



WEST COAST TRUCKING ASSOCIATION

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🌐 wc-ta.ca

UNIFIED APPEAL FOR SUPPORT

Inclusion of trucking in Canada Labour Standards Regulations or in Federal Labour Standards

Dear,
Trucking Union, Trucking Association Representative, Truck Owner-Operators and Truck Drivers.

I trust this message finds you well and thriving in the ongoing efforts to champion the interests of the trucking industry. I am writing to you with a proposition that holds the potential to positively reshape the landscape for truckers across Canada. The **West Coast Trucking Association (WCTA)** has embarked on an ambitious initiative aimed at bringing the trucking industry under the umbrella of the Canada Labour Standards Regulations or in Federal Labour Standards. This forward-looking endeavor seeks to establish standardized labor practices that prioritize fair compensation, improved working conditions, and heightened sustainability for our esteemed members.

However, it's crucial to acknowledge that the trucking industry has not received the attention it deserves for a long while. Owner-operators' & Drivers pay has remained stagnant for a long time, despite the costs of repairs, parts, and services provided by dealers doubling during this period. The significant increase in the prices of repairs and parts, coupled with the fact that new trucks now cost over \$250,000, which places a big financial burden on our hardworking Owner Operators.

This initiative is not just about meeting immediate needs; it's about addressing the long-standing challenges that have affected the livelihoods of those dedicated to the trucking industry. We believe that by including the trucking industry in the Canada Labour Standards Regulations or in Federal Labour Standards, we can bring about positive change, ensuring fair compensation and improved conditions for all those involved in this essential sector.

Why Inclusion in the Canada Labour Standards Regulations or in Federal Labour Standards is Pivotal:

Our industry faces a myriad of challenges, from navigating treacherous weather conditions and enduring prolonged wait times at shippers and borders to grappling with escalating maintenance costs and instances of disrespectful treatment. By aligning with the Canada Labour Standards Regulations or in Federal Labour Standards, we endeavor to address these challenges holistically.

Our proposal encompasses measures to ensure fair compensation practices, including overtime pay for any hours worked over 40 hrs. per week. and statutory holiday benefits. must be paid, this can be ensured by the elog installed in the trucks. This will guarantee that every trucker (driver & owner operator), regardless of their association or operational scale, is entitled to equitable treatment. Furthermore, we aim to recognize and support owner-operators by introducing a government-regulated fuel surcharge on top of uniformed mileage rate \$1.60 a mile (after insurance, licensing, dispatch



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charge, elog, and other expenses except fuel) proposed by the West Coast Trucking Association (subject to change with inflation), in collaboration with relevant authorities, to alleviate their financial pressures. We propose further that the licensing cost borne by owner-operators should be a one-time expense, rather than incurred each time they change companies.

The Strength of Unity:

Understanding the diverse landscape of our nation, we firmly believe that a united front from trucking associations nationwide will substantially amplify our collective voice. By standing together, we can more effectively communicate the urgency and importance of these proposed reforms to the Minister of Transport.

Our Call for Collaborative Action:

We, at the West Coast Trucking Association, extend a heartfelt invitation to join hands in this cause. Together, we can forge a powerful alliance that transcends regional boundaries, reflecting the shared concerns and aspirations of the entire trucking community.

A Simple Yet Impactful Request:

*We kindly request you to endorse and mail the letter attached herewith to the **Minister of Transport at both federal and municipal levels.** By amplifying our collective message, we can demonstrate the depth and breadth of support for this initiative ***(ensure to modify the Provincial Minister's name accordingly)***.*

Next Steps in Our Joint Effort:

We propose a coordinated outreach effort within our respective memberships, encouraging them to add their voices to this cause. Additionally, collaboration on advocacy strategies and the sharing of relevant information within our networks will further fortify our collective influence.

West Coast Trucking Association Compensation Proposal:

For Truck Drivers:

The West Coast Trucking Association recognizes the invaluable contributions of truck drivers to the nation's supply chain. In line with our commitment to fair and competitive compensation, we propose a standard hourly rate for truck drivers within the range of \$35–\$40 per hour in the city overtime pay after 40 hrs. This rate is reflective of the demanding nature of their profession and acknowledges the importance of ensuring drivers receive just remuneration for their dedicated service.

