

THIRD QUADRENNIAL CONVENTION
OTTAWA, ONTARIO - SEPTEMBER 23-25, 2014

TEAMSTERS CANADA RAIL CONFERENCE



TRANSCRIPT
VOLUME I

HELD AT:

Ottawa Marriott Hotel
100 Kent Street
Ottawa, ON

September 23, 2014

1 Ottawa, Ontario
2 --- Upon commencing on Tuesday, September 23, 2014
3 at 0944

4 SECRETARY TREASURER MAKOSKI: Good
5 morning. Delegates, please take your seats so we
6 can start on time. We're a little late right now,
7 but let's get it going here. Thank you.

8 --- Pause

9 SECRETARY TREASURER MAKOSKI: At
10 this time I would like to introduce the President
11 of the TCRC, Brother Rex Beatty.

12 PRESIDENT BEATTY: Good morning,
13 everyone. I would ask everybody to stand as we
14 pipe in the colours.

15 At the back, whenever you are
16 ready, you may enter.

17 --- Pipe in

18 PRESIDENT BEATTY: If you remain
19 standing, please, I would like to introduce to you
20 Deborah Dionne, who will be singing the Canadian
21 National Anthem. Please give a warm welcome.

22 --- American National Anthem

23 --- Canadian National Anthem

24 --- Applause

25 DEBORAH DIONNE: Thank you.

1 THE PRESIDENT: Thank you,
2 Deborah. Just to let you know, Deborah's husband
3 is with the Teamsters. I said I would mention it.
4 Twenty-six years a driver for the Teamsters.

5 --- Applause

6 THE PRESIDENT: Deborah, thank
7 you.

8 --- Applause

9 THE PRESIDENT: So again remain
10 standing, please. I'm going to call on Chuck
11 Anderson for the invocation. Chuck, if you
12 please.

13 BROTHER ANDERSON: Would you pray
14 with me, please?

15 --- Opening prayer

16 THE PRESIDENT: So at this time I
17 would ask for a moment of silence for our fallen
18 Brothers and Sisters, please. Thank you.

19 --- Moment of silence

20 THE PRESIDENT: Thank you,
21 Delegates. Please be seated.

22 So at this time we have an opening
23 video for you. So if we can turn to the screens
24 and we are set to go.

25 --- Video Presentation

1 THE PRESIDENT: Okay, thank you.
2 I'm going to call on Harvey
3 Makoski, the National Secretary Treasurer. He has
4 a number of announcements.

5 Harvey, it's all yours.

6 SECRETARY TREASURER MAKOSKI:
7 Thanks, Rex.

8 As you notice today in the
9 Convention, we have Brothers that we have selected
10 as our Arrangements Committee. They are wearing
11 black vests. So if you have any concerns or you
12 need assistance of any kind, they have been well
13 briefed and they can answer your questions and
14 help you out. We call them the men in black, MIB.

15 The cell phone policy for during
16 our sessions in the banquet hall is your cell
17 phones are off. We don't want phones ringing
18 while we are doing business.

19 Translation headsets are available
20 for our French Brothers and Sisters. If you need
21 them or if you haven't got them already, they are
22 available at the back. Channel 1 is for English;
23 Channel 2 is for French.

24 The washrooms are located straight
25 out the main lobby to the left far end, men on the

1 left-hand side, women on the right-hand side.

2 Fire escapes are straight out the
3 main entrance door. There's one exit on the
4 right-hand side and one exit on the left-hand side
5 in case there's a fire.

6 UNIDENTIFIED SPEAKER: Your left
7 or ours?

8 --- Laughter

9 SECRETARY TREASURER MAKOSKI:
10 Both.

11 The designated smoking area is out
12 in front of the lobby, across the road, in the
13 drive-in entrance on Queen Street. That is the
14 designated area, so if you have to run out for a
15 quick pull that's where it is.

16 Our hours of operation will be
17 9:00 a.m., starting tomorrow at 9:00 a.m. to 5:00
18 p.m. and that will be for Thursday as well.

19 The pay for the Delegates is five
20 days' wages, five days per diem. There is a form.
21 You should have got the form when you registered.
22 You fill out the form, include all incidental
23 receipts you may have such as taxi and parking and
24 you mail that back and there is a pre-postage-paid
25 envelope in your bag. So when you get back home,

1 fill out the form, all the original receipts, send
2 it back to the office.

3 The pay itself has to be processed
4 or received in our office by October 8 because
5 there is a large number here and a lot of work to
6 get that in payroll. So if we receive it by
7 October 8, you will be paid on October 16. So if
8 you miss the 8th, you won't get it until the
9 October 30th cut-off or pay period. So get it in
10 before October 8th.

11 Now, using your keypad, everybody
12 has a keypad in front of them. Everybody got one?
13 You should have received a smart card as well.
14 This is a smart card with your name on it. So you
15 take -- when it's time to vote, you take the smart
16 card into the receiver, your name should pop up on
17 the keypad. It takes a couple of seconds. There
18 it is.

19 The cards themselves are yours to
20 keep for the convention. So you keep the card
21 with you at all times. When you leave, when we go
22 for coffee or lunch, take the card with you.
23 Leave the machine on the table in front of you.
24 So if you want, you take the card, you can, I
25 don't know, put it in your thing or whatever, but

1 keep the card because that's how you vote.

2 When the question comes up on the
3 screen, your card is in the keypad, so you see the
4 question. We are going to do a test run here.

5 UNIDENTIFIED SPEAKER: Did you
6 pick that question, Harvey?

7 SECRETARY TREASURER MAKOSKI: I
8 picked the question, yes.

9 So has everybody got their cards
10 in?

11 So the question is: "Will the
12 Ottawa Redblacks win the Grey Cup?" So you
13 select "1" or "2." Let's give it a run. See when
14 you push the button it says "Valid."

15 Now, during the time allotted for
16 voting, if you decide, oh, I pressed the wrong
17 button, oh, I meant to vote yes, they are going to
18 win the Grey Cup, you can change it by pressing
19 another number, like the second number, number "2"
20 or number "1." It's the last number you press
21 that gets tabulated.

22 Let's see, we got 140 out of 184.
23 Okay, let's get the results. Here we go. "No."
24 Wow!

25 --- Laughter

1 SECRETARY TREASURER MAKOSKI: All
2 right. We'll do one more.

3 "Are you going to win a prize at
4 the raffle draw?"

5 So you can see the numbers coming
6 in on the left-hand side, the bottom small
7 letters/numbers?

8 --- Pause

9 SECRETARY TREASURER MAKOSKI:
10 About 140.

11 Okay, let's get the answer.

12 --- VOTING

13 RESULTS ARE: 83 in favour; 58 against

14 CARRIED

15 SECRETARY TREASURER MAKOSKI:
16 Yeah. Well, good.

17 Now, we'll be using this at the
18 morning session. When we start in the morning
19 we'll be using this for attendance call.

20 So the question will come up for
21 attendance. Everyone will vote. The President
22 will know by the number of votes or the number
23 that appears at the bottom if we have a quorum.

24 So it's very important in the
25 morning and following lunch. The President will

1 do an attendance call. That gives him the
2 authority that we have a quorum.

3 When we get to the voting where we
4 are voting for more than one; for instance, we're
5 voting for three people at a time, so a list of
6 names will come up on the screen. There might be
7 six names up there or six things up there and we
8 want to select three. So you would select the
9 three by the number beside their name. So if it
10 was 1, 2, 3 you'd go 1-2-3. And then you decide,
11 "Uh-oh, I voted for the wrong group" so you press
12 "clear".

13 There is a clear on here. That's
14 the only time you have to press clear is when you
15 are doing more than one single -- like 1-2. If
16 it's 1, 2, 3, 4, 5 and you want to pick 3 and
17 you've picked the wrong 3, you press clear and
18 start again.

19 Everybody got that? Okay.

20 Breakfast and lunch will be served
21 on the 29th floor, breakfast from seven a.m. to
22 nine a.m. Wednesday and Thursday. Our lunch
23 breaks will be from 11:30 to 1:00 p.m.

24 The elevators outside of the main
25 lobby here across from the banquet room, we're

1 going to have two elevators blocked off at
2 lunchtime to go directly up. One is the number
3 "2" elevator. It goes straight to the 29th floor.
4 There is another one. I'm not sure which one it's
5 going to be, but our Arrangements Committee will
6 show you which one to get on. It's going to go
7 direct to 28 and when you get off on the 28th
8 floor you take that set of stairs up. I mean,
9 most of you were there this morning for breakfast.
10 You saw the -- saw where it is.

11 During the convention, if there is
12 any announcements to make, please contact me and
13 I'll have those announcements made when the
14 President calls me for announcements.

15 Thank you, and we'll talk to you
16 later.

17 --- Applause

18 PRESIDENT BEATTY: So at this time
19 I'd like to invite Bob Ermet to come up. He is
20 the spokesperson for the Credentials Committee.

21 So Bob, if I could get your
22 report, please?

23 --- Pause

24 PRESIDENT BEATTY: Come on up,
25 Bob. Don't be shy.

1 --- Pause

2 DELEGATE ERMET: Good morning,
3 everyone.

4 We have 146 verified credentials.

5 We have five delegates that are
6 missing their credentials. However, their IDs
7 have been verified. They are standing at the
8 back. They have not been issued the credentials
9 cards and there are a few yet to come.

10 THE PRESIDENT: Okay, thank you,
11 Bob.

12 So at this time I'm going to ask
13 for the attendance call. So unless you want to
14 hear Harvey go through it again let's see how it
15 works out. So if you can do it with the cards now
16 and I can check on the numbers from the screens
17 below?

18 --- ATTENDANCE VOTE

19 RESULTS ARE: 143 in attendance

20 THE PRESIDENT: Well, I don't
21 think we got them all but we've got enough for a
22 quorum. How's that?

23 So with the quorum I'm now going
24 to call this third convention of the TCRC in
25 order -- or to order, rather.

1 So if you heard Bob when he spoke,
2 there is five delegates for various reasons that
3 don't have their credentials. So before we can
4 get them seated we need a motion from the floor to
5 have them seated and recognize them as delegates
6 with all the rights and privileges.

7 So if I could have somebody come
8 to a mike to move that motion and second it and
9 we'll call for the question? That's of course, if
10 you want them to be seated.

11 Anybody? And give your division
12 number when you speak, please.

13 So what I am going to do is I am
14 going to call "Mike No. 1" and "Mike No. 2". So I
15 appreciate you coming up, but I'm going to go to
16 Mike on Mike No. 1.

17 DELEGATE KING: Hi, Mike King,
18 Division 843, Prince George.

19 I move that we accept the
20 delegates.

21 PRESIDENT BEATTY: And seconder?

22 DELEGATE DOHERTY: Derrick
23 Doherty, 247, Halifax. Second the motion.

24 PRESIDENT BEATTY: Okay. So the
25 motion is to seat the delegates.

1 So I don't know if we can get that
2 question put up on the screen or not. So let's do
3 it this way. In favour of the motion, No. 1 and
4 not in favour -- well, let's do it this way
5 because they're not going to have it up.

6 Let's just do a show of hands.
7 All in favour of the motion, please raise your
8 hands saying "aye". All against?

9 --- VOTING

10 PRESIDENT BEATTY: The motion is
11 carried.

12 CARRIED

13 PRESIDENT BEATTY: So if we can
14 get the delegates to get their credentials and
15 have their seats we'll move on.

16 --- Pause

17 PRESIDENT BEATTY: So again, good
18 morning, Brothers and Sisters. Just a few opening
19 comments.

20 I want to thank a number of
21 people. First off, I thank the Brothers and
22 Sisters for being here and I welcome the honoured
23 guest and of course our speakers and so on.

24 I want to make some general
25 comments about putting this convention together

1 and I'm sure I'll miss some names. I hope I
2 don't.

3 But just from the National Office
4 our staff, Line Robillard and her daughter
5 Stéphanie who works out of the National Office,
6 and Shelley Moore for the hard work they did. It
7 really was tough getting this going. You know, it
8 could not be done without them.

9 So if I can get, you know, a round
10 of applause for them?

11 --- Applause

12 PRESIDENT BEATTY: Also, I want to
13 thank Harvey Makoski, the Secretary Treasurer. He
14 did an amazing amount of work.

15 I keep hearing people talking
16 about his hair all the time. So I realize how he
17 gets it to go up because he's forever just doing
18 that and through this trying period he was doing
19 it. So Harvey, personally I want to thank you.

20 And again, if we could give him
21 applause for his hard work?

22 --- Applause

23 PRESIDENT BEATTY: Now, there are
24 some other people and you know this next
25 gentlemen, Jim Flegel. Jim Flegel has been very

1 helpful. He's done a number of the conventions
2 and he has worked very hard with the staff getting
3 this together and he was certainly invaluable to
4 me.

5 So if we could thank Jim Flegel
6 for the work?

7 --- Applause

8 PRESIDENT BEATTY: And just a few
9 more.

10 Mark Robb from BCRF and Chuck
11 Anderson who gave the invocation, they stepped up
12 to the plate and helped us also.

13 And of course the Executive Board
14 also chipped in and we worked together, believe it
15 or not, putting things together.

16 And so if we could give just a
17 round of applause for those people, I would --
18 --- Applause

19 PRESIDENT BEATTY: Last, but not
20 least of course, the hotel staff. I'm hoping that
21 everything is working out for everybody and your
22 rooms are okay. They've been bent over backwards
23 to help us. Harvey mentioned about the elevators,
24 dedicated elevators and things of that nature.

25 I don't think there is anything

1 that we have needed that they were not able to
2 provide and so I'd like to recognize them also,
3 please. Thank you.

4 --- Applause

5 PRESIDENT BEATTY: So now it's my
6 honour and privilege to do some introductions on
7 the head table. In no particular order, but I'll
8 start off to my far left, Al Singer who was part
9 of the Bylaws Committee that put the resolutions
10 together that we'll be dealing with this week. So
11 Al, if you could just stand up?

12 So we've got Al Singer.

13 --- Applause

14 PRESIDENT BEATTY: And beside Al
15 Singer we've got Paul Proudlock. He's another
16 member of the Bylaws Committee. These guys did a
17 lot of work, again, putting all this together for
18 the people.

19 So Paul, if you could stand up,
20 please? Thank you.

21 --- Applause

22 PRESIDENT BEATTY: And beside Paul
23 we have Chris Clark. Now, Chris Clark is also a
24 part of the Bylaws Committee and among themselves
25 they worked out on who was going to do what

1 through that committee. I don't know whether it
2 was a win or a loss, but Chris actually is the
3 spokesman for the Bylaws Committee.

4 So if you could give a round of
5 applause for Chris?

6 --- Applause

7 PRESIDENT BEATTY: Now, just to
8 let you know that they are not the only members of
9 the Bylaws Committee, there were many others that
10 worked very hard, but on the stage we had three
11 seats and I don't know how they came up getting
12 the names to come up, but there were more and I
13 really thank them for the work that they have
14 done, if they are in the hall, so...

15 --- Applause

16 PRESIDENT BEATTY: Okay. So
17 moving on, next to Chris we have Shelly Brownlee.
18 She is the member of the Executive Board and she
19 has been so right from the beginning of this term.

20 So Shelly Brownlee, ladies and
21 gentlemen.

22 --- Applause

23 PRESIDENT BEATTY: And then we
24 have Brother Bill Pitts. Bill Pitts is also on
25 the Executive Board and he came to us during the

1 term. He was elected as an Alternate last time,
2 if you may remember, at the Convention and due to
3 some vacancies he stepped up to the plate and I
4 would like to give a welcome to Bill Pitts,
5 please.

6 --- Applause

7 PRESIDENT BEATTY: And then we
8 have Rob Smith. Now, if you are looking at Rob
9 Smith and you see the smiles and that on his face,
10 and I have been told by a number of people, tell
11 him to wipe it off, it is because he is retiring.
12 He is all done after this so he is very --
13 probably the most relaxed person in the room.

14 And Rob and I have worked close on
15 many issues that we will be talking about later.
16 So please give a very, very warm welcome for...

17 --- Applause

18 PRESIDENT BEATTY: Now I will go
19 to my far right, Brother Dave Able. Brother Dave
20 Able has been a very active union member for many,
21 many years, been on the Executive Board for many,
22 many years.

23 He also has a smile on his face
24 because, if I am not mistaken, his final date is
25 October 1st -- I think you told me, Dave, if I'm

1 not mistaken.

2 So if you could give a warm
3 welcome for Dave Able, please.

4 --- Applause

5 PRESIDENT BEATTY: And beside
6 Dave, we have Brother Rollie Hackl.

7 And Rollie and I go back a long,
8 long way. Just on a personal note for those who
9 may remember back in the old UTU days, back in
10 2007, we were somewhat a Siamese twins, actually
11 there was more than just twins, but...

12 So I would like you to welcome
13 Roland Hackl, please.

14 --- Applause

15 PRESIDENT BEATTY: And then, of
16 course, you know Harvey and you will see and hear
17 a lot of Harvey because he will be doing the
18 announcements and et cetera through the
19 Convention.

20 And so, again, welcome Harvey
21 Makoski, please.

22 --- Applause

23 PRESIDENT BEATTY: Then we have
24 Brother Doug Finnson. Doug has been very active
25 in the union movement, as most of you know. He

1 has been involved with a number of contracts and
2 he has been involved with a number of Board
3 issues, very active on the Executive Board, a
4 wealth of information and it's my privilege to
5 introduce you to Doug Finnson.

6 Doug...

7 --- Applause

8 PRESIDENT BEATTY: Now, this next
9 character --

10 --- Laughter

11 PRESIDENT BEATTY: -- Michael
12 Church. Michael Church is from the law firm of
13 Caley and Wray. He is our parliamentarian for
14 this session.

15 Mike and I, we go back as he does
16 with many on the head table for many, many years.
17 He has represented the Railway Union, it has to be
18 going on 30 years that the law firm has done that
19 and I am sure many of you have heard his name and
20 maybe many of you have seen him in action. He is
21 one of the best lawyers that I know of, and I say
22 that sincerely.

23 Mike, you want to just stick your
24 hand up there, we will get an Applause.

25 --- Applause

1 PRESIDENT BEATTY: So we only have
2 a few minutes to go before we have a coffee break,
3 so I would just like to just make a couple of
4 comments to you.

5 This Convention that we are in, it
6 is our third Convention. So to try to put it in
7 perspective for you, it has only been in existence
8 for eight years, I mean we are not even teenagers
9 in human years, right, it has been eight years and
10 there has been rough spots and there has been
11 highlights and you will hear some of them as we
12 move through the Convention.

13 One thing I want to you to keep in
14 mind is that the BLE, which is part of the TCRC,
15 was one of the constituent unions and the UTU was
16 the other, was the oldest union in Canada, right,
17 it is over a hundred years old and the UTU was
18 shortly behind that.

19 It took all of these years to get
20 to a point where we are all one and we are all
21 sitting in one room. That was not an easy task to
22 do. There was a lot of heartache, a lot of tears,
23 but we got here.

24 And so, when you take a look at
25 what you may perceive to be difficulties in the

1 organization, you really should look at it this
2 way: This union is evolving, we are evolving and
3 we are evolving in the true sense of the word.

4 What I mean by that is, that we
5 are all one now and slowly, slowly but surely we
6 are going to start to gel and we are only going to
7 get better as we go on as long as we remember to
8 respect each other and try to work for the common
9 good of the membership, this union is going to go
10 a long, long way.

11 You will hear -- you will hear as
12 we go on in the Convention some of the amazing
13 things that the TCRC has done. You may have heard
14 of them, you may not, but you will as we go
15 through.

16 You can also take a look at the
17 people that are going to be speaking at this
18 Convention, right. I mean later today you are
19 going to have the Minister of Transport speaking,
20 Lisa Raitt, right.

21 I mean that sends a real strong
22 message that the Minister of Transport is going to
23 come and speak to us. I think that speaks volumes
24 of the importance of this organization within the
25 rail industry and others in Canada, okay.

1 You are going to have Thomas
2 Mulcair speaking later today. Mr. Mulcair is the
3 head of the NDP Party.

4 That speaks volumes that we would
5 have the leader come and speak to us, right.

6 We have the Transport critique
7 coming from the Liberal Party. They are coming to
8 speak to you. Again, this speaks volumes.

9 All you have to do is take a look
10 at a lot of the media reports in the last year or
11 so, some of them as a result of tragic situations
12 like Lac-Mégantic, but what it tells you is the
13 rail industry -- the rail industry is at the
14 forefront; when things happen in the rail
15 industry, people sit up and take notice.

16 And so, I think it is incumbent
17 upon us as an organization to whatever happens
18 here through this Convention, when we leave this
19 Convention, okay, that we get behind each other,
20 we stand behind each other, not only for the sake
21 of the union, but for the members.

22 So my final comment to you is
23 this: I watched the movie, "Lincoln". Has anybody
24 ever seen the movie, "Lincoln"? Okay. One of my
25 favourite movies.

1 Within that movie of "Lincoln",
2 there was a scene with the character in it, Tommy
3 Lee Jones and they are sitting in the basement and
4 Tommy Lee Jones -- Lincoln was trying to pull his
5 party, the Republican Party together and he had
6 people on the left in the Republican Party, people
7 in the centre and he was trying to pull them
8 together for a common cause.

9 And Tommy Lee Jones was one of the
10 leaders of one of these factions and what he was
11 trying to do was, he was trying to say look it,
12 "Join me, let's get this particular amendment, the
13 13th Amendment put through".

14 And Tommy Lee Jones talked about,
15 you know, the compass in people, you know, to
16 where they want to go. And President Lincoln said
17 to him, "All the compass will do is tell you where
18 north is, but it won't tell you how to get by the
19 rivers, the deserts and the chasms that face you
20 as you are moving forward."

21 In other words, what good is it,
22 what good is it to know where you are going if you
23 can't get by these things, right?

24 So what we have to do is, we have
25 to remember what this union is for, what we are

1 trying to do and how we get around the problems
2 that we have. If we can't do that, what good is a
3 compass, what good is a direction if we are stuck
4 where we are?

