

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

TEAMSTERS CANADA RAIL CONFERENCE



TRANSCRIPT
VOLUME 3

HELD AT:

The Radisson Hotel Winnipeg Downtown
288 Portage Avenue
Winnipeg, MB

September 24, 2026

613.521.0703



www.stenotran.com

Winnipeg, Manitoba

1 --- Upon commencing on Thursday, September 24, 2026
2 at 0859

3 PRESIDENT BOUCHER: Looks like we have a
4 full house. We're going to do attendance. Good
5 morning, everyone.

6 We're going to do attendance, so could we
7 put the question up of the day that we can have some
8 laughter at, please? Ketchup on eggs. Question:
9 Yes or no? My question to the group in the back is,
10 what if you don't eat eggs?

11 Please answer the question. This is for
12 attendance.

13 --- VOTING

14 PRESIDENT BOUCHER: Ten seconds, please.
15 Oh, that was a close vote. Thank you.

16 Good morning, everyone. Can you check
17 your iPads and see if you got power?

18 The agenda for the day is on your
19 tablets. There's no changes to the one that was
20 sent out at the beginning. We are on schedule,
21 which is good. See how the day goes, and see how
22 many times I screw up today. So we'll begin.

23 So some announcements. The shuttle
24 schedules for departing are on the website, so
25

1 that's the convention website. It contains the
2 flight number and the applicable shuttle time for
3 that flight. So make sure you look at it to prepare
4 for your transportation to the airport when we
5 depart.

6 Wages and expense forms must be sent no
7 later than October 5th to be paid on payroll October
8 15th. Please do not forget to include the receipts,
9 if any. No wages and expense forms are to be left
10 in the convention office in Winnipeg. All wages and
11 expense forms must be sent by email at
12 info@teamstersrail.ca, which I'm sure everybody
13 knows, or regular mail using the prepaid envelopes
14 available at the convention office up on the floor
15 up here.

16 So, if you have any questions around wage
17 and expense forms, put your hand up, or at the break
18 time, if you can track down Chris or a redcoat,
19 they'll assist you with any questions for that.

20 So we'll start off with our next guest
21 speaker. Ken began his railroad career in Saskatoon
22 as a trackman in the engineering department in 1978
23 on CP Rail. Brother Ken worked various positions in
24 the engineering department across Saskatchewan on CP
25 Rail. In 1987, Brother Ken was elected as full-time

1 general chairman for the BMW, representing the
2 Prairie Region, covering a territory from Hardisty,
3 Alberta, to Thunder Bay, Ontario. In 1992, Brother
4 Ken got elected as international vice-president for
5 the BMW, representing Canada.

6 In 2004, Brother Ken was directly
7 involved in the merger affiliation agreement between
8 the BMW International and the IBT Teamsters Canada.
9 As a result of the merger agreement, Brother Ken was
10 appointed to the position of national advisor to the
11 Teamsters Canada president in 2004. Since 2004, he
12 has worked in the national advisory capacity wearing
13 many different hats.

14 From the very beginning of Ken's railroad
15 career, he has had a strong priority of safety,
16 health, and employee assistance programs
17 involvement. Brother Ken is the labour co-chair of
18 the Engineering Health and Safety Policy Committee.
19 He is the labour co-chair at the EFAP at CN Rail.
20 He is the chairperson of the board of directors of
21 the Union Savings Program. Brother Ken is a board
22 of director for the Tamarack Recovery Centre in
23 Winnipeg, a co-ed facility for drug and alcohol
24 treatment, also providing aftercare facilities.
25 Brother Ken is a board of director of EAPA

1 International, Employee Association of Professional
2 Assistance Programs.

3 Please give a warm welcome to Brother Ken
4 Deptuck.

5 BROTHER DEPTUCK: Good morning, brothers,
6 sisters, and guests. Thank you, Paul, for the
7 invite and opportunity to attend and speak today.

8 It's been great all week to see a lot of
9 familiar faces and meet new delegates over the past
10 few days. I always look forward to attending this
11 convention, for I've been to all six of them over
12 the years, and I know many of you. I've worked with
13 the various TCRC national officers over the past 34
14 years when I relocated to Ottawa as an international
15 vice-president for the BMW. It's an honour and a
16 privilege to work with all the past administrations,
17 and as well as your new, current, re-elected
18 administration. National officers Paul, Ryan,
19 Chris, and Don, many deserved congrats on your
20 re-election.

21 I'd like to speak about a few topics
22 today, as Paul mentioned.

23 I will begin discussing health and
24 safety. On CPKC, there are two system health and
25 safety policy committees, one for transportation

1 consisting of the running trades, Unifor, USW, and
 2 RTC, and the other is the engineering consisting of
 3 BMW and IBEW. I'm the labour co-chair on the
 4 engineering committee for the last 20-some years,
 5 and Tom Doherty is the labour co-chair of his policy
 6 committee on the transportation side.

7 Even though we are separate health and
 8 safety policy committees, Tom and I work very
 9 closely in addressing health and safety consistently
 10 together for both committees, because CP thinks we
 11 don't talk. They say different things at both
 12 committees. And so we put our notes together and we
 13 find out the BS they're giving us. CP would
 14 definitely love to have us together on one
 15 committee, as they do on CN, so that nothing gets
 16 done. So we're going to keep the committees
 17 separate so we get things done, which we do.

18 As we all know how dangerous this
 19 industry is, it's imperative that we work together
 20 to hold CPKC accountable to provide a safe
 21 workplace. Brother Tom and Brother Don Ashley,
 22 Brother Wade Phillips have been great support as a
 23 team when it comes to taking CPKC to task in health
 24 and safety. We work as a great team for all of us,
 25 and we'll continue to do that.

1 EFAP on CN Rail. At your last convention
 2 in Halifax, we had a number of delegates and guests
 3 that are EFAP peers. We have a peer program on CN
 4 Rail, for the people that are not on CN Rail and not
 5 familiar with that. At this time, I'd like to ask
 6 any peers in attendance, please stand up. Nancy?
 7 Yeah, please.

8 --- Applause

9 In Halifax, we had quite a few more, but
 10 that's just the way it's turned out. But by all
 11 means, sisters, brothers, and guests, these peers
 12 standing here before you today is a small portion of
 13 the 250 peers that are made up of all the various
 14 union members from coast to coast on CN Rail. All
 15 these EFAP peers is the backbone of the EFAP. We
 16 have a good program, always can be improved, but
 17 they are the backbone of the EFAP.

18 Four years ago at our convention in
 19 Halifax, we brought the peers together and had an
 20 update meeting for the challenges we were having at
 21 EFAP at that time. At that time, unfortunately, on
 22 CN, we had a chief medical officer not very
 23 supportive and very combative in every way regarding
 24 our EFAP program. The lady was from the steel
 25 industry and she just did not get it.

1 And also another challenge at that time,
 2 four years ago, we had a vacancy in our full-time
 3 EFAP manager position. So we had big challenges,
 4 and it was very tough for the peers to keep on going
 5 because there was a lot of all kinds of rumours out
 6 there, of negative rumours.

7 Well, I'm very pleased to tell you that
 8 one year after our convention, positive changes were
 9 made. CN Rail got rid of the old CMO and got a new
 10 one who is very supportive of EFAP. And also, for
 11 the first time, we've hired an external EFAP manager
 12 for the first time in 25 years. We've always had
 13 internal managers for the EFAP, so very positive.
 14 So they're very supportive, which helps focussing us
 15 dealing with other challenges or initiatives that we
 16 have on EFAP. It's always ongoing.

17 So now we're focussing on our attention
 18 to ensure our service provider, Telus Health,
 19 provides all their agreed-to service in a timely
 20 fashion, and that's being addressed on a daily,
 21 weekly basis.

22 Each year in April and May, we conduct
 23 seven EFAP regional meetings in person from coast to
 24 coast for bringing all the peers together for new
 25 training, networking, and direct feedback from the

1 peers so that we can take back and learn from them.

2 Annually, we have new peer, specifically
 3 new peer training, and this year alone we've trained
 4 50 new peers in the network across the country,
 5 which is great. And these peers, all these peers
 6 are all volunteers. They stick up their hand no
 7 matter where they are, no matter where they're
 8 located to want to help and assist because they're
 9 that type of a person or they want to give back. So
 10 it's fantastic.

11 Not too many people know the industry of
 12 EAP, but it's very unique because not very many
 13 companies take the initiative to have a peer network
 14 because of the cost and the administration and all
 15 that stuff. Who needs that? But we incorporated
 16 this years ago, and we've been very fortunate to
 17 maintain this. And like I said, other companies
 18 don't have this, but we have it on CN, and it's a
 19 tremendous asset to have a peer network to help your
 20 EAP.

21 All the issues, recommendations,
 22 suggestions, comments that the peers provide is
 23 collectively taken to the EFAP Senior Advisory
 24 Committee, the governing body, for their attention
 25 and action. Along with myself as Senior Advisory

1 Committee Labour Co-Chair and representatives from
2 all the other unions, along with Don Ashley and John
3 Rushton is on the committee.

4 The EFAP will never be perfect and will
5 always require ongoing updating as well as
6 increasing service offerings. Over my career, I've
7 been involved in national negotiations, arbitration,
8 grievance meetings, which is very important. But we
9 must never forget that we must do everything
10 possible to provide the services and resources to
11 provide our members and their families assistance
12 for a safe workplace. Collectively, all our labour
13 unions must be focussed and work together to ensure
14 our part for our members' best interest in this
15 regard.

16 Just a recommendation to you all, if by
17 chance you don't know your peers in your area,
18 please get to reach out and find to do so, because
19 they are a great resource and great assistance.

20 The next subject to talk about is Union
21 Savings Program, as Paul mentioned. I hope that you
22 all know about the Union Savings Program. Why is
23 because the TCRC affiliated with the Union Savings
24 Program 12 years ago, thanks to your former
25 executive member Harvey Makoski. He was the leader

1 to make that recommendation to join, affiliate with
2 us, and TCRC did that. We had a table outside all
3 week for information out there. You have it on your
4 iPad, the link, and you can take a look at yourself
5 what we all have to offer.

6 Union Savings is a not-for-profit
7 labour-managed affinity program that negotiates
8 money savings offerings with numerous various
9 service providers across Canada. Union Savings was
10 created 35 years ago, involving five unions to start
11 out with and a volunteer retired staff person to
12 help the administration, with a membership totalling
13 about 200,000. Today, with continuous growth of
14 affiliation over the years, Union Savings has
15 evolved to the largest not-for-profit affinity
16 program in Canada.

17 Today, Union Savings is comprised of over
18 150 union and associations, totalling a membership
19 of over 3 million members. So that's bargaining
20 power. When you go to a service provider and say, I
21 got potential client base of 3 million members,
22 they'll listen to you. But we're not just going to
23 take any offer. We want something very worthy,
24 otherwise it's not worth our time.

25 Our Union Savings office is located in

1 Toronto with all our staff there. We have an
2 executive director who is out here this week at the
3 table, Amir Bashir, and he takes care of the daily
4 operations, oversees eight full-time staff members.

5 I have had the privilege to be on the
6 founding union's committee 35 years ago, and for
7 that last 10 years, I've been elected as chairperson
8 of the board of directors made up of 10 unions. I
9 encourage all of you to share this with your family
10 members and membership, for all these saving
11 discounts apply to all of them as well. I'd like to
12 thank Harvey again for making recommendation for the
13 TCRC affiliate.

14 Now, in closing, we had a draw, as Paul
15 mentioned yesterday, to enter for two \$500 gift
16 certificates, Visa card gift certificates. Out of
17 the number of delegates you had, we track
18 everything, we had 110 people enter the contest.
19 And I'm glad to say I've got them right here, and
20 I'm going to announce. You can come up and get your
21 \$500 Visa card, Mr. Brother Brian Dell.

22 --- Applause

23 And the other lucky winner is Mr. Brandon
24 Gardner.

25 --- Applause

1 In closing, I'd like to also recognize
2 and thank the TCRC office staff for all their
3 professional and good work over the years. I've had
4 a chance to work with them. It's a pleasure working
5 with those ladies. They're great.

6 Again, great seeing you all. I look
7 forward to continuing working with all of you in any
8 capacity needed. Many thanks. Safe travels. Take
9 care. Thank you.

10 --- Applause

11 PRESIDENT BOUCHER: Thank you, Brother
12 Ken. Congratulations to the two winners. Alls I
13 can say is that, anybody who's been at a previous
14 convention, thank God it wasn't Harvey Makoski
15 again. He always won it before. We always thought
16 that he paid off for it. You're welcome, Harvey. I
17 love you too, brother.

18 And also, when I was general chair,
19 Brother Brian Dell was a local chair in my committee
20 in the GCA, and I've never seen him move that fast
21 ever in my life.

22 So, now back to the fun stuff.

23 We'll ask the executive board to leave
24 the stage, please, and bring up the Bylaws Review
25 Committee. While we're waiting, I'd like to make a

1 thank you to -- has everybody had the TCRC cookies
2 that were out there? Yeah? Were they good? Yeah.
3 So those cookies were given from -- were made from
4 two different groups, which were family members of
5 our members. So Leigh Diggles, who is the spouse of
6 Jason Diggles out of MacTier in Ontario, and Joan
7 Taylor, who is the mother of Shane Taylor out of
8 Smiths Falls. So let's give a round for those
9 cookies.

10 --- Applause

11 So this morning, I asked Taylor from our
12 staff to make sure that she put 15 of them away for
13 me to take back home. I'm going to split them in
14 half, and when I go to the bargaining table and go
15 next week, I'm going to give it to them to watch
16 them choke on our logo. And then when we're back at
17 the table with CN, I'm going to do the exact same
18 thing.

19 Over to the bylaws.

20 BROTHER LaVALLEE: Recommendations,
21 proposed amendment. Part: Bylaws, General
22 Committee Rules, section 17, page 51.

23 Present law reads:

24 "Section 17 When a strike occurs
25 on any railway, the

1 secretary-treasurer of each
2 division on the railway or railways
3 involved in the strike shall
4 forward to the Rail Conference
5 President a complete list of all
6 the members who are to be placed on
7 the payroll. It shall then be the
8 duty of the Rail Conference
9 President to secure such help as
10 may be necessary to enable them to
11 pay promptly".

12 Recommendations made by the Rail
13 Conference President:

14 "When a strike occurs on any
15 railway, the secretary-treasurer of
16 each committee on the railway or
17 railways involved in the strike
18 shall forward to the Rail
19 Conference President a complete
20 list of the members who are
21 enrolled in the Teamsters Canada
22 Strike Fund. It shall be the duty
23 of the Rail Conference President to
24 secure such help as may be
25 necessary."

1 Purpose of the amendment: Housekeeping.
2 The TCRC does not have a strike fund and is not
3 automatically enrolled in the Teamsters Canada
4 Strike Fund due to its rules in relation to the
5 initial waiting period before strike pay is paid
6 out. History has shown that the length of time the
7 TCRC members are on strike or locked out before the
8 government intervention is during the waiting period
9 before the Teamsters Canada strike pay is paid out,
10 which makes the strike fund essentially unusable.

11 Some TCRC members do fall into this situation and
12 belong to Teamsters Canada Rail Strike Fund. This
13 section applies to those members.

14 This recommendation is supported by the
15 National Executive Board.

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

19 PRESIDENT BOUCHER: Thank you.

20 Do we have a seconder? Mic one.

21 BROTHER KELLEY: Ryan Kelley, Division
22 310, I second this motion.

23 PRESIDENT BOUCHER: Thank you. It's
24 moved and seconded.

25 Floor is open for discussion or debate.

1 Second call. Final call. Closed.

2 Put the vote up on the screen, please.

3 Ten (10) seconds, please.

4 --- VOTING

5 PRESIDENT BOUCHER: 158 for, 4 against.
6 Carried.

7 --- CARRIED

8 BROTHER GEILER: Recommendations,
9 proposed amendment.

10 PRESIDENT BOUCHER: Just one second.

11 Pause, please.

12 Mic two.

13 BROTHER BUTTERFIELD: Mr. Chair -- oh,
14 hey guys. Division 105, former BCRL, Chairman
15 Butterfield.

16 Mr. Chair, I move to suspend the rules
17 requiring the reading of present law reads portion
18 of the recommendations document during consideration
19 of bylaw amendments.

20 PRESIDENT BOUCHER: Sorry; I could barely
21 hear you. Can you repeat it, please?

22 BROTHER BUTTERFIELD: All of it?

23 PRESIDENT BOUCHER: Yes, please.

24 I don't -- I think he's regretting
25 nominating me yesterday now.

1 BROTHER BUTTERFIELD: Definitely not.
 2 Jeremy Butterfield, Division 105, former BC Rail.
 3 Mr. Chair, I move to suspend the rules
 4 requiring the reading of present law reads portion
 5 of the recommendations document during consideration
 6 of the bylaws amendments.

7 PRESIDENT BOUCHER: Mic one.

8 BROTHER CHRISTIE: Hello, Alan Christie,
 9 Division 796, Edmonton, he/they. I really second
 10 that motion.

11 --- Applause

12 PRESIDENT BOUCHER: Brother Butterfield,
 13 can you bring it back to the back table there so
 14 they can get the exact wording of your motion,
 15 please?

16 You've heard the motion. Floor is open
 17 for discussion or debate.

18 Second call. Third call. Closed.

19 --- Pause

20 PRESIDENT BOUCHER: Mic one.

21 BROTHER DOYLE: Sam Doyle, 649.

22 Just while we have a minute here, could
 23 you clarify again for people that drove or have
 24 expenses that need to be submitted? There was
 25 something about a wage form. I haven't seen a wage

1 form or expense form to submit or anything like
 2 that.

3 PRESIDENT BOUCHER: The wage forms,
 4 Chris, they're on the tablet, are they? They should
 5 be on your tablet. If they're not, let us know.

6 BROTHER DOYLE: Okay. So I can fill it
 7 out on the tablet before I hand it back today, I
 8 guess, right?

9 PRESIDENT BOUCHER: Well, it's sent
 10 electronically or by mail, right? So you can fill
 11 it out electronically and email it at
 12 info@teamstersrail.ca, or you can fill it out and
 13 mail it with the -- Chris, can you come up here,
 14 please?

15 That's a good question. Thanks.

16 It's not on the tablet? Okay.

17 All right. So, sorry, they should be on
 18 the convention website, which are accessible from
 19 any device. And there's paper copies up in the
 20 office here where the registration room was, so if
 21 you want to access a paper copy.

22 PRESIDENT BOUCHER: I think we're just
 23 about ready.

24 Okay. There's the motion up on your
 25 screen, both French and English.

1 Motion to suspend the rules requiring the
 2 reading of the present law reads portions of the
 3 recommendations during consideration of bylaws
 4 amendments.

5 Can we put the vote up on the screen,
 6 please?

7 Oh, I closed it very quickly. 1A, you're
 8 in favour of it, and 2B, you're against. And I hope
 9 there's 100 percent A.

10 --- VOTING

11 Ten (10) seconds, please.

12 PRESIDENT BOUCHER: 155 for and 6 that
 13 want to be here tomorrow.

14 --- CARRIED

15 --- Applause

16 BROTHER GEILER: Recommendations,
 17 proposed amendment. Part Bylaws, General Committee
 18 Rules, Section 28B, page 54.

19 Recommendation made by the Rail
 20 Conference President:

21 "B. The salary of the General
 22 Chairman and the rate of pay and
 23 expenses paid to the members of the
 24 General Committee and legitimate
 25 expenses of the General Committee

1 shall be raised by an assessment on
 2 all active members employed on the
 3 system represented. All such
 4 assessments shall be levied by a
 5 majority affirmative vote of the
 6 members of the GCA present at a
 7 session of the GCA or by majority
 8 affirmative vote of the members of
 9 the GCA casting a mail ballot
 10 between sessions and shall be
 11 effective only until the next
 12 session of the GCA, at which time
 13 it will be continued, discontinued
 14 or revised. All members of the GCA
 15 will be required to pay GCA
 16 assessments in the amount
 17 determined by the GCA, which shall
 18 be collected monthly and forwarded
 19 to the Secretary-Treasurer of the
 20 General Committee, who will pay the
 21 chairman's salary and all delegates
 22 for their services. Any surplus
 23 remaining in the treasury shall be
 24 applied to the payment of the
 25 legitimate expenses of the general

committee. Where a vice chairman assumes the duties of the chairman on account of the absence of the chairman, his salary shall not be more while he is occupying that position than the salary of the general chairman." (As read)

Purpose of the amendment. Housekeeping.

TCRC members are usually paid biweekly by their employer. Some could be paid weekly. General committee should have the ability to pay their delegates and officers of their choosing, identified in this section, not just in the GCA bylaws. Deleting semi-monthly achieves this ability.

The recommendation has the support of the National Executive Board.

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

PRESIDENT BOUCHER: Mic one.

BROTHER LARENTE: Daniel Larente, Division 750, I second the motion.

PRESIDENT BOUCHER: 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.

PRESIDENT BOUCHER: 161 for, 3 against. Carried.

--- CARRIED

--- RESOLUTION

BROTHER LaVALLEE: Recommendation to amend part Bylaws, General Committee Rules, Section 31A, page 57.

Recommendation made by the Rail Conference President:

"A. Whenever one railway or any portion thereof is absorbed by -- absorbed, traffic diverted, consolidated, merged, leased or coordinated by to or with another railway or any portion thereof and the officers of the Rail Conference, NGC, are unable to obtain protective agreements in their judgment satisfying the requirements of Section 30A(ii) TCRC GCA Rules, employees on the

railway or railways or any portion thereof affected thereby shall retain the right and seniority as theretofore on the railways absorbed, traffic diverted, consolidated, merged, leased or coordinated that the run shall be manned by the employees of the respective roads and portion, as near as practicable to the car miles and train miles in road service and to the engine hours or inbound car count in the yard service on the territory involved in each railway. Such car count or car miles or train miles in road service and to the engine hours or inbound car count in the yard service shall be compiled for a period of not less than six months nor than one year. Such test period shall be established at the time agreed upon sufficiently prior to the effective date of any of the conditions specified in this

section and give fair and equitable representation of normal business handled in each district involved. The figures determined for each month of the aforementioned test period will be supplied to each division involved prior to the consummation of any agreement established distribution of work." (As read)

Purpose of the amendment. Housekeeping.

The TCRC represents both engineers and

CTY operating crews. The language comes from the

former Brotherhood of Locomotive Engineers

Constitution when the union represented only

engineers. The proposed changes to be consistent

with the present TCRC membership as well as the wording used in the General Committee Rules, Section 32B.

This recommendation has the support of

the National Executive Board.

The Bylaw Committee recommendation. The

Bylaw Committee recommends, I so move, adopting the resolution.

PRESIDENT BOUCHER: Thank you.

1 Mic two.
 2 SISTER MERRIMEN: Keri Merrimen, Division
 3 660, I second.
 4 PRESIDENT BOUCHER: We have a second.
 5 Floor is open for discussion, debate.
 6 Second call. Final call. Closed.
 7 Vote on the screen, please. 1A for, 2B
 8 against.
 9 --- VOTING
 10 Ten (10) seconds, please.
 11 PRESIDENT BOUCHER: 159 for, 2 against.
 12 Carried.
 13 --- CARRIED
 14 --- RESOLUTION
 15 BROTHER GEILER: Recommendations,
 16 proposed amendment. Part Bylaws, General Committee
 17 Rules, Section 34D, page 59.
 18 Recommendation made by the Rail
 19 Conference President. Strike out D in its entirety.
 20 Purpose of amendment. Housekeeping.
 21 Mandatory retirement is illegal. This
 22 recommendation has the support of the National
 23 Executive Board.
 24 Bylaws Committee recommendation. The
 25 Bylaws Committee recommends, I so move, adopting the

1 resolution.
 2 PRESIDENT BOUCHER: Thank you.
 3 Mic two.
 4 BROTHER MURTAGH: Cam Murtagh, Division
 5 657, and I second the motion.
 6 PRESIDENT BOUCHER: Thank you.
 7 Floor is open for discussion or debate.
 8 Second call. Final call. Closed.
 9 Vote on the screen, please. 1A for, 2B
 10 against.
 11 --- VOTING
 12 Ten (10) seconds, please.
 13 158 for, 4 against. Carried.
 14 --- CARRIED
 15 PRESIDENT BOUCHER: That should be a
 16 round of applause because retirement is illegal.
 17 --- Applause
 18 --- RESOLUTION
 19 BROTHER LaVALLEE: Recommendation,
 20 proposed amendment. Part Bylaw General Committee
 21 Rules, Section 37, page 59.
 22 Recommendation made by the Rail
 23 Conference President:
 24 "A. It shall be the policy of the
 25 GCA to secure agreements with

1 railways covering the rules, rates
 2 of pay, working conditions of all
 3 crafts. The individual GCA shall
 4 have full jurisdiction in the
 5 matter." (As read)
 6 Purpose of the amendment. Housekeeping.
 7 TCRC represents various crafts with
 8 various employers. This section must reflect the
 9 inclusion of all, not just engineers, motormen or
 10 operating crafts.
 11 This recommendation has the support of
 12 the National Executive Board.
 13 The Bylaw Committee recommendation. The
 14 Bylaw Committee recommends, I so move, adopting this
 15 resolution.
 16 PRESIDENT BOUCHER: Thank you.
 17 Mic 1.
 18 BROTHER ROBERTSON: Ian Robertson,
 19 Division 990. I second.
 20 PRESIDENT BOUCHER: Thank you.
 21 Floor is open for discussion and debate.
 22 Second call. Final call. Closed.
 23 Vote up on the screen, please. 1A for,
 24 2B against.
 25 --- VOTING

1 Ten (10) seconds, please.
 2 PRESIDENT BOUCHER: 157 for, 5 against.
 3 Carried.
 4 --- CARRIED
 5 --- RESOLUTION
 6 BROTHER GEILER: Recommendations,
 7 proposed amendment. Part Bylaws, General Committee
 8 Rules, Section New 44, page 61.
 9 Recommendation made by the Rail
 10 Conference President:
 11 "Section 44, electronic voting.
 12 Unless prohibited by federal or
 13 provincial law, all reference to
 14 ballots shall include the ability
 15 for electronic voting through a
 16 supplier approved in writing by the
 17 National Executive Board." (As
 18 read)
 19 Purpose of amendment. Housekeeping.
 20 Electronic voting abilities have been
 21 permitted via policies. There has been confusion
 22 regarding this ability due to not being clearly
 23 identified within these rules and bylaws. The
 24 creation of this new section will eliminate any
 25 confusion regarding the ability to have electronic

1 voting and the rules around those votes and ballots.
 2 This recommendation has the support of
 3 the National Executive Board.

4 Bylaws Committee recommendation. The
 5 Bylaws Committee recommends, I so move, adopting the
 6 resolution.

7 PRESIDENT BOUCHER: Thank you.

8 Mic one.

9 BROTHER MOLENKAMP: Josh Molenkamp
 10 Division 910. I second this.

11 PRESIDENT BOUCHER: Thank you.

12 Floor is open for discussion, debate.

13 Second call. Final call. Closed.

14 Vote up on the screen, please. 1A for,
 15 2B against.

16 --- VOTING

17 Ten (10) seconds, please.

18 PRESIDENT BOUCHER: 161 for, 1 against.

19 Carried.

20 --- CARRIED

21 --- RESOLUTION

22 BROTHER LaVALLEE: Proposed amendment.

23 Part Bylaw, Legislative Rules, Section Index

24 Disclaimer, page 62.

25 Recommendation made by the Rail

1 Conference President:

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

18 Purpose of the amendment. Teamsters
 19 Canada Rail Conference membership is no longer rail
 20 specific. The TCRC membership includes ONTC motor
 21 coach operators and, as such, the bylaws should
 22 recognize their inclusion. To replace railway, et
 23 cetera throughout the bylaws is a cumbersome task
 24 for the delegates to approve individually.

25 This change to the disclaimer will make

1 the bylaws inclusive and prevent any confusion
 2 regarding the application of the bylaws.

3 This recommendation has the support of
 4 the National Executive Board.

5 Bylaw Committee recommendation. The
 6 Bylaw Committee recommends, I so move, adopting this
 7 resolution.

8 PRESIDENT BOUCHER: Thank you.

9 Mic two.

10 BROTHER FRIDAY: Carl Friday, Division
 11 660, Toronto. I second that motion.

12 PRESIDENT BOUCHER: Thank you.

13 Floor is open for discussion or debate.

14 Second call. Final call. Closed.

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

17 --- VOTING

18 Ten (10) seconds, please.

19 PRESIDENT BOUCHER: 164 for, 4 against.

20 Carried.

21 --- CARRIED

22 --- RESOLUTION

23 BROTHER GEILER: Recommendation, proposed
 24 amendment, Part Bylaws, Legislative Rules, Section
 25 1(f), page 63.

1 Recommendation made by the Rail

2 Conference President:

3 "(f) When the Provincial
 4 Legislative Board has been
 5 convened, it will proceed to elect
 6 a chairman, first vice chairman,
 7 second vice chairman,
 8 secretary-treasurer, alternate
 9 secretary-treasurer, an executive
 10 committee not to exceed five
 11 members, and three trustees, an
 12 audit committee not to include the
 13 chairman or secretary-treasurer.
 14 A Provincial Legislative
 15 Representative may be elected when
 16 provided for in the bylaws of the
 17 board. The candidate receiving the
 18 highest number of votes shall be
 19 declared elected if eligible.
 20 Should an equal number of votes
 21 have been cast for two or more
 22 members for any one office, a
 23 second ballot, if necessary,
 24 subsequent ballots shall be cast
 25 containing only the names of the

1 tied candidates. If a tie still
 2 exists after a total of ten
 3 ballots, the outgoing Provincial
 4 Legislative Board executive
 5 committee, which shall remain in
 6 office until all elections have
 7 been completed, shall decide which
 8 tied candidate will fill the
 9 position.
 10 Should any office become vacant, it
 11 will be the duty of the executive
 12 committee to fill such vacancy.
 13 The chairman and
 14 secretary-treasurer cannot be
 15 members of the audit committee.
 16 Note: eligibility to nominate,
 17 second, and run for office will be
 18 determined by the applicable
 19 provisions of the IBT Constitution
 20 as set forth and modified in
 21 paragraph 6.8 of the Merger
 22 Agreement."

23 Purpose of amendment: the proposed
 24 change establishes a more democratic and orderly
 25 process for resolving a tied election. Under the

1 present law, a tie remaining after only three
 2 ballots is decided by lot, meaning chance, not the
 3 preference of the Provincial Legislative Board,
 4 determines who holds office.

5 Requiring subsequent ballots containing
 6 only the names of the tied candidates gives
 7 delegates additional opportunities to reconsider the
 8 candidates and reach a majority decision.
 9 Restricting those ballots to the tied candidates
 10 also prevents votes from being diverted to
 11 candidates who are no longer in contention.

12 The 10-ballot limit allows a reasonable
 13 opportunity for the board to resolve the tie through
 14 voting while ensuring that the election process does
 15 not continue indefinitely. If the delegates remain
 16 evenly divided after the 10 ballots, referring the
 17 matter to the Provincial Legislative Board executive
 18 committee provides a definite and accountable method
 19 for reaching a decision.

20 The change, therefore, preserves the
 21 delegates' ability to decide the election for as
 22 long as reasonably possible, replaces a decision
 23 made by chance with one made through deliberation
 24 and judgment, narrows subsequent ballots to
 25 candidates who are tied, prevents an unresolved tie

1 from delaying the board's business indefinitely,
 2 aligns responsibility for the final decision to an
 3 identifiable and accountable body.

4 This recommendation has the support of
 5 the National Executive Board and - sorry, National
 6 Legislative Board and National Executive Board.

7 PRESIDENT BOUCHER: Mic 1.

8 BROTHER GEILER: Oh, Bylaws -

9 PRESIDENT BOUCHER: Oh, I did it again.

10 BROTHER GEILER: Sorry. That's all
 11 right. Bylaws Committee recommendation recommends.
 12 I so move adopting the resolution.

13 PRESIDENT BOUCHER: Sorry. Mic 1.

14 BROTHER MOLENKAMP: Josh Molenkamp,
 15 Division 910. I'll second.

16 PRESIDENT BOUCHER: Floor is open for
 17 discussion and debate. Second call. Final call.
 18 Closed. Vote on the screen, please. 1A for, 2B
 19 against.

20 --- VOTING

21 Ten seconds, please.

22 155 for and... something against -- five
 23 against. Carried.

24 --- Laughter

25 --- CARRIED

1 --- RESOLUTION

2 BROTHER L'AVALLEE: Proposed amendment,
 3 Part Bylaws, Rail Conference Legislative Rules,
 4 Section 1(f), page 63. Resolution submitted by
 5 Division:

6 "(f) When the Provincial
 7 Legislative Board has been
 8 convened, it will proceed to elect
 9 the chairman, first vice chairman,
 10 second vice chairman,
 11 secretary-treasurer, alternate
 12 secretary-treasurer, an executive
 13 committee, not to exceed five
 14 members and three trustees, an
 15 audit committee, not to include the
 16 chairman or secretary-treasurer.
 17 The Provincial Legislative
 18 Representative may be elected when
 19 provided for within the bylaws of
 20 the board. The candidate receiving
 21 the highest number of votes shall
 22 be declared elected if eligible.
 23 Should an equal number of votes
 24 have been cast by two or more
 25 members for any one office, second

ballot, and if necessary a third ballot be cast. If after the third ballot a tie still exists, the tie shall be decided by lot. Should any office become vacant, it will be the duty of the executive committee to fill such vacancy. The chairman and the secretary-treasurer cannot be members of the audit committee. The Provincial Legislative Board chairman shall not be eligible to serve more than two terms in the elected office. A full term is defined by any period or service exceeding two years within a single four-year electoral cycle or quadrennial cycle. After the member has reached the maximum number of terms in office, they shall be ineligible for election or appointment to the office for a period of at least one full term, four years or quadrennial cycle, following the

hiatus. The member's eligibility for office is reset. Terms served prior to the 2026 quadrennial election shall not be counted towards limits established within the bylaws. The current term being served at this time of the adoption shall be considered the first term. For all sitting officers, if an officer is appointed or elected to fill a vacancy midterm, and if the remaining time in the term is less than two years, it shall not count towards the two-year limit. If the remaining time is two years or more, it shall be considered a full term for the purpose of this section. Note: eligibility to nominate second run for office will be determined by the applicable provisions of the IBT Constitution and set forth and modified in paragraph 6.8 of the merger agreement."

Purpose of the amendment: to ensure healthy rotation of leadership, foster new perspectives within the Provincial Legislative executive board, and to encourage member participation. The following term limits shall apply to the positions of the Provincial Legislative Board chairman. The term limits are structurally safeguarded against the consolidation of power. By requiring a regular turnover, or setting a cap on how long an individual can hold a specific executive position, the bylaws ensure that the leadership remains accountable to the rank-and-file membership. It prevents officers from becoming entirely insulated from the day-to-day realities of the membership. Railway and collective bargaining environments are consistently evolving. Implementing term limits naturally creates vacancies, which forces the union to actively develop new leaders. Its purpose is to encourage younger, more or less experienced members to step up, run for office, and bring a fresh perspective to the grievance resolution, safety advocacy, and contract negotiations.

Bylaws Committee recommendations: this would introduce a new qualification or disqualification for eligibility of the office. This is not contained in the IBT Constitution and the IBT merger agreement. This is further in conflict to the eligibility rules contained in the IBT Constitution. Furthermore, the note carried forward in this proposal contradicts the motion as presented. The Bylaws Committee recommends - The Bylaws Committee, I so move, recommends rejecting the resolution and retaining the existing law. PRESIDENT BOUCHER: Thank you. Mic 2. BROTHER BUTTERFIELD: Jeremy Butterfield, Division 105. I second the Bylaws Committee recommendation to reject. PRESIDENT BOUCHER: Thank you. Floor is open for discussion or debate. Second call. Final call. Closed. Put the vote up on the screen, please. And remember, you're voting for the recommendation the Bylaws Committee to reject the submission. 1A, you agree with the Bylaws Committee. 2B, you don't. --- VOTING

1 Ten seconds, please.
 2 157 for, 6 against, carried.
 3 --- CARRIED
 4 --- RESOLUTION
 5 BROTHER GEILER: Recommendations.
 6 Proposed amendment, Part Bylaws, Legislative Rules,
 7 Section 1(i), page 64. Recommendation is made by
 8 the Rail Conference President.
 9 "(i) Each division shall, after
 10 electing its delegate to the
 11 Provincial Legislative Board,
 12 immediately notify the
 13 Secretary-Treasurer of the
 14 Provincial Legislative Board,
 15 giving the name and address of its
 16 delegates."
 17 Purpose of amendment: this is
 18 housekeeping an amendment that removes an outdated
 19 administrative requirement. The credential from the
 20 previously supplied by the Rail Conference office is
 21 no longer used. Provincial Legislative Boards now
 22 provide and administer their own delegate credential
 23 forms, and the number of accessible members
 24 represented by each delegate is provided monthly in
 25 the division workbooks. The amendment brings the

1 law into line with current practice and eliminates
 2 unnecessary and obsolete language.
 3 This recommendation has the support of
 4 the National Legislative Board and the National
 5 Executive Board.
 6 Bylaws Committee recommendation: the
 7 Bylaws Committee recommends. I so move adopting the
 8 resolution.
 9 PRESIDENT BOUCHER: Thank you. Mic 1.
 10 BROTHER CHRISTIE: Alan Christie, 796
 11 Edmonton, he/they. I second this, as well as just
 12 to make a friendly amendment to change the (f) in
 13 the French section to (i).
 14 PRESIDENT BOUCHER: Thank you for that
 15 correction. Noted. Floor is open for discussion,
 16 debate. Second call. Final call. Closed. Vote on
 17 the screen, please. 1A for, 2B against.
 18 --- VOTING
 19 Ten seconds, please.
 20 160 for, zero against. 100 per cent.
 21 Carried.
 22 --- CARRIED
 23 --- RESOLUTION
 24 BROTHER LaVALLEE: Proposed amendment,
 25 Part Bylaws, Rail Conference Legislative Rules,

1 Section 2(a)(i), page 64. Resolution submitted by
 2 Division:
 3 "(a)(i) There shall be a National
 4 Legislative Board of which a
 5 National Legislative Director shall
 6 be the chairman. The National
 7 Legislative Director shall be
 8 elected by the majority vote of the
 9 duly elected delegates at each
 10 quadrennial convention to serve for
 11 a term of four years or until a
 12 successor is elected unless removed
 13 for cause. No member shall be
 14 eligible for office of the National
 15 Legislative Director unless holding
 16 active membership as provided in
 17 Section 25(b) of the TCRC Division
 18 Rules. The other members of the
 19 board will be composed of the
 20 chairman and various provincial
 21 boards.
 22 The National Legislative Director
 23 shall not be eligible to serve more
 24 than two terms in the elected
 25 office. A full term is defined at

1 any period of service exceeding two
 2 years within a four-year electoral
 3 cycle or quadrennial cycle. After
 4 the member has reached the maximum
 5 number of -
 6 PRESIDENT BOUCHER: It's very small print
 7 on the page.
 8 BROTHER LaVALLEE: Yes.
 9 "- has reached the maximum number
 10 of terms in office, they shall be
 11 ineligible for election or
 12 appointment to the office for a
 13 period of at least one full term,
 14 four years, or a full quadrennial
 15 cycle following the hiatus of the
 16 member's eligibility of office is
 17 reset. Terms served prior to the
 18 2026 quadrennial election year
 19 shall not be counted towards the
 20 limit established within the
 21 bylaws. The current term being
 22 served at the time of adoption
 23 shall be considered the first term
 24 for all sitting officers.
 25 If the officer is appointed or

1 elected to fill a vacancy midterm,
2 and if the remaining time in the
3 term is less than two years, it
4 shall not count towards the
5 two-year limit. If the remaining
6 time is two years or more, it shall
7 be considered the full term for the
8 purpose of this section."

9 Purpose of the amendment: to ensure a
10 healthy rotation of leadership, foster new
11 perspectives within the National Legislative Office,
12 and encourage member participation. The following
13 term limits shall apply to the position of the
14 National Legislative Director. The term limits are
15 structured safeguards against the consolidation of
16 power by requiring regular turnover or sitting cap
17 on how long an individual can hold specific
18 executive position, the bylaws ensure that the
19 leadership remains accountable to the rank-and-file
20 membership. It prevents officers from becoming
21 entirely insulated from the day-to-day realities of
22 the membership.

23 Railway collective bargaining
24 environments are constantly evolving. Implementing
25 term limits naturally creates vacancies, which force

1 the union to actively develop new leaders. Its
2 purpose is to encourage younger, less experienced
3 members to step up, run for office, and bring a
4 fresh perspective to grievance resolution, safety,
5 or contract negotiation.

