



Mike Millian President PMTCC

Labour Market Industry Perspectives & PMTCC Priorities

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Who is the PMTC?

Established in 1977, by six visionary private fleet managers who wanted a voice, the Private Motor Truck Council of Canada (PMTC) is the only Canadian association dedicated to the interests of private & dedicated fleet operators.

The PMTC provides forums for fleet operators and industry stakeholders to exchange views and resolve issues together and is at the forefront in representing your views to government, protecting your rights, and promoting member interests.

The PMTC is recognized as the voice of private trucking in Canada. We regularly field calls from trade press seeking PMTC opinions on subjects of interest to the trucking industry.

PMTCC Members Overview

-PMTCC Members operate over 17,000 trucks, represent over 24,000 drivers & operated over 1billion km's in 2022.

-Supply groceries, medicines, blood, fuel for home heat among many other essential & non-essential products.

Transportation Operations in Canada

- Trucks move 70% of the freight value in Canada
- Employs over 300,000 drivers, over 1.2 million people overall
- Generated 39.55 billion in revenue in 2018

Highway Usage

-# of registered vehicles in Canada is over 35m, up 7.8% since 2014

-1/3rd of all Canadians live in Vancouver, Toronto & Montreal.

- 2019 FP report showed on average it was 24 minutes quicker for people to stay in their car as opposed to taking transit.

Labour Needs of Private Fleets

- Historically Private Fleets have not suffered from a labour shortage like for-hire fleets
- Private fleets, until roughly 5 years ago, had a waiting list of drivers to pick from
- This began to change prior to Covid, and only intensified after initial lock downs ended and purchases of products increased demand.

Labour Needs of Private Fleets

- 94% of Private Fleets listed their top challenge as trying to obtain drivers
- average age of private fleet drivers is 49.8, 1st time under 50 since 2018.
- 9.7% driver turnover rate.

Labour Needs of Private Fleets

- 78% of drivers are home every night
- majority of drivers are paid hourly or by salary
- 51-hour average work week, average salary of slightly over \$88k.

Labour Needs of Private Fleets

-13% of new hires are out of driving schools or internal upgrades of current staff

- 83% come from other trucking fleets, 42% from for hire fleets

- More and more are looking to foreign drivers to fill driver vacancies

Partnerships between Industry & Governments to address needs

- Entry Level Training needs implemented in every Cdn Jurisdiction. Issues with drivers being able to move from a Jurisdiction with out ELT to one with
- consistent funding model for driver training

Partnerships between Industry & Governments to address needs

- **jurisdictional inequities need resolved, for enforcement, oversight, as well as regulations. Jurisdictional shopping is an issue with unsafe carriers as a result.**
- **National rating system for Carrier Provincial Safety ratings. Hard to compare a carriers safety record from different jurisdictions as scoring/ratings are not consistent.**

Partnerships between Industry & Governments to address needs

- Approvals for Temporary foreign workers – must have better communication between the feds and the provinces to ensure unsafe carriers or those with unfair labour practices are not given access.**
- To ensure new workers to Canada are protected, have an approved carrier model in place**
- work towards a skilled trade classification, apprenticeship style post license program**

Partnerships between Industry & Governments to address needs

- National Standard for highway construction for main highway routes (TransCanada Highway System).
- The above should include highway building standards, clearing standards, road construction workplace standards, restrooms and parking for drivers.

Partnerships between Industry & Governments to address needs

- Governments of all levels need to place a focus on enforcing those operating in the underground economy. The Incorporated driver issue is a significant issue and expanding rapidly as a result of lack of focus on enforcement.

- many of these same carriers do not place compliance of rules and regs as a priority as well. More resources need to be put towards enforcing road safety rules, as well as carrier audits

Contact information



If you would like more information, please feel free to contact us:

PRIVATE MOTOR TRUCK COUNCIL OF CANADA

**5-225 Main Street, E
Milton, ON L9T 1N9**

MIKE MILLIAN

President

Phone: (905) 827-0587 x102

Email: Trucks@pmtc.ca

ANNETTE KIEFT

Executive Assistant | Member Services Coordinator

Phone: (905) 827-0587 x101

Email: info@pmtc.ca

Website at www.pmtc.ca