

April 18, 2024

**Re: BTS Ontario Update – Communication to the Field**

Sisters and Brothers,

During these challenging times, we understand that many of you have been under a great deal of stress. We want to assure you that your bargaining committee has been actively engaging with local presidents and delegates across the province to address your concerns promptly. Unfortunately, it has come to our attention that the Company has been disrespecting our representatives, deceiving our committees with false information, and showing a reckless disregard for agreements that were previously made. They are distorting the language of negotiated terms and imposing new directives that are not in line with the values of the union.

Some of the specific issues that we are currently facing include the recent rollout of Voluntary Separation Packages (VSP) by the Company. The implementation of these packages did not align with the agreements that were previously made. While we did agree to additional packages to be offered in Q2 and Q4, with a cap of 12 months pay for those eligible, we did not agree to a preference selection process that would force members to retire early. We have made it clear to the Company that any attempt to force members out prematurely will result in grievances being filed, with appropriate redress for lost hours. We have also insisted that the VSP option be reopened in Q4 for those who felt uncomfortable applying due to the preference selection.

Furthermore, there have been discussions with the Company regarding potential layoffs of Logistics Attendants in some regions. It is important to note that the Collective Agreement does not permit layoffs based on classification, and we strongly oppose any such actions. Seniority is a fundamental principle of our union, and we will not compromise on this matter.

During our most recent Labor Relations Committee meeting, the Committee discussed various important topics, including the following:

**Schedule Issues:**

- Concerns regarding the preference selection process related to reduced hours
- Scheduling issues extending beyond the 8-week schedule, leading to members being forced to select 10-hour shifts in order to utilize TGP

**Benefit Issues:**

- Employee co-pay while on STD/LTD
- Automatic enrollment into benefits
- Reduction in coverage without disclosure to the Union
- Forced enrollment

**Home Dispatch:**

- Members being obliged to accept home deliveries

**Tickets in BTS Vehicle:**

- Company should not be deducting fines from employees' pay

**WBP:**

- Company needs to provide a clear directive and/or communication explaining such

**Payroll Issues:**

- Members returning from leave
- Quick pay issues
- Addition of an r1 into TGP resulting in extra hours pay
- Problems with the NOW app

**Communication with Management:**

- Improvement needed in communication between the Company and our Local representatives.

**Issues with Vacation Pay on Reduced Work Week:**

- Concerns raised regarding vacation pay on a reduced work week.

Additionally, we have submitted three new National Policy Grievances related to the unjustified reduction of hours, overtime issues, and daily movement issues stemming from these reductions.

It is disheartening to see the Company continue to disregard and mistreat our members and their collective rights. We will not stand idly by while our members are subjected to such treatment. We will continue to fight for the rights and well-being of our members, and we will not waiver in our commitment to uphold the values of our union.

**In Solidarity,**

<b>Jim Fling</b>	<b>Local 34-O</b>
<b>Kevin Paddon</b>	<b>Local 31</b>
<b>Mike Snell</b>	<b>Local 30-O</b>
<b>Colum Lynn</b>	<b>Local 1996-O</b>
<b>Clayton Nunn</b>	<b>National Representative</b>