6 Bylaws Committee recommendations: this
7 would introduce new qualifications or
8 disqualifications for the eligibility of office that
9 is not contained in the IBT Constitution and the IBT
10 merger agreement. This is further in conflict to
11 the eligibility rules contained in the IBT
12 Constitution.

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

16 PRESIDENT BOUCHER: Thank you. Mic 1.

17 BROTHER MOLENKAMP: Josh Molenkamp,
18 Division 910. And I will second the committee's
19 recommendation.

20 PRESIDENT BOUCHER: Thank you. Floor is
21 open for discussion or debate. Second call. Final
22 call. Closed. Vote on the screen, please. 1A,
23 for; 2B, against the rejection recommendation.

24 --- VOTING

25 Ten seconds, please.

1 154 for, 9 against, carried. And
2 apparently I almost did that yesterday by not
3 acclaiming Don, so --

4 --- CARRIED

5 --- RESOLUTION

6 BROTHER GEILER: Recommendations,
7 proposed amendment, Part Bylaws, Legislative Rules,
8 Section new 13, page 68.

9 Recommendation made by Rail Conference
10 President, Section 13:

11 "Electronic Voting: unless
12 prohibited by federal or provincial
13 law, all reference to ballots shall
14 include the ability for electronic
15 voting."

16 Purpose of amendment: housekeeping.

17 Based on Rail Conference President recommendation,
18 Section 13, deletion, Canada Labour Congress, it is
19 recommended that this new section item be placed in
20 Section 13. If Section 13 deletion recommendation
21 is not approved, then a new section number is
22 recommended.

23 Housekeeping: electronic voting abilities
24 have been permitted via policies. There has been
25 confusion regarding this ability due to not being

1 clearly identified within these rules and bylaws.
2 This creation of this new section will eliminate any
3 confusion regarding the ability to have electronic
4 voting and the rules around those votes and ballots.

5 This recommendation has the support of
6 the National Legislative Board and the National
7 Executive Board.

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

11 PRESIDENT BOUCHER: Thank you. Mic 2.

12 SISTER MERRIMEN: Keri Merrimen, Division
13 660.

14 I second.

15 PRESIDENT BOUCHER: Thank you. Floor is
16 open for discussion or debate. Mic 1.

17 BROTHER SAUNDERS: Dustin Saunders,
18 Division 945.

19 As a point of interest, I ask if removing
20 the Section -- current Section 13 regarding
21 membership in the CLC, if that would have a - or if
22 that would prevent divisions from pursuing
23 membership in provincial labour federations.

24 PRESIDENT BOUCHER: So presently,
25 Teamsters Canada, we -- under this bylaw, we must

1 follow Teamsters Canada in regards to the CLC. And
 2 they removed themselves from the CLC two, three,
 3 four years ago. I can't remember the time frame.
 4 So we no longer belong to the CLC.

5 In order to belong to the provincial
 6 federal organizations for labour, we must belong to
 7 the CLC. So that prevents anybody from belonging to
 8 those provincials or even potentially municipal,
 9 whatever is in force that belongs to the CLC.

10 So by removing this from the bylaws, we
 11 no longer are tied to Teamsters Canada for belonging
 12 to the CLC, and it gives us the opportunity to join
 13 the CLC. And if we do, then, yes, others would fall
 14 into place to be able to join the provincials and
 15 locals.

16 BROTHER SAUNDERS: Thank you, Brother,
 17 for your thorough answer to my question.

18 PRESIDENT BOUCHER: You're welcome. Any
 19 more discussion or debate? Last call. Closed.

20 Vote on the screen, please. 1A, for; 2B,
 21 against.

22 --- VOTING

23 Ten seconds, please.

24 162 for, 2 against. Carried. Thank you.

25 --- CARRIED

1 --- Applause

2 --- RESOLUTION

3 BROTHER LaVALLEE: Proposed amendment,
 4 Part Bylaws, Legislative Rules, Section 14, page 68.
 5 Recommendation made by the Rail
 6 Conference President.

7 "The first order of business at the
 8 first meeting of the Provincial
 9 Legislative Board shall be the
 10 formulation and adoption of the
 11 bylaws. Bylaws shall prescribe the
 12 duties of the officers of the board
 13 and provide with a method of
 14 filling vacancies, such method not
 15 to be in conflict with the
 16 applicable civil law. They should
 17 prescribe for the board alone and
 18 have authority to levy assessments
 19 in accordance with Section 5(a) and
 20 (b), TCRC Legislative Board Rules,
 21 the board alone to authorize
 22 expenditures of money derived from
 23 such assessment. The Legislative
 24 Board shall be bonded in accordance
 25 with Article X, Section 7(a) of the

1 IBT Constitution. The
 2 Secretary-Treasurer shall be
 3 responsible to ensure that the
 4 duties set forth in Article XXIII
 5 of the IBT Constitution are
 6 fulfilled with respect to general
 7 committees."

8 Consistent with these bylaws, with
 9 purpose of the amendment housekeeping, bonds are
 10 held for regional body officers and not specific to
 11 the Secretary-Treasurer.

12 This recommendation has the support of
 13 the National Executive Board.

14 The Bylaws Committee recommendations:
 15 the Bylaws Committee recommends. I so move adopting
 16 this resolution.

17 PRESIDENT BOUCHER: Mic 2.

18 BROTHER ANAKA: Gary Anaka, Division 825.

19 I second that motion.

20 PRESIDENT BOUCHER: Thank you.

21 Floor is open for discussion or debate.

22 No recommendation to amend insure?

23 Mic one.

24 BROTHER KISH: Stephen Kish, Division
 25 825.

1 Again, the word insure to ensure with an
 2 E, not an I.

3 PRESIDENT BOUCHER: So you have a motion
 4 to amend the motion. Do we have a seconder?

5 Mic one.

6 BROTHER ROUSSEAU: Jason Rousseau, 535.

7 I second.

8 PRESIDENT BOUCHER: We have a seconder.

9 Floor is open for discussion and debate on whether
 10 we amend the motion.

11 Second call.

12 Okay, sorry, to save some time here,
 13 please don't second that amendment. So, Brother
 14 Ashley pointed out to me that there's another error
 15 in the book here. The last sentence of the
 16 recommendation where it says "the IBT Constitution
 17 are fulfilled with respect to the General Committee
 18 consistent with these bylaws", and it should be the
 19 Legislative Committee; correct? Legislative Board.

20 So, last call. Okay, motion to amend
 21 failed.

22 And would someone be thinking about doing
 23 an amendment to the motion with the ensure and the
 24 Legislative Board, please?

25 Mic one.

1 BROTHER ROUSSEAU: Jason Rousseau, 535.
 2 I move to amend the motion by changing
 3 insure to ensure and General Committee to
 4 Legislative Board.

5 PRESIDENT BOUCHER: Thank you. We have a
 6 motion to amend on the floor. Do we have a
 7 seconder?

8 Mic one.

9 SISTER MERRIMEN: Keri Merrimen, Division
 10 660.

11 I second.

12 PRESIDENT BOUCHER: Seconded. So, we
 13 have a motion to amend on the floor. Open for
 14 discussion or debate on the ability to amend.

15 Second call. Final call. Closed.

16 Vote on the screen for the ability to
 17 amend the motion. 1A for, 2B against.

18 --- VOTING

19 Ten (10) seconds, please.

20 One fifty-eight (158) for, one against.

21 The amendment is there.

22 --- CARRIED

23 We have a motion now. New motion as
 24 amended. Floor is open for discussion or debate on
 25 the actual amendment and motion itself.

1 Second call. Final call. Closed.

2 Vote on the screen. You're voting on the
 3 actual motion as amended.

4 --- VOTING

5 Ten (10) seconds, please.

6 One fifty-nine (159) for, 0 against.

7 Carried. Thank you for your patience on that one.

8 --- CARRIED

9 BROTHER GEILER: Recommendations.
 10 Proposed amendment, part bylaws, legislative rules,
 11 section new, 15 page. Recommendation made by Rail
 12 Conference President, section 15, electronic voting:

13 "Unless prohibited by federal or
 14 provincial law, all reference to
 15 ballots shall include the ability
 16 for electronic voting through a
 17 supplier approved in writing by the
 18 National Executive Board." (As
 19 read)

20 Purpose of amendment, housekeeping.
 21 Electronic voting abilities have been permitted via
 22 policies. There has been confusion regarding this
 23 ability due to not being clearly identified within
 24 these rules and bylaws. The creation of this new
 25 section will eliminate any confusion regarding the

1 ability to have electronic voting and the rules
 2 around those votes and ballots.

3 This recommendation has the support of
 4 the National Legislative Board and the National
 5 Executive Board. Bylaws Committee recommendation,
 6 the Bylaws Committee recommends, I so move adopting
 7 the resolution.

8 PRESIDENT BOUCHER: Thank you.

9 Mic 1.

10 BROTHER MOLENKAMP: Josh Molenkamp,
 11 Division 910.

12 I'll second that.

13 PRESIDENT BOUCHER: Thank you. Floor is
 14 open for discussion or debate.

15 Mic two.

16 BROTHER PRATT: Chris Pratt, Division
 17 319. I believe we covered this earlier, a couple
 18 motions ago on Amendment 13 that essentially reads
 19 the same thing. So I just think we should probably
 20 consider voting against this one.

21 PRESIDENT BOUCHER: That's not the same
 22 thing. The previous one was specific to general
 23 committee rules.

24 BROTHER PRATT: Oh, okay. Sorry, my
 25 mistake then.

1 PRESIDENT BOUCHER: Yeah. Any further
 2 discussion or debate?

3 Final call. Closed.

4 Vote on the screen, please.

5 Okay, so I just have been proven wrong,
 6 again by Brother Jason. Okay. Yeah, you're right,
 7 brother. It was covered two motions ago or three
 8 motions ago, with the deletion of the CLC portion of
 9 Teamsters Canada. We included it in that section.
 10 So thanks for that, catching that.

11 You want to come over and take over here?

12 --- Applause

13 All right. To keep it or to toss it?

14 Okay. So, Brother Ashley, this is his section, has
 15 verified with me that we're good to reject the
 16 motion to the floor right now. It would be covered
 17 under the previous one that we did. So thank you
 18 again, brother, for catching that and letting us
 19 know.

20 Thank you. Thanks, Jason. Thanks for
 21 proving me wrong again.

22 Any further discussion or debate?

23 Brother had suggested on the mic to reject it.

24 Mic 1 is going to be open here in about
 25 one second. Mic 1.

1 BROTHER SARKA: Al Sarka, Division 821
2 Kamloops.

3 Just wanted to note that the language is
4 different in both of those. The second motion, the
5 one we're currently debating, refers to electronic
6 ballots through a supplier approved in writing by
7 the National Executive Board, and the previous
8 motion, number 13, referring to the Canada Labour
9 Congress, doesn't.

10 PRESIDENT BOUCHER: Yes, you're correct
11 on that, and that's what Brother Ashley was talking
12 about with me up here, and he's good with just
13 rejecting, the previous motion would be covered.

14 BROTHER SARKA: Okay. Thank you.

15 PRESIDENT BOUCHER: Yeah, thanks for
16 pointing that out.

17 Any further discussion or debate? So we
18 had a suggestion by the brother at mic 2 to reject
19 this because we're covered on a previous motion.

20 Vote on the screen. One for and two to
21 reject.

22 --- VOTING

23 Ten (10) seconds, please.

24 Twenty-seven (27) for, 134 against.

25 Failed. Thank you for that.

1 --- DEFEATED

2 We're done. Totally done? Oh, we're
3 totally done, I guess.

4 --- Applause

5 Well, we'll take morning break and come
6 back for 10:30, please.

7 --- Upon recessing at 1010

8 --- Upon resuming at 1030

9 PRESIDENT BOUCHER: Delegates, take your
10 seats, please. We are now working for the early
11 quit.

12 So while we're waiting for some of the
13 delegates to sit, we got done the bylaws a little
14 sooner than anticipated, which is great. We're
15 going to adjust the agenda and move the bottom
16 portion of the day from President P. Boucher Bylaws
17 Overhaul, 10 minutes, all the way down to new
18 business into this section here this morning before
19 lunch.

20 Mic 1.

21 BROTHER DELCLOO: Point of information,
22 Dave Delcloo, Division 747.

23 J'aimerais prendre un instant pour
24 adresser un grand merci au comité des règlements
25 pour tous les efforts et le travail accompli.

1 If the floor, let me take a minute to
2 extend a big thank you to the bylaws committee and
3 all the work, please, if the floor can recognize and
4 say thank you.

5 --- Applause

6 PRESIDENT BOUCHER: Thank you, brother.

7 You took my thunder from me, but that's great.

8 --- Laughter

9 It's always better to come from the
10 delegates, for sure, anytime.

11 Okay, so we'll start with my presentation
12 on the bylaws overhaul. So, brothers and sisters,
13 over the past three days, we reviewed, debated, and
14 voted on proposed changes to the TCRC bylaws. This
15 is an important responsibility. The bylaws govern
16 how our union operates, how decisions are made, and
17 how the rights of our members are protected. The
18 decisions we made will affect how our organization
19 operates for years to come.

20 The TCRC bylaws were created in 2003,
21 became effective in 2004, and underwent their first
22 revisions when delegates voted on changes at the
23 2006 convention. Much of the language was carried
24 directly from the Constitution of the International
25 Brotherhood of Locomotive Engineers, whose first

1 Constitution was written in 1865. Yes, 1865.

2 So history is important, and it should be
3 respected. However, the language that has been
4 passed down to us is now outdated, antiquated, and
5 confusing. At times, it is difficult to read and
6 even more difficult to interpret.

7 As a result, most of our members do not
8 regularly read the bylaws, not because they don't
9 care about their union, but because the language is
10 difficult to understand. Members should not need
11 specialized knowledge or repeated explanations to
12 understand how their union works, or what rights
13 they have under the bylaws.

14 This lack of clarity affects more than
15 just individual members. It affects division
16 officers, including division presidents, who
17 regularly seek interpretation of the bylaws.
18 Questions arise about how specific provisions should
19 be understood and applied. When our division
20 presidents are repeatedly asking for guidance, it
21 demonstrates that the current wording is not
22 providing the clear direction that our organization
23 requires.

24 This situation cannot continue. It is
25 time to revise the language of the bylaws so that it

1 flows properly, is understandable, and can be
2 applied consistently throughout the union. This is
3 not about changing the purpose or intent of the
4 bylaws. It is about ensuring that the words
5 accurately and clearly express the principles and
6 rules that our members have adopted.

7 Rules governing our organization should
8 be accessible, understandable, and capable of being
9 applied consistently. Members should be able to
10 read the bylaws and understand their rights,
11 responsibilities, and the procedures that guide our
12 union.

13 This proposed overhaul is not about
14 abandoning our history or weakening the principles
15 of which the TCRC was built. It is about preserving
16 those principles while expressing them in language
17 that members and officers can clearly understand.

18 Our goal should be straightforward,
19 revise the bylaws so they flow properly, eliminate
20 unnecessary confusion, clarify responsibilities and
21 procedures, and reduce the need for repeated
22 interpretations. The bylaws are meant to serve the
23 membership. They should not be a source of
24 uncertainty. They should be a clear and practical
25 framework for governing our organization.

1 This process should not be rushed, but
2 neither should it be delayed. The need is already
3 clear. Members need to understand how our union
4 works. They need to understand their rights and
5 responsibilities. Officers need clear guidance when
6 applying the bylaws. Divisions need consistent
7 direction, and delegates need confidence that the
8 bylaws they are debating and enforcing are written
9 in a language that everyone can understand.

10 Clear bylaws strengthen our union. They
11 reduce confusion, limit inconsistent
12 interpretations, support our officers, and help
13 ensure that members are treated fairly and
14 consistently. The time for a bylaws overhaul is
15 now.

16 Our members deserve bylaws they can read,
17 understand, and rely on. Our officers deserve clear
18 rules to guide them, and our union deserves a
19 modern, coherent, and accessible set of bylaws that
20 reflects both our proud history and the needs of the
21 organization today.

22 Thank you.

23 Brother Sheldon, where are you? We're
24 going to propose a resolution that Brother Sheldon
25 LaVallee was going to read.

1 BROTHER LaVALLEE: Teamsters Canada Rail
2 Conference resolution, revising the Teamsters Canada
3 Rail Conference bylaws.

4 "Whereas the International
5 Brotherhood of Locomotive Engineers
6 merged with the International
7 Brotherhood of Teamsters in 2004,
8 and whereas the IBLE and the IBT
9 merger agreement, Section 2.2,
10 stipulates that the IBLE in Canada
11 would become the Teamsters Canada
12 Rail Conference. It would be
13 directly affiliated with Teamsters
14 Canada. And whereas the BLET and
15 the IBT merger agreement, Section
16 5.1, stipulated that the TCRC
17 bylaws are designed to continue and
18 establish within Teamsters Canada
19 as much as the existing structure
20 and operation of the IBLE
21 affiliates located in Canada within
22 the Teamsters Canada Rail
23 Conference as possible, consistent
24 with the IBT Constitution and the
25 bylaws of Teamsters Canada. And

1 whereas the IBLE, the IBT merger
2 agreement, Section 5.2, stipulates
3 the jurisdiction of the TCRC shall
4 be all railway employees
5 represented by the IBLE and the IBT
6 within Canada, and shall include,
7 but not be limited to, all
8 locomotive engineers, all trainmen,
9 and all related operating personnel
10 in Canada. And whereas the IBLE
11 and the IBT merger agreement,
12 Section 6.6, stipulates that except
13 as otherwise provided by the merger
14 agreement, or in the BLET, or the
15 TCRC bylaws, the provision of the
16 IBT Constitution will apply on and
17 after January 1st, 2024. And
18 whereas the TCRC bylaws were
19 constructed from the former BLET
20 Constitution, and whereas the TCRC
21 bylaws, as written, has caused a
22 need for numerous interpretations
23 and guidance in relation to the
24 application of such bylaws. And
25 whereas the TCRC bylaws are written

in gender-specific language with the disclaimer clause for inclusion. And whereas the TCRC has adopted the inclusion on non-railway employees. Now, therefore, be it resolved that the Teamsters Canada Rail Conference commits to implementing a bylaw committee between conventions to draft new bylaw language where appropriate, which would be reviewed by the TCRC Executive Board and addressed as prescribed by the IBT Constitution and Teamsters Canada bylaws." (As read)

PRESIDENT BOUCHER: Thank you, brother.
Mic 1.

SISTER LINKLETTER: Veronica Linkletter, Division 954.

I think we can all agree that this is long overdue, and I make the motion to accept this resolution.

PRESIDENT BOUCHER: Thank you.
Mic 2.

board, and the carriers' increases since 2012, maybe, we're still sitting at \$400 a day. Most of us here work the running trades and consistently come to these events and represent our members, and lose money, essentially. We gain knowledge, and we represent our members. But I'm just curious as to how that's still at \$400 per day, and everyone else is getting general wage increases.

PRESIDENT BOUCHER: Thank you for that.

--- Applause

PRESIDENT BOUCHER: That's a good question, brother, and those are hard decisions that the board has to make. Usually in January, we make the decision of increasing any people that either attend training sessions or work for us, delegate rates, et cetera. And the board made the decision based on our finances at the time. As you heard about requesting the general fund increase, we did not know if that was going to pass. So therefore, the board decided to keep it at the \$400 a day based on the numbers that we have and had to work from with the unknown.

So, you know, there's always the opportunity in financial business and the floor being open for -- I'm trying to lead you down the

SISTER MERRIMEN: Keri Merrimen, Division 660.

I second the motion.

PRESIDENT BOUCHER: Thank you. Floor is open for discussion or debate.

Second call. Final call. Closed.

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

--- VOTING

Ten seconds, please.

153 for, 8 against, carried - or 12 against, carried.

--- CARRIED

--- Applause

PRESIDENT BOUCHER: Thank you for that, and it is well overdue.

Next, we'll do financial business. The floor is open for any financial business you want to discuss. If you do, please go to the mics and identify yourself. Second call for financial business.

BROTHER RUTZKI: Chad Rutzki, Division 764. I'm just curious, and I'll ask the question, why the delegates' general wage increase or daily wage increase has not increased as per the executive

path. But there's your answer, brother. That's they were based on the numbers that we had and budgeting around the numbers that we had, not with the unknown of the dues request increase.

Oh, mic 2.

BROTHER DUNN: Dale Dunn, Division 747, Toronto. So I guess we're looking for a motion to increase the daily rate for delegates in this.

PRESIDENT BOUCHER: Is that what your motion is? "We are looking for a motion"?

BROTHER DUNN: I'll make a motion for the delegates' wages to be given an appropriate increase as determined by the delegates.

--- Applause and cheers

PRESIDENT BOUCHER: Well, I was going to say, with that motion, we'll have to go back and revisit the general fund dues increase.

There's a motion on the floor. You're going to, you know, Brother Dale, you might want to revise your motion because then we'll have to do a second motion on what that amount would be. It's no different than when you do your GCA or PLB and you're discussing it, keeping in mind that the monies need to be there to pay 167 delegates and Red Coats that are on this Bylaws Committee, et cetera,

1 et cetera, and et cetera.

2 Mic 2.

3 BROTHER DUNN: Okay. Dale Dunn, Division
4 747, Toronto. Then I'll revise that and make a
5 motion to increase the delegates' wages to 500.

6 PRESIDENT BOUCHER: To 500.

7 BROTHER DUNN: Five hundred per day.

8 PRESIDENT BOUCHER: Brother Chris, how
9 much increase will that be for the convention?

10 Yeah, do the quick math. Ryan's got his calculator
11 out.

12 BROTHER DUNN: Sorry, I didn't bring the
13 financial report with me, so I'm just guessing.

14 PRESIDENT BOUCHER: No, this is just
15 specific to delegates.

16 --- Discussion off record

17 PRESIDENT BOUCHER: So the quick math --
18 which Ryan's very good with the calculator. I'd ask
19 anybody to challenge him on his abilities with the
20 calculator. So to pay that additional \$100 per
21 delegate and Red Coat and Bylaws Committee, et
22 cetera, will equate to another \$112,000. That's
23 what we deal with when we make these decisions.

24 BROTHER DUNN: Dale Dunn, Division 747,
25 Toronto.

1 PRESIDENT BOUCHER: Yes.

2 BROTHER DUNN: I just overheard some
3 other delegates talk here, so maybe I'll revise
4 again to at least what the carriers make, which is a
5 three per cent increase over the wage.

6 PRESIDENT BOUCHER: Okay.

7 BROTHER DUNN: Per year.

8 PRESIDENT BOUCHER: Per year?

9 BROTHER DUNN: Yeah.

10 PRESIDENT BOUCHER: All right. So four
11 years of the rail carriers. Right? And this is a
12 question for you to guide you through the process.
13 Brother Dale, can you go back to the mic, please? I
14 know you're probably regretting now being the one
15 going up there.

16 BROTHER DUNN: Not really, but I'm a GC;
17 I'm not a general secretary-treasurer.

18 PRESIDENT BOUCHER: Yeah. So if I'm
19 understanding you correctly, you're requesting that
20 there be an annual wage increase. Based on national
21 officers' policy under the bylaws, where they're
22 paid by the average of the national rail carriers
23 percentage of each year. Is that what I'm hearing
24 you say?

25 BROTHER DUNN: Yes.

1 PRESIDENT BOUCHER: Okay. That would
2 equate to 448 on our quick math, per day per
3 delegate. So we're talking about \$60,000. Is that
4 more comfortable for everybody?

5 BROTHER DUNN: Aye.

6 PRESIDENT BOUCHER: Aye. Do we have a
7 seconder for that? No? What? Oh, I got the money
8 guy sweating over here. Do we have a seconder for
9 that?

10 Mic 1.

11 BROTHER ROUSSEAU: Jason Rousseau, 525, I
12 second the motion.

13 PRESIDENT BOUCHER: Okay, so we have a
14 motion to increase the wage daily amount per
15 delegates by three per cent per year. That wasn't
16 our average. I think we should really -- just give
17 me one second. I want to make sure that we're being
18 fair here, so, because we're about fairness.

19 --- Discussion off record

20 PRESIDENT BOUCHER: So, order please.
21 Order. This is very important for everybody.
22 Right? Brother Chad raised a very good point.
23 Brother Dale Dunn has talked about it, and we equate
24 it to over \$60,000.

25 The number that we gave you at 448 for

1 full transparency was three per cent each year, not
2 compounded. Right? Compounding is done on the
3 collective agreements, but the money guy is sweating
4 over here. And if we had compounded -- yes, it
5 shows. If it's compounded, it's going to increase
6 it even more, and it's going to be a bit of an issue
7 right at this point in time.

8 What the information has been provided to
9 me, that the last convention it went from \$390 to
10 \$400. So it's open for discussion. Four
11 forty-eight is the amount that we said there,
12 advised you on.

13 Mic 2.

14 BROTHER ORR: Sean Orr, Division 381.
15 why don't we go with the same amount the board went
16 up with 14.5 per cent on our \$400, which is about
17 \$10 more than what's on there, and there's not
18 compounding on that. It's just a straight increase.

19 PRESIDENT BOUCHER: Okay. You're asking
20 to amend the motion?

21 BROTHER ORR: Yes.

22 PRESIDENT BOUCHER: All right. Do you
23 want the dollar number that would be that Don's
24 figuring out here? And I think we should also
25 take --

1 BROTHER ORR: It would be around 458 or
2 somewhere in that range.
3 PRESIDENT BOUCHER: I think we should
4 also take a vote, since Don's got the calculator,
5 that it comes out of the National Legislative Fund.
6 --- Applause

7 PRESIDENT BOUCHER: What's the number,
8 brother?

9 NATIONAL LEGISLATIVE DIRECTOR ASHLEY: I
10 had \$462.

11 PRESIDENT BOUCHER: He has 462. Is that
12 what you have in mind?

13 BROTHER ORR: Somewhere around that
14 range, yes. But not compounded.

15 PRESIDENT BOUCHER: Can we, like, make it
16 even numbers? Can we propose, like, an even number
17 of \$460?

18 BROTHER ORR: Sure, we'll go with \$460 of
19 a daily amount.

20 PRESIDENT BOUCHER: Okay. So we have a
21 motion to amend the motion. Do we have a seconder
22 to amend the motion?

23 Mic 1. Now they're both scared to get up
24 there.

25 SISTER LINKLETTER: I just have a point

1 of clarity. So in this it says delegates, but is
2 that going to cover all the committee members, the
3 Red Coats?

4 PRESIDENT BOUCHER: Yes.

5 SISTER LINKLETTER: Okay.

6 PRESIDENT BOUCHER: Yes. So that amount,
7 it's 600 -- 600? -- \$460 per day with everybody,
8 including the Red Coats and the committees, would
9 equate to an additional \$67,500. Do we have a
10 seconder for the amendment?

11 Mic 1.

12 BROTHER ROUSSEAU: I'd just like to
13 clarify that if we do \$460, it would be 15 per cent,
14 one five. Just to clarify the numbers. Otherwise,
15 I second the motion.

16 PRESIDENT BOUCHER: Okay, you second the
17 motion, \$460.

18 --- Discussion off record.

19 PRESIDENT BOUCHER: We don't need, at the
20 back, we don't need to have the percentage in there.
21 Just make it a straight dollar amount. That's all
22 we've ever done. Right? Increase it from \$400 to
23 \$460.

24 So we have a seconder for the amendment
25 to the motion. Floor is open for discussion and

1 debate on the amendment, on the ability to amend.

2 Mic 2.

3 BROTHER MEIER: Mike Meier, 151 Terrace.
4 Just food for thought for when we're dealing with
5 these increases. We did take a dues increase that
6 we are going to have to go back and explain to the
7 members at our town halls. So when we're coming up
8 with arbitrary numbers, I think the easiest -- when
9 we go raise above our GWIs at the three per cent, I
10 think then there's an optics that it's not good when
11 we take it back. I think the three per cent is
12 clean. I think it's the easiest way to go about it.
13 That's my thoughts. Thank you.

14 PRESIDENT BOUCHER: Thank you, brother.

15 --- Applause

16 PRESIDENT BOUCHER: So our
17 parliamentarian pointed out to me that it's improper
18 for a person that did a motion as to be able to
19 second an amendment, I believe is what you're
20 telling me. I have no issue of keeping it going the
21 way it's going. If everybody agrees -- yell if you
22 agree with me.

23 DELEGATES: Aye.

24 PRESIDENT BOUCHER: Okay, perfect. Thank
25 you for that, Denis.

1 So, second call for discussion on
2 amending the motion. Mic 2.

3 SISTER O'ROURKE: Brianna O'Rourke,
4 Division 528. I just wanted to point out we're not
5 voting because we're delegates. We're voting on
6 behalf of our members, and because of that, I will
7 be voting no and taking the sacrifice of not a pay
8 increase because my members do love to complain
9 about all of the increases and how much they pay.
10 And for that, I'll be voting no. And yeah.

11 --- Applause

12 PRESIDENT BOUCHER: Thank you for that,
13 sister.

14 Any further discussion? Final call.

15 Can we put the vote on the screen? So
16 what we are voting for here is the ability to amend
17 the motion. This is not voting on the actual
18 motion.

19 --- VOTING

20 PRESIDENT BOUCHER: Ten seconds, please.

21 There's a lot of panic up here on the
22 stage.

23 Okay, carried. 128 for, 32 against.

24 --- CARRIED

25 PRESIDENT BOUCHER: So the amendment

1 passed. So now we'll vote on the revised motion.
 2 Motion to increase the wage daily amount for the
 3 delegates from \$400 to \$460.

4 And before we vote on it, Brother Lowe
 5 wanted me to clarify where your salaries are paid
 6 from. It's not from the general fund, it's from the
 7 convention fund. We did not ask for an increase in
 8 the convention fund. So if this does cause a
 9 deficit in the convention fund, we have to wait as
 10 the convention fund dues come in to build it back
 11 up, which could cause an increase in the next
 12 convention, but that's next convention. So just
 13 wanted to clarify that when I said general fund,
 14 that's not where it comes from.

15 All right, motion's on the floor.
 16 Increase the wage daily amount for the delegates
 17 from \$400 to \$460. Vote on the screen. So you're
 18 voting 1A if you want the 460, 2B if you don't.

19 Everybody's in suspense if we're getting
 20 a raise.

21 Okay, motion to increase the wage, the
 22 amounts for the delegates as modified, which is
 23 \$460, for the record.

24 --- VOTING

25 Ten seconds.

1 I was going to let you sweat a little
 2 longer, but I decided not to.
 3 96 for, 69 against.

4 --- CARRIED

5 PRESIDENT BOUCHER: Nobody's clapping.
 6 They got a raise.

7 --- Applause

8 --- Discussion off record

9 PRESIDENT BOUCHER: So I lost my train of
 10 thought here, sorry. Any more financial business?
 11 Mic 1.

12 BROTHER CARLSON: Shane Carlson, 583.
 13 This is going to come across a little bit more
 14 self-serving, but as local to the convention, we're
 15 only entitled to three days of delegate's pay, and
 16 I'd like to motion that all delegates on the floor
 17 are entitled to the five.

18 SECRETARY TREASURER LOWE: You get five.
 19 You get travel on each end.

20 PRESIDENT BOUCHER: He's from Winnipeg.

21 BROTHER CARLSON: Oh, I have an email
 22 that I wasn't, so.

23 PRESIDENT BOUCHER: No, he's thinking
 24 you're from out of town. He's from Winnipeg,
 25 brother.

1 BROTHER CARLSON: So I am only entitled
 2 to the three, then?

3 PRESIDENT BOUCHER: That's correct.

4 BROTHER CARLSON: I'd like to motion that
 5 all delegates on the floor here, as my turn was also
 6 pulled for the entire week, be entitled to the five
 7 days.

8 PRESIDENT BOUCHER: So for the delegates
 9 that live out of town, they get a travel day at the
 10 front of the convention and one at the end, and
 11 they're paid for the three days in being in session.
 12 Delegates that live in Winnipeg, you don't have
 13 travel to Winnipeg. You're paid for your three days
 14 in convention. That's how it's applied. That's the
 15 policy.

16 And also, delegates that live out of
 17 town, they get the \$100 a day for meals,
 18 unreceipted. And in-town delegates get a higher per
 19 diem for the meals to include parking as well. And
 20 as you know, breakfast and lunch was provided each
 21 of the three days here. So that's the reasoning
 22 behind it, Brother.

23 BROTHER CARLSON: Oh, yeah. No, I
 24 understand, and I knew that. I know there are a
 25 couple other locals that are here, though, as well,

1 that may not have known that. But like I said,
 2 still -- I didn't ask for my turn to be pulled. The
 3 company told me that they were informed to pull my
 4 turn for the entire week, as I could have gone to
 5 work and missed out on substantial income for being
 6 here.

7 PRESIDENT BOUCHER: Right. So if the
 8 company pulled your turn without you stating that
 9 you wanted pulled because of something we sent them,
 10 what we sent to all the companies, the major
 11 carriers, said everybody had the ability to book off
 12 without any problems. We sent a list of who was
 13 attending the conventions. I sent it and gave the
 14 times that you needed to be off for because of
 15 travel, not keeping in mind who was in town.

16 So with that error, add those -- the lost
 17 trip if there's a difference in what you would have
 18 lost and for the extra days, and the Executive Board
 19 will make a decision if they pay it.

20 BROTHER CARLSON: Okay.

21 PRESIDENT BOUCHER: Or you can put a
 22 motion to the floor, but that's -- I'm just telling
 23 you.

24 BROTHER CARLSON: Well, if it doesn't get
 25 seconded, it doesn't get seconded, but I am going to

1 motion that in-town delegates receive the five days
2 as well.

3 PRESIDENT BOUCHER: Okay. There's a
4 motion on the floor to pay the in-town delegates the
5 same as the out-of-town delegates.

6 Do we have a seconder?

7 Mic one.

8 BROTHER SARKA: Al Sarka, Division 821,
9 Kamloops. I'll second that motion.

10 PRESIDENT BOUCHER: We have a seconder.

11 Floor is open for discussion or debate.

12 Mic two.

13 SISTER DODD: Yeah, sorry, I have no
14 voice. Sonja Dodd, Division 295, Toronto.

15 I just want to say, as a national
16 facilitator, we take a lot of time off to come and
17 teach and mentor our new reps, and we lose a lot of
18 time as well. We don't do these jobs because we
19 think we're going to make the same money that we do
20 on the ground, and every division pays their reps in
21 a different way based on what they can afford.

22 So if this is going to put us into a
23 deficit -- I mean, I voted no for the other one,
24 too. I think it's a very selfish thing to do even
25 though we haven't had an increase, but we're not

1 here for that money. Four hundred dollars a day is
2 a good wage. There are a lot of people out there
3 that would cry for that.

4 So that's all I want to say. When we're
5 putting forward things to pay ourselves, we really
6 need to think twice about what we're doing. That's
7 all.

8 PRESIDENT BOUCHER: Thank you.

9 --- Applause

10 PRESIDENT BOUCHER: Any other discussion
11 or debate with the motion to pay in-town delegates
12 the same as out-of-town delegates for the daily
13 rate, wage rate?

14 Last call. Seeing none, it's closed.

15 Can we put the vote on the screen?

16 Motion to increase in-town delegates' wage to be
17 increased from three days to five days. 1A are for
18 the increase to five days. 2B are against.

19 --- VOTING

20 Ten (10) seconds, please.

21 46 for, 110 against. Failed.

22 --- DEFEATED

23 PRESIDENT BOUCHER: Any other financial
24 business?

25 Mic one.

1 SISTER LINKLETTER: Veronica Linkletter,
2 Division 954.

3 I would like to make a motion that we
4 amend the daily per diem rate for the days that we
5 were in session and breakfast and lunch were
6 provided to adjust the fact that those meals were
7 provided, and that will help offset the increased
8 delegate wage as well.

9 PRESIDENT BOUCHER: So if I'm
10 understanding you, Sister, your motion is to -- to
11 amend the \$100 a day meal allowance. Is that what
12 you're asking?

13 SISTER LINKLETTER: Correct. For
14 Tuesday, Wednesday and Thursday, the days that
15 breakfast and lunch were provided. A per diem rate
16 is to account for having to purchase those meals
17 when you're travelling and away, and those meals
18 were provided, so I don't feel they have to be
19 covered in the per diem.

20 PRESIDENT BOUCHER: All right.

21 Chris, how do we break down the meals?

22 So the breakdown in the national office
23 policy for the \$100 a day meals is \$20 for
24 breakfast, \$30 for lunch and \$50 for dinner. So
25 you're requesting to reduce it by \$50. Is that

1 correct?

2 SISTER LINKLETTER: Correct. My motion,
3 then, would be to reduce it by \$50, as breakfast and
4 lunch were provided, and that still gives delegates
5 incidentals and funds for dinner.

6 PRESIDENT BOUCHER: Okay. Stand by,
7 Sister. You've already moved, so we have to wait
8 for discussion.

9 Do we have a seconder?

10 Mic two.

11 BROTHER BAILLIE: Dakota Baillie,
12 Division 528. I second the motion.

13 PRESIDENT BOUCHER: Okay. Thank you.

14 Floor is open for discussion and debate.

15 Mic one.

16 BROTHER CADEAU: Nathan Cadeau, Division
17 288, MacTier.

18 Just to keep this in mind, this doesn't
19 necessarily affect me, but there's some guys here
20 that were not able to take advantage of the
21 breakfast and lunch because they have dietary
22 concerns, restrictions. I know one gentleman that
23 had to go out for breakfast and lunch every day, so
24 he did have to pay out of his own pocket for meals.

25 I clearly was able to eat every meal that

1 was provided to me. But there is some people -- so
 2 I mean, by amending it that way, you are leaving
 3 some people out of it. So I just wanted to make
 4 that note and have people maybe take that as food
 5 for thought. Thank you.

6 PRESIDENT BOUCHER: Thank you.

7 --- Applause

8 PRESIDENT BOUCHER: Mic one.

9 BROTHER DOYLE: Hi, Sam Doyle, 649.

10 If we go through with this, it was just
 11 basically undoing the last half hour of what we've
 12 been doing. Everyone in this room not only gives up
 13 money to be here -- yeah, that's part of the job,
 14 and we accept it -- but we also give up a lot of our
 15 free time. How many people have taken calls at your
 16 kid's soccer game or everything else?

17 We're entitled to this, what we're
 18 getting. We approved the first one for 460. This
 19 is going backwards. Quite frankly, with an election
 20 coming up, I'm surprised you even brought this up
 21 this afternoon.

22 --- Applause

23 BROTHER DOYLE: Keep it the way it was.
 24 I say no to this one.

25 PRESIDENT BOUCHER: Let's be respectful,

1 please.

2 BROTHER DOYLE: If it wasn't respectful,
 3 I apologize.

4 PRESIDENT BOUCHER: Thank you for the
 5 apology.

6 Let's be respectful. We are all sisters
 7 and Brothers in the same fights outside of this
 8 room. We're to work together in here, and this is
 9 what debate is about. We have healthy debate,
 10 discussions, and then we come to a conclusion. So
 11 everybody has their point of view, and this is where
 12 the vote comes into play.

13 Mic one.

14 SISTER LINKLETTER: Veronica Linkletter,
 15 Division 954.

16 I just -- I wanted to make -- just to
 17 clarify this, it was only for the Tuesday, Wednesday
 18 and Thursday, the days that the meals were provided.
 19 Not every single day, including the travel days.

20 And I'm not here to debate anything, but
 21 I am running for the position of trustee and that
 22 accounts for financial stability of our convention
 23 fund and every other fund. So I do think it's
 24 appropriate, and I'm going to speak my mind when I
 25 have to.

1 PRESIDENT BOUCHER: So everybody has a
 2 right to speak their mind.

3 --- Applause

4 PRESIDENT BOUCHER: Everybody has a right
 5 to speak their mind, but we speak it respectfully.
 6 That's how the Executive Board operates, and that's
 7 what we expect from all our delegates and all
 8 division officers and senior officers, et cetera.

9 So we have a motion to change the meal
 10 per diem daily amount for the delegates for Tuesday,
 11 Wednesday and Thursday only.

12 --- Pause

13 PRESIDENT BOUCHER: So Chris just wants
 14 me to clarify that, as I said earlier, the in-town
 15 delegates get a higher per diem for their parking,
 16 et cetera. It's taken from their meals. It's
 17 because they don't have the breakfast in the
 18 morning, et cetera. So this would affect their
 19 daily rate as well.

20 Is the intent, Sister, to affect their
 21 daily rate as well when they're not getting that
 22 morning meal?

23 SISTER LINKLETTER: No.

24 PRESIDENT BOUCHER: Can we go to the mic,
 25 please, for -- it's got to be in the transcriptions,

1 please.