5 So I think it is going to be a
6 lively Convention, I think there will be lively
7 topics, but at the end of the day I am convinced
8 that we all walk out of here stronger than when we
9 came in and it is my hope and belief that that be
10 true as your President, which is an honour for me
11 to have been your President for the last four
12 years.

13 So with those opening comments, we
14 are going to call for the break for 20 minutes.
15 We do have some speakers after that.

16 And again, you know, please enjoy
17 yourselves, let's get engaged and let's do the
18 business for the members.

19 Thank you very much.

20 --- Applause

21 PRESIDENT BEATTY: So at this time
22 it is a little early, but we will do a little
23 longer a break and so we will have everybody back
24 here at 10:50. So we will see everybody back at
25 10:50 and we will get going on some speeches.

1 Thank you very much.

2 --- Upon recessing at 1022

3 --- Upon resuming at 1052

4 PRESIDENT BEATTY: So at this
5 moment, we're going to do an attendance call as we
6 did this morning, so whenever you're ready, log in
7 and we'll get this on the go.

8 Whenever you're ready.

9 --- VOTING

10 PRESIDENT BEATTY: Okay. Thank
11 you very much.

12 We're back in session. Before we
13 get going with speakers, Brother Harvey Makoski
14 has a few announcements to make.

15 Harvey.

16 SECRETARY TREASURER MAKOSKI: Just
17 before we start, we had a book -- a notebook lost
18 by Brother Jim Flegel. I don't know if anyone saw
19 it or if you did see it or find it -- oh, you've
20 got it? Oh, great.

21 His personal things are in there.
22 Thanks very much. That's great.

23 The second one, for the new -- the
24 delegates that didn't have their credentials and
25 are now on the floor, did you need the

1 instructions for the keypad again? Because I
2 know -- I think you were standing at the back of
3 the room when we -- when I did it the first time.

4 Is everybody good? We're good.

5 And the other thing, the hair
6 jokes, that can stop, eh, because I'm looking
7 around. There's a lot of shiny heads here.

8 --- Laughter

9 PRESIDENT BEATTY: So just before
10 we get going with the speakers, lunch is at 11:30,
11 everybody. There's no questions about where we go
12 for the lunch, right, how the elevators work. All
13 that's in order.

14 So at this time, it's my great
15 honour and privilege to introduce you to John
16 Tolman, who is the Vice-President of the B of LET.
17 He's the Vice-President to Dennis Pierce, and
18 Dennis and I, over the years, have got a close
19 bond together. And one of the privileges that he
20 gave me was to speak in Detroit at their 150th
21 anniversary of the B of LE, which is the oldest
22 union in North America.

23 So one thing I said to Dennis is I
24 said, "Listen, it'd be really appreciated if you
25 could have somebody to come up to Canada and talk

1 to our group" because we are so much connected
2 with them, and things that happen down there
3 affect us, and vice versa, which we'll talk about
4 after. For example, what we call LVVR, Locomotive
5 Voice and Video Recording, they call it down south
6 Inward Facing Cameras.

7 So we have a lot in common, and so
8 it's -- again, it's my honour and privilege that
9 Dennis sent up his -- a good friend of mine, John
10 Tolman, from the B of LET.

11 So John, my friend, you're up.
12 --- Applause

13 VICE-PRESIDENT TOLMAN: Bonjour.
14 That's all I know.

15 Thank you, Brother Rex, and good
16 morning, Teamsters Canada Rail Conference
17 Officers, delegates and guests.

18 Brothers and Sisters, it's a
19 pleasure to be here to be able to address you.
20 And I want to first convey my personal
21 congratulations to -- from our National President,
22 Dennis Pierce, and the BLET Advisory Board, along
23 with our best wishes for a great convention and a
24 successful convention for you guys.

25 President Pierce was unable to be

1 here to attend due to last-minute preparations for
2 our convention, which start next week. And
3 actually, I leave here today and head to our
4 convention, so timing is everything in life.

5 Anyway, it's with his sincere
6 regrets that he could not be here, but it's my
7 honour and my pleasure to be here to address this
8 group.

9 On a personal note, I want to
10 thank each and every one of you for sending your
11 best hockey players to play for the Boston Bruins.
12 It's all good with me.

13 Our special relationship between
14 the two countries and our two organizations is a
15 long-standing one. Almost 50 years ago to this
16 day, a U.S. President, Lyndon Johnson, said, "No
17 nation in the world has a greater fortune than
18 mine in sharing a continent with the people and
19 the nation of Canada."

20 And for more than 140 years, the
21 members of the BLET not only had the good fortune
22 to share the continent, but also an organization
23 and its history with you. And we still share much
24 in common today.

25 We both, the BLET and Teamsters

1 Canada Rail Conference, were founded on May 8th,
2 1863, in Marshall, Michigan by 13 brave locomotive
3 engineers from the Michigan Central Railroad. Our
4 joint history in this country dates back to
5 December 5h, 1865, when 19 months -- when the
6 19-month-old Brotherhood of Locomotive Engineers
7 chartered the first division in Canada, Division
8 No. 70, in Toronto.

9 We continue to expand our
10 Brotherhood throughout the United States and
11 Canada since that time. During those years, the
12 following -- following our founding, we waged
13 unified struggle for the betterment of locomotive
14 engineers and their families, to provide them with
15 a decent wage, to provide them with reliable
16 health care, to provide them with secure and
17 dignified pension and to provide them -- and we
18 continue to struggle on this one -- to provide
19 them with safe working conditions.

20 The early years of the Brotherhood
21 saw great advancement in safety, with key laws and
22 regulations being passed on both sides of the
23 border within the first 50 years of the
24 organization's foundering.

25 When the organization was founded,

1 locomotive engineers worked for low wages, often
2 to the point of exhaustion because they were paid
3 per run in unsafe conditions at the whim of the
4 railroad management.

5 The 13 men who banded together to
6 form the BLEET wanted to change those deplorable
7 conditions, and we have spent more than 150 years
8 improving safety and working conditions of our
9 members and, in fact, all workers throughout the
10 United States and Canada, but this work is never
11 done.

12 As the oldest labour organization
13 in North America, our work together blazed the
14 trail for all labour unions throughout United
15 States and Canada to follow.

16 We fought for the rights of
17 workers currently -- rights of workers that
18 currently enjoy some of those rights today, the
19 weekend, the eight-hour work day, safety
20 regulations, to name just a few.

21 All workers in both our great
22 nations owe a debt of gratitude to those who came
23 before us and built the foundation upon which we
24 work today.

25 Those past struggles created a

1 standard of living for working middle-class
2 families that is unrivalled around the world.

3 More than 10 years ago, the BLE
4 merged with the International Brotherhood of
5 Teamsters, and it's been a wonderful merge for all
6 of us.

7 When January 1st, 2004 arrived,
8 the creation of Teamsters Canada Rail Conference
9 and the Teamsters Rail Conference in the States
10 separated us institutionally while, at the same
11 time, the scope of our jurisdiction expanded on
12 both sides of the border.

13 Now, these significant changes, to
14 be sure -- these were significant changes, to be
15 sure, but in reality, other than institutional
16 changes resulting from the merger, the fact of the
17 matter is that the core of who we are and what we
18 do has always remained.

19 We will always share the common
20 goal of safeguarding our members' safety,
21 shielding them from financial interests --
22 shielding their financial interests and giving
23 them an effective voice on the job and certify the
24 dignity the respect and equality for all railroad
25 workers and for all workers on both sides of the

1 border.

2 Throughout our organization's
3 history, it seems as though we are constantly
4 faced with new challenges to contend with, and we
5 will continue to work on these challenges in
6 solidarity with each other. We will reach across
7 the border to work together to meet those
8 challenges we face.

9 Today, two of the most significant
10 safety issues that we face are the increasing
11 amounts of cross-border crude oil traffic, and
12 crew size. The Lac-Mégantic tragedy last year
13 highlighted these issues, which the BLE has long
14 emphasized on both sides of the border.

15 Using a single person crew not
16 only is an oxymoron, it raises the spectre of
17 future tragedies if it's not properly addressed.
18 Two-person crews, of course, are the norm on most
19 Class 1s in both our countries. However, after
20 this accident, the crew size issue was better
21 handled, in my eyes, in Canada than it was by the
22 U.S. government.

23 But as traffic interchanges in
24 both countries, we must work to continue to ensure
25 that safe operations on both sides of the border.

1 When we first met with the federal
2 railroad administration and the Association of
3 American Railroads in the United States just after
4 the Lac-Mégantic accident, I told them that the
5 rail industry was getting a huge black eye as a
6 result of a CEO who was directly responsible for
7 the tragedy by running a single-person operation.

8 We told them that it's time that
9 the industry stand up against these CEOs who place
10 profits ahead of safety.

11 When the labour movement makes a
12 mistake, we stand up and we hold ourselves
13 accountable. We try to correct it and try to make
14 it safer for our Brothers and Sisters into the
15 future. It's about time the railroads take the
16 responsibility and do the same.

17 --- Applause

18 VICE-PRESIDENT TOLMAN: I agree
19 with the conclusions of the report the
20 organization highlighted regarding -- your
21 organization highlighted regarding the
22 Lac-Mégantic accident. Self-regulation, which is
23 standard on both sides of the border, jeopardizes
24 the safety of the industry. For too long, the
25 railroads have been allowed to police themselves.

1 In the case of Lac-Mégantic, the
2 railroad demonstrated it's simply too interested
3 in financial goals to take the safer course.

4 After the accident, it was telling
5 when CEO Ed Burkhardt was interviewed and blamed
6 everybody else, but never took one ounce of
7 responsibility for the tragedy on his shoulders.

8 He was the one who chose to
9 utilize a single-person operation. He was the one
10 who, contrary to standard railroad operations,
11 placed the responsibility of a safe operation of
12 his train on one man, especially when, in fact, he
13 was the man who could have made the difference.

14 Brothers and Sisters, it's time
15 that we all stand up and demand the railroads take
16 the responsibility for the safety of their
17 operations. It's time that we say that there are
18 no more blaming the workers when something goes
19 wrong.

20 The railroads have gotten away
21 with this far too long, and it's time we band
22 together and it's -- and work together and make
23 the change happen. Our members' lives depend on
24 it.

25 Additionally, we must deal fairly

1 with the equability with all members when the
2 interests coincide in conflict. For example, I
3 spoke to several people here, and the CP Railroad
4 believes that the sense of -- it makes sense for
5 the U.S. crews to run deep into Canada and
6 Canadian crews to run deep into the United States.

7 We must deal with this issue in
8 such a way that the jobs of all our members on
9 both sides of the border are protected.

10 --- Applause

11 VICE-PRESIDENT TOLMAN: As John F.
12 Kennedy said in 1961, "Our alliance is born not of
13 fear, but of hope, in an alliance that advances
14 what we stand for as well as opposed what we are
15 against."

16 On both sides of the border, we
17 must fight against all threats to the middle class
18 living standards and organizations --
19 organizations that we both built. We must fight
20 against those who want to destroy labour because
21 if our wall falls, so, too, does the middle class.

22 At the core of their struggles --
23 the challenges and the struggles we face remain
24 essentially the same in both countries.

25 There is much -- there is so much

1 we -- on which we can and must continue to
2 collaborate. Fatigue mitigation, crew size,
3 inward-facing cameras, that is a nightmare, and,
4 in general, railroad safety.

5 The BLET members have learned
6 tremendously and benefited tremendously from the
7 work that TCRSE Brothers and Sisters, and I hope
8 we have been able to make a similar contribution
9 to you.

10 It is only by working together our
11 common issues and our common goals that we can
12 change the culture of the industry that we all
13 work for.

14 At the end of the day, a stronger,
15 more effective BLET works for the benefit of the
16 TCRSE members just as a stronger, more effective
17 TCRSE works for the benefit of the BLET members.

18 So today, I ask that we continue
19 to explore ways that we can create a whole that is
20 greater than the sum of the parts. And I can tell
21 you the BLET is committed to doing just that.

22 Last May, May 8th of last year, we
23 celebrated our 150th birthday, as Brother Rex
24 mentioned earlier. And he was there to do an
25 excellent presentation.

1 Rex spoke about the movie
2 "Lincoln" which you all know he's a big fan of
3 Lincoln. And he brought up the issue when
4 President Lincoln was talking to two soldiers who
5 had a philosophical discussion in a telegraphic
6 office.

7 Lincoln asked each man whether he
8 thought he was chosen to be born or whether he
9 thought he was fitted for the time and purpose in
10 which he found himself. Noting that the BLE had
11 been born at the same moment in history, Rex
12 pointed out that the BLET obviously had been
13 chosen to be born and that it was fitted for the
14 purpose -- time and purpose, improving the
15 absolutely horrendous conditions confronting
16 locomotive engineers.

17 He observed that the purpose of
18 the BLET was to engage in the struggle for
19 improved quality of life for its members and for
20 others. However, Rex said that there were, and
21 there will continue to be, other people who want
22 to improve the quality of life for themselves in
23 spite of others, and that's where the problem
24 lies.

25 So we cautioned, and I caution.

1 We have to be always on guard to focus on the
2 purpose of trying to provide a better life not
3 only for ourselves, but for -- but also for all
4 others who are disadvantaged and, really, that's
5 why we're all gathered here today.

6 As Henry Ford once said, "Coming
7 together is the beginning, keeping together is
8 progress, working together is success".

9 A hundred and fifty-one (151)
10 years ago, our organization came together.
11 Disadvantaged railroads workers for the next 140
12 years, we fought as a single entity for the
13 continued rights of all workers, and now I ask you
14 to continue working with us toward our success.

15 My Brothers and Sisters, our
16 shared history is a shared purpose, forms the ties
17 that bind us together eternally regardless of the
18 border and institutional changes that separate us.
19 I tell you from the bottom of my heart that it is
20 a distinct honour and a privilege of every BLET
21 officer member that is bound to all of our TCRC
22 Brothers and Sisters and we wish you every success
23 in this convention.

24 With one last quote -- you
25 probably noticed that I don't like quotes. I get

1 that rap in the States. I really like this quote,
2 it really stands for the purpose of today. It's
3 by Prime Minister Trudeau.

4 "Our hopes are high. Our
5 faith in the people is great.
6 Our courage is strong. And
7 our dreams for this beautiful
8 country will never die."

9 Thank you, Brothers and Sisters,
10 very much for the opportunity to be here.

11 --- Applause

12 THE PRESIDENT: Thanks, John.

13 Just to let you know John will be
14 flying out later this afternoon. He will be
15 joining us for dinner, so if you want to say a few
16 words to him that's the opportune time to do that.

17 So it's now my great pleasure to
18 introduce to you François Laporte, who is Vice
19 President, Assistant to the President of Teamsters
20 Canada, President Bob Bouvier, who is at his own
21 Executive Board Meeting South.

22 Again, it gives me great honour
23 and it is my privilege to introduce my friend from
24 Teamsters Canada, François Laporte. Please
25 welcome him.

1 --- Applause

2 VICE PRÉSIDENT LAPORTE : Mes Amis
3 et Confrères, Consoeurs, bonjour. C'est toujours
4 plaisir d'être ici, puis je suis un peu surpris
5 parce que j'ai assisté au premier Congrès de la
6 TCRC, c'était en 2006, et dans la salle, il y
7 avait approximativement 40-50 personnes, et
8 aujourd'hui, je vois la présence significative des
9 conducteurs de train, des ingénieurs de
10 locomotive, des gens du trafic ferroviaire, les
11 contrôleurs du trafic ferroviaire, et c'est
12 toujours un plaisir de voir des groupes grossir et
13 prendre de l'ampleur. Alors, je vous remercie
14 beaucoup, puis je vous félicite d'avoir un congrès
15 avec une assistance aussi importante.

16 So Brothers and Sisters, bonjour,
17 good morning. It is with great pleasure that I
18 accepted the invitation from your National
19 President Rex Beatty and your Executive Board
20 Members to address Delegates at your National
21 Convention. Thank you very much for the
22 invitation.

23 Today I'm here on behalf of Robert
24 Bouvier, the President of Teamsters Canada. As
25 Rex mentioned, unfortunately, Bob cannot be here

1 with us, he is attending the General Executive
2 Board Meeting of the International Brotherhood of
3 Teamsters. However, Bob asked me to pass along
4 his greetings to the Delegates and his best wishes
5 for a successful National Convention.

6 Looking at the Agenda I see that
7 you have very important business to take care of
8 this week, so it's not my intention to take too
9 much of your time, but I would like to discuss
10 with you some issues that are of concern to both
11 your union and to the public workers in general.

12 Depuis mes débuts avec le syndicat
13 des Teamsters en 1985 -- ça fait presque 30 ans
14 déjà -- notre organisation syndicale a
15 passablement évolué, et j'ai eu le très grand
16 privilège d'être assis aux premières loges pour
17 assister à cette évolution.

18 In 1976, the year of the very
19 first Canadian Conference of Teamsters, there were
20 about 65,000 Canadian working men and women part
21 of our union. Among them there was truck drivers,
22 warehousemen, dairy and bakery workers, and
23 construction workers.

24 During the seventies and during
25 the eighties workers from other industries joined

1 the rank of the Teamsters Union. For example, the
2 union representing the breweries and the soft
3 drink workers decided to merge with our
4 organization. At the same time, the Canadian
5 Local Unions were very active in organizing
6 transportation workers such as Purolator and UPS
7 drivers, school bus drivers. We were also
8 successful in organizing movie and tradeshow
9 workers, laundry workers, apparel workers and
10 many, many, many others. So as you can see our
11 organization is a very diversified organization.

12 In 1995, as Assistant to the
13 President of Teamsters Canada, I had the privilege
14 of being part of the preliminary discussion
15 related to the merger of the Brotherhood of
16 Locomotive Engineers and the International
17 Brotherhood of Teamsters. Eight years later, in
18 2003, the merger -- in 2003 the members of our
19 respective organizations made history by voting in
20 an overwhelming majority in favour of the proposed
21 merger.

22 Et nous savons tous que les années
23 qui ont suivi, on a vu le groupe des anciens de
24 l'UTU qui ont joint également les rangs de notre
25 organisation, les conducteurs de train. Alors, de

1 nos jours, notre organisation au Canada représente
2 environ 115 000 membres, dont 12 000 travailleurs
3 et travailleuses de l'industrie du transport
4 ferroviaire.

5 En 2014, Teamsters Canada est une
6 organisation syndicale forte et en bonne santé
7 financière, et tout ça grâce à la clairvoyance de
8 nos dirigeants syndicaux et également grâce à
9 l'efficacité du personnel.

10 Unlike other labour unions in
11 Canada that have seen major decline in their rank
12 and file due to a recent recession, we have been
13 able to maintain and grow our membership while
14 keeping our finance sound.

15 Having our house in order means
16 more education for our shop stewards and
17 representatives. It means better communication
18 programs for our local union and for our division.
19 It means a greater capacity to organize new
20 workers, it means better legal assistance for our
21 affiliates and, maybe more important for you, the
22 ability to lobby for the workers and influence the
23 decision-making process in Ottawa and we are proud
24 to say that we are probably the only union in
25 Canada with the capacity and the credibility to

1 speak directly to the politicians on the Hill.

2 Les récentes analyses de notre
3 membership montrent que 55 pour cent de nos
4 membres occupent des fonctions qui sont reliées de
5 près ou de loin au domaine du transport, que ce
6 soit le transport local, le transport national ou
7 le transport international. Ainsi, un pourcentage
8 plus qu'important de tous les biens de
9 consommation au Canada passe entre les mains de
10 nos membres à chaque jour.

11 Our role in the Canadian economy
12 is fundamental. If you think about it you will
13 realize that almost all goods we consume in
14 Canada, whether it is domestic or imported, are
15 moved or handled by a member of the Teamsters
16 Union at a certain point. Cars, milk, beer,
17 furniture, soft drinks, men's suits, bread, oil,
18 all those products are moved by Teamsters. So we
19 can proudly say that we are the transportation
20 union in Canada.

21 Being part of the leading
22 transportation union in Canada is great, but it's
23 also a great challenge for our union leadership
24 and for our members. The new world economy and
25 the international trade agreement exert a lot of

1 economic pressure on all transportation modes.
2 Today transportation costs are an important
3 component of all gross and retail price.

4 As a service industry,
5 transportation is by definition a labour-intensive
6 industry. The carriers, whether they are
7 trucking, bus, airline, rail companies, they are
8 continually seeking ways to reduce their costs
9 while increasing their profits.

10 Transportation employers in
11 general, they have very little influence on the
12 cost of equipment and very little influence on the
13 cost of energy. It is highly unlikely that they
14 will reduce the salary and benefits of their CEO
15 and their upper management, and meanwhile the
16 shareholders demand the best possible return on
17 their investment. On the other side of the table
18 you have the shippers who are seeking the best
19 possible price.

20 So the rail industry is no
21 different from other industries. Everyone wants
22 to increase profit and will use any measure they
23 can to increase productivity and increase their
24 bottom line. So typically a railroad company
25 seeking to reduce its operating cost will see

1 cutting labour costs as one of its few options.

2 Dans un environnement
3 concurrentiel très agressif, le grand défi des
4 syndicalistes de l'industrie du transport, eh
5 bien, c'est d'être en mesure de préserver les
6 conditions de travail ainsi que le pouvoir d'achat
7 de nos Confrères et Consoeurs que nous
8 représentons.

9 Au cours des dernières années,
10 vous avez réussi, à titre de représentants des
11 travailleurs et travailleuses de l'industrie
12 ferroviaire, à préserver ce pouvoir d'achat, et
13 vous avez réussi à le faire grâce à des
14 négociations qui n'ont pas toujours été faciles,
15 mais ces négociations qui n'ont pas toujours été
16 faciles ont tout de même débouché sur des
17 augmentations de salaire qui ont mis nos membres
18 et leurs familles à l'abri de l'inflation, et
19 là-dessus, je pense que vous méritez une bonne
20 main d'applaudissements et toute notre
21 reconnaissance.

22 Mais il n'y a pas que les
23 conditions de travail qui sont au coeur du
24 quotidien et qui sont au coeur de notre quotidien.

