section number is recommended."

24 (As read)

25 This recommendation is supported by the

1 National Executive Board. Bylaw Committee
2 recommends I so move adopting this resolution.

3 PRESIDENT BOUCHER: Mic one.

4 BROTHER KABIN: Chris Kabin, Division 70,
5 Aldershot.

6 I'll accept the motion.

7 PRESIDENT BOUCHER: Floor is open for
8 debate and discussion.

9 BROTHER KABIN: Chris Kabin, Division 70,
10 Aldershot.

11 We kept the chaplain position, so I don't
12 know if we need to vote on this.

13 PRESIDENT BOUCHER: Sorry, can you speak
14 up a little bit?

15 BROTHER KABIN: We did keep the chaplain
16 position, so I don't know if we have to keep this
17 in. I guess we would have to vote it down then at
18 that point.

19 PRESIDENT BOUCHER: That's correct.

20 So I'm going to assume your discussion is
21 that this is to be voted down.

22 Mic 1.

23 BROTHER DOYLE: Sam Doyle, 649.

24 If it gets voted down, the existing
25 language in there would stay with just lists opening

1 and closing ceremonies, I believe is what it is.

2 PRESIDENT BOUCHER: That's correct.

3 BROTHER DOYLE: Okay. And we're okay
4 with just leaving that if this gets shot down?

5 PRESIDENT BOUCHER: That's the original
6 language.

7 BROTHER DOYLE: Okay. Okay. I guess I
8 can make an amendment. Yeah, no, that's good.
9 Leave it.

10 PRESIDENT BOUCHER: Second call. Mic
11 1?

12 BROTHER DOYLE: Just to clarify -- okay,
13 Sam Doyle, 649. Like, you don't know by now.

14 If this does pass, then we'll have no
15 reference to chaplain duties at all, even though we
16 still have a chaplain that must be elected, and
17 that'll cause another headache.

18 PRESIDENT BOUCHER: Correct. That's why
19 the recommendation is simply some other things that
20 we've tried to move around if it did pass, the
21 original one, but...

22 BROTHER DOYLE: So what should we do?

23 PRESIDENT BOUCHER: Well, my suggestion
24 is this, is that from what I get the message from
25 the delegates is they want to keep the chaplain

1 position. Therefore, I would suspect that this will
2 fail.

3 BROTHER DOYLE: Okay.

4 PRESIDENT BOUCHER: Okay. It wouldn't
5 make sense to me personally if you turn down the
6 change to chaplain that you would want to keep --
7 you want to remove their duties as well, right? So
8 it doesn't make sense to me.

9 Second call. Final call. Closed.

10 Open, put it up on screen for a vote,
11 please. So if you're against it, vote 2B.

12 --- VOTING

13 Ten (10) seconds, please.

14 --- DEFEATED

15 There we go. 134 against. Failed. And
16 that is housekeeping at its best.

17 Bylaws Committee.

18 BROTHER GEILER: Recommendations,
19 proposed amendment, Part Division Rules, Section
20 16B, page 33. Present law reads:

21 "b) The local committee or local
22 chairman shall not handle any
23 grievance, except upon written
24 instructions from their divisions
25 (except in cases of emergency, such

1 as dismissals, suspensions, etc.,
2 or any cases involving schedule
3 interpretations); such cases may be
4 referred directly to the local
5 chairman, who shall use his
6 discretion as to whether they
7 should be handled immediately or
8 referred to the division before
9 handling. All grievances arising
10 as a result of a disputed time
11 claim, being referred to the local
12 committee for further handling
13 shall be accompanied by a full
14 statement of facts on a prescribed
15 form furnished at cost by the Rail
16 Conference Office. A written
17 report of all cases handled shall
18 be made to the division, and such
19 report shall be filed with the
20 division papers for further
21 reference. Differences the local
22 committee is unable to adjust
23 satisfactorily with the local
24 officials must be sent along with a
25 complete record...[of] the GCA for

further action."

Recommendations made by the Rail

Conference President:

"b) The local committee or local chairman shall not handle any grievance except upon written instructions from their divisions, except in cases of emergency such as dismissals, suspensions, etc., or any cases involving schedule interpretations. Such cases may be referred directly to the local chairman, who shall use his discretion as to whether they should be handled immediately or referred to the division before handling. All grievances being referred to the local committee for further handling shall be accompanied by a full statement of facts on a prescribed form, as may be required by the local committee of adjustments. A written report of all cases handled shall be made to the division, and such report

shall be filed with the division papers for further reference. Differences the local committee is unable to adjust satisfactorily with the local officials must be sent along with a complete record to the GCA for further action."

(As read)

Purpose of amendment. All grievances being forwarded by the member must have a full statement of facts, not just time claim grievances. Local committee of adjustments need this information to determine if a grievance will be filed, and if filed, the information is necessary for a write-up.

Changing the section makes it clear to all members of the requirement if they want a grievance to be progressed. The national office does not provide prescribed forms that members will use to provide a statement of facts, etc. It is the division and/or GCA's autonomous decision if it is required and what format the grievance request and required information are to be used. This recommendation has the support of the National Executive Board.

Bylaw committee recommendation. The

bylaw committee recommends I so move adopting the resolution.

PRESIDENT BOUCHER: Mic two.

SISTER MERRIMEN: Keri Merrimen, Division 660.

I'll second.

PRESIDENT BOUCHER: Thank you. The floor is open for discussion and debate.

Second call. Final call. Closed.

Vote up on the screen, please. 1A for, 2B against.

--- VOTING

Ten (10) seconds, please.

One fifty-one for, 11 against, carried.

--- CARRIED

BROTHER LAVALLEE: Section 16, Local Committee of Adjustments. Duties, page 33, 34.

Present law reads:

"a) It shall be the duty of each local committee of adjustment in each division to meet such time and place as the chairman may designate and adjust, if possible, with the local officials of the railway or system, the grievance of the member

of the respective divisions.

b) The local committee or local chairman shall not handle any grievance, except upon written instructions from their division (except in cases of emergency, such as dismissals, suspensions, etc., or any case involving [a] schedule interpretation); such cases may be referred directly to the local chairman, who shall use...[the] discretion as to whether they should be handled immediately or referred to the division before handling. All grievances arising as a result of disputed time claim, being referred to by the local committee for further handling shall be accompanied by a full statement of the facts on a prescribed form furnished at the cost of the Rail Conference Office. A written report of all cases handled shall be made to the division, and such report shall be

Page 396 1 filed with the division papers 2 for...[further] reference. 3 Differences [to] the local 4 committee is unable to adjust 5 satisfactorily with the local 6 officials must be sent along with 7 the complete record to the GCA for 8 further action. 9 c) The first of each year or each 10 time a revised seniority list is 11 issued; the local chairman of each 12 division on a system will furnish 13 the general chair...[person]'s 14 office with a revised seniority 15 list of their respective seniority 16 districts, ...[following] by check, 17 names of all active members and 18 names of...[the] non-members under 19 their jurisdiction. 20 [c)] The local committee of 21 adjustment is vested with the 22 authority to appoint additional 23 representatives when necessary to 24 represent the committee at [a] 25 point or locations where no member	Page 398 1 must be notified of the proposal 2 and the date on which the proposal 3 will be considered. If more than 4 one craft is affected, the issue 5 shall be determined by [the] 6 majority vote of each and every 7 affected craft, i.e., in the event 8 any one of the crafts affected 9 rejects the issue, the matter shall 10 remain unchanged. For the purpose 11 of this Section 16 only, the local 12 crafts over which divisions have 13 jurisdiction are: 14 1.) Locomotive Engineer 15 2.) Conductor/trainmen 16 3.) Yardmen/Switch[men]... 17 4.) Yardmasters 18 5.) Rail Traffic Controllers 19 6.) Shopcrafts 20 and such other crafts as the 21 Executive Board may establish." 22 Resolutions submitted by Division 796: 23 "It shall be the duty of each local 24 committee of adjustment in each 25 division to meet at such time and
Page 397 1 of local committee is located or 2 when the Rail Conference represents 3 multiple crafts of [a] railway 4 worker.... Where twelve (12) or 5 more members of a division are 6 employed in a craft not covered by 7 the Rail Conference agreements, the 8 local committee of adjustment may 9 appoint a member from that craft to 10 represent their grievances. The 11 appointed representative will work 12 directly ...[with] the supervision 13 of the local chairman and will be 14 required to report directly to him. 15 e) ...[The] working conditions 16 of...[the] craft over which a 17 division has jurisdiction may not 18 be revised or changed unless 19 authorized to do so by the majority 20 votes cast by the members holding 21 seniority and working in the craft 22 at the time of the vote. Such a 23 proposal must be read one (1) 24 regular special meeting and 25 thereafter, all affected members	Page 399 1 place as the chairman may designate 2 and adjust, if possible, with the 3 local officials of the railway or 4 system, the grievances of the 5 members of their respective 6 division. 7 b) The local committee or local 8 chairman shall not handle any 9 grievance except upon written 10 instructions from their division, 11 (except in cases of emergency such 12 as dismissal, suspension, etc., or 13 any case involving a schedule 14 interpretation); such case may be 15 referred directly to the local 16 chairman, who shall use his 17 discretion as to whether they 18 should handle this immediately or 19 refer it to the division before 20 handling. All grievances arising 21 as a result of disputed time claim 22 being referred to the local 23 committee for further handling 24 shall be accompanied by a full 25 statement of the facts on the

prescribed form furnished at a cost by the Rail Conference Office. A written report of all cases handled shall be made to the division, and such reports shall be filed with the division papers for further reference. Differences the local committee is unable to adjust satisfactorily with the local officials, must be sent along with a complete record to the GCA for further action.

c) The first of each year or each time a revised seniority list is issued, the local chairman of each division or system will furnish the general chairman's office with a revised seniority list of the respective seniority districts, showing by check, names of all active members and names of non-members under the jurisdiction.

d) The local committee of adjustment is vested with the authority to appoint additional

representatives when necessary to represent the committee at a point or location where no members of the local committee is located or where the Rail Conference represents multiple crafts of railway workers. Where 12 or more members of the division are employed in a craft not covered by the Rail Conference agreement, the local committee of adjustments may appoint a member from the craft to represent the grievances. The appointed representative will work directly under the supervision of the local chairman and will be required to report directly to him.

e) Local working conditions of the craft over which the division has jurisdiction may not be revised or changed unless authorized to do so by the majority of a vote cast by the members holding seniority and working in the craft at the time of the vote. Such a proposal must be

read at one regular special meeting and thereafter all affected members must be notified of the proposal on the date in which the proposal will be considered. If more than one craft is affected, the issue shall be determined by the majority vote of each and every affected craft, i.e., in the event one of the crafts affected rejects the issue, the matter shall remain unchanged for the purposes of this Section 16 only. Local crafts over which division of jurisdiction are:

- 1.) Locomotive Engineer
- 2.) Conductor/trainmen
- 3.) Yardmen/Switchtenders
- 4.) Yardmasters
- 5.) Rail Traffic Controllers
- 6.) Shopcrafts

and such...crafts as the Executive Board may establish.

f.) Any terminal in which multiple companies, corporations share a division, each company corporation

member will be entitled to elect and maintain at least one vice local chairperson." (As read)

The proposed change would allow VIA members to represent themselves more accurately due to the unique and specific work environment.

What's that? Yeah. Whew.

Let's see. Bylaws committee

recommendation. There are already provisions contained in the division rules, section one, officers of the division, 1A1, to permit additional vice local chairpersons positions beyond the minimum of two. Additionally, section 16D affords the ability to appoint a person which would satisfy the proposed resolution.

A local division can additionally establish bylaws for the division surrounding the appointment to ensure that it is democratically chosen, so as long as it is approved by the Rail Conference president. This introduction would further remove craft autonomy when it comes to electing representatives for division, which is not currently permitted under the election process.

Should this proposal be adopted, further sections and subsections would need to be amended to

1 satisfy this proposal, which is not considered in
2 this proposal. The bylaw committee recommends
3 rejecting the resolution.

4 The bylaw committee, I so move,
5 recommends rejecting the resolution and retaining
6 existing law.

7 PRESIDENT BOUCHER: So just before I go
8 to mic 1, to be clear, what we're doing here is
9 seconding the recommendation of rejecting by the
10 Bylaws Committee, not the actual submission itself.
11 Mic 1.

12 BROTHER SAUNDERS: Dustin Saunders,
13 Division 945, and I second the Bylaw Committee
14 recommendation.

15 PRESIDENT BOUCHER: We have a seconder.
16 Floor is open for discussion and debate on the
17 recommendation of rejecting by the Bylaws Committee.
18 Second chance. Final. Closed.

19 Okay, so the motion that's going to be
20 voted on, put on the screen, is the rejection of
21 this submission. You agree with the rejecting of
22 it, or you disagree with rejecting it. Vote's open.
23 Put it on the screen, please. So 1A, you agree with
24 the Bylaws Committee of rejecting; 2B, you disagree
25 with the Bylaws Committee of rejecting.

1 --- VOTING

2 PRESIDENT BOUCHER: Ten seconds, please.
3 144 in favour of rejecting. Carried.

4 --- CARRIED

5 BROTHER GEILER: Section 17, Duties of
6 Division Legislative Representative, Division Rules,
7 page 34. Present law reads:

8 "(a) The duties and
9 responsibilities of the Division
10 Legislative Representative are the
11 safety and sanitation of working
12 environment and the political
13 education for members of the
14 Division.

