
CN Negotiations Update

Internal committee meetings continue in Montreal with all Unifor committees meeting in caucus. There were no bargaining sessions held yesterday with the employer. We remain prepared to bargain the Unifor Pattern Settlement that was recently bargained at CP Rail along with the issues that are part of our bargaining agenda set by the CN membership.

CN issued another round of changes to the collective agreement late yesterday (*see attached.*) The employer seems determined to change work rules in order to punish the membership and perhaps to lead to some sort of job action that gets CN the work stoppage they seem intent to have this round of talks. Late last night CN presented a letter to the union requesting for the second time that the contract be arbitrated. The letter in our view was grossly inaccurate in terms of the framing of discussions that took place earlier in the day. We repeat, the Master Bargaining Committees unanimously rejected the employer's offer to arbitrate a settlement.

CN and CP Unifor leadership from across the country will attend a joint union leadership meeting on Thursday February 19th in Montreal to review the contents of the CP/Unifor agreement reached on February 14, 2015. During that meeting Unifor National President Jerry Dias will join the CP bargaining committee to present the CP/Unifor agreement to the leadership for review and full discussion and recommendation of support.

Once the presentation is complete, the assembled union leadership will meet in caucus with the Unifor Master Bargaining Committees to hold a planning meeting for nation-wide meetings and to develop the necessary communications materials.

We want to thank the membership for your overwhelming support for your elected bargaining committee. Thank you for respecting the process of collective bargaining as we work towards BARGAINING a collective agreement that will receive your support. Attached below is a preliminary strike vote schedule that has been prepared by each of the CN bargaining committees. We will commence a series of strike vote meetings across the country at which time a full report on bargaining will be provided.

Once again thank you for your continued support of your bargaining committees and your respect for the process. Please continue to perform your job to the best of your ability under a very stressful and difficult environment which CN has created.

We want to underscore again not to listen to rumours or innuendos. We will continue to communicate with our members on the ongoing status of bargaining. If you have not already done so, please sign up for RailLine by sending your email address to rail@unifor.org and follow us on twitter at [@Unifor_RailLine](https://twitter.com/Unifor_RailLine).

In appreciation and solidarity,
Jerry Dias, Unifor National President
Ken Hiatt, Local 100
Barry Kennedy, National Council 4000

On behalf of Local 100 and National Council 4000 Bargaining Committees



**Local 100, Council 4000 CN, CNTL and Savage Alberta Rail
Membership Information and Strike Vote Meetings**

Please check local bulletin boards for specific times and location as they may vary

Monday February 23

Halifax, Nova Scotia – Local 100

Halifax, Nova Scotia – Council 4000 Local 4005

Tuesday February 24

Moncton New Brunswick – Local 100

Moncton, New Brunswick – Council 4000 Local 4005

Prince Rupert, British Columbia – Local 100

Saskatoon, Saskatchewan – Council 4000 Local 4002

Regina, Saskatchewan – Council 4000 Local 4002

Melville, Saskatchewan – Council 4000 Local 4002

Wednesday February 25

Kamloops, British Columbia – Local 100

Grande Cache, Alberta – Council 4000 Local 4001

Vancouver, British Columbia – Council 4000 Local 4001

Thursday February 26

Winnipeg, Manitoba – Local 100

Grande Prairie – Council 4000 Local 4001

Calgary, Alberta – Council 4000 Local 4001

Friday February 27

Winnipeg, Manitoba – Council 4000 Local 4002

Edmonton, Alberta – Council 4000 Local 4001

Thunder Bay, Ontario – Council 4000 Local 4002

Saturday February 28

Prince George, British Columbia – Local 100

Sunday March 1

Thornton, British Columbia – Local 100

Sarnia, Ontario – Council 4000 Local 4003

Monday March 2

Edmonton, Alberta – Local 100

Garneau, Quebec – Local 100

Montreal, Quebec – Council 4000 Local 4004

Brampton, Ontario – Council 4000 Local 4003

Tuesday March 3

Joffre, Quebec – Local 100

Sarnia, Ontario – Local 100

Calgary, Alberta – Local 100

Kamloops/Boston Bar, British Columbia – Council 4000
Local 4001

Brampton, Ontario – Council 4000 Local 4003

Wednesday March 4

Montreal, Quebec – Local 100

Melville, Saskatchewan – Local 100

London, Ontario – Local 100

Prince George, British Columbia – Council 4000 Local 4001

Brampton, Ontario – Council 4000 Local 4003

Thursday March 5

Saskatoon, Saskatchewan – Local 100

Brampton, Ontario – Local 100

Concord, Ontario – Council 4000 Local 4003

Friday March 6

Toronto, Ontario – Local 100

Newfoundland – Council 4000 Local 4005

Concord, Ontario – Council 4000 Local 4003

Monday March 9 & Tuesday March 10

Oshawa, Ontario – Local 100

Oakville, Ontario – Local 100

Outlying locations will be scheduled locally with your Regional Representative



Barry Kennedy
President, Unifor National Council 4000
14923-107 Avenue
Edmonton, Alberta T5P 0X8