2 And again, we just want it to be fair for
 3 everyone, so.

4 Mic one.

5 SISTER LINKLETTER: So you had said it
 6 was \$30 for lunch; correct?

7 PRESIDENT BOUCHER: 20 for breakfast, 30
 8 for lunch, 50 for dinner.

9 SISTER LINKLETTER: So then it would be
 10 to reduce the delegates from away by \$50 for
 11 Tuesday, Wednesday, Thursday, and the delegates from
 12 here by \$30 for Tuesday, Wednesday, Thursday.

13 PRESIDENT BOUCHER: Okay. To save time
 14 here in voting and then doing it all over again, is
 15 everybody good with just allowing Sister to revise
 16 her original motion?

17 Hold on.

18 --- Pause

19 PRESIDENT BOUCHER: So Brother Chris
 20 wanted to be able to speak, but he can't. Only the
 21 chair can.

22 So his point was around the
 23 out-of-town -- or the in-town, sorry, delegates, is
 24 that the expectation is to keep it the same amount
 25 to offset the Monday and the Friday of lost wages.

1 SISTER LINKLETTER: Okay. So then let's
2 revise this just to be the away delegates, and the
3 in-town delegates, their per diem would remain as
4 set.

5 PRESIDENT BOUCHER: Okay. So if I'm
6 understanding you correctly, and I'm hearing you say
7 this, motion to change the meal per diem daily
8 amount for the out-of-town delegates for Tuesday,
9 Wednesday and Thursday only from \$100 to \$50.

10 SISTER LINKLETTER: Correct.

11 PRESIDENT BOUCHER: Is that what you're
12 saying?

13 SISTER LINKLETTER: Yeah, that was the
14 intent.

15 PRESIDENT BOUCHER: Okay. Do we have a
16 seconder? Second call for a seconder.

17 Mic two.

18 BROTHER BAILLIE: Dakota Baillie,
19 Division 528, I'll second the motion.

20 PRESIDENT BOUCHER: Okay. Thank you.
21 Floor is open for discussion or debate.

22 Second call. Final call. Closed.

23 Can we put the vote up on the screen for
24 the motion to change the meal per diem daily amount
25 for the out-of-town delegates for Tuesday, Wednesday

1 recommendations and debated on it.

2 So I am correct; it's out of order. A
3 dues freeze, dues increase, dues change, whatever it
4 may be, must be submitted as a resolution from a
5 division or a President's recommendation and voted
6 on by the delegates.

7 Sorry, Brother.

8 Final call for financials. Seeing none,
9 financial business is closed.

10 Still got some time. Any other
11 resolutions or reading of petitions? Floor is open
12 for resolutions, submit proposals or reading of
13 petitions.

14 Second call. Final call. Closed.

15 New business. The floor is open for new
16 business.

17 Second call for new business. Oh, I see
18 someone going to the mic. Mic one.

19 BROTHER IVAY: I am going to
20 pre-emptively apologize for this, especially before
21 lunch. This is very sudden, but if I could just
22 read what some colleagues and I have put together
23 over the last 24 hours. This is lengthy, but I'll
24 try to make it quick.

25 In the course of progress, language,

1 and Thursday only from \$100 to \$50?

2 1A, you're in favour of it. 2B, you're
3 against.

4 --- VOTING

5 Ten (10) seconds, please.

6 29 for, 133 against. It stays at \$100.

7 --- DEFEATED

8 PRESIDENT BOUCHER: Thank you.

9 Any other further financial business?

10 Second call.

11 Mic one.

12 FRÈRE MONIZ: Gabriel Moniz, Division
13 885. J'aimerais ça avoir un gel des cotisations
14 syndicales tant qu'il y a un surplus de 4 millions
15 de dollars.

16 PRESIDENT BOUCHER: So the motion that he
17 wants to put to the floor is a freeze of the union
18 dues.

19 BROTHER MONIZ: The increase of dues.

20 PRESIDENT BOUCHER: Increase of dues as
21 long as we have \$4 million dollars in the account,
22 the general fund account.

23 I'm going to have to confer with counsel
24 to see if that's a proper motion because the dues
25 are based in the bylaws and we've already had the

1 vocabulary and semantics, the definitions of basic
2 words transition in meaning and understanding. In
3 our discussion this week of bylaw reform -- hang on;
4 I just got to breathe. Okay, thank you.

5 The term "chaplain" provoked some strong
6 sentiment and conviction. This was surprising to
7 some and obvious to others. This began a
8 conversation with the fellow delegate as to the
9 actual broader scope of the activities of a
10 chaplain, their historical place in organized labour
11 and our collective body and as our collective body
12 would broadly perceive or individually define it.

13 The simple word "chaplain" may cause vast
14 perspectives on what it means or what it does,
15 particularly in the context of Canadian Armed
16 Forces, religious institutions, hospitals or funeral
17 homes. Our working definition here, in this room --
18 on this floor of this room, should also evolve to
19 keep pace with shifting societal and cultural
20 trends, patterns and practices.

21 So my motion, as such, and as is, is to
22 open a dialogue with the following inclusions to
23 amend and update the duties and scope of chaplain.

24 So in Section 14 of the Rail Conference
25 Division Rules, Section 14, page 33"

"The term chaplain will include 'and/or compassionate responder'. And the duties and scope of such are as follows:

(1) Provide peer support on an as-needed basis in any circumstance where a division member or pensioner may require compassionate care as defined by the local chairperson. Assistant to the local chairperson and/or legislative representative in or on occasions of public activities such as civic holidays or Remembrance Day ceremonies. Under the direction and oversight of the local chairperson, this representative of the division can or may act as a first responder on or in occasions of divisional member mental health crisis, traumatic or critical incidents, personal life difficulties, illnesses, trauma, grief, or any other circumstance that would

require potentially compassion, consultation, coaching, or even a simple conversation."

May I continue, because I have four more points, or is my time up?

PRESIDENT BOUCHER: Yes. You may continue.

BROTHER IVAY: Okay. Four. When such events or circumstances are necessary -- excuse me.

--- Applause

BROTHER IVAY: Before I got on the plane, my wife told me not to say anything when I got out here.

When such events or circumstances are necessary or evident, the compassionate - the compassion responder will initiate a written request to the local chair or local - or the legislative representative officer to provide care or consultation on an ad hoc basis. Summaries that these events occurred, not the personal details of them, will be journaled and time-stamped and entered into new business of the next formal divisional meeting.

Under the auspices of the Plan to Protect Protocol, no person acting as a compassionate

responder can act as such without a witness or third party. No compassionate responder can provide care that is beyond the scope of their own certification or credential to do so. The scope and role of the compassionate responder will inherently require additional regulation, revision, and reform. It will be the responsibility of any committees of adjustment to evaluate the role and duties of the compassionate responder and potentially amend the national bylaws as needed.

The position of compassionate responder is recommended but not mandatory, and lastly, any member of any local division can be deputized to act as a compassionate responder as recognized and endorsed by the local chairperson or the legislative representative officers.

Finally, training for this role, as such ratified potentially by this convention or in the future, would be discussed and determined by the National Executive Committee as they deem or direct as necessary.

PRESIDENT BOUCHER: Thank you, Brother.

--- Applause

PRESIDENT BOUCHER: So if I may understand what you're asking there, is it a

direction to the executive board through the bylaw change process, or are you asking for a motion to do this now? I'm not quite understanding.

BROTHER IVAY: So the motion is to invite discussion.

PRESIDENT BOUCHER: Okay.

BROTHER IVAY: And to present this -- so an offline discussion as I don't think we can do it here, right now.

PRESIDENT BOUCHER: Right.

BROTHER IVAY: But in the course of the balance of today, if anybody wants to rebut, to dialogue, to debate, and we come back with a formal written resolution that can be voted upon.

PRESIDENT BOUCHER: Okay. And is the goal to present the written resolution today?

BROTHER IVAY: If we have quorum from our broader community, yes.

PRESIDENT BOUCHER: Okay. I just want -

BROTHER IVAY: Yes.

PRESIDENT BOUCHER: -- to make sure that everybody understands what you're looking for here. So okay, I understand. Floor is open for discussion. Obviously, we're a new business, but we can discuss that new business.

1 Just hold on a second. We need a
2 seconder for the motion. Sorry, I got caught up in
3 the emotional moment there.

4 BROTHER MOUSSEAU: Mitchell Mousseau,
5 Division 308 Sudbury.

6 I'll second the motion.

7 PRESIDENT BOUCHER: Okay, we have a
8 seconder. Now the floor is open for discussion and
9 debate. Mic 1.

10 BROTHER MICHELIN: Neil Michelin,
11 Division 654.

12 I fully support that. We all face unique
13 challenges, different territories. And I think the
14 timing of this should be expedited as soon as
15 possible because anything could happen at any moment
16 in our work environment. So I think putting this
17 off any longer could just potentially delay any of
18 the supports that our members need when the time
19 calls.

20 Thank you.

21 --- Applause

22 PRESIDENT BOUCHER: So you're looking for
23 a resolution. You hope to get it sooner than later.
24 I'll reach out to the delegates here now. I closed
25 business around resolutions and petitions. If the

1 delegates are okay with opening it back up for this
2 afternoon to give you some time to get it together,
3 we can do that. I'm not a -- I don't believe in
4 closing things off if there's more business that we
5 need to do. That's what we're here for. If you
6 need assistance with that resolution, the writing of
7 it, I can help you over lunch if you so choose. I'm
8 offering that. So, mic 1.

9 BROTHER KABIN: Chris Kabin, Division 70,
10 Aldershot. I propose a motion to open resolutions
11 for this motion.

12 PRESIDENT BOUCHER: Stand by, Brother.
13 We have to close this one off first before we can do
14 a new motion.

15 BROTHER KABIN: Okay.

16 PRESIDENT BOUCHER: Unless you're
17 amending the motion.

18 BROTHER KABIN: No.

19 PRESIDENT BOUCHER: I don't think that's
20 what you want to do.

21 BROTHER KABIN: Definitely not.

22 PRESIDENT BOUCHER: Mic 2.

23 BROTHER LANIGAN: Sorry, Darin Lanigan,
24 Division 896.

25 I guess I'd just like to point out that,

1 earlier today, we did pass a resolution that the
2 Rail Conference has implemented a Bylaws Committee
3 between conventions that -

4 PRESIDENT BOUCHER: Yes.

5 BROTHER LANIGAN: -- that can address
6 this. And I think the floor has indicated that we'd
7 like it done expeditiously.

8 PRESIDENT BOUCHER: All right. So -- and
9 that's a good point. The problem with, if it's - if
10 you want it done expeditiously, that format is not
11 going to necessarily work because it's going to take
12 a long period of time to do that revision of the
13 bylaws and getting it approved, et cetera. It's a
14 long process.

15 That's why we're going to start it as
16 soon as possible to make sure that it's done well
17 before the next convention. So, yes, it would need
18 to be in there down that road, but if you want it
19 done sooner, we need to do something about it and
20 make a resolution. So -- in my view. Mic 1.

21 BROTHER SAUNDERS: Dustin Saunders,
22 Division 945.

23 Excuse me for my ignorance. I do not
24 understand what is broken in terms of how we view
25 the chaplain today. Division 945 represents a very

1 diverse profile of members, and I've never once
2 heard a complaint about use of the word chaplain or
3 the title chaplain.

4 The chaplain is, I suppose, one elected
5 member of our division who has the duty to do -- to
6 look after the other members. My personal position
7 is that, as I said a couple days ago, it is
8 incumbent upon all of us to do that, not just the
9 chaplain. And I believe that is kind of along the
10 lines of what this resolution is looking to achieve.

11 But my position, and perhaps it's out of
12 ignorance, is that we don't need a resolution for
13 that, or we should not need a resolution for that.
14 I think it should be clear to everybody that that
15 purpose should be fulfilled just by being a good
16 union brother or sister.

17 Thank you.

18 --- Applause

19 PRESIDENT BOUCHER: Okay. Any other
20 further discussion or debate on the motion? Mic 2.

21 SISTER DODD: Sonja Dodd, Division 295,
22 Toronto, neighbouring division of Scott Ivay there.

23 I feel like the essence of what Scott's
24 trying to get across here, and maybe in our
25 communication over lunch with this resolution, is,

1 you know, perhaps we should be committing to
2 ensuring that we have at least one individual in
3 every terminal. So separating this from the whole
4 chaplain term and all that stuff, one individual in
5 every terminal that perhaps has the mental health
6 first aid training and additional training.

7 Brother Ken was talking about the FAP
8 peers that CN has. Maybe that's something that we
9 can look forward to over the next four years,
10 committing to strengthening at least one person in
11 every terminal that knows how to forward you to the
12 right resources and help you with the things that
13 you need if something like this occurs again, right?
14 I feel like that's the essence of what we're trying
15 to discuss here. So I don't know, that's just my
16 food for thought.

17 PRESIDENT BOUCHER: Okay. Thank you,
18 Sister.

19 --- Applause

20 PRESIDENT BOUCHER: So I just -- before
21 we go to mic 1, I want to clarify what the
22 chaplain's duties are as they are outlined in the
23 bylaws themselves, not how it's been applied in the
24 divisions, but how they're outlined in the bylaws.
25 "Section 14, it shall be the duty

1 of the chaplain to assist in the
2 exercise of the opening and closing
3 of division meetings and perform
4 the duties of chaplain for the
5 division on all public occasions."

6 And then, under "Sick and disabled", it's
7 the chaplain and the president that assist the sick
8 and disabled. It's both of them. That's all it
9 says.

10 And what divisions do about that, the
11 extra duties outside the bylaws is great. It's
12 great, but that's not how it's defined in the
13 bylaws, right? So I think what you're trying to
14 achieve here is to enshrine some more concrete
15 language in the bylaws that deals with mental
16 health, et cetera, so that there is no confusion in
17 some divisions on what the role is. Am I correct in
18 that, Brother? Yes? Okay. Mic 1.

19 BROTHER MOLENKAMP: Well, that's - the
20 clarification has been there.

21 PRESIDENT BOUCHER: All right. Thanks.
22 Mic 1.

23 BROTHER GUNDERSON: Lance Gunderson,
24 Division 847 out of Saskatoon.

25 I speak as a peer that has been involved

1 with the program for well over 10 years, and my only
2 concern is the language. Suggesting that they come
3 back and report on this.

4 As a peer, when you sit down across the
5 table from a brother or sister, you're witnessing
6 and experiencing them at their most vulnerable
7 moments. So to ask someone to come back and report
8 in a public venue, it -- this for myself personally,
9 the sooner I can purge that information that the
10 conductor or engineer has experienced, that they've
11 debriefed with me, the sooner that I can move on
12 from that myself, the sooner I can provide
13 additional supports with them.

14 So I'm open for the discussion. I'm all
15 for it. I was absolutely appalled to find out that
16 CPKC doesn't have a peer program. If this motion
17 passes and opens the doorway for them to get that
18 program, I'm in full support. But I just, those
19 discussing the resolution, please stay away from
20 requesting a report to your division.

21 Thank you.

22 --- Applause

23 PRESIDENT BOUCHER: Okay. Any further
24 discussion?

25 So can you give your motion to the back

1 table, please? I'm going to close this in a moment.
2 I don't see anybody else going up to the mic. And
3 if we may pause the vote on it to after lunch,
4 because I think it's going to take some time for
5 them to get it ready together. If we're all good
6 with that. If you're against it -- well, everybody
7 agree with me just pausing it and going for lunch
8 now? Are we all good with it? All right. Okay.

9 That'll give the - that'll give the back
10 some time to get it together, and we can be clear on
11 the language and then go to a vote. I'll close --
12 I'm closing (laughter) -- I know you want to get
13 going. I'm closing discussion and debate on the
14 motion, and we'll break for lunch. Come back for
15 13:00, please.

16 Oh, sorry, sorry. Please stop. I forgot
17 something, and it's important. It may be important
18 to some people. The 50/50 is at \$5,100 right now.
19 --- Applause

20 PRESIDENT BOUCHER: The tickets --
21 tickets are still available through lunch. For the
22 bottle prize draw, there is an additional prize
23 that's going to be there that's been donated by
24 Brother Jason Rousseau from 535, Kenora, Ontario,
25 CP. He's made coasters. I've seen them. They're

1 beautiful. So it's an additional prize being
2 donated by Brother Rousseau. Thank you for that.

3 --- Applause

4 PRESIDENT BOUCHER: And now we'll break
5 for lunch.

6 --- Upon recessing at 1134

7 --- Upon resuming at 1301

8 PRESIDENT BOUCHER: Delegates, take your
9 seats please. Back in session. Quiet please. Back
10 in session.

11 So when we left off, we paused. We were
12 at the discussions on a wellness advocate role type
13 of thing. I said I would assist our brothers that
14 brought it forward with a resolution. And we also
15 discussed about the possibility of reopening
16 resolutions and petitions via vote, or via motion,
17 sorry, and then voted on.

18 So I think the brother has decided to
19 stop the discussion, pause it, and would rather have
20 it go as a resolution if someone was to put a motion
21 forward to open up the resolutions and then the
22 resolution be presented, moved, seconded, and
23 discussed, and then voted on.

24 With that in mind, we will close it. If
25 everybody agrees, not wasting any time on voting

1 against it to close it down or whatever, to go for
2 due process, just yell, say yes, and then we move
3 on.

4 DELEGATES: Yes.

5 PRESIDENT BOUCHER: Yeah. Thank you.

6 So we're going to go straight to
7 elections, and then we'll come back to this portion
8 afterwards, because our staff needs time to
9 translate the resolution so we don't waste any more
10 time and we can all get an early quit. Well
11 deserved.

12 --- Applause

13 we still have elections. We'll deal with
14 the resolution, and then we also have the women's
15 Caucus presentation and a resolution to be put
16 forward by that, and then it would be end of day.

17 So, having said that, we're going to
18 declare elections are open.

19 And the order of the election will be the
20 recording secretary and then the three trustees.
21 So, for process, in the bylaws it identifies if
22 there's not a majority of the vote, what the process
23 is is that you eliminate it to being the two top
24 people to the next vote. Can't happen, especially
25 in the trustee role, is that there's three.

1 How do you reduce it down to two? You
2 need three. So what we are proposing is this, is
3 that we will do a vote, and if one of the nominees
4 does not reach a majority, meaning 88? 89? 87?
5 No, no, it's 160. Yeah, 88? 89? 90? 100? 121?
6 71? 31?

7 Eighty-four (84), thank you. My math is
8 not good today. Yes, my math is not good today, so
9 yes, 84, thank you. Yes, thank you. I'm focused on
10 something else here, but yes, we need attendance.
11 God, it's been a rough week for me.

12 Yeah, so please let's put the attendance
13 question up on the floor. I've been corrected
14 again. Pineapple on pizza. I say vote B. Ten (10)
15 seconds, please.

16 --- VOTING

17 Ninety-four (94), 70.

18 --- Applause

19 PRESIDENT BOUCHER: Also, before we start
20 the elections again, are we ready for the draws?
21 Waiting for Russ? Okay, then we'll wait till after
22 elections then. All right.

23 So, as I was saying, if we don't get the
24 majority, if a delegate does not get, or a nominee
25 does not get the majority on the first cast of

1 ballots, then we're going to drop the bottom one,
2 the bottom vote, with the lowest votes, and so forth
3 for each vote. If there's one or two that gets the
4 majority, they would be removed and then go to the
5 next vote for whatever's left over, the one or the
6 two. All right?

7 Recording secretary, there's only two
8 people. It's going to be quite simple; right? It's
9 going to be one vote, unless there's a tie, which we
10 can't with 167 if everybody votes.

11 VICE-PRESIDENT FINNISON: We figured it
12 out with the attendance, 83 is the majority.

13 PRESIDENT BOUCHER: With the attendance,
14 83 is the majority. Okay.

15 So, any concerns, questions, go up to the
16 mic before we get going. I don't want to have any
17 elections complaints, challenges afterwards.
18 Everybody good with that process? Yeah?

19 Okay. Let's go forward with it.

20 Starting with the recording secretary, we
21 have two nominees, Brother Greg Vaughan and Brother
22 Jamie Lind.

23 Please post the vote. A for Greg
24 Vaughan, B for Jamie Lind. Make sure you press the
25 button you want. And you have up until the time it

1 closes to change your vote. It'll record your last
2 pressing of the button.

3 --- VOTING

4 Ten (10) seconds, please.

5 Greg Vaughan, 106, Jamie Lind, 58.

6 Congratulations to Greg Vaughan.

7 --- Applause

8 And I want to thank Brother Jamie Lind
9 for putting his name into the hat and running for
10 position. This is a democratic process. Thank you,
11 Brother Jamie.

12 --- Applause

13 Okay, we'll go to the, if I recall right,
14 six trustees. Don't ask me to quote them right off.
15 I'm going to wait to see the names before I announce
16 them. Can we put the names up, please? Don't open
17 the vote yet.

18 All right, so Sister Veronica Linkletter,
19 Brother Jason Hnatiuk, Sister Nancy Drew, Brother
20 Sheldon LaVallee, Brother Wes Geiler, and Brother
21 Mike Anderson. The vote will now open.

22 A for Sister Linkletter, B for Brother
23 Hnatiuk, C for Sister Drew, D for Brother LaVallee,
24 E for Brother Geiler, and F for Brother Anderson.
25 Make sure you press three. Three of the six, not

1 four. Yeah, we're open. Make sure it's only three.
2 I'm giving you a little bit of extra time because of
3 the three.

4 --- VOTING

5 Ten (10) seconds, please.

6 Sister Linkletter, 61; Brother Hnatiuk,
7 108; Sister Nancy Drew, 51; Brother LaVallee, 67;
8 Brother Geiler, 96; and Brother Anderson, 95. The
9 top three are Jason Hnatiuk, Wes Geiler, and Mike
10 Anderson.

11 --- Applause

12 I also want to thank Sister Linkletter,
13 Sister Drew, and Brother LaVallee for throwing your
14 name in the hat and wanting to participate on the
15 board. Thank you so much on behalf of the members
16 for doing that. Let's give them a round.

17 --- Applause

18 I guess Russ isn't back yet? Okay. Are
19 we ready? Is it translated? The resolution
20 translated? Not yet? Okay. So while we're waiting
21 for that, it shouldn't take much longer, I don't
22 believe.

23 Getting back to, is there anybody willing
24 to do a motion to open up back the resolutions and
25 petitions?

1 Mic 1.

2 BROTHER ROUSSEAU: Jason Rousseau 535.

3 I so move.

4 PRESIDENT BOUCHER: You move what? You
5 got to say what you're moving, please.

6 BROTHER ROUSSEAU: I move to open the
7 resolutions.

8 PRESIDENT BOUCHER: Open the resolutions.
9 Do we have a seconder?

10 Mic 1.

11 BROTHER KABIN: Chris Kabin, Division 70
12 Aldershot.

13 I will second the vote.

14 PRESIDENT BOUCHER: Thank you. We have a
15 mover and a seconder. Floor is open for discussion
16 or debate.

17 Second call. Final call. Discussion or
18 debate. Closed.

19 Can we put the motion up for a vote,
20 please? Motion to reopen resolutions and petitions.
21 A for, B against.

22 --- VOTING

23 Ten (10) seconds, please

24 One ten (110), 56 against, passed. So
25 the floor is back open for resolutions.

1 --- CARRIED

2 Just raise your hand when it's
3 translated, please.

4 --- Pause

5 So the Habs are going to win the Cup this
6 year.

7 --- Cheering

8 PRESIDENT BOUCHER: Yeah. Brother
9 Vaughan says we should make that the attendance
10 question, will the Habs win the Cup?

11 Following this resolution discussion,
12 debate, and voting we will be bringing up the
13 founding members of the Women's Caucus, so if you
14 can be ready to present that would be great. If you
15 want to come up here, please. And then Sister
16 Veronica, just stay there until afterwards and then
17 you can come up afterwards.

18 --- Pause

19 It's too bad we didn't have the draw for
20 the tickets. Just finishing up, she's almost done.
21 See right down here. She's almost done.

22 --- Phone rings

23 That's 20 bucks in the pot for the phone
24 ringing. I was going to say you had to buy
25 everybody a beer, but it's quite a lot.

1 So the process here will be I will read a
2 resolution, and then we would need a mover and a
3 seconder to accept that as a motion. And then it'll
4 be discussion and debate, and then unless there's
5 amendments proposed, it would be voted on.

6 Two more minutes.

7 MS. ROBILLARD: Sorry.

8 PRESIDENT BOUCHER: No rush. We want it
9 to be correct.

10 --- Pause

11 Brother, you can't come up here, please.

12 No, we're in session. If you have a question,
13 you've got to discuss it with the red coat.

14 No worries, still going to get it quick.

15 --- Pause

16 Okay, we're ready to go. All right. So
17 it's up there in both French and English. I'm only
18 going to read it in English. So:

19 "WHEREAS the International
20 Brotherhood of Locomotive
21 Engineers, IBLE, merged with the
22 International Brotherhood of
23 Teamsters, IBT, in 2004;
24 AND WHEREAS the IBLE and IBT merger
25 agreement, section 2.2, stipulates

1 that the IBLE in Canada would
2 become Teamsters Canada Rail
3 Conference and would be directly
4 affiliated with Teamsters Canada;
5 AND WHEREAS the IBLE and IBT merger
6 agreement, section 5.1, stipulated
7 that the TCRC Bylaws are designed
8 to continue and establish within
9 Teamsters Canada as much of the
10 existing structure and operation of
11 the IBLE affiliates located in
12 Canada within the Teamsters Canada
13 Rail Conference as possible,
14 consistent with the IBT
15 Constitution and the bylaws of
16 Teamsters Canada;
17 AND WHEREAS the IBLE and IBT merger
18 agreement, section 6.6, stipulates
19 that except as otherwise provided
20 by the merger agreement or in the
21 BLET or TCRC Bylaws, the provisions
22 of the IBT Constitution will apply
23 on and after January 1, 2004;
24 AND WHEREAS the TCRC bylaws were
25 constructed from the former BLET

1 Constitution;
2 AND WHEREAS the TCRC Bylaws,
3 Division Rules, section 14,
4 identifies the chaplain assisting
5 in the exercise of opening and
6 closing of the division and perform
7 the duties of chaplain for the
8 division on all public occasions;
9 and whereas the TCRC Bylaws,
10 Division Rules, section 38,
11 identifies the duty of the
12 president, vice-president, and
13 chaplain to act as relief
14 committee;
15 AND WHEREAS the TCRC Bylaws,
16 Division Rules, section 38, further
17 identifies the duty of the
18 president, vice-president, and
19 chaplain to visit the sick and
20 provide them with any attention of
21 which they may be in need;
22 AND WHEREAS the delegates at the
23 Sixth Quadrennial Convention passed
24 the president's recommendation to
25 delete the chaplain from the TCRC

1 Bylaws, Division Rules, section 38;
2 AND WHEREAS at the Sixth
3 Quadrennial Convention, the
4 delegates discussed the concept of
5 a wellness advocate role;
6 NOW THEREFORE BE IT RESOLVED that
7 the Teamsters Canada Rail
8 Conference commits to investigate,
9 consider, and support the concept
10 of a wellness advocate role and
11 determine if appropriate to include
12 it in the TCRC Bylaws, Division
13 Rules or Division Committee, as
14 determined by the TCRC Executive
15 Board and addressed as prescribed
16 by the IBT Constitution and
17 Teamsters Canada Bylaws."

18 Mic 1.

19 BROTHER MOLENKAMP: Josh Molenkamp,
20 Division 910. I'd like to make the motion to carry
21 this forward.

22 PRESIDENT BOUCHER: Motion to accept the
23 resolution.

24 Do we have a seconder?

25 Mic 1.

1 BROTHER ROUSSEAU: Jason Rousseau, 535.
 2 I move to second the motion.
 3 PRESIDENT BOUCHER: We have a seconder.
 4 Opening the floor for discussion or
 5 debate. I'll go to mic 2.
 6 BROTHER DUNN: Dale Dunn, Division 747,
 7 Toronto. Just a point of clarity, did we not
 8 yesterday take out that portion of the bylaws
 9 stating about the sick and the visiting with the
 10 chaplain, the vice-president, and the president?
 11 PRESIDENT BOUCHER: It was just the
 12 chaplain removed from that section. It was just the
 13 chaplain deleted.
 14 BROTHER DUNN: I thought it was the
 15 relief committee.
 16 PRESIDENT BOUCHER: No, section 4 was to
 17 be totally deleted, and that failed. Right?
 18 --- Discussion off record
 19 PRESIDENT BOUCHER: That was the
 20 reasoning behind it. Okay, so I guess my bylaws
 21 team did not -- all right. So one second, please.
 22 Who has a copy of the book, the Bylaws Committee?
 23 You do? Okay. Ryan's going to look at it as well.
 24 We've got to make sure this is accurate, so.
 25 Yes, you're correct.

1 UNIDENTIFIED SPEAKER: [indiscernible -
 2 off microphone / sans microphone]
 3 PRESIDENT BOUCHER: Yeah. No, that's
 4 what I'm looking at. He's absolutely right. No,
 5 I'm just saying in this resolution says just the
 6 chaplain was removed. Okay? So we need to revise
 7 the resolution to be accurate. Right?
 8 So what the question was, right, you see
 9 it there? So it needs to be revised to stipulate
 10 that the delegates at the Sixth Quadrennial
 11 Convention passed the President's recommendation to
 12 delete TCRC Bylaws, Rules, Division Rules, section
 13 38. So just remove the chaplain from.
 14 And do we have to do amendment motion?
 15 No? Okay, thank you. Yeah, just to do it over
 16 right. I'm becoming an expert of do-overs today.
 17 So now it will read, the last portion:
 18 "AND WHEREAS the delegates at the
 19 Sixth Quadrennial Convention passed
 20 the president's recommendation to
 21 delete TCRC Bylaws, Division Rules,
 22 section 38."
 23 Okay? I will need officially a motion to
 24 accept that revision and a seconder, please,
 25 quickly. Ron.

1 Thank you. Mic 2.
 2 SISTER MERRIMEN: Keri Merrimen, Division
 3 660, motion to accept the revision.
 4 PRESIDENT BOUCHER: Thank you.
 5 Mic 1.
 6 BROTHER ROUSSEAU: Jason Rousseau, 535.
 7 I second the motion.
 8 PRESIDENT BOUCHER: Okay, the floor is
 9 open for discussion and debate. With accuracy.
 10 Second call, excuse me.
 11 Mic 1.
 12 BROTHER DOYLE: Sam Doyle, 649. Can you
 13 scroll up? Because we don't have a copy of this on
 14 our tablet, just to what the actual, the last --
 15 PRESIDENT BOUCHER: The resolve is?
 16 BROTHER DOYLE: Sorry, sorry, I guess
 17 scroll down, like the last part, like the new
 18 language.
 19 PRESIDENT BOUCHER: "Now therefore be it
 20 resolved" portion?
 21 BROTHER DOYLE: Yes, please, yeah. And
 22 just, like, there's nothing concrete in there. I'm
 23 just wondering what your personal opinion as the
 24 executive or the president going forward, like where
 25 do you see this going?

1 PRESIDENT BOUCHER: We see it being
 2 investigated, considered, and then determining
 3 whether it goes into the bylaws or to a division
 4 committee.
 5 This is a concept that a lot of people
 6 may or may not want. What it entails, it needs a
 7 lot of research, and the executive board will
 8 determine whether we put it out as a resolution to
 9 put in the bylaws, whether it's a bylaw change
 10 that's allowed between conventions, or whether we
 11 just give it back to the divisions to make a
 12 determination on what they do with it. That's the
 13 purpose. It's supposed to be very open-ended to
 14 give lots of options for the executive board to make
 15 suggestions around it instead of it being defined
 16 here as a vote, and then which may or may not work.
 17 BROTHER DOYLE: Okay, and to be clear,
 18 you had the power to do that anyway without this
 19 resolution.
 20 PRESIDENT BOUCHER: Correct.
 21 BROTHER DOYLE: Okay.
 22 PRESIDENT BOUCHER: But it's looking for
 23 the support of the delegates.
 24 BROTHER DOYLE: Okay, thank you.
 25 PRESIDENT BOUCHER: Everybody understands

1 that we have the authority to change or revise
2 bylaws in between conventions. It goes out and then
3 it has to come back to the next convention for a
4 vote by the delegates. That's what we did for two,
5 I think, at least two this round. Right? So that's
6 what we're talking about, so.

7 Any other discussion or debate?

8 Mic 1.

9 BROTHER KABIN: Chris Kabin, Division 70,
10 Aldershot. So just to clarify, so in between the
11 conventions, you're going to do an investigation on
12 this, and then it won't be another four years until
13 it's concrete in the bylaws?

14 PRESIDENT BOUCHER: Correct. Well, I
15 mean, it could be concrete if we do change the
16 bylaw, a bylaw, in between conventions that we're
17 allowed to under the bylaws.

18 BROTHER KABIN: Okay.

19 PRESIDENT BOUCHER: It remains in effect
20 until the next convention, and then the delegates
21 vote on that to see if it stays in.

22 BROTHER KABIN: Okay, appreciate it.
23 Thank you.

24 PRESIDENT BOUCHER: Any further
25 discussion or debate? Last call. Closed.

1 Can we put the vote up on the screen,
2 please, for the revised resolution -- A for being in
3 favour of the resolution, B you're against. Make
4 sure you know what you're voting for. Press the
5 right buttons.

6 --- VOTING

7 PRESIDENT BOUCHER: Ten seconds, please.
8 115 for, 49 against. Passed.

9 --- CARRIED

10 --- Applause

11 PRESIDENT BOUCHER: So, Sister
12 Linkletter, will you please come up here?

13 Sister Linkletter is the chair of the
14 women's Caucus Founding Members. And then when she
15 gets up here, I'll pass the mic over to her. Can
16 the executive board on our side step down, and we'll
17 bring up the founding members, please.

18 --- Discussion off record

19 PRESIDENT BOUCHER: Let's give a warm
20 welcome for our Women's Caucus Founding Members,
21 please.

22 --- Applause and cheers

23 PRESIDENT BOUCHER: I was going to
24 introduce them all, but I think it's more
25 appropriate coming from the chair to introduce them.

1 So Veronica, it's all yours.

2 SISTER LINKLETTER: Thank you.

3 So I would like to begin by introducing
4 the rest of my founding committee for the Women's
5 Caucus. Alexander Dresser from GO in Toronto.

6 --- Applause

7 Carolyn Biro from VIA in Toronto.

8 --- Applause

9 Jag Kaur from CPKC in Edmonton.

10 --- Applause

11 And Shira Morrison from CN Saskatoon.

12 --- Applause

13 My name is, of course, Veronica.

14 --- Applause

15 And so I've enjoyed having the
16 opportunity to work with these women over the past
17 year, and it's been my honour to chair their
18 committee.

19 So over the past couple of days, we've
20 heard lots of references to women's caucuses
21 creating a place for everyone. We've had the
22 opportunity to chat with many of you here at the
23 table, and we are glad that we have the opportunity
24 to provide some more information about our caucus.

25 We all share the same concerns when it

1 comes to working conditions, including work-life
2 balance, feeling safe, respected, and valued in the
3 workplace. However, there are also some concerns
4 and barriers that are unique to women or that can
5 affect women differently. These concerns
6 highlighted the need for a body within our union
7 that can help identify those issues, provide
8 support, and bring members together.

9 We are very excited to be here today to
10 officially launch the TCRC Women's Caucus.

11 --- Applause

12 Throughout history, we have seen an
13 increase in the number of women working in our
14 industries, and with that, a growing need to ensure
15 those women feel supported both in the workplace and
16 our union. Our caucus is not simply about hiring
17 more women into our industry. Our immediate focus
18 will be on the current TCRC members, supporting
19 them, developing union leaders, building communities
20 and connections, increasing engagement,
21 participation, and identifying barriers that may
22 prevent members from becoming involved. Over time,
23 we believe that this will also contribute to greater
24 recruitment and retention of women in our
25 industries, increasing our membership and

1 strengthening us as a union.

2 Women can face a number of challenges in
3 the industries we represent. Some are very
4 practical: having proper fitting PPE, appropriate
5 workplace facilities, and access to washrooms.
6 Others involve violence and harassment in the
7 workplace as well as different needs related to
8 health, pregnancy, and parenthood. Isolation can
9 also be another challenge, and I know I've heard
10 that from a few people here, particularly for women
11 in smaller terminals, locations, or workplaces where
12 there can be very few or sometimes no other women in
13 that terminal.

14 Not every woman will face the same
15 experience and the same issues as others, but when
16 our members do experience them, they should have a
17 place where they can connect with others, raise
18 concerns, share experiences, and identify possible
19 solutions. That is one of the roles that we see for
20 the Women's Caucus, bringing those voices together
21 and helping connect members and their concerns with
22 the appropriate resources and structures within our
23 union.

24 Women's groups supporting railway
25 workers, tradespeople, and the labour movement are

1 not a new idea. Women have played a role in the
2 development of unions and workers' organizations
3 going back generations, including advocating for
4 safer workplaces, improved working conditions, and
5 stronger labour standards that ultimately benefited
6 all workers. Our railway history is an important
7 part of our story. But today, the TCRC represents
8 more than railway workers. Our members work in
9 different crafts and industries, and the Women's
10 Caucus is intended to represent and support women
11 all across them.

12 SISTER KAUR: Everyone for Veronica.

13 --- Applause

14 So when the caucus helps a woman become
15 involved in the union who might otherwise never have
16 been stepped forward, that strengthens our union.
17 She might become a more active union member or even
18 take a higher position. Every member who becomes
19 more engaged and participates in our union makes us
20 stronger. The Women's Caucus is not just about
21 supporting women in the TRC. The Women's Caucus has
22 potential to benefit all of our members.

23 We want to thank those who have filled
24 our convention surveys. We're really looking
25 forward to hearing this great group of delegates.

1 Moving forward, we will send out TCR national
2 surveys to all of our members. They are not here
3 today at the conference. We will hold focus groups,
4 meetings, and virtual meetings to shape the future
5 priorities of our caucus.

6 The Women's Caucus isn't replacing our
7 existing union structure. We're here to complement
8 and support the work already being done throughout
9 the TCRC. Here are some of the ways that caucus can
10 help.

11 SISTER DRESSER: I have stuff that I'm
12 supposed to say, but I'm going to say other stuff
13 first because I have a microphone and I really like
14 that.

15 --- Laughter and applause

16 First, I want to thank Paul and the rest
17 of the National Executive Board. This TCRC
18 Quadrennial Convention is the first time that we
19 have ever met -- and I mean, we have ever met. We
20 have been working together for a year, meeting every
21 Wednesday virtually. And so it's the first time
22 we've ever been in the same space, and it's an
23 incredible opportunity. So thank you so much.

24 --- Applause

25 We're this iteration of the Women's

1 Caucus, but this is not the first iteration. There
2 are women who are here in this room, there are women
3 who are not in this room that have contributed to us
4 getting to this point, and we appreciate them; we
5 see them; and we wouldn't be here without you. So
6 thank you so much.

7 --- Applause

8 Finally, I want to thank Veronica
9 because, frankly, this is a difficult thing to do
10 when all of you live in different time zones. And I
11 don't think she sleeps because she has answered
12 every single question every one of us has had, and
13 we just wouldn't be here without her. And I just
14 thank you so much, Veronica.

15 --- Applause

16 Okay, now for what I'm supposed to be
17 saying.

18 Actually, quick, does everybody here know
19 what a quilt is? Yes? Everybody knows? Nobody
20 wants a quick 500-year history of quilts? Yeah, you
21 would.

22 Did you ever think about the fact that
23 cutting a piece of fabric into a million little
24 pieces and then immediately sewing it back together
25 is like a good use of time? Because it is, but

1 probably not for the reasons that you've thought.
 2 Quilting bees are where women
 3 historically came together and worked on a blanket
 4 together. It was regulated as domestic labour. It
 5 was non-threatening. It was at these quilting bees
 6 that women were allowed to meet and gather
 7 unsupervised and unchaperoned for the first time in
 8 modern history. It is at these quilting bees that
 9 women shared their concerns, their ideas and their
 10 literature.

11 The women's suffrage movement in Europe
 12 and in North America can be traced back to quilting
 13 bees. Quilts were used extensively in the
 14 Underground Railroad. Walking past someone's porch,
 15 you might notice someone airing out a blanket, but a
 16 conductor of the Underground Railroad is getting
 17 critical information for their cause; dress codes,
 18 dangers, food sources.

19 It is under this tradition that we are
 20 proudly launching a program called the Shoofly
 21 Project. The shoofly quilt square that you can see
 22 up here is what denotes a way finder in the
 23 Underground Railroad. The premise of this project
 24 is to create multiple points of contact through a
 25 grassroots low-barrier program exclusively

1 designated to help members find their way to and
 2 through the union.

3 Shooflies do not replace union reps.
 4 They are not positions of authority. They are
 5 simply pathfinders, guides to help members navigate
 6 a system that's going to take care of them.
 7 Shooflies will be identifiable through a discreet
 8 shoofly button or patch.