25 The recent history has shown that

1 while most real employers can talk the talk about
2 safety, it is much harder for them to actually
3 walk the walk and implement real improvements.
4 This is why safety should be a great concern for
5 our members and all Canadian communities who live
6 along the railroad track. As a labour
7 organization we have the duty to ensure safe
8 working conditions for our members and safe living
9 conditions for our community. The rail company's
10 safety record should be a concern for everyone.

11 Let's talk about some numbers.

12 Transportation Safety Board
13 reports that there were 1,067 rail accidents in
14 2013. Compared to 2012, a 4-percent increase.
15 Rail fatalities in 2013, there were 127; in 2012,
16 83. Compared on a five-year average those 127
17 fatalities in 2013, it is a 76-percent increase.

18 There were 180 accidents on the
19 main track in 2013, which is an increase of 33
20 percent compared to the previous year. And in
21 2013 there was 144 accidents involving trains
22 carrying dangerous goods, which is a 21-percent
23 increase compared to 2012.

24 And we could go on and on with
25 similar numbers and as a union we cannot ignore

1 these figures because the numbers of trains
2 carrying dangerous goods in Canada will increase
3 and it will continue to increase in the future.

4 This is a no-brainer. The rail
5 company must improve their safety record. Cutting
6 down on equipment maintenance and increasing the
7 workload of the running trade is not the real
8 solution.

9 Based on numbers provided by
10 Michael Bourque, who is the President of the
11 Railway Association of Canada, in 2009, the Class
12 1 carrier, the railway, moved 500 carloads of
13 crude oil, which is roughly 300,000 barrels. The
14 Canadian Association of Petroleum Producers
15 estimates that the shipment of the crude oil by
16 rail will rise up to 700,000 barrels per day in
17 2016.

18 So that means our running trade
19 members, our maintenance of ways members and the
20 community in general will see record numbers of
21 carloads of crude oil on the Canadian railway
22 system in the future. So the Canadian railway
23 regulations must take into consideration that new
24 reality and must provide the best safety
25 environment for our members and for Canadian

1 citizens.

2 À la suite de la tragédie du
3 Lac-Mégantic, vous savez que les employés de la
4 MMA ont été arrêtés, ont été mis en prison et
5 accusés de négligence. Mais qu'est-il arrivé au
6 dirigeant de cette compagnie qui a autorisé, qui a
7 réduit la maintenance au minimum, et tout ça pour
8 augmenter ses profits? Qu'en est-il des
9 dirigeants de Transports Canada qui ont autorisé
10 cette compagnie à opérer de façon non-sécuritaire
11 et à opérer avec un minimum de travailleurs sur
12 l'équipement, et tout ça pour permettre, encore
13 une fois, à la compagnie d'engranger de plus
14 grands profits?

15 La réalité, c'est que nous sommes
16 toujours les premiers à être blâmés quand survient
17 une catastrophe, et l'autre réalité, c'est
18 qu'aussi nos dirigeants s'en tirent toujours sans
19 blâme. Il n'y a jamais de problème pour eux. Ce
20 n'est jamais eux autres qui finissent en prison.

21 Mais les travailleurs sont
22 toujours les premiers à subir les contrecoups, et
23 ça, je vous le dis, mes Amis, il va falloir que ça
24 change. On ne peut pas toujours être tenu les
25 seuls responsables de la sécurité sur le réseau

1 ferroviaire. Ce n'est pas vrai. Le gouvernement
2 a sa responsabilité, les employeurs ont leurs
3 responsabilités, et il faut qu'ils la partagent et
4 qu'ils l'assument, eux autres aussi.

5 We have important role to play,
6 but safety is not the sole responsibility of the
7 workers. With the assistance of Phil Benson, Ken
8 Deptuck on the Hill, we must keep the pressure on
9 our politicians to implement stricter regulations
10 to guarantee the safety of the Canadian citizens
11 and stricter work rules that do not compromise the
12 safety and the working conditions of our members.

13 Alors, dans un tel contexte, bien,
14 l'action syndicale est encore plus importante, et
15 notre mouvement est encore plus pertinent que
16 jamais. Non seulement avons-nous le devoir de
17 bien servir nos membres, mais on a aussi la
18 responsabilité d'assurer, pour la population en
19 général, la sécurité des trains que nous
20 déplaçons, et ça, à tous les jours. Et pour être
21 capable d'assurer la sécurité des trains que nous
22 déplaçons, bien, il faut qu'il y ait un
23 encadrement législatif qui nous permette de le
24 faire.

25 So in conclusion, Brothers and

1 Sisters, we know that the transportation workers
2 in general and the rail workers in particular will
3 be facing tremendous a challenge in the near
4 future. So on behalf of President Bouvier, let me
5 assure you that Teamsters Canada will be there to
6 assist you in your fight for a better future for
7 our members and their family.

8 So I wish you a very successful
9 convention, I thank you very much for the
10 invitation and I thank you very much for your
11 attention.

12 --- Applause

13 PRESIDENT BEATTY: Thank you.

14 So, Brothers and Sisters, it's now
15 that time for lunch, so we will come back at 1300.

16 The elevators again, Harvey, are
17 there two dedicated?

18 SECRETARY TREASURER MAKOSKI: Yes,
19 two.

20 PRESIDENT BEATTY: So there are
21 two dedicated and it's on the 29th floor. So we
22 will see you back here at 1300. Enjoy your dinner
23 everybody.

24 --- Upon recessing at 1131

25 --- Upon resuming at 1305

1 PRESIDENT BEATTY: So can we get
2 everybody seated, please?

3 Okay, so the first thing we will
4 do is we will do another attendance call. So
5 whenever you are ready, get your little cards out
6 and you can punch in.

7 --- VOTING

8 PRESIDENT BEATTY: So very good,
9 Brothers and Sisters, we do have a quorum, we are
10 back in session.

11 Just one announcement. Lisa Raitt
12 has called and she is not going to be able to make
13 it this afternoon.

14 She lost her voice, but she did
15 send a message and she would like to meet with
16 myself and the rest of the Executive Board. The
17 message that I got was for 1530 this afternoon,
18 but that is not going to happen.

19 So I am going to be talking to her
20 or at least her office, because she can't talk,
21 during the break. And if there is something that
22 we can workout that the Executive Board can go up
23 and meet her, we will do that. We think it is in
24 our interest just to keep all lines of
25 communications open.

1 So unfortunately, she will not be
2 joining us this afternoon.

3 But we do have a very special
4 guest that is a friend to the TCRC, a kindred
5 spirit as it would be. And it is my honour and
6 pleasure to introduce to you the President of the
7 TCRC-MWED, Brother Bill Brehl.

8 Bill?

9 --- Applause

Note: The speech has been removed due to the inappropriate comments.

10

11 --- Applause

12 PRESIDENT BEATTY: Thank you,
13 Brother Bill.

14 So now we turn to that section of
15 the agenda that deals with the reports of
16 officers. They are laid out for you. So it is my
17 honour to give my report first as President.

18 For those who know me, I don't use
19 notes on it. I have some bullet points just to
20 make sure I cover the more relevant and pertinent
21 information that I think you guys will need.

22 So let me just say again, when I
23 took over as president back in 2011. It was at a

1 time when the Teamsters, at that time, was only
2 four years old. And so there had really been only
3 one president at that time.

4 We had Brother Gilles Hallé who
5 was before, but he brought you into the TCRC. And
6 then we had Brother Dan Shewchuk and then I came
7 along.

8 Things were a little different
9 when I took office. And I want to start off by
10 saying that, you know, I hear all of the, you
11 know, the problems and the discontent and the
12 separation at the Executive Board level. I am
13 going to walk you through some things that were
14 not done by one individual, they were done by a
15 group of us.

16 You know, I have an old saying
17 that, you know, reasonable people disagree
18 reasonably. And did we have disagreements?
19 Absolutely.

20 But at the end of the day, and I
21 will give you some real concrete examples where we
22 worked together and I think we accomplished some
23 really good things. You know, one of the
24 analogies I use is I live in Sault Ste. Marie, and
25 when I go to Toronto I can either go through the

1 United States and come around, come through
2 Sarnia, or I can come, you know, up through North
3 Bay, I can come through Sudbury, up through that
4 way.

5 So the point is, as long as you
6 are moving forward, as long as you are moving
7 forward it is the destination that you are trying
8 to get to. And people may have different views on
9 how to get there.

10 I can say this to you. Every
11 union officer that I have met, and I say
12 especially for the Executive Board and myself,
13 there is not one of them who is not fighting for
14 the membership and fighting for the union. You
15 really need to know that.

16 No matter what is out there and
17 sometimes, you know, maybe we say things that we
18 ought not to say, but at the end of the day, and I
19 am going to give you some examples, that we stand
20 up for the members and we stand up for you. You
21 know, we are united in that cause.

22 So when I first took office we had
23 in the account, moneywise, and I should explain
24 this to you. When you take a look at the money
25 that is in the organization, we bring in roughly

1 \$15 million a year. Of that, the national office
2 is around \$3 million -- \$2 million to \$3 million,
3 because the rest is distributed among the GC of As
4 and so on.

5 And so when we take a look at that
6 money, my view is that we have to make sure that
7 the union is secure, financially sound. But we
8 are not a bank. We don't show how good we are as
9 a union to say to you, we got X millions of
10 dollars in the bank. Because it is not helping
11 the members.

12 Really, what we have to be
13 measured on is what we are doing for you and what
14 we are doing for the members. So when I took
15 office, there was about \$1.2 million -- Harvey
16 will actually have the numbers at the end of
17 the -- when he gives his report. So we had about
18 \$1.2 million. That was the total that we had in
19 the national office.

20 Things started to happen fairly
21 rapidly when I came in. Brother Bill Brehl talked
22 about the Quebec-Gatineau. Just to tell you a
23 little bit about the Quebec-Gatineau.

24 There was an internal dispute
25 about representation. We had two parts of the

1 Teamsters that said we represented these people.
2 And it actually ended up in front of an internal
3 board, a trial. And at the end of the day it was
4 a leftover that we, the Executive Board, had to
5 handle.

6 And I tell you, I think we did a
7 good job. We solved that problem. It was a major
8 problem, we solved that problem. And you can see
9 by Brother Bill being here and his support for you
10 that it worked out. We were able to solve those
11 problems.

12 The next thing that came along as
13 we moved forward was the Via Rail situation. Does
14 everybody remember the Cairns -- Via v. Cairns?
15 Does everybody remember that situation?

16 So this was again a leftover.
17 What was interesting about the Cairns case is it
18 left a lot of our members, they are not sure where
19 they stood with respect to seniority and things
20 like that.

21 But there was an additional
22 problem. The additional problem was there was a
23 million dollars sitting south of the border. And
24 that million dollars was your money, it was the
25 members' money. But we couldn't access the money

1 because as long as the Cairns complaint was
2 ongoing, they didn't have to release the money.
3 It is not that they wouldn't, it was just that
4 that is how it worked out.

5 But there is an example where the
6 Executive Board at the time we sat down -- I mean,
7 it wasn't easy because we wanted to make sure, as
8 Bill Brehl said earlier about getting every crumb,
9 we wanted to make sure we got every cent. So we
10 ended up doing that. We ended up getting
11 ourselves the million dollars and we settled the
12 Cairns issue. Quite frankly, I don't think any of
13 us have heard any complaints about how we settled
14 it on our side but -- so we did that. So that was
15 a major accomplishment for this Executive Board.

16 The next thing that ended up
17 taking place is we immediately went into contract
18 negotiations and unfortunately -- it was very
19 unfortunate. My Vice President, Doug Finnson, was
20 handling CP at the time. He ran into the -- he
21 ran into Hunter Harrison and I think he handled
22 himself very well.

23 I say that because I ran into
24 Hunter Harrison when I was the chief negotiator
25 for the UTU and Bill referred to it that we went

1 on strike. And I think if you read one of
2 Hunter's books he said it was his worst time as a
3 president, you know, that strike in the UTU.

4 So all of a sudden there's this
5 machine that moved over to CP that just went
6 through the CN side of things. And not only did
7 Hunter come over very rapidly. He came over with
8 Keith Creel and Myron Becker, I think, is over
9 there now -- Peter Edwards. I don't know if
10 you've heard the name Peter Edwards. He's over
11 there.

12 So really that whole machine ended
13 up coming over to CP. And of course at that time
14 when the CP were negotiating is when there was the
15 fight with Pershing. Remember getting Fred Green
16 out and getting Hunter in, right? So these things
17 were happening behind the scenes. So it's hard to
18 negotiate when there was this thing happening.

19 So when I started off saying is
20 that, you know, it's an organization. It's not
21 how much money we have in the bank. It's what we
22 do with the money. So I'm going to give you some
23 figures that we did and it was money well spent.
24 I'd do it again in a heartbeat. I don't think
25 anybody complained about it. But the message I'm

1 trying to say is not the amount of money, but that
2 we were there. All of us were there.

3 When it came to the negotiations
4 at CP I don't think the negotiating team wanted
5 for anything when it comes to the National Office.
6 Whatever it took we did what we did. We've got
7 great professionals to help. We've got great
8 lawyers to help and we took them on. And I really
9 felt sorry for that negotiating team because they
10 were in the thick of it. I have been there
11 personally. But I think they did a great job.
12 But just to let you know, the million dollars that
13 we got from VIA actually covered all those costs.
14 There was almost like a trade-off.

15 But again, I want to stress -- I
16 want to stress it was money well spent. I'd do it
17 again in a heartbeat because that's money well
18 spent as far as representing the members.

19 You know, the history of what
20 ended up happening, went on strike. Many people
21 were out on the picket line. Doug spoke on the
22 Hill in Ottawa. I was in Ottawa when he spoke.
23 He went in front of one of the committees. So
24 that was a very positive thing because we sent a
25 message. I like to think we sent a message that

1 we will defend the members.

2 We will defend the members.

3 Regardless of the internal political strife that
4 we have in other areas, we will stand together.
5 If we have the resources at the National Office
6 you will want for nothing. We will -- and I'm
7 going to get into some of this, but we will defend
8 these members.

9 So other things that ended up
10 taking place: We had a meeting with the General
11 Chairman's Association back in 2012. Interesting,
12 on the General Chairman's Association there were
13 some members of the Executive Board on there. But
14 it was to a person that we need help because the
15 railroads are killing us when it comes to
16 grievances and dismissals and so on and so forth.
17 We need help.

18 It was unanimous. It was
19 unanimous from every general chairman that was at
20 the meeting which is everyone in the TCRC. And so
21 what we did is we created a legal account called
22 the retainer account. And we put in \$50,000 a
23 month.

24 Let me preface it by saying there
25 was no raising dues. This whole last four years

1 there was no raising of dues of the National
2 Office. So this \$50,000 that we were taking
3 was -- and how we managed the money is the
4 Executive Board. You'll find when you see
5 Harvey's numbers that we never went in the red.
6 We were always in the black.

7 So in addition we were putting
8 \$50,000 every month. We've never been in the red
9 in that account. We're sitting on around \$189,000
10 now. We spent almost a million dollars in legal
11 fees to handle CRO issues, okay?

12 The Executive Board, myself and
13 the Executive Board, we did this for the members
14 with the money that we were managing on your
15 behalf. I think if you talk to any General
16 Chairman, any members of the Executive Board, it's
17 money well spent. It's so effective if you look
18 at the cases that we have been successful with.

19 We talk about the problems we have
20 at CROA. One of the problems we have at CRO is
21 because our Council got back an individual back to
22 work. And I don't know if you remember Hunter
23 went in the paper and he said, "Well, you know,
24 this person's on cocaine" and all this stuff.
25 Totally got it all wrong.

1 He got it all wrong but I'm
2 understanding on CP now that what they're trying
3 to do is have arbitration where you can't use
4 lawyers. They don't want to use lawyers now.
5 Well, there's a reason for that, right? I mean,
6 when we're representing our people we want to get
7 the best out front.

8 So I just want you to know that
9 that retainer is alive and well. It's very
10 healthy and it was something that this Executive
11 Board worked together to do. The retainer
12 agreement, if you take a look at it -- and I've
13 got the numbers -- the CP is spending more money
14 out of the retainer account. It's almost three to
15 one compared to CN, for example. The RTC is
16 around six to eight thousand. I've got the
17 numbers. It's not the issue of how much is being
18 spent. You can tell where the problems are.

19 Why so much on CP? That's where
20 you've got -- that's where the problems are.
21 That's where you've got all these grievances.
22 They are horrific what's going on at CP. But
23 again, the message is we will defend. We will
24 defend our members.

25 So then you move forward and you

1 take a look at the Labour Board complaints. Now,
2 the Labour Board complaints that have been filed,
3 they are outside of the retainer, okay? There
4 hasn't been one complaint that has come that I'm
5 aware of in my presidency that we didn't say,
6 "We'll take this on". So let me just give you a
7 couple of examples.

8 The union leave issue, is
9 everybody familiar with the union leave issue?
10 Well, that just wasn't done by one person or one
11 counsel. Doug, myself, all the CP General
12 Chairmen, we were all -- went to the hearings in
13 Ottawa. Doug did a great job. His mind -- and
14 the history of what's happened at CP, I mean, he
15 hit them. He was on the stand. He hit them.

16 I got on the stand to talk more
17 globally about how the union worked.

18 We had Dave Fulton, General
19 Chairman, on the stand.

20 There's a really interesting story
21 that I could get into what happened and how CP in
22 the middle of it just left. They just left and
23 we're all sitting -- even the Board were sitting
24 waiting, "Where are these people?" They were all
25 on planes. They had all left.

1 The next morning -- the next
2 morning we got an interim order that said, "You
3 guys win". TCRC wins, right? So we sent that
4 out. That was a cooperative effort.

5 Take a look at the latest that's
6 going on, the managers doing union work. It's a
7 long drawn-out case. Well, I was in negotiations
8 at VIA in CN that time. We sent lawyers out but
9 Doug was there with the General Chairmen.

10 I can tell you why we were in
11 negotiations. The General Chairmen -- the General
12 Chairs of CP they were emailing the CN General
13 Chairmen that were sitting with us at
14 negotiations, Bruce Willows and these people, and
15 Denis Ellickson, our lawyer, was saying, "Well,
16 can you give us information to show what's
17 happening at CN?"

18 This is everybody working
19 together, you know? At the end of the day, you
20 know, I got reports back everybody did a great job
21 but there was a special mention of Dave Fulton and
22 Bruce Hiller. These guys got on the stand. You
23 know, their integrity and their honesty helped win
24 the day.

25 I don't know if you know that.

1 They won the day. Now, what they did is they won
2 an interim order. And I think the next set of
3 hearings are December the 9th. There was not one
4 red cent was spared to fight the cause, okay?

5 So other things that have occurred
6 through this -- and how am I doing for time there,
7 Harvey? Am I -- I can keep going on? Okay.

8 You know we did electronic polling
9 or voting. It was interesting electronic voting.
10 How many here actually participated in electronic
11 voting anywhere?

12 So this was new. We tried this.
13 We got information from Teamsters Canada.

14 There's pros and cons to
15 electronic voting. For example, on the CN/LE side
16 when they did electronic voting, 70 percent of the
17 members participated with a ratification of in the
18 nineties. Now, what's significant about that is
19 normally it's around 28-30 percent of people vote
20 in a paper ballot.

21 My view is that I want to hear the
22 voice of the members, right? I'd rather lose with
23 70, 80, 90 percent of the members voting than win
24 at 15 percent, right, because you get the voice of
25 the members. Right?

1 We come into the infamous -- the
2 Bylaws Review Committee putting out the bylaws to
3 everybody, right? I mean, this is the path that
4 I'm saying that you can't stay still, the compass
5 you can't stay still. What good is pointing north
6 if you're not moving?

7 So, yeah, so I pulled a team
8 together and we said, "Let's try this. Let's give
9 it to the members." And the members, rightfully
10 so in their wisdom said, "We don't want this".
11 There's no problem with that. We move forward.

12 If you notice on the bylaws that
13 you'll have in front of you, you don't see any
14 bylaws from the President. Well, the reason for
15 that is I put that out. I got the message. I'm
16 not going to come back again and say, "Look, this
17 is what I may or may not want to do". You guys
18 will decide that.

19 So I want to turn to some critical
20 issues that are happening at the moment. I want
21 to talk to you about LVVR, what happened with LVVR
22 and where it's going.

23 So again, LVVR is the Locomotive
24 Video Voice Recordings.

25 Just excuse me for a moment.

1 --- Pause

2 PRESIDENT BEATTY: So this is
3 almost verbatim what happened and you should be
4 aware of this.

5 So Rob Smith, our National
6 Legislative Director, asked if I could come with
7 him. We were going to be meeting with the
8 Transportation Safety Board with the Director and
9 the Assistant of the TSB. So we go up and we meet
10 with them. We sit down.

11 And Rob, correct me if I miss
12 anything here.

13 So we sit down and we listen. And
14 here is exactly what they said, verbatim. They
15 said, "We've already met with the Railway
16 Association of Canada" -- that's the lobbyists for
17 the railroads -- and we met with the railroads.
18 The railroads are not going to be putting in LVVR
19 unless they get total access to the LVVR. In
20 other words that they get to monitor you, they get
21 to discipline you. This is their position.

22 Now, for those who don't know it,
23 the TSB already has the ability to put cameras in
24 the locomotives. It's under section 28. They can
25 do it right now. But if you look at the rules

1 they are very strict. It's only for them. They
2 can't use it for discipline. It's privacy and all
3 these other things. It's already there. The
4 problem is they don't have the money to put it in.

5 So the railroads essentially say
6 to them, "Well, we're not putting it in unless we
7 get this extra". So what they told us, they said,
8 "We're going to apply to change the law to let the
9 railroads have access to the LVVR and the
10 railroads are going to be able to use it for
11 discipline and use it for monitoring, et cetera.

12 And then they went on to tell us
13 that in the next two months -- and when we meet it
14 was just --

15 DELEGATE SMITH: Three weeks.

16 PRESIDENT BEATTY: -- okay, three
17 weeks ago. They said, "Within the next two months
18 there will be trial periods on LVVR. We will be
19 putting them on the engine. We, as the
20 Transportation Safety Board, figure that we have
21 the authority to do that for safety under our
22 mandate".