15 (b) The Division Legislative
16 Representative will in their normal
17 course of duties monitor the
18 enforcement of safety rules,
19 regulations, and acts of Parliament
20 and/or provincial legislatures that
21 provide the membership with a safe
22 and healthy work environment.

23 (c) The Division Legislative
24 Representative shall undertake
25 corrective measures relative to the

1 issues specified above at the
2 Division level. If unable to
3 resolve those issues, they will
4 report these issues to the
5 Provincial Legislative Board
6 Chairman for further handling. The
7 Provincial Legislative Board
8 Chairman shall undertake to correct
9 such conditions through appropriate
10 measures. Upon receipt of the
11 unresolved issues and if they are
12 unable to correct these issues,
13 they will report these issues to
14 the National Legislative Board
15 Chairman for further handling.
16 (d) In Provinces where there are no
17 Legislative Boards, issues that
18 cannot be resolved at the Division
19 level shall be directed to the
20 National Legislative Board
21 Chairman.

22 (e) The Legislative Representative
23 and/or their designate(s) will be a
24 Representative for the Safety and
25 Health Committee."

1 Resolution submitted by Division 796:

2 "(a) The duties and
3 responsibilities of the Division
4 Legislative Representative are the
5 safety and sanitation of the
6 working environment and the
7 political education for members of
8 the Division.

9 (b) The Division Legislative
10 Representative will in their normal
11 course of duties monitor the
12 enforcement of safety rules,
13 regulations, and acts of Parliament
14 and/or provincial legislatures that
15 provide the membership with a safe
16 and healthy work environment.

17 (c) The Division Legislative
18 Representative shall undertake
19 corrective measures related to the
20 issues specified above at the
21 Division level. If unable to
22 resolve those issues, they will
23 report these issues to the
24 Provincial Legislative Board
25 Chairman for further handling. The

Provincial Legislative Board Chairman shall undertake to correct such conditions through appropriate measures. Upon receipt of the unresolved issues and if they are unable to correct the issues, they will report these issues to the National Legislative Board Chairman for further handling.

(d) In Provinces where there are no Legislative Boards, issues that cannot be resolved at the Division level shall be directed to the National Legislative Board Chairman.

(e) The Legislative Representative and/or their designate(s) will be a representative for the Health and Safety Committee.

(f) Any terminal in which multiple companies/corporations share a division, each company/corporation's members will be entitled to elect and maintain at least one Health And Safety

Representative."

The proposed change will allow VIA members to represent themselves more accurately due to a unique and specific work environment. As it stands, VIA members are noticing their health and safety being handled by management, with some cases management appointing representatives. This would allow VIA members to have control over their own members for health and safety concerns. Division 796.

Bylaws Committee recommendation: There is already a provision left in the existing law for the legislative representative to appoint as many health and safety representatives as may be deemed necessary and required under the respective federal or provincial law.

The Bylaws Committee, I so move, recommends rejecting the resolution and retaining existing law.

PRESIDENT BOUCHER: Somebody go to the mic. Mic 2, thank you.

BROTHER YANCHUK: Matthew Yanchuk, Division 76, I second.

PRESIDENT BOUCHER: Floor is open for debate and discussion around the recommendation of

the Bylaws Committee of rejecting this submission. Second call. Final call. Closed.

Vote up on the screen, please. You're, again, you're voting on the committee's recommendations of rejecting this submission: 1A, you agree with the committee; 2B, you disagree with the committee.

--- VOTING

PRESIDENT BOUCHER: Ten seconds, please.

144 for -- say that three times fast --

9 against. Carried.

--- CARRIED

PRESIDENT BOUCHER: I think Bylaws Committee will just get one more in, and then we'll have our break. Yeah, you'll need some oxygen after that.

BROTHER LAVALLEE: Recommendations, proposed amendment. Part: Bylaws Division Rules, Section 20(b), page 35. Present law reads:

"(b) Temporary vacancies created by illness, incapacity or unavailability in the office of the local chairman shall be filled by appointment by the local chairman from members of the local committee

of adjustment." Recommendations made by the Rail Conference President:

"(b)(i) Temporary vacancies created by illness, incapacity or unavailability in the office of the local chairman shall be filled by appointment by the local chairman from the members of the local committee of adjustments.

(ii) Temporary vacancies created by illness, incapacity, unavailability in the office of the Legislative Representative shall be filled by appointment by the Legislative Representatives from the Vice-Legislative Representatives."

Purpose of the amendment: Change from Alternate Legislative Representative to Vice-Legislative Representative was made between the conventions by the Rail Conference Executive Board on April 23, 2025. This recommendation is required to conform with the Rail Conference Bylaws, section 36.

The recommendation has the support of the

1 National Executive Board.
 2 Bylaw Committee recommendation: The
 3 Bylaw Committee recommends, I so move, adopting this
 4 resolution.

5 PRESIDENT BOUCHER: Mic 2.

6 BROTHER BUTTERFIELD: Division 105,
 7 Prince George, Jeremy Butterfield. I second.

8 PRESIDENT BOUCHER: Thank you.

9 Floor is open for discussion or debate.

10 Second call. Final call. Closed.

11 Vote up on the screen, please: 1A for,
 12 2B against.

13 --- VOTING

14 PRESIDENT BOUCHER: Ten seconds, please.

15 158 for, 1 against. Carried.

16 --- CARRIED

17 PRESIDENT BOUCHER: We'll break for 15
 18 minutes. Please be back and ready to go for 15:15.

19 --- Upon recessing at 1459

20 --- Upon resuming at 1518

21 PRESIDENT BOUCHER: Delegates, take your
 22 seats, please.

23 So, as a point of information, we have
 24 the Bylaws Committee determining a point that we
 25 must be at today so that we can get done by 1700

1 tomorrow. We still have a lot more submissions that
 2 we have to go through, and we have nominations today
 3 as well. So we're going to get to that point before
 4 we do nominations. Again, we may have to go a
 5 little later than 1700. Hopefully we don't. I'm
 6 not saying this to prevent you from debating and
 7 discussing. That's what we're here for, and we will
 8 get through it.

9 So I'll pass it back to the Bylaws
 10 Committee when they're ready to make that
 11 determination after they made the determination.
 12 Okay, over to the committee.

13 BROTHER GEILER: Recommendations,
 14 proposed amendment. Part: Division Rules, section
 15 20(c), page 35. Present law reads:

16 "(b) The Alternate Legislative
 17 Representative(s) shall be
 18 considered Alternate(s) to the
 19 Legislative Representative for the
 20 purpose of Clause (a) above.
 21 Within a multi-craft Division, the
 22 Alternates shall be designated as
 23 1st Alternate, 2nd Alternate, etc.,
 24 according to the number of ballots
 25 cast for them within the election.

1 In the event of a tie the ranking
 2 of the tied candidates will be
 3 determined by lot."

4 Recommendations made by the Rail
 5 Conference President is to strike the entire (b)
 6 out.

7 Purpose of amendment: Change from
 8 Alternate Legislative Representative to
 9 Vice-Legislative Representative was made between
 10 conventions by the Rail Conference Executive Board
 11 on April 23, 2025. This recommendation is required
 12 to conform with Rail Conference bylaws, section 36.
 13 This recommendation has the support of the National
 14 Executive Board.

15 Bylaws Committee recommendation: The
 16 Bylaws Committee recommends, I so move, adopting the
 17 resolution.

18 PRESIDENT BOUCHER: Someone to the mic,
 19 please. Mic 2.

20 BROTHER LANIGAN: Darin Lanigan, Division
 21 896, second the motion.

22 PRESIDENT BOUCHER: We have a seconder.
 23 Floor is open for discussion and debate. Second
 24 call. Final call. Closed. Vote up on the screen,
 25 please.

1 --- VOTING

2 PRESIDENT BOUCHER: Ten seconds, please.
 3 159 for, 1 against. Carried.

4 --- CARRIED

5 BROTHER LAVALLEE: Resolution for Recall
 6 of Officers. Proposed amendment: New section
 7 following Section 20, Vacancies. Part: Bylaws,
 8 Rail Conference Division Rules, new Section 20, or
 9 new section, page 35. Present law reads: New
 10 section, no existing wording applies.

11 Resolution submitted by Division 70:

12 "Section: Recall of Officers
 13 (a) In order to assure
 14 accountability of the members, an
 15 elected officer representing a
 16 defined group of members, including
 17 by terminal, craft, or class of
 18 service, may be subject to recall.
 19 (i) A recall may be initiated by
 20 petition signed by no less than 50
 21 per cent of the members in good
 22 standing directly represented by
 23 that officer.
 24 (ii) The Secretary-Treasurer shall
 25 verify the eligibility and standing

of all signatories.

(iii) The recall vote shall be conducted by secret ballot in accordance with section 8, TCRC Division Rules.

(iv) The officer shall be removed where not less than two thirds of the vote cast support recall and participation of not less than 50 per cent of the eligible members is achieved.

(v) No recall may be initiated within the first 12 months of a term, and only one recall attempt per officer per term shall be permitted.

(vi) Upon successful recall, the office shall be declared vacant and filled in accordance with section 20, TCRC Division Rules.

(vii) This section does not replace or limit the use of charges under section 42, Article XIX of the IBT Constitution.

(viii) The recall process shall be

conducted in a respectful and orderly manner. Nothing in this section shall permit intimidation, harassment, knowingly false allegations, or conduct intended to improperly interfere with the rights or reputation of any member or officer."

Purpose of the amendment: The purpose of the amendment is to establish a structured democratic mechanism to address situations where there is a clear loss of confidence in the elected representation. While existing provisions under the IBT Constitution and the Division Rules provide a process for discipline through charges and trials, they are primarily intended to address misconduct or violation of the rules. They do not address a situation where the members have lost confidence in their representation despite no formal misconduct.

This amendment introduces a recall process that is limited in scope to members directly represented by the officer, subject to a high threshold -- 50 per cent initiation, two-third majority of removal, and the minimum participation requirements -- and protected by safeguards

including timing restrictions and a limit on repeated attempts. These provisions ensure that the recall can only occur where there is a clear and substantial support preventing misuse while providing a necessary democratic safeguard.

This amendment is intended to complement, not replace, existing disciplinary procedures, strengthen accountability while maintaining stability within the division.

Bylaw Committee recommendation: There is already a current language in the TCRC Bylaws in conjunction with the IBT Constitution to meet the purpose of the resolution. In addition, for this reason, the resolution, as it's proposed, could be in conflict with the language contained within the IBT Constitution. The Bylaw Committee, I so move, recommends rejecting the resolution and retaining existing law.

PRESIDENT BOUCHER: Mic 1 or 2. Mic 2.

BROTHER FRIDAY: Carl Friday, 660, Toronto. I second that motion.

PRESIDENT BOUCHER: The floor is open for discussion and debate on the Bylaws Committee recommendations of rejecting the submission. Second call. Final call. Closed.

Vote up, please, on the screen. Remember, you're voting on the recommendation of the Bylaws Committee to reject this submission. A, you're for the rejection. B, you're against.

--- VOTING

PRESIDENT BOUCHER: Ten seconds, please. 140 for, 20 against. Recommendation of the Bylaws Committee is passed.

--- CARRIED

BROTHER GEILER: Recommendations, Proposed amendment. Part: Bylaws Division Rules, section 33(a), page 38. Present law reads:

"(a) When two or more divisions are located on one seniority district, the member may hold membership in the division located at the point nearest where he resides. In all other cases, membership shall be held in the division that under the law adjusts his grievances."

Recommendation made by Rail Conference President:

"(a) When two or more divisions are located on one applicable

seniority district, the member may hold membership in the division located at the point nearest where he resides. In all other cases, membership shall be held in the division that under the law adjusts his grievances."

Purpose of the amendment: There has been confusion by members and divisions regarding where members hold their membership in multi-employer divisions. It has been a long-standing application that the National Executive Board can place members of one employer into a division that has a member from a different employer, seniority lists and systems, and a format that was used several decades ago, prior to the merger agreement, when the membership was specific to locomotive engineers and the divisions were specific to one employer. Over time, the union had brought in membership of different crafts from numerous employers. Due to location, membership size, et cetera, it was interpreted and applied that divisions could contain members from different crafts, employers, and seniority lists. Today, the TCRC has several divisions that have multi-employers

that still mandates the section applies based on the employer seniority list, not the division.

Making this change should eliminate the confusion. This recommendation has the support of the National Executive Board.

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

PRESIDENT BOUCHER: Mic 2.

BROTHER BARCELLONA: Dan Barcellona, 667, I second the motion.

PRESIDENT BOUCHER: Floor is open for discussion or debate. Second call. Final call. Closed.

Vote up on the screen, please -- 1A for, 2B against.

--- VOTING

PRESIDENT BOUCHER: Ten seconds, please. 151 for, 5 against, carried.

--- CARRIED

BROTHER LAVALLEE: Recommendations, Proposed Amendment. Part: Bylaws, Division Rules, section 36(a), page 39. Present law reads:

"(a) No assessments shall be levied by a division without two-thirds

majority vote, by secret ballot, of all the active members present after a reasonable notice of intention to vote upon such question has been given."

