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National President  
Président national

**DANIEL CLOUTIER**  
Quebec Director  
Directeur québécois

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May 18, 2023

Glen McInnes  
BC Container Trucking Commissioner  
1085 Cambie Street  
Vancouver, BC, V6B 5L7

Via email: [registrar@obcctc.ca](mailto:registrar@obcctc.ca)

Dear Mr. McInnes:

**Re: Unifor - Response to Overtime Calculations for Independent Operators**

As you are aware, Unifor represents the largest number of unionized container truckers operating in the lower mainland with certifications under both the BC Labour Relations Code and the Canada Labour Code.

Unifor welcomes the opportunity to submit our views in response to the April 25, 2023 call from your office for submissions relating to the Overtime Calculations for Independent Operators. Our responses are listed below:

Unifor believes that adding an overtime provision into the Act for Owner Operators is essential to ensuring that we have a viable workforce. It is common for truck drivers to work 60 to 70 hours in a week. Despite their tireless work, truck drivers do not receive overtime pay for overtime hours. Truck drivers across the country face brutal working conditions marked by inadequate pay for long hours. As a result, the trucking industry faces an extremely high turnover rate as truckers cannot keep up with the thankless demands for their work.

The American Trucking Association has argued for years that the Nation faces a trucker shortage of approximately 80,000 truckers. Groups like the Owner-Operator Independent Drivers Association, who support this legislation, say the real problem is that no one wants to stay at this job for long periods of time.

The trucking industry has the highest turnover rate in all Industries and, there is always talk about driver shortages. However, it may not be a shortage – it may be a retention problem, and the lack of overtime pay is one of the key contributors to the problem.

When a driver is unhappy they will quit, and in some cases, it is not with a specific carrier that they leave, it's the entire trucking industry. Regardless of the career path anyone chooses, they still want to be paid for their hours worked.

A high turnover rate can prevent companies from meeting delivery deadlines. This can cause irreparable damage to the business's reputation. The cost of constantly training new drivers is an expense of \$7,000 to \$27,000 per employee, the exact amount depending on how much training the driver needs and orientation-related costs. So, with every driver that has to be replaced, the company's profit margin decreases even more.

As such, Unifor is in favor of the overtime formula presented in the April 25, 2023 Addendum to 2023 rate review and all other recommendations made by your office. We look forward to continuing our discussion during this consultation process and ultimately resolving the many serious issues facing container truckers.

Please contact us if you require any further information or have any questions or concerns.

Sincerely,



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CC: Paul Nagra, President VCTA  
Gavin McGarrigle, Western Region Director  
Scott Bateman, Road Transport Director