23 So both Rob and I sat and they
24 said, "Do you have anything to say?" We said,
25 "Well, we do. Just wait until you're done".

1 So both Rob and I -- and the way
2 I'll say it that this is how we put it across to
3 them. We said, "We want to be very blunt with you
4 people. We do not want to be leaving this office
5 with you having any misunderstanding with LVVR".

6 The first thing we told them is
7 we're not against LVVR. We're okay with LVVR
8 under the legislation that's already in place, the
9 TSB. If safety is the number one goal and that
10 covers it, we're okay with that.

11 I said, "But we find it
12 interesting that what you say to us is that you've
13 already met with the RAC. You already met with
14 the railways. You're already looking at changing
15 the regulations. In other words, you called us in
16 here to tell us that you've already made your mind
17 up. You waited to the very last to say, "This is
18 what we're doing". And you also tell us that the
19 next two months you're going to run a trial
20 period.

21 So we said, "We want you to know
22 that every red cent that we have we will fight
23 this. We believe this is a violation of the
24 Constitution, your rights of -- your freedoms".
25 We believe we have that. We're pretty sure that

1 their lawyers have told them that they would have
2 a hard time with that.

3 So even if they pass the
4 legislation, if you know anything about how the
5 law works, if it's a violation of the
6 Constitution, it wouldn't go in.

7 By the way, they changed the
8 Constitution. You have to get every province to
9 agree and then you've got to get England to
10 approve the change.

11 So if you want to have that fight
12 we will spend every red cent to do this. And, by
13 the way, to let you know, that elections are upon
14 us. I expect you're going to see elections in the
15 spring. Is this the fight you really want to have
16 out in the public about LLVRs? Is this what you
17 want to do?

18 And then we said, "Collective
19 bargaining is starting on September 1st. Even
20 though you can't make the railways put the LVVR
21 in, we can through collective bargaining. It's
22 part of the collective bargaining process. By
23 you, as an organization as a structure of the
24 government, making this announcement and putting
25 that out, you have just interfered with collective

1 bargaining. All you will have succeeded in doing
2 is clearly setting us on a path of a strike. You
3 will have done that. Our suggestion to you is,
4 you stay out of this. Let's see how we can deal
5 with this through collective bargaining".

6 What we said is, "If the railroads
7 want that to be a strike issue, I mean, just
8 imagine it for a minute that the issue that's left
9 on the table is the unions are asking for LVVR to
10 be put in for purposes of safety only".

11 And so you might ask, "Well, what
12 is that?" Well, I'll just run through the list
13 off the top of my head. It can't be transmitted
14 over WiFi. We don't want it showing up on
15 YouTube. It has a 30-minute loop on it. It
16 covers itself. You get to scrub it at the end of
17 the trip. The locomotive stops; it stops. You
18 can only use it for mainline. You can't use it,
19 for example, push-pull in the yards. And the
20 camera is not looking at you in the face. It's
21 actually behind you looking at the panel.

22 We asked the TSB. We said, "If
23 you've got that, doesn't that solve your" -- and
24 they said, "Yeah, we're satisfied with that".

25 It doesn't satisfy the railroads,

1 but can you imagine if we wanted to do this? Can
2 you just imagine and then the railways say no and
3 we're on strike and they ask us why we're on
4 strike. Well, we want -- we want to have safety.
5 We want to give this to the TSB. I mean, do you
6 really want to have a strike on that?

7 So then we told them, "Your best
8 bet is to just hold off and VIA Rail will probably
9 be the better place to talk this -- to put this in
10 because less equipment. The VIA Rail trains
11 are -- you know, they're government-controlled.

12 LVVR really became an issue after
13 our brothers were unfortunately killed over at
14 Aldershot which is just west of Toronto. And VIA
15 Rail, I can tell you we've had meetings with the
16 VIA Rail General Chairmen who -- they'll tell you,
17 "I think we're going to be okay with VIA Rail".
18 VIA Rail is concerned with us and say, "Well, you
19 know, if we did this over here we're scared that
20 the railroads are going to force you to give them
21 all this other stuff". That was -- that's their
22 concern. So I think that we could be fine when it
23 comes to that.

24 So just to let you know, at the
25 end of the day, the TSB got a hold of us and told

1 us they scrapped everything that they were
2 planning to do. They are not going to try to
3 change the legislation. They are not going to put
4 in a trial period. They've written the railroads
5 and told them they are not getting involved. This
6 is something that they have to talk on at
7 negotiations.

8 I can tell I've talked to a Doug
9 and the CP General Chairs, the CN General Chairs,
10 the VIA. It's all on the -- it's all on the list
11 that we're going to be dealing with. How we deal
12 with it, you know, who knows? What I mean by that
13 is at CP I've seen the demands that CP has put on
14 the table. It's a nightmare with this guy. I
15 mean it's a nightmare, but I don't think we
16 expected anything differently, quite frankly.

17 So the next thing I just want to
18 talk about -- how am I doing there, Harvey? I
19 don't want to --

20 SECRETARY TREASURER MAKOSKI: (Off
21 mic) You're okay.

22 PRESIDENT BEATTY: I'm still okay.
23 All right.

24 Is media -- we've been really
25 focusing on trying to get our message out in the

1 media. So some things that might be of interest
2 to you: Doug has been in the media speaking about
3 many issues, doing a great job.

4 I've been up in the Hill with Phil
5 Benson -- I know Phil is in the hall -- speaking
6 in front of a standing committee.

7 Rob Smith has been pushing hard.

8 Lisa Raitt, although you know I
9 heard that she's not coming into the -- the fact
10 of the matter is we can talk to Lisa Raitt. You'd
11 be surprised where her mind is on some of these
12 things.

13 The TCRC, and the Teamsters in
14 general, are very well respected on the Hill.
15 Phil Benson is one of the best lobbyists that I've
16 seen, quite frankly.

17 I went to Lac-Mégantic. I went to
18 Lac-Mégantic with Benoit Brunet and Paul Boucher a
19 few weeks after. You may not know this but your
20 Executive Board in Teamsters Canada pulled
21 together some money to give to the community of
22 Lac-Mégantic. I've never felt so much sorrow in
23 my life walking into this town that was so
24 devastated.

25 It was a very dreary day. You

1 could feel the sorrow. It's that day that we were
2 told there that 25 children had lost their parents
3 in this tragic, tragic accident. And it cannot
4 happen again. We cannot let them off the hook
5 when it comes to making sure that the rules are
6 there to protect us.

7 You know about SMS, the safety
8 management system? You cannot have the fox taking
9 care of the chicken coop; the railways to manage
10 it themselves. It's a real big push for us.

11 So the media. So we're up in the
12 Hill, you know? We're putting things in the
13 Ottawa Life magazine. We're putting articles in.
14 We're in the papers when we can. We're doing
15 that. We're doing that collectively, okay?

16 This fall what you're going to see
17 happening and some of you may know this. Some of
18 you have helped out. I think Joe Harris might be
19 in here. He helped out of Vancouver where -- Joe,
20 I don't know where you -- but did they get the
21 helicopter? They were going to get a helicopter
22 and there he is. They got the helicopter.

23 So we've got professional video
24 crews to go out and take pictures of trains and
25 movies. Teamsters Canada is doing this for the

1 TCRC and the roads and they are spending over a
2 million dollars putting together a blitz. You're
3 going to see that come this fall. You're going to
4 see that when you watch TSN, you know, during
5 hockey games and so on. You're going to see these
6 commercials start to air. And we're going to --
7 we're getting our message out. It's something
8 that it's slowly starting to get together.

9 So I could -- those who know me, I
10 could go on and on and keep talking, but there's
11 some really great things that we've done.

12 I mean, take the contract
13 negotiations at CN, the CN/LE last time. The CN
14 General Chairmen were able to get a contract. And
15 they had predicted this in April that they would
16 get it around December 17th. I think they were
17 four days off. It was very fast.

18 VIA Rail's negotiations became
19 very -- if you added up the time we met it wasn't
20 even two days that we were able to get an
21 agreement that were ratified by high numbers.

22 Now, you might say to yourselves,
23 "Why can't that happen on other properties?"
24 There are different dynamics. We couldn't do that
25 when Hunter Harris was on CN. I mean, we ended up

1 taking a huge strike, you know?

2 So I think you're going to see a
3 lot of focus from the National Office, and
4 rightfully so, to where it needs to be and send
5 the message that this is not a fractured union.

6 We could -- you know, there is an
7 old saying, and it says, you know, it's your
8 laundry. You have a right to know how dirty it
9 is. You have a right to know whether we get along
10 or not, but don't come in between family members.
11 Don't try to -- don't try to take advantage of
12 what you think might be there because all you'll
13 do -- all you will do is make that -- us join even
14 further together as far as fighting these, what we
15 call these intrusive rules and demands that they
16 have. And again, I go back to the Canada
17 Industrial Relations Board, how we worked as a
18 team.

19 So with that said I'm sure there
20 is a lot of questions. I am floating around.
21 We'll have a candidates night tomorrow night.
22 But, like I said this morning and the message that
23 I want to leave you, is that it does none of us
24 any good to try to create issues within our union.
25 That really does no good, right? At the end of

1 the day what will be, will be and we'll move
2 forward much stronger.

3 We are evolving to be one of the
4 most powerful unions not only in Canada but in
5 North America. Just think for a minute. Just
6 think for a minute of the power we have. When you
7 can shut down a country, a country, you have
8 power. The issue is how to use that power in a
9 very responsible manner.

10 And believe me, on top of the --
11 on the Hill the government -- the government and
12 many politicians are looking at us and saying,
13 "These people are the voice of 10,000 people that
14 move big equipment across this country, dangerous
15 commodities and conditions that would amaze a lot
16 of people. So again, I say this is what my report
17 is to you. I am hoping that you accept it in the
18 way I am telling you that I am proud of my
19 Executive Board, I am proud of what we were able
20 to accomplish and I am really proud of you people.

21 Thank you very much.

22 --- Applause

23 PRESIDENT BEATTY: Okay. Now I'm
24 not going to go on, but one thing I didn't touch
25 on was CROA and if you want me to talk about that

1 later on I can do it, or if you see me, we can
2 talk about it.

3 So moving on, it is my honour and
4 believe me my privilege to introduce to you Doug
5 Finnson. Doug is Vice President and our people
6 think he is very capable.

7 And so, please welcome Doug
8 Finnson for his report.

9 --- Applause

10 VICE PRESIDENT FINNISON: Thank
11 you, everyone. Thank you, Rex.

12 Brothers and Sisters, honoured
13 guests, Executive Board members and Brother
14 President, I have a written report. There is just
15 so much going on, I can't wing it.

16 I am going to cut through and not
17 report on everything, just we can't for time. We
18 have talked about CP, we have heard about CP.
19 Yes, CP is a huge challenge for us right now, but
20 we do still have time for the rest of you.

21 Those small properties, don't
22 worry, you are not going to get left out. There
23 is lots of gas in the tank. We have lots of
24 energy and just because we are in a full war at
25 CP, that doesn't mean we are not thinking of you

1 and your issues and that doesn't mean we are not
2 going to address your issues.

3 I am grateful to be here today. I
4 feel privileged to be part of this organization
5 and I am proud to be an elected TCRC Officer and
6 to present my Convention Report.

7 However, prior to my report, I
8 have to pause for a moment and I have a couple of
9 comments to make that are very important to me.

10 In the last four years we have
11 lost a number of our fellow Teamsters and we
12 grieve the loss of each member and pay our
13 respects to their families and to their memory.
14 However, I feel it necessary to specifically
15 mention the loss of three distinguished people.

16 So Henry Thiessen, he passed away
17 in 2012. He was a friend and a Union Brother and
18 was a life-long fighter for the rights of the
19 working men and women in Canada. Henry was a
20 retired BMW Officer, he was a retiree Pension
21 Committee representative at CP for many years.
22 His fighting spirit carries on with us. With
23 those of us lucky enough to know him and to be
24 influenced by him, he is remembered and we do
25 share the loss with his family.

1 Brother Paul White passed away in
2 2012. Paul had recently retired and had been a
3 long-time legislative rep and Provincial
4 Legislative Chair of Saskatchewan and he had also
5 worked as Local Chairman in Moose Jaw Division.
6 His dedication and honest efforts stood out and I
7 felt it necessary to mention him and to
8 acknowledge his contributions to the TCRC.

9 Brother Terry Mark, which passed
10 away in early 2013, most of you know that Terry
11 was a member of our Executive Board and he was a
12 CN Vice General Chairman. He was a fine man and a
13 good heart and a strong Union perspective. He is
14 missed and I wanted to ensure that we remember him
15 for his hard work and take inspiration from his
16 efforts and his strong work ethic.

17 Thank you.

18 Now, the following is my report.
19 So my activities throughout the term have included
20 a wide variety of matters and I will begin with
21 collective bargaining.

22 At Algoma Central, my assistance
23 to their General Committees ended prior to
24 achieving an agreement. This was in 2011. During
25 bargaining it became apparent the existing

1 voluntary Council of Unions at Algoma Central was
2 not a favourable negotiations vehicle for our
3 members, so a decision by the members to initiate
4 action prompted an application to the Labour Board
5 to amalgamate our bargaining unit at Algoma
6 Central into the CN bargaining unit and the CN
7 Central General Committee.

8 CN had previously purchased Algoma
9 Central, which was a determining factor.
10 Bargaining for the Algoma members successfully
11 concluded with the CN Central General Committees.

12 Bombardier. In early 2011, we
13 signed the first complete collective agreement
14 with Bombardier where we represent the maintenance
15 crafts as well as the rail crafts operating and
16 maintaining the GO Transit trains in Toronto.
17 This ratified collective agreement represented a
18 monumental improvement for the membership. The
19 challenge at Bombardier was to establish a
20 comprehensive collective agreement that includes
21 maintenance and rail classifications. The 64-page
22 negotiated settlement introduced dozens of new
23 clauses and was effectively a complete re-write of
24 their collective agreement.

25 Wages had been below market

1 levels. We were able to rectify that with
2 increases between 13 and 32 per cent depending on
3 the classifications.

4 The grievance system was
5 modernized and we introduced CROA as our system of
6 expediter of arbitration. Of course, now with the
7 problems we have at CROA created by CP, they are
8 the same as everybody else. We are looking for
9 arbitrators.

10 In maintenance, we ended
11 management-performing bargaining unit work, except
12 for genuine emergencies. In maintenance, we ended
13 contractors from performing bargaining unit work
14 inside the facility and we increased a number of
15 bargaining unit technicians. Job descriptions
16 were developed for all the maintenance positions.

17 In rail, we introduced the basic
18 day to the collective agreement, weekly
19 guarantees, overtime rules and calling and time
20 window spare boards.

21 There are unique features within
22 our Bombardier collective agreement such as lost
23 wages when missing work due to mandatory rest and
24 shift premiums for weekend work.

25 In 2013 I was again assigned to

1 assist bargaining at Bombardier, however, I was
2 not involved until six months after the bargaining
3 began. We quickly developed the comprehensive
4 document and we worked with that document until
5 negotiations concluded in 2014 with a successful
6 ratification completed this summer.

7 We continue to expand the
8 collective agreement, include new clauses such as
9 employer-paid union leave position, workplace
10 dignity and respect article within the collective
11 agreement, duty to accommodate article within the
12 collective agreement which is fully paid by the
13 employer, and I have to thank Don Ashley for his
14 help in these matters.

15 We introduced the sixth week of
16 vacation into the collective agreement, we
17 negotiated a zone agreement to manage expansion of
18 maintenance facilities and to protect their
19 seniority.

20 We eliminated contractors at the
21 outpost locations and ensured bargaining unit
22 workers will be hired at all new locations as they
23 expand, and expansion is going on massively in
24 Toronto.

25 Online Bidding of Positions and

1 Vacancies. Our members at Bombardier, the rail
2 members, on their cell phones they bid their jobs,
3 they bid the vacancies, they get the e-mails back,
4 everything is confirmed on their phones for them.
5 This is the way of the future. We can't go back
6 to the old system of having boards on the walls.

7 We have expanded services through
8 the airport to Union Station extension, 24 hours,
9 seven day a week, 52 week of service and we have
10 dozens of new assignments coming on.

11 Expansion at Bombardier is ongoing
12 and the challenges continue to exist. They are in
13 a constant training mode for operations plus
14 ongoing expansion of maintenance facilities and
15 staff. This is a growth area for our membership
16 and we continue to present opportunities and
17 challenges.

18 Division 660 is an effective and
19 efficient General Committee. They have done a
20 tremendous job facing odds against them. Their
21 success is attributed to the dedication and hard
22 work of their elected Officers, many of whom have
23 a very short time as a Union Officer. They don't
24 have the 25-year history that some of our General
25 Committees have, they have only been around six,

1 seven years and they have done a real good job.
2 They have rallied together.

3 Now, there is other bargaining. I
4 was involved in 2011 with the rail traffic
5 controllers at both CN and CP and at CN we had --
6 a negotiated settlement was achieved, but at CP
7 negotiations were unsuccessful. The RTC
8 membership joined together with the engineers,
9 conductors and trainmen, yardmen in conciliation
10 which eventually ended up in the national strike.

11 A 2012 historical strike at CP
12 involved about 4,500 TCRC members and continued
13 for about 10 days before the federal government
14 enacted legislation to end the strike and bind the
15 parties to final and binding interest arbitration.

16 I understand this might be the
17 first strike in Canadian rail history to protect
18 pensions. And you will notice that there is other
19 people out there, our Brothers and Sisters at
20 Unifor in Thunder Bay, they just went on a strike
21 for several months to protect their defined
22 benefit pension and they have successfully
23 defended it. It is going to cost them a little
24 bit more money, but they went to war, just like we
25 did.

1 Fatigue Counter Measures including
2 Time Pools and Scheduling and Structured Time Off,
3 Expanded Rest. Those are some of the key issues
4 for our membership. The membership solidarity
5 before, during and after the strike was
6 remarkable. Across the country, the membership
7 demonstrated, rallied and represented themselves
8 very well.

9 The communication plan worked
10 well, the media strategy worked well, the picket
11 lines were well informed, they spoke well to the
12 media, the bargaining caucus remained united and
13 strong and, above all, the membership was united,
14 they were motivated and the support was
15 unwavering. They knew exactly why they were on
16 strike.

17 Eventually the government
18 return-to-work legislation was enacted and we were
19 forced into interest arbitration to settle the
20 outstanding matters.

21 Arbitrator Kaplan was assigned,
22 further mediation took place and eventually the
23 arbitration process concluded with a new ceiling,
24 a \$77,000 pension as the annual maximum pension
25 benefit, among other things.

1 Early in the bargaining it became
2 apparent to me the actions and behaviour of CP
3 bargaining team were mirroring what they had
4 practised in previous bargaining, specifically in
5 1994 which led to the Adams' interest arbitration.

6 And you know, there is an
7 advantage for being around a long time, you
8 remember certain things. The similarities were
9 apparent to me, so following the first full
10 bargaining session I met with our legal counsel,
11 discussed my observations, discussed the effective
12 means of proceeding and, as a result, we assembled
13 a team of professionals. We had legal, financial
14 and pension professionals. Caley Wray as counsel
15 with Michael Church as our lead, John O'Grady
16 consultant for our financial and Susan Chortyk of
17 PBI Actuarial Consultants for our pension. Each
18 professional is very experienced and effective in
19 their expertise.

20 Given the significance of the
21 pension issue in terms of complexity, cost and
22 importance to the membership, the advice from Ms
23 Chortyk was critical through our bargaining,
24 conciliation and the eventual medi-arb by a
25 government order.

1 We tracked the cost of this
2 bargaining cycle through conciliation, the strike,
3 mediation, compulsory arbitration and the cost
4 with our team of professionals through the
5 completion of arbitration is somewhere in the
6 range of \$632,000. Given the value of the issues,
7 the cost is justifiable.

8 For example, the Company demanded
9 to change the health care spending account for our
10 members upon retirement was to lower it to a
11 maximum of \$900 a year which expired at age 65.
12 This represented a reduction of over \$28,000 per
13 member and in percentage terms it represented a
14 reduction in benefit in excess of 75 per cent.

15 By preserving our health care
16 benefit without a reduction and only speaking to
17 the value, the difference between what they
18 offered us and what we retained, that value is in
19 excess of \$110 million, just for the HSA.

20 The value of the annual pension
21 benefit of \$77,000 compared to the concession that
22 we fought against, it's in excess of another \$100
23 million.

24 So if we have learned anything, we
25 have learned that hiring the right professionals

1 cost money, but it is necessary to have the right
2 professionals to fight alongside us when the
3 issues are so complex and the stakes are so high.

4 There is value in spending
5 \$600,000 when you can save several hundred million
6 dollars' worth of pension and benefits for the
7 membership.

8 Another advantage is that we now
9 have the ability to research and project pension
10 and benefit matters as we prepare for bargaining.
11 This is particularly important as the CP
12 collective agreements each now contain a clause
13 that specifically provides the right for us to
14 bargain pension benefits. There is a significant
15 value in having that ability.

16 There remains two outstanding
17 issues in dispute at CP over matters of which the
18 arbitrator remains seized. One is the matter of
19 commuted value for terminally ill members and the
20 second is a finalization and completion of the
21 collective agreements.

22 An arbitration date to resolve
23 those outstanding matters is set for November the
24 14th, 2014 before that same Arbitrator Kaplan.

25 Recently the four LE and CTY

1 General Committees have commenced collective
2 bargaining with CP and the initial exchange of
3 proposals has taken place. I am assisting the CP
4 bargaining committee again and future dates have
5 been set. The complete set of Company demands and
6 Union proposals has been distributed throughout
7 the CP Divisions and the membership is presently
8 reviewing them.

