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# UNIFOR • CN RAIL

## B A R G A I N I N G R E P O R T

**HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN UNIFOR AND CN RAIL**

**UNIFOR  
LOCAL 100  
FEBRUARY 2015**

### HIGHLIGHTS

- Wage increases
- Benefit improvements
- Skilled trades adjustment
- PMRC dispute mechanism
- 100 new jobs
- Narrowed safety sensitive positions

### FOUR YEAR AGREEMENT

January 2015 to  
December 31, 2018.

### RECOMMENDATION

The Master Bargaining Committee has negotiated a tentative agreement that recognizes the important contributions of Unifor members to CN's success, increases wages, benefits and improves conditions at work.

Your bargaining committee unanimously recommends this tentative agreement and urges you to vote in favour.

### MESSAGE FROM UNIFOR PRESIDENT JERRY DIAS

#### Raising the bar at CN

**T**o say that this was a challenging set of negotiations would be an understatement. This set of talks with CN was incredibly difficult and drawn out over five months. We were very close to reaching an agreement with CN in December, but then at the final hour the company came back with a number of concessions. Through-out the month of February, your committee worked hard to try to reach a new collective agreement.

Your Master Bargaining Committee was committed to bringing back a new agreement that would meet the needs of members and also move the union forward on our collective bargaining agenda. I'm pleased that we were able to do just that, even with the pressure of a looming lock-out by CN. The new agreement makes improvements in many areas and is better in many ways than agreements other unions have been able to negotiate. Your committee succeeded in raising the bar at CN.

I'm proud that we were able to come to a negotiated settlement. Unions must be autonomous and be able to carry out the important collective bargaining work that our members intrust us to do. Your support through-out the process has been invaluable in achieving the result that we now have.

I join with your Unifor-CN Master Bargaining Committee at Local 100 in recommending this tentative agreement for approval.

In solidarity,

**Jerry Dias**  
*National President*



### LETTER FROM UNIFOR LOCAL 100 PRESIDENT KEN HIATT

#### Bargaining a Unifor pattern agreement in rail

**I**would like to thank our members for their support in what was a difficult round of bargaining. Thank you to all of the strike captains for their hard work, in being ready for any type of labour dispute. A special and personal thanks to the entire Local 100 bargaining committee, who worked so hard, and spent many a night away from their families to bargain a fair collective agreement for the membership.

The bargaining committee was told by CN that we had to accept the pattern bargained by other unions. We refused to accept that. We were able to chart our own way forward to reach an agreement that is not only better than the pattern established by other unions, but addresses the specific concerns of our members across the country.

After more than a decade, the drug and alcohol non-safety sensitive vs safety sensitive issue has been resolved. We were also able to resolve

a large number of grievances and got a commitment to hire 100 new members above attrition. The committee was also successful in re-establishing the master joint health and safety committee. We successfully negotiated a full time union representative for Montreal, an important accomplishment in this round of bargaining.

On behalf of the entire committee, I am pleased to put forward this agreement for ratification.

In solidarity,

**Ken Hiatt**  
*Unifor Local 100 President*



## Stronger contracting out provisions

Unifor was able to negotiate stronger contracting out language which will improve job security over the long term.

Locomotive overhauls and wreck repair contracting out will be reviewed directly by the president of Unifor Local 100. Contracting out notices will be issued before the work begins.

The Vice-President Mechanical and Local 100 President will do a review of all contracting out issues on a semi-annual basis.

A Transcona Motive Power joint union/management committee will be formed to review work processes and costs related to overhauls performed by third-party contractors with the goal of creating a business case for Transcona to take on additional overhaul work.

## New jobs

CN commits to hiring an additional 100 new workers, above regular attrition replacement, through-out the system.

## Drug and alcohol testing

The company and union have reached an agreement on an outstanding dispute which now limits the number of Safety Sensitive Positions to less than 3% of Local 100 members. We were also able to entrench that drug and alcohol testing of our members will only occur following a significant accident or incident, upon consideration of the circumstances which may have involved a rule violation and/or employee judgement.

The parties have reached an understanding on the application of the company policy identifying positions determined to be Safety Sensitive Positions and when they might expect follow up interaction with Occupational Health, post drug and alcohol test.

## PMRC dispute mechanism

In the event that a member is assessed a PMRC failure and the member disagrees with the results, this member can now fill out and submit to the immediate supervisor the PMRC Dispute Escalation form.

If the dispute is not satisfactorily resolved with the supervisor, the member may contact the local chairperson for further escalation with the Senior Manager Mechanical.

## Union representation

CN rescinded all Work Rule changes which they unilaterally implemented after February 15, 2015, including reinstating all workplace representatives.