Recommendation made by the Rail Conference President:

"(a) No assessment shall be levied by a division without two-thirds majority vote by secret ballot of all active members present with the 30-day notice of intention to vote upon such questions has been given."

Purpose of the amendment: The question requests for what "after reasonable notice" is to mean. In many situations, protocols to post a motion to change the dues to vote -- to be voted on the following regular monthly division meeting. If the position was seven days prior to the next meeting, is this a reasonable amount of notice? Some members have argued it is, while others have argued it is not. Without a specific timeframe identified within the section, it is generally left up to the individual. This makes it

inconsistent and may not allow the membership enough notice. Having a 30-day timeframe makes it clear to all members that the requirement would allow a division to post a motion immediately following the meeting and to be voted on at the next regular meeting. Should the division delay the posting, then it would have to be voted on at the second month following the motion.

The recommendation has the support of the National Executive Board.

The Bylaws Committee recommendation. The Bylaws Committee recommends, I so move, adopting this resolution.

PRESIDENT BOUCHER: Mic 2.

SISTER MERRIMEN: Keri Merrimen, Division 660. I'll second.

PRESIDENT BOUCHER: Floor is open for debate or discussion.

Second call? Final call. Closed.

Vote up on the screen, please. 1A for, 2B against.

Ten (10) seconds, please.

--- VOTING

PRESIDENT BOUCHER: 156 for, 4 against. Carried.

1 --- CARRIED

2 --- RESOLUTION

3 BROTHER GEILER: Recommendations,
4 proposed amendment. Part Bylaws, Division Rules,
5 Section 36C, page 39. Present law reads:

6 "B. All dues and assessments are
7 payable on or before the first day
8 of the month to which they apply
9 and, except in the case of dues
10 checkoff, are delinquent after the
11 20th day of the same month. Where
12 there is an agreement in effect
13 with the carrier to have the dues
14 deducted from the payroll at
15 source, the Secretary-Treasurer of
16 the GCA shall monthly remit dues
17 and assessments, including
18 legislative dues, to the Rail
19 Conference Secretary-Treasurer with
20 an electronic list of dues-paying
21 members and amounts, and shall also
22 remit legislative board assessments
23 and division assessments to the
24 Secretary-Treasurer of the
25 Legislative Board and Division,

1 respectively." (As read)
2 Recommendation made by the Rail
3 Conference President:

4 "C. All dues and assessments are
5 payable on or before the first day
6 of the month to which they apply
7 and, except in the case of dues
8 checkoff, are delinquent after the
9 last day of the same month. Where
10 there is an agreement in effect
11 with the carrier to have the dues
12 deducted from the payroll at
13 source, the Secretary-Treasurer of
14 the GCA shall monthly remit dues
15 and assessments, including
16 legislative dues, to the Rail
17 Conference Secretary-Treasurer with
18 an electronic list of dues-paying
19 members and amounts, and shall also
20 remit legislative board assessments
21 and division assessments to the
22 Secretary-Treasurer of the
23 Legislative Board and the Division,
24 respectively." (As read)
25 Purpose of amendment. Housekeeping to

1 conform and remain consistent with Rail Conference
2 Bylaws, Section 28. This recommendation has the
3 support of the National Executive Board.
4 Bylaws Committee recommendation. The
5 Bylaws Committee recommends, I so move, adopting the
6 resolution.

7 PRESIDENT BOUCHER: Mic 1.

8 BROTHER MOLENKAMP: Josh Molenkamp,
9 Division 910. I second.10 PRESIDENT BOUCHER: Floor is open for
11 debate discussion.12 Second call. Final call. Closed on
13 housekeeping.14 Vote up on the screen, please. 1A for,
15 2B against.

16 Ten (10) seconds, please.

17 --- VOTING

18 PRESIDENT BOUCHER: 155 for, 4 against.

19 Carried.

20 --- CARRIED

21 --- RESOLUTION

22 BROTHER LAVALLEE: Recommendations,
23 proposed amendment. Part Bylaws, Division Rules,
24 Section 38, page 39. Present law reads:
25 "It shall be the duty of the

1 President, Vice-President, Chaplain
2 to act as a relief committee.
3 Their duty shall be to visit the
4 sick and provide them with any
5 attention of which they may be in
6 need." (As read)

7 Recommendation made by the Rail
8 Conference President. It's all been scratched out.

9 Purpose of the amendment. Mandating or
10 having any division officer visit the sick and
11 provide them with any attention, et cetera, is in
12 violation of the individual's right to privacy under
13 the present legislation.

14 This recommendation has the support of
15 the National Executive Board.

16 PRESIDENT BOUCHER: Mic 1.

17 BROTHER LAVALLEE: The Bylaws Committee
18 recommends --

19 PRESIDENT BOUCHER: I'm too soon again.

20 BROTHER LAVALLEE: The Bylaws Committee
21 recommends, I so move, adopting the resolution.22 PRESIDENT BOUCHER: Sorry for that.
23 Mic 1.24 BROTHER LARENTE: Daniel Larente,
25 division 91, je seconde.

1 PRESIDENT BOUCHER: Merci.
 2 Floor is open for debate, discussion.
 3 Second call. Final call. Closed.
 4 Vote up on the screen, please. 1A for,
 5 2B against.
 6 Ten (10) seconds, please.
 7 --- VOTING
 8 PRESIDENT BOUCHER: 144 for, 18 against.
 9 Carried.
 10 --- CARRIED
 11 --- RESOLUTION
 12 BROTHER GEILER: Recommendations,
 13 proposed amendment. Part Bylaws, Division Rules,
 14 Section 40, heading, page 40. Present law reads,
 15 "Section 40, Memorial Day".
 16 Recommendation made by the Rail
 17 Conference President, "Section 40, Day of Mourning".
 18 Purpose of amendment. Housekeeping.
 19 April 28th is the Day of Mourning, which
 20 is recognized globally. The heading makes the
 21 reference to an American holiday and is
 22 inappropriate.
 23 This recommendation has the support of
 24 the National Executive Board.
 25 Bylaws Committee recommendation. The

1 Bylaws Committee recommends, I so move, adopting the
 2 resolution.
 3 PRESIDENT BOUCHER: Mic 2.
 4 BROTHER JUDGE: David Judge, Division
 5 929. I second.
 6 PRESIDENT BOUCHER: Thank you.
 7 Floor is open for debate discussion.
 8 Second call. Final call. Closed.
 9 Vote up on the screen, please. 1A for,
 10 2B against.
 11 Ten (10) seconds, please.
 12 --- VOTING
 13 PRESIDENT BOUCHER: 159 for, 1 against.
 14 Carried.
 15 --- CARRIED
 16 --- RESOLUTION
 17 BROTHER LAVALLEE: Recommendation,
 18 proposed amendment. Part Bylaws, Division Rules,
 19 Section 48, Order of Business, page 42.
 20 Present law reads:
 21 "1. Opening division in due form.
 22 2. Reading of minutes of the
 23 previous regular meeting, with
 24 those of subsequent special
 25 meetings directly from the minute

1 book for approval. 3. Reading or
 2 referring to petitions or
 3 propositions. 4. Report of
 4 committees on previous
 5 propositions. 5. Voting of
 6 proposed members. 6. Initiation
 7 of candidates. 7. Unfinished
 8 business and reports of local and
 9 general committee and legislative
 10 boards. 8. Financial business.
 11 9. New business. 10. Request of
 12 information of any sick and
 13 disabled brother or brother's
 14 family in distress. 11. Regarding
 15 of minutes for correction before
 16 closing in due form." (As read)
 17 Recommendations made by the Rail
 18 Conference President:
 19 "1. Open division in due form. 2.
 20 Reading of minutes of previous
 21 regular minutes (sic) and those of
 22 subsequent special meetings
 23 directly from the minute books for
 24 approval. 3. The reading or
 25 referring all correspondence to and

1 from the division. 4. Report of
 2 the committees, local and general
 3 committees and legislative boards.
 4 5. Reporting of new division
 5 members. 6. Unfinished business.
 6 7. Financial business. 8. New
 7 business. 9. Reading of minutes
 8 for correction before closing in
 9 due form." (As read)
 10 Purpose of the amendment.
 11 The order of business is outdated and
 12 non-compliant with today's realities, regulations
 13 and privacy laws. Divisions do not vote on proposed
 14 members, as membership is a right unless otherwise
 15 stated within the bylaws. Because this does not
 16 happen, there is no need to initiate candidates.
 17 The reporting of new division members
 18 will let the membership know there are new members
 19 in the division as well as division officers. This
 20 will enable all to welcome the new members and
 21 provide them with all the necessary information
 22 they'll need, as well as obtaining their proper
 23 address, contact information and union files.
 24 Every member has the right to privacy,
 25 including confidential information related to their

1 health and well-being. Requesting this information
2 for members at a division meeting is a violation of
3 their rights.

4 This recommendation is supported by the
5 National Executive Board.

6 The Bylaw Committee recommendation. The
7 Bylaw Committee recommends, I so move, adopting the
8 resolution.

9 PRESIDENT BOUCHER: Thank you.

10 Mic one.

11 BROTHER SAMUEL: Kelly Samuel, Division
12 777, I second the motion.

13 PRESIDENT BOUCHER: Thank you.

14 Floor is open for discussion or debate.

15 Second call. Final call. Closed.

16 Vote up on the screen, please. 1A for,
17 2B against.

18 Ten (10) seconds, please.

19 --- VOTING

20 PRESIDENT BOUCHER: 158 for, 3 against.

21 Carried.

22 --- CARRIED

23 --- RESOLUTION

24 BROTHER GEILER: Recommendations,
25 proposed amendment. Part Bylaws, Division Rules, new

1 Section 49, page 42. Present law reads, new clause.

2 "Section 49, electronic voting.
3 Unless prohibited by federal or
4 provincial law, all reference to
5 ballots shall include the ability
6 for electronic voting through a
7 supplier approved in writing by the
8 National Executive Board."

9 (As read)

10 Purpose of amendment. Housekeeping.

11 Electronic voting abilities have been
12 permitted via policies. There has been confusion
13 regarding this ability due to it not being clearly
14 identified within these rules and bylaws. This
15 creation of this new section will eliminate any
16 confusion regarding the ability to have electronic
17 voting and the rules around those votes and ballots.

18 This recommendation has the support of
19 the National Executive Board.

20 The Bylaws Committee recommendation. The
21 Bylaws Committee recommends, I so move, adopting the
22 resolution.

23 PRESIDENT BOUCHER: Thank you.

24 Mic two.

25 BROTHER CURRIER: Jeremy Currier,

1 Division 852, I second.

2 PRESIDENT BOUCHER: Thank you.

3 Floor is open for debate or discussion.

4 Second call. Final call. Closed.

5 Vote up on the screen, please. 1A for,
6 2B against.

7 Ten (10) seconds, please.

8 --- VOTING

9 PRESIDENT BOUCHER: 151 for, 3 against.

10 Carried.

11 --- CARRIED

12 --- RESOLUTION

13 BROTHER LAVALLEE: Resolution 3, Use of
14 external AI, LLM tools. Proposed amendment: new
15 section following Section 48, Order of Business.
16 Part Bylaws, Rail Conference Division Rules.
17 Section, new section, page 42.

18 Present law reads. New section, no
19 existing wording applies.

20 Resolution submitted by Division 70.

21 Section, confidentiality, electronic communications:

22 "A. The use of external artificial
23 intelligence, AI, tools, including
24 but not limited to cloud-based
25 language models, transcription

1 services or automated analysis
2 platforms shall be subject to the
3 same confidentiality and data
4 protection requirements as meeting
5 recordings and internal
6 communications.

7 (i) No member, officer or
8 representative shall input or
9 transmit confidential, sensitive
10 division information into any
11 external system that is not
12 controlled or expressly authorized
13 by the division.

14 (ii) Confidential or sensitive
15 information includes but is not
16 limited to members' personal
17 information, grievance details,
18 disciplinary matters, internal
19 discussions and/or strategic or
20 operational matters.

21 (iii) Where the use of such tools
22 is permitted, it must ensure that
23 data is not stored, retained or
24 used outside of the
25 division-controlled system. Access

is restricted to authorized individuals, and all applicable privacy and confidentiality obligations are maintained.

(iv) Any use of an external AI or cloud-based system must comply with the TCRC privacy policy and all applicable confidentiality requirements.

(v) Unauthorized disclosures, processing or storage of confidential information through the external system may result in discipline or charge under Section 42 of the IBT Constitution.

(vi) The use of artificial intelligence or automated systems within a division operation shall be intended solely to assist and support officers and representatives in performance of their duties and shall not replace the authority, judgment, responsibility or accountability of elected or appointed union

representatives." (As read)

Purpose of the amendment. The purpose of this amendment is to ensure that the use of emerging technologies, including artificial intelligence, cloud-based tools does not compromise the confidentiality of members' information or internal union discussions. While existing policies govern the handling of personal information and prohibit unauthorized recording, they do not explicitly address the use of external systems that may store, process or retain sensitive information outside the control of the division.

Modern AI tools, including language models and automated transcript services, can capture and retain detailed information about the meetings, grievances and internal communication. Without clear guidance, their use may unintentionally expose confidential information to create risk related to data retention and external access. The amendment clarifies that all confidential information must remain within the division-controlled system unless expressly authorized to ensure that any use of such technology complies with the existing privacy and confidentiality obligations.