9 And I think that anybody here,
10 anybody here that has gone through them, they know
11 that they are not serious. I think CP is quite
12 knowledgeable in what they are trying to achieve
13 and they are not serious in their bargaining
14 proposals. They can't be serious if they think
15 that we are going to go on a national strike to
16 protect our collective agreement and our pension
17 and a couple of years later we are going to give
18 it all away so that we can have a day off that
19 they won't even guarantee us. We will get into
20 that a little bit later.

21 Labour Board Charges and Files.
22 And I apologize, there might be a little bit of
23 overlap here. I know Rex had talked a bit about
24 some of the things, but there is just a couple of
25 different viewpoints that I would just like to

1 touch on.

2 So I have assisted the General
3 Committees in numerous files, some of them include
4 charges to the CIRB such as managers performing
5 bargaining at work. We had mediation in
6 January/February of 2014, it was unsuccessful and
7 we have just had five days of hearings in Calgary
8 which included the General Committees bringing in
9 three rank-and-file members to testify before the
10 Board as to their recent experiences where
11 managers were ordering our crews off their trains,
12 taking those trains away from them so the managers
13 could run a revenue train as a manager training
14 train. Their objective and purpose was to qualify
15 more managers to be able to perform our work.

16 Our legal counsel, Denis Ellickson
17 of Caley and Wray, emphasized to the Board we had
18 an outstanding application for interim relief and
19 we requested the Board to issue an order, which
20 they did; last week they ordered a restoration of
21 the status quo, the employer to comply with the
22 memorandum of 2011 which had been signed following
23 similar Board charges filed by the General
24 Committees in Calgary. This confines the
25 employer's ability to use managers to limited

1 circumstances or face legal consequences.

2 This is a positive development
3 favouring our members who had endured a lot of
4 hardship. Further hearings are scheduled for
5 December and we hope to conclude this matter.

6 And I just have to tell you, when
7 we were before the Board and any of the General
8 Chairmen or the Executive Officers that were with
9 us, we had volumes, volumes of material. If there
10 was an issue that CP brought up, we had not only
11 five, we probably had 50 examples. The members,
12 the Local Chairmen, the Vice General Chairman and
13 the General Chairmen worked their butts off. We
14 had the information to win and you know, just like
15 grievances, that grievances aren't won or lost
16 necessarily where we stand, they're won or lost
17 with the information we get from the ground level.
18 The rank-and-file members pulled together.

19 We had another issue; Union leave
20 and Local Chairmen vacation. The actions of CP
21 was to limit Union leave for Officers and to
22 arbitrarily remove long-standing agreements and
23 practices for Local Chairmen vacation.

24 So I assisted the Committees at
25 the CIRB in April. Rex talked a little bit about

1 the unusual behaviour of CP. We will talk more
2 about that later.

3 This was a particularly important
4 matter to resolve because we had two General
5 Committee meetings scheduled in Calgary in June,
6 of course, we had attendance at this Convention
7 that they wanted to try and interfere with, as
8 well as our people needed their time off to meet
9 their daily responsibilities and their regular
10 duties, so did Division Officers.

11 We reconvened the hearing in
12 August. The resulting Board order was to bind the
13 parties to an interim agreement until renewal of
14 the collective agreement or the conclusion of
15 collective bargaining obligations. And our
16 bargaining committees, we have this matter covered
17 under the contract proposals. And this is just
18 not for Local Chairmen, this is LRs, Vice Locals,
19 Presidents, STs, any Executive Officer at the
20 Division level.

21 We have also got another set of
22 Board charges; the Winnipeg/U.S. crews operating
23 into Canada. TCRC filed a grievance policy with
24 CROA objecting to CP's attempt to use material
25 change provisions within the collective agreement

1 to implement cross-border runs from Winnipeg to
2 Thief River Falls, Minnesota.

3 And I think we have a CN case that
4 they tried a number of years ago between CN
5 Central and the Western lines, they tried the same
6 thing and our Union was successful in defending at
7 that time, the two General -- our four General
8 committees, pardon me, four General Committees got
9 together and they beat CN that time. I think we
10 are facing the same strategy, just it is a new
11 generation of managers.

12 On June 18th, after CP
13 unilaterally implemented a change by using U.S.
14 crews on the run from Thief River Falls to
15 Winnipeg and return, we filed an unfair labour
16 practice with CIRB. June 23rd we filed an
17 application for interim relief, but we were
18 unsuccessful.

19 The BLET filed an application for
20 injunctive relief against CP in the U.S. District
21 Court for Northern District of Illinois. The BLET
22 and the UTU are filing intervener applications in
23 our proceedings before the CIRB. CP has opposed
24 those applications.

25 The CIRB has yet to decide if they

1 are proceeding by way of written submissions or
2 oral hearings. We have advised the CIRB that we
3 see no merit in having any mediation hearings. We
4 have gone to mediation now with the Board with CP
5 I think three or four times and it is an absolute
6 complete waste of time.

7 Their strategy, not only in Board
8 hearings, but in grievances and everything else is
9 to delay, delay, delay.

10 The most recent update from our
11 American Brothers and Sisters is that CP was
12 seeking authority through the courts to delay the
13 actions of the American Unions within the U.S.
14 courts.

15 We have another Board charge; this
16 time it is a little bit different. CP is charging
17 one of our TCRC General Chairmen, actually one of
18 our former General Chairmen who is on the
19 Executive Board, Brother Able. This is a
20 frivolous charge advanced by CP. It pertains to a
21 joking comment made by a General Chairman to some
22 new employees, but it is a demonstration of how
23 aggressive and irrational some of these managers
24 can be.

25 We participated in a mediation

1 hearing, there was no resolution and the file
2 remains open, and I can tell you that mediation
3 was a complete and absolute waste of everyone's
4 time, including the Board.

5 Material Change Board of Review.

6 I'm off, I'm into something new
7 here. I have participated in four Material Change
8 Boards of Review; in one case CP actually withdrew
9 their material change and they couldn't explain
10 themselves clearly and they re-served the same
11 material change a couple of weeks later after they
12 figured out what they wanted, and my understanding
13 is, they still don't really know what they want,
14 but they know they want to change it.

15 Anyway, I don't get into the
16 finality of negotiations on material changes
17 usually, but I participated in four of them.

18 I have also advanced a number of
19 issues through the Executive Board. In April,
20 2011, I presented a motion to the Board that we
21 continue to develop and establish and expand our
22 training program. It was unanimously approved by
23 the Board. Unfortunately, that same year my
24 involvement on the training was ended and so I
25 understand that the training program is supposed

1 to be developed and expanded and I believe we have
2 several special reps working on that project.

3 In early 2011, as a result of an
4 addition to section 7 of our Bylaws, we found a
5 unionized computer programmer to develop our
6 online resource database. We worked together; he
7 developed the software, I completed the tables. A
8 working model was presented to the Executive Board
9 and we made a commitment to proceed.

10 NARF, the North American Railway
11 Foundation provided some funding for the project
12 as well as translation of some cases and the
13 interface so it could be a bilingual database for
14 Union Officers.

15 The target date for implementation
16 was the end of 2011. We had about 5,000 files
17 uploaded. But anyway, prior to implementation my
18 involvement ended. Presently the status of that
19 database is, it's on a server online. It's not
20 presently being used.

21 In late 2012, several General
22 Committees asked me to work on a similar project
23 for them when time permitted. And so that project
24 is up and running and we have about 6,500 cases
25 and it is expanding, we have research materials on

1 there now and there is a security system that
2 people can't bust in, you have to be an authorized
3 user.

4 We need to expand this. The
5 expansion is going to be collective bargaining,
6 pension, collective agreements, material change
7 records. I can go through the list, but believe
8 me, the future for our rail Union as a national
9 Union is, we need to get our stuff online in a
10 secure place. We need to have our Division
11 Presidents able to go to the meeting and put their
12 tablet down, log into the website, call up the
13 minutes, call up the material that has been sent
14 out from the National Office, have their meeting.

15 If there is one thing I have heard
16 from the members is, they don't want to sit around
17 for four or five hours watching their Presidents
18 and Local Chairmen go through binders of material.
19 They would rather pull their eyebrows out than sit
20 there for four or five hours arguing. We need to
21 be effective and efficient in our Division
22 meetings and we can do that, if we use online
23 materials.

24 I was assigned to investigate a
25 complaint by the membership last year. It

1 involved a division that had a dues increase.

2 This is a division that's been at
3 full war at CP, and their local chairs, their
4 division officers, has been fighting. I got to
5 give them credit. They have an amazing fighting
6 spirit, but it costs a lot of money. And they had
7 a pretty significant dues increase.

8 Some of the members didn't believe
9 that they were seeing the value, and there was a
10 complaint filed with Brother Beatty, so he
11 assigned me to go in and look at what was going
12 on.

13 And so I went and I got some
14 material from the division and I met with him. I
15 made about 12 recommendations, and those
16 recommendations all recognize that our division
17 officers need to support -- we need the training
18 and the support to do their jobs well.

19 And so those were tabled at the
20 Executive Board meeting earlier this year.

21 Those division officers are doing
22 the best they can. Division officers everywhere
23 are struggling because of the war that they're
24 having, whether it's CN or CP or Via, or if it's a
25 local manager of another railroad, and we just

1 absolutely have to give them the tools to do their
2 jobs. And that's giving them the confidence
3 through training, that's giving them the
4 confidence and the support to get the time booked
5 off to do their jobs.

6 And at the end of the day, that's
7 really the only thing that was needed to resolve
8 that problem at that division.

9 It wasn't -- it was the money,
10 maybe, but it was more that they didn't see --
11 they didn't see the value. And so at the end of
12 the day, there's a big division that had a huge
13 complaint that was well founded, with the best of
14 intending local officers, division officers.

15 And at the end of the day, once
16 they get all up and running and trained and they
17 have the support system -- the union leave was a
18 big issue. They couldn't book off to even do
19 their books. We're going to fix that problem.

20 So there's been two instances of
21 charges laid requiring the Executive Board to act
22 as a trial panel. In 2012, there was charges laid
23 that had to do with the time limits on a ballot.

24 After some communication with the
25 IBT, it was determined sufficient evidence existed

1 to have a trial. The panel found that mandatory
2 time limits had been exceeded and sustained the
3 charges.

4 Upon appeal to the IBT, the appeal
5 was successful. The issue was not affected by the
6 return date of the ballots, and they allowed the
7 appeal, restoring the ballot count results.

8 There was a second charge -- trial
9 that was scheduled, and it was in 2014. And the
10 Executive Board was presented with charges and
11 supportive evidence as it pertained to a General
12 Committee officer.

13 Following the IBT Constitution
14 process, the trial was scheduled for July but,
15 prior to the trial, the charges were withdrawn.
16 And subsequently, at the last Executive Board
17 meeting, I tabled a motion, which was passed
18 unanimously, for the Executive Board to exercise
19 their powers under Section 14, Clause 18 to open
20 an investigation into the fiduciary duties of that
21 particular General Committee.

22 Now, presently we're awaiting the
23 results of some audits and then that is going to
24 proceed.

25 And I want to make sure everybody

1 understands, because we're following our fiduciary
2 responsibility doesn't mean we're making
3 accusations against anybody. This is something
4 that just has to be done.

5 Brother Beatty talked about my
6 media involvement this last term. In three and a
7 half years, we've been in the media dozens of
8 times.

9 During the strike, we had superior
10 coverage and our media plans worked very well.
11 Feedback from the membership was positive, and we
12 had the ability to get our message out.

13 More recently, and Brother Beatty
14 talked about this a little bit, new management at
15 CP has now made public comments that were simply
16 unacceptable and we had to make a public response,
17 the public comments by the American CEO of CP, who
18 chose to make comments within the media about the
19 reinstatement of our members -- one of our
20 members.

21 The situation demanded attention,
22 so I got into the newspaper, participated in a
23 live interview on radio and distributed a press
24 release, and our response was proportionate to the
25 situation, and it absolutely had to be done.

1 The important point to remember
2 is, and Brother Beatty emphasized this, if
3 someone's going to take on one of our members,
4 he's going to take on all of us.

5 We must act publicly to defend our
6 members, and we cannot allow anyone to publicly
7 attack our members or our union without a direct
8 and immediate response.

9 Another example was the 2013
10 Business Magazine article where my comments about
11 the relationship between CP management and our
12 union revealed the truth. Certain levels of
13 management are very unhappy that we can get our
14 message out in the media, however, but it's
15 important that we are able to publicly represent
16 our membership in all aspects of the
17 representation.

18 Through this, we made some good
19 media contact and have a decent network of people
20 on radio, TV, newspaper locally and nationally.
21 And of course, we always have Brother Lacroix of
22 Teamsters Canada, who he's here today. If you
23 haven't met him, I urge you to take time to speak
24 with him for a few minutes -- and his effective
25 media skills. Media and effective communication

1 is a priority for me.

2 I'm going to skip through. I'm
3 getting long in the tooth. But I do have to -- I
4 do have to mention a charity fundraiser that I've
5 been involved in since we got into the Teamsters.
6 And Brother Roy Finley of 362 in Calgary, we were
7 sitting around talking about something one day and
8 we decided we were going get a fundraiser started.
9 And we've been in there eight years, and we've
10 raised about a quarter million dollars for
11 research for a particular charity.

12 I urge everybody to go back
13 home -- through the Teamster organization, it is
14 part of our responsibility. Get involved in your
15 community. Get involved in fundraisers, and let
16 them know your union.

17 Put the Teamsters logo out there.
18 This is important, that people recognize us in the
19 community. It's important.

20 And so please, everybody, when you
21 go back, if it's -- and if you're not up to it,
22 pass it on to the next person in your division.
23 But let's get something started out there.

24 I could talk for hours, and I'm
25 sorry. I've probably taken up way too much time,

1 and we're behind.

2 But I do have to make a couple of
3 comments in closing.

4 I want to congratulate Jim Flegel
5 on his retirement mid-term. I worked with Jim
6 just over 30 years. Anybody who's met him knows
7 how effective he's been.

8 I want to congratulate Rob Smith,
9 our National Legislative Director, on his
10 retirement. This is going to be his last meeting.

11 And Brother Dave Able on his
12 retirement. I congratulate him. This is his last
13 meeting.

14 Thank you very much.

15 --- Applause

16 PRESIDENT BEATTY: Thanks, Doug,
17 for the thorough report.

18 And now the National
19 Secretary-Treasurer, Harvey Makoski.

20 Harvey, all yours.

21 --- Applause

22 SECRETARY TREASURER MAKOSKI: This
23 is a lot shorter. I just spilled water on it, so
24 half of it I won't be able to read anyway.

25 Brothers and Sisters, honoured

1 guests, Executive Board members and Brother
2 President, bienvenue confrères and consoeurs.
3 See, I'm fully bilingual.

4 Welcome to the 2014 Teamster
5 Canada convention. Thank you for attending, and I
6 hope your travel and hotel arrangements have been
7 to your satisfaction. I'm looking forward to
8 meeting many of you that I don't know over the
9 next couple of days.

10 Thank you to the Marriott Hotel,
11 especially the service of the union members from
12 the hospitality and service, Local 261. They've
13 arranged for a special drink offer in the lobby
14 bar tonight. If you present your badge, they've
15 got an offer of a drink and appy.

16 As some of you know, I assumed the
17 position of the Secretary-Treasurer on a part-time
18 basis following the retirement of Brother Jim
19 Flegel in 2012.

20 It has been a real learning curve
21 for me, and an overwhelming amount of things to
22 learn about the finances and operation of the
23 National office.

24 I would like to thank Brother
25 Flegel for his patience during our transition and

1 his ongoing support when I needed it.

2 I must also thank the staff in the
3 office, Line Robillard, Shelley Moore, and the
4 latest addition to the office is Stephanie
5 Thivierge. They've always been there to assist,
6 do a great job of running the office on a daily
7 basis even when the officers aren't in the office.

8 I am very proud of the opportunity
9 to serve on the Executive Board over the last two
10 and a half years. The Executive Board has been
11 faced with many issues, as you heard, and we do
12 not always agree. And sometimes there's lively
13 debate in our Executive meetings, but as always,
14 we have worked towards the common goal of
15 providing the best representation to the members.

16 As part of my duties, I prepare a
17 budget for the Executive Board at the beginning of
18 the year.

19 Through the budget process, we are
20 able to plan expenditures throughout the year,
21 including things like training and education,
22 planning for this convention, plus the normal
23 operation, the costs associated with maintaining a
24 National office.

25 The budget this year for the

1 convention was one million, and I can report that
2 we're very close to being on that number, provided
3 on how much you guys eat at the buffet.

4 At this point, I would like to
5 thank Brother Mark Robb and his -- with the BRCF
6 as well as Philip Sullivan, with NARF, as they
7 have assisted in funding with many of our projects
8 within the TCRC.

9 NARF has provided the funding
10 initiative towards our audio-visual presentation,
11 and Mark from BRCF has sponsored a breakfast for
12 all the delegates this morning.

13 --- Applause

14 SECRETARY TREASURER MAKOSKI: With
15 about \$3 to \$4 million in revenue and about the
16 same amount in expenditures, the Executive Board
17 is constantly tracking the finances of the union.
18 At our quarterly meetings, I provide them with a
19 full and detailed report accounting for our income
20 in the way of union dues and our expenditures.

21 These are very well scrutinized in
22 detail by the trustees and the Executive Board.

23 Our income can change quarterly,
24 especially if we see periods of declining
25 membership. Since our last convention, we have

1 continued to be responsible with our members'
2 dues, keeping in mind we are responsible for
3 spending the members' money wisely and always
4 looking for ways to improve our operation and
5 balance our costs.

6 Later in the convention, we'll
7 look at some numbers.

8 I'm happy to report that we have
9 managed to maintain a positive balance going
10 forward, and our member count has averaged
11 approximately 9,500.

12 For the past year, we have worked
13 on the convention, and the past few weeks have
14 been extremely busy. The convention is a major
15 undertaking every four years and is funded by the
16 \$2 per member per month, which is kept in a
17 separate fund.

18 This year, the convention is
19 expected to cost just, as I said, around the \$1
20 million mark, which is comprised of delegate wages
21 and expenses, travel and actual convention costs.

22 This year at the convention, we
23 have arranged for a raffle draw to take place,
24 with all proceeds donated to the Red Cross
25 Lac-Mégantic relief fund. I would like to thank

1 our sponsors for their kind donations, Michael
2 from Kaley Rae, Simco, our promotional provider,
3 Deloitte & Touche, our auditor, CIBC, our banker,
4 Corporate Travel and the Marriott Hotel.

5 The raffle consists of a draw of 5
6 iPads, five Surface tablets and a \$500 travel
7 voucher from Corporate Travel, and the Marriott
8 Hotel has contributed a two-night weekend stay
9 right here in the Ottawa Marriott Hotel.

10 Tickets are available throughout
11 the convention and available today in the lobby
12 with my beautiful selling tickets. She wrote this
13 part.

14 My wife is selling tickets in the
15 lobby this afternoon. Following that, they'll be
16 available in the office.

17 Also, the union focuses on
18 suppliers for Canadian union-made items. We are
19 fortunate to have partnered with Simco, who is our
20 main supplier of promotional items, with those
21 principles in mind. He purchases and prepares our
22 logo on the items for us.

23 We have Dan Deloren from Simco
24 located in the lobby in front of the banquet room.
25 He has many items on hand at reasonable prices and

1 is happy to order other items from you that you
2 may be interested in for your divisions or your
3 general committees. Please feel free to see his
4 display.

5 In closing, in my opinion, success
6 of the organization is not measured by one person
7 alone. I have been fortunate to work with a great
8 Executive Board closely over the last couple of
9 years, and all of us bring something to the table
10 which is expected by our members.

11 I thank the Executive Board and
12 staff for their patience and guidance while I
13 transitioned and grew into the position of
14 Secretary-Treasurer. It has been my pleasure.

15 Ça m'a fait plaisir.

16 Thank you, and merci.

17 --- Applause

18 PRESIDENT BEATTY: Very good job.
19 Thanks, Harvey.

20 So our next speaker is Rob Smith,
21 but before I call him up, I just want that --
22 okay.

23 So as you heard earlier, Rob is
24 retiring after this, so this will more than likely
25 be his last in an official capacity speaking to

1 the convention. I'm sure we'll get him back as a
2 guest speaker, get you back from Hawaii or
3 wherever you are, or maybe we'll go down there.

4 So anyway, a warm welcome for Rob
5 Smith, National Legislative Director.

6 --- Applause

7 DELEGATE SMITH: Good afternoon,
8 Brothers and Sisters and distinguished members and
9 guests in the gallery.

10 In case any of you weren't paying
11 attention, I will not be seeking re-election.

12 At this time, I would like to take
13 you through a brief update report relative to
14 legislation on rail safety matters that we've been
15 dealing with over the last four years. I'm also
16 available for the remainder of the week to answer
17 any questions related to this report or any other
18 rail safety concerns.

19 Over the past four years, we have
20 seen several requests by the railways for
21 exemptions to operating rules and changes to
22 operations that have not enhanced safety in our
23 industry. We have, time and time again, opposed
24 these changes and have been successful in having
25 our comments and concerns heard by the regulator,

1 but not all cases considered, which has been an
2 uphill battle, to say the least.

3 These changes in operating rules
4 and self-regulation by the railways, in general,
5 have not been in the best interests of safe rail
6 operations.

7 However, the new amendments to the
8 Railway Safety Act and the recommendations coming
9 out of the TSB report on Lac-Mégantic tragedy will
10 mean more oversight by the regulator and will
11 demand more accountability with regards to rail
12 safety to the industry.

13 Right now, I would like to give
14 you a general overview of what's been happening on
15 the legislative front to this point. Please bear
16 in mind dealing with any type of legislation, it's
17 a very slow-moving train and many of these items
18 have been coming down the track for a long time.

19 The Advisory Council for Rail
20 Safety, ACRS, formed a working group to address
21 fatigue in the rail industry. Data was collected
22 by the TCRC relative to train line-up
23 inconsistencies -- thank you to the membership for
24 that -- and rest facility issues. Thank you for
25 that as well.

