

**From:** [UCD Association](#)  
**To:** [Registrar, CTC CTC:EX](#)  
**Cc:** [UCD Association](#)  
**Subject:** Re: OBCCTC 2023 Rate Review Consultation - Call for Submissions  
**Date:** February 12, 2023 9:20:25 PM

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Hi Glen and Karm,

On behalf of the UCDA team and members, we would like to thank the OBCCTC team for listening to the concerns raised by the drivers, going ahead with the study to review the market conditions and issuing these recommendations. We appreciate the opportunity to provide our feedback on your recommendations and look forward to working with your team in the future.

UCDA feedback on the key recommendations is noted below.

**Proposal 1 Inflation adjustment and wage gap correction to the hourly rate for company drivers and indirectly employed operators (“IEOs”)**

1. We agree with the findings that company driver rates have not kept up with the inflation or rate increases of the IOs. We support that current and future increases will be based on the CPI and will match inflation rates. Even though we agree that past Wage Correction can't be done in one year, we believe that 3 year term is too long as drivers have been behind the curve for so long. We would like to see that this Wage Correction be done over two years, \$1.25/year, instead of over 3 years.

2. There is a consensus supported by the Cascadia study that the drivers rates have been below market and IO rate increases, so Wage Correction will be added to bridge that gap. Our concern is how to address the historical loss of wages o in the past and future wage losses until the Wage Rate increases catch up over the next 2 years. We would like to see an additional Wage Loss Correction to make up for the past and upcoming losses.

3. Another concern which has not been addressed is that the B-Trains generate higher revenue and drivers have a higher skill & responsibility when operating them. One company has started to pay them up to \$35/hour. We recognize that some drivers may only drive B-Train for part of the time, so our recommendation would be to add a \$15-20 per trip extra for part B-Train drivers and for full-time drivers, 15% additional pay above the base rate.. This would level the playing field for all companies and not cause any undue stress on companies paying above the minimum rate.

4. Another issue is that only a few companies pay a night time differential. It would be good to have a formal policy where this would happen across the board and set compensation to be similar across companies for those working at night.

**Proposal 2 Overtime rate based on Employment Standards Act's short haul driver rate for company and indirectly employed operators (IEO') who work more than 9 hours a day or 45 hours a week**

1. We fully support this proposal and are glad to see this is being done. This is good news across the board.

Our biggest concern is that some companies may try to get around the wage increases and overtime payment, so we expect a high level of enforcement from the OBCCTC office. It will be very important for the OBCCTC office to monitor the situation once these changes are introduced and also educate drivers on how they can raise their concerns if there are any issues with payment or if any incorrect deductions are made. We strongly feel that electronic logging will be very helpful to address some of these concerns.

One open item is the standard benefit package which some companies offer and some do not. It would be good to look at how this can be offered to all companies. It can be an opt-in package, where some percentage is paid by companies and some is paid by drivers. If this can be done across all companies, it would reduce costs for everyone.

Once again, we would like to express our sincere appreciation for tackling our concerns. We would like to continue to build our relationship & co-operation to improve working conditions for everyone and increase overall industry efficiency.

Thank you,  
UCDA Team

On Thu, 2 Feb 2023 at 16:21, Registrar, CTC CTC:EX <[Registrar@obcctc.ca](mailto:Registrar@obcctc.ca)> wrote:

Dear Sirs,

Please find attached a bulletin issued by the Office of the BC Container Trucking Commissioner.

Thank you.

Sincerely,

*Registrar*

Office of the British Columbia Container Trucking Commissioner

1085 Cambie Street, Vancouver, BC V6B 5L7

Tel: 604-660-6051 Fax: 604-660-6045

Email: [registrar@obcctc.ca](mailto:registrar@obcctc.ca) | [obcctc.ca](http://obcctc.ca) | [Facebook](#)



OFFICE OF THE  
BRITISH COLUMBIA CONTAINER  
TRUCKING COMMISSIONER

*The OBCCTC respectfully acknowledges the Katzie, Semiahmoo, Kwantlen, Musqueam, Squamish, Tsleil-Waututh and other Coast Salish Peoples on whose shared and unceded traditional territories our office is located.*



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