The proposal is intended to complement, not replace, existing policies by addressing a developing gap and ensuring that evolving technology is used responsibly and in a manner consistent with the protection of the members' information.

Bylaw Committee recommendation. There are already existing policies in place to handle these concerns. The Bylaw Committee does not agree that the policy may need to be reviewed or updated to entertain the spirit of this proposal.

It's important to note that a division cannot consent to share an individual's personal information as proposed in this resolution. In addition, this proposal, as introduced, would further limit utilization of OneDrive, Gmail, iCloud, et cetera.

The Bylaw Committee, I so move, recommends rejecting the resolution and retaining the existing law.

PRESIDENT BOUCHER: Mic one.

BROTHER CORMIER: Mike Cormier, Division 247 Halifax. I'll second the motion to reject.

PRESIDENT BOUCHER: Floor is open for discussion or debate.

BROTHER CORMIER: May I ask a question?

PRESIDENT BOUCHER: Yes.

BROTHER CORMIER: I deal with this in another group that I do a lot of volunteer work, and it would be useful post-conference if we could have an updated guideline on this maybe sent out by the new Executive Board when we move forward. There is a lot behind this topic, and I think it's important. So thank you.

PRESIDENT BOUCHER: Any other discussion, debate?

Final call. Closed.

Vote on the screen, please. 1A for, 2B against.

--- VOTING

Ten (10) seconds, please.

PRESIDENT BOUCHER: 145 for, 15 against.

Carried.

--- CARRIED

--- RESOLUTION

BROTHER GEILER: Resolution 5, digital record retention. Proposed amendment, new section following Section 48, Order of Business. Part Bylaws, Rail Conference Division Rules, section, new section, page 42.

Present law reads: New section, no

1 existing wording applies.

2 Resolution submitted by Division 70,
3 section, Digital Record Retention:

4 "A. Digital materials created
5 primarily for member communication
6 or accessibility purposes,
7 including but not limited to
8 meeting recordings, transcripts,
9 summaries or other distributed
10 materials, shall be retained only
11 as long as reasonably necessary for
12 their intended purposes.

13 (i) This section shall not apply
14 to grievance files, arbitration
15 materials, investigations, legal
16 records or other documents required
17 for representational, operational
18 or statutory purposes.

19 (ii) Standard retention periods
20 and procedures for the secure
21 deletion of records governed by
22 this section shall be established
23 by the division through a vote at
24 the regular division meeting.

25 (iii) Where records contain

1 sensitive or confidential
2 information, additional care shall
3 be taken to ensure appropriate
4 handling and deletion when no
5 longer required."

6 Purpose of amendment: the purpose of
7 this amendment is to establish clear expectations
8 for the retention and handling of digital records
9 created by the division. As the use of digital
10 tools continues to expand, including recordings and
11 electronic communications, it is important to ensure
12 that information is not retained longer than
13 necessary, particularly where it may contain
14 sensitive or confidential content.

15 This amendment aligns with principles of
16 data minimization and responsible information
17 handling, while allowing the division flexibility to
18 determine appropriate retention practices. This
19 proposal supports privacy, reduces risk, ensures
20 consistency in how digital records are managed.

21 Bylaws committee recommendation: there
22 are already existing policies in place to handle
23 these concerns, in practice, electronic
24 communications and privacy policies. The Bylaws
25 Committee does agree that the policies may need to

1 be reviewed for updates to entertain the spirit of
2 this proposal. The Bylaws Committee, I so move,
3 recommends rejecting the resolution, retaining
4 existing law.

5 PRESIDENT BOUCHER: Mic 1, please.

6 BROTHER MOLENKAMP: Josh Molenkamp,
7 Division 910. I second.

8 PRESIDENT BOUCHER: Thank you. Floor is
9 open for debate or discussion. Second call. Final
10 call. Closed.

11 Vote on the screen please. 1A for, 2B
12 against.

13 --- VOTING

14 Ten seconds, please.

15 152 for 4, 7 against. Carried.

16 --- CARRIED

17 BROTHER LAVALLEE: Recommendations,
18 proposed amendment, Part Bylaws, General Committee
19 Rules, Section Index Disclaimer, page 44.

20 Present law reads:

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

1 specific gender is unintentional
2 and should be considered
3 non-specific."

4 Recommendations made by the Rail
5 Conference President:

6 "Disclaimer: TCRC is an inclusive
7 union. Every effort will be made
8 to ensure that the wording included
9 in these bylaws are gender
10 inclusive. Any reference to a
11 specific gender is unintentional
12 and should be considered
13 non-specific.

14 It is recognized that TCRC is a
15 union that represents other crafts
16 that are non-specific to the
17 railway. The wording in these
18 bylaws is craft inclusive. Any
19 reference to railway should be
20 considered non-specific to crafts
21 and employers of the craft."

22 Purpose of the amendment. The Teamsters
23 Canada Rail Conference membership is no longer
24 rail-specific. The TCRC membership includes ONTC
25 motor coach operators, and as such the bylaws should

1 recognize their inclusion. To replace railway, et
 2 cetera throughout the bylaws is a cumbersome task
 3 for the delegates to approve individually. This
 4 change to the disclaimer will make the bylaws
 5 inclusive and prevent any confusion regarding the
 6 application of the bylaws.

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

9 The Bylaw Committee recommendation: The
 10 Bylaw Committee recommends. I so move adopting this
 11 resolution.

12 PRESIDENT BOUCHER: Mic 1.

13 BROTHER MOLENKAMP: Josh Molenkamp,
 14 Division 910. I second.

15 PRESIDENT BOUCHER: Thank you. Floor is
 16 open for debate or discussion. Second call. Final
 17 call. Closed.

18 Vote up on the screen please.

19 --- VOTING

20 Ten seconds, please.

21 151 for, 4 against. Carried.

22 --- CARRIED

23 If I may have a second.

24 So just as a reminder, we did the same
 25 thing on this last proposal for division rules,

1 modified in paragraph 6.8 of the
 2 merger agreement."

3 Resolutions submitted by division:

4 "(a) The chairman, vice chairman,
 5 or vice chairman and secretary
 6 treasurer of the GCA will be
 7 elected after the officers have
 8 made the report and each division
 9 has presented and discussed its
 10 grievances and before reducing to
 11 an executive committee. All GCA
 12 officers must hold active
 13 membership as defined in Section
 14 25(b), TCRC Division Rules.
 15 No member shall be eligible to
 16 serve more than two terms in the
 17 elected office. A full term is
 18 defined as any period of service
 19 exceeding two years within a single
 20 four-year electoral cycle or
 21 quadrennial cycle. After a member
 22 has reached the maximum number of
 23 terms in office, they shall be
 24 ineligible for election or
 25 appointment to office for a period

1 because each index page is specific to the section,
 2 has a disclaimer at the bottom. So we'll have
 3 another one coming up with the legislative pages
 4 later on.

5 BROTHER GEILER: Resolution. Proposed
 6 amendment. Part Bylaws, Rail Conference General
 7 Committee Rules, GCA Elections of Officers, Section
 8 9(a), page 47.

9 Present law reads:

10 "(a) The chairman, vice chairman,
 11 or vice chairman and secretary
 12 treasurer of the GCA will be
 13 elected after the officers have
 14 made their report and each division
 15 have presented and discussed its
 16 grievances and -- before reducing
 17 to an executive committee, all GCA
 18 officers must hold active
 19 membership as defined in Section
 20 25(b), TCRC Division Rules.

21 Note: Eligibility to nominate,
 22 second, and run for office will be
 23 determined by the applicable
 24 provisions of 25, the IBT
 25 Constitution as set forth and

1 of at least one full term (four
 2 years) or four quadrennial cycle.
 3 Following this hiatus, the member's
 4 eligibility for office is reset.
 5 Terms served prior to the 2026
 6 quadrennial election year shall not
 7 be counted toward the limits
 8 established within this bylaw. The
 9 current term being served at the
 10 time of adoption shall be
 11 considered the first term for all
 12 sitting officers.
 13 If an officer is appointed or
 14 elected to fill a vacancy midterm,
 15 and if the remaining time in the
 16 term is less than two years, it
 17 shall not count toward the two-term
 18 limit. If the remaining time is
 19 two years or more, it shall be
 20 considered a full term for the
 21 purpose of this section.
 22 Service as Vice General Chairman
 23 shall not be calculated toward the
 24 term limit of General Chairman.
 25 Upon election to the office of the

General Chairman, a member who previously served as a Vice General Chairman shall be eligible for the full allotment of two terms in office, resetting the eligibility clock. Upon having achieved the office of General Chairman, the member will not be eligible to run for office until a period of at least one full term, four years, a full quadrennial cycle has passed, resetting their eligibility. This bylaw applies to members of Rail Conference General Committee, Rules Electronic Committee -- Executive Committee, which includes the positions of General Chairman, Vice General Chairman, or Vice General Chairman and Secretary Treasurer, as outlined in Section 6 of the Rail Conference General Committee Rules. Note: eligibility to nominate, second, or run for office will be determined by the applicable

provisions of the IBT Constitution as set forth and modified in paragraph 6.8 of the merger agreement."

Purpose of the amendment -- purpose of the amendment: to ensure a healthy rotation of leadership, foster new perspectives within the General Committee's Executive Board, and encourage member participation, the following term limits shall apply to all positions governing the Rail Conference General Committee, Rules Executive Board. Term limits are a structural safeguard against the consolidation of power by requiring regular turnover or setting a cap on how long an individual can hold a specific executive position.

The bylaws ensure that leadership remains accountable to the rank-and-file membership and prevents officers from becoming entirely insulated from the day-to-day realities of the membership. Railways and collective bargaining environments are constantly evolving. Implementing term limits naturally creates vacancies, which forces the union to actively develop new leaders. Its purpose is to encourage younger or less experienced members to step up, run for office, and bring fresh

perspectives to grievance resolutions, safety advocacy, and contract negotiations.

Bylaw Committee recommendation: this would introduce a new qualification and/or disqualification for eligibility of office that is not contained in the IBT Constitution and the IBT Merger Agreement. This is further in conflict with eligibility rules in the IBT Constitution. Furthermore, the note carried forward in the proposal contradicts the motion as presented.

The Bylaws Committee, I so move, recommends rejecting the resolution and retaining existing law.

PRESIDENT BOUCHER: Mic 1.

BROTHER SARKA: Al Sarka, Division 821, Kamloops.

I'd like to second the motion to reject this resolution.

PRESIDENT BOUCHER: Thank you. Floor is open for discussion and debate. Mic 2.

BROTHER TUBMAN: I, Todd Tubman, Division 562.

In fairness, I'm a vice general chairman, so I'm not completely impartial. The risk of losing valuable experience is very great. There's lots of

mechanisms that every four years to re-elect whoever you like, but just to throw away all that experience just because they've served two probably successful terms, in my view, would be a mistake.

PRESIDENT BOUCHER: Thank you. Mic 1.

BROTHER HEIDINGER: I'd like to make a motion to amend the bylaw, please.

PRESIDENT BOUCHER: Okay.

BROTHER HEIDINGER: I'd like to change the note to, "Eligibility to nominate, second, and run for office". Delete, "strikeout", "will be determined by". Add new wording, "remains governed by the 24 consecutive months of continuous good standing requirement under". Back to the original wording, "The applicable" -- sorry, guys. "The applicable provisions of the IBT Constitution, as set forth and modified in paragraph 6.8 of the Merger Agreement". Add new wording, "subject to the term limit qualifications established herein".

PRESIDENT BOUCHER: We can't do that.

BROTHER HEIDINGER: No?

PRESIDENT BOUCHER: The note is in reference to what is actually basically law. It's a merger agreement of how we came into the Teamsters Canada, and that's how it applies. If we change

1 that, it's going to conflict with the IBT
2 Constitution, and the IBT General President will
3 never approve it.

4 BROTHER HEIDINGER: Okay.

5 PRESIDENT BOUCHER: Mic 1.

6 BROTHER MOLNAR: J.P. Molnar, 529,
7 Hamilton.

8 Like Todd, I'll start off by saying I'm a
9 GST for GCA, just so I'm a little bit biased on
10 this, but I wholeheartedly disagree with this
11 motion. General chair office and his or her
12 vices -- it's very complex and a busy office. So if
13 you have a team that is doing their job admirably,
14 why are we forcing them to leave? That office -
15 excuse me - that office serves the membership. It
16 should be the membership deciding who their
17 leadership is, not some term limitation.

18 Thank you.

19 PRESIDENT BOUCHER: Thank you, Brother.

20 --- Applause

21 PRESIDENT BOUCHER: Any further
22 discussion, debate? Final call. Closed.

23 Vote on the screen, please. Again,
24 you're voting to recommendation of the committee to
25 reject the submission. 1A, you agree to reject it.

1 2B, you agree -- you disagree with the rejection.

2 --- VOTING

3 Ten seconds, please.

4 147 for, 16 against. Recommendation is
5 carried.