1 That was all forwarded to
2 Transport Canada and the railways in the spring of
3 2014.

4 There was also a fatigue survey
5 developed by the TCRC in consultation with
6 Transport Canada. The results of this survey were
7 posted on the web site, social media and social
8 media sites. We have 2,200 members participate in
9 this survey, which ran from May 23rd to June the
10 6th.

11 Another survey was posted on July
12 the 16th and closed on July 25th. This survey was
13 specific to the work rest rules that are in places
14 at this time.

15 Another working group meeting is
16 scheduled for December with all stakeholders to
17 try and reach a consensus.

18 At this time, it's good to see
19 that we've had some -- have some scheduling in
20 place. Kudos to Rollie Haplan and his negotiating
21 team. It's going to happen again with Doug and
22 Rex, yourself.

23 This legislation is going to be in
24 place, so the best bet is to stay ahead of the
25 curve. You know, scheduling is going to be there.

1 It's going to be legislated.

2 Another working group was mandated
3 to look at medium and high level technologies in
4 train control. A third party research group was
5 hired by Transport Canada to conduct field
6 research to determine factors that contribute to
7 misinterpretation of signal indications and
8 determine factors that contribute to causes
9 related to missed signals and exceeding
10 authorities.

11 Research was conducted in the
12 field involving train rides on Via Rail, GO
13 Transit with TCRC members. CN and CP refused to
14 participate in this project.

15 The next meeting of the working
16 group is scheduled for October the 8th, 2014.

17 Workplace health and safety
18 committees at CP have now been restructured. The
19 intent of this restructuring is to adopt a
20 cross-functional format, as is the case at CN, Via
21 Rail, Bombardier and most of the short line
22 operators.

23 We have concerns with respect to
24 proper representation on all properties and have
25 been working with Transport Canada regarding this

1 matter.

2 The senior policy committee at CP
3 has also moved to a cross-functional format. The
4 first meeting of this new committee took place on
5 the 29th of July.

6 The TCRC National Legislative
7 Board has entered into a partnership with the
8 University of Quebec in Montreal. This is the
9 same university that did the study on suicide and
10 counter-measures that is now on the TC web site.

11 Via Rail and in collaboration with
12 the Workers' Compensation Board of Quebec.

13 This project name is called
14 "Evaluation of railway incident management
15 protocols and support to employees".

16 Letters were sent out explaining
17 this research project to divisional legislative
18 reps and local chairs. This project started in
19 June 2014 and will conclude in 2016.

20 The intent is to evaluate the
21 effectiveness of the protocols already in place at
22 the railways with regard to critical incidents
23 that our members experience.

24 Now some Bills, not the kind of
25 bills that I get in my mailbox.

1 Bill C30, the grain bill, has gone
2 through a second reading and clause by clause at
3 committee. The Bill reached Royal Assent on May
4 the 29th. This Bill changes inter-switching
5 limits from 30 to 160 kilometres in the CTA Act,
6 meaning there could be poaching of grain trains
7 from the U.S.

8 Bill C525, the Harper government's
9 anti-labour Bill, is now in the Senate and went
10 through a second reading on June the 12th, 2014.

11 Bill C4, which contained
12 amendments to Part 2 of the Canada Labour Code, is
13 expected to come into force on October 31st, 2014.

14 Railway-roadway crossing
15 regulations are moving forward, and should read
16 Gazette 2 by the fall of 2014.

17 What I mean by Gazette, if some of
18 you don't know what that is, it's basically a
19 mechanism within Parliament. It'll -- something
20 will go through consultation, it'll go to Gazette
21 1. There will be another consultation period.
22 Once it hits Gazette 2, it either comes into force
23 or there will be a short period after that.

24 So I'm going to mention Gazette a
25 couple of times here.

1 The onboard train regs were
2 pre-published in Gazette 1 on April 12th of this
3 year. This regulation is expected to come into
4 force in 2014 or early 2015.

5 New railway operating certificate
6 regulations are expected to go to Gazette 2 in
7 October of this year.

8 Amendments to the transportation
9 information regulations have gone through
10 consultation in Gazette 1 and are expected to hit
11 Gazette 2 early 2015.

12 Railway safety administration
13 monetary penalties. Regulations went to Gazette 1
14 May 17th. There was a 30-day comment period
15 closing June the 16th. Gazette Part 2 is expected
16 in September, and coming into force, like I
17 mentioned earlier, is -- will be April 2015.

18 Issues surrounding DP deadheading
19 of CP is ongoing. We have requested a further
20 risk assessment regarding this operational change
21 at CP.

22 This risk assessment was conducted
23 on July the 17th. This was discussed at the CP
24 Senior Health and Safety Policy meeting on the
25 29th of July.

1 Further testing is being conducted
2 at this time. The results will be discussed at
3 the next CP Senior Policy meeting, and that's on
4 October the 15th.

5 The RAC, or Railway Association of
6 Canada, on behalf of the railways, will be filing
7 for proposed changes to the freight and passenger
8 train rules -- sorry, proposed changes to the
9 railway freight passenger train brake inspection
10 and safety rules, specifically 13.1.

11 The purpose of the change to 13.1
12 is to remove requirements of a train crew to
13 perform a continuity test under certain
14 conditions. Comments, concerns with regard to
15 this change were filed on August the 27th, and we
16 obviously opposed.

17 Proposed changes to the railway
18 freight car inspection and safety rules relative
19 to safety inspection information on freight cars
20 entering Canada or being received at interchange
21 from another railway are being filed by the RAC as
22 well. Comments and concerns regarding this change
23 must be submitted by September the 29th.

24 New Railway Safety Management
25 System Regulations were published in Gazette I on

1 Saturday, July the 5th. A 90-day consultation
2 period. The close is October the 3rd. Now, the
3 proposed regulations would replace the 2001
4 Railway Safety Management System Regulations or
5 SMS.

6 New rules went respecting key
7 trains and key routes have been drafted by the
8 RAC. This is now in the consultation period.
9 Respective comments and concerns must be submitted
10 on or before October the 16th, 2014.

11 Proposed changes to 16.2 of the
12 Locomotive Inspection Safety Rules that would
13 allow transfer movements to operate without ditch
14 lights in the direction of travel are in the
15 consultation period as well. The RAC had
16 previously withdrawn this proposed change last
17 year. Comments regarding this change and changes
18 to crashworthiness standards for locomotives, new
19 and rebuilt, must be submitted by October the
20 20th.

21 The RAC has also re-filed draft
22 changes to the CROR. It's an extensive package
23 and comments are to be provided on these changes
24 no later than November 14th, 2014.

25 So that concludes my legislative

1 report and I would just like to take this
2 opportunity to thank all of you for all your hard
3 work over the last four years and all the best in
4 the future. Thank you.

5 --- Applause

6 PRESIDENT BEATTY: So we're moving
7 along quite rapidly here. We're going to have a
8 break. And not only that, but obviously after the
9 break one of our guest speakers is not going to be
10 here, so you're going to have maybe a longer time.

11 But before I let you go, I'm just
12 going to make some further comments. I thought I
13 was taking up too much time at the beginning. So
14 just two points to let you know.

15 Harvey is going to come back on
16 the financial status of the union later, but just
17 to give you a rough idea of where we are at the
18 end of July in the General Fund. What I'm talking
19 about is the money that's there for us to use in
20 projects and negotiations, et cetera. It's
21 sitting at about \$2.5 million to the good. That's
22 what's sitting there. We have roughly \$1.7
23 million in reserve. So those are the investments
24 that we have.

25 Harvey talked about it when it

1 came to the paying of the Convention of the
2 Executive Board. We are almost going to be right
3 on the dollar. In other words, we already have
4 the money put aside for this Convention, so that
5 is not going to touch those funds.

6 And we have \$500,000 sitting in
7 the Education Fund, which is not counting the
8 money that I just said. That is the extra money.
9 The Education Program is alive and doing well.
10 Most of you may know the trainers. I think they
11 are here. Ray Donegan is here, Paul Boucher, and
12 I hope I don't mess this up, Dennis Psychogios.
13 Did I get it right, Dennis?

14 DELEGATE PSICHOGIOS: Close.
15 Close.

16 PRESIDENT BEATTY: Close?

17 DELEGATE PSICHOGIOS: Close.

18 PRESIDENT BEATTY: Close, okay.

19 So they are here and I think there
20 is another training going on, another session at
21 the end of October. We are coming online with the
22 Secretary Treasurer's training and the President's
23 training.

24 One of the changes that we did in
25 the Education Program is rather than getting local

1 Chairs from all different committees, we tried to
2 deal with the General Committee specific because
3 that way you can deal with issues that relate to
4 the collective agreement, that particular
5 collective agreement.

6 So we are very sound when it comes
7 to the financial status of the union, but again,
8 Harvey will go through some numbers when he gives
9 his financial report.

10 So before I let you go I'm just
11 going to maybe talk a little bit about CROA, if
12 that's all right. It's not on the agenda, but you
13 should be aware of what's happening with the
14 Canadian Railway Office of Arbitration.

15 So in years gone by when -- I
16 don't want to say we got along with the railroads
17 but things were better -- we entered into an
18 agreement culminating in many parties being part
19 of the Canadian Railway Office of Arbitration, it
20 was back in the eighties, and that was the
21 expedited process that's in most of the collective
22 agreements and all parties signed this CROA
23 agreement.

24 The interesting thing about the
25 CROA agreement is that it had certain timeframes

1 in it and the timeframes that are relevant here is
2 that every year the arbitrators' contract is up to
3 be renewed and every year there is a line in there
4 that if somebody wants to get out of CROA, one of
5 the parties, they can get out of the Canadian
6 Railway Office of Arbitration. But things have
7 been working for decades.

8 The problem, if you look at it
9 this way, is that the collective agreements are
10 not year-to-year collective agreements. In other
11 words, you could have a collective agreement that
12 is for four years and yet if you don't get an
13 arbitrator in the first year, what do you do for
14 the next three years of your collective agreement?
15 Just think about that, those dynamics.

16 So the way the arbitration
17 works -- and this is debatable, but the way the
18 railways are looking at it, the arbitrators'
19 contract is up at the end of July and so at the
20 end of July he is done by default, all right. So
21 what that means is that you have to renew his
22 contract. If you don't renew his contract, then
23 obviously you don't have him as an arbitrator.

24 So Michel Picher, for those who
25 don't know him, he is one of the most respected

1 arbitrators in the country. There is an award
2 given out called the Bora Laskin Award for the top
3 arbitrator. Michel Picher won the Bora Laskin
4 Award, I think, what, two years ago, Mike? Two
5 years ago. He does NHL hockey. I'm not sure if
6 he does baseball. Does he do baseball? Very
7 respected. If you type in Michel Picher on the
8 Internet you see all the writings and all his
9 awards. He's well respected in the country.

10 It doesn't mean that as a union
11 that we like all his decisions, we might not even
12 want him as an arbitrator, there are debates about
13 that, but there is an issue about fair play. And
14 the way it works is in March we sit on a CROA
15 committee -- Paul Boucher sits on the committee
16 for us -- and in March you decide then if you are
17 going to renew the contract at the end of July.
18 The reason you do it in March is because if you
19 are not going to renew the contract, right, you
20 have to find another arbitrator to take the place.

21 So in March when they sat down to
22 renew the contracts of the arbitrator -- and the
23 two arbitrators were Michel Picher and Ms
24 Schmidt -- so everybody, and I stand here in front
25 of you and say that we had a contract to renew

1 Michel Picher's contract. Come July, CP stands up
2 and says: "We are not renewing his contract. We
3 are not going to renew Michel Picher's contract."

4 So the issue there at that time
5 for the TCRC wasn't whether Michel Picher was an
6 arbitrator that we wanted on his merits, it was
7 simply an issue of wanting a contract that they
8 signed. Just think of yourselves and your
9 collective agreement on CP or CN or the RTC about
10 if they start violating your agreements, and of
11 course you see that happening almost every day.

12 So here is a situation where an
13 arbitrator agreed to renew his contract, that's
14 what happened, and he is all set to go. Come
15 July, CP stands up and says: "We are not renewing
16 it."

17 We have a problem. First off, we
18 can't get an arbitrator right away. The next
19 sitting is in September. You can't get an
20 arbitrator. We have many, many cases. We have
21 dismissals. For CN there was a big case, the
22 Cusaw(ph) case, it was the writing of the rules
23 case, which, interesting, is even CN had cases,
24 Canadian National had cases where they were
25 bringing the union to arbitration, okay.

1 So anyway, CP puts this out that
2 we are not going to renew the arbitrator's
3 contract. So the TCRC immediately, through our
4 law firm in Toronto, Michael Church, Denis
5 Ellickson and the group, we filed a complaint to
6 the Board. Our complaint to the Board was that
7 they were interfering with the representation of
8 you people, right. I mean if there is no
9 arbitration, how do you solve your grievances?

10 The Canada Labour Code is very
11 specific on this. It says every collective
12 agreement must have a provision on how to solve
13 disputes. So our way of doing that was through
14 CROA, but we have no arbitrator. So we filed a
15 complaint. We filed a massive complaint and said
16 this is what's going on.

17 Things started to happen at that
18 point along the lines that all the other unions
19 filed interveners, meaning that they come in behind
20 us and said we support the position of the TCRC.
21 Bill Brehl's group, the TCRC-MWED, all the unions
22 supported that.

23 Not surprisingly, CN comes in and
24 supports CP, their position. VIA Rail, they are
25 not a signatory to the agreement, but they are not

1 happy because now they can't go to arbitration.

2 So we filed the complaint and on
3 top of filing the complaint we filed what was
4 called an emergency application, a section 19
5 application. And a section 19 essentially says,
6 Board, you have to do something now because there
7 is going to be irreparable harm. You have to do
8 something now because if these cases don't go
9 ahead in September they are just going to run into
10 October and things are going to get really messy.

11 So we filed that. Things are
12 marching along, we are looking for the Board to do
13 something. The next thing you know there is
14 another application from CP and what they are
15 saying now is Board, you don't have the
16 jurisdiction to hear this case. Under the Code
17 what they are arguing is that this has to be
18 referred to the Minister, the Board has no
19 jurisdiction.

20 So that threw everything out of
21 whack because now we are not going to get into
22 September. We are not going to get into September
23 because the Board then asked the parties, give us
24 your submissions on the argument of jurisdiction,
25 who has jurisdiction of this particular case.

1 Okay?

2 So right now the problem is we
3 went to the railroads -- the TCRC, the other
4 unions went to CP, we went to CN. We said:
5 "Listen, we have this fight going on in front of
6 the Board, that will happen, but why don't we
7 agree to get Michel Picher and Ms Schmidt and
8 let's just do the cases under the CROA rules." In
9 other words, it's not CROA, but -- and our counsel
10 got a hold of Mr. Picher and he said: "Yes, I
11 will do them without prejudice." Like he will do
12 them outside, using the same rules.

13 And what's interesting is of
14 course CP says: "No, we don't want it." What's
15 even more interesting, Canadian National said no,
16 which was surprising because half the slots on the
17 docket were them bringing the union and they
18 wouldn't have Michel Picher.

19 So at this point where it stands
20 is that the railroads are trying to force the TCRC
21 to give them names of new arbitrators. By the
22 way, we gave them names of additional arbitrators,
23 et cetera, but as soon as you say here is another
24 arbitrator, we will agree to this arbitrator, you
25 might as well throw your complaints in front of

1 the Board in the garbage, right, because you have
2 agreed to a replacement. So we are sticking by
3 our guns and we are saying a contract is a
4 contract, that's what has to be honoured and the
5 Board has to rule on that.

6 So as it stands now, until that is
7 solved, we technically don't have an arbitrator,
8 except for this. Christine Schmidt, the second
9 arbitrator, will do all the cases in October, if
10 I'm not mistaken, Mike. So she will do the --
11 cover off October. September was a loss, just
12 simply the timeframes. So October those cases
13 were going ahead. I think if I'm not mistaken
14 when I saw the docket they were all dismissals, if
15 I'm not mistaken. They are all dismissals that
16 are going. And then we end up getting into
17 November.

18 I was asking Mike through lunch if
19 we heard anything back from the Board to report.
20 We haven't heard anything. I expect that we will
21 hear back relatively soon, but this issue of
22 jurisdiction is a problem. I'm not going to put
23 our parliamentarian on the spot to answer any of
24 these things.

25 So that's where CROA is right now.

1 It is maybe fortuitous that it has happened at
2 this time and I say that for this reason. We are
3 in collective bargaining for VIA and CN and CP for
4 certain groups and so I'm sure that's going to be
5 a topic of discussion in those areas. So that's
6 what has taken place. We will keep you informed
7 of course how it unfolds.

8 One of the things that I would say
9 is we are not used to what normal arbitration is.
10 When I say "normal", this is called expedited.
11 That's where you go in with written briefs, you
12 argue off the briefs, the arbitrator makes a
13 decision, you get many cases done. But if you
14 have to go with the "normal" arbitration, what you
15 do is you apply to the Minister. You apply to the
16 Minister of Labour to get them to appoint an
17 arbitrator. Once that arbitrator is appointed you
18 pay them their full salary. A dismissal could
19 take years to do if you ever follow that process
20 because you adduce evidence by calling witnesses
21 to the stand. It takes many, many days, and
22 arbitrators, their days are all spread out.

23 My point is simply saying if we
24 end up going that way and don't solve this
25 problem, if you think you can't get grievances

1 solved now, wait. And all it is, is a form of
2 union busting, because the membership, there is a
3 high degree of apathy and discontent, what is our
4 union doing for us. But as you can see, this is
5 what's happening with the railroads. This is the
6 attack that is coming at us and we have to be very
7 vigilant about that.

8 So with that sombre note, we are
9 going to have our break now.

10 Just before you get up, Phil
11 Benson was maybe going to say a few words after.
12 I don't see him here. So the next speaker is not
13 until 1600, so it's a long break. I know you
14 don't like that, but -- so what do you say we come
15 back here at -- let's say we try to get everybody
16 here at 1540. Okay?

17 Yes? Sorry.

18 UNIDENTIFIED SPEAKER: Phil might
19 be here --

20 PRESIDENT BEATTY: Yeah. Well,
21 the reason I'm saying 1540, if Phil comes, maybe
22 we can get him five or 10 minutes. If not, then
23 we will wait for the Honourable Thomas Mulcair to
24 come at 1600.

25 So let's make it 1540 everybody.

1 We are in recess.

2 --- Upon recessing at 1452

3 --- Upon resuming at 1541

4 PRESIDENT BEATTY: Can we get
5 everybody in, please. All set to go?

6 So just a couple of things before
7 we start.

8 I neglected to mention Guy Quesnel
9 is one of the trainers in the Education Program
10 and I was so concentrating on Denis' last name
11 that I neglected that. So, Guy, I apologize for
12 that.

13 Just a couple of other things.

14 You will notice on the screens
15 when you are voting you will see how many
16 delegates and then you will see a larger number
17 beside it, 180, whatever it is, okay. All that
18 is, is that they didn't just bring enough of the
19 cards just for the Convention, they need to have
20 backups, they need to have extras in case some of
21 them fail. So they are not handed out to anybody.
22 All they are showing is the amount of delegates.
23 So in the morning when we get the count I will go
24 through it one more time.

25 By the way, if you are not shown

1 when you do the vote, you lose that day's pay,
2 just to let you know. I do not joke on that.

3 Harvey also asked me about
4 questions for candidates. So the nominations are
5 going to be tomorrow morning, but at candidates'
6 night there are going to be opportunities for
7 questions from the delegates and members. Just to
8 let you know, Rob Smith is going to be the
9 moderator and Daniel Joannette is going to be with
10 him to assist him for any questions that need to
11 be translated or come in French. So those who
12 were asking about asking questions, you will get
13 the opportunity tomorrow night.

14 So I did talk to Lisa Raitt's
15 office and there were things going on at the House
16 and so she couldn't get away. And then at the
17 last minute she wanted to come down and speak to
18 myself and the Executive Board in the back, but
19 things were happening and it's just not going to
20 take place. So we are going to get an opportunity
21 later on, I don't know when, to talk to the
22 Honourable Lisa Raitt.

23 The Honourable Thomas Mulcair is
24 going to be here at 1600, but before that I had a
25 speaker on the list that unfortunately wasn't sure

1 what the plans are on a personal nature, and that
2 is Phil Benson, our Lobbyist from Teamsters
3 Canada. Phil is here and he is going to come up
4 and entertain us for a few minutes until Mr.
5 Mulcair gets here. So a warm welcome for Phil
6 Benson, please.

7 --- Applause

8 BROTHER BENSON: Well, unplanned
9 with no notes. How are you doing, Brothers and
10 Sisters and friends up in the gallery? Just a few
11 minutes.

12 I just want to start by saying how
13 much I enjoy working with the Teamsters Canada
14 Rail Conference. We have had tough fights, some
15 good fights, some wins, some -- I won't say
16 losses, but at least some deflections.

17 But from top to bottom when I'm
18 with the representatives of the Teamsters Canada
19 Rail Conference there is a level of
20 professionalism that just exudes from almost --
21 from almost everybody I have met, a real concern
22 about rail safety, a real concern about members,
23 respect and love for our union and I think that is
24 a testimony to the organization, the history.
25 When I hear it's 150 years old I do remind

1 politicians that Teamsters have been around longer
2 than Confederation and we will outlive this
3 government just like we did other ones, so it will
4 be all okay.

5 The last three years -- I think I
6 spoke last time -- it has really been rail safety,
7 rail safety, rail safety. It is taking up more
8 and more of my time. And I think we had some good
9 shots with it. You have to remember that as
10 Teamsters Canada I don't make things up, I try to
11 follow the directions of your leadership, your
12 various representatives.

13 I am going to miss Rob here. He
14 has been an absolutely fantastic partner, friend,
15 colleague, sitting in the bushes together, doing
16 all sorts of good work, and just I hope you enjoy
17 your retirement, but I am going to miss you, my
18 friend.

19 After Lac-Mégantic, of course, the
20 world really changed for rail safety. And it's
21 not that it didn't change before that, but it
22 changed how not just the public, but how, most
23 importantly, the politicians and bureaucrats look
24 at it, because the public might not want a
25 pipeline somewhere, but it's going to get built if

1 they really want to do it.

