



Canadian Trucking Alliance Carrier Sample Letter to Customers Regarding New Labour Code Provisions

Dear Customer,

The Canadian federal government is currently in the process of updating the Canada Labour Code. We should all support modern and well-functioning labour standards to make a fair and balanced workplace for all. But some of the enacted changes, that will now come into effect on September 1, 2019, with very little notice or consultation, will functionally disrupt how we serve you.

It is clear that some changes in this federal process will increase costs significantly, but those things can be managed and addressed gradually. There are three changes that could cause significant disruption, adding costs and inefficiencies to the operations that all trucking companies can perform today. They include:

- 96-hours' written notice for shift schedules.
- 24-hours' written notice for shift changes.
- The right to refuse overtime for certain responsibilities. (This issue may be less of a concern depending upon future clarification from ESDC).

While on the surface these seem simple enough, in practice, this means you may no longer be able to arrange for the carriage of goods with less than 96 hours' notice to a trucking company, prior to their "schedule setting" time. You also may not be able to make adjustments to load or service schedules with less than 24 hours notice to that company, and receive that service through a preferred service asset. These new rules could force you to work on an order pattern for your customers at a minimum of 96 hours in advance to get the services they want or need. The last provision mentioned also introduces the possibility that cargo and equipment may be significantly delayed mid-trip under certain circumstances.

The Government of Canada is currently consulting on the possibility of extending exemptions for the federally regulated industries that fall under these new regulations. The trucking industry, as a time-sensitive, customer focused, continuous operation industry is one that clearly requires this exemption to continue to service you and your customers, as you have come to expect. The Government of Canada, therefore, needs to make this decision before September 1, 2019 when we as your trucking company partner could be forced into one of two decisions: **(1)** break the law or **(2)** refuse work requests that do not have enough lead time under the new Labour Code provisions. It is obvious that these changes will create inefficiencies in the current Canadian distribution model and this will ultimately increase costs.

If you are concerned about these provisions and the impacts it may have on the businesses your company relies on in the Canadian trucking industry, please request an exemption for the industry.

We encourage you to direct comments of support for this exemption and the potential consequences of missing this exemption opportunity to:

mary.donaghy@labour-travail.gc.ca **and;**

Patty.Hajdu@parl.gc.ca **and;** pm@pm.gc.ca

The first email address goes to the Labour Program at ESDC (government staff) and the other e-mails go to the Minister of Labour and Prime Minister. Please also feel free to copy our industry association, the Canadian Trucking Alliance (CTA) at CTA Government Affairs - governmentaffairs@cantruck.ca

If the Government of Canada moves ahead without any exemptions for the trucking industry, it will be doing so with the knowledge that it is putting the country's supply chain at risk.

Thank you.