9 The Shoofly Project is just one of the
 10 things that we've been working for, and I'm very
 11 excited for the other things that we can share as
 12 they develop. Thank you.

13 --- Applause

14 SISTER BIRO: All right. The Women's
 15 Caucus will support our legislative boards to lobby
 16 for stronger legislation and regulations, both
 17 federally and provincially. Improvements to labour
 18 codes, occupational health and safety requirements
 19 and other regulations can establish better
 20 protections and entitlements for our members and
 21 improve working conditions that can already be
 22 difficult in the environment that we work in.

23 The caucus doesn't do this work alone.
 24 Our role is to help identify the issues, bring the
 25 members' voices forward, research possible

1 solutions, and then work collaboratively with the
 2 parts of the union that already exist who have the
 3 expertise and the responsibility to advocate for
 4 those changes.

5 By supporting and advocating for the
 6 Women's Caucus, you can help us accomplish the work
 7 we've been talking about today and, just as
 8 importantly, help women feel included, supported and
 9 valued within our union. There will be two streams
 10 of membership: full membership for women and gender
 11 diverse people, and honorary membership for others
 12 who support the initiative.

13 Building a stronger and more inclusive
 14 union isn't something the Women's Caucus can do on
 15 its own. It takes all of us. Encourage someone who
 16 hasn't been involved before, share our information,
 17 support the initiatives that come forward, and when
 18 women in your workplace or your division do step
 19 forward, help make sure that they feel welcome.

20 We would like to thank the TCRC National
 21 Executive Board for their absolute unwavering
 22 support and for entrusting us with this important
 23 task, and everyone in this room for the
 24 encouragement that we've received already. We have
 25 laid the foundation and now it's time to build on

1 it. Thank you.

2 --- Applause

3 SISTER MORRISON: Also, one last
 4 announcement for anyone that has yet to stop by our
 5 table, please do so.

6 We have a package for all the delegates
 7 to take back to their divisions and put our posters
 8 up and help us get the word out there. So if you're
 9 willing to do so, greatly appreciated.

10 For everyone that did enter our draw, we
 11 had a survey there. I'm not sure, I think there
 12 were quite a few, but we did that draw, and I'd like
 13 to announce the winner. Division 680, Andre Berube.
 14 The Pas, Manitoba.

15 --- Applause

16 SISTER MORRISON: Okay. I don't have the
 17 prize on me, but we will find you, or you can find
 18 us and pick that up.

19 But thank you everyone again for your
 20 support, and we'll see you out there.

21 --- Applause

22 PRESIDENT BOUCHER: It's been a long road
 23 to bring a Women's Caucus into this organization.
 24 Far too long. Very proud of this initiative. It
 25 was a strong goal of mine from day one when I got

1 elected last term, and here we are, come to fruition
2 with it.

3 I'd like to call up Kelly Graham. Sister
4 Kelly Graham, please come up. And she's going to
5 present the resolution for debate, discussion and
6 the vote.

7 --- RESOLUTION

8 SISTER GRAHAM: Teamsters Canada Rail
9 Conference resolution recognizing and supporting
10 Women's Caucuses/Committees within the TCRC.

11 Whereas the International Brotherhood of
12 Locomotive Engineers, IBLE, merged with
13 International Brotherhood of Teamsters, IBT, in
14 2004.

15 And whereas the BLE and IBT merger
16 agreement Section 2.2 stipulates that the IBLE in
17 Canada would become Teamsters Canada Rail Conference
18 and would be directly affiliated with Teamsters
19 Canada.

20 And whereas the IBLE and IBT merger
21 agreement Section 6.6 stipulates that, except as
22 otherwise provided by the merger agreement or in the
23 BLET or TCRC bylaws, the provisions of the IBT
24 Constitution will apply on and after January 1st,
25 2024.

1 And whereas the IBT Constitution Article
2 XXVI, Section 2 stipulates that all local unions and
3 joint councils in Canada shall affiliate with and
4 participate in the activities of Teamsters Canada.

5 And whereas the TCRC is a local union
6 within Teamsters Canada.

7 And whereas the Teamsters Canada Rail
8 Conference mission is to carry out the objectives of
9 the International Union and Teamsters Canada as an
10 affiliate thereof and its duties as such as an
11 affiliate.

12 And whereas the IBT and Teamsters Canada
13 have women's caucuses/committees throughout its
14 affiliates.

15 And whereas the IBT holds an IBT women's
16 Conference annually.

17 Now therefore, be it resolved that the
18 Teamsters Canada Rail Conference commits to
19 promoting, assisting and guiding a TCRC National
20 Women's Committee (Caucus) under the principles of
21 the TCRC Bylaws and as approved by the TCRC
22 Executive Board.

23 PRESIDENT BOUCHER: Thank you, Sister.

24 Mic two.

25 SISTER DODD: Sonja Dodd, Division 295,

1 Toronto. Spoken a couple times today.

2 I am a railroader of 19 years, a union
3 rep of 16 years. I spent many of my years as a
4 woman alone in the union, supported very heavily by
5 my brothers here, and I just want to give you
6 guys -- I really appreciate everything you've done.
7 What this caucus is going to do for the future of
8 our union is unite both the men and women to hold
9 our strengths and our weaknesses together and move
10 forward.

11 I'm also a director for the Teamsters
12 Ontario Women's Caucus, and I'm extremely excited to
13 move forward to unite our two caucuses to ensure
14 that we are connected with the rest of our Teamsters
15 brothers and sisters across the country.

16 So I so move that we forward -- or I so
17 move the motion for the resolution. Thank you.

18 PRESIDENT BOUCHER: Mic one?

19 FRÈRE SAVAGE: Bonjour, Steve Savage,
20 Division 558. Je seconde la motion.

21 PRESIDENT BOUCHER: Un moment. Un
22 moment.

23 C'est mic one.

24 BROTHER KABIN: Chris Kabin, Aldershot
25 Division 70. I proudly second.

1 BROTHER MOLENKAMP: Josh Molenkamp,
2 Division 910 as well. I'd love to second this.

3 PRESIDENT BOUCHER: Okay. Numéro deux.

4 FRÈRE SAVAGE: Merci. Je seconde la
5 motion avec plaisir de ma consœur, notre consœur
6 Veronica.

7 Même si les femmes sont encore en
8 minorité dans notre industrie et notre syndicat,
9 c'est vraiment encourageant de les voir de plus en
10 plus impliquées. J'espère que le caucus des femmes
11 donnera envie à plusieurs autres de prendre leur
12 place, de se joindre à eux et de s'impliquer
13 davantage à leur tour.

14 Merci.

15 PRESIDENT BOUCHER: Merci.

16 --- Applause

17 PRESIDENT BOUCHER: We'll now open up the
18 floor for discussion and debate. Floor is open for
19 discussion and debate.

20 Debate, mic one.

21 BROTHER CHRISTIE: Hello, Alan Christie,
22 Local 796, he/they, Edmonton. As if I wasn't going
23 to talk at least one more time.

24 So, as someone who has many friends who
25 work in our industry who are women or

1 femme-presenting folks, I'm stoked to see this
 2 resolution and speak wholeheartedly in support of
 3 it. I know there are a lot of allies in positions
 4 of power in our organization who can and do advocate
 5 on behalf of the women we work with, and that's
 6 great. But those people only do so on behalf of
 7 women. They aren't women and can't know all the
 8 struggles women face on a regular basis by virtue of
 9 not being women themselves. This isn't a criticism,
 10 but a reality.

11 Having a women's caucus is a solid avenue
 12 for those in our industry who do face these unique
 13 challenges to gather together in a judgment-free
 14 environment and have their voices heard, not just
 15 individually, but collectively. Much like a chorus
 16 of singers, having a collective voice rather than an
 17 individual one is stronger, louder and a hell of a
 18 lot more difficult to ignore.

19 The women we work with deserve to have
 20 their specific needs addressed at the workplace and
 21 in the union in much the same way I expect my
 22 specific craft needs as a conductor to be met, like
 23 the windows I lick tasting better.

24 All jokes aside, justice and equity are
 25 not pies that when someone asks to be heard,

1 represented and treated fairly, they take away from
 2 anyone else. They are not a zero-sum game. Justice
 3 and equity are more like an infinite flowing river
 4 that everyone deserves to have their place on the
 5 banks of.

6 We must all fight for all workers, and
 7 the first step in fighting for is knowing what
 8 you're fighting for and sometimes against. Having a
 9 women's caucus will give them the ability to have
 10 their voice heard in a way they haven't had before.

11 And I know I speak for a lot of people in
 12 this room when I say that I'm excited to actively
 13 listen to that voice. I appreciate everyone's
 14 support in passing this resolution. Thank you.

15 --- Applause

16 PRESIDENT BOUCHER: Mic two.

17 SISTER FRIEND: I'm Dakota Friend, Local
 18 145, North Bay.

19 Just over 30 years ago, my terminal was
 20 deinvested from CPKC. At the time, we had more than
 21 250 people working in our running trades. Today, we
 22 have just 14. And over the 30 years of operations,
 23 there have only been three women in our running
 24 trades, myself included. On average, that is one
 25 woman per decade.

1 The statistic is important because what
 2 we are doing here today is bigger than just the few
 3 women who are currently in the industry. We are
 4 setting a precedent for the women who will come
 5 after us.

6 I want each and every one of you to think
 7 about your wives, your mothers, your sisters, your
 8 daughters and your friends. If it were them
 9 standing here in front of you today, what kind of
 10 voice would you want them to have? What kind of
 11 opportunities would you want them to have?

12 This caucus is important because women
 13 don't just lift women up, we lift up everybody. And
 14 because there are only a few of us doesn't mean that
 15 our voices are small or that the work we do is
 16 insignificant. There is power in the work that we
 17 can accomplish together and that we will make our
 18 industry stronger and better for everyone.

19 I am so proud to stand here beside these
 20 amazing women, and I am proud to be one of the three
 21 women at my terminal because hopefully, one day,
 22 being the third won't be remarkable. Thank you.

23 --- Applause

24 PRESIDENT BOUCHER: Mic one.

25 BROTHER SAUNDERS: Dustin Saunders,

1 Division 945.

2 I made a commitment to a friend to speak
 3 on behalf of this resolution today. And of course,
 4 you know I wrote a speech, but I don't think it's
 5 necessary for me to read it because I noticed the
 6 reception that our sisters received when they
 7 presented their own presentation on it. And I think
 8 all the delegates in the room are on board with what
 9 they've accomplished and what they want to do.

10 And I'll take the time to applaud them
 11 again for the work that they put in and there's no
 12 point in drowning or attempting to drown their
 13 message with my words. So I'm going to shut up and
 14 go sit in my seat, and I'm going to vote yes to this
 15 resolution. Thank you.

16 --- Applause

17 PRESIDENT BOUCHER: Thank you, Brother.
 18 Mic two?

19 BROTHER JUNG: Eric Jung, Division 240.

20 Again, I'm just going to wing it. I
 21 think it's high time. This is incredible.

22 While I think it's a little more than
 23 problematic that a room full of mainly men are going
 24 to be making this happen, I'm really proud to be
 25 part of the delegates that'll have this see the

1 light of day. So I too will proudly be voting yes.

2 --- Applause

3 PRESIDENT BOUCHER: Thank you.

4 Any other discussion or debate?

5 Second call. Final call. Closed.

6 Can you put the vote on the screen,

7 please? 1A in favour of the Women's Caucus

8 resolution, 2B you're against.

9 --- VOTING

10 Ten (10) seconds, please.

11 PRESIDENT BOUCHER: 158 for, 5 against.

12 --- CARRIED

13 --- Applause

14 PRESIDENT BOUCHER: It's about fucking
15 time. Sorry; I'm getting a little emotional here.

16 I want to give a special thanks to all
17 our red coats. They've done a fabulous job over the
18 last few days. It's not an easy job. They
19 volunteer their time. They're getting paid for it
20 but it's still volunteer time at other times. But
21 anyways, it's not easy to sit there and give up your
22 time to come here and not participate as a delegate
23 and vote.

24 A lot of them are former delegates, and
25 you can imagine it's quite hard wanting to get up

1 there and get to the mic and talk like you always
2 want to do, especially around that -- I won't say
3 it -- Brett.

4 Everybody give a warm welcome and a thank
5 to all our redcoats, every single one of them,
6 please.

7 --- Applause

8 PRESIDENT BOUCHER: Also, once again, I
9 want to thank the incredible job that our incredible
10 Bylaws Review Committee did. There was a lot of
11 submissions, especially from me, and they did a lot
12 of hard work in a short period of time.

13 We struggled with having the ability to
14 get everybody together to go over and review the
15 bylaws and make their recommendations. We had a
16 deadline by August 8th to get it out to the delegates
17 as per the bylaws, and they did it that week in
18 three days.

19 I'm very proud of their hard work. They
20 did a lot of long hours around it, so let's give
21 them another round for that hard work. Well
22 deserved.

23 --- Applause

24 PRESIDENT BOUCHER: And again -- well,
25 let's do it again because I'm so proud of them.

1 Let's give another round for that Women's Caucus.

2 Aren't they amazing?

3 --- Applause

4 PRESIDENT BOUCHER: And an extra special
5 thank you for the hard work from our staff members,
6 Line Robillard, Stephanie Thievery, and to Heather
7 Thompson. I'm getting tongue-tied again.

8 We would not have been able to do this
9 all week. There's a lot of work preparing for a
10 convention. They worked very, very, very hard the
11 last couple of months, especially around those
12 bylaws, and they deserve a big round of applause.
13 Let's give it.

14 --- Applause

15 PRESIDENT BOUCHER: To our translators
16 who are not here -- it's being done remotely -- I
17 can't imagine how difficult it would be being
18 remotely when you have such shitty Wi-Fi like in
19 here. And it's the first time it's done remotely.
20 And to the staff back here with the IT, the mics,
21 teleprompters, getting the votes up on there, you
22 did an amazing job for us. Good work, and we truly,
23 truly thank you for all you've done.

24 --- Applause

25 PRESIDENT BOUCHER: And I want to give an

1 extra special thanks to Lisa Stewart, Carolyn
2 Bureau, Arlene Stevens, and Alex Presseault. They
3 did get a lot of money from you. They worked very
4 hard selling tickets to raise money for charity, the
5 Manitoba Children's Hospital. And we could not have
6 done it without them. Lisa, you enforced ticket
7 sales. I spent so much money on tickets over the
8 three days, they kept on coming back to me and I
9 just couldn't say no to them. I just kept giving
10 them more money. It's just like it was incredible.
11 Big round of applause for those four people.

12 --- Applause

13 PRESIDENT BOUCHER: And then, then,
14 there's the king of hospitality. Brother T.K.,
15 Terry Korolyk, you're amazing at what you do. This
16 is his last convention that he's going to be working
17 for you, for the delegates in the hospitality suite.
18 He's a master at it. Wayne McCullough, you're great
19 as well. And then John Kingerski, he's being passed
20 the baton for the next convention. Hopefully he
21 accepts it. You guys did an amazing job of your
22 hospitality suite. You stayed there, you cleaned
23 up, you sat there and gave the booze, you did booze
24 runs, and everybody had a great time, I'm going to
25 assume. We all had a great time, right?

1 --- Applause

2 PRESIDENT BOUCHER: Thank you so much for
3 the work you've done. T.K., we're really truly
4 going to miss you. Enjoy your retirement and your
5 other endeavours that you're going to take on in
6 life. Let's give them a big, big round, please.

7 --- Applause

8 PRESIDENT BOUCHER: Drum roll, please.
9 For the 50/50, \$2,960 to the winner, \$2,960 to the
10 hospital. Do I have the results? Who's drawing?
11 Where is it? You know what? Let's bring up
12 Veronica, Chair of the Women's Caucus Founding
13 Members to do the first draw.

14 --- Applause

15 NATIONAL LEGISLATIVE DIRECTOR ASHLEY:
16 No, the booze one's different. They're signed.

17 SISTER LINKLETTER: I know but (off
18 microphone).

19 PRESIDENT BOUCHER: Go get the tickets,
20 please. Okay, Laura. We're looking after Laura.
21 We can -- you can go back now. And, Laura, next
22 time, get a red coat to help you.

23 --- Laughter

24 PRESIDENT BOUCHER: They're not in there,
25 Laura. (rires) Oh, all right. Sister Veronica, will

1 you please do the honours of drawing the winner of
2 the 50/50?

3 --- Laughter

4 PRESIDENT BOUCHER: Didn't tell you they
5 kept coming after me to buy tickets? Winning
6 number: 532370. 532370.

7 --- Applause

8 PRESIDENT BOUCHER: Chris wants to keep
9 it to get -- pay for your raise you just got today.

10 --- Laughter

11 PRESIDENT BOUCHER: And we have a winner.

12 --- Laughter

13 PRESIDENT BOUCHER: This is for the
14 bottles. We've got two draw prizes here. We have
15 three draw prizes: one bottle, then one bottle,
16 then - this is for the more expensive bottle. I
17 just determined that. Oh, Denis Ellickson.

18 --- Applause

19 PRESIDENT BOUCHER: Oh, he says, "Throw
20 it back." He wants me to redraw. He wants to give
21 it to a delegate.

22 --- Applause

23 PRESIDENT BOUCHER: That's like a \$500
24 bottle of booze he's throwing back.

25 Dustin Saunders.

1 --- Applause

2 PRESIDENT BOUCHER: Sorry, the bottle is
3 available in the office when we're done here.

4 BROTHER SAUNDERS: Okay. I just wanted
5 to come up here and say thank you.

6 --- Applause

7 PRESIDENT BOUCHER: Yes, Justin, come on
8 up here and draw the next ticket, please. This is
9 for - this is for a -

10 BROTHER SAUNDERS: You know, what, I keep
11 coming up and down the stairs.

12 PRESIDENT BOUCHER: It's a bottle, a
13 special bottle of wine. Is it a champagne?
14 Champagne. Actual Champagne. Brian Dale!

15 --- Applause

16 PRESIDENT BOUCHER: He says throw it
17 back. Pick another one. All right. Ryan McCann.

18 --- Applause

19 PRESIDENT BOUCHER: That's all right.
20 Brother McCann, you'll have to pick it up at the
21 office anyways, unless you want to come and draw.

22 BROTHER MCCANN: I'm all good.

23 PRESIDENT BOUCHER: You're good?

24 BROTHER MCCANN: I'll let you do it.

25 PRESIDENT BOUCHER: Smart ways, hey.

1 This is for the Coasters. Stock like that. Look on
2 the screen. You can get a closeup of it. It's got
3 the Teamsters logo on it. That's solid.

4 --- Applause

5 PRESIDENT BOUCHER: It's late. Again,
6 thank you, Brother Rousseau for that. In fact,
7 Brother Rousseau, why don't you come up and draw it?

8 --- Applause

9 PRESIDENT BOUCHER: Louis Pedneault.

10 --- Applause

11 PRESIDENT BOUCHER: You want it or you're
12 telling me to throw it back? What are you going to
13 do? You want it? Okay.

14 --- Laughter

15 PRESIDENT BOUCHER: Because I was going
16 to say - I was going to say I'm not throwing those
17 coasters. Tom is going to bring them to you. Can
18 we have - Oh, yes, so there's no more to draw, but
19 another announcement is that the hospitality suite
20 raised \$860 after all expenses. It's because we
21 gave you cheap booze, that's why we raised only
22 \$860. If it was hotel prices, it probably would be
23 about \$10,000 we would have raised. But -- Yes.

24 SECRETARY TREASURER LOWE: That's from
25 that --

1 PRESIDENT BOUCHER: Oh, it's included
2 in -- oh, so the --

3 SECRETARY TREASURER LOWE: That's the
4 total donation to --

5 PRESIDENT BOUCHER: Yes, that's what -- I
6 was getting to that. Bar's not in here yet? Oh,
7 that's right too. What am I -- I'm losing my mind.
8 Okay, so \$860 in addition to the \$2,960, so far our
9 total donation is \$3,820. And we won't have the
10 total raised from the hospitality suite until
11 tomorrow. So we're good so far. What do you think
12 of those numbers?

13 --- Applause

14 PRESIDENT BOUCHER: And we couldn't have
15 raised this without you. Each and everyone in this
16 room, whether you're a volunteer, delegate, guest,
17 family member, it's all because of you.

18 --- Applause

19 PRESIDENT BOUCHER: So, sisters and
20 brothers, we're coming to an end. It's been three
21 long days. We discussed and debated bylaw changes.
22 We discussed the need for a bylaw overhaul, and you
23 supported the resolution. We discussed national
24 support for our regional and divisional bodies. We
25 discussed our education program and the Members'

1 together, we are unstoppable. We will win. We will
2 continue the fight. You sent a message to this
3 executive board: you want us to continue fighting,
4 and we will fight. And that is my guarantee to
5 every delegate and every member of this country.
6 All right!

7 What are we going to do?

8 DELEGATES: Fight!

9 PRESIDENT BOUCHER: Who are we?

10 DELEGATES: Teamsters!

11 PRESIDENT BOUCHER: What are we going to
12 do?

13 DELEGATES: Fight!

14 PRESIDENT BOUCHER: Delegates, I need a
15 motion to adjourn this convention. Adjourned.

16 --- Whereupon the convention adjourned at 1413
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1 Foundation Series. We discussed and debated the
2 need for dues increases in the general fund and the
3 legal fund. We discussed a new dues fund in
4 research and communication, and you supported that
5 resolution.

6 We discussed CROA and the issues
7 addressing our members' grievances. We discussed
8 the Women's Caucus and fully supported the
9 resolution. We discussed negotiations and
10 complications associated with it. We discussed
11 government interference with our right to - our
12 right to free collective bargaining and our right to
13 strike. We discussed the Liberal government Canada
14 Strong Bill and how it will affect our right to free
15 collective bargaining and the right to strike. And
16 we discussed the ICJ ruling on the right to strike.

17 We had healthy discussions. We had
18 healthy debates. We held unity within this room,
19 with one goal in mind, that is representing our
20 members, each and every one of our members. Our
21 fight is with the companies and government. Our
22 fight is not amongst ourselves. We can't fight
23 amongst ourselves. We must remain a team in
24 solidarity. And when we're together, we're
25 stronger. We are. And when we are stronger

\$ \$10 [1] 72:17 \$10,000 [1] 148:23 \$100 [7] 69:20 79:17 83:11,23 89:9 90:1,6 \$112,000 [1] 69:22 \$2,960 [3] 145:9,9 149:8 \$20 [1] 83:23 \$3,820 [1] 149:9 \$30 [3] 83:24 88:6,12 \$390 [1] 72:9 \$4 [1] 90:21 \$400 [8] 67:2,7,20 72: 10,16 74:22 77:3,17 \$460 [9] 73:17,18 74: 7,13,17,23 77:3,17, 23 \$462 [1] 73:10 \$5,100 [1] 104:18 \$50 [6] 83:24,25 84:3 88:10 89:9 90:1 \$500 [3] 11:15,21 146:23 \$60,000 [2] 71:3,24 \$67,500 [1] 74:9 \$860 [3] 148:20,22 149:8 / / [1] 118:2 0 0 [1] 54:6 0859 [1] 1:3 1 1 [30] 27:17 29:18 35: 7,13 42:9 46:16 48: 16 55:9 56:25 58:20 65:18 71:10 73:23 74:11 78:11 93:5 97: 9 98:8 99:20 101:21 102:18,22 111:1,10 114:23 116:18,25 119:5,11 121:8 1(f) [2] 31:25 36:4 1(i) [1] 41:7 10 [23] 11:7,8 16:3 19: 11 22:4 25:10 26:12 28:1 29:17 31:18 34:	16 53:19 54:5 57:23 58:17 82:20 90:5 103:1 107:14 109:4 110:5 111:23 141:10 10:30 [1] 58:6 100 [3] 19:9 42:20 107:5 1010 [1] 58:7 1030 [1] 58:8 105 [3] 16:14 17:2 40: 15 106 [1] 109:5 108 [1] 110:7 10-ballot [1] 34:12 110 [3] 11:18 82:21 111:24 1134 [1] 105:6 115 [1] 122:8 12 [2] 9:24 66:11 121 [1] 107:5 128 [1] 76:23 13 [8] 47:8,10,18,20, 20 48:20 55:18 57:8 13:00 [1] 104:15 1301 [1] 105:7 133 [1] 90:6 134 [1] 57:24 14 [6] 50:4 92:24,25 101:25 115:3 138:22 14.5 [1] 72:16 1413 [1] 151:16 145 [1] 138:18 15 [4] 13:12 54:11,12 74:13 150 [1] 10:18 151 [1] 75:3 153 [1] 66:11 154 [1] 47:1 155 [2] 19:12 35:22 157 [2] 28:2 41:2 158 [4] 16:5 26:13 53: 20 141:11 159 [2] 25:11 54:6 15th [1] 2:8 16 [1] 135:3 160 [2] 42:20 107:5 161 [2] 22:5 29:18 162 [1] 49:24 164 [1] 31:19 167 [2] 68:24 108:10 17 [2] 13:22,24	1865 [2] 60:1,1 19 [1] 135:2 1978 [1] 2:22 1987 [1] 2:25 1992 [1] 3:3 1A [18] 19:7 22:1 25: 7 26:9 27:23 29:14 31:15 35:18 40:23 42:17 46:22 49:20 53:17 66:7 77:18 82: 17 90:2 141:7 1is [1] 56:24 1st [2] 64:17 133:24 2 2 [17] 25:11 40:13 48: 11 49:24 51:17 57:18 65:25 68:5 69:2 72: 13 75:2 76:2 98:22 100:20 117:5 119:1 134:2 2(a)(i) [1] 43:1 2.2 [3] 63:9 113:25 133:16 20 [2] 88:7 112:23 200,000 [1] 10:13 2003 [1] 59:20 2004 [8] 3:6,11,11 59: 21 63:7 113:23 114: 23 133:14 2006 [1] 59:23 2012 [1] 67:1 2024 [2] 64:17 133: 25 2026 [3] 1:2 38:3 44: 18 20-some [1] 5:4 24 [2] 1:2 91:23 240 [1] 140:19 25 [1] 7:12 25(b) [1] 43:17 250 [2] 6:13 138:21 27 [1] 57:24 288 [1] 84:17 28B [1] 19:18 29 [1] 90:6 295 [3] 81:14 100:21 134:25 2B [18] 19:8 22:2 25: 7 26:9 27:24 29:15 31:15 35:18 40:24	42:17 46:23 49:20 53:17 66:7 77:18 82: 18 90:2 141:8 3 3 [2] 10:19 22:5 3 million [1] 10:21 30 [3] 88:7 138:19,22 308 [1] 97:5 30A(ii) [1] 22:24 31 [1] 107:6 310 [1] 15:22 319 [1] 55:17 31A [1] 22:11 32 [1] 76:23 32B [1] 24:19 33 [1] 92:25 34 [1] 4:13 34D [1] 25:17 35 [2] 10:10 11:6 37 [1] 26:21 38 [5] 115:10,16 116: 1 118:13,22 381 [1] 72:14 4 4 [5] 16:5 26:13 31:19 90:14 117:16 44 [2] 28:8,11 448 [2] 71:2,25 458 [1] 73:1 46 [1] 82:21 460 [2] 77:18 85:18 462 [1] 73:11 49 [1] 122:8 5 5 [2] 28:2 141:11 5(a) [1] 50:19 5.1 [2] 63:16 114:6 5.2 [1] 64:2 50 [2] 8:4 88:8 50/50 [3] 104:18 145: 9 146:2 500 [2] 69:5,6 500-year [1] 128:20 51 [2] 13:22 110:7 525 [1] 71:11 528 [3] 76:4 84:12 89: 19 532370 [2] 146:6,6 535 [6] 52:6 53:1 104:	24 111:2 117:1 119:6 54 [1] 19:18 558 [1] 135:20 56 [1] 111:24 57 [1] 22:11 58 [1] 109:5 583 [1] 78:12 59 [2] 25:17 26:21 5th [1] 2:7 6 6 [2] 19:12 41:2 6.6 [3] 64:12 114:18 133:21 6.8 [2] 33:21 38:24 600 [1] 74:7 600? [1] 74:7 61 [2] 28:8 110:6 62 [1] 29:24 63 [2] 31:25 36:4 64 [2] 41:7 43:1 649 [3] 17:21 85:9 119:12 654 [1] 97:11 657 [1] 26:5 660 [6] 25:3 31:11 48: 13 53:10 66:2 119:3 67 [1] 110:7 68 [2] 47:8 50:4 680 [1] 132:13 69 [1] 78:3 7 7(a) [1] 50:25 70 [5] 98:9 107:17 111:11 121:9 135:25 71 [1] 107:6 747 [5] 58:22 68:6 69: 4,24 117:6 750 [1] 21:22 764 [1] 66:23 796 [3] 17:9 42:10 136:22 8 8 [1] 66:11 821 [2] 57:1 81:8 825 [2] 51:18,25 83 [2] 108:12,14 84 [2] 107:7,9 847 [1] 102:24 87 [1] 107:4
--	--	--	--	---

88 [2] 107:4,5 885 [1] 90:13 89 [2] 107:4,5 896 [1] 98:24 8th [1] 142:16 9 9 [1] 47:1 90 [1] 107:5 910 [6] 29:10 35:15 46:18 55:11 116:20 136:2 94 [1] 107:17 945 [4] 48:18 99:22, 25 140:1 95 [1] 110:8 954 [3] 65:20 83:2 86: 15 96 [2] 78:3 110:8 990 [1] 27:19 [2] 96:21 99:5 A a [1] 98:3 a(i) [1] 43:3 abandoning [1] 61: 14 abilities [4] 28:20 47:23 54:21 69:19 ability [19] 21:11,14 28:14,22,25 34:21 47: 14,25 48:3 53:14,16 54:15,23 55:1 75:1 76:16 80:11 138:9 142:13 able [7] 49:14 61:9 75:18 84:20,25 88:20 143:8 about [39] 4:21 9:20, 22 10:13 17:25 18:23 52:22 56:24 57:12 60:9,18 61:3,4,13,15 67:18 71:3,18,23 72: 16 75:12 76:9 82:6 86:9 99:19 100:2 101:7 102:10 105:15 117:9 121:6 123:24 124:16 126:20 128: 22 131:7 139:7 141: 14 148:23	above [1] 75:9 absence [1] 21:3 absolute [1] 131:21 absolutely [2] 103: 15 118:4 absorbed [3] 22:15, 16 23:5 accept [6] 65:22 85: 14 113:3 116:22 118: 24 119:3 accepts [1] 144:21 access [2] 18:21 125:5 accessible [4] 18: 18 41:23 61:8 62:19 acclaiming [1] 47:3 accompli [1] 58:25 accomplish [2] 131: 6 139:17 accomplished [1] 140:9 accordance [2] 50: 19,24 account [4] 21:3 83: 16 90:21,22 accountable [5] 5: 20 34:18 35:3 39:13 45:19 accounts [1] 86:22 accuracy [1] 119:9 accurate [2] 117:24 118:7 accurately [1] 61:5 achieve [2] 100:10 102:14 achieves [1] 21:14 across [8] 2:24 8:4 10:9 78:13 100:24 103:4 126:11 135:15 act [4] 93:19 95:1,13 115:13 acting [1] 94:25 action [1] 8:25 active [3] 20:2 43:16 126:17 actively [3] 39:20 46: 1 138:12 activities [3] 92:9 93:13 134:4 actual [6] 53:25 54:3 76:17 92:9 119:14	147:14 Actually [1] 128:18 ad [1] 94:19 add [1] 80:16 addition [1] 149:8 additional [8] 34:7 69:20 74:9 95:6 101: 6 103:13 104:22 105: 1 address [2] 41:15 99:5 addressed [4] 7:20 65:13 116:15 137:20 addressing [2] 5:9 150:7 adjourn [1] 151:15 Adjourned [2] 151: 15,16 adjust [2] 58:15 83:6 adjustment [1] 95:8 administer [1] 41: 22 administration [3] 4:18 8:14 10:12 administrations [1] 4:16 administrative [1] 41:19 adopted [2] 61:6 65: 4 adopting [12] 15:17 21:18 24:23 25:25 27:14 29:5 31:6 35: 12 42:7 48:9 51:15 55:6 adoption [3] 38:7 44:22 50:10 adresser [1] 58:24 advantage [1] 84: 20 advised [1] 72:12 advisor [1] 3:10 advisory [3] 3:12 8: 23,25 advocacy [1] 39:24 advocate [5] 105:12 116:5,10 131:3 137:4 advocating [2] 126: 3 131:5 affect [6] 59:18 84: 19 87:18,20 124:5	150:14 affected [1] 23:2 affects [2] 60:14,15 affiliate [5] 10:1 11: 13 134:3,10,11 affiliated [4] 9:23 63: 13 114:4 133:18 affiliates [3] 63:21 114:11 134:14 affiliation [2] 3:7 10: 14 affinity [2] 10:7,15 affirmative [2] 20:5, 8 afford [1] 81:21 aforementioned [1] 24:5 after [18] 7:8 33:2 34: 1,16 37:2,19 41:9 44: 3 64:17 100:6 104:3 107:21 114:23 133: 24 139:5 145:20 146: 5 148:20 aftercare [1] 3:24 afternoon [2] 85:21 98:2 afterwards [4] 106: 8 108:17 112:16,17 again [22] 11:12 12:6, 15 17:23 35:9 52:1 56:6,18,21 70:4 88:2, 14 101:13 107:14,20 132:19 140:11,20 142:8,25 143:7 148:5 again [1] 142:24 against [48] 16:5 19: 8 22:2,5 25:8,11 26: 10,13 27:24 28:2 29: 15,18 31:16,19 35:19, 23 39:9 41:2 42:17, 20 45:15 46:23 47:1 49:21,24 53:17,20 54: 6 55:20 57:24 66:8, 11,12 76:23 78:3 82: 18,21 90:3,6 104:6 106:1 111:21,24 122: 3,8 138:8 141:8,11 against [1] 35:22 agenda [2] 1:19 58: 15 ago [12] 6:18 7:2 8: 16 9:24 10:10 11:6 49:3 55:18 56:7,8 100:7 138:19 agree [4] 40:23 65: 21 75:22 104:7 agreed [1] 23:23 agreed-to [1] 7:19 agreement [19] 3:7, 9 24:8 33:22 38:25 40:5 46:10 63:9,15 64:2,11,14 113:25 114:6,18,20 133:16, 21,22 agreements [3] 22: 22 26:25 72:3 agrees [1] 105:25 agrees [1] 75:21 aid [1] 101:6 airing [1] 129:15 airport [1] 2:4 AI [2] 57:1 81:8 Alan [3] 17:8 42:10 136:21 Alberta [1] 3:3 alcohol [1] 3:23 Aldershot [4] 98:10 111:12 121:10 135: 24 Alex [1] 144:2 Alexander [1] 123:5 aligns [1] 35:2 allies [1] 137:3 allowance [1] 83:11 allowed [3] 120:10 121:17 129:6 allowing [1] 88:15 allows [1] 34:12 Alls [1] 12:12 almost [3] 47:2 112: 20,21 alone [5] 8:3 50:17, 21 130:23 135:4 Along [3] 8:25 9:2 100:9 already [7] 62:2 84:7 90:25 127:8 130:21 131:2,24 also [22] 3:24 7:1,10 12:1,18 34:10 72:24 73:4 79:5,16 85:14 92:18 105:14 106:14
--	--	--	---