6 --- CARRIED

7 BROTHER LAVALLEE: Recommendations,
8 proposed amendment, part bylaws, General Committee
9 rules, section 12(a), page 49. Present law reads:

10 "(a) The vice chairman shall assist
11 the vice - the vice chairman shall
12 assist the general chairman when
13 called upon to do so. In the
14 absence of the general chairman,
15 shall fill that office in
16 accordance with the bylaws of the
17 GCA. In the event the office of
18 the general chairman becomes vacant
19 through death or otherwise, he
20 shall fill the office until a
21 successor has been duly elected, in
22 keeping within the laws herein
23 provided for or by the bylaws of
24 the GCA."

25 Recommendations made by the Rail

1 Conference President:

2 "(a) The vice chairman shall assist
3 the general chairman when called
4 upon to do so, and in the absence
5 of the general chairman shall fill
6 the office in accordance with the
7 bylaws of the GCA. In the event
8 the office of the general chairman
9 becomes vacant through death or
10 otherwise, he shall fill the office
11 until a successor has been duly
12 elected, in keeping with the laws
13 herein provided for or by the
14 bylaws of the GCA."

15 Purpose of the amendment: housekeeping,
16 to clarify that the abilities to use more than one
17 vice general chairman when the GCA bylaws do not
18 identify this ability. The recommendation has the
19 support of the National Executive Board.

20 The Bylaw Committee recommendations: The
21 Bylaw Committee recommends. I so move adopting the
22 resolution.

23 PRESIDENT BOUCHER: Mic 1.

24 BROTHER MOLENKAMP: Josh Molenkamp,
25 Division 910. I'll second.

1 PRESIDENT BOUCHER: We have a seconder.

2 Floor is open for discussion or debate.

3 --- Laughter

4 PRESIDENT BOUCHER: I think - I think the
5 brother is asking you to bring your chair over there
6 and just stay there.

7 --- Laughter

8 PRESIDENT BOUCHER: Second call. Mic 2.

9 BROTHER MATTAR: Max Mattar, Division
10 900.

11 I just, looking at the text here, in five
12 resolutions ago, we said we would be -- make every
13 effort to be gender inclusive. So why are we still
14 saying, "he" instead of "they"? Like --

15 PRESIDENT BOUCHER: As I've said
16 previously, for clarification, the disclaimer on
17 each index page states, "regardless of what gender
18 is used in the bylaws, it's non-specific". And to
19 sit there and do a gender-neutral rewrite of the
20 whole bylaws at a convention, we'd never have time
21 to do it all.

22 BROTHER MATTAR: Not saying we need to do
23 all of them, but if we're sitting here looking at
24 the wording of something, how easy would it be just
25 to change it while the --

1 PRESIDENT BOUCHER: It has to be done
2 through it all if we're going to do it, and that's
3 part of one of the resolutions we're putting forward
4 about doing a bylaw overhaul. That's one of the
5 major reasons for doing that.

6 Final call. Closed.
7 Vote up on the screen, please.

8 --- VOTING

9 Ten seconds.
10 155 for, 0 against. Carried.

11 --- CARRIED

12 BROTHER GEILER: Recommendations:
13 proposed amendment, Part Bylaws, General Committee
14 rules, Section 13(b), page 49. Present law reads:
15 "(b) The Secretary Treasurer shall
16 remit Rail Conference dues and
17 assessments to the Rail Conference
18 Secretary Treasurer, and shall also
19 remit division and legislative
20 board assessments to the Secretary
21 Treasurer of the division and
22 provincial legislative board,
23 respectively, on or before the 20th
24 day of the next succeeding month
25 for which such dues and assessments

1 are collected."

2 Recommendation made by the Rail
3 Conference President:

4 "(b) The Secretary Treasurer shall
5 remit Rail Conference dues and
6 assessments to the Rail Conference
7 Secretary Treasurer, and shall also
8 remit division and legislative
9 board assessments to the Secretary
10 Treasurer of the division and
11 provincial legislative board,
12 respectively, on or before the day
13 of the next succeeding month for
14 which such dues and assessments are
15 collected."

16 Purpose of amendment: housekeeping, to
17 conform and remain consistent with Rail Conference
18 Bylaws, Section 28. This recommendation has the
19 support of the National Executive Board.
20 Bylaws Committee recommendation. The
21 Bylaws Committee recommends. I so move adopting the
22 resolution.

23 PRESIDENT BOUCHER: Mic 1.

24 BROTHER REED: David Reed, Division 750.
25 I'd like to second the motion.

1 PRESIDENT BOUCHER: Thank you. Floor is
2 open for discussion or debate. Mic 1.

3 BROTHER MOLNAR: J.P. Molnar, 529,
4 Hamilton.

5 Before I start here, does anybody -- with
6 all this talk this morning, government-wise -- does
7 anybody want to change seats, or that's up for
8 debate?

9 --- Laughter

10 BROTHER MOLNAR: Anybody want to change
11 seats? No? Okay. That was a bad omen that I was
12 sitting at that chair. But -

13 I had a question on this because it was
14 just the 20th -- the 20th was just struck out. So it
15 says the day of the -- so is that the first day?
16 Like, what day is -- are we talking about? Just the
17 20th was struck out.

18 PRESIDENT BOUCHER: Stand by. Got the
19 previous one that we did? We're trying to find the
20 original submissions and ensure that's not a typo.

21 No, it's accurate. Okay. So it's
22 missing the last business day. Sorry about that.
23 I'm getting a little stiff standing up here all day.
24 So Section 28 states the last business day. So
25 other than that, that's the flow of it. So if you

1 want to suggest an amendment to include business
2 day, that's the intent of it.

3 BROTHER MOLNAR: Okay. JP Molnar, 525
4 Hamilton.

5 I'd like to amend the motion to include
6 the last business day of the next succeeding month
7 at the end of that.

8 PRESIDENT BOUCHER: Thank you.
9 Mic 2.

10 BROTHER LANIGAN: Darin Lanigan, Division
11 896.

12 Second that motion.

13 PRESIDENT BOUCHER: So we have an
14 amendment on the floor. It's been moved and
15 seconded. Floor is open for discussion and debate
16 on amending only.

17 Second call. Final call.

18 --- Pause

19 All right. I was given some not complete
20 information. It says the business day on -- sorry,
21 I apologize for this. Last business day of the same
22 month. So if we're all good because of my error and
23 wrong information, then we just allow our member to
24 revise the amendment so we don't have to go through
25 that long, long amendment to the amendment. Can we

1 just yell yes, you're good with it?

2 MEMBERS: Yes.

3 PRESIDENT BOUCHER: All right, thanks.

4 All right, Mic one.

5 BROTHER MOLNAR: That would not be my
6 amendment if that was -- if I was forced to make
7 that amendment. So is there a way that I can not
8 make that amendment? Someone else can make that
9 amendment, but that's not going to come from me.

10 PRESIDENT BOUCHER: Okay. Anybody?

11 Please. I beg you. We will need a seconder.

12 Mic one.

13 BROTHER SARKA: Al Sarka, Division 821,
14 Kamloops. I'd like to make the motion to accept
15 that new amendment.

16 PRESIDENT BOUCHER: So you're making a
17 motion to amend the original motion to be on or
18 before the last business day of the --

19 BROTHER SARKA: Same month.

20 PRESIDENT BOUCHER: -- same month. Thank
21 you.

22 Mic two.

23 SISTER MERRIMEN: Keri Merrimen, Division
24 660.

25 I'll second that.

1 PRESIDENT BOUCHER: We have a seconder.
2 So we have a motion to amend. It's a seconder to
3 amend. The floor is open for discussion or debate
4 on amending.

5 Mic one.

6 BROTHER MOLNAR: JP Molnar, 525 Hamilton.
7 I'm just going to give you a little bit of
8 background from the GST side of things from this,
9 and I'm going to use August. Last month was a
10 perfect example.

11 So the GST side, if you don't know, we
12 have to have union dues given to -- sorry, this is
13 from the CPKC side, by the way. Don't know the
14 other carriers. CPKC side of things, we have to
15 have union dues to the company the Monday after the
16 first pay of the month. So to give you an example
17 for August, that Monday was the 17th. The dues don't
18 get paid from the company to the GCA until the
19 following Thursday when it comes off of your
20 paycheques.

21 So that was the 27th. So the 27th of
22 August, we receive our money, and this bylaw is
23 saying that everybody should be paid on that same
24 day. That's not the way -- the timelines don't work
25 for certain months. Certain months it does; it's

1 earlier. That month it definitely did not. So I'm
2 asking for a defeat on this and stick with the
3 original 20th day. That gives the GSTs time, a week
4 or two, to get their stuff together and pay all of
5 the applicable offices what they need to pay.

6 PRESIDENT BOUCHER: Thank you.

7 Mic one.

8 BROTHER WHITE: Derek White, Division
9 945. Just to basically repeat what his brother
10 said, exact same situation for CN. We're remitting
11 the dues information to the carrier, receiving it
12 sometimes late in the month. So to then just
13 receive the dues for that month and submit it at the
14 same time, that's not giving us any time to actually
15 get it off to the Secretary-Treasurers of the
16 divisions or the national office.

17 So I would also request that this motion
18 gets defeated and we stick with the original bylaw
19 of the 20th day as it was.

20 PRESIDENT BOUCHER: Thank you.

21 So if I may make some clarification here,
22 might help the delegates. The intent was to comply
23 with 28 around removing the 20th, reference to the
24 20th of the month for any sections around dues to
25 keep it consistent. If you're in agreement with the

1 two brothers that just went up to the mic that are
2 GSTs and what they require, deleting the 20th and
3 having it on the last day of the following month
4 would give you more time. Keeping it the 20th is
5 giving you 11 days less. So the submission by the
6 President is deleting the 20th and keeping the rest
7 of the language intact of the succeeding month;
8 right? Food for thought.

9 Mic one.

10 BROTHER MOLNAR: JP, 525 Hamilton,
11 agreed. If you want to give me more time, great,
12 but you said same month, not succeeding month.

13 PRESIDENT BOUCHER: No, I did say that
14 because that's what Section 28 that I make in the
15 reference to says. The original submission and
16 recommendation for adoption is deleting the 20th.
17 That's it. That's all. Right. Not making it the
18 same month.

19 BROTHER MOLNAR: Okay. But then it'll
20 still say the day of the succeeding month, so we
21 don't know what that day is.

22 PRESIDENT BOUCHER: The last business day
23 is what was the first change was.

24 BROTHER MOLNAR: Okay, we're doing last
25 business day of succeeding month. That's what we're

1 voting on?

2 PRESIDENT BOUCHER: No. What the
3 amendment is is the same month. I'm just giving a
4 point of clarification for food for thought is that
5 if they agree with what both you and Brother White
6 are saying, that you need that next month, go back
7 to the original amendment that you were proposing.
8 That's changing it to the same business day of the
9 next succeeding month will give you 11 more days or
10 10 more days, depending on the month.

11 BROTHER MOLNAR: Yeah, I like that. So,
12 yeah, I still don't know where we are then. Where
13 are we in the amendments ladder here?

14 PRESIDENT BOUCHER: Right. So, brothers,
15 brothers, we still have to follow -- brothers. We
16 still have to follow procedure. So don't speak into
17 the mic until the mic is recognized, all right?

18 Mic one. No, that's why I'm clarifying.

19 BROTHER WHITE: Yeah, fair enough.

20 PRESIDENT BOUCHER: Mic one.

21 BROTHER WHITE: So at this point, sorry,
22 Derek White, Division 945, we can amend the
23 amendment that's still on the table?

24 PRESIDENT BOUCHER: That's still on the
25 table.

1 BROTHER WHITE: Okay, so I'd like to
2 amend the amendment to read the last business day of
3 the succeeding month.

4 PRESIDENT BOUCHER: Okay. We have
5 amendment to the amendment. Get my flowchart out.
6 Do we have a seconder?

7 Mic one. You want to second it?

8 BROTHER MOLNAR: No. Go ahead.

9 BROTHER BERGEN: So, Corey Bergen,
10 Division 320.

11 So if I'm looking at this flowchart and I
12 understand it correctly, if we vote this down, it
13 goes back to the main motion.

14 PRESIDENT BOUCHER: Correct.

15 BROTHER BERGEN: Then we could just amend
16 that rather than amending the amendment and going
17 through all that.

18 PRESIDENT BOUCHER: Correct.

19 BROTHER BERGEN: Okay. You guys want to
20 do that?

21 --- Laughter

22 PRESIDENT BOUCHER: This is like
23 negotiations, going to the side room and having
24 off-the-record conversations. If you're going to do
25 that, put your hand over the mic.

1 Mic one.

2 BROTHER MOLNAR: JP 529 Hamilton. We're
3 just talking here.

4 I'd like a second to the amendment on the
5 amendment.

6 PRESIDENT BOUCHER: Second the amendment
7 to the amendment?

8 BROTHER MOLNAR: Yeah, that's right.

9 PRESIDENT BOUCHER: All right. So floor
10 is open for discussion and debate on amending the
11 amendment only.

12 Mic two.

13 BROTHER FRIDAY: Is it possible to see
14 the French translation up there as well?

15 PRESIDENT BOUCHER: Please identify
16 yourself and your division.

17 BROTHER FRIDAY: Carl Friday, 660
18 Toronto. Can we see the French translation?

19 PRESIDENT BOUCHER: So right now the
20 floor is open for discussion whether we're going to
21 agree to amend the amendment. Doesn't necessarily
22 have to worry about the language at this point.

