



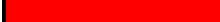


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**Logistics Heat Map - (Rolling 6-month tracking)**

Ship Point	October '24	November '24	December '24	January '25	January '25
Western Canada	Warning/Some Issues	Major issues	Major issues	Warning/Some Issues	Warning/Some Issues
Eastern Canada	Warning/Some Issues	Major issues	Major issues	Warning/Some Issues	Warning/Some Issues
Australia	Stable/Minor issues	Major issues	Major issues	Warning/Some Issues	Warning/Some Issues
California	Warning/Some Issues	Warning/Some Issues	Warning/Some Issues	Warning/Some Issues	Warning/Some Issues
Europe	Warning/Some Issues	Major issues	Major issues	Warning/Some Issues	Warning/Some Issues
New Zealand	Stable/Minor issues	Major issues	Major issues	Warning/Some Issues	Warning/Some Issues
South Africa	Warning/Some Issues	Major issues	Major issues	Warning/Some Issues	Warning/Some Issues
South America	Warning/Some Issues	Major issues	Major issues	Warning/Some Issues	Warning/Some Issues

Legend	
	Stable/No issues
	Stable/Minor issues
	Watching
	Warning/Some Issues
	Major issues

**General Notes**

08-Oct - Unifor represents CN Rail members at Local 100 and Council 4000, who work at CN terminals and HQ across Canada, including rail car technicians, heavy-duty mechanics, and diesel engine mechanics, crane operators, machinists and electricians, as well as clerical and administration, customer support and fleet mechanics among others. Union has officially opened negotiations with CN Rail, in late September and contract is set to expire on Dec 31, 2024. On Sept. 27, 2024 announced today that Unifor has filed a Notice of Dispute three days after the beginning of negotiations. The Union represents 3,300 Mechanical, Clerical, and Intermodal employees in Canada across three collective agreements. The current collective agreements expire on December 31, 2024.

25-Oct - Following an August 23 mandate from the Canada Industrial Relations Board (CIRB) for binding arbitration between CN and the Teamsters Canada Rail Conference, both parties have now appointed an arbitrator to set terms for the upcoming collective agreement. Seven days of mediation meetings are planned for March 2025; if these do not result in a settlement, arbitration will proceed in April. Under the agreed protocol, the arbitrator will have 60 days to deliver a decision, with an outcome anticipated by the end of Q2. Meanwhile, the CIRB has ordered that the current agreement remain in force, preventing any strike or lockout until a new agreement is finalized

**Western Canada**

31 - Oct - ILWU Local 514 confirmed the 72-hour strike notice in its own statement, but said it would include limited job action, with an overtime ban and a refusal to implement tech change.

1 - Nov - B.C. port employers issue lockout notice in contract dispute with foremen union

12 - Nov - his morning at 10 am ET, Labour Minister Steven MacKinnon announced he will use his powers under Section 107 of the Canada Labour Code and direct the Canada Industrial Relations Board (CIRB) to order Parties at ports in Quebec and across Canada's West Coast to resume operations and duties, and to impose binding arbitration on the Parties in order to reach a settlement.

14 - Nov - Union representatives have announced plans to contest the Canadian government's directive to halt port disputes in Montreal, Vancouver, and Prince Rupert. The International Longshore and Warehouse Union Local 514, representing supervisory longshore workers in British Columbia, intends to file a legal challenge against the minister's orders.

3 - Dec - The International Longshore and Warehouse Union Local 514 says it is seeking to quash Steven MacKinnon's direction on Nov. 12 to the Canada Industrial Relations Board (CIRB) to order a resumption of port operations in B.C. after a lockout imposed by employers.

**11 - Dec - The union representing British Columbia port supervisors in a dispute with their employers has applied for a judicial review of the federal labour minister's decision last month to order them back to work.**

Transit times from Vancouver Port to MBLL's DC in Winnipeg are at 4-5 weeks

**Eastern Canada**

\*\*Monitoring Potential job action with Montreal Port - Union rejected offer on April 22nd

11- Nov - Canada's Maritime Employers Association (MEA) has imposed a lockout of striking employees at the port of Montreal, after its "final" offer to the dockworkers was rejected.

13 - Nov - Labour Minister Steven MacKinnon ordered the CIRB to end strikes with binding arbitration, a move criticised by CUPE as forced back-to-work legislation.

14 - Nov - Union representatives have announced plans to contest the Canadian government's directive to halt port disputes in Montreal, Vancouver, and Prince Rupert. The International Longshore and Warehouse Union Local 514, representing supervisory longshore workers in British Columbia, intends to file a legal challenge against the minister's orders.

