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Lana Payne
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Quebec Director
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07/02/2025

To: Members of the BTS Ontario Bargaining Unit

Re: Ongoing Payroll Issues

Sisters and Brothers,

We are writing to address the continued payroll issues that have understandably caused frustration and concern among our bargaining unit. As many of you are aware, some members have received a pay stub reflecting \$0 for the upcoming pay period. This is not an isolated incident; we have previously faced similar challenges, and we want to assure you that we are actively working toward a resolution.

The Company has communicated that they are aware of these issues and are currently regrouping with the project team to identify a permanent solution. However, the urgency of this situation cannot be overstated. It is unacceptable for our members to experience such inconsistencies in their pay, especially when many live paycheck to paycheck in these challenging times. We share your frustration and want you to know that your concerns are being heard.

As part of our ongoing dialogue with management, we have urged them to consider implementing a temporary measure that would allow all full-time employees to be paid for 80 hours, even if there are unresolved issues. This would alleviate some of the immediate financial stress many are experiencing due to these payroll discrepancies.

We have also requested that any outstanding payment issues from previous pay periods be rectified through manual off-cycle payments by no later than Friday of this week. Failure to do so will result in grievances for each and every outstanding case.

Furthermore, we have stressed the importance of the Company covering any and all financial costs incurred by our members as a direct result of these payroll issues, such as NSF fees.

IT’S ABOUT TIME THAT THIS COMPANY ACTUALLY ACKNOWLEDGES THIS ISSUE AND SHOWS SUPPORT FOR THEIR EMPLOYEES!!!

We understand that this situation is disheartening, and we appreciate your patience as we navigate it together. One thing is for sure: not one member will be disadvantaged by this situation! We will continue to file grievances if necessary!

Please know that we will keep you updated with any information as it becomes available. In the meantime, please ensure to check your paystubs and report any errors to your manager.

If you have any other questions or concerns, do not hesitate to reach out to your local chief steward or local president.

In Solidarity,

Jim Fling	Local 34-O
Jeff Mark	Local 47
Drew Kerrigan	Local 42
Colum Lynn	Local 1996-O
Clayton Nunn	National Representative
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