23 It's important to have it.

24 I see some frustration and looks on faces
25 here, so. Floor is open for the discussion debate

1 on amending the amendment.

2 Second call. Final call. Closed.

3 PRESIDENT BOUCHER: So, can we put a vote
4 on the screen on --

5 BROTHER MATTAR: Too late.

6 PRESIDENT BOUCHER: -- the ability to
7 amend the amendment. 1A, for; 2B, against amending
8 the amendment.

9 --- VOTING

10 Ten seconds, please.

11 One thirty five (135) for, 26 against.

12 --- CARRIED

13 So now we'll have debate on the amendment
14 itself as amended. That's why we have to have the
15 proper language both in French and English, please.

16 Floor is open for discussion and debate
17 on the actual amendment itself. Second call.

18 Mic two.

19 FRÈRE DESCHÊNES : Raphaël Deschênes,
20 division 780. Version en français, ça devrait être
21 le dernier jour ouvrable. Clarification.

22 PRESIDENT BOUCHER: Merci.

23 Just need a correction there on the
24 French side.

25 Final call. Closed.

1 So we're going to vote on the amendment
2 before it becomes a motion. Vote on the screen,
3 please.

4 So again, we're voting on the amendment
5 before it becomes a motion. 1A for the language of
6 the amendment; 2B, against.

7 --- VOTING

8 Ten seconds, please.

9 Closed. One fifty-five (155) for, four
10 against.

11 --- CARRIED

12 So now we have the language for the
13 motion. The floor is open for discussion and debate
14 on that motion. Second call. Final call. Closed.

15 Please put the vote up on the screen for
16 the motion itself. Vote is on the screen. One for
17 the motion, two against.

18 --- VOTING

19 Ten seconds, please.

20 One sixty-four (164) for, two against.

21 Carried.

22 --- CARRIED

23 Thank you for the great debate. That was
24 a difficult one.

25 I think we're all mentally drained from

1 that one. I know I am. So we're going to pause
2 there until tomorrow for further bylaw submissions,
3 and we're going to go to nominations of officers.

4 Before we bring up our election
5 supervisors for election rules, we are really going
6 to have to hear these election rules. I just want
7 to give some guidelines before the election rules
8 process.

9 So you have it outlined in our agenda on
10 the order of nominations. To try and expedite
11 nominations and seconds, please, when you take a
12 look at your agenda in the order and go to a mic to
13 be ready to nominate and second. That will speed up
14 things. That would be greatly appreciated.

15 Again, you'll have to identify yourself
16 with your division number and clearly state that for
17 the record. The rest of it, for the election rules,
18 we'll have the election officers go through it.

19 So Brother Brian MacDonald, he's with
20 Teamsters Canada. He's a former president of a
21 local out of Ottawa and is now Director of Packaging
22 for Teamsters Canada. The executive board has
23 approved Brian MacDonald for being our election
24 supervisor, and this has also been authorized by
25 President François Laporte.

1 So please welcome Brother Brian MacDonald
2 up to the stage, and he's going to do the election
3 rules for you.

4 --- Applause

5 Sorry, he stepped out of the room. Let's
6 just wait, and then when he comes in, let's all do
7 it again. I guess he needed a mental break after
8 that last debate too. There we go. Brother Brian
9 MacDonald.

10 --- Applause

11 BROTHER MacDonald: Funny story, I missed
12 my train on the way over here.

13 So good afternoon, brothers and sisters.
14 Bonjour, confrères et consœurs. It's truly an
15 honour to be with you here at your quadrennial
16 convention.

17 It's especially exciting when I look
18 around the room and encouraging to see so many young
19 people in this room. Youth that are engaged in the
20 union, taking an active role in leadership and
21 helping shape the future. Your involvement, your
22 ideas, and your energy are vital to build a stronger
23 TCRC for generations to come.

24 I want to thank François Laporte, our
25 president, for appointing me as the election

1 supervisor for the TCRC. The good thing about this
2 next part, these rules are not amendable, so we
3 don't have to do any of those motions.

4 And before we start, I have a compliment
5 that I want to make to you all in this room. I've
6 watched you operate for the last 1.5 days. I've
7 listened to the speakers. I've heard your
8 meaningful debates, and I've heard you come to good
9 decisions. I've ate a whole bunch of TCRC cookies.
10 And the leadership on the decisions you made for the
11 future is incredible. And my compliment is this:
12 where do I line up to sign a TCRC card? Because
13 boy, do you have your shit together.

14 --- Applause

15 So my job right now is to read you the
16 rules, and I'll start that process now.

17 So the following procedures will be
18 utilized during the election of officers of the
19 TCRC. In addition to the requirements of the
20 International Constitution and applicable law, these
21 rules have been accepted by the Executive Board of
22 the TCRC and will be administered by an impartial
23 election supervisor appointed by the President of
24 Teamsters Canada. Any questions concerning the
25 rules should be addressed to the TCRC Election

1 Supervisor.

2 Rule No. 1: Eligibility to Run.

3 To be eligible to be a candidate for the
 4 TCRC union office, a member nominated from the floor
 5 to run for any national officer position must: be a
 6 member in continuous good standing with dues paid
 7 for a period of 24 consecutive months prior to the
 8 month of nomination for said position, with no
 9 interruption in active membership due to
 10 suspensions, expulsions, withdrawals, transfers, or
 11 failure to pay fines or assessments; be employed at
 12 the craft within the jurisdiction of the TCRC for a
 13 period of 24 consecutive months prior to the month
 14 of nomination; and be eligible to hold office if
 15 elected.

16 Rule No. 2: Nominations.

17 As per section 6(a) of the Rail
 18 Conference Bylaws, delegates at the National
 19 Quadrennial Convention will nominate candidates for
 20 the positions in the following order: president,
 21 vice-president, secretary-treasurer.

22 To qualify for the ballot of any of the
 23 above positions, candidates must thereafter receive
 24 at least five per cent of the votes cast by the
 25 delegates in attendance.

1 As per section 2(a)(i) of the Rail
 2 Conference Legislative Rules, delegates at the
 3 National Quadrennial Convention will nominate
 4 candidates for the position of national legislative
 5 director.

6 As per section 6(c) of the Rail
 7 Conference Bylaws, delegates at the National
 8 Quadrennial Convention will nominate candidates for
 9 the positions in the following order: recording
 10 secretary, three trustees, and three alternate
 11 positions.

12 Each candidate will be limited to one
 13 nominator and one second -- TCRC election rules
 14 2026. A delegate nominating a candidate will be
 15 limited to a two-minute nomination speech. A
 16 delegate seconding a nomination of a candidate will
 17 be limited to a brief statement not to exceed 15
 18 seconds.

19 Rule 3: The positions outlined in items
 20 2(c) and 2(d) above will be subsequently elected by
 21 the delegates at the National Quadrennial
 22 Convention, as outlined in section 6 of the Rail
 23 Conference Bylaws and 2(a)(i) of the Rail Conference
 24 Legislative Rules.

25 Rule 4: Candidates receiving the

1 required five per cent of delegate vote, 2(b) above,
 2 will be placed on the ballot and elected by members
 3 in good standing under the direction of section 6 of
 4 the Rail Conference Bylaws.

5 Rule 5: The election for the positions
 6 of president, vice-president, and
 7 secretary-treasurer will be conducted by electronic
 8 ballot. Instructions with credentials, secure PIN,
 9 will be mailed on November 20, 2026, and must be
 10 cast before, I guess you call it, 900 hours Eastern
 11 Standard Time, Friday, January 8, 2027. Ballots
 12 cannot be cast after that deadline.

13 Rule 6: Instructions with credentials,
 14 secure PIN, will be printed by the TCRC designated
 15 election printer, known as the Election Printer, who
 16 will be determined by the TCRC Election Supervisor.
 17 Candidates who wish to mail campaign literature to
 18 the members must contact the Election Printer to
 19 arrange mail to the TCRC membership list. Any such
 20 campaign mailings must be paid in advance by the
 21 candidates and/or their supporters. Candidates may
 22 have campaign literature printed by the Election
 23 Printer or may furnish campaign literature printed
 24 elsewhere to the Election Printer for mailing, and
 25 the candidates are responsible for any additional

1 charges. Only the Election Printer shall be
 2 furnished a membership mailing list.

3 Rule 7: Candidates have the option of
 4 forming slates. Candidates who desire to form a
 5 slate must notify the TCRC Election Supervisor in
 6 writing by 12 noon Eastern Standard Time on November
 7 5, 2026. Should there be at least one slate, the
 8 ballot will be formatted in a manner that gives the
 9 voter the option of marking a single box and voting
 10 for the entire slate, or marking individual boxes
 11 next to the names of each candidate. The
 12 instruction packet will contain voting instructions,
 13 which will include the circumstances in the event
 14 there are slates and/or individual candidates.

15 Rule 8: Once candidates determine
 16 whether to form slates, the TCRC Election Supervisor
 17 will conduct a lottery to determine the order in
 18 which the candidates or slates appear on the ballot.
 19 A draft ballot will be prepared and circulated to
 20 all of the candidates. Each candidate shall verify
 21 that his/her name is correct, the slates are
 22 accurately aligned, and that the candidate is listed
 23 for the proper office. Verification by the
 24 candidate must be in writing, and the use of fax or
 25 email is acceptable.

1 Rule 9: The instruction packets will be
 2 mailed to all members of the TCRC based on the
 3 election supervisor eligibility determination. The
 4 November 1, 2026, TCRC monthly active membership
 5 list will determine the eligibility to vote.
 6 Members who are not on the November 1, 2026, TCRC
 7 active membership list, but who return to active
 8 service based on December 1, 2026, active membership
 9 list, may request a ballot and will be considered
 10 eligible to vote. Individual requests for ballots
 11 will not be honoured after 12 noon on December 16,
 12 2026.

13 Rule 10: No campaign literature will be
 14 included in the instruction packets. As set forth
 15 in paragraph 4, candidates desiring to mail campaign
 16 literature at their own expense must deal directly
 17 with the Election Printer.

18 Rule 11: Mail returned as undeliverable
 19 by Canada Post will be returned to the office of the
 20 TCRC Election Supervisor, who will make an attempt
 21 to ascertain the correct address. Duplicate
 22 instruction and credentials will be mailed to
 23 members for whom a correct address can be obtained.
 24 All balloting materials will be maintained in a
 25 secure location.

1 Rule 12: Notwithstanding all of the
 2 above, the TCRC Election Supervisor has the power to
 3 make any decision or take any measure that appear to
 4 him or her to be necessary to ensure that the
 5 election is held in accordance with the bylaws of
 6 the TCRC and the constitution of the International
 7 Brotherhood of Teamsters and the law, including the
 8 power to abrogate or postpone any delay and that of
 9 hiring professionals or employees to assist him or
 10 her.

11 Rule 13: All expenses, including
 12 printing, hiring of professional or personnel,
 13 leasing meeting rooms, et cetera, will have to be
 14 authorized in advance by the Executive Board of the
 15 TCRC or, if it is necessary because of delays, by
 16 joint decision of the president and vice-president
 17 of the TCRC.

18 Rule 14: Pre-election protests
 19 concerning the election shall be filed by email with
 20 the TCRC Election Supervisor in writing by the
 21 protester within 48 hours of his or her knowledge of
 22 the event complained of and shall specify the exact
 23 nature and specifications of the protest.

24 Rule 15: Post-election protests
 25 concerning the conduct of the election and after the

1 election has been held shall be filed with the
 2 general president of the International Brotherhood
 3 of Teamsters within 72 hours, setting forth the
 4 exact nature and specifications of the protest and
 5 the claim as to how it affected the outcome of the
 6 election.

7 Finally, Rule 16: Appeals from the
 8 decision of the TCRC Election Supervisor shall be
 9 filed with the general president of the
 10 International Brotherhood of Teamsters in accordance
 11 with Article XXII, sections 5(a) and (b), of the
 12 International Constitution.

13 And if you do have a copy of the rules,
 14 there are some important dates that I believe we
 15 will look at now.

16 November 5, 2026: Registration of slates
 17 in writing and election supervisor by 12 noon
 18 Eastern Standard Time.

19 November 20, 2026: Instructions,
 20 credentials to be mailed out.

21 December 16, 2026: End of period for
 22 voters to ask for ballots by 12 noon Eastern
 23 Standard Time.

24 January 8, 2027: Ballots must be cast by
 25 9:00 Eastern Standard Time to be tabulated.

1 And my contact information is included in
 2 the rules, and I look forward to working with the
 3 TCRC to have a fair process, a fair election. And
 4 we'll leave it at that. Thank you.

5 PRESIDENT BOUCHER: Thank you, Brother
 6 Brian MacDonald.

7 So we're going to start with nominations
 8 following the order as outlined in the agenda.
 9 First one is going to be president, so I'm going to
 10 pass the baton over here to the vice-president to
 11 take over this nomination.

12 VICE-PRESIDENT FINNISON: Okay. Let's
 13 start. I'll call for nominations for the position.

14 BROTHER BÉDARD: I have a question
 15 about -- because the French version and the English
 16 version, the date isn't the same for the election
 17 procedure.

