



Teamsters Canada Rail Conference

General Committees of Adjustment
Canadian Pacific Railway

Dave Fulton
Bruce Hiller
General Chairman
Conductors, Trainmen and Yardmen

Greg Edwards
Benoit Brunet
General Chairman
Locomotive Engineers

January 12, 2015

VIA EMAIL

All TCRC Local Chairs- CPR Eastern and Western Regions - Bulletin 7

During the week of January 5 – 9, 2015, your bargaining committee met with the Company in the presence of Federal Mediation and Conciliation Services (FMCS) in Montreal.

We had previously agreed that this session would be focused on fatigue management. The week proved to be a huge disappointment as the Company insisted on continuing with their major concessions before they would even discuss our concern with fatigue. These concessions included eliminating the twenty four hour rest clause, eliminating EDO's, eliminating the unfit clause, eliminating rest after annual vacation and rest after miles while instituting a twelve hour work day and increasing maximum mileages for all employees. In an industry plagued with fatigue, the Company's demands will not only increase the workload on our membership and ultimately their fatigue but it will have a detrimental effect on their families.

During the week your entire negotiating committee was available and willing to discuss our concerns but we are unwilling to gut our Collective Agreement in order to deal with the well-recognized fatigue issues in our industry.

Despite our patience, it is clear the Company has shown no respect for our Union, the negotiating system or the assistance of the Conciliation Officers. Needless to say, there was very little time spent face to face and we were unable to make any progress on any issues. Regardless of the lack of movement by the Company, we continue to push our issues in an attempt to reach an agreement.

Our next session is scheduled on January 20-24 in Calgary and unless otherwise agreed between the parties the period of conciliation under the Code will expire at the end of those meetings. After that, the Code provides the parties a 21-day "cooling off period". We have scheduled time during that cooling off period to meet with the Company and with the assistance of FMCS. After January 24th, the FMCS conciliator's assistance changes to mediation rather than conciliation for the duration of that phase. Further, there is no provision under the Code to extend the cooling off period and that process would conclude at 23:59 on February 14th. After that time either party may legally take action under the Code, in the form of a strike or lockout.

As you know, the Union is obligated to obtain strike authority through polling the membership prior to taking legal strike action. The ballots were mailed out to all members the week of December 29, 2014. We understand that many of the members have received their ballots already and have sent them back to the Calgary office. In a separate correspondence to the Locals, we distributed the instructions for obtaining a ballot if one has not been received or a second ballot if the first was damaged. The instructions have also been posted on our websites.

We urge everyone to cast their vote and to demonstrate your solidarity to protect your working conditions and wages. It is extremely important to give the Company a clear message that the membership supports the bargaining committee and the proposals that were put forward.

As we enter the final bargaining sessions, we remain committed to negotiating new Collective Agreements consistent with the memberships' demands and proposals. We will keep you apprised of any further developments.

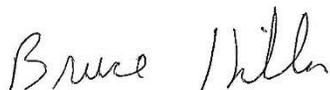
In Solidarity,



Dave Fulton
General Chairman - CTY West



Greg Edwards,
General Chairman - LE West



Bruce Hiller
General Chairman, CTY East



Benoit Brunet
General Chairman, LE East

cc: Rex Beatty President TCRC