107:19 110:12 124:3, 23 125:9 132:3 135: 11 142:8 alternate [2] 32:8 36: 11 always [10] 4:10 6: 16 7:12,16 9:5 12:15, 15 59:9 67:23 142:1 am [10] 79:1 80:25 86: 21 91:2,19 102:17 135:2 139:19,20 149: 7 amazing [5] 139:20 143:2,22 144:15,21 amend [19] 22:10 51: 22 52:4,10,20 53:2,6, 13,14,17 72:20 73:21, 22 75:1 76:16 83:4, 11 92:23 95:9 amended [2] 53:24 54:3 amending [3] 76:2 85:2 98:17 amendment [42] 13: 21 15:1 16:9 19:17 21:8 24:11 25:16,20 26:20 27:6 28:7,19 29:22 30:18 31:24 33:23 36:2 39:1 41:6, 17,18,25 42:12,24 45: 9 47:7,16 50:3 51:9 52:13,23 53:21,25 54: 10,20 55:18 74:10,24 75:1,19 76:25 118:14 amendments [4] 16:19 17:6 19:4 113: 5 America [1] 129:12 Amir [1] 11:3 amongst [2] 150:22, 23 amount [14] 20:16 68:21 71:14 72:11,15 73:19 74:6,21 77:2, 16 87:10 88:24 89:8, 24 amounts [1] 77:22 an [58] 4:14,15 6:19 7: 11 11:1 20:1 30:2 32: 9,11,20 34:25 35:2 36:12,14,23 38:9 39:	11 41:18,18 45:17 52: 1,2,23 59:15 68:12 70:20 72:6 73:16 74: 9 75:10,19 77:7,11 78:21 81:25 85:19 93:5 94:19 96:8 104: 22 105:1 106:10 118: 16 121:11 124:12 126:6 127:22 134:9, 10,15 137:16 138:3 141:18 143:4,22,25 144:21 149:20 ANAKA [2] 51:18,18 and/or [2] 93:2,11 Anderson [4] 109: 21,24 110:8,10 Andre [1] 132:13 announce [3] 11:20 109:15 132:13 announcement [2] 132:4 148:19 announcements [1] 1:24 annual [1] 70:20 Annually [2] 8:2 134:16 another [10] 7:1 22: 18 52:14 69:22 121: 12 125:9 142:21 143: 1 147:17 148:19 answer [3] 1:12 49: 17 68:1 answered [1] 128: 11 anticipated [1] 58: 14 antiquated [1] 60:4 any [58] 2:9,16,19 6:6 10:23 12:7 13:25 14: 14 18:19 20:22 22:14, 19 23:1,24 24:8 28: 24 30:6,14 31:1 32: 22 33:10 36:25 37:5, 15 44:1 48:2 49:18 54:25 56:1,22 57:17 66:18 67:14 76:14 78:10 80:12 82:10,23 90:9 91:10 93:6,24 95:7,12,13 97:15,17, 17 100:19 103:23 105:25 106:9 108:15,	16 115:20 121:7,24 141:4 anybody [6] 12:13 49:7 69:19 96:12 104:2 110:23 anyone [2] 132:4 138:2 anything [4] 18:1 86: 20 94:12 97:15 anytime [1] 59:10 anyway [1] 120:18 anyways [2] 141:21 147:21 apologize [2] 86:3 91:20 apology [1] 86:5 appalled [1] 103:15 apparently [1] 47:2 applaud [1] 140:10 Applause [84] 6:8 11:22,25 12:10 13:10 17:11 19:15 26:16,17 50:1 56:12 58:4 59:5 66:14 67:10 68:14 73:6 75:15 76:11 78: 7 82:9 85:7,22 87:3 94:10 95:23 97:21 100:18 101:19 103: 22 104:19 105:3 106: 12 107:18 109:7,12 110:11,17 122:10,22 123:6,8,10,12,14 124: 11 126:13 127:15,24 128:7,15 130:13 132: 2,15,21 136:16 138: 15 139:23 140:16 141:2,13 142:7,23 143:3,12,14,24 144: 11,12 145:1,7,14 146: 7,18,22 147:1,6,15, 18 148:4,8,10 149:13, 18 applicable [4] 2:2 33:18 38:21 50:16 application [2] 31:2 64:24 applied [6] 20:24 60: 19 61:2,9 79:14 101: 23 applies [1] 15:13 apply [6] 11:11 39:6	45:13 64:16 114:22 133:24 applying [1] 62:6 appointed [3] 3:10 38:10 44:25 appointment [2] 37: 22 44:12 appreciate [4] 121: 22 128:4 135:6 138: 13 appreciated [1] 132: 9 appropriate [7] 65: 11 68:12 86:24 116: 11 122:25 125:4,22 approve [1] 30:24 approved [7] 28:16 47:21 54:17 57:6 85: 18 99:13 134:21 April [1] 7:22 arbitrary [1] 75:8 arbitration [1] 9:7 area [1] 9:17 aren't [2] 137:7 143: 2 arise [1] 60:18 Arlene [1] 144:2 Armed [1] 92:15 around [13] 2:16 29: 1 48:4 55:2 68:3 73: 1,13 88:22 97:25 120: 15 142:2,20 143:11 Article [3] 50:25 51: 4 134:1 As read [1] 21:7 Ashley [7] 5:21 9:2 52:14 56:14 57:11 73:9 145:15 aside [1] 137:24 ask [9] 6:5 12:23 48: 19 66:23 69:18 77:7 80:2 103:7 109:14 asked [1] 13:11 asking [5] 60:20 72: 19 83:12 95:25 96:2 asks [1] 137:25 as-needed [1] 93:6 assessment [2] 20: 1 50:23 assessments [3] 20:4,16 50:18	asset [1] 8:19 assist [5] 2:19 8:8 102:1,7 105:13 assistance [5] 3:16 4:2 9:11,19 98:6 Assistant [1] 93:10 assisting [2] 115:4 134:19 associated [1] 150: 10 Association [1] 4:1 associations [1] 10: 18 assume [1] 144:25 assumes [1] 21:2 at [79] 1:3,9,21 2:3,11, 14,17 3:19,19 5:11 6: 1,5,18,20,21,21 7:1 10:4 11:2 12:13 13: 16 18:11 20:6,12 23: 22 37:23 38:7 43:9, 25 44:13,22 50:7 57: 18 58:7,8 59:22 60:5 67:2,7,17,20 70:4 71: 25 72:7 74:19 75:7,9 79:9,10 85:15 90:6 97:15 101:2,10 103:6 104:18 105:6,7,12 115:22 116:2 117:23 118:4,10,18 121:5 123:22 127:3 129:5,8 136:23 137:20 138: 20 139:21 141:20 144:15,18 147:20 151:16 attempting [1] 140: 12 attend [2] 4:7 67:15 attendance [9] 1:5, 7,13 6:6 107:10,12 108:12,13 112:9 attending [2] 4:10 80:13 attention [3] 7:17 8: 24 115:20 audit [4] 32:12 33:15 36:15 37:10 August [1] 142:16 auspices [1] 94:24 authority [3] 50:18 121:1 130:4
---	--	---	--	--

authorize ^[1] 50:21 automatically ^[1] 15:3 autres ^[1] 136:11 available ^[3] 2:14 104:21 147:3 avenue ^[1] 137:11 average ^[3] 70:22 71:16 138:24 avoir ^[1] 90:13 away ^[6] 13:12 83:17 88:10 89:2 103:19 138:1 Aye ^[3] 71:5,6 75:23 B back ^[43] 1:10 8:1,9 12:22 13:13,16 17:13,13 18:7 58:6 68:16 70:13 74:20 75:6,11 77:10 96:13 98:1 103:3,7,25 104:9,14 105:9,9 106:7 110:18,23,24 111:25 120:11 121:3 126:3 128:24 129:12 132:7 143:20 144:8 145:21 146:20,24 147:17 148:12 backbone ^[2] 6:15,17 backwards ^[1] 85:19 bad ^[1] 112:19 BAILLIE ^[4] 84:11,11 89:18,18 balance ^[2] 96:12 124:2 ballot ^[5] 20:9 32:23 37:1,2,3 ballots ^[15] 28:14 29:1 32:24 33:3 34:2,5,9,16,24 47:13 48:4 54:15 55:2 57:6 108:1 banks ^[1] 138:5 barely ^[1] 16:20 bargaining ^[6] 10:19 13:14 39:17 45:23 150:12,15 barriers ^[2] 124:4,21 Bar's ^[1] 149:6 base ^[1] 10:21	Based ^[7] 47:17 67:17,20 68:2 70:20 81:21 90:25 Bashir ^[1] 11:3 basic ^[1] 92:1 basically ^[1] 85:11 basis ^[4] 7:21 93:6 94:19 137:8 baton ^[1] 144:20 Bay ^[2] 3:3 138:18 BC ^[1] 17:2 BCRL ^[1] 16:14 beautiful ^[1] 105:1 became ^[1] 59:21 because ^[42] 5:10 7:5 8:8,12,14 9:18,23 26:16 57:19 60:8,9 68:20 71:18 76:5,6,8 80:9,14 81:18 84:21 87:17 90:24 94:4 97:15 99:11 104:4 106:8 110:2 119:13 127:13 128:9,11,25 139:1,12,14,21 140:5 142:25 148:15,20 149:17 become ^[7] 33:10 37:5 63:11 114:2 126:14,17 133:17 becomes ^[1] 126:18 becoming ^[4] 39:14 45:20 118:16 124:22 been ^[39] 4:8,11 5:22 8:16 9:7 11:7 12:13 28:20,21 32:4,21 33:7 36:7,24 47:24,24 54:21,22 56:5 60:3 72:8 85:12 101:23 102:20,25 104:23 107:11,13 123:17 126:16 127:20,22 130:10 131:7,16 132:22 138:23 143:8 149:20 beer ^[1] 112:25 bees ^[4] 129:2,5,8,13 before ^[18] 6:12 12:15 15:5,7,9 18:7 58:18 77:4 91:20 94:11 98:13 99:17 101:20 107:19 108:16 109:15 131:16 138:10	began ^[2] 2:21 92:7 begin ^[3] 1:23 4:23 123:3 beginning ^[2] 1:21 3:14 behalf ^[5] 76:6 110:15 137:5,6 140:3 behind ^[2] 79:22 117:20 being ^[25] 7:20 28:22 34:10 38:6 44:21 47:25 54:23 61:8 67:25 70:14 71:17 79:11 80:5 100:15 105:1 106:23 120:1,15 122:2 127:8 137:9 139:22 143:16,17 144:19 believe ^[6] 55:17 75:19 98:3 100:9 110:22 124:23 belong ^[4] 15:12 49:4,5,6 belonging ^[2] 49:7,11 belongs ^[1] 49:9 benefit ^[1] 126:22 benefited ^[1] 126:5 Berube ^[1] 132:13 beside ^[1] 139:19 best ^[1] 9:14 better ^[4] 59:9 130:19 137:23 139:18 between ^[8] 3:7 20:10 65:9 99:3 120:10 121:2,10,16 beyond ^[1] 95:3 big ^[6] 7:3 59:2 143:12 144:11 145:6,6 bigger ^[1] 139:2 Bill ^[1] 150:14 Biro ^[2] 123:7 130:14 bit ^[3] 72:6 78:13 110:2 biweekly ^[1] 21:9 blanket ^[2] 129:3,15 BLE ^[1] 133:15 BLET ^[6] 63:14 64:14,19 114:21,25 133:23 BMW ^[5] 3:1,5,8 4:15 5:3	board ^[68] 3:20,21,25 11:8 12:23 15:15 21:16 24:21 25:23 27:12 28:17 29:3 31:4 32:4,17 33:4 34:3,13,17 35:5,6,6 36:7,20 37:11 39:4,7 41:11,14 42:4,5 43:4,19 48:6,7 50:9,12,17,20,21,24 51:13 52:19,24 53:4 54:18 55:4,5 57:7 65:13 67:1,13,16,20 72:15 80:18 87:6 96:1 110:15 116:15 120:7,14 122:16 127:17 131:21 134:22 140:8 151:3 Boards ^[3] 41:21 43:21 130:15 board's ^[1] 35:1 bodies ^[1] 149:24 body ^[6] 8:24 35:3 51:10 92:11,11 124:6 bonded ^[1] 50:24 bonds ^[1] 51:9 Bonjour ^[1] 135:19 book ^[3] 52:15 80:11 117:22 booze ^[5] 144:23,23 145:16 146:24 148:21 both ^[12] 5:10,11 18:25 24:12 57:4 62:20 73:23 102:8 113:17 124:15 130:16 135:8 bottle ^[8] 104:22 146:15,15,16,24 147:2,12,13 bottles ^[1] 146:14 bottom ^[3] 58:15 108:1,2 break ^[5] 2:17 58:5 83:21 104:14 105:4 breakdown ^[1] 83:22 breakfast ^[9] 79:20 83:5,15,24 84:3,21,23 87:17 88:7 breathe ^[1] 92:4 Brett ^[1] 142:3 Brian ^[3] 11:21 12:19	147:14 Brianna ^[1] 76:3 bring ^[11] 12:24 17:13 39:23 46:3 69:12 122:17 124:8 130:24 132:23 145:11 148:17 bringing ^[3] 7:24 112:12 125:20 brings ^[1] 41:25 broad ^[2] 92:9 96:18 broadly ^[1] 92:12 broken ^[1] 99:24 Brotherhood ^[8] 24:14 59:25 63:5,7 113:20,22 133:11,13 brothers ^[8] 4:5 6:11 59:12 86:7 105:13 135:5,15 149:20 brought ^[3] 6:19 85:20 105:14 BS ^[1] 5:13 bucks ^[1] 112:23 budgeting ^[1] 68:3 build ^[2] 77:10 131:25 building ^[2] 124:19 131:13 built ^[1] 61:15 Bureau ^[1] 144:2 business ^[20] 24:2 35:1 50:7 58:18 66:17,18,21 67:24 78:10 82:24 90:9 91:9,15,16,17 94:22 96:24,25 97:25 98:4 but ^[62] 6:9,10,16 8:12,15,18 9:8 10:22 59:7 60:9 62:1 64:7 67:6 68:1 70:16 72:3 73:14 74:1 77:12 78:2,14 80:1,22,25 81:25 84:19 85:1,14 86:20 87:5 88:20 91:21,23 95:12 96:11,24 99:18 100:11 101:24 102:12 103:18 107:10 112:25 120:22 122:24 125:15 126:7 127:12 128:1,25 129:
--	--	--	--	---

15 132:12,17,19 137:6,10,15 140:4 141:20,20 145:17 148:18 But ^[1] 148:23 BUTTERFIELD ^[8] 16:13,15,22 17:1,2,12 40:14,14 button ^[3] 108:25 109:2 130:8 buttons ^[1] 122:5 buy ^[2] 112:24 146:5 by ^[84] 2:11 6:10 9:16 14:12 15:14 18:10 19:19 20:1,4,7,17 21:9 22:12,18 23:8 25:18 26:22 28:9,12,16 29:25 32:1 33:18 34:2,23 36:4,24 37:4,15 38:21 39:9 41:7,20,24 43:1,8 45:16 47:2,9,12 49:10 50:5 53:2 54:11,13,17 56:6 57:6,18 64:5,13 65:12,14 68:13 70:22 71:15 83:25 84:3,6 85:2 88:10,12 91:6 93:9 95:15,18,19 98:12 100:15 104:23 105:2 106:16 114:20 116:14,16 121:4 123:3 131:5 132:4 133:22 134:21 135:4 137:8 142:16 by ^[1] 22:15 bylaw ^[19] 16:19 24:22,23 26:20 27:13,14 29:23 31:5,6 48:25 65:9,10 92:3 96:1 120:9 121:16,16 149:21,22 C CADEAU ^[2] 84:16,16 calculator ^[4] 69:10,18,20 73:4 call ^[53] 16:1,1 17:18,18 21:25,25 25:6,6 26:8,8 27:22,22 29:13,13 31:14,14 35:17,17 40:19,20 42:16,16 46:21,22 49:19 52:11,	20 53:15,15 54:1,1 56:3 66:6,6,20 76:1,14 82:14 89:16,22,22 90:10 91:8,14,14,17 111:17,17 119:10 121:25 133:3 141:5,5 called ^[1] 129:20 calls ^[2] 85:15 97:19 Cam ^[1] 26:4 came ^[1] 129:3 can ^[81] 1:8,17 2:18 6:16 8:1 10:4 11:20 12:13 16:21 17:13,14 18:6,10,12,13 19:5 39:11 45:17 59:3 61:1,17 62:9,16 65:21 70:13 73:15,16 76:15 80:21 81:21 82:15 87:24 88:21 89:23 93:18 95:1,2,13 96:8,14,25 98:3,7,13 99:5 101:9 103:9,11,12,25 104:10 106:10 109:16 111:19 112:14,17 119:12 122:1,15 124:4,7 125:2,8,12,17 127:9 129:12,21 130:11,19,21 131:6,14 132:17 137:4 139:17 141:6,25 145:21 148:2,17 can ^[1] 145:21 Canada ^[50] 3:5,8,11 10:9,16 14:21 15:3,9,12 30:19 47:18 48:25 49:1,11 56:9 57:8 63:1,2,10,11,14,18,21,22,25 64:6,10 65:7,15 114:1,2,4,9,12,12,16 116:7,17 133:8,17,17,19 134:3,4,6,7,9,12,18 150:13 Canadian ^[1] 92:15 candidate ^[3] 32:17 33:8 36:20 candidates ^[6] 33:1 34:6,8,9,11,25 cannot ^[3] 33:14 37:9 60:24 can't ^[8] 49:3 88:20 106:24 108:10 113:	11 137:7 143:17 150:22 cap ^[2] 39:10 45:16 capable ^[1] 61:8 capacity ^[2] 3:12 12:8 card ^[2] 11:16,21 care ^[7] 11:3 12:9 60:9 93:9 94:18 95:2 130:6 career ^[3] 2:21 3:15 9:6 Carl ^[1] 31:10 CARLSON ^[8] 78:12,12,21 79:1,4,23 80:20,24 Carolyn ^[2] 123:7 144:1 Carried ^[39] 16:6,7 19:14 22:6,7 25:12,13 26:13,14 28:3,4 29:19,20 31:20,21 35:23,25 40:7 41:2,3 42:21,22 47:1,4 49:24,25 53:22 54:7,8 59:23 66:11,12,13 76:23,24 78:4 112:1 122:9 141:12 carriers ^[4] 70:4,11,22 80:11 carriers' ^[1] 67:1 carry ^[2] 116:20 134:8 cast ^[5] 32:21,24 36:24 37:2 107:25 casting ^[1] 20:9 catching ^[2] 56:10,18 Caucus ^[33] 106:15 112:13 122:14,20 123:5,24 124:10,16 125:20 126:10,14,20,21 127:5,6,9 128:1 130:15,23 131:6,14 132:23 134:20 135:7,12 136:10 137:11 138:9 139:12 141:7 143:1 145:12 150:8 caucuses ^[2] 123:20 135:13 Caucuses/Comm	tees ^[2] 133:10 134:13 caught ^[1] 97:2 cause ^[5] 43:13 77:8,11 92:13 129:17 caused ^[1] 64:21 cent ^[8] 42:20 70:5 71:15 72:1,16 74:13 75:9,11 Centre ^[1] 3:22 ceremonies ^[1] 93:15 certificates ^[2] 11:16,16 certification ^[1] 95:3 C'est ^[2] 135:23 136:9 cetera ^[10] 30:23 68:25 69:1,1,22 87:8,16,18 99:13 102:16 Chad ^[2] 66:22 71:22 chair ^[10] 12:18,19 16:16 17:3 88:21 94:17 122:13,25 123:17 145:12 Chair ^[1] 16:13 chairman ^[21] 3:1 16:14 19:22 21:1,2,4,7 32:6,6,7,13 33:13 36:9,9,10,16 37:8,12 39:7 43:6,20 chairman's ^[1] 20:21 chairperson ^[6] 3:20 11:7 93:10,11,17 95:15 challenge ^[3] 7:1 69:19 125:9 challenges ^[7] 6:20 7:3,15 97:13 108:17 125:2 137:13 champagne ^[3] 147:13,14,14 chance ^[4] 9:17 12:4 34:2,23 change ^[13] 30:25 33:24 34:20 42:12 87:9 89:7,24 91:3 96:2 109:1 120:9 121:1,15	changes ^[7] 1:20 7:8 24:16 59:14,22 131:4 149:21 changing ^[2] 53:2 61:3 chaplain ^[24] 92:5,10,13,23 93:1 99:25 100:2,3,4,9 101:4 102:1,4,7 115:4,7,13,19,25 117:10,12,13 118:6,13 chaplain's ^[1] 101:22 charity ^[1] 144:4 chat ^[1] 123:22 cheap ^[1] 148:21 check ^[1] 1:17 Cheering ^[1] 112:7 cheers ^[2] 68:14 122:22 chief ^[1] 6:22 Children's ^[1] 144:5 choke ^[1] 13:16 choose ^[1] 98:7 choosing ^[1] 21:12 chorus ^[1] 137:15 Chris ^[14] 2:18 4:19 18:4,13 55:16 69:8 83:21 87:13 88:19 98:9 111:11 121:9 135:24 146:8 CHRISTIE ^[6] 17:8,8 42:10,10 136:21,21 circumstance ^[2] 93:6,25 circumstances ^[2] 94:9,14 civic ^[1] 93:14 civil ^[1] 50:16 clapping ^[1] 78:5 clarification ^[1] 102:20 clarify ^[10] 17:23 61:20 74:13,14 77:5,13 86:17 87:14 101:21 121:10 clarity ^[3] 60:14 74:1 117:7 clause ^[1] 65:2 CLC ^[9] 48:21 49:1,2,4,7,9,12,13 56:8
--	--	---	--	--

clean ^[1] 75:12 cleaned ^[1] 144:22 clear ^[9] 60:22 61:24 62:3,5,10,17 100:14 104:10 120:17 clearly ^[6] 28:22 48: 1 54:23 61:5,17 84: 25 client ^[1] 10:21 close ^[5] 1:16 98:13 104:1 105:24 106:1 close ^[1] 104:11 Closed ^[26] 16:1 17: 18 19:7 21:25 25:6 26:8 27:22 29:13 31: 14 35:18 40:20 42:16 46:22 49:19 53:15 54:1 56:3 66:6 82:14 89:22 91:9,14 97:24 111:18 121:25 141:5 closely ^[1] 5:9 closes ^[1] 109:1 closeup ^[1] 148:2 closing ^[7] 11:14 12: 1 98:4 102:2 104:12, 13 115:6 CMO ^[1] 7:9 CN ^[12] 3:19 5:15 6:1, 3,4,14,22 7:9 8:18 13: 17 101:8 123:11 coach ^[1] 30:21 coaching ^[1] 94:2 coast ^[4] 6:14,14 7: 23,24 coasters ^[3] 104:25 148:1,17 Coat ^[3] 69:21 113: 13 145:22 Coats ^[4] 68:25 74:3, 8 141:17 co-chair ^[5] 3:17,19 5:3,5 9:1 codes ^[2] 129:17 130:18 co-ed ^[1] 3:23 coherent ^[1] 62:19 collaboratively ^[1] 131:1 colleagues ^[1] 91: 22 collected ^[1] 20:18	collective ^[8] 39:17 45:23 72:3 92:11,11 137:16 150:12,15 collectively ^[3] 8:23 9:12 137:15 combative ^[1] 6:23 come ^[30] 11:20 18: 13 56:11 58:5 59:9, 19 67:4 77:10 78:13 81:16 86:10 96:13 103:2,7 104:14 106:7 112:15,17 113:11 121:3 122:12 131:17 133:1,4 139:4 141:22 147:5,7,21 148:7 comes ^[6] 5:23 24: 13 73:5 77:14 86:12 124:1 comfortable ^[1] 71: 4 coming ^[7] 75:7 85: 20 122:25 144:8 146: 5 147:11 149:20 comité ^[1] 58:24 commencing ^[1] 1: 2 comments ^[1] 8:22 commitment ^[1] 140:2 commits ^[3] 65:8 116:8 134:18 Committee ^[84] 3: 18 5:4,6,15 8:24 9:1, 3 11:6 12:19,25 13: 22 14:16 15:16,17 19: 17,24,25 20:20 21:1, 11,17,18 22:10 24:18, 22,23 25:16,24,25 26: 20 27:13,14 28:7 29: 4,5 31:5,6 32:10,12 33:5,12,15 34:18 35: 11 36:13,15 37:7,10 40:1,10,11,16,22,24 42:6,7 46:6,13 48:8,9 51:14,15 52:17,19 53: 3 55:5,6,23 59:2 65:9 68:25 69:21 74:2 95: 20 99:2 115:14 116: 13 117:15,22 120:4 123:4,18 134:20 142: 10	committees ^[8] 4: 25 5:8,10,12,16 51:7 74:8 95:7 committee's ^[1] 46: 18 committing ^[2] 101: 1,10 communication ^[2] 100:25 150:4 communities ^[1] 124:19 community ^[1] 96: 18 companies ^[4] 8:13, 17 80:10 150:21 company ^[2] 80:3,8 compassion ^[2] 94: 1,16 compassionate ^[9] 93:2,8 94:15,25 95:2, 5,9,11,14 compiled ^[1] 23:19 complain ^[1] 76:8 complaint ^[1] 100:2 complaints ^[1] 108: 17 complement ^[1] 127:7 complete ^[2] 14:5, 19 completed ^[1] 33:7 complications ^[1] 150:10 composed ^[1] 43: 19 compounded ^[3] 72:2,5 73:14 compounded ^[1] 72:4 Compounding ^[2] 72:2,18 comprised ^[1] 10: 17 concept ^[3] 116:4,9 120:5 concern ^[1] 103:2 concerns ^[8] 84:22 108:15 123:25 124:3, 5 125:18,21 129:9 conclusion ^[1] 86: 10	concrete ^[4] 102:14 119:22 121:13,15 conditions ^[5] 23: 25 27:2 124:1 126:4 130:21 conduct ^[1] 7:22 conductor ^[3] 103: 10 129:16 137:22 confer ^[1] 90:23 Conference ^[38] 14: 4,8,13,19,23 19:20 22:13,21 25:19 26:23 28:10 30:1,19 32:2 36:3 41:8,20 42:25 47:9,17 50:6 54:12 63:2,3,12,23 65:8 92: 24 99:2 114:3,13 116: 8 127:3 133:9,17 134: 8,16,18 confidence ^[1] 62:7 conflict ^[3] 40:6 46: 10 50:15 confusing ^[1] 60:5 confusion ^[10] 28: 21,25 31:1 47:25 48: 3 54:22,25 61:20 62: 11 102:16 congrats ^[1] 4:19 Congratulations ^[2] 12:12 109:6 Congress ^[2] 47:18 57:9 connect ^[2] 125:17, 21 connected ^[1] 135: 14 connections ^[1] 124:20 consider ^[2] 55:20 116:9 consideration ^[3] 16:18 17:5 19:3 considered ^[7] 30:8, 15 38:8,16 44:23 45: 7 120:2 consistent ^[6] 24: 16 51:8 52:18 62:6 63:23 114:14 consistently ^[6] 5:9 39:18 61:2,9 62:14 67:3	consisting ^[2] 5:1,2 consœur ^[2] 136:5, 5 consolidated ^[2] 22:17 23:6 consolidation ^[2] 39:9 45:15 constantly ^[1] 45: 24 Constitution ^[22] 24:15 33:19 38:22 40:4,7 46:9,12 51:1,5 52:16 59:24 60:1 63: 24 64:16,20 65:14 114:15,22 115:1 116: 16 133:24 134:1 constructed ^[2] 64: 19 114:25 consultation ^[2] 94: 2,19 consummation ^[1] 24:8 contact ^[1] 129:24 contained ^[4] 40:4, 6 46:9,11 containing ^[2] 32: 25 34:5 contains ^[1] 2:1 contention ^[1] 34: 11 contest ^[1] 11:18 context ^[1] 92:15 continue ^[9] 5:25 34: 15 60:24 63:17 94:4, 7 114:8 151:2,3 continued ^[1] 20:13 continuing ^[1] 12:7 continuous ^[1] 10: 13 contract ^[2] 39:25 46:5 contradicts ^[1] 40:8 contribute ^[1] 124: 23 contributed ^[1] 128: 3 convened ^[2] 32:5 36:8 convention ^[38] 2:1, 10,14 4:11 6:1,18 7:8 12:14 18:18 43:10
---	---	--	---	---

59:23 69:9 72:9 77:7, 8,9,10,12,12 78:14 79:10,14 86:22 95:18 99:17 115:23 116:3 118:11,19 121:3,20 126:24 127:18 143: 10 144:16,20 151:15, 16 conventions [7] 65: 10 80:13 99:3 120:10 121:2,11,16 conversation [2] 92:8 94:3 conviction [1] 92:6 cookies [3] 13:1,3,9 coordinated [2] 22: 18 23:7 copies [1] 18:19 copy [3] 18:21 117: 22 119:13 correct [14] 52:19 57:10 79:3 83:13 84: 1,2 88:6 89:10 91:2 102:17 113:9 117:25 120:20 121:14 corrected [1] 107: 13 correction [1] 42:15 correctly [2] 70:19 89:6 cost [1] 8:14 cotisations [1] 90: 13 could [11] 1:7 16:20 17:22 21:10 77:11 80:4 91:21 97:15,17 121:15 144:5 couldn't [2] 144:9 149:14 councils [1] 134:3 counsel [1] 90:23 count [5] 23:13,15, 18 38:13 45:4 counted [2] 38:4 44: 19 country [3] 8:4 135: 15 151:5 couple [6] 55:17 79: 25 100:7 123:19 135: 1 143:11 course [4] 91:25 96:	11 123:13 140:3 cover [1] 74:2 covered [6] 55:17 56:7,16 57:13,19 83: 19 covering [2] 3:2 27: 1 CP [5] 2:23,24 5:10, 13 104:25 CPKC [6] 4:24 5:20, 23 103:16 123:9 138: 20 craft [3] 30:13,17 137:22 crafts [6] 27:3,7,10 30:11,16 126:9 create [1] 129:24 created [2] 10:10 59: 20 creates [2] 39:19 45: 25 creating [1] 123:21 creation [3] 28:24 48:2 54:24 credential [3] 41:19, 22 95:4 crews [1] 24:13 crisis [1] 93:21 critical [2] 93:22 129: 17 criticism [1] 137:9 CROA [1] 150:6 cry [1] 82:3 CTY [1] 24:13 cultural [1] 92:19 cumbersome [1] 30:23 Cup [2] 112:5,10 curious [2] 66:23 67: 6 current [7] 4:17 38:6 42:1 44:21 48:20 60: 21 124:18 currently [2] 57:5 139:3 cutting [1] 128:23 cycle [6] 37:17,18,25 44:3,3,15 D daily [15] 7:20 11:3	66:24 68:8 71:14 73: 19 77:2,16 82:12 83: 4 87:10,19,21 89:7, 24 Dakota [3] 84:11 89: 18 138:17 Dale [8] 68:6,19 69:3, 24 70:13 71:23 117:6 147:14 dangerous [1] 5:18 dangers [1] 129:18 Daniel [1] 21:21 Darin [1] 98:23 date [1] 23:24 daughters [1] 139:8 davantage [1] 136: 13 Dave [1] 58:22 day [22] 1:8,19,22 58: 16 67:2,7,20 69:7 71: 2 74:7 79:9,17 82:1 83:11,23 84:23 86:19 93:15 106:16 132:25 139:21 141:1 days [22] 4:10 59:13 78:15 79:7,11,13,21 80:18 81:1 82:17,17, 18 83:4,14 86:18,19 100:7 123:19 141:18 142:18 144:8 149:21 day-to-day [2] 39: 15 45:21 deadline [1] 142:16 deal [2] 69:23 106:13 dealing [2] 7:15 75: 4 deals [1] 102:15 debate [48] 15:25 17: 17 21:24 25:5 26:7 27:21 29:12 31:13 35:17 40:19 42:16 46:21 48:16 49:19 51:21 52:9 53:14,24 55:14 56:2,22 57:17 66:5 75:1 81:11 82: 11 84:14 86:9,9,20 89:21 96:13 97:9 100:20 104:13 111: 16,18 112:12 113:4 117:5 119:9 121:7,25 133:5 136:18,19,20	141:4 debated [4] 59:13 91:1 149:21 150:1 debates [1] 150:18 debating [2] 57:5 62: 8 debriefed [1] 103: 11 decade [1] 138:25 decide [2] 33:7 34: 21 decided [5] 34:2 37: 4 67:20 78:2 105:18 decision [7] 34:8,19, 22 35:2 67:14,16 80: 19 decisions [4] 59:16, 18 67:12 69:23 declare [1] 106:18 declared [2] 32:19 36:22 deem [1] 95:20 DEFEATED [3] 58:1 82:22 90:7 deficit [1] 77:9 deficit [1] 81:23 define [1] 92:12 defined [5] 37:15 43: 25 93:9 102:12 120: 15 definite [1] 34:18 definitely [3] 5:14 17:1 98:21 definition [1] 92:17 definitions [1] 92:1 deinvested [1] 138: 20 delay [1] 97:17 delayed [1] 62:2 delaying [1] 35:1 DELCLLOO [2] 58:21, 22 delegate [13] 41:10, 22,24 67:15 69:21 71: 3 83:8 92:8 107:24 141:22 146:21 149: 16 151:5 delegates [72] 4:9 6: 2 11:17 20:21 21:12 30:24 34:7,15 41:16 43:9 58:9,13 59:10,	22 62:7 68:8,13,24 69:15 70:3 71:15 74: 1 75:23 76:5 77:3,16, 22 78:16 79:5,8,12, 16,18 81:1,4,5 82:11, 12 84:4 87:7,10,15 88:10,11,23 89:2,3,8, 25 91:6 97:24 98:1 105:8 106:4 115:22 116:4 118:10,18 120: 23 121:4,20 126:25 132:6 140:8,25 141: 24 142:16 144:17 151:8,10,13,14 delegates' [5] 34:21 66:24 68:12 69:5 82: 16 delegate's [1] 78:15 delete [3] 115:25 118:12,21 deleted [2] 117:13, 17 Deleting [1] 21:14 deletion [3] 47:18, 20 56:8 deliberation [1] 34: 23 Dell [2] 11:21 12:19 democratic [2] 33: 24 109:10 demonstrates [1] 60:21 Denis [2] 75:25 146: 17 denotes [1] 129:22 depart [1] 2:5 departing [1] 1:25 department [2] 2: 22,24 Deptuck [2] 4:4,5 deputized [1] 95:13 derived [1] 50:22 deserve [4] 62:16,17 137:19 143:12 deserved [3] 4:19 106:11 142:22 deserves [2] 62:18 138:4 designated [1] 130: 1 designed [2] 63:17
---	---	--	---	--

114:7 details [1] 94:20 determination [1] 120:12 determine [2] 116:11 120:8 determined [8] 20:17 24:4 33:18 38:21 68:13 95:19 116:14 146:17 determines [1] 34:4 determining [1] 120:2 deux [1] 136:3 develop [3] 39:21 46:1 130:12 developing [1] 124:19 development [1] 126:2 device [1] 18:19 dialogue [2] 92:22 96:13 did [25] 6:25 10:2 35:9 47:2 56:17 67:18 75:5,18 77:7 84:24 99:1 117:7,21 121:4 128:22 132:10,12 142:10,11,17,20 143:22 144:3,21,23 didn't [4] 69:12 80:2 112:19 146:4 diem [9] 79:19 83:4,15,19 87:10,15 89:3,7,24 dietary [1] 84:21 difference [1] 80:17 different [11] 3:13 5:11 13:4 57:4 68:22 81:21 97:13 125:7 126:9 128:10 145:16 differently [1] 124:5 difficult [7] 60:5,6,10 128:9 130:22 137:18 143:17 difficulties [1] 93:23 Diggles [2] 13:5,6 dinner [3] 83:24 84:5 88:8 direct [2] 7:25 95:20	direction [4] 60:22 62:7 93:16 96:1 directly [5] 3:6 59:24 63:13 114:3 133:18 director [11] 3:22,25 11:2 43:5,7,15,22 45:14 73:9 135:11 145:15 directors [2] 3:20 11:8 disabled [2] 102:6,8 Disclaimer [4] 29:24 30:2,25 65:2 discontinued [1] 20:13 discounts [1] 11:11 discreet [1] 130:7 discuss [4] 66:19 96:25 101:15 113:13 discussed [16] 95:19 105:15,23 116:4 149:21,22,23,25 150:1,3,6,7,9,10,13,16 discussing [3] 4:23 68:23 103:19 discussion [60] 15:25 17:17 21:24 25:5 26:7 27:21 29:12 31:13 35:17 40:19 42:15 46:21 48:16 49:19 51:21 52:9 53:14,24 55:14 56:2,22 57:17 66:5 69:16 71:19 72:10 74:18,25 76:1,14 78:8 81:11 82:10 84:8,14 89:21 92:3 96:5,8,24 97:8 100:20 103:14,24 104:13 105:19 111:15,17 112:11 113:4 117:4,18 119:9 121:7,25 122:18 133:5 136:18,19 141:4 discussions [3] 86:10 105:12 150:17 disqualification [1] 40:3 disqualifications [1] 46:8 distribution [1] 24:9	district [1] 24:3 diverse [2] 100:1 131:11 diverted [3] 22:16 23:5 34:10 divided [1] 34:16 division [92] 14:2 15:21 16:14 17:2,9 21:22 24:7 25:2 26:4 27:19 29:10 31:10 35:15 36:5 40:15 41:9,25 43:2,17 46:18 48:12,18 51:18,24 53:9 55:11,16 57:1 58:22 60:15,16,19 65:20 66:1,22 68:6 69:3,24 72:14 76:4 81:8,14,20 83:2 84:12,16 86:15 87:8 89:19 90:12 91:5 92:25 93:7,18 95:13 97:5,11 98:9,24 99:22,25 100:5,21,22 102:3,5,24 103:20 111:11 115:3,6,8,10,16 116:1,12,13,20 117:6 118:12,21 119:2 120:3 121:9 131:18 132:13 134:25 135:20,25 136:2 140:1,19 divisional [3] 93:20 94:22 149:24 divisions [7] 48:22 62:6 101:24 102:10,17 120:11 132:7 do [87] 1:5,7 2:8 5:15,17,25 9:9,18 13:17 15:11,20 49:13 52:4 53:6 60:7 66:17,19 68:20,22 69:10 71:6,8 72:22 73:21 74:9,13 76:8 81:6,18,19,24 83:21 84:9 86:23 89:15 95:4 96:2,8 98:3,5,13,20 99:12,19,23 100:8 102:10 107:1,3 110:24 111:9 116:24 117:23 118:14,14,15 119:25 120:12,18 121:11,15 125:16 128:9 130:3,23 131:14,18 132:5,9 135:7	137:4,6,12 139:15 140:9 142:2,25 143:8 144:15 145:10,13 146:1 147:24 148:13 149:11 151:7,12 do [1] 100:5 document [2] 16:18 17:5 DODD [6] 81:13,14 100:21,21 134:25,25 does [8] 15:2 34:14 77:8 92:14 107:4,24,25 128:18 doesn't [7] 57:9 80:24,25 84:18 103:16 130:23 139:14 Doherty [1] 5:5 doing [6] 52:22 82:6 85:12 88:14 110:16 139:2 dollar [2] 72:23 74:21 dollars [3] 82:1 90:15,21 domestic [1] 129:4 Don [4] 4:19 5:21 9:2 47:3 donated [2] 104:23 105:2 donation [2] 149:4,9 done [23] 5:16,17 58:2,2,3,13 72:2 74:22 99:7,10,16,19 112:20,21 127:8 135:6 141:17 143:16,19,23 144:6 145:3 147:3 donnera [1] 136:11 Don's [2] 72:23 73:4 don't [33] 1:11 5:11 8:18 9:17 40:24 52:13 60:8 72:15 74:19,20 77:18 79:12 81:18 83:18 87:17 96:8 98:3,19 100:12 101:15 104:2 106:9 107:23 108:16 109:14,16 110:21 119:13 128:11 132:16 139:13 140:4 148:7 don't [1] 16:24 doorway [1] 103:17	do-overs [1] 118:16 down [13] 2:18 58:17 60:4 67:25 83:21 99:18 103:4 106:1 107:1 112:21 119:17 122:16 147:11 DOYLE [14] 17:21,21 18:6 85:9,9,23 86:2 119:12,12,16,21 120:17,21,24 draft [1] 65:10 draw [12] 11:14 104:22 112:19 132:10,12 145:13 146:14,15 147:8,21 148:7,18 drawing [2] 145:10 146:1 draws [1] 107:20 dress [1] 129:17 Dresser [2] 123:5 127:11 Drew [4] 109:19,23 110:7,13 drop [1] 108:1 drove [1] 17:23 drown [1] 140:12 drowning [1] 140:12 drug [1] 3:23 Drum [1] 145:8 due [5] 15:4 28:22 47:25 54:23 106:2 dues [13] 68:4,17 75:5 77:10 90:18,19,20,24 91:3,3,3 150:2,3 duly [1] 43:9 DUNN [19] 68:6,6,11 69:3,3,7,12,24,24 70:2,7,9,16,25 71:5,23 117:6,6,14 during [4] 15:8 16:18 17:5 19:3 Dustin [4] 48:17 99:21 139:25 146:25 duties [11] 21:2 50:12 51:4 92:23 93:3 95:8 101:22 102:4,11 115:7 134:10 duty [8] 14:8,22 33:11 37:6 100:5 101:25 115:11,17
--	---	--	--	---

E

Each ^[18] 7:22 14:1, 16 23:15 24:3,4,6 41:9,24 43:9 70:23 72:1 78:19 79:20 108:3 139:6 149:15 150:20
EAP ^[2] 8:12,20
EAPA ^[1] 3:25
earlier ^[3] 55:17 87:14 99:1
early ^[2] 58:10 106:10
easiest ^[1] 75:12
easiest ^[1] 75:8
easy ^[2] 141:18,21
eat ^[2] 1:11 84:25
Edmonton ^[4] 17:9 42:11 123:9 136:22
education ^[1] 149:25
EFAP ^[16] 3:19 6:1,3,15,15,17,21,24 7:3,10,11,13,16,23 8:23 9:4
effect ^[1] 121:19
effective ^[3] 20:11 23:24 59:21
effort ^[1] 30:3
efforts ^[1] 58:25
eggs ^[2] 1:9,11
eight ^[1] 11:4
Eighty-four ^[1] 107:7
either ^[1] 67:14
elect ^[2] 32:5 36:8
elected ^[16] 2:25 3:4 11:7 32:15,19 36:18,22 37:14 38:10 43:8,9,12,24 45:1 100:4 133:1
electing ^[1] 41:10
election ^[9] 33:25 34:14,21 37:22 38:4 44:11,18 85:19 106:19
elections ^[7] 33:6 106:7,13,18 107:20,22 108:17
electoral ^[2] 37:17 44:2

electronic ^[13] 28:11,15,20,25 47:11,14,23 48:3 54:12,16,21 55:1 57:5
electronically ^[2] 18:10,11
eligibility ^[8] 33:16 38:1,19 40:3,6 44:16 46:8,11
eligible ^[5] 32:19 36:22 37:12 43:14,23
eliminate ^[5] 28:24 48:2 54:25 61:19 106:23
eliminates ^[1] 42:1
Ellickson ^[1] 146:17
else ^[5] 67:7 85:16 104:2 107:10 138:2
email ^[3] 2:11 18:11 78:21
emotional ^[2] 97:3 141:15
employed ^[1] 20:2
employee ^[2] 3:16 4:1
employees ^[4] 22:25 23:8 64:4 65:5
employer ^[1] 21:10
employers ^[2] 27:8 30:17
enable ^[1] 14:10
encourage ^[6] 11:9 39:4,21 45:12 46:2 131:15
encourageant ^[1] 136:9
encouragement ^[1] 131:24
end ^[4] 78:19 79:10 106:16 149:20
endeavours ^[1] 145:5
endorsed ^[1] 95:15
enforced ^[1] 144:6
enforcing ^[1] 62:8
engaged ^[1] 126:19
engagement ^[1] 124:20
engine ^[2] 23:12,17
engineer ^[1] 103:10
engineering ^[5] 2:

