



Let's go the distance  
**TOGETHER!**

It's Time for Challenger Group  
Workers to be Treated with Respect!



### The Teamsters Advantage

By choosing the Teamsters Union, you will have access to advice from a team that endeavors to guide you in your relations with your employer:

A team of attorneys makes sure your employer treats you fairly;

- We train thousands of shop stewards every year so they are capable of opposing employers' unfair decisions;
- Our full-time lobbyist in Ottawa—the only one in the unionized world—ensures our viewpoint is heard by federal elected officials;
- We document each round of collective bargaining and provide your bargaining team with the information that is needed to renew your employment contract;
- Our strike fund is your safety net in the event of a walkout or lockout;
- An experienced bargaining team will guide you when it is time to bargain your first and any subsequent collective agreements;
- We inform you about the issues affecting you and we make your concerns and demands known through national media campaigns.  
[www.teamsters-challenger.ca/Advantage](http://www.teamsters-challenger.ca/Advantage)

### How do we unionize?

- Speak to your work colleagues and get the support of a majority.
- Fill out a membership application and pay \$5.
- Certification is granted when 50% + 1 of workers sign a membership application.
- A vote is held if 35% of workers sign.
- Bargaining priorities are established, a bargaining committee is elected, and negotiations with Challenger begin in order to make your main concerns understood.

Do not forget that you must perform your work as usual and that your union activities must not interfere in any way with your regular work for your employer. In addition, know that your employer is in violation of the law if he/she interferes with your right of association. Contact us immediately if you believe your employer is infringing on your right to unionize.

[www.teamsters-challenger.ca/QandR](http://www.teamsters-challenger.ca/QandR)

For more information, visit our Website:  
[www.teamsters-challenger.ca](http://www.teamsters-challenger.ca)

### Where can you find us?

You may contact us CONFIDENTIALLY by dialing 1-866-888-6466, or by contacting our union officers in each region.

#### Vancouver and British Columbia

Local Union 31  
p. (604) 540-6009 | f. (604) 540-6073  
Contact: Jure Kelava  
[jkelava@teamsters31.ca](mailto:jkelava@teamsters31.ca)

#### Lodwick Transport in Toronto

Local Union 938  
p. (905) 502-0062 | f. (905) 502-0076  
Contact: John Hull  
[info@teamsters938.org](mailto:info@teamsters938.org)

#### Elgin Motorfreight in London and Challenger Group in Cambridge

Local Union 879  
p. (905) 547-3231 | Toll free 1-800-528-8879  
Contact: Doug Summers

#### Montreal and Quebec

Teamsters Canada  
p. (450) 682-5521 | f. (450) 681-3002  
Contact: Éric Laramée  
[elaramee@teamsters.ca](mailto:elaramee@teamsters.ca)

#### Halifax and the Atlantic Provinces

Local Union 927  
p. 902-445-5301 | f. 902-445-5303  
Contact: Robert Beairsto  
[teamsters927@ns.sympatico.ca](mailto:teamsters927@ns.sympatico.ca)  
[www.teamsters-challenger.ca/Contact](http://www.teamsters-challenger.ca/Contact)

# You deserve respect!

The atmosphere at Challenger Transport has deteriorated significantly over the past few years. This is why several of your work colleagues have contacted us to protect their interests.

## Here is what we propose:

**Eliminate unpaid work** – No one likes working for free. You should be compensated for switching time and while your truck is being inspected, for helping with loading/unloading your truck at a client's or even for time at a terminal while you are waiting for your assignment. This is not the case right now. The union will remedy that.

**You deserve your pay** – Challenger stopped paying you when your trucks or trailers broke down. They also stopped paying for going through customs. Which other pay cuts will you suffer? You do not deserve seeing your salary whittled down, allegedly in order to remain competitive.

**Forcing truck drivers to take assignments is unfair** – Forced dispatch is one example among many that shows your employer does not respect you. It's not true that everyone can go to NYC.

**Recognize seniority in assignments** – Your employer has eliminated dedicated routes or assigned routes that were secretly dedicated? This is arbitrary behaviour that many of you disagree with.

[www.teamsters-challenger.ca/Respect](http://www.teamsters-challenger.ca/Respect)



**There is no place for psychological harassment in 2009** – A large number of your colleagues have been victims of or have witnessed harassment from managers for about any odd reason when going through the safety office, e.g. for having voiced discontent, for having refused an assignment you thought made no sense or that would ruin your pay week, etc. It's illegal to call a worker into an office and then have three managers bully him. Some of you have been bombarded with messages when you announced a delay caused by heavy traffic, temperature etc. There are laws that protect workers' interests in the event of psychological harassment, and we are going to have the respected.

**No pay increases since 2003** – Enough is enough! You too have the right to profit from the company's success—not just the bosses!  
[www.teamsters-challenger.ca/Respect](http://www.teamsters-challenger.ca/Respect)

**Brokers also have the right to be protected** – Contrary to what you have been made to believe, brokers also have the right to be protected by a union. They are not second-class workers.

**Finally, a retirement plan** – Why wouldn't you too have the right to a retirement plan? The Teamsters Union can set up a customized plan for you.

**A democratic union** – You are the union. You will have absolute control of your certification unit: you will elect your shop stewards who will bring your demands to the bargaining table.

**A partner, not an adversary** – From the moment you are unionized, your employer will have no choice but to treat you as a partner rather than an adversary.  
[www.teamsters-challenger.ca/Respect](http://www.teamsters-challenger.ca/Respect)

# Your rights

"Every employee is free to join the trade union of his/her choice and to participate in its lawful activities."

Extract from the Canadian Labour Code (Section 1)

Your right of association is guaranteed by law. Anywhere in Canada workers have the right to unionize, to organize members, to support a union and to participate in union activities.

## Your employer may oppose the campaign

You may expect that in most cases that your employer will be against workers organizing and becoming unionized. As you build your organization you may expect that your employer will break the law.

Warn your co-workers that quite a number of infractions are likely to occur. You should take note of any questionable company activity and report it immediately to your Teamster representatives. Your employer may also try to intimidate you by telling you that they will close shop or move or, worse, that they will hunt for those responsible. Let us know immediately when you become aware of this!  
[www.teamsters-challenger.ca/Rights](http://www.teamsters-challenger.ca/Rights)