



PROGRESS AND PERSISTENCE

By **Wade Phillips**, President, Teamsters Canada Rail Conference –
Maintenance of Way Employees Divisions



François Laporte, president of Teamsters Canada, at the TCRC-MWED national convention in Toronto.



“Resolving grievances: a success story for our members, effectively putting hundreds of thousands of dollars into their pockets.”

2025 started for members of the TCRC MWED at CPKC with a great deal of uncertainty. We reached a point with CPKC where we were forced to seek help from federal mediators and entered into conciliation with the employer over the renewal of the collective agreement. Our members stood together and sent a clear message to the employer with over 80% of our members voting in favour of a strike, if necessary.

Ultimately, through the hard work of the bargaining team and the solidarity of our members, we were able at the last minute to agree to terms on a renewed collective agreement that will be in place over 2025-2028. This agreement saw increases in all categories of wages, benefits and expense reimbursements as well as positive work rule changes that impact our members every day.

On other fronts, we continued, alongside other CPKC unions, challenging the company’s Drug and Alcohol Policy. The policy effectively attempts to control workers when they are off duty. This has been a long road of arbitration, but we are looking forward to a decision in early 2026. We believe fairness will finally prevail.

Our group once again spent a great deal of time resolving grievances. This has continued to be a success story for our members, effectively putting hundreds of thousands of dollars into their pockets. We are not where we want to be yet, but we continue to prioritize resolving grievances as quickly as possible.

Elsewhere, we negotiated agreements with Québec Gatineau and VIA Rail. We also began negotiations with Southern Ontario Railway, Goderich Exeter Railway, Ottawa Valley Railway and Hudson’s Bay Railway. These negotiations are ongoing and we will be spending more time in 2026 to ensure that these members get what they deserve: a strong Teamsters contract.

In 2025 we held our first convention since 2014. Our previous convention had to be cancelled due to Covid. We were happy to have many great guests from Teamsters Canada, TCRC, BMWED, Unifor and the BRCF.

We were especially honoured to have the president of Teamsters Canada, Francois Laporte, address the delegation. This was fitting, as President Laporte played a major role in helping our group join the Teamsters in 2004.

Wade Phillips remains as president, Trevor Marshall became Vice President, Patrick Gauthier became Secretary Treasurer, Graham Bradley and Maclean Foster were re-elected to their Regional Director positions and Gaetano Pompizzi and Justin Grimshaw were newly elected as Regional Directors.

I can safely speak for the whole group to say that we are humbled and honoured to have had the confidence of the membership bestowed upon us and we will spend the next five years working to ensure that our members believe that they made the right decision.

In August, our former President, Vice President and Prairie Region Director, Gary Doherty retired. We will miss Gary’s knowledge, his drive for the members and his guidance.

Most recently, we had the retirement of another long-time Union officer, our Secretary Treasurer and former Atlantic Region Director Anthony Della Porta. Anthony has done a great job to keep our finances in shape, and has been a strong advocate for our members.

Both will be missed!