



CANADIAN TRUCKING ALLIANCE

Call to Action: Carrier Letter Regarding Driver Inc.



Canadian Trucking Alliance

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INSTRUCTIONS FOR COMPANY LETTER

Help the Canadian Trucking Alliance and Labour Canada to strongly enforce Driver Inc.

In this package you will find a letter to all party leaders asking them to enforce Driver Inc. Please read the letter and if you support the position expressed in this letter send your e-signature, title and company logo to erica.giansante@cantruck.ca.

Also please send to Erica the number of trucks in your fleet along with total employee numbers. Your signature will be added to the bottom of the letter contained in this package and your fleet's size and employee count will be added in aggregate to the total figure expressed in the letter. Please send this information by January 29, 2020.

In January, CTA will send the letter to all party leaders show the growing list of carriers wanting Driver Inc. addressed. Help us send a very strong message to Ottawa on the enforcement of Driver Inc.



COMPANY LETTER FOR DRIVER INC.

We the undersigned represent the thousands of compliant Canadians proudly working in the trucking industry. Our dedicated professionalism and commitment to safety, the environment and labour rights is incompatible with the negligent behaviour of the carrier involved in the Humboldt collision as well as companies recently reported in the media for manipulating and abusing the rights workers and new immigrants.

This small but growing contingent of rogue fleet operators specifically design their business models around non-compliance and illegal activities to avoid the necessary costs and taxes the rest of us must pay as ethical family businesses and corporate citizens. This is wrong.

These compliance-avoiding strategies by the bottom of our industry can lead to tragedy, such as increased highway collision fatalities and labour abuses. It can and is forcing the closure of compliant fleets large and small across Canada. Put simply, the non-compliant industry is winning, and we feel the Government of Canada is abandoning the law-abiding majority of the trucking community.

Our solution is pretty simple: Just enforce the laws on the books, beginning with the immediate CRA and Labour Canada enforcement of the tax and labour misclassification scheme known as Driver Inc, which is siphoning \$1 billion into the underground economy and fueling the growth commonly non-compliant carriers of our sector. Companies that utilize Driver Inc. strip drivers of Labour Code protections, workers compensation coverage, make no payroll deductions and use these nefarious gains to expand their unsafe fleets exponentially, while endangering the general public and mistreating Canadian workers. The Driver Inc. epidemic grows each year the Government of Canada chooses to not enforce the law.

As members of the Canadian Trucking Alliance, we appreciate the actions taken by Transport Minister, Marc Garneau, in mandating electronic logging devices (ELDs) and working with CTA in implementing aspects of our Ten Point Action Plan to make highways safer. We also recognize Minister Hadju's attempt to begin recognizing the impact of Driver's Inc' growth. While both CRA and Labour Canada have been working with CTA to address the issue, the time for discussion is over and action needs to begin. It must be clear to both agencies exactly what Driver Inc. is and the scope of the problem. Frankly, the process now demands enforcement action by sending compliance personnel to the front door of Driver Inc. companies. And we believe the Ontario Workplace Safety and Insurance Board (WSIB) can provide a roadmap.

After meeting the trucking industry and analyzing their own data, the Ontario WSIB agreed that Driver Inc. is a mounting concern that deserves immediate enforcement. As a result, WSIB no longer conducts random audits of the trucking industry. In 2019 dozens of trucking fleets in Ontario were assessed thousands of dollars in fines, some in the range of \$250,000, for Driver Inc. violations. Workers are being protected and a fair, level playing field is being safeguarded. It is possible that the legislation governing the provincial commissions of the various provinces may not allow for an operation similar to that observed by the Ontario WSIB. However, this is the type of enforcement action we also need to see from CRA and Labour Canada. The Canadian Trucking Alliance would welcome an opportunity to meet with the Government of Canada to explain this process and how federal agencies can duplicate the exact enforcement process from a federal perspective.

The enforcement of Driver Inc. will put at least a billion dollars back into Ottawa coffers while making roads safer and compliant trucking companies more competitive. The biggest tax measure for trucking is not corporate welfare; it's the simple enforcement of the Tax Code, which has escaped too many unscrupulous fleets. Let's make our roads safer, our compliant trucking companies more competitive and protect the labour rights of hard-working truck drivers by ending Driver Inc.

The undersigned would ask that you contact the Canadian Trucking Alliance's president Stephen Laskowski (stephen.laskowski@ontruck.org) to begin developing a strategy for Driver Inc. It's time for action and the compliant, law-abiding majority of our industry is awaiting your response.