22,24 3:18 5:2,4
engineers ^[9] 24:12,14,16 27:9 59:25 63:5 64:8 113:21 133:12
English ^[3] 18:25 113:17,18
Enjoy ^[1] 145:4
enjoyed ^[1] 123:15
enrolled ^[2] 14:21 15:3
enshrine ^[1] 102:14
ensure ^[14] 7:18 9:13 30:4 39:1,12 45:9,18 51:3 52:1,23 53:3 62:13 124:14 135:13
ensuring ^[3] 34:14 61:4 101:2
entails ^[1] 120:6
enter ^[3] 11:15,18 132:10
entered ^[1] 94:21
entire ^[2] 79:6 80:4
entirely ^[2] 39:14 45:21
entirety ^[1] 25:19
entitled ^[5] 78:15,17 79:1,6 85:17
entitlements ^[1] 130:20
entrusting ^[1] 131:22
envelopes ^[1] 2:13
envie ^[1] 136:11
environment ^[3] 97:16 130:22 137:14
environments ^[2] 39:18 45:24
equal ^[2] 32:20 36:23
equate ^[4] 69:22 71:2,23 74:9
equitable ^[1] 24:1
equity ^[2] 137:24 138:3
Eric ^[1] 140:19
error ^[2] 52:14 80:16
especially ^[5] 91:20 106:24 142:2,11 143:11
essence ^[2] 100:23 101:14

essentially ^[3] 15:10 55:18 67:5
establish ^[3] 63:18 114:8 130:19
established ^[4] 23:22 24:9 38:5 44:20
establishes ^[1] 33:24
et cetera ^[1] 67:16
Europe ^[1] 129:11
evaluate ^[1] 95:8
Even ^[10] 5:7 49:8 60:6 72:6 73:16,16 81:24 85:20 94:2 126:17
evenly ^[1] 34:16
events ^[4] 67:4 94:9,14,20
ever ^[6] 12:21 74:22 127:19,19,22 128:22
every ^[20] 6:23 30:3 81:20 84:23,25 86:19,23 101:3,5,11 125:14 126:18 127:20 128:12,12 139:6 142:5 150:20 151:5,5
everybody ^[25] 2:12 13:1 71:4,21 74:7 75:21 80:11 86:11 87:1,4 88:15 96:22 100:14 104:6 105:25 108:10,18 112:25 120:25 128:18,19 139:13 142:4,14 144:24
Everybody's ^[1] 77:19
everyone ^[14] 1:6,17 62:9 67:7 85:12 88:3 123:21 126:12 131:23 132:10,19 138:4 139:18 149:15
everyone's ^[1] 138:13
everything ^[4] 9:9 11:18 85:16 135:6
evident ^[1] 94:15
evolve ^[1] 92:18
evolved ^[1] 10:15
evolving ^[2] 39:18 45:24
exact ^[2] 13:17 17:14

exceed ^[2] 32:10 36:13
exceeding ^[2] 37:16 44:1
except ^[3] 64:12 114:19 133:21
excited ^[4] 124:9 130:11 135:12 138:12
exclusively ^[1] 129:25
excuse ^[3] 94:9 99:23 119:10
executive ^[43] 9:25 11:2 12:23 15:15 21:16 24:21 25:23 27:12 28:17 29:3 31:4 32:9 33:4,11 34:17 35:5,6 36:12 37:6 39:4,11 42:5 45:18 48:7 51:13 54:18 55:5 57:7 65:13 66:25 80:18 87:6 95:20 96:1 116:14 119:24 120:7,14 122:16 127:17 131:21 134:22 151:3
exercise ^[2] 102:2 115:5
exist ^[1] 131:2
existing ^[5] 40:12 46:15 63:19 114:10 127:7
exists ^[2] 33:2 37:3
expect ^[2] 87:7 137:21
expectation ^[1] 88:24
expedited ^[1] 97:14
expeditiously ^[2] 99:7,10
expenditures ^[1] 50:22
expense ^[5] 2:6,9,11,17 18:1
expenses ^[5] 17:24 19:23,25 20:25 148:20
expensive ^[1] 146:16
experience ^[2] 125:15,16

experienced [3] 39:22 46:2 103:10 experiences [1] 125:18 experiencing [1] 103:6 expert [1] 118:16 expertise [1] 131:3 explain [1] 75:6 explanations [1] 60:11 express [1] 61:5 expressing [1] 61:16 extend [1] 59:2 extensively [1] 129:13 external [1] 7:11 extra [5] 80:18 102:11 110:2 143:4 144:1 extremely [1] 135:12 F fabric [1] 128:23 fabulous [1] 141:17 face [5] 97:12 125:2,14 137:8,12 faces [1] 4:9 facilitator [1] 81:16 facilities [2] 3:24 125:5 facility [1] 3:23 fact [3] 83:6 128:22 148:6 failed [4] 52:21 57:25 82:21 117:17 fair [3] 24:1 71:18 88:2 fairly [2] 62:13 138:1 fairness [1] 71:18 fall [2] 15:11 49:13 Falls [1] 13:8 familiar [2] 4:9 6:5 families [1] 9:11 family [3] 11:9 13:4 149:17 fantastic [1] 8:10 FAP [1] 101:7 Far [3] 132:24 149:8,11	fashion [1] 7:20 fast [1] 12:20 favour [4] 19:8 90:2 122:3 141:7 federal [4] 28:12 47:12 49:6 54:13 federally [1] 130:17 federations [1] 48:23 feedback [1] 7:25 feel [6] 83:18 100:23 101:14 124:15 131:8,19 feeling [1] 124:2 fellow [1] 92:8 femme-presentin g [1] 137:1 femmes [2] 136:7,10 few [9] 4:10,21 6:9 125:10,12 132:12 139:2,14 141:18 fifty-eight [1] 53:20 fifty-nine [1] 54:6 fight [8] 138:6 150:21,22,22 151:2,4,8,13 fighting [3] 138:7,8 151:3 fight [1] 86:7 figured [1] 108:11 figures [1] 24:4 figuring [1] 72:24 fill [8] 18:6,10,12 33:8,12 37:7 38:11 45:1 filled [1] 126:23 filling [1] 50:14 Final [22] 16:1 21:25 25:6 26:8 27:22 29:13 31:14 35:2,17 40:19 42:16 46:21 53:15 54:1 56:3 66:6 76:14 89:22 91:8,14 111:17 141:5 Finally [2] 95:17 128:8 finances [1] 67:17 financial [10] 66:17,18,20 67:24 69:13 78:10 82:23 86:22 90:9 91:9	financials [1] 91:8 find [6] 5:13 9:18 103:15 130:1 132:17,17 finder [1] 129:22 finishing [1] 112:20 FINNSON [1] 108:11 first [24] 7:11,12 32:6 36:9 38:8 44:23 50:7,8 59:21,25 85:18 93:19 98:13 101:6 107:25 127:13,16,18,21 128:1 129:7 138:7 143:19 145:13 fitting [1] 125:4 five [12] 10:10 32:10 35:22 36:13 69:7 74:14 78:17,18 79:6 81:1 82:17,18 flight [2] 2:2,3 floor [50] 2:14 15:25 17:16 21:23 25:5 26:7 27:21 29:12 31:13 35:16 40:18 42:15 46:20 48:15 51:21 52:9 53:6,13,24 55:13 56:16 59:1,3 66:4,18 67:24 68:18 74:25 77:15 78:16 79:5 80:22 81:4,11 84:14 89:21 90:17 91:11,15 92:18 96:23 97:8 99:6 107:13 111:15,25 117:4 119:8 136:18,18 flow [1] 61:19 flowing [1] 138:3 flows [1] 61:1 focus [2] 124:17 127:3 focused [1] 107:9 focussed [1] 9:13 focussing [2] 7:14,17 folks [1] 137:1 follow [1] 49:1 following [6] 37:25 39:5 44:15 45:12 92:22 112:11 follows [1] 93:4	food [4] 75:4 85:4 101:16 129:18 for [2] 67:25 87:25 force [2] 45:25 49:9 forces [2] 39:20 92:16 forget [2] 2:8 9:9 forgot [1] 104:16 form [3] 17:25 18:1,1 formal [2] 94:22 96:13 format [1] 99:10 former [7] 9:24 16:14 17:2 24:14 64:19 114:25 141:24 forms [6] 2:6,9,11,17 18:3 41:23 formulation [1] 50:10 forth [4] 33:20 38:23 51:4 108:2 fortunate [1] 8:16 forty-eight [1] 72:11 forward [22] 4:10 12:7 14:4,18 40:8 82:5 101:9,11 105:14,21 106:16 108:19 116:21 119:24 126:16,25 127:1 130:25 131:17,19 135:10,13 forward [1] 135:16 forwarded [1] 20:18 foster [2] 39:2 45:10 foundation [2] 131:25 150:1 founding [7] 11:6 112:13 122:14,17,20 123:4 145:12 Four [15] 6:18 7:2 37:24 43:11 44:14 49:3 70:10 72:10 82:1 94:4,8 101:9 110:1 121:12 144:11 four-year [2] 37:17 44:2 frame [1] 49:3 framework [1] 61:25 frankly [2] 85:19 128:9	free [3] 85:15 150:12,14 freeze [2] 90:17 91:3 French [3] 18:25 42:13 113:17 FRÈRE [3] 90:12 135:19 136:4 fresh [2] 39:23 46:4 FRIDAY [3] 31:10,10 88:25 FRIEND [3] 138:17,17 140:2 friendly [1] 42:12 friends [2] 136:24 139:8 from [74] 3:2,14 6:14,24 7:23,25 8:1 9:1 13:3,11 18:18 24:13 34:10 35:1 39:14,15 41:19 45:20,21 48:22 49:2,7,10 50:22 58:16 59:7,9,24 64:19 67:21 72:9 74:22 77:3,6,6,6,14,17 78:20,24,24 82:17 87:7,16 88:10,11 89:9 90:1 91:4 96:17 101:3 103:5,12,19 104:24 114:25 115:25 117:12 118:13 122:25 123:5,7,9,11 124:22 125:10 132:25 138:1,20 142:11 143:5 144:3 148:24 149:10 from [1] 13:3 front [2] 79:10 139:9 fruition [1] 133:1 fucking [1] 141:14 fulfilled [3] 51:6 52:17 100:15 full [13] 1:5 27:4 37:14,24 38:16 43:25 44:13,14 45:7 72:1 103:18 131:10 140:23 full-time [3] 2:25 7:2 11:4 fully [2] 97:12 150:8 fun [1] 12:22 Fund [20] 14:22 15:2,4,10,12 67:18 68:17 73:5 77:6,7,8,9,10,13
---	---	--	--	--

86:23,23 90:22 150:2, 3,3 funds ^[1] 84:5 funeral ^[1] 92:16 further ^[11] 40:5 46: 10 56:1,22 57:17 76: 14 90:9 100:20 103: 23 115:16 121:24 Furthermore ^[1] 40: 7 future ^[3] 95:19 127: 4 135:7 G Gabriel ^[1] 90:12 gain ^[1] 67:5 game ^[2] 85:16 138: 2 Gardner ^[1] 11:24 Gary ^[1] 51:18 gather ^[2] 129:6 137: 13 gave ^[4] 71:25 80:13 144:23 148:21 GC ^[1] 70:16 GCA ^[13] 12:20 20:6, 7,9,12,14,15,17 21: 13 22:25 26:25 27:3 68:22 GEILER ^[14] 16:8 19: 16 25:15 28:6 31:23 35:8,10 41:5 47:6 54: 9 109:20,24 110:8,9 gel ^[1] 90:13 gender ^[3] 30:5,7 131:10 gender-specific ^[1] 65:1 general ^[29] 3:1 12: 18 13:21 19:17,21,24, 25 20:20,25 21:7,10 22:10 24:18 25:16 26:20 28:7 51:6 52: 17 53:3 55:22 66:24 67:8,18 68:17 70:17 77:6,13 90:22 150:2 generations ^[1] 126:3 gentleman ^[1] 84: 22 get ^[36] 5:17 6:25 9:	18 11:20 17:14 73:23 78:18,19 79:9,17,18 80:24,25 87:15 97:23 98:2 100:24 103:17 104:5,10,12 106:10 107:23,24,25 108:16 113:14 132:8 141:25 142:1,14,16 144:3 145:19,22 148:2 get ^[1] 146:9 gets ^[3] 5:15 108:3 122:15 getting ^[13] 67:8 77: 19 85:18 87:21 99:13 110:23 128:4 129:16 141:15,19 143:7,21 149:6 gift ^[2] 11:15,16 give ^[26] 4:3 8:9 13:8, 15 24:1 71:16 85:14 98:2 103:25 104:9,9 110:16 120:11,14 122:19 135:5 138:9 141:16,21 142:4,20 143:1,13,25 145:6 146:20 given ^[2] 13:3 68:12 gives ^[4] 34:6 49:12 84:4 85:12 giving ^[4] 5:13 41:15 110:2 144:9 glad ^[2] 11:19 123:23 go ^[30] 10:20 13:14, 14 66:19 68:16 70:13 72:15 73:18 75:6,9, 12 84:23 85:10 87:24 101:21 104:11 105: 20 106:1,6 108:4,15, 19 109:13 113:16 117:5 123:5 140:14 142:14 145:19,21 goal ^[4] 61:18 96:16 132:25 150:19 God ^[2] 12:14 107:11 goes ^[3] 1:22 120:3 121:2 going ^[78] 1:5,7 5:16 7:4 10:22 11:20 13: 13,15,17 56:24 58:15 62:24,25 67:19 68:15, 19 70:15 72:5,6 74:2	75:6,20,21 78:1,13 80:25 81:19,22 85:19 86:24 90:23 91:18,19 99:11,11,15 104:1,2, 4,7,13,23 106:6,17 108:1,8,9,16 109:15 112:5,24 113:14,18 117:23 119:24,25 121:11 122:23 126:3 127:12 130:6 133:4 135:7 136:22 140:13, 14,20,23 144:16,24 145:4,5 148:12,15,16, 17 151:7,11 gone ^[1] 80:4 Good ^[28] 1:5,17,22 4:5 6:16 12:3 13:2 18:15 56:15 57:12 67:11 69:18 71:22 75:10 82:2 88:15 99: 9 100:15 104:5,8 107: 8,8 108:18 128:25 143:22 147:22,23 149:11 got ^[24] 1:18 3:4 7:9, 9 10:21 11:19 58:13 69:10 71:7 73:4 78:6 87:25 91:10 92:4 94: 11,12 97:2 111:5 113: 13 117:24 132:25 146:9,14 148:2 govern ^[1] 59:15 governing ^[3] 8:24 61:7,25 government ^[4] 15: 8 150:11,13,21 Graham ^[3] 133:3,4, 8 grand ^[1] 58:24 grassroots ^[1] 129: 25 great ^[18] 4:8 5:22, 24 8:5 9:19,19 12:5,6 58:14 59:7 102:11,12 112:14 126:25 137:6 144:18,24,25 greater ^[1] 124:23 greatly ^[1] 132:9 Greg ^[4] 108:21,23 109:5,6 grief ^[1] 93:24	grievance ^[3] 9:8 39:24 46:4 grievances ^[1] 150: 7 ground ^[1] 81:20 group ^[2] 1:10 126: 25 groups ^[3] 13:4 125: 24 127:3 growing ^[1] 124:14 growth ^[1] 10:13 guarantee ^[1] 151:4 guess ^[7] 18:8 58:3 68:7 98:25 110:18 117:20 119:16 guessing ^[1] 69:13 guest ^[2] 2:20 149: 16 guests ^[3] 4:6 6:2,11 guidance ^[3] 60:20 62:5 64:23 guide ^[3] 61:11 62: 18 70:12 guides ^[1] 130:5 guiding ^[1] 134:19 GUNDERSON ^[2] 102:23,23 guy ^[2] 71:8 72:3 guys ^[3] 16:14 84:19 144:21 guys ^[1] 135:6 GWIs ^[1] 75:9 H Habs ^[2] 112:5,10 had ^[39] 3:15 6:2,9, 19,22 7:2,3,12 10:2 11:5,14,17,18 12:3 13:1 56:23 57:18 67: 21 68:2,3 72:4 73:10 80:11 81:25 84:23 88:5 90:25 112:24 120:18 123:21 128: 12 132:11 138:10,20 142:15 144:24,25 150:17,17 half ^[2] 13:14 85:11 Halifax ^[3] 6:2,9,19 halls ^[1] 75:7 hand ^[4] 2:17 8:6 18: 7 112:2	handled ^[1] 24:3 hang ^[1] 92:3 happen ^[3] 97:15 106:24 140:24 harassment ^[1] 125: 6 hard ^[8] 67:12 141: 25 142:12,19,21 143: 5,10 144:4 Hardisty ^[1] 3:2 Harvey ^[4] 9:25 11: 12 12:14,16 has ^[52] 3:12,15 10: 14 13:1 15:6 21:15 24:20 25:22 27:11 28:21 29:2 31:3 32:4 35:4 36:7 37:19 42:3 44:4,9 47:24 48:5 51: 12 54:22 55:3 56:14 60:3 64:21 65:4 66: 25 67:13 71:23 72:8 73:11 86:11 87:1,4 99:2,6 100:5 101:5,8 102:20,25 103:10 105:18 117:22 121:3 126:21 128:11,12 132:4 136:24 hasn't ^[1] 131:16 hat ^[2] 109:9 110:14 hats ^[1] 3:13 haven't ^[3] 17:25 81: 25 138:10 having ^[9] 6:20 83: 16 106:17 123:15 125:4 137:11,16 138: 8 142:13 he ^[18] 3:11,15,19,20 9:25 11:3 12:15,16 21:5 73:11 84:24 88: 20 90:16 144:20 146: 19,20,20 147:16 he/they ^[3] 17:9 42: 11 136:22 health ^[13] 3:16,18 4: 23,24 5:7,9,23 7:18 93:21 101:5 102:16 125:8 130:18 healthy ^[5] 39:2 45: 10 86:9 150:17,18 hear ^[1] 16:21 heard ^[8] 17:16 67:
---	--	---	--	---

17 100:2 123:20 125:9 137:14,25 138:10 hearing [3] 70:23 89:6 126:25 Heather [1] 143:6 heavily [1] 135:4 held [2] 51:10 150:18 hell [1] 137:17 Hello [2] 17:8 136:21 help [19] 8:8,19 10:12 14:9,24 62:12 83:7 98:7 101:12 124:7 127:10 130:1,5,24 131:6,8,19 132:8 145:22 helping [1] 125:21 helps [2] 7:14 126:14 her [3] 88:16 122:15 128:13 here [75] 2:15 6:12 11:2,19 17:22 18:13,20 19:13 52:12,15 56:11,24 57:12 58:18 67:3 70:3 71:8,18 72:4,24 76:16,21 78:10 79:5,21,25 80:6 82:1 84:19 86:8,20 88:12,14 92:17 94:13 96:9,22 97:24 98:5 100:24 101:15 102:14 107:10 112:15,21 113:1,11 120:16 122:12,15 123:22 124:9 125:10 127:2,7,9 128:2,5,13,18 129:22 133:1 135:5 139:2,9,19 141:15,22 143:19,20 146:14 147:3,5,8 149:6 here [2] 85:13 143:16 he's [11] 16:24 57:12 78:20,23,24 104:25 118:4 144:16,18,19 146:24 hey [2] 16:14 147:25 Hi [1] 85:9 hiatus [2] 38:1 44:15 high [1] 140:21 higher [3] 79:18 87:15 126:18	highest [2] 32:18 36:21 highlighted [1] 124:6 him [2] 12:20 69:19 hired [1] 7:11 hiring [1] 124:16 his [10] 2:21 5:5 21:4 56:14 69:10,19 84:24 88:22 109:9 144:16 historical [1] 92:10 historically [1] 129:3 History [8] 15:6 60:2 61:14 62:20 124:12 126:6 128:20 129:8 Hnatiuk [4] 109:19,23 110:6,9 hoc [1] 94:19 hold [7] 5:20 39:11 45:17 88:17 97:1 127:3 135:8 holding [1] 43:15 holds [2] 34:4 134:15 holidays [1] 93:14 home [1] 13:13 homes [1] 92:17 honorary [1] 131:11 honour [2] 4:15 123:17 honours [1] 146:1 hope [3] 9:21 19:8 97:23 hopefully [2] 139:21 144:20 Hospital [2] 144:5 145:10 hospitality [5] 144:14,17,22 148:19 149:10 hospitals [1] 92:16 hotel [1] 148:22 hour [1] 85:11 hours [4] 23:12,17 91:23 142:20 house [1] 1:5 Housekeeping [11] 15:1 21:8 24:11 25:20 27:6 28:19 41:18 47:16,23 51:9 54:20	how [27] 1:22,22 5:18 39:11 45:17 59:16,16,17,18 60:12,18 62:3 67:7 69:8 76:9 79:14 83:21 85:15 87:6 99:24 101:11,23,24 102:12 107:1 143:17 150:14 However [2] 60:3 124:3 hundred [2] 69:7 82:1 I [1] 149:7 Ian [1] 27:18 IBEW [1] 5:3 IBLE [15] 63:8,10,20 64:1,5,10 113:21,24 114:1,5,11,17 133:12,16,20 IBT [35] 3:8 33:19 38:22 40:4,5,7 46:9,9,11 51:1,5 52:16 63:8,15,24 64:1,5,11,16 65:14 113:23,24 114:5,14,17,22 116:16 133:13,15,20,23 134:1,12,15,15 ICJ [1] 150:16 I'd [14] 4:21 6:5 11:11 12:1,25 69:18 74:12 78:16 79:4 98:25 116:20 132:12 133:3 136:2 idea [1] 126:1 ideas [1] 129:9 identifiable [2] 35:3 130:7 identified [4] 21:12 28:23 48:1 54:23 identifies [4] 106:21 115:4,11,17 identify [4] 66:20 124:7 125:18 130:24 identifying [1] 124:21 if [85] 1:11,18 2:9,16,18 9:16 18:5,20 32:19,23 33:1 34:15 36:22 37:1,2 38:9,11,14	44:25 45:2,5 47:20 48:19,21,21 49:13 59:1,3 66:19 67:19 70:18 72:4,5 74:13 75:21,21 77:8,18,18,19 80:7,17,19,24 81:22 83:9 85:10 86:2 89:5 90:24 91:21 95:24 96:12,17 97:25 98:4,5,7 99:9,9,18 101:13 103:16 104:3,5,6 105:20,24 106:21 107:3,23,24 108:3,10 109:13 112:13,14 113:12 116:11 121:15,21 132:8 136:22 139:8 148:22 ignorance [2] 99:23 100:12 ignore [1] 137:18 I'll [17] 35:15 55:12 66:23 68:11 69:4 70:3 76:10 81:9 89:19 91:23 97:6,24 104:11 117:5 122:15 140:10 147:24 illegal [2] 25:21 26:16 illnesses [1] 93:24 I'm [63] 2:12 5:3 7:7 11:19,20 13:13,15,17 66:23 67:6,25 69:13 70:16,17,18,23 80:22 83:9 85:20 86:20,24 89:5,6 90:23 96:3 98:3,7 103:14,14,18 104:1,12,13 107:9 109:15 110:2 113:17 118:4,5,16 119:22 127:11,12 128:16 130:10 132:11 135:11,12 137:1 138:12,17 140:13,14,20,24 141:15 142:19,25 143:7 144:24 147:22 148:16 149:7 imagine [2] 141:25 143:17 immediate [1] 124:17 immediately [2] 41:12 128:24	imperative [1] 5:19 implemented [1] 99:2 Implementing [3] 39:19 45:24 65:8 impliquées [1] 136:10 important [10] 9:8 59:15 60:2 71:21 104:17,17 126:6 131:22 139:1,12 importantly [1] 131:8 improper [1] 75:17 improve [1] 130:21 improved [2] 6:16 126:4 Improvements [1] 130:17 in [1] 149:2 inbound [2] 23:13,18 incidentals [1] 84:5 incidents [1] 93:22 include [10] 2:8 28:14 32:12 36:15 47:14 54:15 64:6 79:19 93:1 116:11 included [5] 30:5 56:9 131:8 138:24 149:1 includes [1] 30:20 including [5] 60:16 74:8 86:19 124:1 126:3 inclusion [4] 27:9 30:22 65:3,4 inclusions [1] 92:22 inclusive [5] 30:3,6,14 31:1 131:13 income [1] 80:5 inconsistent [1] 62:11 incorporated [1] 8:15 increase [29] 66:24,25 67:18 68:4,8,12,17 69:5,9 70:5,20 71:14 72:5,18 74:22 75:5 76:8 77:2,7,11,16,21 81:25 82:16,18 90:
--	--	--	---	---

19,20 91:3 124:13 increased ^[3] 66:25 82:17 83:7 increases ^[5] 67:1,8 75:5 76:9 150:2 increasing ^[4] 9:6 67:14 124:20,25 incredible ^[5] 127: 23 140:21 142:9,9 144:10 incumbent ^[1] 100: 8 indefinitely ^[2] 34: 15 35:1 Index ^[1] 29:23 indicated ^[1] 99:6 indiscernible ^[1] 118:1 individual ^[7] 27:3 39:11 45:17 60:15 101:2,4 137:17 individually ^[3] 30: 24 92:12 137:15 industrie ^[1] 136:8 industries ^[4] 124: 14,25 125:3 126:9 industry ^[8] 5:19 6: 25 8:11 124:17 136: 25 137:12 139:3,18 ineligible ^[2] 37:21 44:11 infinite ^[1] 138:3 info@teamstersra il.ca ^[2] 2:12 18:12 information ^[7] 10: 3 58:21 72:8 103:9 123:24 129:17 131: 16 informed ^[1] 80:3 inherently ^[1] 95:5 initial ^[1] 15:5 initiate ^[1] 94:16 initiative ^[3] 8:13 131:12 132:24 initiatives ^[2] 7:15 131:17 insignificant ^[1] 139:16 instant ^[1] 58:23 instead ^[1] 120:15 institutions ^[1] 92:	16 insulated ^[2] 39:15 45:21 insure ^[3] 51:22 52:1 53:3 intended ^[1] 126:10 intent ^[3] 61:3 87:20 89:14 interest ^[2] 9:14 48: 19 interference ^[1] 150:11 internal ^[1] 7:13 international ^[12] 3: 4,8 4:1,14 59:24 63:4, 6 113:19,22 133:11, 13 134:9 interpret ^[1] 60:6 interpretation ^[1] 60:17 interpretations ^[3] 61:22 62:12 64:22 intervention ^[1] 15: 8 into ^[12] 15:11 42:1 49:14 58:18 81:22 86:12 94:22 109:9 120:3 124:17 128:23 132:23 in-town ^[8] 79:18 81: 1,4 82:11,16 87:14 88:23 89:3 introduce ^[4] 40:2 46:7 122:24,25 introducing ^[1] 123: 3 investigate ^[1] 116: 8 investigated ^[1] 120:2 investigation ^[1] 121:11 invite ^[2] 4:7 96:4 involve ^[1] 125:6 involved ^[11] 3:7 9:7 14:3,17 23:14 24:3,7 102:25 124:22 126: 15 131:16 involvement ^[1] 3: 17 involving ^[1] 10:10	iPad ^[1] 10:4 iPads ^[1] 1:18 isn't ^[4] 110:18 127:6 131:14 137:9 Isolation ^[1] 125:8 issue ^[2] 72:6 75:20 issues ^[5] 8:21 124: 7 125:15 130:24 150: 6 it ^[4] 85:14 103:8 104:6 142:3 item ^[1] 47:19 iteration ^[2] 127:25 128:1 It'll ^[2] 109:1 113:3 its ^[9] 15:4 25:19 39: 21 41:10,15 46:1 131: 15 134:10,13 It's ^[88] 4:8,15 5:19 6: 10 7:16 8:10,12,18 10:24 12:4 15:23 18: 9,16 44:6 59:9 68:21 72:5,5,6,10,18 74:7 75:10,12,17,21 77:6, 6 79:14 81:24 82:14 86:23 87:16,16,25 91: 2 99:9,11,13,16 100: 11 101:23 102:6,8,11, 12 104:4,17 105:1 107:5,11 108:8,8 110: 1 112:2,19,25 113:17 120:9,13,22 121:13 122:24 123:1,17 127: 21,22 131:25 132:22 140:4,21,22 141:14, 18,20,21,25 143:16, 19,19 144:10 147:12 148:2,5,20 149:1,17, 20 itself ^[1] 53:25 IVAY ^[9] 91:19 94:8, 11 96:4,7,11,17,20 100:22 I've ^[12] 4:11,12 9:6 11:7,19 12:3,20 100: 1 104:25 107:13 123: 15 125:9 J Jag ^[1] 123:9 J'aimerais ^[2] 58:23	90:13 Jamie ^[5] 108:22,24 109:5,8,11 January ^[4] 64:17 67:13 114:23 133:24 Jason ^[12] 13:6 52:6 53:1 56:6,20 71:11 104:24 109:19 110:9 111:2 117:1 119:6 Jeremy ^[2] 17:2 40: 14 J'espère ^[1] 136:10 Joan ^[1] 13:6 job ^[6] 85:13 141:17, 18 142:9 143:22 144: 21 jobs ^[1] 81:18 John ^[2] 9:2 144:19 join ^[3] 10:1 49:12,14 joindre ^[1] 136:12 joint ^[1] 134:3 jokes ^[1] 137:24 Josh ^[6] 29:9 35:14 46:17 55:10 116:19 136:1 journaled ^[1] 94:21 judgment ^[2] 22:23 34:24 judgment-free ^[1] 137:13 JUNG ^[2] 140:19,19 jurisdiction ^[2] 27:4 64:3 just ^[84] 6:10,25 9:16 10:22 16:10 17:22 18:22 21:13 27:9 42: 11 55:19 56:5 57:3, 12 60:15 66:23 67:6 69:13,14 70:2 71:16 72:18 73:25 74:12,14, 21 75:4 76:4 77:12 80:22 81:15 84:18 85:3,10 86:16 87:13 88:2,15 89:2 91:21 92:4 96:19 97:1,17 98:25 100:8,15 101: 15 103:18 104:7 106: 2 112:2,16,20 117:7, 11,12 118:5,5,13,15 119:14,22,23 120:11 121:10 126:20 128:	13,13 130:9 131:7 135:5 137:14 138:19, 22 139:2,13 140:20 144:9,9,10 146:9,17 147:4 just ^[2] 86:16 101:20 justice ^[2] 137:24 138:2 Justin ^[1] 147:7 K KABIN ^[13] 98:9,9,15, 18,21 111:11,11 121: 9,9,18,22 135:24,24 Kamloops ^[2] 57:2 81:9 Kaur ^[2] 123:9 126: 12 keep ^[10] 5:16 7:4 56: 13 67:20 84:18 85:23 88:24 92:19 146:8 147:10 keeping ^[3] 68:23 75:20 80:15 KELLEY ^[2] 15:21, 21 Kelly ^[2] 133:3,4 Ken ^[12] 2:21,23,25 3: 4,6,9,17,21,25 4:3 12: 12 101:7 Kenora ^[1] 104:24 Ken's ^[1] 3:14 kept ^[3] 144:8,9 146: 5 Keri ^[5] 25:2 48:12 53:9 66:1 119:2 Ketchup ^[1] 1:9 kid's ^[1] 85:16 kind ^[3] 100:9 139:9, 10 kinds ^[1] 7:5 king ^[1] 144:14 Kingerski ^[1] 144: 19 KISH ^[2] 51:24,24 knew ^[1] 79:24 know ^[27] 4:12 5:18 8:11 9:17,22 18:5 56: 19 67:19,23 68:19 70: 14 79:20,24 84:22 101:1,15 104:12 122:
---	--	--	--	--

4 125:9 128:18 137:3, 7 138:11 140:4 145: 11,17 147:10 knowing [1] 138:7 knowledge [2] 60: 11 67:5 known [1] 80:1 knows [3] 2:13 101: 11 128:19 Korolyk [1] 144:15 L labour [15] 3:17,19 5: 3,5 9:1,12 47:18 48: 23 49:6 57:8 92:10 125:25 126:5 129:4 130:17 labour-managed [1] 10:7 lack [1] 60:14 ladies [1] 12:5 lady [1] 6:24 laid [1] 131:25 Lance [1] 102:23 language [16] 24:13 42:2 57:3 59:23 60:3, 9,25 61:16 62:9 65:1, 11 91:25 102:15 103: 2 104:11 119:18 LANIGAN [3] 98:23, 23 99:5 LARENTE [2] 21:21, 21 largest [1] 10:15 last [19] 5:4 6:1 11:7 49:19 52:15,20 72:9 82:14 85:11 91:23 109:1 118:17 119:17 121:25 132:3 133:1 141:18 143:11 144: 16 last [1] 119:14 lastly [1] 95:12 late [1] 148:5 later [2] 2:7 97:23 laughter [9] 1:9 35: 24 59:8 127:15 145: 23 146:3,10,12 148: 14 laughter) [1] 104: 12	launch [1] 124:10 launching [1] 129: 20 Laura [4] 145:20,20, 21,25 LaVALLEE [14] 13: 20 22:9 26:19 29:22 36:2 42:24 44:8 50:3 62:25 63:1 109:20,23 110:7,13 law [12] 13:23 16:17 17:4 19:2 28:13 34:1 40:12 42:1 46:15 47: 13 50:16 54:14 lead [1] 67:25 leader [1] 9:25 leaders [3] 39:21 46: 1 124:19 leadership [4] 39:2, 12 45:10,19 learn [1] 8:1 leased [2] 22:17 23: 6 least [7] 37:23 44:13 70:4 101:2,10 121:5 136:23 leave [1] 12:23 leaving [1] 85:2 left [3] 2:9 105:11 108:5 legal [1] 150:3 legislation [1] 130: 16 Legislative [46] 29: 23 31:24 32:4,14 33: 4 34:3,17 35:6 36:3,7, 17 37:11 39:3,6 41:6, 11,14,21 42:4,25 43: 4,5,7,15,22 45:11,14 47:7 48:6 50:4,9,20, 23 52:19,19,24 53:4 54:10 55:4 73:5,9 93: 12 94:17 95:15 130: 15 145:15 legitimate [2] 19:24 20:25 Leigh [1] 13:5 length [1] 15:6 lengthy [1] 91:23 less [5] 23:20 38:12 39:22 45:3 46:2	let [4] 18:5 59:1 78:1 147:24 let's [14] 13:8 85:25 86:6 89:1 107:12 108:19 110:16 122: 19 142:20,25 143:1, 13 145:6,11 letting [1] 56:18 levied [1] 20:4 levy [1] 50:18 Liberal [1] 150:13 lick [1] 137:23 life [3] 12:21 93:23 145:6 lift [2] 139:13,13 light [1] 141:1 like [39] 1:4 4:21 6:5 8:17 11:11 12:1,25 18:1 73:15,16 74:12 78:16 79:4 80:1 83:3 98:25 99:7 100:23 101:13,14 116:20 119:17,17,22,24 123: 3 127:13 128:25 131: 20 132:12 133:3 137: 15,22 138:3 142:1 143:18 144:10 146: 23 148:1 limit [5] 34:12 38:14 44:20 45:5 62:11 limited [1] 64:7 limits [7] 38:5 39:5,8, 19 45:13,14,25 Lind [4] 108:22,24 109:5,8 line [2] 42:1 143:6 lines [1] 100:10 link [1] 10:4 LINKLETTER [24] 65:19,19 73:25 74:5 83:1,1,13 84:2 86:14, 14 87:23 88:5,9 89:1, 10,13 109:18,22 110: 6,12 122:12,13 123:2 145:17 Lisa [2] 144:1,6 list [3] 14:5,20 80:12 listen [2] 10:22 138: 13 literature [1] 129:10 little [7] 58:13 78:1,	13 110:2 128:23 140: 22 141:15 live [4] 79:9,12,16 128:10 lobby [1] 130:15 local [13] 12:19 78: 14 93:9,11,17 94:17, 17 95:13,15 134:2,5 136:22 138:17 locals [2] 49:15 79: 25 located [4] 8:8 10: 25 63:21 114:11 locations [1] 125:11 locked [1] 15:7 Locomotive [6] 24: 14 59:25 63:5 64:8 113:20 133:12 logo [2] 13:16 148:3 long [11] 34:22 39:11 45:17 65:22 90:21 99:12,14 132:22,24 142:20 149:21 longer [8] 30:19 34: 11 41:21 49:4,11 78: 2 97:17 110:21 look [8] 2:3 4:10 10:4 12:6 100:6 101:9 117:23 148:1 looking [9] 68:7,10 96:22 97:22 100:10 118:4 120:22 126:24 145:20 Looks [1] 1:4 lose [2] 67:5 81:17 losing [1] 149:7 lost [4] 78:9 80:16,18 88:25 lot [21] 4:8 7:5 34:2 37:4 76:21 81:16,17 82:2 85:14 112:25 120:5,7 137:3,18 138: 11 141:24 142:10,11, 20 143:9 144:3 lots [2] 120:14 123: 20 louder [1] 137:17 Louis [1] 148:9 love [4] 5:14 12:17 76:8 136:2 low-barrier [1] 129:	25 Lowe [4] 77:4 78:18 148:24 149:3 lowest [1] 108:2 lucky [1] 11:23 lunch [18] 58:19 79: 20 83:5,15,24 84:4, 21,23 88:6,8 91:21 98:7 100:25 104:3,7, 14,21 105:5 M MacTier [2] 13:6 84: 17 made [24] 6:13 7:9 11:8 13:3 14:12 19: 19 22:12 25:18 26:22 28:9 29:25 30:4 32:1 34:23,23 41:7 47:9 50:5 54:11 59:16,18 67:16 104:25 140:2 mail [4] 2:13 18:10, 13 20:9 mainly [1] 140:23 maintain [1] 8:17 major [1] 80:10 majority [11] 20:5,7 34:8 43:8 106:22 107:4,24,25 108:4,12, 14 make [36] 2:3 10:1 12:25 13:12 30:25 42:12 65:22 67:13,13 68:11 69:4,23 70:4 71:17 73:15 74:21 80:19 81:19 83:3 85: 3 91:24 96:21 99:16, 20 108:24 109:25 110:1 112:9 116:20 117:24 120:11,14 122:3 131:19 139:17 142:15 make [1] 86:16 makes [2] 15:10 126: 19 making [2] 11:12 140:24 Makoski [2] 9:25 12: 14 manager [2] 7:3,11 managers [1] 7:13
--	--	---	---	---

Mandatory [2] 25:21 95:12 Manitoba [3] 1:1 132:14 144:5 manned [1] 23:8 many [11] 1:23 3:13 4:12,19 8:11,12 12:8 85:15 123:22 135:3 136:24 master [1] 144:18 math [4] 69:10 71:2 107:7,8 math [1] 69:17 matter [4] 8:7,7 27:5 34:17 maximum [3] 37:20 44:4,9 May [21] 7:22 14:10, 24 32:15 36:18 80:1 91:4 92:13 93:8,19 94:4,6 95:24 104:3, 17 115:21 120:6,6,16, 16 124:21 maybe [5] 67:2 70:3 85:4 100:24 101:8 McCann [4] 147:17, 20,22,24 McCullough [1] 144:18 meal [6] 83:11 84:25 87:9,22 89:7,24 meals [10] 79:17,19 83:6,16,17,21,23 84:24 86:18 87:16 mean [5] 81:23 85:2 121:15 127:19 139:14 meaning [3] 34:2 92:2 107:4 means [2] 6:11 92:14 meant [1] 61:22 medical [1] 6:22 meet [2] 4:9 129:6 meeting [4] 6:20 50:8 94:23 127:20 meetings [5] 7:23 9:8 102:3 127:4,4 MEIER [2] 75:3,3 member [14] 9:25 37:19 39:4 43:13 44:	4 45:12 93:7,21 95:13 100:5 126:17,18 149:17 151:5 members [68] 6:14 9:11 10:19,21 11:4, 10 13:4,5 14:6,20 15:7,11,13 19:23 20:2,6, 8,14 21:9 32:11,22 33:15 36:14,25 37:10 39:22 41:23 43:18 46:3 59:17 60:7,10, 15 61:6,9,17 62:3,13, 16 67:4,6 74:2 75:7 76:6,8 97:18 100:1,6 110:15 112:13 122:14,17,20 124:8,18,22 125:16,21 126:8,22 127:2 130:1,5,20 143:5 145:13 150:20,20 members' [4] 9:14 130:25 149:25 150:7 member's [2] 38:1 44:16 membership [18] 10:12,18 11:10 24:17 30:19,20 39:13,16 43:16 45:20,22 48:21,23 61:23 124:25 131:10, 10,11 men [2] 135:8 140:23 mental [3] 93:21 101:5 102:15 mentioned [3] 4:22 9:21 11:15 mentor [1] 81:17 merci [4] 58:24 136:4,14,15 merged [5] 22:17 23:6 63:6 113:21 133:12 merger [18] 3:7,9 33:21 38:24 40:5 46:10 63:9,15 64:1,11,13 113:24 114:5,17,20 133:15,20,22 MERRIMEN [10] 25:2,2 48:12,12 53:9,9 66:1,1 119:2,2 message [2] 140:13 151:2 met [2] 127:19 137:22	met [1] 127:19 method [3] 34:18 50:13,14 Mic [82] 15:20 16:12 17:7,20 21:20 25:1 26:3 27:17 29:8 31:9 35:7,13 40:13 42:9 46:16 48:11,16 51:17, 23 52:5,25 53:8 55:9, 15 56:23,24,25 57:18 58:20 65:18,25 68:5 69:2 70:13 71:10 72:13 73:23 74:11 75:2 76:2 78:11 81:7,12 82:25 84:10,15 85:8 86:13 87:24 88:4 89:17 90:11 91:18,18 97:9 98:8,22 99:20 100:20 101:21 102:18,22 104:2 108:16 111:1, 10 116:18,25 117:5 119:1,5,11 121:8 122:15 134:24 135:18,23 136:20 138:16 139:24 140:18 142:1 MICHELIN [2] 97:10, 10 microphone [4] 118:2,2 127:13 145:18 mics [2] 66:19 143:20 midterm [2] 38:11 45:1 might [4] 68:19 126:15,17 129:15 Mike [3] 75:3 109:21 110:9 miles [4] 23:11,11,16, 16 million [3] 10:19 90:21 128:23 millions [1] 90:14 mind [10] 68:23 73:12 80:15 84:18 86:24 87:2,5 105:24 149:7 150:19 mine [1] 132:25 minorité [1] 136:8 minute [2] 17:22 59:1	minutes [2] 58:17 113:6 miss [1] 145:4 missed [1] 80:5 mission [1] 134:8 mistake [1] 55:25 Mitchell [1] 97:4 modern [2] 62:19 129:8 modified [3] 33:20 38:23 77:22 MOLENKAMP [13] 29:9,9 35:14,14 46:17,17 55:10,10 102:19 116:19,19 136:1,1 moment [5] 97:3,15 104:1 135:21,22 moments [1] 103:7 Monday [1] 88:25 money [12] 10:8 50:22 67:5 71:7 72:3 81:19 82:1 85:13 144:3, 4,7,10 monies [1] 68:24 MONIZ [3] 90:12,12, 19 month [1] 24:5 monthly [2] 20:18 41:24 months [2] 23:20 143:11 more [38] 6:9 21:5 32:21 33:24 36:24 37:13 38:16 39:22 43:23 45:6 49:19 60:6,14 71:4 72:6,17 78:10,13 94:4 98:4 102:14 106:9 113:6 122:24 123:24 124:17 126:8,17,19 131:13 136:23 137:18 138:3, 20 140:22 144:10 146:16 148:18 morning [8] 1:6,17 4:5 13:11 58:5,18 87:18,22 Morrison [3] 123:11 132:3,16 most [3] 60:7 67:2 103:6 mother [1] 13:7	mothers [1] 139:7 motions [3] 55:18 56:7,8 motion's [1] 77:15 motor [1] 30:20 motormen [1] 27:9 MOUSSEAU [2] 97:4,4 move [29] 12:20 15:17 16:16 17:3 21:18 24:23 25:25 27:14 29:5 31:6 35:12 40:11 42:7 46:13 48:9 51:15 53:2 55:6 58:15 103:11 106:2 111:3,4,6 117:2 135:9,13, 16,17 moved [3] 15:24 84:7 105:22 movement [2] 125:25 129:11 mover [2] 111:15 113:2 moving [2] 111:5 127:1 Mr [3] 16:13,16 17:3 Mr. Brandon [1] 11:23 Mr. Brother [1] 11:21 MS [1] 113:7 Much [14] 59:23 63:19 69:9 76:9 110:15, 21 114:9 127:23 128:6,14 137:15,21 144:7 145:2 multiple [1] 129:24 municipal [1] 49:8 MURTAGH [2] 26:4, 4 must [11] 2:6,11 9:9, 9,13 27:8 48:25 49:6 91:4 138:6 150:23 My [40] 1:10 9:6 12:19,21 49:17 55:24 59:7,11 75:13 76:8 78:9 79:5 80:2,3 84:2 86:24 92:21 94:5,12 99:20,23 100:6,11 101:15 103:1 107:7,8 117:20 123:4,13,17 135:3,
---	--	---	---	--

