



Industry Advisory Committee (IAC) Meeting Minutes

Tuesday, December 9, 2025

Office of the BC Container Trucking Commissioner

1085 Cambie Street, Vancouver, BC V6B 5L7

9:30am - 11:30am

In Attendance:

Gary Brar	BC Trucking Association
Sharn Gill	Port Transportation Association
Paul Nagra	Unifor
Ranjit Sandhu	United Container Drivers Association
Paras Dutta	UTA Truckers Society of BC
Glen MacInnes	OBCCTC, Chair
Karm Jauhal	OBCCTC, Vice Chair
Anupam Sandhu	OBCCTC
Tarandeep Deol	OBCCTC

Regrets:

No Rep Assigned	Shipping Federation of Canada
Bonnie Gee	Chamber of Shipping
Tony Benincasa	Vancouver Fraser Port Authority
Amrik Dhillon	Teamsters Local 31

The meeting was called to order at 9:30am.

1. COMMISSIONER'S UPDATE

A. Judicial Review/ Human Rights Code

- The Commissioner reported that the Simard Judicial Review Court decision has been published, and a Notice of Appeal was filed a few days prior.
- The Commissioner further reported that there are several active Human Rights complaints, with one recently withdrawn. He explained that these complaints generally involve

Independent Operators (I/Os) seeking an accommodation to use full-time Independent Employee Operator (IEO) as permanent replacements in their trucks.

- The Commissioner emphasized that the intent of placing I/Os on the Inactive list is to ensure that I/Os have an opportunity to return when able and prevent I/O tags from effectively becoming company tags, which would disrupt the balance within the system.
- A member asked how many Human Rights complaints were currently active.
 - The Commissioner responded that there are several, some involving multiple complainants consolidated into a single case.

B. Audits/ Decisions

- The Commissioner advised that most decisions/orders for the year had been published, with only a few remaining.
- He reported that the office's enforcement activity was at its highest level, and the office had completed the highest number of audits in a single year. Electronic documentation has accelerated turnaround times, enabling significantly reduced turnaround times.
- The Commissioner emphasized that the goal is to provide quicker decisions so licensees can respond appropriately and complainants receive timely feedback.

C. Enforcement/ Investigations

- The Commissioner reported that it has been a busy year for enforcement as well. He identified two recurring issues:
 - Untagged Trucks

The Commissioner advised that multiple enforcement decisions related to untagged trucks have been issued and that follow-up investigations are ongoing. He explained that decisions provide detailed reasoning to clearly articulate why untagged trucks undermine the regulatory framework.
 - Wage Statements

The Commissioner noted significant variation in the wage statements, with many failing to meet regulatory requirements. While some are compliant, others are unclear or incomplete, causing delays in investigations and creating confusion for drivers.
- He reminded members that an Industry Advisory regarding wage statements was issued earlier in the year.
- A member asked for clarification regarding advances.
 - The Commissioner clarified that mid-month payments labeled as advances often do not meet regulatory standards if they fail to cover wages earned to that date. He emphasized that the wages must be paid in full for the period earned and the payroll practices must

comply with the *Act*, regardless of internal arrangements between companies and drivers.

D. Performance Reviews

- The Commissioner advised that in May 2025, letters were issued to licensees underutilizing tags, providing 90 days' notice to improve utilization. Notice letters will be sent to licensees with underperforming truck tags this week.
- He explained that the performance review process is intended to identify underutilized truck tags, which may then be reclaimed and redistributed to licensees demonstrating greater need and utilization, given the finite number of truck tags.
- A member asked whether the reviews focus on low-performing fleets.
 - The Commissioner responded that the process is data-driven and based on utilization metrics which are empirical, rather than subjective assessment.

E. 2026 Licence Process - Preliminary

- The Commissioner reported that no major changes to the licensing framework are anticipated for 2026, aside from minor language adjustments to align with regulations and housekeeping amendments.
- He advised that proposed changes will be circulated to industry in January 2026 for feedback and that the next licensing round will open earlier in the year to improve efficiency.
- The Commissioner further noted that discussions will continue regarding:
 - Licence term length (debate between longer terms vs. accountability)
 - Fleet configuration flexibility
 - Tag increase limits (e.g., the 10% rule)

2. ROUNDTABLE DISCUSSION

- A member raised concerns regarding the CDI licence surrender and potential unpaid wages that may not be recovered.
 - The Commissioner explained that while licensee bonds are available, they often do not fully cover unpaid wages. He said that the office is using other statutory tools under Section 32 of the *Act* to pursue recovery if necessary.
- A member raised concerns that some I/Os are still not being paid for dead runs.
 - The Commissioner responded that dead runs must be paid in accordance with established rates and encouraged affected drivers to contact the OBCCTC ConfidenceLine with detailed information so investigations can proceed efficiently.

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- A member expressed concern that tags may be left unused during the holiday season due to driver vacations.
 - The Commissioner emphasized that tags must remain active and that licensees are responsible for ensuring utilization. He emphasized that while drivers are entitled to time off, extended parking of tagged trucks creates inefficiencies in the system.
 - Another member requested creating a Company Drivers List to ensure transparency during layoffs.
 - The Commissioner acknowledged the concern and noted that it will be addressed in future tag policy consultations.
 - A member highlighted that drivers fear retaliation when filing complaints.
 - The Commissioner assured confidentiality and emphasized that licensees are not informed of complainant identities.
 - A member raised concerns about LMIA-approved highway drivers being used for local work.
 - The Commissioner confirmed that wage statements must reflect regulated rates and that misclassification issues are monitored.
 - Another member raised concerns about brown-bagging and hybrid payment models.
 - The Commissioner noted prior decisions addressing these issues. Complaints should be forwarded to the Confidence Line.
 - A member asked about progress on overtime for I/Os.
 - The Commissioner stated that discussions are ongoing, but implementing such a change would require an amendment to the *Regulation*. He further clarified that at present there is already a process in place through the Employment Standards Branch.
 - A member raised concerns about major shifts in industry demand and fleet composition.
 - The Commissioner emphasized that compliance remains the litmus test for flexibility and non-compliant licensees will not be rewarded.

The Commissioner thanked members for their feedback and encouraged continued engagement ahead of the 2026 licensing cycle.

3. NEXT MEETING

The next IAC meeting is scheduled for March 10, 2026, and an invitation will be sent in advance.

The meeting was adjourned at 10:54am.