18 VICE-PRESIDENT FINNISON: You're saying
 19 that the two versions of the election rules are
 20 different?

21 BROTHER BÉDARD: The dates are not good
 22 for the deadline for sending back the ballot.

23 --- Discussion off record

24 VICE-PRESIDENT FINNISON: Can we get a
 25 corrected version, Line?

1 --- Discussion off record

2 VICE-PRESIDENT FINNISON: The English
3 version is the correct version, so there's a typo in
4 the French.

5 --- Discussion off record

6 VICE-PRESIDENT FINNISON: I'll pass the
7 chair back to Paul.

8 PRESIDENT BOUCHER: Okay, brother, we're
9 going to rectify the problem. It doesn't affect
10 this process here right now. It only affects that
11 going into the fall. So our staff is working on a
12 proper translation. We'll get it out all to the
13 delegates, which will also go out to all the members
14 across the country. Okay: So I pass the chair back
15 over to Vice-President Finnson.

16 VICE-PRESIDENT FINNISON: Okay. I will
17 open up the floor to nominations for the position of
18 Rail Conference President. Mic 2.

19 BROTHER BUTTERFIELD: Jeremy Butterfield,
20 Division 105, former BC Rail.

21 Chair, delegates, it's my honour to
22 nominate Paul Boucher for another term as president
23 of Teamsters Canada Rail Conference. Bear with me,
24 I got two minutes. I'm paid by the hour, so I'm
25 probably going to go a little long. I'm kidding, I

1 together, support one another, and speak with one
2 voice, we are always stronger. It's very clear that
3 the work isn't finished. The relationships we've
4 built must continue to grow, and the voice we have
5 strengthened must continue to be heard. For those
6 reasons, I am proud to place the nomination of
7 Brother Paul Boucher for another term as president.
8 Merci. Thank you.

9 VICE-PRESIDENT FINNISON: Is there a
10 seconder for that nomination? Mic 1.

11 FRÈRE CICCONE-LEGROS : Nicolas Legros,
12 Division 258, Montréal. C'est un plaisir et un
13 honneur de seconder la nomination.

14 VICE-PRESIDENT FINNISON: Are there any
15 other nominations for the position of Rail
16 Conference President? Are there any other
17 nominations for the position of Rail Conference
18 President? Are there any nominations for the
19 position of Rail Conference President?

20 Hearing none, the nominations are closed.

21 Brother Boucher, do you accept the
22 nomination?

23 PRESIDENT BOUCHER: Thank you. It's an
24 honour of mine to accept this nomination.

25 --- Applause and cheers

1 won't.

2 Over the past term, and we've all
3 listened, Brother Paul has helped strengthen TCRC's
4 voice and strengthening its relationships, both
5 nationally and internationally, through better
6 communication and stronger partnerships with
7 Teamsters Canada and national and international
8 labour organizations both. He has helped ensure
9 that our union is represented where decisions
10 affecting transportation workers are being discussed
11 and shaped.

12 We all know the challenges ahead of us:
13 government action, legislation changes, industrial
14 pressures will continue to test our union. Meeting
15 those challenges will require experience,
16 determination, and leadership. What stood out to me
17 over the past couple of days in Brother Paul's
18 reports and reports from guests was his commitment
19 to ensuring that TCRC is never isolated and never
20 silent. He understands that if our organization is
21 not at the table, somebody else will make decisions
22 for us.

23 Our voices matter, but most importantly,
24 our solidarity matters. Challenges will come.
25 Others may try to divide us, but when we stand

1 VICE-PRESIDENT FINNISON: Being no other
2 nominations, the chair recognizes and declares
3 President -- or sorry, Brother Paul Boucher elected
4 as the Rail Conference President.

5 --- Applause and cheers

6 PRESIDENT BOUCHER: Thank you. Thank
7 you. It's quite an honour. It is an honour, and I
8 will do all my best for the next four years to keep
9 doing what we're doing and keeping up that fight.

10 --- Applause

11 PRESIDENT BOUCHER: It's now time to open
12 up the floor for nominations for vice-president.
13 Chair recognizes mic no. 1.

14 BROTHER MCKAY: David McKay, 898 Jasper.

15 Brothers and sisters, I'd like to
16 nominate Brother Ryan Finnson for vice-president
17 again for TCRC.

18 Sorry, I got a little bit of a speech,
19 but man, you said it all there. Just as a
20 president, you have to have a great vice-president,
21 and you are that. So I'm very honoured to nominate
22 you for this position. You've been there for us the
23 last four years, you know, in wildfire, everything
24 else. We've had our ups and downs, you know, more
25 downs it seems. You're always there to answer our

1 call. And I want to thank you and nominate you.

2 --- Applause

3 PRESIDENT BOUCHER: Thank you, brother.

4 Do we have a seconder? Mic 1.

5 FRÈRE MARLEAU : Dominique Marleau,
6 Division 128.

7 C'est avec un honneur que je veux
8 seconder la proposition de Ryan Finnson comme
9 vice-président.

10 --- Applause

11 PRESIDENT BOUCHER: We have a seconder.

12 Thank you, brother.

13 Any other nominations for vice-president?

14 Second call for nomination for vice-president.

15 Final call for nomination for vice-president.

16 Nominations are closed.

17 Brother Finnson, do you accept?

18 VICE-PRESIDENT FINNISON: I proudly,
19 proudly accept the nomination.

20 --- Applause

21 PRESIDENT BOUCHER: The chair has cast a
22 vote and recognizes Vice-President Finnson elected
23 as Vice-President again.

24 --- Applause

25 PRESIDENT BOUCHER: The floor will now be

1 open for nominations for National Secretary
2 Treasurer. Mic 1.

3 SISTER DODD: Sonja Dodd, Division 295,
4 Toronto.

5 Siblings, I'm proud to stand before you
6 here today to nominate Brother Chris Lowe for
7 National Secretary Treasurer. I don't want to bore
8 you with all his accolades. Chris has done a lot in
9 his career. I want to tell you what Chris meant to
10 me.

11 So I met Chris about 10 years ago when I
12 was a newly voluntold ST in Toronto. I had no
13 clue -- like no clue what I was doing. We were just
14 starting to do CRA, employer health tax, and all
15 that kind of stuff. And every time I called Chris,
16 he answered the phone. It didn't matter how many
17 times. I probably called him a thousand times that
18 year, maybe even more. And (laughter) -- sorry, I
19 just want to mention, you know, that my friend's, to
20 me, is just a testament to either complete patience
21 and -- sorry -- commitment -- an unwavering
22 commitment to the cause, or just a sheer lack of
23 caller ID.

24 So most importantly to me is that Chris
25 took the time during these calls to get to know me.

1 He got to know my division and what we were all
2 about. Our conversations over the years have
3 consistently reminded me to ask myself, what can we
4 do for our union? Whether he knows it or not, but
5 he's instilled a confidence in me that no matter
6 what level we're working at, the work we do actually
7 matters.

8 He's never looking for any credit.
9 Instead, he's more interested in recognizing the
10 efforts of others because he understands that a
11 stronger TCRC isn't something that happens because
12 of one contribution. In our union, leadership isn't
13 about a title. It's about showing up, doing the
14 work, and standing up for our members. Chris has
15 stood up for me. He's shown up for our members, and
16 he's been doing the work for over 30 years. I'm
17 honoured to have the opportunity to nominate my
18 friend, my ally, our brother, Chris Lowe for
19 National Secretary Treasurer.

20 --- Applause

21 PRESIDENT BOUCHER: Thank you, Sister.
22 Do we have a seconder? I got two mics here, so I'll
23 go to mic 2.

24 BROTHER FRIDAY: Carl Friday, Division
25 660, Toronto. I second the nomination of Brother

1 Chris Lowe for General Secretary Treasurer.

2 --- Applause

3 PRESIDENT BOUCHER: Thank you, Brother.

4 Are there any other nominations for
5 Secretary Treasurer? Second call for National
6 Secretary Treasurer. Final call for National
7 Secretary Treasurer. Hearing none, nominations are
8 closed.

9 Brother Lowe, do you accept your
10 nomination?

11 SECRETARY TREASURER LOWE: I don't know
12 if I can talk. I proudly accept the nomination.
13 Thank my nominator, my seconder, and look forward to
14 serving this great organization for another four
15 years.

16 Thank you.

17 --- Applause

18 PRESIDENT BOUCHER: We'll now open up the
19 floor for the position of National Legislative
20 Director. Mic 2.

21 BROTHER DUNN: Dale Dunn, Division 747,
22 Toronto.

23 Sisters and brothers, I think we all saw
24 it this morning, the attacks on what's going on with
25 labour, the railway industry in general, and our

1 organization needs that strong leadership. And as
2 you can see this morning, we had it, and we continue
3 to have it. And the best person for the job was
4 presenting it.

5 To many people in this room, he is a
6 mentor, including myself, and he got me into this a
7 long time ago. So I finally remembered. I said, by
8 the end of this speech, I'll remember his name.

9 --- Laughter

10 BROTHER DUNN: So all those nights in
11 Buffalo and talking about union stuff, I can't thank
12 you enough how much you put me on my path. And I
13 know he's the best man for the job and the part-time
14 IT guy for HQ, so we can't lose him. So it's my
15 absolute honour and privilege to nominate Brother
16 Don Ashley for the position of National Legislative
17 Director.

18 --- Applause

19 PRESIDENT BOUCHER: Mic 2.

20 BROTHER MICHELIN: Neil Michelin,
21 Division 654.

22 I second the nomination for Don Ashley to
23 resume in his position. Your leadership, your
24 guidance, your support at the most grassroots human
25 level has been amazing. I haven't known you for

1 very long. I know there's a lot of people in here
2 have known and worked with you a lot longer, but I
3 think it's really important we have the momentum in
4 our leadership. I trust your guidance, and I just
5 say thank you very much. And once again, I second
6 that motion for nomination.

7 --- Applause

8 PRESIDENT BOUCHER: Thank you, Brother.
9 Just as a reminder under the election rules, it's 15
10 seconds for the seconder. I don't want to cut
11 anybody off, but please try to keep within 15
12 seconds.

13 Any other nominations for National
14 Legislative Director? Second call for nominations
15 for National Legislative Director. Final call for
16 nominations for National Legislative Director.
17 Seeing none, nominations are closed.

18 Brother Ashley, do you accept your
19 nomination?

20 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:
21 I'm humbled and honoured to accept the nomination as
22 your National Legislative Director, with thanks to
23 my nominator, although I'm not sure who that was.

24 --- Laughter

25 --- Applause

1 PRESIDENT BOUCHER: Just got to give me a
2 moment.

3 Okay, going up to the floor for
4 nominations for Recording Secretary. Any
5 nominations for Recording Secretary? Mic 2.

6 SISTER MERRIMEN: Keri Merrimen, Division
7 660.

8 I would like to nominate Gregory Vaughan.
9 He was a previous General Chair for us at 660. He
10 has an abundance of knowledge, and if I said
11 everything I wanted to say about him, I'd be here
12 longer than my duration of time, so I'll leave it at
13 that.

14 PRESIDENT BOUCHER: Thank you.

15 --- Applause

16 PRESIDENT BOUCHER: Do we have a
17 seconder? Mic 2.

18 BROTHER MOLNAR: Mic 1?

19 PRESIDENT BOUCHER: Mic 1.

20 --- Laughter

21 PRESIDENT BOUCHER: I still got the tears
22 in my eyes. So just bear with me.

23 BROTHER MOLNAR: J.P., Hamilton, 529. I
24 think whether you're on the left side of the table
25 or the right side of the table, the thing about this

1 job is passion, and passion for helping people. And
2 I don't know anybody that has more passion than
3 helping people than Mr. Greg Vaughan, so I
4 wholeheartedly second that nomination.

5 --- Applause

6 PRESIDENT BOUCHER: Thank you, Brother.
7 Are there any other nominations for Recording
8 Secretary? Mic 2.

9 BROTHER GIESBRECHT: Clay Giesbrecht,
10 Division 847.

11 In the interest of keeping it short and
12 sweet, this guy is just a talented union leader and
13 officer and a true Teamster, and I'd like to
14 nominate Brother Jamie Lind for Recording Secretary.

15 --- Applause

16 PRESIDENT BOUCHER: Thank you. Do we
17 have a seconder? Mic 2.

18 BROTHER MC MANUS: Curtis McManus, 764.

19 I second that nomination.

20 PRESIDENT BOUCHER: We have a seconder.

21 --- Applause

22 PRESIDENT BOUCHER: Do we have any other
23 nominations for Recording Secretary? Second call
24 for nominations for Recording Secretary. Final call
25 for nominations for Recording Secretary. Hearing

1 none, nominations are closed.

2 With two candidates, it will go to ballot
3 tomorrow. Thank you. Oh, yes, see, I'm so lost
4 here. Brother Vaughan, do you accept your
5 nomination for Recording Secretary?

6 BROTHER VAUGHAN: With much thanks and
7 appreciation for the nomination and the second and
8 the support and love in the room, yes, I accept.
9 Thank you.

10 --- Applause

11 PRESIDENT BOUCHER: Brother Lind, can you
12 please come to mic 2? Brother Lind, do you accept
13 your nomination for Recording Secretary?