5 137:21 138:19 139:21 140:13,14 149:7 151:4 myself [4] 8:25 103:8,12 138:24 N name [4] 41:15 109:9 110:14 123:13 names [4] 32:25 34:6 109:15,16 Nancy [3] 6:6 109:19 110:7 narrows [1] 34:24 Nathan [1] 84:16 national [46] 3:10,12 4:13,18 9:7 15:15 21:16 24:21 25:22 27:12 28:17 29:3 31:4 35:5,5,6 42:4,4 43:3,5,6,14,22 45:11,14 48:6,6 51:13 54:18 55:4,4 57:7 70:20,22 73:5,9 81:15 83:22 95:10,20 127:1,17 131:20 134:19 145:15 149:23 naturally [2] 39:19 45:25 navigate [1] 130:5 near [1] 23:10 necessarily [2] 84:19 99:11 necessary [7] 14:10,25 32:23 37:1 94:15 95:21 140:5 necessary [1] 94:9 need [34] 17:24 60:10 61:21 62:2,3,4,5,6,7 64:22 68:24 74:19,20 82:6 97:1,18 98:5,6 99:17,19 100:12,13 101:13 107:2,10 113:2 115:21 118:6,23 124:6,14 149:22 150:2 151:14 needed [3] 12:8 80:14 95:10 needs [8] 8:15 62:20 106:8 118:9 120:6 125:7 137:20,22 negative [1] 7:6	negotiates [1] 10:7 negotiation [1] 46:5 negotiations [3] 9:7 39:25 150:9 neighbouring [1] 100:22 Neil [1] 97:10 neither [1] 62:2 network [3] 8:4,13,19 networking [1] 7:25 never [5] 9:4,9 12:20 100:1 126:15 new [35] 4:9,17 7:9,24 8:2,3,4 28:8,24 39:2,21 40:2 45:10 46:1,7 47:8,19,21 48:2 53:23 54:11,24 58:17 65:10 81:17 91:15,15,17 94:22 96:24,25 98:14 119:17 126:1 150:3 next [17] 2:20 9:20 13:15 20:11 66:17 77:11,12 94:22 99:17 101:9 106:24 108:5 121:3,20 144:20 145:21 147:8 NGC [1] 22:21 Ninety-four [1] 107:17 no [43] 1:10,20 2:6,9 8:6,7 30:19 34:11 41:21 43:13 49:4,11 51:22 68:21 69:14 71:7 75:20 76:7,10 78:23 79:23 81:13,23 85:24 87:23 94:25 95:2 98:18 102:16 107:5,5 113:8,12,14 117:16 118:3,4,15 125:12 140:11 144:9 145:16 148:18 Nobody [1] 128:19 Nobody's [1] 78:5 nominate [2] 33:16 38:19 nominating [1] 16:25 nominee [1] 107:24 nominees [2] 107:3 108:21	none [2] 82:14 91:8 non-railway [1] 65:5 non-specific [3] 30:9,12,16 non-threatening [1] 129:5 nor [1] 23:21 normal [1] 24:2 North [2] 129:12 138:18 not [1] 117:21 Note [5] 33:16 38:19 40:7 57:3 85:4 Noted [1] 42:15 notes [1] 5:12 not-for-profit [2] 10:6,15 nothing [2] 5:15 119:22 notice [1] 129:15 noticed [1] 140:5 notify [1] 41:12 now [30] 7:17 11:14 12:22 16:25 41:21 53:23 56:16 58:10 60:4 62:15 65:6 70:14 73:23 77:1 96:3,9 97:8,24 104:8,18 105:4 109:21 116:6 118:17 119:19 128:16 131:25 134:17 136:17 145:21 number [20] 2:2 6:2 11:17 32:18,20 36:21,23 37:20 41:23 44:5,9 47:21 57:8 71:25 72:23 73:7,16 124:13 125:2 146:6 numbers [7] 67:21 68:2,3 73:16 74:14 75:8 149:12 Numéro [1] 136:3 numerous [2] 10:8 64:22 O objectives [1] 134:8 obsolete [1] 42:2 obtain [1] 22:22 obvious [1] 92:7	Obviously [1] 96:24 occasions [4] 93:13,20 102:5 115:8 occupational [1] 130:18 occupying [1] 21:5 occurred [1] 94:20 occurs [3] 13:24 14:14 101:13 October [2] 2:7,7 off [18] 2:20 12:16 69:16 71:19 74:18 78:8 80:11,14 81:16 97:17 98:4,13 105:11 109:14 117:18 118:2 122:18 145:17 offer [2] 10:5,23 offering [1] 98:8 offerings [2] 9:6 10:8 office [31] 2:10,14 10:25 12:2 18:20 32:22 33:6,10,17 34:4 36:25 37:5,14,20,23 38:2,20 39:23 40:3 41:20 43:14,25 44:10,12,16 45:11 46:3,8 83:22 147:3,21 officer [4] 6:22 38:10 44:25 94:18 officers [18] 4:13,18 21:12 22:20 38:9 39:14 44:24 45:20 50:12 51:10 60:16 61:17 62:5,12,17 87:8,8 95:16 officers' [1] 70:21 officially [2] 118:23 124:10 offline [1] 96:8 offset [2] 83:7 88:25 Oh [20] 1:16 16:13 19:7 35:8,9 55:24 58:2 68:5 71:7 78:21 79:23 91:17 104:16 145:25 146:17,19 148:18 149:1,2,6 Okay [70] 18:6,16,24 52:12,20 55:24 56:5,6,14 57:14 59:11 69:3 70:6 71:1,13 72:19	73:20 74:5,16 75:24 76:23 77:21 80:20 81:3 84:6,13 88:13 89:1,5,15,20 92:4 94:8 96:6,15,19,23 97:7 98:1,15 100:19 101:17 102:18 103:23 104:8 107:21 108:14,19 109:13 110:18,20 113:16 117:20,23 118:6,15,23 119:8 120:17,21,24 121:18,22 128:16 132:16 136:3 145:20 147:4 148:13 149:8 old [1] 7:9 once [2] 100:1 142:8 one [81] 1:20 4:25 5:14 7:8,10 15:20 16:10 17:7,20 21:20 22:14 23:21 29:8 32:22 34:23 36:25 37:23 44:13 51:23 52:5,25 53:8,20,20 54:6,7 55:20,22 56:17,25 57:5,20 70:14 71:17 74:14 79:10 81:7,23 82:25 84:15,22 85:8,18,24 86:13 88:4 90:11 91:18 98:13 100:4 101:2,4,10 107:3 108:1,3,5,9 111:24 117:21 125:19 128:12 130:9 132:3,25 135:18,23 136:20,23 137:17 138:24 139:6,20,21,24 142:5 146:15,15 147:17 150:19,20 one's [1] 145:16 ongoing [2] 7:16 9:5 only [21] 20:11 24:15 32:25 34:1,6 78:15 79:1 85:12 86:17 87:11 88:20 89:9 90:1 103:1 108:7 110:1 113:17 137:6 138:23 139:14 148:21 Ontario [4] 3:3 13:6 104:24 135:12 ONTC [1] 30:20 open [47] 15:25 17:
---	---	---	--	---

16 21:23 25:5 26:7 27:21 29:12 31:13 35:16 40:19 42:15 46:21 48:16 51:21 52:9 53:13,24 55:14 56:24 66:5,18 67:25 72:10 74:25 81:11 84:14 89:21 91:11,15 92:22 96:23 97:8 98: 10 103:14 105:21 106:18 109:16,21 110:1,24 111:6,8,15, 25 119:9 136:17,18 open-ended [1] 120:13 opening [4] 98:1 102:2 115:5 117:4 opens [1] 103:17 operates [3] 59:16, 19 87:6 operating [3] 24:13 27:10 64:9 operation [2] 63:20 114:10 operations [2] 11:4 138:22 operators [1] 30:21 opinion [1] 119:23 opportunities [2] 34:7 139:11 opportunity [8] 4:7 34:13 49:12 67:24 123:16,22,23 127:23 optics [1] 75:10 options [1] 120:14 order [6] 49:5 50:7 71:20,21 91:2 106:19 orderly [1] 33:24 organization [7] 59: 18 60:22 61:7,25 62: 21 132:23 137:4 organizations [2] 49:6 126:2 organized [1] 92:10 original [1] 88:16 O'ROURKE [2] 76:3, 3 ORR [6] 72:14,14,21 73:1,13,18 other [26] 5:2 7:15 8: 17 9:2 11:23 30:11	43:18 70:3 79:25 81: 23 82:10,23 86:23 90: 9 91:10 93:25 100:6, 19 121:7 125:12 127: 12 130:11,19 141:4, 20 145:5 others [6] 49:13 92: 7 125:6,15,17 131:11 otherwise [6] 10:24 64:13 74:14 114:19 126:15 133:22 Ottawa [1] 4:14 ourselves [3] 82:5 150:22,23 out [51] 1:21 5:13 6: 10 7:5 9:18 10:3,11 11:2,16 13:2,6,7 15:6, 7,9 18:7,11,12 25:19 52:14 57:16 69:11 72:24 73:5 75:17 76: 4 78:24 79:9,16 80:5 82:2 84:23,24 85:3 91:2 94:12 97:24 98: 25 100:11 102:24 103:15 108:12 117:8 120:8 121:2 127:1 129:15 132:8,20 134: 8 142:16 outdated [2] 41:18 60:4 outgoing [1] 33:3 outlined [2] 101:22, 24 out-of-town [4] 81: 5 82:12 89:8,25 out-of-town [1] 88: 23 outside [3] 10:2 86: 7 102:11 over [33] 4:9,11,13 9: 6 10:14,17,19 12:3 13:19 56:11,11 59:13 70:5 71:8,24 72:4 88: 14 91:23 98:7 100:25 101:9 103:1 108:5 118:15 122:15 123: 16,19 124:22 138:19, 22 141:17 142:14 144:7 overdue [2] 65:22 66:16	Overhaul [5] 58:17 59:12 61:13 62:14 149:22 overheard [1] 70:2 oversees [1] 11:4 oversight [1] 93:16 own [5] 41:22 84:24 95:3 131:15 140:7 P pace [1] 92:19 package [1] 132:6 page [16] 13:22 19: 18 22:11 25:17 26:21 28:8 29:24 31:25 36: 4 41:7 43:1 44:7 47: 8 50:4 54:11 92:25 paid [12] 2:7 12:16 15:5,9 19:23 21:9,10 70:22 77:5 79:11,13 141:19 panic [1] 76:21 paper [2] 18:19,21 paragraph [2] 33:21 38:24 parenthood [1] 125: 8 parking [2] 79:19 87: 15 parliamentarian [1] 75:17 part [19] 9:14 13:21 19:17 22:10 25:16 26:20 28:7 29:23 31: 24 36:3 41:6 42:25 47:7 50:4 54:10 85: 13 119:17 126:7 140: 25 participate [3] 110: 14 134:4 141:22 participates [1] 126: 19 participation [3] 39: 5 45:12 124:21 particularly [2] 92: 15 125:10 parts [1] 131:2 party [1] 95:2 pass [3] 67:19 99:1 122:15 passed [8] 60:4 77:1	111:24 115:23 118: 11,19 122:8 144:19 passes [1] 103:17 passing [1] 138:14 past [7] 4:9,13,16 59: 13 123:16,19 129:14 patch [1] 130:8 path [1] 68:1 pathfinders [1] 130: 5 patience [1] 54:7 patterns [1] 92:20 Paul [6] 4:6,18,22 9: 21 11:14 127:16 Pause [10] 16:11 17: 19 87:12 88:18 104:3 105:19 112:4,18 113: 10,15 paused [1] 105:11 pausing [1] 104:7 pay [19] 14:11 15:5,9 19:22 20:15,20 21:11 27:2 68:24 69:20 76: 7,9 78:15 80:19 81:4 82:5,11 84:24 146:9 payment [1] 20:24 payroll [2] 2:7 14:7 pays [1] 81:20 Pedneault [1] 148:9 peer [9] 6:3 8:2,3,13, 19 93:5 102:25 103:4, 16 peers [15] 6:3,6,11, 13,15,19 7:4,24 8:1,4, 5,5,22 9:17 101:8 pensioner [1] 93:8 people [19] 6:4 8:11 11:18 17:23 67:14 82:2 85:3,4,15 104: 18 106:24 108:8 120: 5 125:10 131:11 137: 6 138:11,21 144:11 people [1] 85:1 per [30] 42:20 66:25 67:7 69:7,20 70:5,7,8 71:2,2,14,15,15 72:1, 16 74:7,13 75:9,11 79:18 83:4,15,19 87: 10,15 89:3,7,24 138: 25 142:17 perceive [1] 92:12	percent [1] 19:9 percentage [2] 70: 23 74:20 perfect [2] 9:4 75:24 perform [2] 102:3 115:6 perhaps [3] 100:11 101:1,5 period [11] 15:5,8 23: 20,22 24:6 37:15,23 44:1,13 99:12 142:12 permitted [3] 28:21 47:24 54:21 person [6] 7:23 8:9 10:11 75:18 94:25 101:10 personal [4] 93:23 94:20 100:6 119:23 personally [1] 103: 8 personnel [1] 64:9 perspective [2] 39: 23 46:4 perspectives [3] 39:3 45:11 92:14 petitions [6] 91:11, 13 97:25 105:16 110: 25 111:20 Phillips [1] 5:22 Phone [2] 112:22,23 pick [3] 132:18 147: 17,20 piece [1] 128:23 pieces [1] 128:24 pies [1] 137:25 Pineapple [1] 107: 14 pizza [1] 107:14 place [6] 49:14 92:10 123:21 125:17 136: 12 138:4 placed [2] 14:6 47: 19 plaisir [1] 136:5 Plan [1] 94:24 plane [1] 94:11 play [1] 86:12 played [1] 126:1 PLB [1] 68:22 please [96] 1:9,12,15 2:8 4:3 6:6,7 9:18 12:
--	--	---	--	---

24 16:2,3,11,21,23 17:15 18:14 19:6,11 22:1,4 25:7,10 26:9, 12 27:23 28:1 29:14, 17 31:15,18 35:18,21 40:21 41:1 42:17,19 46:22,25 49:20,23 52: 13,24 53:19 54:5 56: 4 57:23 58:6,10 59:3 66:7,10,19 70:13 71: 20 76:20 82:20 86:1 87:25 88:1 90:5 103: 19 104:1,15,16 105:9, 9 107:12,15 108:23 109:4,16 110:5 111:5, 20,23 112:3,15 113: 11 117:21 118:24 119:21 122:2,7,12,17, 21 132:5 133:4 141:7, 10 142:6 145:6,8,20 146:1 147:8 pleased ^[1] 7:7 pleasure ^[1] 12:4 plusieurs ^[1] 136:11 pocket ^[1] 84:24 point ^[13] 48:19 58: 21 71:22 72:7 73:25 76:4 86:11 88:22 98: 25 99:9 117:7 128:4 140:12 pointed ^[2] 52:14 75: 17 pointing ^[1] 57:16 points ^[2] 94:5 129: 24 policies ^[3] 28:21 47: 24 54:22 Policy ^[8] 3:18 4:25 5:5,8 26:24 70:21 79: 15 83:23 porch ^[1] 129:14 portion ^[13] 6:12 16: 17 17:4 22:15,19 23: 1,9 56:8 58:16 106:7 117:8 118:17 119:20 portions ^[1] 19:2 position ^[13] 3:10 7: 3 21:6 33:9 39:12 45: 13,18 86:21 95:11 100:6,11 109:10 126: 18	positions ^[4] 2:23 39:6 130:4 137:3 positive ^[2] 7:8,13 possibility ^[1] 105: 15 possible ^[8] 9:10 34: 22 63:23 97:15 99:16 114:13 125:18 130: 25 post ^[1] 108:23 posters ^[1] 132:7 pot ^[1] 112:23 potential ^[2] 10:21 126:22 potentially ^[5] 49:8 94:1 95:9,18 97:17 power ^[7] 1:18 10:20 39:9 45:16 120:18 137:4 139:16 PPE ^[1] 125:4 practicable ^[1] 23: 10 practical ^[2] 61:24 125:4 practice ^[1] 42:1 practices ^[1] 92:20 Prairie ^[1] 3:2 PRATT ^[3] 55:16,16, 24 precedent ^[1] 139:4 pre-emptively ^[1] 91:20 preference ^[1] 34:3 pregnancy ^[1] 125: 8 premise ^[1] 129:23 prepaid ^[1] 2:13 prepare ^[1] 2:3 preparing ^[1] 143:9 prescribe ^[2] 50:11, 17 prescribed ^[2] 65: 14 116:15 Present ^[11] 13:23 16:17 17:4 19:2 20:6 24:17 34:1 96:7,16 112:14 133:5 presentation ^[3] 59: 11 106:15 140:7 presented ^[3] 40:9 105:22 140:7	presently ^[1] 48:24 preserves ^[1] 34:20 preserving ^[1] 61: 15 presidents ^[2] 60: 16,20 President's ^[4] 91:5 115:24 118:11,20 press ^[3] 108:24 109: 25 122:4 Presseault ^[1] 144: 2 pressing ^[1] 109:2 prevent ^[3] 31:1 48: 22 124:22 prevents ^[5] 34:10, 25 39:14 45:20 49:7 previous ^[6] 12:13 55:22 56:17 57:7,13, 19 previously ^[1] 41: 20 prices ^[1] 148:22 principles ^[4] 61:5, 14,16 134:20 print ^[1] 44:6 prior ^[4] 23:23 24:7 38:3 44:17 priorities ^[1] 127:5 priority ^[1] 3:15 privilege ^[2] 4:16 11: 5 prize ^[4] 104:22,22 105:1 132:17 prizes ^[2] 146:14,15 probably ^[4] 55:19 70:14 129:1 148:22 problem ^[1] 99:9 problematic ^[1] 140:23 problems ^[1] 80:12 procedures ^[2] 61: 11,21 proceed ^[2] 32:5 36: 8 process ^[12] 33:25 34:14 62:1 70:12 96: 2 99:14 106:2,21,22 108:18 109:10 113:1 Professional ^[2] 4: 1 12:3	profile ^[1] 100:1 Program ^[15] 3:21 6: 3,16,24 9:21,22,24 10:7,16 103:1,16,18 129:20,25 149:25 programs ^[2] 3:16 4: 2 progress ^[1] 91:25 prohibited ^[3] 28:12 47:12 54:13 Project ^[3] 129:21, 23 130:9 promoting ^[1] 134: 19 promptly ^[1] 14:11 proper ^[2] 90:24 125: 4 properly ^[2] 61:1,19 proposal ^[1] 40:8 proposals ^[1] 91:12 propose ^[3] 62:24 73:16 98:10 proposed ^[19] 13:21 16:9 19:17 24:16 25: 16 26:20 28:7 29:22 31:23 33:23 36:2 41: 6 42:24 47:7 50:3 54: 10 59:14 61:13 113:5 proposing ^[1] 107:2 Protect ^[1] 94:24 protected ^[1] 59:17 protections ^[1] 130: 20 protective ^[1] 22:22 Protocol ^[1] 94:25 proud ^[7] 62:20 132: 24 139:19,20 140:24 142:19,25 proudly ^[3] 129:20 135:25 141:1 proven ^[1] 56:5 provide ^[13] 5:20 8: 22 9:10,11 41:22 50: 13 93:5 94:18 95:2 103:12 115:20 123: 24 124:7 provided ^[16] 32:16 36:19 41:24 43:16 64:13 72:8 79:20 83: 6,7,15,18 84:4 85:1 86:18 114:19 133:22	provider ^[2] 7:18 10: 20 providers ^[1] 10:9 provides ^[2] 7:19 34: 18 providing ^[2] 3:24 60:22 provincial ^[20] 28: 13 32:3,14 33:3 34:3, 17 36:6,17 37:11 39: 3,6 41:11,14,21 43: 20 47:12 48:23 49:5 50:8 54:14 provincially ^[1] 130: 17 provincials ^[2] 49:8, 14 proving ^[1] 56:21 provision ^[1] 64:15 provisions ^[5] 33: 19 38:22 60:18 114: 21 133:23 provoked ^[1] 92:5 public ^[4] 93:13 102: 5 103:8 115:8 pull ^[1] 80:3 pulled ^[4] 79:6 80:2, 8,9 purchase ^[1] 83:16 purge ^[1] 103:9 Purpose ^[21] 15:1 21:8 24:11 25:20 27: 6 28:19 30:18 33:23 38:17 39:1,21 41:17 45:8,9 46:2 47:16 51: 9 54:20 61:3 100:15 120:13 pursuing ^[1] 48:22 put ^[25] 1:8 2:17 5:12 13:12 16:2 19:5 40: 20 76:15 80:21 81:22 82:15 89:23 90:17 91:22 105:20 106:15 107:12 109:16 111: 19 120:8,9 122:1 132: 7 140:11 141:6 putting ^[3] 82:5 97: 16 109:9 Q quadrennial ^[12] 37:
--	--	---	--	--

18,25 38:3 43:10 44:3,14,18 115:23 116:3 118:10,19 127:18 qualification ^[1] 40:2 qualifications ^[1] 46:7 question ^[14] 1:8,9,10,12 18:15 49:17 66:23 67:12 70:12 107:13 112:10 113:12 118:8 128:12 questions ^[4] 2:16,19 60:18 108:15 quick ^[7] 69:10,17 71:2 91:24 113:14 128:18,20 quickly ^[2] 19:7 118:25 Quiet ^[1] 105:9 qu'il ^[1] 90:14 quilt ^[2] 128:19 129:21 Quilting ^[4] 129:2,5,8,12 quilts ^[2] 128:20 129:13 quit ^[2] 58:11 106:10 quite ^[7] 6:9 85:19 96:3 108:8 112:25 132:12 141:25 quorum ^[1] 96:17 quote ^[1] 109:14	23:1,15 30:12,22 39:17 45:23 64:4 125:24 126:6,8 railways ^[6] 14:2,17 23:1,4 27:1 30:15 raise ^[7] 75:9 77:20 78:6 112:2 125:17 144:4 146:9 raised ^[7] 20:1 71:22 148:20,21,23 149:10,15 range ^[2] 73:2,14 rank-and-file ^[2] 39:13 45:19 rate ^[8] 19:22 68:8 82:13,13 83:4,15 87:19,21 rates ^[2] 27:1 67:16 rather ^[2] 105:19 137:16 ratified ^[1] 95:18 reach ^[4] 9:18 34:8 97:24 107:4 reached ^[3] 37:19 44:4,9 reaching ^[1] 34:19 read ^[16] 24:10 27:5 28:18 30:17 54:19 60:5,8 61:10 62:16,25 65:16 91:22 113:1,18 118:17 140:5 reading ^[5] 16:17 17:4 19:2 91:11,12 reads ^[5] 13:23 16:17 17:4 19:2 55:18 ready ^[6] 18:23 104:5 107:20 110:19 112:14 113:16 realities ^[2] 39:15 45:21 reality ^[1] 137:10 really ^[8] 17:9 70:16 82:5 126:24 127:13 135:6 140:24 145:3 really ^[1] 71:16 reasonable ^[1] 34:12 reasonably ^[1] 34:22 reasoning ^[2] 79:21 117:20	reasons ^[1] 129:1 rebut ^[1] 96:12 recall ^[1] 109:13 receipts ^[1] 2:8 receive ^[1] 81:1 received ^[2] 131:24 140:6 receiving ^[2] 32:17 36:20 reception ^[1] 140:6 recessing ^[2] 58:7 105:6 recognize ^[3] 12:1 30:22 59:3 recognized ^[2] 30:9 95:14 recognizing ^[1] 133:9 recommendation ^[52] 9:16 10:1 11:12 15:14,16 19:19 21:15,17 22:9,12 24:20,22 25:18,22,24 26:19,22 27:11,13 28:9 29:2,4,25 31:3,5,23 32:1 35:4,11 40:17,22 41:7 42:3,6 46:19,23 47:9,17,20 48:5,8 50:5 51:12,22 52:16 54:11 55:3,5 91:5 115:24 118:11,20 recommendation ^[18] 8:21 13:20 14:12 16:8,18 17:5 19:3,16 25:15 28:6 40:1 41:5 46:6 47:6 51:14 54:9 91:1 142:15 recommended ^[3] 47:19,22 95:12 recommends ^[15] 15:17 21:18 24:23 25:25 27:14 29:5 31:6 35:11 40:10,11 42:7 46:14 48:9 51:15 55:6 reconsider ^[1] 34:7 record ^[8] 69:16 71:19 74:18 77:23 78:8 109:1 117:18 122:18 recording ^[3] 106:20 108:7,20	Recovery ^[1] 3:22 recruitment ^[1] 124:24 Red ^[7] 68:24 69:21 74:3,8 113:13 141:17 145:22 redcoat ^[1] 2:18 redcoats ^[1] 142:5 redraw ^[1] 146:20 reduce ^[6] 61:21 62:11 83:25 84:3 88:10 107:1 re-elected ^[1] 4:17 re-election ^[1] 4:20 reference ^[5] 28:13 30:6,14 47:13 54:14 references ^[1] 123:20 referring ^[2] 34:16 57:8 refers ^[1] 57:5 reflect ^[1] 27:8 reflects ^[1] 62:20 reform ^[1] 95:6 reform ^[1] 92:3 regard ^[1] 9:15 regarding ^[9] 6:23 28:22,25 31:2 47:25 48:3,20 54:22,25 regards ^[1] 49:1 Region ^[1] 3:2 regional ^[3] 7:23 51:10 149:24 registration ^[1] 18:20 règlements ^[1] 58:24 regretting ^[2] 16:24 70:14 regular ^[4] 2:13 39:10 45:16 137:8 regularly ^[2] 60:8,17 regulated ^[1] 129:4 regulation ^[1] 95:6 regulations ^[2] 130:16,19 reject ^[6] 40:17,22 56:15,23 57:18,21 rejecting ^[3] 40:11 46:14 57:13 rejection ^[1] 46:23	related ^[2] 64:9 125:7 relation ^[2] 15:4 64:23 relief ^[2] 115:13 117:15 religious ^[1] 92:16 relocated ^[1] 4:14 rely ^[1] 62:17 remain ^[4] 33:5 34:15 89:3 150:23 remaining ^[6] 20:23 34:1 38:12,15 45:2,5 remains ^[3] 39:13 45:19 121:19 remarkable ^[1] 139:22 remember ^[2] 40:21 49:3 Remembrance ^[1] 93:14 remotely ^[2] 143:18,19 remotely ^[1] 143:16 remove ^[1] 118:13 removed ^[5] 43:12 49:2 108:4 117:12 118:6 removes ^[1] 41:18 removing ^[2] 48:19 49:10 reopen ^[1] 111:20 reopening ^[1] 105:15 rep ^[1] 135:3 repeat ^[1] 16:21 repeated ^[2] 60:11 61:21 repeatedly ^[1] 60:20 replace ^[2] 30:22 130:3 replaces ^[1] 34:22 replacing ^[1] 127:6 report ^[4] 69:13 103:3,7,20 represent ^[4] 67:4,6 125:3 126:10 representation ^[1] 24:2 Representative ^[6]
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R

32:15 36:18 93:12,18 94:18 95:16 representatives [1] 9:1 represented [5] 20: 3 24:15 41:24 64:5 138:1 representing [3] 3: 1,5 150:19 represents [5] 24: 12 27:7 30:11 99:25 126:7 reps [3] 81:17,20 130:3 request [2] 68:4 94: 16 requesting [4] 67: 18 70:19 83:25 103: 20 require [4] 9:5 93:8 94:1 95:5 required [1] 20:15 requirement [1] 41: 19 requirements [2] 22:24 130:18 requires [1] 60:23 requiring [6] 16:17 17:4 19:1 34:5 39:10 45:16 research [3] 120:7 130:25 150:4 reset [2] 38:2 44:17 resolution [71] 15: 18 21:19 22:8 24:24 25:14 26:1,18 27:15 28:5 29:6,21 31:7,22 35:12 36:1,4 39:24 40:12 41:4 42:8,23 43:1 46:4,14 47:5 48: 10 50:2 51:16 55:7 62:24 63:2 65:23 91: 4 96:14,16 97:23 98: 6 99:1,20 100:10,12, 13,25 103:19 105:14, 20,22 106:9,14,15 110:19 112:11 113:2 116:23 118:5,7 120:8, 19 122:3 133:5,7,9 135:17 137:2 138:14 140:3,15 141:8 149:	23 150:5,9 resolution [1] 122: 2 resolutions [11] 91: 11,12 97:25 98:10 105:16,21 110:24 111:7,8,20,25 resolve [2] 34:13 119:15 resolved [4] 65:6 116:6 119:20 134:17 resolving [1] 33:25 resource [1] 9:19 resources [3] 9:10 101:12 125:22 respect [2] 51:6 52: 17 respected [2] 60:3 124:2 respectful [3] 85:25 86:2,6 respectfully [1] 87: 5 respective [1] 23:9 responder [8] 93:19 94:16 95:1,2,5,9,11, 14 responder' [1] 93:2 responsibilities [3] 61:11,20 62:5 responsibility [4] 35:2 59:15 95:7 131: 3 responsible [1] 51: 3 rest [3] 123:4 127:16 135:14 Restricting [1] 34:9 restrictions [1] 84: 22 result [2] 3:9 60:7 results [1] 145:10 resuming [2] 58:8 105:7 retain [1] 23:3 retaining [2] 40:12 46:14 retention [1] 124:24 retired [1] 10:11 retirement [3] 25:21 26:16 145:4	Review [3] 12:24 142:10,14 reviewed [2] 59:13 65:12 revise [9] 60:25 61: 19 68:20 69:4 70:3 88:15 89:2 118:6 121:1 revised [4] 20:14 77: 1 118:9 122:2 revising [1] 63:2 revision [4] 95:6 99: 12 118:24 119:3 revisions [1] 59:22 revisit [1] 68:17 rid [1] 7:9 right [59] 11:19 18:8, 10,17 23:3 35:11 56: 6,13,16 70:10,11 71: 22 72:2,7,22 74:22 77:15 80:7 83:20 87: 2,4 96:9,10 99:8 101: 12,13 102:13,21 104: 8,18 107:22 108:6,8 109:13,14,18 112:21 113:16 117:17,21 118:4,7,8,16 121:5 122:5 130:14 144:25 145:25 147:17,19 149:7 150:11,12,12, 14,15,16 151:6 rights [4] 59:17 60: 12 61:10 62:4 ringing [1] 112:24 rings [1] 112:22 rires [1] 145:25 river [1] 138:3 road [4] 23:11,16 99: 18 132:22 roads [1] 23:9 ROBERTSON [2] 27:18,18 ROBILLARD [2] 113:7 143:6 role [10] 95:4,8,17 102:17 105:12 106: 25 116:5,10 126:1 130:24 roles [1] 125:19 roll [1] 145:8 Ron [1] 118:25	room [12] 18:20 85: 12 86:8 92:18 128:2, 3 131:23 138:12 140: 8,23 149:16 150:18 room [1] 92:17 rotation [2] 39:2 45: 10 rough [1] 107:11 round [9] 13:8 26:16 110:16 121:5 142:21 143:1,12 144:11 145: 6 ROUSSEAU [18] 52: 6,6 53:1,1 71:11,11 74:12 104:24 105:2 111:2,2,6 117:1,1 119:6,6 148:6,7 RTC [1] 5:2 Rules [44] 13:22 15: 4 16:16 17:3 19:1,18 22:10,25 24:18 25:17 26:21 27:1 28:8,23 29:1,23 31:24 36:3 40:6 41:6 42:25 43: 18 46:11 47:7 48:1,4 50:4,20 54:10,24 55: 1,23 61:6,7 62:18 92: 25 115:3,10,16 116:1, 13 118:12,12,21 ruling [1] 150:16 rumours [2] 7:5,6 run [5] 23:7 33:17 38: 20 39:23 46:3 running [6] 5:1 67:3 86:21 109:9 138:21, 23 runs [1] 144:24 rush [1] 113:8 rushed [1] 62:1 Rushton [1] 9:3 Russ [2] 107:21 110: 18 RUTZKI [2] 66:22,22 Ryan [3] 4:18 15:21 147:17 Ryan's [3] 69:10,18 117:23	8 124:2 safeguarded [1] 39: 9 safeguards [1] 45: 15 safer [1] 126:4 safety [10] 3:15,18 4: 24,25 5:8,9,24 39:24 46:4 130:18 said [10] 8:17 72:11 77:13 80:1,11 87:14 88:5 100:7 105:13 106:17 salaries [1] 77:5 salary [4] 19:21 20: 21 21:4,6 sales [1] 144:7 Sam [3] 17:21 85:9 119:12 same [14] 13:17 55: 19,21 72:15 81:5,19 82:12 86:7 88:24 123:25 125:14,15 127:22 137:21 SARKA [5] 57:1,1,14 81:8,8 Saskatchewan [1] 2:24 Saskatoon [3] 2:21 102:24 123:11 sat [1] 144:23 satisfying [1] 22:23 SAUNDERS [10] 48: 17,17 49:16 99:21,21 139:25,25 146:25 147:4,10 SAVAGE [3] 135:19, 19 136:4 save [2] 52:12 88:13 saving [1] 11:10 Savings [10] 3:21 9: 21,22,23 10:6,8,9,14, 17,25 say [24] 5:11 10:20 11:19 12:13 59:4 68: 16 70:24 81:15 82:4 85:24 89:6 94:12 106:2 107:14 111:5 112:24 127:12,12 138:12 142:2 144:9 147:5 148:16,16
---	---	---	--	---