February 16, 2015

Dear Mr. Kennedy:

NOTICE OF TARGETED CHANGES TO WORK RULES APPLICABLE TO EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS 5.1, THE INTERMODAL SUPPLEMENTAL AGREEMENT AND AGREEMENT 5.4

Please be advised that effective February 20, 2015, CN will further make the following changes to the collective agreement:

- 1) Amend Article 12.6 that temporary vacancies of more than 30 days will be advertised to employees within the affected department only.
- 2) Amend Article 12.13 that the department may hold an employee for up to 90 days before releasing him/her to a new position for which they have been awarded under a regional bulletin. If not released the employee will receive the higher rate of pay, if applicable, after 90 days.
- 3) Amend Article 6 to increase the Probationary period for new hires from 60 days to 120 days.
- 4) The taxi service at MacMillan Yard will be eliminated.
- 5) The Company will be reviewing all work assignments to ensure available manpower is scheduled proportionately to the actual work load at any given point. Changes to existing days of rest or start times will be implemented, if necessary, upon advance notice to the employees who may be affected.

Please note that the Company will not entertain any grievances related to the aforementioned.

All employees will be notified of these changes, by email, and by notices in their workplaces. Should we decide to make additional changes, we will advise you.

A handwritten signature in black ink, appearing to read 'D.S. Fisher', is written over the typed name.

D.S. Fisher
Sr. Director, Labour Relations and Strategy



Ken Hiatt
President, Unifor Local 100
1376 Grant Ave. #110
Winnipeg, Manitoba R3M 3Y4

February 16, 2015

Dear Mr. Hiatt:

NOTICE OF TARGETED CHANGES TO WORK RULES APPLICABLE TO EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS 12 AND 12.90

Please be advised that effective February 20, 2015, CN will make the following changes to the work rules that apply to your members:

- 1) The filling of temporary vacancies of 7 days or less will be determined by management and we may assign any qualified employee to the task.
- 2) In order to improve customer service, and expedite the repair of a freight cars or locomotives, or the departure of a train, employees may be required to perform tasks within their competency at any time during their shift.
- 3) The Company will be reviewing all work assignments to ensure available manpower is scheduled proportionately to the actual work load at any given point. Changes to existing days of rest or start times will be implemented, if necessary, upon advance notice to the employees who may be affected.
- 4) The taxi service at MacMillan Yard will be eliminated.
- 5) New employees hired after March 1, 2015, at the Transcona Main Shop will have system seniority and not terminal seniority. Those employees may be temporarily deployed to handle temporary work loads or manpower shortages at other terminals as determined by the Company. Reasonable expenses & lodging to be provided.

Please note that the Company will not entertain any grievances related to the aforementioned.

All employees will be notified of these changes, by email, and by notices in their workplaces. Should we decide to make additional changes, we will advise you.

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D.S. Fisher
Sr. Director, Labour Relations and Strategy



Barry Kennedy
President, Unifor National Council 4000
14923-107 Avenue
Edmonton, Alberta T5P 0X8

February 16, 2015

Dear Mr. Kennedy:

NOTICE OF TARGETED CHANGES TO WORK RULES APPLICABLE TO EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS COVERING SAVAGE ALBERTA RAILWAY EMPLOYEES

Please be advised that effective February 20, 2015, CN will further make the following changes to the collective agreement:

- 1) All sick days allotments will be administered as per collective agreement 5.1. Banked sick days will be paid out on the first pay period after March 1, 2015.
- 2) We will apply a strict application of the collective agreement with regard to eligibility for overtime payments.
- 3) Employees assigned to the spare board will be required to remain available to accept calls for overtime until their assigned rest days.

Please note that the Company will not entertain any grievances related to the aforementioned.

All employees will be notified of these changes, by email, and by notices in their workplaces. Should we decide to make additional changes, we will advise you.

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D.S. Fisher
Sr. Director, Labour Relations and Strategy