



TEAMSTERS LOCAL UNION No. 213
490 East Broadway, Vancouver, B.C. V5T 1X3
Telephone Number: 604-876-5213
Fax Number: 604-872-8604

17-November-2025

TO: All Union Members
SUBJECT: Grievance Update

Dear Brothers and Sisters,

On November 15, 2024, Business Agent Barry Capozzi filed four policy grievances against Heidelberg Materials on behalf of Teamsters Local Union 213. Copies of these grievances are attached for member reference. The grievances concerning retroactive pay and vacation pay specifically cite Article 19 of our Collective Agreement.

Article 19 - Protection of Agreement provides significant remedies for violations related to wages, overtime, and benefit contributions:

1. The company must pay double the amount of any underpayment, with these funds directed to the Teamsters' Social and Sports Committee
2. A progressive bonding requirement starting at \$1,000, doubling with each violation
3. Full access to relevant payroll records must be provided to the Union
4. Expedited access to arbitration for dispute resolution

Additionally, the company has been given a deadline of November 30th to respond to **78 outstanding grievances** concerning various issues including:

- Lead Hand compensation
- Training premiums
- MPO afternoon shift postings
- Schedule board compliance
- Banked overtime denial

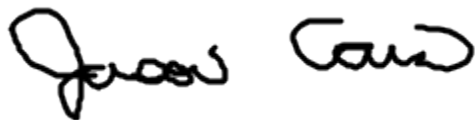
- Octa-Bloc Coordinator position
- Daily overtime calculations
- Heavy Duty Mechanic – Non-Union workers
- Contractor work compliance
- Time card editing by managers

On November 16, our Shop Stewards participated in annual training including recent developments in labour law. On Saturday evening we worked to refine a plan designed to place more economic pressure on the company to comply with the collective agreement, and to deal with the ongoing harassment and bullying by management on our members.

Contract enforcement requires participation from all members, and we sincerely appreciate everyone who has brought forward concerns and filed grievances. Your engagement is crucial to maintaining the strength of our agreement. Special recognition is due to our dedicated team of Shop Stewards for their tireless efforts in advancing our Union's interests and ensuring our members are protected.

We would also like to acknowledge Business Agent Barry Capozzi. His constant dedication and commitment to our members have made all the difference. Thanks to his support and guidance, we've built a stronger, more united workplace where our rights are protected and our voices are heard.

In solidarity,

A handwritten signature in black ink that reads "Jason Cain". The signature is written in a cursive, slightly slanted style.

Jason Cain
Chief Shop Steward
Mobile: 778-779-0056
Email: RempelTeamsters@gmail.com



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November 15, 2024

Heidelberg Materials
Concrete Greater Vancouver
8955 Shaughnessy Street
Vancouver, BC V5P 3Y7

Attn: Stephen J Abrahams - Director Labour Relations

Re: Vacation Pay Calculation Grievance - HC20241115-02

Stephen,

The Union is filing a grievance regarding the vacation calculations for employees in the Bargaining Unit. Employees have not received the correct vacation entitlement as specified in the collective agreement(s), and some have experienced unexplained reductions in their vacation accrual. This is a violation of, but not limited to, Article 7, Article 11, and Article 19.

The Union demands that the company perform a full vacation reconciliation for all employees in the Bargaining Unit, based on the terms of the collective agreement under which these vacation earnings were accrued. If it is determined that employees were underpaid, the Union seeks full redress for all vacation earnings owed, along with any other applicable fees, fines and bonds owed to the appropriate recipients.

Thank you,

Barry Capozzi
Business Representative

MoveUp BC/tp

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Kelowna, BC V1X 3M6
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Vancouver, BC V5P 3Y7

Attn: Stephen J Abrahams – Director Labour Relations

Re: Vacation Pay Statement Grievance - HC20241115-03

Stephen,

Please accept this grievance concerning the company's failure to provide the required information on employees' pay statements as outlined under Article 7:02.

As a remedy, the Union requests that the employer comply with the terms of the collective agreement by providing each employee with a detailed pay statement, including the total year-to-date vacation earnings.

Thank you,

Barry Capozzi
Business Representative

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Attn: Stephen J Abrahams – Director Labour Relations

Re: Retroactive Payment Grievance - HC20241115-01

Stephen,

The Union is filing this group grievance regarding the retroactive payments for all premiums, pension remittances, and any other outstanding payments that have not been made since the ratification of the collective agreement. This is a violation of, but not limited to, Article 7, Article 19, and Appendix "A" of the Collective Agreement.

The Union demands that these payments be made to all employees immediately, and that all fines, bonds, and any other relevant fees be paid to the appropriate recipients.

Thank you,

Barry Capozzi
Business Representative

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Attn: Stephen J Abrahams – Director Labour Relations

Re: Shop Steward Discrimination Grievance - HC20241115-04

Stephen,

It has come to my attention that management has been instructed not to recognize Jason Cain as Shop Steward and to exclude him from Union related meetings. This action is a direct violation of Article 2:07(a), which requires the company to recognize Shop Stewards without discrimination.

The Union demands that Jason Cain is treated fairly as a representative of the Union and without any concerns of being discriminated against because of his role.

Thank you,

Barry Capozzi
Business Representative

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