14 BROTHER LIND: I accept the nomination,
15 and I appreciate the vote of confidence, and yes, I
16 appreciate that.

17 Thank you.

18 PRESIDENT BOUCHER: Thank you.

19 --- Applause

20 PRESIDENT BOUCHER: So as there are two
21 candidates, it will go to vote and ballot tomorrow.

22 So the next nominations are for three
23 trustees, three trustees. So please, as there's
24 multiple, start getting up to the mics for
25 preparation for your nominations and seconding. So

1 I'll wait. If that's all right, I'll wait until
2 there's no more movement so everybody's in position
3 to give everybody an opportunity to nominate who
4 they want and second. This is a democratic process.

5 Are we good, Redcoats? Good? Okay,
6 opening up the floor for nominations for three
7 trustees. Go to mic 1.

8 BROTHER SAUNDERS: Dustin Saunders,
9 Division 945.

10 Sister Veronica Linkletter brings a
11 breadth of knowledge and experience in union
12 participation and administration. Her advocacy and
13 service to the membership from both the legislative
14 and protective sides of the Rail Conference makes
15 her duly qualified for the position of Trustee.

16 I've had several discussions with Sister
17 Linkletter around union affairs, and I'm impressed
18 by her intelligence, but more so I'm moved by the
19 level of knowledge and research that is evidence -
20 that is evident in the level that she understands
21 issues that are not immediately in the circle of her
22 duties.

23 As an RTC at CPKC, the fact that she
24 knows so much about the issues plaguing locomotive
25 engineers at CN West is inspiring. As an RTC at

1 CPKC, Veronica provides a unique and valuable
2 perspective on the executive board, and she has
3 earned my respect.

4 I enthusiastically endorse and nominate
5 Sister Veronica Linkletter for the position of
6 trustee.

7 --- Applause

8 PRESIDENT BOUCHER: Thank you, Brother.
9 Do we have a seconder? Mic 1.

10 BROTHER LANDRY: Pierre Landry, Division
11 258.

12 C'est avec plaisir que je seconde la
13 nomination de Veronica.

14 PRESIDENT BOUCHER: Okay, we have a
15 seconder.

16 --- Applause

17 PRESIDENT BOUCHER: Any other nominations
18 for trustee? Mic 1.

19 BROTHER OUELLET: Charlie Ouellet,
20 Division 162. I would like to nominate a great
21 leader, Jason Hnatiuk.

22 --- Applause

23 PRESIDENT BOUCHER: Thank you, Brother.
24 Do we have a seconder? Mic 1.

25 BROTHER QUICK: Jeremy Quick, Division

1 320. I just want to say I've worked with Jason in
2 our division. He's a great leader, a great mentor,
3 and I appreciate every -- all the help that I get
4 from --

5 PRESIDENT BOUCHER: Are you seconding?

6 BROTHER QUICK: I'm seconding the
7 nomination for --

8 PRESIDENT BOUCHER: Thank you, Brother.
9 --- Applause

10 PRESIDENT BOUCHER: Are there any other
11 nominations for Trustee? Mic 1.

12 BROTHER LETOURNEAU: Max Letourneau,
13 Division 904, Hornepayne.

14 I would like to nominate our backbone of
15 our local division, Sister Nancy Drew, with all
16 her -- almost 30 years' experience with the union,
17 and she's going to -- she's going to be a big asset
18 for the national board, I think.

19 PRESIDENT BOUCHER: C'est tout?

20 BROTHER LETOURNEAU: Yes.

21 PRESIDENT BOUCHER: Thank you.

22 --- Applause

23 PRESIDENT BOUCHER: Do we have a
24 seconder? Mic 1.

25 FRÈRE BÉDARD : Monsieur le président,

1 Jean-François Bédard, Division 89.
 2 Je suis fier de secondar la nomination de
 3 Nancy Drew.
 4 PRESIDENT BOUCHER: Merci. We have a
 5 seconder?
 6 Any other nominations for Trustee? Mic
 7 2.
 8 BROTHER MANUEL: Stephen Manuel, Division
 9 897.
 10 I'm here to nominate Sheldon LaVallee. I
 11 talked to him. He's very passionate, and I think it
 12 would be a great person to have as a new Trustee up
 13 on board.
 14 PRESIDENT BOUCHER: Thank you, Brother.
 15 --- Applause
 16 PRESIDENT BOUCHER: Secunder? Mic 2 or
 17 mic 1?
 18 BROTHER TURCHINSKI: Shawn Turchinski,
 19 Division 668 Minnedosa.
 20 I'd like to nominate Mr. Wes Geiler.
 21 --- Applause
 22 PRESIDENT BOUCHER: Thank you. Just to
 23 help expedite things, do we have a seconder for
 24 Brother LaVallee? Mic 2.
 25 BROTHER FRIDAY: Carl Friday, Division

1 660 Toronto.
 2 I second the motion for Sheldon LaVallee
 3 as Trustee.
 4 PRESIDENT BOUCHER: Thank you, Brother.
 5 --- Applause
 6 PRESIDENT BOUCHER: And seconder, mic 1?
 7 BROTHER DOYLE: Sam Doyle, 649.
 8 It's -- I met him four years ago in
 9 Halifax, and he impressed me since day one and
 10 continues to. I will second Wes Geiler.
 11 --- Applause
 12 PRESIDENT BOUCHER: Thank you, Brother.
 13 Any other nominations for Trustee? Mic
 14 2.
 15 BROTHER SAVAGE: Oui, bonjour, Steve
 16 Savage, Division 558.
 17 C'est avec fierté que je désire proposer
 18 le confrère Mike Anderson.
 19 --- Applause
 20 PRESIDENT BOUCHER: Brother Anderson's
 21 been nominated. Secunder? Mic 2.
 22 BROTHER BERGEN: Corey Bergen, Division
 23 320.
 24 I'd like to second the nomination for
 25 Trustee for Mike Anderson.

1 --- Applause
 2 PRESIDENT BOUCHER: We have a seconder.
 3 Thank you, Brother.
 4 --- Applause
 5 PRESIDENT BOUCHER: Any other nominations
 6 for Trustee? Second call for nominations for
 7 Trustee. Final call for nominations for Trustee.
 8 Seeing none, nominations are closed.
 9 I'll go in order of nominations. Sister
 10 Linkletter, do you accept your nomination?
 11 Delegates that were nominated from the
 12 floor, please head to a mic. Ones that are not
 13 delegates, please wait to be called to the floor.
 14 Mic 1.
 15 SISTER LINKLETTER: I would like to thank
 16 my nominator and my seconder, and I proudly accept
 17 the nomination for Trustee.
 18 PRESIDENT BOUCHER: Thank you, Sister.
 19 --- Applause
 20 PRESIDENT BOUCHER: Brother Hnatiuk, do
 21 you accept your nomination?
 22 BROTHER HNATIUK: I'm honoured to be
 23 nominated, brothers. Thank you, and yes, I accept.
 24 --- Applause
 25 PRESIDENT BOUCHER: Thank you. Sister

1 Drew, do you accept your nomination at mic 1?
 2 SISTER DREW: It's my honour to accept
 3 the nomination. Thank you.
 4 --- Applause
 5 PRESIDENT BOUCHER: Thank you. Brother
 6 LaVallee, please come to the floor to mic 2. Do you
 7 accept your nomination?
 8 BROTHER LAVALLEE: I proudly accept my
 9 nomination. Thank you.
 10 --- Applause
 11 PRESIDENT BOUCHER: Thank you. Brother
 12 Geiler, please come to mic 1. Do you accept your
 13 nomination for trustee?
 14 BROTHER GEILER: I accept the nomination,
 15 and thank you to my nominators.
 16 --- Applause
 17 PRESIDENT BOUCHER: Thank you, Brother.
 18 Brother Anderson, do you accept your nomination for
 19 Trustee?
 20 BROTHER ANDERSON: I proudly accept.
 21 Thank you.
 22 --- Applause
 23 PRESIDENT BOUCHER: Thank you.
 24 So now we'll go to three alternates. If
 25 you're going to nominate or second an alternate,

1 please head to the mics, and I'll give some time for
2 everybody to get up there since, again, it's three.

3 Okay. Let's go to mic 2. Are you
4 nominating?

5 BROTHER RUTZKI: Chad Rutzki, Division
6 764, nominates Dominique Marleau for Alternate
7 Trustee.

8 PRESIDENT BOUCHER: Thank you, Brother.

9 --- Applause

10 PRESIDENT BOUCHER: Mic 1.

11 FRÈRE CICCONI-LEGROS : Nicolas Legros,
12 Division 258, Montréal.

13 Je seconde la nomination.

14 PRESIDENT BOUCHER: Merci.

15 --- Applause

16 PRESIDENT BOUCHER: Mic 1.

17 BROTHER INGALLS: Kevin Ingalls, Division
18 510.

19 I'm proud to nominate Brother Brandon

20 Myre.

21 PRESIDENT BOUCHER: Thank you, Brother.

22 Mic 1.

23 BROTHER BARIL: J.P. Baril, Division 355,
24 Calgary. I second Brandon Myre.

25 --- Applause

1 PRESIDENT BOUCHER: Thank you, Brother.

2 Mic 2.

3 BROTHER TUBMAN: Todd Tubman, Local 562,
4 Schreiber. I'd like to nominate J.P. Molnar for
5 Alternate Trustee.

6 --- Applause

7 PRESIDENT BOUCHER: Thank you. Mic 2.

8 BROTHER SILVER: Donovan Silver, Division
9 529, Hamilton.

10 I'd like to second J.P. Molnar for

11 Alternate.

12 --- Applause

13 PRESIDENT BOUCHER: Thank you, Brother.

14 Any other nominations for Alternate?

15 Second call for nominations for Alternate. Final
16 call for nominations for Alternate. Hearing none,
17 nominations are closed.

18 Nominees, if you're a delegate, please go
19 to the mic, and red coats can go as well if you're
20 nominated. And I'll go in order of nomination.

21 Brother Marleau, do you accept your
22 nomination? Mic 1.

23 FRÈRE MARLEAU : C'est avec plaisir que
24 j'accepte. I proudly accept.

25 PRESIDENT BOUCHER: Thank you, Brother.

1 He accepts.

2 --- Applause

3 PRESIDENT BOUCHER: Brother Myre, go to
4 mic 1, please. Do you accept your nomination?

5 BROTHER MYRE: Thank you, I proudly
6 accept.

7 --- Applause

8 PRESIDENT BOUCHER: Thank you, brother.

9 Brother Molnar, please go to mic 1. Do
10 you accept your nomination?

11 BROTHER MOLNAR: I do. I humbly accept.
12 Thank you very much.

13 --- Applause

14 PRESIDENT BOUCHER: Thank you, Brother.

15 --- Applause

16 PRESIDENT BOUCHER: As the nominations
17 for three alternates and all those that were
18 nominated were three alternates, I hereby declare
19 that the nominations and the elections are
20 acclaimed. They are in those positions.

21 --- Applause

22 PRESIDENT BOUCHER: Thank you, sisters
23 and brothers.

24 We are going to have elections for

25 Trustees and Recording Secretary tomorrow. Because

1 we have elections, we do have candidates night
2 tonight, which will be down here.

3 Our election supervisor has agreed to
4 moderate those candidates tonight. And the process
5 of how it goes for anybody that's a new delegate is
6 that the candidates will have an opportunity to give
7 a presentation and speak. Normally in the past,
8 what's transpired is that the only opportunity for
9 questions to give to a candidate were at these
10 positional levels and the Recording Secretary, but
11 the Trustees and the Alternates were not. But due
12 to only having those positions being running for
13 elections, we will allow a certain amount of time
14 for them to give a presentation, and we will allow a
15 certain amount of time for asking questions to those
16 candidates to make it fair. We have the time
17 allotted for it.

18 For our French-speaking members and
19 delegates, we will have translations available for
20 the first time ever in candidates' night, which
21 we're very proud of.

22 --- Applause

23 PRESIDENT BOUCHER: which also, if there
24 had been any French-speaking candidates, would allow
25 people to sit there and have the translation in

1 English as well for what the audience. It goes both
2 ways.

3 So, having said that, we're going - Yes.

4 Okay, maybe I didn't. So it's a point of
5 clarification if I -- in case I did not, because of
6 all the excitement and tears in my eyes, I hereby
7 declare Don Ashley elected as National Legislative
8 Director.

9 --- Applause

10 PRESIDENT BOUCHER: So before we end the
11 day and break before candidates' night, which again
12 is at 19:00, and if you're from Western Canada, as
13 Ray likes to correct me on, 19 o'clock, please close
14 your tablets. Unless your battery life is 50 per
15 cent or less, take them back. The voting devices
16 stay. Translation devices, take them back.

17 Just one second. Are we having someone
18 here to hand them back out, the translation devices,
19 for tonight? Okay, red coats will look after it.
20 So hand them back in so they don't get lost in case
21 some people don't want them or need them tonight.

22 Hold on! I know we're all anxious to get
23 that beer, so am I. I want to celebrate my
24 election. And to be clear here, I chose to stop
25 drinking, not permanently, but take the choice of

1 choosing my moments since just New Year's. And I
2 bought two bottles of Gibson's 18-year-old to
3 celebrate my election as the first second-term
4 president of this organization.

5 --- Applause

6 PRESIDENT BOUCHER: So leave your devices
7 here. Translators, take them right back.
8 Adjourned.

9 --- Applause

10 --- Whereupon the convention adjourned at 1716, to
11 resume on Thursday, September 24, 2026 at 0900
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