



WEST COAST TRUCKING ASSOCIATION

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Pablo Rodriguez

Minister of Transport Canada

Subject:

Urgent Need for Inclusion of Trucking Industry in Canada Labour Standards Regulations or in Federal Labour Standards

Dear Minister,

I trust this letter finds you well. On behalf of the West Coast Trucking Association, I am writing to you as a dedicated representative of the trucking industry, expressing our concerns and advocating for crucial labor reforms that will positively impact the hardworking individuals who contribute significantly to our nation's economic prosperity.

The West Coast Trucking Association is deeply invested in the well-being of our members and the industry at large. We recognize the importance of fair labor practices within the trucking sector, particularly concerning overtime and statutory holiday pay. Currently, the lack of standardized regulations has created a scenario where many drivers and owner-operators are deprived of these essential benefits.

Truckers, often regarded as the unsung heroes of our nation's supply chain, face multifaceted challenges in their day-to-day operations. Beyond the critical issues previously mentioned, these dedicated professionals navigate the difficulties presented by adverse weather conditions braving heavy snowfall, torrential rain, or extreme temperatures, consistently demonstrating their resilience to ensure the timely delivery of goods. However, recognizing their efforts alone is not sufficient; we must take concrete steps to address the systemic issues that impede their efficiency and well-being.

To address this issue, we earnestly request the inclusion of the trucking industry under the Canada Labour Standards Regulations or in Federal Labour Standards. This move would ensure that all truck drivers, whether employed by large companies or operating as owner-operators, are entitled to fair compensation, including overtime and statutory holiday pay. In addition to advocating for these standard labor practices, we propose strict enforcement mechanisms and penalties for non-compliance by trucking companies. By doing so, we aim to establish and maintain a leveled playing field that prioritizes the well-being of our workforce while ensuring the sustainability and growth of the trucking industry. Recognizing the unique challenges faced



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by owner-operators, who often serve as small business owners, we further propose the implementation of a government-regulated fuel surcharge.

In addition to weather-related challenges, prolonged wait times at shippers and borders pose significant obstacles for truckers. Delays in loading and unloading processes not only disrupt schedules but also contribute to increased operational costs, resulting rise in fuel consumption during extended idle times has adverse economic and environmental consequences. Moreover, owner-operators, functioning as small businesses within the industry, grapple with substantial maintenance costs to ensure their trucks remain roadworthy and compliant with safety regulations. The inclusion of fair compensation practices, such as overtime pay and statutory holiday benefits, is imperative to alleviate the financial burdens on owner-operators and promote the overall health of the industry.

There are reports of truckers being treated with disrespect and subjected to bullying by shippers, receivers, and dispatchers. These acts not only impact the mental health and morale of truckers but also contribute to a challenging work environment that hampers overall industry efficiency & safety; furthermore, instances of truckers being denied access to washroom facilities are a blatant violation of their basic rights.

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 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.



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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. This rate is reflective of the demanding nature of their profession and acknowledges the importance of ensuring that 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 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 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 \$75–\$80 per hour in the city. This elevated rate considers the additional responsibilities and costs borne by owner-operators in maintaining their vehicles and meeting regulatory requirements. Compensation Rates while 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) proposed by the West Coast Trucking Association (subject to change with inflation) for tandem van drivers (subject to change for triaxle, flatbed, b-train, tanker, car hauler, container, refer, etc.), 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/>)



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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 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, drivers can focus on adhering to traffic regulations, taking necessary breaks, and executing maneuvers in a safer and more controlled manner. Whereas when they are paid on the trip basis there is a pier pressure on driver for load commitments.

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 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.



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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 look forward to engaging in constructive dialogues with stakeholders, including regulatory bodies, to implement these proposals and foster positive change within the industry. We firmly believe that the implementation of these measures will not only enhance the welfare of trucking industry workers but also improve the efficiency and reliability of the entire supply chain. As the Minister of Transport, your leadership in championing these reforms is paramount, and we are confident that your dedication to public service will lead to positive changes within the trucking industry. The West Coast Trucking Association is grateful for your time and consideration of this matter. We look forward to the initiation of these much-needed reforms and stand ready to collaborate with your office in any capacity required.

In conclusion, the West Coast Trucking Association urges your office to consider the inclusion of the trucking industry in the Canada Labour Standards Regulations or in Federal Labour Standards. By recognizing the resilience of truckers, streamlining processes, acknowledging the maintenance costs faced by owner-operators, addressing disrespectful treatment, ensuring access to basic facilities, and implementing fair compensation practices, we can foster a safer, more respectful, and sustainable trucking industry.

The West Coast Trucking Association stands ready to collaborate with your office to ensure the successful implementation of these reforms, making a lasting impact on the trucking industry. Thank you for your time, consideration, and commitment to fostering positive changes. We eagerly anticipate receiving your response and look forward to the opportunity to engage further.

Sincerely,
Vijaydeep Singh Sahasi
President: West Coast Trucking Association
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