



# TEAMSTERS LOCAL UNION No. 31

AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1

March 2, 2023

*Via email only*

Office of the British Columbia Container Trucking Commission  
1085 Cambie St,  
Vancouver, BC  
V6B 5L7

Attention: Registrar

## **Re: Request for Feedback on the Rate Review Recommendation Report**

Thank you for the opportunity to provide feedback concerning the recommendations in the OBCCTC's report on pay rates for drivers.

Teamsters Local Union No. 31 represents workers in a number of transport and warehousing companies that deal routinely with the off-dock drayage issues raised in the Commission's report. The Union's feedback is set out below:

### **Proposal 2: Overtime Rates**

The Teamsters are pleased to see that the Report recommends mandating overtime rates of pay. This is in line with what we have fought for in all of our bargaining units.

As the report notes, there may be some difficulty in coming up with a method for paying overtime rates to dependent owner-operators who are paid by the trip. The first and best solution is the abandonment of the trip rate model: all container drivers should be paid an hourly rate

If, however, trip rates are to be retained, then the Commission may wish to consider a blended rate for the purposes of overtime:

- 1) Trip rate drivers are paid by the trip during normal (i.e. less than overtime) hours
- 2) Trip rate drivers are paid by the trip during overtime hours, but are also paid an overtime premium equivalent to one-half times the minimum hourly wage amount paid to directly employed operators.

For example, under the July 1, 2022 rate structure, a directly employed operator (with 2340 hours experience) must be paid a minimum of \$28.88 per hour. When trip-rate dependent contractors work overtime hours, they should receive a premium of \$14.44 per hour of overtime

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on top of their trip rates. This would ensure that the premium is tied to the remuneration of drivers and not fixed expenses.

The Teamsters are committed to having our members' voices heard in this process and we look forward to participating in any future discussions regarding container trucking.

Yours truly,

A handwritten signature in dark ink, reading "Stan Hennessy". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Stan Hennessy  
President

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