

# NEGOTIATIONS

**cupw•sttp** private sector

October 1, 2019

## **TForce Final Mile Bargaining – Red Deer Update**

We represent TForce Final Mile couriers and other employees in Ottawa, Winnipeg, Saskatoon, Red Deer, Kelowna, Victoria, Prince George, Kamloops and Nanaimo. CUPW served notice to bargain for all these units in December 2017.

It's been a rough round of bargaining at times. As you've seen in previous updates, we are now concluding successful negotiations in one unit after another.

The latest unit to achieve a collective agreement (CA) is Red Deer! The agreement was ratified by a 100% YES vote on Friday September 27<sup>th</sup>.

### **What did we gain?**

1. Increase in hourly rate for attending all meetings (for owner operators) - from \$15.00 to \$20.00
2. Increase in uniform allowance
3. Reduction in communication device charges
4. Wage increases:
  - Warehouse Worker – from \$13.91 to \$15 at signing
  - Warehouse Lead Hand – from \$15.19 to \$16.18 at signing
  - 2% July 1, 2020
  - 2% July 1, 2021
  - 2% July 1, 2022
5. 4% increase to Benchmarks
  - Car/Mini Vans/1/2 ton \$156.77 January 1, 2020
  - Cargo Van \$164.25
  - Cartage \$246.29
6. Labour Code increase to bereavement leave
7. Labour Code increase vacation entitlement.
8. \$750 signing bonus
9. Elimination of cargo bond insurance charged to drivers
10. Expanded and comprehensive Rate Committee language

### **One More to Go**

Winnipeg and Saskatoon ratified a new CA in February, and the units in B.C. ratified theirs in April. Talks are ongoing for the Ottawa unit, and we are confident we'll make real gains there too.

Your sustained unity and determination are what brought TForce to the table. When you stand together, stay informed and stay involved, your collective power makes a real difference, and here we see more results.

In Solidarity,



Jan Simpson  
Chief negotiator (TForce Final Mile) and National President

2019-2023 Bulletin #040  
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