Driver Compensation Rates driving on highway, for solo drivers: \$0.80 per mile for team drivers: \$0.80 per mile overtime pay after 40 hrs. for van drivers (subject to change for triaxle, flatbed, b-train, tanker, car hauler, container, refer), We believe that these proposed rates reflect the industry's current economic realities, ensuring fair compensation for the hardworking individuals who form the backbone of our



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supply chain. The rates are structured to account for the unique circumstances faced by solo and team drivers.

For Owner-Operators:

Understanding that owner-operators play a pivotal role in the industry as small business owners, we advocate for a higher compensation scale. The West Coast Trucking Association proposes a standard hourly rate for owner-operators within the range of \$70–\$80 per hour overtime pay after 40 hrs. in the city. This elevated rate takes into account the additional responsibilities and costs borne by owner-operators in maintaining their vehicles and meeting regulatory requirements.

Owner-Operator Compensation Rates driving on highway for owner-operators: \$1.60 per mile (after insurance, licensing, dispatch charge, elog, and other expenses charged by trucking company except fuel) for tandem van drivers (subject to change for triaxle, flatbed, b-train, tanker, car hauler, container, refer) overtime pay after 40 hrs., plus a government-regulated fuel surcharge.

Government-Regulated Fuel Surcharge:

Recognizing the impact of fluctuating fuel prices on the operational costs of owner-operators, the West Coast Trucking Association advocates for the implementation of a government-regulated fuel surcharge. This surcharge, collaboratively set by relevant authorities, aims to provide owner-operators with financial relief, ensuring they can operate sustainably and continue to deliver essential services without undue financial strain. For example (<https://obcctc.ca/rates/fuel-surcharge/>).

Benefits of the Proposed Compensation Model:

Fairness and Equity:

The proposed compensation rates aim to establish a fair and equitable system that recognizes the unique roles and challenges faced by both truck drivers and owner-operators. By providing competitive compensation, we seek to enhance the sustainability of the trucking industry, fostering a supportive environment for professionals at all levels. A well-compensated workforce contributes to a positive and thriving industry, attracting, and retaining skilled individuals who are essential to the success of the trucking sector.

The call for a government-regulated fuel surcharge underscores our commitment to collaborating with regulatory authorities, ensuring a balanced approach that benefits both industry professionals and the broader economy.

Rationale for Advocating Hourly Pay:

We firmly believe that an hourly pay rate is a more conducive and safety-oriented compensation model for truckers. The pay-by-trip model, while common, often unintentionally incentivizes rushing and may lead to unsafe maneuvers as drivers strive to complete trips within a certain timeframe. This rush for



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efficiency can potentially compromise safety on the roads and impact the overall well-being of our industry professionals.

Safety First:

An hourly pay rate promotes a safety-first mindset among truckers. With the pressure of completing trips quickly removed, drivers can focus on adhering to traffic regulations, taking necessary breaks, and executing maneuvers in a safer and more controlled manner.

Fair Compensation for All Tasks:

The hourly pay model ensures that truckers are fairly compensated for all aspects of their job, not just driving time. This includes time spent loading and unloading, chain-up, waiting at shippers or borders, and performing routine maintenance or yard checks.

Enhanced Job Satisfaction:

Fair compensation and a focus on safety contribute to increased job satisfaction among truckers. A content and satisfied workforce is more likely to adhere to safety protocols, resulting in a positive impact on the entire industry.

The West Coast Trucking Association believes that these compensation proposals will not only address the immediate financial needs of truck drivers and owner-operators but will also contribute to the overall health and vitality of the trucking industry.

We at West Cost Trucking Association are open for discussions and changes.

The West Coast Trucking Association is open to engaging in discussions and considering potential changes. We value collaborative input and believe that constructive dialogue can lead to improvements in our initiatives. Your perspectives and suggestions are welcomed as we work together towards enhancing the trucking industry for the benefit of all involved stakeholders. Please feel free to share your insights and recommendations, and we look forward to fruitful discussions that contribute to the overall success of our shared objectives.

We look forward to engaging in constructive dialogues to implement these proposals and foster positive change within the industry.

Sincerely,

Vijaydeep Singh Sahasi

President, West Coast Trucking Association

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