



TEAMSTERS CANADA RAIL CONFERENCE CONFERENCE FERROVIAIRE DE TEAMSTERS CANADA

TCRC CTY NATIONAL NEGOTIATION COMMITTEE

R. A. Hackl
General Chairman

J. M. Robbins
General Chairman

D. Joannette
General Chairman

J. Holliday
General Chairman

NEGOTIATION UPDATE #6

October 10, 2013

Sisters and Brothers:

By now many of you will have had a chance to read the "internal memo" from Kim Madigan and Jim Vena to management employees. For whatever reason, management felt it appropriate to post this memo in various terminals and many managers have been approaching our members to "discuss" bargaining. We feel it is necessary to set the record straight.

As we have advised you, the Company has clearly set their sights on restricting or removing the time off provisions. You may recall, the scheduling pilot project ended because of those same demands from the Company in the closed period. Many of you are aware that there are significant differences in operations between Eastern, Western and Central Canada.

The East and Central have many regular assignments and time pools, with comparatively little unassigned or un-scheduled traffic. The West is the opposite, with few assignments and a largely unassigned pool operation to address the irregularity and fluctuation of bulk commodities.

In order to address these different operations, the Union has made various proposals; to expand the Spareboards with days off in the East; to continue with the existing Time Pool operation in the Central Region; and to implement Time Pools for pools and Spareboards, as well as Bid-Pack type operations in the West.

The Company has proposed a heavily restricted, one-size fits all package for the entire country. For example, in Eastern Canada, there are already established Spareboards with days off. They work in these terminals because of regular and predictable traffic patterns and customer requirements. The Company is proposing reducing the rest Employees on these boards can book as well as restricting the guarantees.

The Company is also proposing that these Spareboards with days off go into place in Western Canada, claiming it gives them more predictability. The first provisions of their proposal, however, are that you will have to go to work until 2000 the day before your "day off" and then, if you get back on your assigned days off, you take 48 hours rest. So they really become assigned days off, unless the Company calls you to go to work. It doesn't do you much good when you have planned something for your "day off" and then they take it away from you.

The "internal memo" also talks about Conductor-only rules. It is no secret that there have been thousands of disputes with respect to violations of the Conductor-only agreements. That is

because the Company repeatedly fails to live up to what they agreed to. Their approach is to simply eliminate those pesky collective agreement provisions that provide you with job security.

It is, in our view, ridiculous to suggest that there won't be job losses as a result of removing these restrictions or that they will actually be doing us a favour by relieving us earlier. They won't relieve our crews when the agreement requires them to do it now. Rest violations have absolutely skyrocketed in the West. Do they really expect us to believe that they will magically comply if we only relax the Conductor-only rules?

It is simple. They can either put a brakeman on a train or have a yard engine perform the required work and comply with the agreements. If the rules are changed to require the Conductor-only crew to do that work, then brakemen and yard crews are not needed. The Conductor that remains will be doing all the work. And with their demand to eliminate contractual rest, we will be doing more work longer. We don't see any of this as a "win-win" situation.

And, finally, while the Company may have hired 2400 people, how many have stayed? How many have quit or been fired? In some terminals retention rates are as low as 20-30%. What does that tell you about the working environment we have today?

If you haven't received them already, you will soon be getting a ballot asking you to support a strike mandate. We ask you to give us a strong mandate so that the Company will know that you, the members, don't believe the nonsense they are saying and that you want to improve your working conditions.

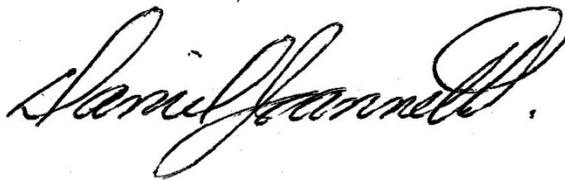
In Solidarity,



R.A. Hackl, General Chairman



J. M. Robbins, General Chairman



D. Joannette, General Chairman



J. Holliday, General Chairman