4 - Dec - Following the Canada Industrial Relations Board's (CIRB) decision Nov. 14, the Port of Montréal Longshoremen's Union (CUPE 375) and the Maritime Employers Association have agreed by consensus to enter into a mediation process for a period of 90 days.

Transit time from the Port of Montreal to MBL's DC in Winnipeg 3-4 weeks

**California/US**

Currently no issues in California or Shipping from the USA to Manitoba

7 - Oct - (USA) - International Longshoremen's Association (ILA) - Tentative agreement in place.

13 Nov 2024 - Negotiations between the International Longshoremen's Association (ILA) and the USMX (United States Maritime Alliance) that restarted this week broke off over issues regarding automation according to statements on their respective websites. Last month both parties agreed to a tentative agreement on wages and a contract extension until January 15, 2025 to allow further time to reach an official agreement.

19 - Dec - Longshoremen in standoff with port managers, paving way for January strike. The ILA is due to resume strike activities on 15 January

**8 Jan 2025 - The USMX and ILA have announced a tentative new contract agreement has been reached. The agreement is subject to ratification, but will avert any work stoppage on January 15, 2025.**

Currently no issues in California or Shipping from the USA to Manitoba

**Argentina / Chile**

On Going - Monitoring situation; Argentina's primary trade union federation held another nationwide general strike on May 9, the second called since President Javier Milei, a far-right economist, took office in December and began pursuing sweeping austerity and deregulation. The South American nation's unions organised the strike "in defense of democracy, labor rights, and the living wage," according to a statement from the General Confederation of Labor (CGT), the Argentine Workers' Central Union (CTA) and the Autonomous CTA.

22 Oct 2024 - Late season storms have continued to disrupt the international pass between Mendoza and the Chilean ports of San Antonio and Valparaiso. When transit is closed due to weather and re-opens, there will be residual delays and congestion backlogs that will increase both overall transit times and unplanned charges for late/early arrival costs, storage, and demurrage/detention. Contact your Hillebrand Gori representative for alternative routing via Buenos Aires for urgent shipments but note that congestion is affecting sailing schedules from this port.

**Australia**

Australia port services are normal. No major delay at source.

**New Zealand**

16 Dec 2024 - Peak demand and equipment shortage, particularly in Nelson, is affecting scheduled services and leading to lengthy delays in service schedules for exports, especially to USA destinations. In addition rail freight services for cargo moving via Tauranga port will be impacted by a 30 day network shutdown for construction in multiple stages. The closure is expected to start Dec 27, 2024 and run through January 27, 2025. Prepare for delays and additional costs for alternative intermodal (rail/truck) routing during this time

## Europe

Most European ports nearing normal volume

France - 3 Dec 2024 - The French National Federation of Ports and Docks have called for a 48 hour strike on December 9 - 10, 2024. Where possible, empty container collection and loaded container delivery appointments will be adjusted to avoid the planned strike dates.

**France - 6 Jan 2025 -Strike action will affect French ports, Le Havre and Fos sur Mer in January. There will be 4 hour work stoppages on January 7, 9, 13, 15, 17, 21, 23, 29, 31 between 10AM and 4PM local time. This is expected to disrupt container movements including the pick up of empty and return of loaded containers at the ports.**

Germany - On November 4, the German trade union of railway, freight and public transport workers Ver.di called for strikes in various federal states of Germany. This is reported by foreign media. Warning strikes will take place during the week as part of negotiations to increase the wages of transport workers. The negotiations involve bus and railway companies in Bavaria, Baden-Württemberg, North Rhine-Westphalia, Lower Saxony, Schleswig-Holstein and Rhineland-Palatinate (Germany). \*\*Monitoring Situation.

Italy -24 - Oct - Tentative Agreement in place to end strike action at Italian Ports.

**Italy - 18 Dec 2024 - Following a fatality at the Genoa PSA GP Terminal, Italian trade unions have called a general strike at all Genoa terminals today December 18, 2024. There will be no gate or yard operations.**

Spain - 4 Nov 2024 - Heavy rainfall in Spain is now affecting the northern region of the country around Barcelona. APM Terminals at Barcelona have suspended maritime and yard operations until further noticed. Localized flooding will impact inland transportation services and collections in the region. Plan for delays for pending shipments to and from the region.

Russian Sanctions still in place for exporting from Russia

Ukraine is still under an act of war declaration so shipping from Ukraine to Canada is on hold

Avg Transit Time port to Port 13-28 days country specific

## South Africa

**Jan 16 - Rains force South Africa to close border crossing with Botswana. "Following consultations with our Botswana counterparts and thorough deliberation by the Port Management Committee, it has been decided that the temporary suspension of operations is necessary to prioritise safety," the Border Management Authority said in a statement.**

Avg Transit Time 43 days

\*This document is intended reference only. This can be shared with stakeholders.