

WINDSOR TRANSPORTATION CLUB



Leading our industry forward

NEWSLETTER

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HIGHWAY CARRIER NIGHT

October 23, 2025

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COMPLIANCE CORNER: STAYING AHEAD OF THE CURVE IN TRUCKING REGULATIONS

Driver Inc.: A Significant Regulatory Shift

Written by A.J. Wachna, an Ontario lawyer specializing in transportation law.

I. Federal Commitment to Enhanced Compliance

The federal government is intensifying efforts to ensure proper worker classification. Budget 2025 allocates \$77 million to the Canada Revenue Agency (CRA) to address non-compliance issues related to Personal Services Businesses (PSBs). The CRA will enhance enforcement by lifting the moratorium on penalties for failure to report fees for service transactions and sharing taxpayer information with Employment and Social Development Canada (ESDC). This coordinated effort increases risks for companies with driver arrangements that don't meet legal standards.

II. The New Legal Bar: The Burden of Proof Shift

For federally regulated carriers, a significant legal shift raises the bar for proving independent contractor status. Effective June 20, 2024, the Canada Labour Code presumes anyone paid by an employer is an employee, shifting the burden of proof to the employer to demonstrate a worker is a genuine independent contractor. This presumption, combined with CRA audits, necessitates strong documentation for compliance.

III. The Legal Standard: The Four-in-One Test

The CRA and Labour Program use the Four-in-One Test to assess the true nature of work relationships. A legitimate independent contractor relationship must align with indicators such as control, tools and equipment ownership, financial risk, and integration. Employers must ensure contractual agreements and operations clearly support independent status.

Path Forward for Members

Members using non-employee drivers should conduct internal audits of their relationships against these criteria. If drivers are classified as independent contractors, documentation must support this status. If current arrangements indicate employee status, members must either reclassify workers or adjust operational relationships to meet independent contractor criteria. Consulting legal and accounting advisors is essential to navigate these requirements and ensure compliance.

Note: The Windsor Transportation Club provides this information for educational purposes and advises consulting professionals for specific legal advice.

For more information, see the Government News Release.

THE WINDSOR-DETROIT CORRIDOR: A NEW ERA OF TRADE

The Windsor-Detroit trade corridor is on the verge of a significant transformation, marked by the completion of crucial infrastructure projects and the activation of the electric vehicle (EV) supply chain. The Gordie Howe International Bridge (GHIB), set to open in early 2026, is a pivotal development for regional logistics, enhancing capacity and redundancy for North America's busiest commercial border crossing. With advanced Customs facilities, a loyalty program for commercial vehicles, and multi-use paths, the GHIB will bolster the efficiency of just-in-time supply chains.

As the region pivots towards electrification, Windsor's transportation landscape is anchored by the NextStar Energy project. The Stellantis-LGES plant officially began mass production of Lithium Iron Phosphate (LFP) battery cells in late 2025. This 4.23 million-square-foot facility has expanded its operations to include Energy Storage Systems (ESS), creating specialized demand for logistics services that extend from raw material supply to the distribution of finished components across the North American energy and EV supply chain.

In tandem with these developments, the region's trade and transit links are evolving. While regular daily Transit Windsor Tunnel Bus services were eliminated in August 2025, a new private service, "The Linq," launched in October to provide seamless cross-border transit. Simultaneously, a \$40 million MOU signed in late 2025 has fast-tracked the extension of Amtrak's Wolverine Service to Windsor. This new cross-border rail link aims to connect major economic centers—including Chicago, Detroit, Windsor, and Toronto—further integrating the corridor into the broader North American transportation network.

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STAY TUNED

FOLLOW US ON FACEBOOK AND INSTAGRAM FOR REGULAR UPDATES ABOUT UPCOMING EVENTS AND OTHER INDUSTRY AND CLUB NEWS. THE WTC BOARD IS EXCITED ABOUT THE UPCOMING YEAR AND EVENTS, INCLUDING OUR PRESIDENT'S NIGHT, THE SCHOLARSHIP AWARDS GALA, THE WTC GOLF TOURNAMENT, HIGHWAY CARRIER NIGHT AND MUCH MORE.

GRATITUDE TO OUR HIGHWAY CARRIER NIGHT SPEAKERS

The Windsor Transportation Club extends its sincerest gratitude to the exceptional guest speakers who joined us for Highway Carrier Night on Thursday, October 23, 2025, at Wolfhead Distillery.

Our industry thrives on the exchange of knowledge and the strength of our connections. Each of our speakers brought a unique and invaluable perspective to the evening, helping our members navigate a rapidly changing transportation landscape.

Our Distinguished Speakers

Tyler Hart



Chevron Canada Limited: Industry Trends and Insights Shaping the Future of Transportation Tyler provided a forward-looking analysis of the global and local trends affecting our fleets. His insights into energy shifts and logistical efficiencies sparked vital conversations among our attendees regarding long-term strategic planning.

Jennifer Borg



Dollars & Deductions: Financial Strategies and Tax Expertise Tailored for Trucking Professionals We were particularly fortunate to have Jennifer Borg share her expertise as a solo business owner at Dollars & Deductions. Jennifer offers a rare perspective in the accounting world, having "lived the life" as a professional driver. By combining her first-hand experience behind the wheel with her professional training as an accountant, she provides a "boots-on-the-ground" specialty that addresses the unique tax and compliance challenges facing owner-operators and fleets alike. We highly encourage our members to reach out to Jennifer for a financial perspective that truly speaks the language of transportation.

Heather Grondin



Gordie Howe International Bridge: Updates on North America's Most Transformative Infrastructure Projects As we approach the historic 2026 opening, Heather's update on the Gordie Howe International Bridge provided a much-needed look at the "finish line." Understanding the operational details of this new crossing is essential for every stakeholder in the Windsor-Detroit corridor.