



Order No.: 11902-U

## IN THE MATTER OF THE

*Canada Labour Code*

- and -

Teamsters Québec, Local 1999,

applicant,

- and -

Stericycle, ULC,  
Québec, Quebec,

employer.

**WHEREAS** the Canada Industrial Relations Board (the Board) has received an application filed pursuant to section 24(1) of the *Canada Labour Code* (the *Code*) by Teamsters Québec, Local 1999 (the applicant), seeking certification as bargaining agent for a unit of employees of Stericycle, ULC (the employer) comprising:

all employee drivers working at or from the facility located at 185 Fortin Street, Québec #150, QC, G1M 3M2, excluding office staff, sales employees, plant employees and persons performing supervisory and managerial functions.

(translation)

**AND WHEREAS** the employer opposes the applicant's proposed bargaining unit, arguing that it is not appropriate for collective bargaining and does not foster industrial peace, and proposes that the unit include all employee drivers and plant employees at the facility on Fortin Street in Québec, Quebec, given that these two groups of employees work in concert to perform the services offered by the employer, share a community of interest and are geographically close to each other;

**AND WHEREAS** the employer also opposes the proposed bargaining unit on the ground that it does not reflect the descriptions of bargaining units at other facilities belonging to it;

**AND WHEREAS** the employer is of the view that given the number of employees and operational activities, the proposed bargaining unit cannot resemble the bargaining unit comprising only employee drivers at its facility in Saint-Rémi, Quebec, which was described in the application for certification granted by the Board in 2023 in Board file no. 037060-C;

**AND WHEREAS** the employer therefore opposes the proposed bargaining unit, as it finds that it does not consider the operational reality of the Fortin Street facility in Québec and could prejudice the right of association of the plant employees at that facility;

**AND WHEREAS** the applicant argues that, in an application for certification filed pursuant to section 24(1) of the *Code*, the Board is not required to define the ideal bargaining unit or craft the most appropriate unit but is instead required to establish a unit that is appropriate for collective bargaining, such as the unit proposed by the applicant, that reflects the employees' wishes and would not affect industrial peace, contrary to the employer's arguments;

**AND WHEREAS** the applicant challenges the employer's view that the employee drivers and plant employees at the Fortin Street facility in Québec share the same community of interest given that, among other things, their respective working conditions, work tools and workplaces are different;

**AND WHEREAS** the applicant argues that the bargaining certificates for other facilities belonging to the employer do not bind the Board or prevent the bargaining unit at the Fortin Street facility in Québec from being limited to employee drivers, like the Saint-Rémi facility;

**AND WHEREAS** the applicant denies that the proposed bargaining unit could prejudice the right of association of the plant employees at the Fortin Street facility in Québec and submits that the Board is not required to determine whether another bargaining unit, which is hypothetical, would be appropriate for collective bargaining;

**AND WHEREAS** the applicant maintains that the proposed bargaining unit only covers the employer's employee drivers;

**AND WHEREAS**, following investigation of the application and consideration of the submissions of the parties concerned, the Board declares that it is not bound by the descriptions of other bargaining units at the employer;

**AND WHEREAS**, following investigation of the application and consideration of the submissions of the parties concerned, the Board finds that the unit described below, comprising only the employer's employee drivers, is appropriate for collective bargaining and viable;

**AND WHEREAS**, following investigation of the application and consideration of the submissions of the parties concerned, the Board declares that it is not required, in the present application, to determine whether a hypothetical bargaining unit comprising only the plant employees would be appropriate for collective bargaining and viable;

**AND WHEREAS**, following investigation of the application and consideration of the submissions of the parties concerned, the Board has found the applicant to be a trade union within the meaning of the *Code*, has determined the unit described hereunder to be appropriate for collective bargaining and is satisfied that a majority of the employees of the employer in the unit wish to have the applicant trade union represent them as their bargaining agent.

**NOW, THEREFORE**, it is ordered by the Canada Industrial Relations Board that Teamsters Québec, Local 1999 be, and it is hereby certified to be, the bargaining agent for a unit comprising:

all employee drivers working at or from the facility located at 185 Fortin Street, Suite 150, Québec, Quebec, G1M 3M2, **excluding** office staff, sales employees, plant employees and persons performing supervisory and managerial functions.

**ISSUED** at Ottawa, this 15th day of February, 2024, by the Canada Industrial Relations Board.

A handwritten signature in black ink, appearing to read 'S. Guilbert', with a stylized flourish at the end.

Sylvie M.D. Guilbert  
Vice-Chairperson

**Reference: File No. 037289-C**