S

sacrifice [1] 76:7
safe [4] 5:20 9:12 12:

saying [4] 89:12 107:23 118:5 128:17 says [7] 52:16 74:1 102:9 112:9 118:5 146:19 147:16 scared [1] 73:23 schedule [1] 1:21 schedules [1] 1:25 scope [5] 92:9,23 93:3 95:3,4 Scott [1] 100:22 Scott's [1] 100:23 screen [26] 16:2 18:25 19:5 22:1 25:7 26:9 27:23 29:14 31:15 35:18 40:20 42:17 46:22 49:20 53:16 54:2 56:4 57:20 66:7 76:15 77:17 82:15 89:23 122:1 141:6 148:2 screw [1] 1:23 scroll [2] 119:13,17 Sean [1] 72:14 seat [1] 140:14 seats [2] 58:10 105:9 second [72] 15:22 16:1,10 17:9,18 21:22,25 25:3,4,6 26:5,8 27:19,22 29:10,13 31:11,14 32:7,23 33:17 35:15,17 36:10,25 38:20 40:16,19 42:11,16 46:18,21 48:14 51:19 52:7,11,13 53:11,15 54:1 55:12 56:25 57:4 66:3,6,20 68:21 71:12,17 74:15,16 75:19 76:1 81:9 84:12 89:16,19,22 90:10 91:14,17 97:1,6 111:13,17 117:2,21 119:7,10 135:25 136:2 141:5 seconde [2] 135:20 136:4 seconded [5] 15:24 53:12 80:25,25 105:22 seconder [22] 15:20 52:4,8 53:7 71:7,8 73:21 74:10,24 81:6,	10 84:9 89:16,16 97:2,8 111:9,15 113:3 116:24 117:3 118:24 seconds [28] 1:15 16:3 19:11 22:4 25:10 26:12 28:1 29:17 31:18 35:21 41:1 42:19 46:25 49:23 53:19 54:5 57:23 66:10 76:20 77:25 82:20 90:5 107:15 109:4 110:5 111:23 122:7 141:10 SECRETARY [6] 78:18 106:20 108:7,20 148:24 149:3 secretary-treasurer [15] 14:1,15 20:19 32:8,9,13 33:14 36:11,12,16 37:9 41:13 51:2,11 70:17 section [63] 13:22,24 15:13 19:18 21:13 22:10,24 24:1,18 25:17 26:21 27:8 28:8,11,24 29:23 31:24 36:4 38:18 41:7 42:13 43:1,17 45:8 47:8,10,18,19,20,20,21 48:2,20 50:4,19,25 54:11,12,25 56:9,14 58:18 63:9,15 64:2,12 92:24,25 101:25 113:25 114:6,18 115:3,10,16 116:1 117:12,16 118:12,22 133:16,21 134:2 Section [1] 48:20 secure [3] 14:9,24 26:25 see [19] 1:18,22,22 4:8 90:24 91:17 104:2 109:15 112:21 118:8 119:25 120:1 121:21 125:19 128:5 129:21 132:20 137:1 140:25 seeing [3] 12:6 82:14 91:8 seek [1] 60:17 seen [4] 12:20 17:25 104:25 124:12 selfish [1] 81:24	self-serving [1] 78:14 selling [1] 144:4 semantics [1] 92:1 semi-monthly [1] 21:14 send [1] 127:1 Senior [3] 8:23,25 87:8 seniority [1] 23:3 sent [9] 1:21 2:6,11 18:9 80:9,10,12,13 151:2 sentence [1] 52:15 sentiment [1] 92:6 separate [2] 5:7,17 separating [1] 101:3 September [1] 1:2 Series [1] 150:1 serve [4] 37:13 43:10,23 61:22 served [4] 38:2,7 44:17,22 service [11] 7:18,19 9:6 10:9,20 23:12,14,17,19 37:15 44:1 services [2] 9:10 20:22 session [7] 20:7,12 79:11 83:5 105:9,10 113:12 sessions [2] 20:10 67:15 set [5] 33:20 38:23 51:4 62:19 89:4 setting [2] 39:10 139:4 seven [1] 7:23 sewing [1] 128:24 shall [52] 14:3,7,18,22 20:1,4,10,17,23 21:4 23:2,7,19,22 26:24 27:3 28:14 32:18,24 33:5,7 36:21 37:4,12,21 38:4,8,13,16 39:5 41:9 43:3,5,7,13,23 44:10,19,23 45:4,6,13 47:13 50:9,11,24 51:2 54:15 64:3,6 101:25 134:3	Shane [2] 13:7 78:12 shape [1] 127:4 share [5] 11:9 123:25 125:18 130:11 131:16 shared [1] 129:9 she [6] 6:25 13:12 122:14 126:17 128:11,11 Sheldon [3] 62:23,24 109:20 she's [3] 112:20,21 133:4 shifting [1] 92:19 Shira [1] 123:11 shitty [1] 143:18 Shooflies [2] 130:3,7 Shoofly [4] 129:20,21 130:8,9 short [1] 142:12 should [35] 18:4,17 21:11 26:15 30:8,15,21 32:20 33:10 36:23 37:4 50:16 52:18 55:19 60:2,10,18 61:7,9,18,23,24 62:1,2 71:16 72:24 73:3 92:18 97:14 100:13,14,15 101:1 112:9 125:16 shouldn't [1] 110:21 shown [1] 15:6 shows [1] 72:5 shut [1] 140:13 shuttle [2] 1:24 2:2 Sick [4] 102:6,7 115:19 117:9 side [2] 5:6 122:16 signed [1] 145:16 simple [3] 92:13 94:3 108:8 s'impliquer [1] 136:12 simply [2] 124:16 130:5 Since [3] 3:11 67:1 73:4 singers [1] 137:16 single [4] 37:16 86:19 128:12 142:5 SISTER [53] 25:2 48:	12 53:9 65:19 66:1 73:25 74:5 76:3,13 81:13 83:1,10,13 84:2,7 86:14 87:20,23 88:5,9,15 89:1,10,13 100:16,21 101:18 103:5 109:18,19,22,23 110:6,7,12,13 112:15 119:2 122:11,13 123:2 126:12 127:11 130:14 132:3,16 133:3,8 134:23,25 138:17 145:17,25 sisters [8] 4:6 6:11 59:12 86:6 135:15 139:7 140:6 149:19 sit [4] 58:13 103:4 140:14 141:21 sitting [4] 38:9 44:24 45:16 67:2 situation [2] 15:11 60:24 six [4] 4:11 23:20 109:14,25 Sixth [4] 115:23 116:2 118:10,19 sleeps [1] 128:11 small [3] 6:12 44:6 139:15 smaller [1] 125:11 Smart [1] 147:25 Smiths [1] 13:8 so [3] 47:3 99:8,20 soccer [1] 85:16 societal [1] 92:19 solid [2] 137:11 148:3 solidarity [1] 150:24 solutions [2] 125:19 131:1 some [24] 1:8,24 15:11 21:10 52:12 58:12 70:2 84:19 85:1,3 91:10,22 92:5,7 98:2 102:14,17 104:4,10,18 123:24 124:3 125:3 127:9 someone [8] 52:22 91:18 103:7 105:20 129:15 131:15 136:24 137:25
---	---	--	---	--

someone's ^[1] 129:14 something ^[10] 10:23 17:25 35:22 80:9 99:19 101:8,13 104:17 107:10 131:14 sometimes ^[2] 125:12 138:8 somewhere ^[2] 73:2,13 Sonja ^[3] 81:14 100:21 134:25 soon ^[2] 97:14 99:16 sooner ^[6] 58:14 97:23 99:19 103:9,11,12 Sorry ^[22] 16:20 18:17 35:5,10,13 52:12 55:24 69:12 78:10 81:13 88:23 91:7 97:2 98:23 104:16,16 105:17 113:7 119:16,16 141:15 147:2 source ^[1] 61:23 sources ^[1] 129:18 space ^[1] 127:22 speak ^[11] 4:7,21 86:24 87:2,5,5 88:20 102:25 137:2 138:11 140:2 speaker ^[2] 2:21 118:1 special ^[4] 141:16 143:4 144:1 147:13 specialized ^[1] 60:11 specific ^[10] 30:7,20 39:11 45:17 51:10 55:22 60:18 69:15 137:20,22 specifically ^[1] 8:2 specified ^[1] 23:25 speech ^[1] 140:4 spent ^[2] 135:3 144:7 split ^[1] 13:13 Spoken ^[1] 135:1 spouse ^[1] 13:5 square ^[1] 129:21 stability ^[1] 86:22 staff ^[8] 10:11 11:1,4 12:2 13:12 106:8	143:5,20 stage ^[2] 12:24 76:22 stairs ^[1] 147:11 stand ^[4] 6:6 84:6 98:12 139:19 standards ^[1] 126:5 standing ^[2] 6:12 139:9 start ^[5] 2:20 10:10 59:11 99:15 107:19 Starting ^[1] 108:20 stating ^[2] 80:8 117:9 statistic ^[1] 139:1 stay ^[2] 103:19 112:16 stayed ^[1] 144:22 stays ^[2] 90:6 121:21 steel ^[1] 6:24 step ^[5] 39:22 46:3 122:16 131:18 138:7 Stephanie ^[1] 143:6 Stephen ^[1] 51:24 stepped ^[1] 126:16 Steve ^[1] 135:19 Stevens ^[1] 144:2 Stewart ^[1] 144:1 stick ^[1] 8:6 still ^[10] 33:1 37:3 67:2,7 84:4 91:10 104:21 106:13 113:14 141:20 still ^[1] 80:2 stipulate ^[1] 118:9 stipulated ^[2] 63:16 114:6 stipulates ^[8] 63:10 64:2,12 113:25 114:18 133:16,21 134:2 Stock ^[1] 148:1 stoked ^[1] 137:1 stop ^[3] 104:16 105:19 132:4 story ^[1] 126:7 straight ^[3] 72:18 74:21 106:6 straightforward ^[1] 61:18 streams ^[1] 131:9 strengthen ^[1] 62:	10 strengthening ^[2] 101:10 125:1 strengthens ^[1] 126:16 strengths ^[1] 135:9 strike ^[16] 13:24 14:3,14,17,22 15:2,4,5,7,9,10,12 25:19 150:13,15,16 strong ^[4] 3:15 92:5 132:25 150:14 stronger ^[8] 126:5,20 130:16 131:13 137:17 139:18 150:25,25 structurally ^[1] 39:8 structure ^[3] 63:19 114:10 127:7 structured ^[1] 45:15 structures ^[1] 125:22 struggled ^[1] 142:13 struggles ^[1] 137:8 stuff ^[5] 8:15 12:22 101:4 127:11,12 subject ^[1] 9:20 submission ^[1] 40:23 submissions ^[1] 142:11 submit ^[2] 18:1 91:12 submitted ^[4] 17:24 36:4 43:1 91:4 subsequent ^[3] 32:24 34:5,24 substantial ^[1] 80:5 successor ^[1] 43:12 such ^[20] 14:9,24 20:3 23:15,21 30:21 33:12 37:7 50:14,23 64:24 92:21 93:3,13 94:8,14 95:1,17 134:10 143:18 Sudbury ^[1] 97:5 sudden ^[1] 91:21	sufficiently ^[1] 23:23 suffrage ^[1] 129:11 suggested ^[1] 56:23 Suggesting ^[1] 103:2 suggestion ^[1] 57:18 suggestions ^[2] 8:22 120:15 suite ^[4] 144:17,22 148:19 149:10 Summaries ^[1] 94:19 supplied ^[2] 24:6 41:20 supplier ^[3] 28:16 54:17 57:6 support ^[29] 5:22 21:15 24:20 25:22 27:11 29:2 31:3 35:4 42:3 48:5 51:12 55:3 62:12 93:5 97:12 103:18 116:9 120:23 124:8 126:10 127:8 130:15 131:12,17,22 132:20 137:2 138:14 149:24 supported ^[7] 15:14 124:15 131:8 135:4 149:23 150:4,8 supporting ^[5] 124:18 125:24 126:21 131:5 133:9 supportive ^[3] 6:23 7:10,14 supports ^[2] 97:18 103:13 suppose ^[1] 100:4 supposed ^[3] 120:13 127:12 128:16 sure ^[15] 2:3,12 13:12 59:10 71:17 73:18 96:21 99:16 108:24 109:25 110:1 117:24 122:4 131:19 132:11 surplus ^[2] 20:22 90:14 surprised ^[1] 85:20 surprising ^[1] 92:6 survey ^[1] 132:11	surveys ^[2] 126:24 127:2 suspend ^[3] 16:16 17:3 19:1 suspense ^[1] 77:19 sweat ^[1] 78:1 sweating ^[2] 71:8 72:3 syndicales ^[1] 90:14 syndicat ^[1] 136:8 system ^[3] 4:24 20:3 130:6 T T.K ^[2] 144:14 145:3 table ^[9] 10:2 11:3 13:14,17 17:13 103:5 104:1 123:23 132:5 tablet ^[5] 18:4,5,7,16 119:14 tablets ^[1] 1:20 take ^[27] 8:1,13 10:4,23 12:8 13:13 56:11 58:5,9 59:1 73:4 75:5,11 81:16 84:20 85:4 99:11 104:4 105:8 110:21 117:8 126:18 130:6 132:7 138:1 140:10 145:5 take ^[1] 72:25 taken ^[3] 8:23 85:15 87:16 takes ^[2] 11:3 131:15 taking ^[2] 5:23 76:7 talk ^[5] 5:11 9:20 70:3 136:23 142:1 talked ^[1] 71:23 talking ^[5] 57:11 71:3 101:7 121:6 131:7 Tamarack ^[1] 3:22 task ^[3] 5:23 30:23 131:23 tasting ^[1] 137:23 Taylor ^[3] 13:7,7,11 TCR ^[1] 127:1 TCRC ^[53] 4:13 9:23 10:2 11:13 12:2 13:1 15:2,7,11 21:9 22:25 24:12,17 27:7 30:2,10,20 43:17 50:20 59:
---	--	--	---	---

14,20 61 :15 63 :16 64 :3,15,18,20,25 65 :3,12 114 :7,21,24 115 :2,9,15,25 116 :12,14 118 :12,21 124 :10,18 126 :7 127 :9,17 131 :20 133 :10,23 134 :5,19,21,21 teach ^[1] 81 :17 team ^[4] 5 :23,24 117 :21 150 :23 Teamsters ^[43] 3 :8,11 14 :21 15 :3,9,12 30 :18 48 :25 49 :1,11 56 :9 63 :1,2,7,11,13,18,22,25 65 :7,15 113 :23 114 :2,4,9,12,16 116 :7,17 133 :8,13,17,18 134 :4,6,7,9,12,18 135 :11,14 148 :3 151 :10 teleprompters ^[1] 143 :21 tell ^[2] 7 :7 146 :4 telling ^[3] 75 :20 80 :22 148 :12 Telus ^[1] 7 :18 Ten ^[30] 1 :15 16 :3 19 :11 22 :4 25 :10 26 :12 28 :1 29 :17 31 :18 33 :2 35 :21 41 :1 42 :19 46 :25 49 :23 53 :19 54 :5 57 :23 66 :10 76 :20 77 :25 82 :20 90 :5 107 :14 109 :4 110 :5 111 :23,24 122 :7 141 :10 term ^[23] 37 :14,24 38 :6,8,12,17 39 :5,8,19 43 :11,25 44 :13,21,23 45 :3,7,13,14,25 92 :5 93 :1 101 :4 133 :1 terminal ^[6] 101 :3,5,11 125 :13 138 :19 139 :21 terminals ^[1] 125 :11 terms ^[7] 37 :13,20 38 :2 43 :24 44 :10,17 99 :24 Terrace ^[1] 75 :3 territories ^[1] 97 :13	territory ^[2] 3 :2 23 :14 Terry ^[1] 144 :15 test ^[2] 23 :21 24 :5 than ^[18] 2 :7 21 :6 23 :20,21 37 :13 38 :13 43 :24 45 :3 58 :14 60 :14 68 :22 72 :17 97 :23 126 :8 137 :16 138 :20 139 :2 140 :22 thanks ^[10] 9 :24 12 :8 18 :15 56 :10,20,20 57 :15 102 :21 141 :16 144 :1 that ^[2] 142 :2 148 :25 That'll ^[3] 104 :9,9 140 :25 that's ^[55] 2 :1 6 :10 7 :20 10 :19 18 :15 35 :10 55 :21 57 :11 59 :7 67 :7,11 68 :1 69 :22 74 :21 75 :13 77 :12,14 79 :3,14,14,21 82 :4,6 85 :13 87 :6,6 90 :24 98 :5,19 99 :9,15 101 :8,14,15 102 :8,12,19 104 :23,23 112 :23 118 :3 120 :10,12 121 :4,5 130 :6 137 :5 146 :23 147 :19 148 :3,21,24 149 :3,5,7 that's ^[1] 80 :22 the ^[2] 18 :13 149 :2 their ^[47] 7 :19 8 :6,24 9 :11 12 :2 20 :22 21 :10,11,12 22 :23 30 :22 41 :22 59 :21 60 :9,12 61 :10 62 :4 81 :20 86 :11 87 :2,5,15,16,18,20 89 :3 92 :10 95 :3 103 :6 123 :17 125 :21 129 :9,9,9,17 130 :1 131 :21 132 :7 137 :14,20 138 :4,10 140 :7,12 141 :19 142 :15,19 them ^[46] 4 :11 8 :1 11 :11,19 12 :4 13 :12,13,15,16 14 :10 61 :16 62 :18 80 :9 94 :21 102 :8 103 :6,13,17	104 :5,25 109 :14,16 110 :16 115 :20 122 :24,25 124 :19 125 :16 126 :11 128 :4,5 130 :6 138 :9 139 :8,10,11 140 :10 141 :24 142 :5,21,25 144 :6,9,10 145 :6 148 :17 themselves ^[3] 49 :2 101 :23 137 :9 then ^[46] 13 :16 14 :7 47 :21 49 :13 55 :25 68 :20 69 :4 75 :10 79 :2 84 :3 86 :10 88 :9,14 89 :1 102 :6 104 :11 105 :17,21,23 106 :2,7,14,16,20 107 :21,22 108 :1,4 112 :15,16 113 :2,3,4 120 :2,16 121 :2,12,20 122 :14 128 :24 131 :1 144 :13,13,19 146 :15,16 there ^[57] 4 :24 7 :5,6 10 :3 11 :1 13 :2 17 :13,24 28 :21 43 :3 47 :24 53 :21 54 :22 68 :24 70 :15,20 72 :11,17 73 :24 74 :20 79 :24 82 :2,2 85 :1 95 :25 97 :3 99 :18 100 :22 102 :16,20 104 :22,23 110 :23 112 :16 113 :17 118 :9 119 :22 124 :3 125 :12 128 :1,2 131 :9 132 :8,11,11,20 137 :3 138 :23 139 :14,16 141 :21 142 :1,10 143 :21 144 :22,23 145 :24 thereby ^[1] 23 :2 therefore ^[6] 34 :20 65 :6 67 :19 116 :6 119 :19 134 :17 thereof ^[4] 22 :15,19 23 :2 134 :10 There's ^[26] 1 :20 18 :19,24 19 :9 52 :14 67 :23 68 :1,18 72 :17 75 :10 76 :21 80 :17 81 :3 84 :19 98 :4 106 :22,25 108 :3,7,9 113 :4 119 :22 140 :11 143 :9 144 :	14 148 :18 theretofore ^[1] 23 :4 these ^[23] 6 :11,15 8 :5,5 11 :10 28 :23 30 :5,13 48 :1 51 :8 52 :18 54 :24 67 :4 69 :23 75 :5 81 :18 94 :20 123 :16 124 :5 129 :5,8 137 :12 139 :19 They ^[67] 5 :11,15 6 :17 8 :6,7,9 9 :19 13 :2 17 :14 18 :4,4,17 37 :21 44 :10 49 :2 50 :16 60 :8,13 61 :19,23,24 62 :4,8,10,16 68 :2 76 :9 78 :6 79 :9,17 80 :3,19 81 :21 83 :18 84 :21 87 :17 95 :20 101 :22 103 :2 108 :4 115 :21 120 :12 125 :16,17 127 :2 130 :4,4,12 131 :19 137 :7 138 :1,2,10 140 :6,9,11 141 :18 142 :11,17,19 143 :2,10,12 144 :2,3,8 146 :4 they'll ^[2] 2 :19 10 :22 they're ^[16] 5 :13 7 :14 8 :7,8 12 :5 18 :4,5 70 :21 73 :23 79 :11 87 :21 101 :24 104 :25 141 :19 145 :16,24 they've ^[3] 103 :10 140 :9 141 :17 Thieverge ^[1] 143 :6 thing ^[6] 13 :18 55 :19,22 81 :24 105 :13 128 :9 things ^[7] 5 :11,17 82 :5 98 :4 101 :12 130 :10,11 think ^[35] 16 :24 18 :22 55 :19 65 :21 71 :16 72 :24 73 :3 75 :8,10,11,12 81 :19,24 82 :6 86 :23 96 :8 97 :13,16 98 :19 99 :6 100 :14 102 :13 104 :4 105 :18 121 :5 122 :24 128 :11,22 132 :11 139 :6 140 :4,7,21,22 149 :11	thinking ^[2] 52 :22 78 :23 thinks ^[1] 5 :10 Third ^[5] 17 :18 37 :1,2 95 :1 139 :22 this ^[1] 96 :7 Thompson ^[1] 143 :7 thorough ^[1] 49 :17 those ^[27] 12 :5 13 :3,8 15 :13 29 :1 34 :9 48 :4 49 :8 55 :2 57 :4 61 :16 67 :12 83 :6,16,17 103 :18 124 :7,15 125 :20 126 :23 131 :4 137 :6,12 143 :11 144 :11 148 :16 149 :12 those ^[1] 80 :16 though ^[3] 5 :7 79 :25 81 :25 thought ^[7] 12 :15 75 :4 78 :10 85 :5 101 :16 117 :14 129 :1 thoughts ^[1] 75 :13 three ^[31] 32 :11 34 :1 36 :14 49 :2 56 :7 59 :13 70 :5 71 :15 72 :1 75 :9,11 78 :15 79 :2,11,13,21 82 :17 106 :20,25 107 :2 109 :25,25 110 :1,3,9 138 :23 139 :20 142 :18 144 :8 146 :15 149 :20 through ^[12] 28 :15 34 :13,23 54 :16 57 :6 70 :12 85 :10 96 :1 104 :21 129 :24 130 :2,7 throughout ^[5] 30 :23 61 :2 124 :12 127 :8 134 :13 Throw ^[3] 146 :19 147 :16 148 :12 throwing ^[3] 110 :13 146 :24 148 :16 Thunder ^[2] 3 :3 59 :7 Thursday ^[8] 1 :2 83 :14 86 :18 87 :11 88 :11,12 89 :9 90 :1 ticket ^[2] 144 :6 147 :
---	--	---	---	---

8 tickets [6] 104:21 112:20 144:4,7 145:19 146:5 tickets [1] 104:20 tie [7] 33:1 34:1,13,25 37:3,3 108:9 tied [7] 33:1,8,25 34:6,9,25 49:11 till [1] 107:21 time [60] 2:2,18 6:5,21,21 7:1,11,12 10:24 15:6 20:12 23:23 38:7,12,15 44:22 45:2,6 49:3 52:12 60:25 62:14 67:17 72:7 81:16,18 85:15 88:13 91:10 94:5 97:18 98:2 99:12 104:4,10 105:25 106:8,10 108:25 110:2 124:22 127:18,21 128:10,25 129:7 131:25 136:23 138:20 140:10,21 141:15,19,20,22 142:12 143:19 144:24,25 145:22 timely [1] 7:19 times [5] 1:23 60:5 80:14 135:1 141:20 time-stamped [1] 94:21 timing [1] 97:14 title [1] 100:3 to [3] 13:1 83:10 149:4 today [25] 1:23 4:7,22 6:12 10:13,17 18:7 62:21 96:12,16 99:1,25 107:8,8 118:16 124:9 126:7 127:3 131:7 135:1 138:21 139:2,9 140:3 146:9 together [24] 5:10,12,14,19 6:19 7:24 9:13 86:8 91:22 98:2 104:5,10 124:8 125:20 127:20 128:24 129:3,4 135:9 137:13 139:17 142:14 150:24 151:1 told [2] 80:3 94:12	Tom [4] 5:5,8,21 148:17 tomorrow [2] 19:13 149:11 tongue-tied [1] 143:7 too [7] 8:11 12:17 81:24 112:19 132:24 141:1 149:7 took [1] 59:7 top [2] 106:23 110:9 topics [1] 4:21 Toronto [11] 11:1 31:11 68:7 69:4,25 81:14 100:22 117:7 123:5,7 135:1 toss [1] 56:13 total [4] 33:2 149:4,9,10 totalling [2] 10:12,18 Totally [3] 58:2,3 117:17 tough [1] 7:4 tour [1] 136:13 towards [4] 38:5,14 44:19 45:4 town [5] 75:7 78:24 79:9,17 80:15 traced [1] 129:12 track [2] 2:18 11:17 trackman [1] 2:22 trades [4] 5:1 67:3 138:21,24 tradespeople [1] 125:25 tradition [1] 129:19 traffic [2] 22:16 23:5 train [3] 23:11,16 78:9 trained [1] 8:3 training [6] 7:25 8:3 67:15 95:17 101:6,6 trainmen [1] 64:8 transcriptions [1] 87:25 transition [1] 92:2 translate [1] 106:9 translated [3] 110:19,20 112:3 translators [1] 143:	15 transparency [1] 72:1 transportation [3] 2:4 4:25 5:6 trauma [1] 93:24 traumatic [1] 93:22 travail [1] 58:25 travel [5] 78:19 79:9,13 80:15 86:19 travelling [1] 83:17 travels [1] 12:8 TRC [1] 126:21 TREASURER [3] 78:18 148:24 149:3 treasury [1] 20:23 treated [2] 62:13 138:1 treatment [1] 3:24 tremendous [1] 8:19 trends [1] 92:20 trip [1] 80:17 truly [3] 143:22,23 145:3 trustee [2] 86:21 106:25 trustees [4] 32:11 36:14 106:20 109:14 try [1] 91:24 trying [4] 67:25 100:24 101:14 102:13 Tuesday [7] 83:14 86:17 87:10 88:11,12 89:8,25 turn [4] 79:5 80:2,4,8 turned [1] 6:10 turnover [2] 39:10 45:16 Twenty-seven [1] 57:24 twice [1] 82:6 two [40] 4:24 11:15 12:12 13:4 16:12 25:1 26:3 31:9 32:21 36:24 37:13,16 38:13,15 43:24 44:1 45:3,6 49:2 55:15 56:7 57:20 81:12 84:10 89:17 106:23 107:1 108:3,6,7,21 113:6 121:4,5	131:9 134:24 135:13 138:16 140:18 146:14 two-year [2] 38:14 45:5 type [2] 8:9 105:12 U ultimately [1] 126:5 unable [1] 22:21 uncertainty [1] 61:24 unchaperoned [1] 129:7 Under [11] 33:25 48:25 56:17 60:13 70:21 93:15 94:24 102:6 121:17 129:19 134:20 Underground [3] 129:14,16,23 understand [12] 60:10,12 61:10,17 62:3,4,9,17 79:24 95:25 96:23 99:24 understandable [2] 61:1,8 understanding [5] 70:19 83:10 89:6 92:2 96:3 understands [2] 96:22 120:25 understood [1] 60:19 underwent [1] 59:21 undoing [1] 85:11 unfortunately [1] 6:21 UNIDENTIFIED [1] 118:1 Unifor [1] 5:1 unintentional [1] 30:7 Union [47] 3:21 6:14 9:20,22,23 10:6,9,14,17,18,25 24:15 30:3,10 39:20 46:1 59:16 60:9,12 61:2,12 62:3,10,18 90:17 100:16 124:6,16,19 125:1,23	126:15,16,17,19 127:7 130:2,3 131:2,9,14 134:5,9 135:2,4,8 137:21 unions [6] 9:2,13 10:10 11:8 126:2 134:2 union's [1] 11:6 unique [4] 8:12 97:12 124:4 137:12 unite [2] 135:8,13 unity [1] 150:18 unknown [2] 67:22 68:4 Unless [9] 28:12 43:12,15 47:11 54:13 98:16 108:9 113:4 147:21 unnecessary [2] 42:2 61:20 unreceipted [1] 79:18 unresolved [1] 34:25 unstoppable [1] 151:1 unsupervised [1] 129:7 until [8] 20:11 33:6 43:11 108:25 112:16 121:12,20 149:10 unusable [1] 15:10 unwavering [1] 131:21 up [75] 1:8,23 2:14,15,17 6:6,13 8:6 11:8,20 12:24 16:2 18:13,19,24 19:5 22:1 27:23 29:14 39:23 40:20 46:3 57:12 70:15 72:16 73:23 75:7 76:21 77:11 85:12,14,20,20 89:23 94:5 97:2 98:1 104:2 105:21 107:13 108:15,25 109:16 110:24 111:19 112:12,15,17,20 113:11,17 119:13 122:1,12,15,17 129:22 132:8,18 133:3,4 136:17 139:13,13 140:13 141:21,25 143:21
---	---	---	---	--

144:23 145:11 147:5, 8,11,20 148:7 update [2] 6:20 92:23 updating [1] 9:5 Upon [8] 1:2 23:23 58:7,8 96:14 100:8 105:6,7 us [26] 5:13,14,24 7:14 10:2 18:5 49:12 56:18 60:4 67:3,15 81:22 100:8 125:1 126:19 128:3,12 131:6,15,22 132:8,18 139:5,14 143:22 151:3 use [2] 100:2 128:25 used [3] 24:18 41:21 129:13 using [1] 2:13 usually [2] 21:9 67:13 USW [1] 5:1 V vacancies [3] 39:20 45:25 50:14 vacancy [5] 7:2 33:12 37:7 38:11 45:1 vacant [2] 33:10 37:5 valued [2] 124:2 131:9 various [7] 2:23 4:13 6:13 10:8 27:7,8 43:20 vast [1] 92:13 Vaughan [5] 108:21, 24 109:5,6 112:9 venue [1] 103:8 verified [1] 56:15 Veronica [13] 65:19 83:1 86:14 109:18 112:16 123:1,13 126:12 128:8,14 136:6 145:12,25 very [34] 3:14 5:8 6:22,23 7:4,7,10,13,14 8:12,12,16 9:8 10:23 19:7 44:6 69:18 71:21,22 81:24 91:21 99:25 120:13 124:9 125:	3,12 130:10 132:24 135:4 142:19 143:10, 10,10 144:3 via [6] 28:21 47:24 54:21 105:16,16 123:7 vice [5] 21:1 32:6,7 36:9,10 vice-president [6] 3:4 4:15 108:11 115:12,18 117:10 view [3] 86:11 99:20, 24 violence [1] 125:6 virtual [1] 127:4 virtually [1] 127:21 virtue [1] 137:8 Visa [2] 11:16,21 visit [1] 115:19 visiting [1] 117:9 vocabulary [1] 92:1 voice [5] 81:14 137:16 138:10,13 139:10 voices [4] 125:20 130:25 137:14 139:15 voir [1] 136:9 volunteer [4] 10:11 141:19,20 149:16 volunteers [1] 8:6 vote [55] 1:16 16:2 19:5 20:5,8 22:1 25:7 26:9 27:23 29:14 31:15 35:18 40:20 42:16 43:8 46:22 49:20 53:16 54:2 56:4 57:20 66:7 73:4 76:15 77:1,4,17 82:15 86:12 89:23 104:3,11 105:16 106:22,24 107:3,14 108:2,3,5,9, 23 109:1,17,21 111:13,19 120:16 121:4, 21 122:1 133:6 140:14 141:6,23 voted [8] 59:14,22 81:23 91:5 96:14 105:17,23 113:5 votes [11] 29:1 32:18, 20 34:10 36:21,23 48:4 55:2 108:2,10 143:	21 VOTING [56] 1:14 16:4 19:10 22:3 25:9 26:11 27:25 28:11,15, 20 29:1,16 31:17 34:14 35:20 40:21,25 42:18 46:24 47:11,15,23 48:4 49:22 53:18 54:2,4,12,16,21 55:1,20 57:22 66:9 76:5,5,7, 10,16,17,19 77:18,24 82:19 88:14 90:4 105:25 107:16 109:3 110:4 111:22 112:12 122:4,6 141:1,9 vraiment [1] 136:9 vulnerable [1] 103:6 W Wade [1] 5:22 wage [17] 2:16 17:25, 25 18:3 66:24,25 67:8 70:5,20 71:14 77:2, 16,21 82:2,13,16 83:8 Wages [6] 2:6,9,10 68:12 69:5 88:25 wait [4] 77:9 84:7 107:21 109:15 waiting [6] 12:25 15:5,8 58:12 107:21 110:20 Walking [1] 129:14 want [43] 8:8,9 10:23 18:21 19:13 56:11 66:18 68:19 71:17 72:23 77:18 81:15 82:4 88:2 96:19 98:20 99:10,18 101:21 104:12 108:16,25 109:8 110:12 112:15 113:8 120:6 126:23 127:16 128:8 135:5 139:6,10,11 140:9 141:16 142:2,9 143:25 147:21 148:11,13 151:3 wanted [9] 57:3 76:4 77:5,13 80:9 85:3 86:16 88:20 147:4	wanting [2] 110:14 141:25 wants [7] 87:13 90:17 96:12 128:20 146:8,20,20 warm [3] 4:3 122:19 142:4 was [62] 1:16,20 2:25 3:6,9 6:24 7:4,5 9:25 10:9 12:18,19 17:24 18:20 55:22 56:7 57:11 59:23 60:1 61:15 62:25 67:19 68:15 72:1 78:1 79:5,20 80:12,15 84:25 85:1,10, 23 86:17 88:6,22 89:13 92:6 101:7 103:15 105:20 107:23 112:24 117:11,12,14,16, 19 118:6,8 122:23 129:4,5,5 132:25 138:19 142:10 144:10 148:15,16,22 149:6 washrooms [1] 125:5 wasn't [5] 12:14 71:15 78:22 86:2 136:22 waste [1] 106:9 wasting [1] 105:25 watch [1] 13:15 way [12] 6:10,23 58:17 75:12,21 81:21 85:2,23 129:22 130:1 137:21 138:10 Wayne [1] 144:18 ways [2] 127:9 147:25 we [1] 48:25 weakening [1] 61:14 weaknesses [1] 135:9 wearing [1] 3:12 website [3] 1:25 2:1 18:18 we'd [1] 99:6 Wednesday [8] 83:14 86:17 87:11 88:11, 12 89:9,25 127:21 week [10] 4:8 10:3 11:2 13:15 79:6 80:4	92:3 107:11 142:17 143:9 weekly [2] 7:21 21:10 welcome [6] 4:3 12:16 49:18 122:20 131:19 142:4 well [30] 4:17 7:7 9:5 11:11 18:9 24:17 42:11 58:5 66:16 68:15 79:19,25 80:24 81:2, 18 83:8 87:19,21 99:16 102:19 103:1 104:6 106:10 117:23 121:14 125:7 136:2 142:21,24 144:19 we'll [20] 1:23 2:20 5:25 12:23 58:5 59:11 66:17 68:16,20 73:18 77:1 104:14 105:4 106:7,13 107:21 109:13 122:16 132:20 136:17 wellness [3] 105:12 116:5,10 went [2] 72:9,15 were [25] 6:20 7:8 13:2,2,3,3,4 59:20 64:18 68:2 80:3 83:5,5,6,15, 18 84:4,20 86:18 105:11 114:24 129:6,13 132:12 139:8 We're [59] 1:5,7 5:16 7:17 10:22 12:25 13:16 18:22 56:15 57:5, 19 58:2,2,12,14 62:23 67:2 68:7 71:3,17, 18 75:4,7 76:4,5,5 77:19 78:14 81:19,25 82:4,6 85:17,17 86:8 96:24 98:5 99:15 101:14 104:5 106:6,17 108:1 110:1,20 113:12,16 121:6,16 126:24 127:7,25 145:3,20 147:3 149:11,20 150:24,24 Wes [2] 109:20 110:9 we've [15] 7:11,12 8:3,16 74:22 85:11 90:25 117:24 123:19,21 127:22 130:10 131:7,
--	--	---	---	---

24 146:14 what ^[70] 1:11 10:5 57:11 60:12 68:9,21 69:23 70:4,23 71:7 72:8 73:12 75:19 76: 16 80:10,17 81:21 82: 6 83:11 85:11,17 86: 9 87:7 89:11 91:22 92:14,14 95:25 96:22 98:5,20 99:24 100:10, 23 101:14,21 102:10, 13,17 106:22 107:2 111:4,5 118:4,8 119: 14,23 120:6,12 121:4, 6 122:4 128:16,19 129:22 135:7 138:7 139:1,9,10 140:8,9 144:15 145:11 147: 10 148:12 149:7,11 151:7,11 what ^[1] 149:5 whatever ^[3] 49:9 91:3 106:1 whatever's ^[1] 108: 5 what's ^[2] 72:17 73: 7 when ^[49] 2:4 4:14 5: 23 10:20 12:18 13:14, 16,24 14:14 24:15 32: 3,15 36:6,18 59:22 60:19 62:5 68:22 69: 23 75:4,7,8,10 77:13 82:4 83:17 86:24 87: 21 94:8,12,14 97:18 103:4 105:11 112:2 122:14 123:25 125: 15 126:14 128:10 131:17 132:25 137: 25 138:12 140:6 143: 18 147:3 150:24,25 Whenever ^[1] 22:14 where ^[17] 8:7,7 18: 20 21:1 52:16 62:23 65:11 70:21 77:5,14 86:11 93:7 119:24 125:11,17 129:2 145: 11 Whereas ^[28] 63:4,8, 14 64:1,10,18,20,25 65:3 113:19,24 114:5,	17,24 115:2,9,15,22 116:2 118:18 133:11, 15,20 134:1,5,7,12, 15 Whereupon ^[1] 151: 16 whether ^[6] 52:9 120:3,8,9,10 149:16 which ^[27] 1:22 2:12 5:17 7:14 8:5 9:8 13: 4 15:10 18:18 20:12, 17 33:5,7 39:20 43:4 45:25 58:14 61:15 65:11 69:18 70:4 72: 16 77:11,22 108:9 115:21 120:16 While ^[8] 12:25 17: 22 21:5 34:14 58:12 61:16 110:20 140:22 who ^[33] 7:10 8:15 11:2 13:5,7 14:6,20 20:20 34:4,11,25 60: 16 80:12,15 100:5 117:22 126:15,18,23 128:2,3 131:2,12,15 136:24,24,25 137:4, 12 139:3,4 143:16 151:9 whole ^[1] 101:3 wholeheartedly ^[1] 137:2 who's ^[2] 12:13 145: 10 whose ^[1] 59:25 Why ^[6] 9:22 66:24 72:15 99:15 148:7,21 wife ^[1] 94:12 Wi-Fi ^[1] 143:18 will ^[66] 4:23 9:4,4 20: 13,15,20 24:6 28:24 30:3,25 32:5 33:8,11, 17 36:8 37:5 38:20 43:19 46:18 48:2 54: 25 59:18 64:16 69:9, 22 76:6 80:19 83:7 93:1 94:16,21 95:5,7 105:24 106:19 107:3 109:21 111:13 112: 10,12 113:1,1 114:22 118:17,23 120:7 122: 12 124:18,23 125:14	127:1,3 130:7,15 131: 9 132:17 133:24 138: 9 139:4,17 141:1 145: 25 150:14 151:1,1,4 willing ^[2] 110:23 132:9 win ^[3] 112:5,10 151: 1 windows ^[1] 137:23 wine ^[1] 147:13 wing ^[1] 140:20 winner ^[5] 11:23 132: 13 145:9 146:1,11 winners ^[1] 12:12 Winning ^[1] 146:5 Winnipeg ^[7] 1:1 2: 10 3:23 78:20,24 79: 12,13 within ^[21] 28:23 36: 19 37:16 38:5 39:3 44:2,20 45:11 48:1 54:23 63:18,21 64:6 114:8,12 124:6 125: 22 131:9 133:10 134: 6 150:18 without ^[8] 80:8,12 95:1 120:18 128:5,13 144:6 149:15 witness ^[1] 95:1 witnessing ^[1] 103: 5 wives ^[1] 139:7 woman ^[4] 125:14 126:14 135:4 138:25 women ^[36] 123:16 124:4,5,13,15,17,24 125:2,10,12 126:1,10, 21 128:2,2 129:2,6,9 131:8,10,18 135:8 136:25 137:5,7,7,8,9, 19 138:23 139:3,4,12, 13,20,21 Women's ^[30] 106: 14 112:13 122:14,20 123:4,20 124:10 125: 20,24 126:9,20,21 127:6,25 129:11 130: 14 131:6,14 132:23 133:10 134:13,15,20 135:12 137:11 138:9 141:7 143:1 145:12	150:8 won ^[1] 12:15 wondering ^[1] 119: 23 won't ^[4] 121:12 139: 22 142:2 149:9 word ^[4] 52:1 92:13 100:2 132:8 wording ^[5] 17:14 24:18 30:4,13 60:21 words ^[3] 61:4 92:2 140:13 work ^[37] 4:16 5:8,19, 24 9:13 12:3,4 24:9 59:3 67:3,15,21 80:5 86:8 97:16 99:11 120:16 123:16 126:8 127:8 130:22,23 131: 1,6 136:25 137:5,19 139:15,16 140:11 142:12,19,21 143:5,9, 22 145:3 workbooks ^[1] 41: 25 worked ^[6] 2:23 3: 12 4:12 129:3 143:10 144:3 workers ^[4] 125:25 126:6,8 138:6 workers' ^[1] 126:2 working ^[13] 12:4,7 27:2 58:10 92:17 124:1,13 126:4 127: 20 130:10,21 138:21 144:16 work-life ^[1] 124:1 workplace ^[8] 5:21 9:12 124:3,15 125:5, 7 131:18 137:20 workplaces ^[2] 125: 11 126:4 works ^[2] 60:12 62:4 worries ^[1] 113:14 worth ^[1] 10:24 worthy ^[1] 10:23 would ^[49] 5:13 40:2 46:7 48:21,22 49:13 52:22 56:16 57:13 63:11,12 65:12 68:21 71:1 72:23 73:1 74:8, 13 80:17 82:3 83:3	84:3 87:18 88:9 89:3 92:12 93:25 95:19 99:17 105:13,19 106: 16 108:4 112:14 113: 2,5 114:1,3 123:3 128:21 131:20 133: 17,18 139:10,11 143: 8,17 148:22,23 wouldn't ^[2] 128:5, 13 writing ^[4] 28:16 54: 17 57:6 98:6 written ^[7] 60:1 62:8 64:21,25 94:16 96:14, 16 wrong ^[2] 56:5,21 wrote ^[1] 140:4 X XXIII ^[1] 51:4 XXVI ^[1] 134:2 Y yard ^[2] 23:13,18 Yeah ^[24] 6:7 13:2,2 56:1,6 57:15 69:10 70:9,18 76:10 79:23 81:13 85:13 89:13 106:5 107:5,12 108: 18 110:1 112:8 118:3, 15 119:21 128:20 year ^[13] 7:8,22 8:3 23:21 44:18 70:7,8, 23 71:15 72:1 112:6 123:17 127:20 years ^[33] 4:12,14 5: 4 6:18 7:2,12 8:16 9: 24 10:10,14 11:6,7 12:3 37:16,24 38:13, 15 43:11 44:2,14 45: 3,6 49:3 59:19 70:11 101:9 103:1 121:12 135:2,3,3 138:19,22 yell ^[2] 75:21 106:2 Yes ^[34] 1:10 16:23 44:8 49:13 57:10 60: 1 70:1,25 72:4,21 73: 14 74:4,6 94:6 96:18, 20 99:4,17 102:18 106:2,4 107:8,9,9,10 117:25 119:21 128:
---	---	--	--	--

19 **140:14 141:1 147:**
 7 **148:18,23 149:5**
yesterday ^[4] **11:15**
16:25 47:2 117:8
yet ^[5] **109:17 110:18,**
 20 **132:4 149:6**
you'll ^[1] **147:20**
younger ^[2] **39:22**
46:2
your ^[50] **1:18,19 2:4,**
 17 **4:17,19 6:1 8:19**
9:17,17,24 10:3 11:9,
 20 **17:14 18:5,24 49:**
 17 **54:7 58:9 68:1,9,**
 20,22 **77:5 79:13 80:**
 8 **83:10 85:15 103:20,**
 25 **105:8 109:1,1 110:**
 13 **112:2 119:23 131:**
 18,18 **132:19 139:7,7,**
 7,7,8 **141:21 144:21**
145:4,4 146:9
You're ^[44] **12:16 19:**
 7,8 **40:21 49:18 54:2**
56:6 57:10 68:18,23
70:14,19 72:19 75:19
77:17 78:24 79:13
83:12,17,25 89:11 90:
 2,2 **95:25 96:22 97:**
 22 **98:16 102:13 103:**
 5 **104:6 111:5 117:25**
121:11 122:3,4 132:8
138:8 141:8 144:15,
 18 **145:5 147:23 148:**
 11 **149:16**
yours ^[1] **123:1**
yourself ^[2] **10:4 66:**
 20
You've ^[7] **17:16 84:**
 7 **113:13 129:1 135:6**
143:23 145:3

Z

zero ^[1] **42:20**
zero-sum ^[1] **138:2**
zones ^[1] **128:10**