Paid Education Leave funding renewed for the life of the agreement.

Union Local chairperson will now be able to attend, on the request of the Regional Vice-President, Joint Conference grievance discussions strengthening member representation. The committee also negotiated full time union representation for our members in Montreal.

## Skilled Trades

There will be a skilled trades increase of 1% effective January 1, 2018.

During negotiations, the committee clarified the entry process into Facility Maintenance positions.

The union bargained a new provision that will establish Joint Apprenticeship Committees at all locations where apprentices are employed.

CN and Unifor will develop local measures to improve attraction and retention in the trades, as necessary.

## Health and safety

In this set of negotiations, the union and CN have agreed to reconstitute the Master Joint Committee on Health and Safety for the Mechanical Department. All costs associated with travel and accommodation will be paid for by CN. The goals of the committee will be to review the efforts of local committees, review and recommend changes to existing workplace training programs, ensure compliance with legal requirements and review all enforcement directives and associated reports.

## Unifor-CN charitable fund

CN has agreed to establish a joint fund which will support philanthropic causes in Canada with emphasis on women's and aboriginal issues, among others. Unifor and CN will both put forward the same monies for the fund to support local initiatives.

# Local 100 Wage Table

	Current	2015 3%	2016 3%	2017 3.50%	2018 3%	2018 *1%
Trades	\$33.28	\$34.28	\$35.31	\$36.54	\$37.64	\$38.02
Crane operators	\$30.55	\$31.47	\$32.41	\$33.54	\$34.55	

**\*Skilled Trades Adjustment**

*There will be a skilled trades adjustment of 1% for car mechanics, electricians and heavy duty mechanics as well as lead hands in those three classifications.*

## Benefits:

### Short-term disability - sickness and maternity leave benefits

Effective the first of the month following ratification, the short-term disability weekly maximum increases from \$680 to \$690 for new claims.

Effective January 1, 2016, the maximum increases to \$700 for new claims.

Effective January 1, 2017, the maximum increases to \$710 for new claims.

Effective January 1, 2018, the maximum increases to \$720 for new claims.

### Dental

The annual dental maximum will be increased from \$1,725 to \$1,825 for treatment on or after the first day of the month, following ratification. The fee guide for dental expenses will continue to be based on the current year.

### Optional life insurance

Effective the first of the month following ratification, the maximum eligible amount will be increased from \$125,000 to \$150,000.

### Tax Free Savings Account

CN will make available a voluntary Tax Free Savings Account. Members may make contributions and are responsible for monitoring the contribution limits. The TFSA will be an add-on to the current CN Group RRSP.

### Prescription drugs

Effective the first of the month following ratification, the charge for each prescription filled will increase from \$2.50 to \$3.00. The present \$25 deductible per member, per year, will be waived for drug coverage only.

### Employee share investment plan

The Company Employee Share Investment Plan will continue to be made available for eligible members, according to the terms of the plan.

### Doctor's note

CN has agreed that it will not require a doctor's note for each and every absence from work. This will be clarified with all CN supervisors. In the cases of frequent absenteeism, the member may be required to produce a note from his/her physician.

### Jury duty

Members who are summoned for jury duty selection or jury duty and required to lose time off the job as a result, will be paid for time lost - one basic day's pay at straight time for each day lost.

### Vacation

Members hired after January 2014 will have access to vacation in the year they are hired. There are no changes for current employees.





# YOUR UNIFOR LOCAL 100 BARGAINING COMMITTEE



**JERRY DIAS**  
National President,  
Unifor



**PETER KENNEDY**  
Secretary-Treasurer,  
Unifor



**BOB ORR**  
Assistant to the  
President, Unifor



**BRIAN STEVENS**  
National Rail Director



**COREY VERMEIJ**  
National Health  
Care Director



**KEN HIATT**  
Unifor Local 100 President



**ZOLTAN CZIPPEL**  
Vice-President  
Mountain Region



**TERRY MCKIMM**  
Vice-President Prairie Region



**ASHOK VENKATARANGAM**  
Vice-President  
Great Lakes Region



**JACQUES OUIMET**  
Vice-President  
St. Laurent/Atlantic Region



**ROB MARTIN**  
Bargaining Representative  
Mountain Region



**CORY WILL**  
Bargaining Representative  
Prairie Region



**JOHN AMERO**  
Bargaining Representative  
Great Lakes Region



**SIMON MOREAU**  
Bargaining Representative  
St. Laurent



**CHRIS GARROD**  
Health and Safety  
Coordinator



**UNIFOR LOCAL 100 BARGAINING COMMITTEE**