2 When it comes to rail safety after
3 Lac-Mégantic, which was the rails 9/11. Now, I
4 did 9/11 for Teamsters after 9/11 and that was
5 five years of almost nonstop meetings, reviews,
6 all sorts of fun things, and in fact we just sort
7 of wrapped up some final things from 9/11 just
8 over a year ago and there is still some more to
9 come.

10 So when we are looking after
11 Lac-Mégantic my prediction is that whoever will be
12 replacing Rob and your Executive, whoever is
13 elected, we are going to be spending a lot of time
14 talking about rail safety over the next year, two
15 years, four years, five years, and though I do
16 qualify for retirement I think I will stick around
17 for that legislative agenda because I want to
18 finish it.

19 On the rail safety side, going
20 back to prior leadership in your conference, we
21 still have a legislative agenda. And politics on
22 the Hill and Bills on the Hill have cycles, every
23 five, six, seven -- it's supposed to be every
24 five, but every five, six, seven years they have
25 to review Bills and we had an opportunity with the

1 Rail Safety Act to really make an impact, to make
2 changes to what was a severely flawed Bill. How
3 do I know it was a flawed Bill? Because people
4 that work in Transport and Air were telling me how
5 bad it was and how much had to get fixed, as they
6 were introducing the air world.

7 One of the nice things about
8 Teamsters is because we sit on every single table,
9 not just in transportation elsewhere, there is
10 actually synergy and linkage that comes between
11 them all. Work/rest rules for truckers, help for
12 pilots will help for the rail industry.

13 So under the Rail Safety Act we
14 had a goal, we wanted to of course make a good
15 Bill, but even before that there was House of
16 Common hearings and we were there. Rail
17 Conference, Locomotive Engineers, Maintenance of
18 Way, were there. We made our points, they were
19 accepted.

20 Then there was a review by -- I
21 forget his name because he's not important, he's
22 just -- he is important but I mean from a big
23 picture it's not. He made a review and he made
24 all sorts of recommendations. Then we got to the
25 Act.

1 In the Act, I will tell you in the
2 Act we got almost everything we wanted or we could
3 achieve. There is only one amendment that was not
4 accepted. So even though the Bill was heavily
5 influenced thanks to the intervention of your
6 leadership and Brother Brehl over at Maintenance
7 of Way and for ourselves, we were still successful
8 in getting seven amendments before the House
9 Committee.

10 The best line I had from that day
11 was actually from a friend who works for the NDP,
12 is Mr. Bevington. The key players there were
13 Brian Jean, who is now retired, a Conservative; we
14 had Mr. Bevington, NDP from Yellowknife; and we
15 had Sukh Dhaliwal -- hopefully he will run
16 again -- who was defeated, a Liberal.

17 And the company, the RAC was at
18 the final meeting of the House Committee when they
19 were ramming all the amendments through. The
20 bells were ringing and they had to go back to the
21 House but they made sure they got the amendments
22 through, very important that that happened. And
23 the companies walked out saying: "God damn union
24 got everything and we got nothing." That's a good
25 day on the Hill.

1 The most important part of there
2 is going to be the Rail Safety Act -- it will be
3 the fatigue management. I'm not going to get into
4 the whole fatigue management. It will look a lot
5 better than the ones you have now.

6 If you want a glimpse, we finished
7 off the pilots' fatigue management hours of
8 service about 18 months ago and some of the
9 companies were screaming and yelling and whining
10 and whimpering about it. Just I believe Saturday
11 Minister Raitt signed off on it last week and they
12 were I thing posted as a proposal in the Gazette
13 I. Rob has a copy of them and I think you would
14 agree they look a lot more like -- pilots look a
15 lot more like locomotive engineers than truck
16 drivers do, so that's a real synergy.

17 Two things about that.

18 First, which you can't get from
19 collective agreement you might be able to get
20 through lobbying, through political action.

21 The second is we have a Minister
22 who gets fatigue management, because when she did
23 the pilots she ignored the two groups who were
24 screaming blue bloody murder and went by the
25 science. In the Aviation Act it does not mention

1 what is in the Rail Safety Act. The Rail Safety
2 Act says you shall have a safety management
3 system, fatigue management based upon science. A
4 huge difference, because with science, the
5 operational experience, we have always done it
6 that way. That doesn't count really for nothing.
7 Well, from our experience people can work 20 hours
8 a day and it's okay. Nah, it doesn't fly. We are
9 going to have fun -- at least I will have fun. I
10 have done pilots and road and I will assist them
11 on rail to see what we can get there.

12 Back-to-work legislation, what a
13 pile of crap. It's one of the most frustrating
14 things and, quite bluntly, physically exhausting
15 things that I do. And that's kind of funny,
16 because I remember I was in a meeting and I was
17 telling everybody that actually I was tested at
18 the Sleep Clinic here in Ottawa and I sleep four
19 hours a day. Someone said: "You better watch
20 out, they will want to hire you as a locomotive
21 engineer." But you can't do it every day unless
22 you are special -- not special, but different.
23 I'm different. Just on a curve, that's where I
24 am. I could do it every day, but people can't do
25 it.

1 So when you go to the issue of
2 back-to-work legislation you are always arguing
3 about fatigue. That's why fatigue was a major
4 thing in the Rail Safety Act. We would like to
5 eliminate that so you can actually bargain without
6 having to really -- yes, you will have rules, but
7 you won't have to spend all your time worrying
8 about that.

9 On the back-to-work slog, I can
10 tell you there are a couple of things.

11 First of all, no matter how
12 painful it is to be sent back, we were treated
13 well, better than other unions who were ordered
14 back. We got a fair arbitration process. Michael
15 Church did a great job, and I think it was Michael
16 who did that for the back-to-work on the
17 arbitration work. Fantastic. Whether you liked
18 the result or not it was better being told exactly
19 what it was going to look like going in.

20 The second point, when we started
21 10 or 12 years ago with this stuff, you guys were
22 greedy, we had union bosses, we had people who
23 just didn't understand why farmers and things had
24 to move and the economy and blah, blah, blah,
25 blah, blah, whatever it was. The first thing I

1 did, I don't give a damn, but you are going to
2 respect the Teamsters and you are going to respect
3 the members and I am a member of the Teamsters
4 too, you are going to respect us. And I got duct
5 tape out and shut them up. You don't hear them
6 talking about that about the Teamsters. They talk
7 about other unions that way, but they don't talk
8 about us.

9 The second thing was to stop the
10 Ministers, anybody in the government, talking
11 about back-to-work legislation until they actually
12 do it. So finally with Kellie Leitch this last
13 time, that's what she did with the conductors. I
14 think with Rolly's group, it was the conductors.
15 Why is that important? Because the companies kind
16 of know that there is going to be back-to-work
17 legislation, but when is it going to come in? All
18 I'm trying to do is buy time for your negotiating
19 teams to get every last minute that they possibly
20 can to actually negotiate a deal. You guys are
21 really good at negotiating deals, you should have
22 the time to do it and the respect to do it.
23 That's a plus. That's more than a lot of other
24 unions get, but that's okay, it's not enough.

25 I have been talking to the

1 opposition parties, basically telling them why
2 they are just going to have to let a strike happen
3 one day. Let it go, seven days, 14 days. The
4 world is not going to end. As long as the
5 companies know that you are going to order back to
6 work, it changes the dynamics and the bargaining
7 and the only way to change that is to let people
8 go on strike. And I will tell you why they really
9 have to.

10 First, for Michael's -- there is a
11 Justice opinion out there that says that you are
12 not supposed to do it. Secondly, if you look at
13 what happened with the teachers in British
14 Columbia, they weren't ordered back to work,
15 because they tried that, they tried putting
16 collective bargaining and how many cases have they
17 lost, Michael -- he's looking at me -- in B.C.
18 with the teachers now? Case after case after
19 case, handcuffed. Those laws kind of apply here,
20 too. We are going to keep working on that.

21 At the end of the day, as I say, I
22 don't make things up, it's up to you in these
23 meetings and your productive boards, all the
24 boards that you have, to think about what has to
25 change, what the problems are. You have to go

1 through your leadership to get at me to find
2 solutions. Sometimes the answer is, "No, I can't
3 do it" or "It's not time."

4 We have clauses in the Act, we can
5 open up the Act, we can do all sorts of things.
6 If I don't know, if the Minister asks me, "How's
7 things in rail?" and I go, "Everything must be
8 fine, nobody has told me anything," I can't do
9 anything.

10 So it's not just the people here,
11 it's not just Rob, it's a team effort. The
12 Teamsters, it's not just me, it's Ken Deptuck,
13 Brother Deptuck is out there, we have Stéphane
14 Lacoste, our General Counsel, Stéphane Lacroix,
15 our Communications Director, François, our
16 Assistant to the President, we have a team of
17 people and it's not just us, it's all of us
18 together.

19 So I hope next time we get
20 together in three years' time we will have moved
21 the goalposts forward. I hope that we will have
22 some more victories. I hope that perhaps when we
23 have a change in government perhaps they will
24 actually force the companies to not rely upon that
25 back-to-work legislation the minute you open your

1 mouths on a strike.

2 Any time we move it forward it's a
3 victory. I can't do it without your team, without
4 the team of Teamsters Canada, without the team
5 here, without all of you, because that's where the
6 ideas come from.

7 Just the last thing, I want to
8 thank you very much for inviting me out to your
9 conferences. I can't make them all the time. I
10 will tell you they are so important to me, because
11 that is where I have learned more about -- not
12 just about rail, but I am actually using what you
13 are giving me when I'm lobbying. Because it
14 doesn't do me any good to be a talking -- just a
15 mouthpiece up here. I have to tell your story and
16 the only way I know your story is when you tell it
17 to me. So when you do share it with me, I value
18 it, I use it, it's really important. Have a great
19 conference and thank you very much.

20 --- Applause

21 PRESIDENT BEATTY: So I'm just
22 going to step off the stage for about 10 seconds
23 and go back into the Green Room and see if our
24 next guest is ready to go. So just bear with me,
25 please.

1 --- Pause

2 PRESIDENT BEATTY: So, Brothers
3 and Sisters, ladies and gentlemen, guest, it's my
4 honour and privilege and that of my Executive
5 Board to introduce you to our next guest, the
6 Honourable Thomas Mulcair, the leader of the NDP
7 Party of Canada.

8 --- Applause

9 HON. THOMAS MULCAIR: Well,
10 thanks, Rex. Merci beaucoup. It's always the
11 greeting that I love the most, is being greeted as
12 Brother, but the other thing is I actually come
13 from a family of 10 kids, so in my case that has
14 always come pretty naturally.

15 Rex, I want to thank you for your
16 friendship and your partnership with the New
17 Democratic Party. Together, as you know, New
18 Democrats and Teamsters have led the fight to
19 strengthen and protect our collective bargaining
20 rights.

21 All we have to do is look at what
22 happened this week with Bill 377 when the
23 Conservatives are trying once again to shut down
24 your union's ability to do its job. And, you
25 know, the interesting thing is, these are the same

1 Conservatives who love to rail against red tape.

2 Vous les entendez, les
3 Conservateurs, ils haïssent ça, la paperasse, et
4 pourtant, le projet de loi 377 va faire juste ça,
5 créer de la paperasse.

6 It will also create an uneven
7 bargaining relationship because only unions will
8 have to provide that information. Interestingly
9 enough, they don't find it important to ask the
10 same thing of corporations. So we understand that
11 today our work is more important than ever.

12 Je tiens à vous remercier pour le
13 travail que vous accomplissez et pour votre
14 défense inébranlable des droits et des intérêts
15 des travailleurs. Je souhaite également vous
16 remercier pour votre invitation d'être ici avec
17 vous aujourd'hui.

18 Au cours de la dernière année, la
19 sécurité des transports a été au coeur des
20 préoccupations comme elle ne l'a jamais été depuis
21 40 ans, au moment du débat sur les ceintures de
22 sécurité automobile.

23 So you have to go back 40 years to
24 the time of the debate on seatbelts to see safety
25 issues in transportation that are that important

1 in Canada.

2 I want to thank and congratulate
3 my friend and colleague, Hoang Mai, who is the
4 Member of Parliament for Brossard-La Prairie, who
5 has been doing an incredible job and shown a great
6 deal of leadership on these files.

7 Le 6 juillet, il y a un peu plus
8 d'un an, à 01 h 15 du matin, en plein milieu d'une
9 nuit, les gens sont en train de prendre une bière,
10 c'est l'été, c'est les vacances, ils sont attablés
11 à un bar dans une petite municipalité tranquille
12 et jolie du nom de Lac-Mégantic. Un train
13 transportant un mélange fortement volatile de
14 pétrole et de gaz explosif a déraillé, explosé et
15 tué 47 personnes. Pour vous donner une idée, il y
16 a certains corps qui n'ont jamais été retrouvés.
17 Ils ont été vaporisés. Et pourtant, seulement un
18 an après la tragédie du Lac-Mégantic, nous devons
19 déjà nous battre pour que cette nuit tragique ne
20 soit pas oubliée.

21 Within days of the Lac-Mégantic
22 disaster last summer New Democrats called for
23 immediate action. We demanded a ban on one-person
24 crews for trains carrying dangerous materials. We
25 demanded DOT-111 railcars be phased out for

1 carrying oil and other explosive goods.

2 Conservatives attacked us for
3 calling on them to act. Think about that for a
4 second. They attacked us for not waiting for
5 Transport Canada and the Transportation Safety
6 Board, but the truth is the TSB ultimately
7 recommended every one of the safety changes the
8 NDP had been asking for.

9 I don't know if you remember this
10 part, but in order to quell public demand,
11 Minister Raitt made an announcement in the summer
12 of 2013, and quietly, when nobody was watching
13 over the Christmas holidays, she took back the new
14 safety rules she had put in.

15 Well, you know what, we knew
16 before Lac-Mégantic that these changes were
17 necessary. Others like you had been calling on
18 them for years, but it's not until Lac-Mégantic
19 happened that people in Canada as a whole started
20 to care.

21 Here in Ottawa we face a
22 government that has abdicated the most fundamental
23 responsibility of government to protect the
24 public. And it's not just transportation safety
25 and it's not just rail. Remember listeriosis, an

1 outbreak that killed 23 people? Remember the XL
2 beef recall, the largest meat recall in Canadian
3 history.

4 That classic case of Conservative
5 incompetence not only had millions of parents
6 worried about the food they were putting on their
7 family's table, it also threatened the livelihoods
8 of thousands of farm families across the West. So
9 instead of firing his Agriculture Minister, who
10 had actually made jokes as 23 Canadians died from
11 listeriosis -- I don't know if you remember, he
12 said, "Oh, it's death by 1,000 coldcuts." Real
13 clever. Stephen Harper kept that guy there
14 instead of firing him.

15 Conservatives have cut, just in
16 the area of food safety, \$47 million, but they
17 also cut \$50 million in airline safety and they
18 have closed three Search and Rescue centres across
19 the country. It's as if Conservatives have been
20 trying to make us less safe.

21 Then again, this is the same
22 government that can't deliver grain to market,
23 can't deliver a fighter to our military, hell,
24 they can't even deliver the bloody mail. So you
25 can't exactly rule out simple incompetence.

1 Bien que tous ces problèmes se
2 soient aggravés sous les Conservateurs, ces
3 problèmes datent de bien avant. Déversements,
4 rappel de viandes, déraillement de trains : les
5 collectivités et les individus sont exposés à des
6 risques mortels.

7 C'est ça l'aboutissement de 40 ans
8 d'efforts des Conservateurs depuis l'époque de
9 Ronald Reagan aux États-Unis et de Margaret
10 Thatcher en Angleterre : le démantèlement de la
11 réglementation de la sécurité en milieu du travail
12 ainsi que des protections environnementales. Le
13 gouvernement n'assume plus la plus fondamentale de
14 ses responsabilités : protéger le public.

15 Il a fallu que le NPD et les
16 travailleurs luttent pour mettre en place une loi
17 pour tenir criminellement responsable les
18 entreprises qui créent des conditions de travail
19 dangereuses. Cela a pris plus d'une décennie
20 après la tragédie de la mine Westray. Or, depuis,
21 aucune entreprise n'a jamais été formellement
22 accusée. Il est grand temps de mettre fin au
23 carnage.

24 Remember, it took 10 years to get
25 the Westray Bill adopted. It was the NDP that

1 pushed that in Parliament. Since then, not one
2 business in Canada has ever been accused under
3 that.

4 In fact, in the Lac-Mégantic case,
5 while the courts have yet to weigh in and we have
6 to respect them, it is worth noting that the only
7 people charged so far have been workers, not the
8 company, not the owners, and go back to that
9 government report from this summer and you will
10 realize that there is something fundamentally
11 wrong in that.

12 On the one hand, you see
13 Parliament spends a decade debating Westray,
14 designed to protect workers by holding employers
15 criminally responsible for creating unsafe working
16 conditions. It finally passes and in the decade
17 since no one is charged, and yet, 47 people die in
18 the night and only workers are charged in that
19 one. How's that for tough on crime from Stephen
20 Harper?

21 As governments have chipped away
22 at health and safety regulations they have
23 launched an all-out attack on collective
24 bargaining rights as well. I mentioned 377, but
25 that is only part of it. In fact, over the past

1 20 years every time the NDP has proposed anti-scab
2 legislation for companies that come under federal
3 jurisdiction, Liberals and Conservatives have
4 strategically voted together to block those Bills.
5 The NDP is the only party that has ever continued
6 to propose that and when we form government next
7 year there will be anti-scab legislation in
8 Canada.

9 --- Applause

10 HON. THOMAS MULCAIR: You know,
11 throughout North America over the past century
12 progressive organizations like organized labour
13 have managed to bring about the largest reduction
14 in inequality in the history of mankind. I have
15 always felt as a Social Democrat that one of my
16 prime responsibilities is to create opportunity
17 and to reduce inequality in our society. We
18 change the way people work, we change the way they
19 live. You know, little things like the weekend
20 that we take for granted, if it hadn't been for
21 organized labour we wouldn't have that. We
22 wouldn't have any notion of worker safety and an
23 obligation placed on employers for that.

24 You know, jobs with a salary that
25 was enough for a family to live on and a pension

1 you could retire on, that used to be considered
2 something worth fighting for. Now, it's seen by
3 most governments as an impediment, something to be
4 fought against.

5 All this was done while we were
6 fostering the largest economic expansion that the
7 world has ever known. So don't let them tell you
8 it can't be done. Don't let them tell you that
9 you have to reduce the working conditions of the
10 average Canadian family in order for the economy
11 to grow. That is the thesis that the right wing
12 has been pushing for 40 years. It's just not
13 true.

14 Les Conservateurs refusent de voir
15 les travailleurs comme des moteurs de notre
16 économie. Ils ne voient pas que ce sont eux qui
17 donnent la vie aux innovations. Les Conservateurs
18 voient les travailleurs et les syndicats qui les
19 représentent comme un obstacle à surmonter, à
20 défaire, à exterminer.

21 L'hostilité du gouvernement
22 Conservateur envers les travailleurs est évidente
23 dans ses attaques contre les avantages sociaux.
24 La réduction du financement de notre système
25 universel public et gratuit de soins de santé :

1 ils veulent retirer 36 milliards de dollars.

2 If the Conservatives succeed in
3 removing \$36 billion from the healthcare transfers
4 we will be creating a two-tier health system.
5 Forty years ago, based on Tommy Douglas' NDP model
6 from Saskatchewan, all Canadians got free
7 universal public medical care. Families didn't
8 have to make a choice between having their sick
9 child seen by a doctor and being able to put food
10 on the table or pay the rent. That's the kind of
11 Canada I want to live in. That's the kind of
12 Canada Stephen Harper hates. We will maintain
13 those services for Canadians.

14 --- Applause

15 HON. THOMAS MULCAIR: When the
16 debates take place in next year's election, I want
17 you to remember this because I'm going to ask
18 Stephen Harper and I'm going to think of you. I'm
19 going to think of you.

20 I'm going to ask him when during
21 the 2011 election campaign he told Canadians that
22 he was going to raise the retirement age from 65
23 to 67. I think that's a fair question because I
24 don't remember him saying that. I know where he
25 was when he made the announcement, by the way. He

1 was at a meeting of his billionaire buddies in the
2 Swiss Alps. He was strutting his stuff on the
3 right wing world stage. Canadians don't work hard
4 enough.

5 And I notice he made that
6 announcement in the Swiss Alps, not to a group of
7 hard rock miners in Sudbury. Let him go tell them
8 they haven't worked hard enough during their life.
9 Retiring decently at age 65 is a right and the NDP
10 will independently roll that back when we form
11 government!

12 --- Applause

13 HON. THOMAS MULCAIR: But it's
14 l'ensemble de l'oeuvre as we say in French. It's
15 the whole approach of the Conservatives for nine
16 years now.

17 If you think that the temporary
18 foreign worker debacle that you've seen across
19 Canada is an accident, think again. Instead of
20 paying a living wage to people who are flipping
21 hamburgers at a fast food place, bring in people
22 from another country and put in the law that you
23 can pay them 15 percent less.

24 That's one of my favourite moments
25 as they entered Parliament. At Question Period at

1 2:20 in the afternoon I asked Jason Kenney about
2 the 15 percent rule. He denied it existed. At
3 4:05 that afternoon he held a press conference to
4 say he was removing the 15 percent rule that two
5 hours earlier didn't even exist. This is the
6 Conservatives.

7 When they got caught on temporary
8 foreign workers and they were doing their surveys
9 and they were doing their focus groups and they
10 realized that people in your community are pissed
11 off about it, they started peeling back because
12 they knew they were in trouble.

13 Here is the answer. These are the
14 Conservatives who say governments shouldn't be
15 involved in the market. Let the free market make
16 these decisions. The government has nothing to do
17 with that. So why, pray tell, are they telling
18 McDonald's to keep paying people as if they are
19 indentured servants? Charge a nickel more for
20 your bloody hamburger and pay people a living
21 wage. That's the answer.

22 --- Applause

23 HON. THOMAS MULCAIR: Liberals and
24 Conservatives removed \$57 billion. Today's
25 Question Period, the Conservative Finance Minister

1 had the chutzpah to say that it was the Liberals
2 who stole the money. The Conservatives closed the
3 door. The Liberals stole it to begin with.

4 And don't let them ever tell you
5 that it was government before; it's government
6 money after. You know better. That money was put
7 in by every single worker in Canada.
8 Purpose-built for one thing. When people in the
9 normal cycle ups and downs, some people lose their
10 jobs. There will be money there to take care of
11 them and their family until they find the next
12 job.

13 The Conservatives and the Liberals
14 stole 57 million bucks. They turned it into
15 general revenue. That doesn't mean it's the same
16 thing because every employer in Canada and every
17 employee had paid in.

18 So the small manufacturing concern
19 in your town that's barely been getting by because
20 of the high Canadian dollar and because the
21 Conservatives have been killing manufacturing,
22 that company probably paid no taxes. They used
23 that \$57 billion to give \$50 billion in tax
24 reductions to Canada's richest corporations. They
25 don't like it when I say it that way because they

1 say, oh, it's Crown corporations. But think about
2 it. The manufacturing company in your town if it
3 didn't pay taxes, you know what it got from the
4 tax reduction? Zero.

5 In clear terms that small
6 manufacturing company is subsidizing the Royal
7 Bank and Suncor. That's the reality of the
8 economics and these are the guys who tell us we
9 shouldn't be interfering in the market.

10 The largest interference in the
11 market in the history of the Canadian economy has
12 been under Stephen Harper's Conservatives. We're
13 going to put a stop to that.

14 --- Applause

15 HON. THOMAS MULCAIR: We're not
16 going to give up on this fight. We're going to
17 fight and we're going to go until every worker is
18 protected whether they've been in Canada a day, a
19 week or a lifetime. Whether the current
20 Conservative government makes no effort to mask
21 its corruption and its contempt, the truth is open
22 hostility to labour is a source of pride amongst
23 neo-Conservatives and neo-Liberals alike.

24 Under both Liberals and
25 Conservatives we've seen an explosion of unpaid

1 interns and exploited temporary foreign workers.
2 Guess what? If you're doing the job of somebody
3 who is paid it's not because you're an intern that
4 you shouldn't be paid. We're going to fight to
5 make sure that interns are paid and put an end to
6 this cheap labour right away.

7 And one of the greatest ironies --
8 --- Applause

9 HON. THOMAS MULCAIR: -- as
10 they've rolled back all these protections, one of
11 the greatest ironies is that it was exactly that
12 sort of unfettered deregulation that led to the
13 greatest global economic crisis since the Great
14 Depression. This weekend I'm going to be up in
15 Sudbury with my wife, Catherine, and I'm going to
16 get to meet a wonderful guy again named John
17 Rodriguez. He's running for mayor out there.

18 John Rodriguez is an unsung hero.
19 Let me tell you what he did.

20 When John McCallum was the Liberal
21 Minister of Finance, he fought tooth and nail to
22 deregulate the Canadian banks. He said they
23 should be allowed to do the things that the
24 American banks are doing, like Bear Stearns. You
25 might have heard of them. They are bankrupt.

1 This was the beginning of the end
2 of the banking system as it was. These are the
3 places where we had to do quantitative easing,
4 i.e. print money to give to the banks that should
5 have been bankrupt. That's what we went through
6 and it was only the NDP that fought against the
7 Conservatives and the Liberals to hold on to the
8 regulation of our banking system.

9 Now, the best part of that is now
10 the Conservatives go around saying, "Oh, it's a
11 good thing we were there because Canada's banking
12 system is much better than the rest of the world".
13 They are congratulating themselves for not
14 listening to their own advice. That is called
15 hypocrisy.

16 Mais les libéraux et les
17 conservateurs aime se venter de cet stabilité.
18 Pendant ce temps-là, cet même gouvernement offre
19 des milliards de dollars en arrangements fiscaux
20 aux entreprises. Dans la société canadienne
21 d'aujourd'hui, les seules qui ne paient pas leurs
22 juste part sont les grosses entreprises. Elles
23 profitent de nos institutions, de nos forces
24 policières, de nos tribunaux, de nos
25 infrastructures, et de notre éducation. Ce sont

1 ces institutions qui leurs en permis de
2 s'enrichir, mais voilà qu'elles veulent refouler
3 la facture à quelqu'un d'autre.

4 Écoutez bien, nous n'en admettre
5 pas que les entreprise au Canada ne paient pas
6 leurs juste part, the only ones not paying their
7 fair share in Canada today are Canadian
8 corporations. I've said it many times and I say
9 it whether I'm having lunch with the CEO of a big
10 Canadian bank in downtown Toronto or I'm sitting
11 in a union hall in Alma, Quebec. I say the same
12 thing and I'm not afraid to say it.

13 The NDP will make sure that
14 Canadian companies pay their fair share. This
15 system where these companies are getting \$50
16 billion in tax reductions while all the rest of us
17 are barely scraping by that's over.

18 Oh, and by the way, we told
19 Stephen Harper, because I did it in front of the
20 Canadian Medical Association a few weeks ago. We
21 said, "If you're going to come in, in the spring,
22 and start boasting about a surplus, it's a fake
23 surplus. It's because you're cutting in
24 healthcare. Take the 36 billion that you're
25 planning to cut, put it back instead of pretending

1 that you've got a surplus. It's simply not true.
2 You're not going to have a surplus on the back of
3 Canadian working families".

4 --- Applause

5 L'HON. THOMAS MULCAIR: Mais c'est
6 évident qu'avant le gouvernement existait pour
7 protéger le beaux intérêt, l'intérêt du public.
8 Maintenant, le gouvernement existe seulement pour
9 défendre les intérêts privés.

10 Ils ont échangé notre prospérité à
11 long terme contre la victoire politique à cours
12 terme.

13 Brothers and Sisters, I'm here to
14 tell you there is hope. We live in an age of
15 unparalleled innovation. We have greater human
16 potential than ever before and a greater ability
17 to put that potential to work.

18 What confronts us today isn't a
19 lack of ability. It's a lack of political will.
20 Leaders with no vision, no ideas, tell us that we
21 have to settle for less, that our kids have to
22 settle for less. We know we can achieve more.

23 That's why this fall New Democrats
24 are going to propose legislation to extend basic
25 health and safety standards to unpaid interns.

1 That's why we are going to require that interns
2 doing the work of a regular fulltime employee get
3 paid like a regular fulltime employee.

4 That's why an NDP government will
5 introduce and pass, as I said before, anti-scab
6 legislation at the federal level and that's why
7 the NDP is going to reinstate a living decent
8 federal minimum wage, something the Liberals took
9 away 10 years ago.

10 --- Applause

11 HON. THOMAS MULCAIR: Hundreds of
12 thousands, close to a million Canadians come under
13 the federal labour code, the Canada labour code.
14 We're going to put in the first term that we're in
15 office -- that federal minimum wage will be at 15
16 bucks an hour. That's leadership and we hope
17 it'll be a model for provincial minimum wages
18 across the country.

19 --- Applause

20 HON. THOMAS MULCAIR: Friends,
21 every hope of every person who has ever thought of
22 a better future for their children, everyone who
23 has ever dreamt of fairness and equality has
24 brought us to this day. The rest is up to us.

25 I know that Teamsters don't just

1 talk about these goals. You're willing to fight
2 for them every day. And we'll continue that fight
3 together because that's a dream we believe in.
4 We're going to make that dream a reality. We're
5 going to build a better world not just for today
6 but for generations to come. Now, let's go get it
7 done.

8 Merci beaucoup. On continue.

9 --- Applause

10 PRESIDENT BEATTY: So again,
11 before I introduce our next speaker, I'm just
12 going to take a walk back to make sure is
13 everything is set up for that, so just bear with
14 me for a few minutes.

15 Thanks.

16 --- Pause

17 PRESIDENT BEATTY: So if we're all
18 set our next guest is Rodger Cuzner. He's a
19 Liberal and he is from Cape Breton-Canso (Nova
20 Scotia). He was a Transport critic and he is also
21 a friend of labour with respect to the Teamsters.
22 He's worked with the Teamsters.

23 And it's my proud honour and
24 privilege to introduce to you again, Rodger
25 Cuzner.

1 Rodger...?

2 --- Applause

3 PARLIAMENTARIAN CUZNER: Thanks,
4 guys. Thanks very much for that very pedestrian
5 introduction there, Rex. I'm a much bigger deal
6 than Rex lets on in his introduction.

7 But, folks, listen. It's great to
8 be here with you today and to Rex.

9 And I want to give a shout-out
10 right off the bat as well to Phil Benson who has
11 done a great job with us. We've spent a fair
12 amount of time together over the last number of
13 months. I'm sure everybody in this audience today
14 has paid attention to many of the issues that have
15 come before the House of Commons and Phil has been
16 very good to keep us abreast of, you know, what's
17 transpiring with, you know, some of the
18 back-to-work legislation, some of the negotiations
19 that have gone on. Certainly, with regard to two
20 of the bills that I'm going to speak about today,
21 he's been great to sort of share us, as has Rex,
22 the implications on the Teamsters and on organized
23 labour in this country.

24 You guys aren't quite as
25 frightening looking as the Conservatives talk

1 about when they talk about the union big bosses.
2 You guys look like normal people that want to get
3 up in the morning and go to work and provide for
4 their families and coach their Little League teams
5 and volunteer at the church and get home safe and
6 sound and contribute to your communities. And one
7 thing that they've tried to sort of share with
8 this nation is that organized labour is no friend
9 of the average Canadian.

10 I think, thanks to organized
11 labour, we've been able to create what is the
12 average Canadian, a Canadian that believes in
13 family and community and providing for those and
14 giving back to those and its organized labour that
15 sort of led us to that position. So I want to
16 start off with that.

17 Give me two minutes here too just
18 to sort of share my own labour credentials. I
19 think Cape Breton is seen as a place that has long
20 contributed to the organized labour movement and,
21 certainly the names of J.B. McLachlin and William
22 Davies and those stand tall in the history of
23 organized labour in this country.

24 There's a great story. We had --
25 DEVCO ran the coal mines in Cape Breton for a

1 number of years and they were in the midst of
2 negotiations and big Jim McLachlin was
3 representing the company and he was representing
4 DEVCO and Peter Murray, a great UMW member who
5 fought hard for his men. He was representing the
6 men.

7 Negotiations had gone on for a
8 couple of months and they had never gotten around
9 to a wage and talking about a wage. So this
10 Friday afternoon Peter finally said, "Okay, Jim.
11 When are we going to talk about wages? When are
12 we going to talk about the numbers?" "Absenteeism
13 continues to be a problem, Peter" he said. "When
14 we deal with absenteeism then we can start talking
15 about a raise".

16 Anyway, Peter got all excited and
17 all hell broke loose and they tipped over the
18 table and that's how the Friday meeting ended.
19 Peter got up and next on Monday morning...

20 Big Jim got up Monday morning.
21 He's reading the paper. He sees in the paper on
22 Monday morning one of the union guys, Edgar
23 McNeil, had just putted out on the championship on
24 the 18th green for the club championship at
25 Lingan. And the caption underneath, "Edgar McNeil

1 finished third in club championship". Well, Edgar
2 had been off on compensation for eight weeks. So
3 big Jim reads this and he says, "When I come up to
4 absenteeism I've got the guys today".

5 So he went back and the
6 negotiations started and Peter said, "When are you
7 going to talk about money? Jim, you know, we've
8 got to talk about money". He said, "Not until we
9 deal with the absenteeism, Peter. I'm not going
10 anywhere near the money till we talk about
11 absenteeism". "Oh, listen, if my guys are off
12 it's because they're sick, because they're sore,
13 because they're injured, because they're hurt.
14 That's the only reason my guys are off".

15 Big Jim put the Cape Breton Post
16 down on the table and he said, "Really?" He said,
17 "Well, have a look at this. Edgar McNeil off
18 eight weeks on compensation and he finished third
19 in the club championship at Lingan". Peter didn't
20 miss a beat. "Yes" he said, "and if that young
21 fellow was healthy he would have won that
22 tournament!"

23 It's a pleasure to be here at the
24 2014 Teamsters Canada Rail Conference and judging
25 by my friend, Thomas Mulcair's speech, to the kick

1 off to the 2015 federal election.

2 --- Laughter

3 PARLIAMENTARIAN CUZNER: I want to
4 be a little bit more specific with my comments. I
5 want to sort of deal with rail, rail safety and
6 just a number of the issues that he touched on
7 with regard to where this particular government
8 has gone.

9 One of the most fundamental
10 responsibilities of a government, any government,
11 is to ensure the security and safety of its
12 citizens. In the context of rail safety, it's not
13 only the safety of Canadians who use the rail
14 service or communities who have rails going
15 through them, but it's also about the safety of
16 the men and women who work on the railways.

17 As much as fatigued management is
18 a transport safety issue, it's a labour safety
19 issue for you, for you first and for you foremost.
20 And even though everyone knows it, it's still a
21 major issue that companies in this government
22 don't really want to talk about. It's plainly
23 highlighted in the Rail Safety Review and the
24 Commons Committee that dealt with the Rail Safety
25 Act. That's why fatigued management based on

1 science was included in the Rail Safety Act.

2 It's hard to believe that it was
3 over three years ago that the Rail Safety Act
4 unanimously passed the House and the Senate. Yet,
5 we are still waiting for regulations around rest
6 and rules and fatigued management that will give
7 the Act some actual teeth. But, as you know, rest
8 rules in a collective agreement or in government
9 regulations are not worth the paper they are
10 written on if they are not enforceable. Ensuring
11 the safety of Canadians through effective railway
12 regulation is a responsibility that falls squarely
13 on the shoulders of the federal government, not
14 through self-regulation but by the railway
15 industry.

16 Unfortunately, over the past
17 several years federal regulators have consistently
18 failed to address systemic weaknesses in railway
19 oversight. As we saw in Lac-Mégantic, a rail
20 accident can have disastrous consequences. The
21 investigation into the Lac-Mégantic tragedy
22 revealed that the rail company had an ineffective
23 safety management system and a weak safety culture
24 overall.

25 It's the Government of Canada's

1 job to audit those safety management systems and
2 to make sure they are effective. The government's
3 systemic failure to adequately conduct those
4 audits was highlighted not only in the
5 investigation but also last fall by the Auditor
6 General and back in 2007 by the Rail Safety Review
7 Panel.

8 It's time for the federal
9 government to do its job and to ensure that not
10 only the safety of Canadians is protected but the
11 safety of railway workers are protected through
12 effective and enforceable fatigue management rules
13 based on science and not on economics.

14 --- Applause

15 PARLIAMENTARIAN CUZNER: Poor rest
16 rules simply puts the safety of workers and the
17 public at risk and does nothing to increase public
18 confidence in the rail industry. It's bad from a
19 public safety point of view and a labour safety
20 problem as well.

21 I'd like to take a couple minutes
22 to talk about another issue and that's labour laws
23 in this country. I know, as I said earlier, many
24 of you have have followed much of what's
25 transpired over the last number of years.

1 For our employers to prosper in
2 this country whether it's private or government,
3 for our workers, society, the economy at large, we
4 need to have good labour laws. We need labour
5 laws that respect the interests of the workers and
6 the employer in a fair and balanced manner
7 respecting due process and developed through real
8 consultation. Due process through real
9 consultation.

10 I don't think there has been a
11 government in the recent history that has thrown
12 so many things out of balance and replaced due
13 process and fairness with political expediency
14 than this current Conservative government, from
15 record use and methods used to impose back-to-work
16 legislation to changing the definition of danger
17 through an Omnibus bill to using -- what I could
18 say probably abusing -- the private member's
19 legislation process as a back doorway to introduce
20 anti-labour legislation.

21 Everybody in this room knows the
22 number 377. This is a perfect example of such
23 legislation. It was fundamentally flawed right
24 from the get-go. It was used with the ideals of
25 accountability and transparency upfront to single

1 out and attack the labour movement in Canada
2 trampling the privacy rights of Canadians in the
3 process.

4 If 377 wasn't bad enough, next
5 came C-525. Perhaps one of the most egregious
6 examples of legislation that this is a solution in
7 desperate need of a problem, that would be 525.
8 It was -- it's amazing. It was brought forward --
9 for those of you, and I'm sure many did follow
10 this -- for those of you that followed it, 525 was
11 brought forward by a Conservative Member of
12 Parliament as a piece of private member's
13 legislation.

14 Check his background. Check his
15 bio. Absolutely no record or no history of any
16 involvement in labour relations. None, not from
17 either side. He comes to committee. Well, first
18 off, I've got a quote here. When he spoke in the
19 House of Commons this is what he said, you know,
20 and this is a direct quote, "When we" -- I'm
21 sorry, let me just backtrack one statement.

22 525 was a bill that would require
23 a secret ballot vote when we were trying to
24 certify a union as opposed to a card check system.
25 Now, throughout all the testimony on this

1 particular piece of legislation not one witness
2 thought that this was a good idea.

3 Now, anybody with any kind of
4 merit -- I asked Blaine Calkins himself. I said,
5 "Who did you check with? What experts did you
6 check with?" And I listed off five or seven
7 experts that he would have -- he should have
8 checked with. Not one. "How many unions did you
9 check with?" Not one. Fed corps? Nobody. Spoke
10 with nobody.

11 This is what he said in the House
12 of Commons, and this is his quote:

13 "When we hear one person
14 complain about the actions of
15 union organizers that can be
16 dismissed as a one-off
17 situation. However, when we
18 see the mountain of
19 complaints that end up in
20 labour relations board that's
21 concerning to me."

22 The mountain of complaints! One
23 of the witnesses at committee was the Canadian
24 Industrial Relations Board. And the head of the
25 Canadian Industrial Relations Board, I posed the

1 question. I said, "Just how many complaints would
2 you have dealt with, with regard to the card check
3 system?" I said, "Give it to me over 10 years.
4 How many over 10 years?" knowing full well they
5 handle upwards of about 4,000 grievances over that
6 period of time.

7 On the card check system there
8 were six complaints. Four of them were against
9 companies, two of them were against union bosses.
10 That's some mountain of complaints. That's some
11 mountain of complaints. That's justification to
12 unilaterally get in and change the labour act in
13 this country. That's what this current government
14 has done.

15 Let me be clear that I and my
16 party have opposed and will continue to oppose
17 legislation like this and others that look to
18 drastically change labour laws or relations
19 without respecting due process and the principles
20 of fairness and balance. This government's attack
21 on labour is based on the ideology that believes
22 if Canada is to prosper worker rights and benefits
23 must be sacrificed. We all know that number one,
24 the enemy number one for the Conservative
25 government is organized labour.

1 Simply put, they will not be
2 stopped until they are stopped. That's the cry to
3 action to organize labour at this point in our
4 history. That's the call to action.

5 I cannot say as a Liberal that I
6 have agreed with labour on every issue. That
7 would be hypocritical for me to say that.
8 However, I can say that we believe that labour
9 laws are to be respected and due process and
10 balance in the interests of labour, employers, the
11 economy and society are best put.

12 As Liberals we believe in the
13 fundamental human right for workers to organize
14 and bargain collectively. We believe free,
15 democratic and prosperous societies need
16 democratic organizations to represent workers.
17 Unfortunately, I don't believe this current
18 government shares that belief.

19 Ladies and gentlemen, I want to
20 thank you for the opportunity to appear before you
21 today on behalf of my leader, Justin Trudeau.
22 Know that as I refer to my speech, we would never
23 pretend to be a cheerleader for organized labour,
24 but we do believe and understand fully that much
25 of what we have as a nation, the battles that have

1 been waged by organized labour by those who came
2 before you, that's resulted in this country we
3 have, Canada, one of the greatest countries in the
4 world.

5 What you do as representatives is
6 important, it's worthy, it's noble. Know that our
7 party respects what you do and should we gain
8 power, should we after the next election in 2015
9 we in some way have the reins of this country,
10 know that we will continue to respect all it is
11 you do.

12 Thank you very much for your time.
13 --- Applause

14 PRESIDENT BEATTY: So Brothers and
15 Sisters, that concludes the day's events.

16 What I'm looking for is a motion
17 to recess to reconvene tomorrow morning at nine
18 o'clock. So if I could have a motion to that
19 effect and a seconder, we'll call the question.
20 And after that is completed before anybody leaves,
21 Harvey's got some announcements to make.

22 So can we get somebody to come up
23 to the mikes and make that motion?

24 --- Pause

25 PRESIDENT BEATTY: Okay, we'll

1 continue.

2 --- Laughter

3 PRESIDENT BEATTY: Mike 1.

4 DELEGATE WRIGHT: Cameron Wright,
5 Division 852, Toronto. Motion to recess.

6 PRESIDENT BEATTY: Secunder...?

7 DELEGATE PÉRÉSTRÉLO: César
8 Péréstrélo, Division 111, Smithers.

9 PRESIDENT BEATTY: Call the
10 question.

11 Show of hands. All in favour?

12 --- Voting

13 CARRIED

14 PRESIDENT BEATTY: We are in
15 recess until tomorrow morning at nine o'clock.

16 I'm going to turn the mike over to
17 Harvey. He does have a few announcements.

18 Thank you, everybody. A great day
19 today.

20 --- Applause

21 SECRETARY TREASURER MAKOSKI: A
22 few announcements.

23 The Rex Beatty team will be
24 hosting a hospitality suite in the Queen's salon
25 located in a lower level of the hotel, commencing

1 at 1900. All are welcome. See you there. It's
2 downstairs. I think it's through the lobby and
3 take the elevator on the right-hand side. That
4 goes down another floor to the executive level.

5 The second announcement: The
6 Finnson team with Don Ashley will be hosting a
7 hospitality suite in Room 520. Room 520, all are
8 welcome.

9 Thank you.

10 --- Applause

11 PRESIDENT BEATTY: See you in the
12 morning, everybody.

13 Have a great evening.

14 --- Whereupon the convention adjourned at 1643,
15 to resume on Wednesday, Septembre 24, 2014
16 at 0900

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