

Your Strike Captains will be Ron Peters (403 878-1002) and Ross Jilbert (587 253-1379).

We will be meeting at 2201 tonight at the Royal Canadian Legion parking lot, just west of the station, (702 2 St SE). The picketing tonight will be voluntary and only for a short period.

There will be a meeting on March 20, at 1200 in the Legion to discuss the format for picketing and to answer any questions you may have.

Starting March 20, the picket will run daily from 0700 to 1900 and will be split into 4 shifts of 3 hours. You only need to attend 1 shift per day, but it is highly recommended that you come to more if you can. The shifts are as follows.

- a. 0700-1000
- b. 1000-1300
- c. 1300-1600
- d. 1600-1900

The Picket Captains will be Liam Smith (403 581-0755), Kyle Watters (403 952-7464), Ryan Heidinger (587 253-0045), Chris Shuttleworth (403 651-0245) and Caleb Eley (403 928-3949). If a member of the general public or the media approaches you with questions about why we are picketing, they should be directed to either a Picket Captain or Strike Captain.

There will be attendance forms at the Legion. You must ensure that you write your name, the time you start your shift, and the time you end your shift, on these forms, so that we can ensure attendance.

The Company has stated they will provide transportation back to the home terminal upon completion of your tour of duty. Please ensure that you do not leave anything in your lockers that you may require when you return home, as you will not be allowed to cross the picket line or step on CP property when locked out.

Please familiarize yourself with the attached Do's and Don'ts of Picketing in a Labour Dispute.

Do's and Don't's of Picketing in a Labour Dispute

- You and your Union are currently involved in a legal labour dispute with your employer, the Canadian Pacific Railway (CP), and are currently on strike.
- While on strike, members of the bargaining unit may engage in lawful picketing activities.
- "Lawful Picketing" is about the dissemination of information to the public or third parties.
- While peaceful picketing during a legal labour dispute is constitutionally protected, picket activity that is unlawful is not protected by law and often leads to the involvement of the courts.
- Picketing activity becomes unlawful when it includes conduct that is either criminal or "tortious." The latter refers to any action that could lead to a civil lawsuit, including assault, property damage, harassment, intimidation, trespass or interference with the reasonable enjoyment of property (i.e. nuisance).
- **This means that picketers must at all times avoid causing traffic backups or congestion in public spaces during picketing/leafletting activities.**
- As a general rule, picketers are not permitted to physically obstruct the ingress and egress of people and vehicles attempting to enter or leave private property.
- The Courts will, however, tolerate **minor delays** of CP customers, employees, or vehicles attempting to leave or access CP property, but only so much as is necessary for picketers to relay their message.
- In our view, it should **never** take more than a couple of minutes for picketers to relay their message to CP customers or employees attempting to access or leave CP's premises.
- Any action that substantially interferes with the reasonable use or enjoyment of private property is tortious conduct. Please be advised that activity of this kind is NOT protected.
- Picketing must at all times take place on public property. Picketing on private property – even the employer's property – is a form of trespass and could attract either an injunction or civil liability (an injunction is an order from a court that places restrictions or limits on certain activities).

- In no circumstances should there be picketing on or near the private residences of CP managers or employees.
- Picketers must not purposefully delay cars or people from accessing CP premises beyond what is necessary to convey their message to CP employees or customers.
- Picketers DO NOT have a right to physically block CP employees or customers from attempting to cross a picket line, including employees who choose to continue working.
- Please be aware that picketers may be held personally liable for their misconduct on the picket line. The Union is **NOT** a shield for the criminal or tortious behavior of individual members.
- Penalties for misconduct on the picket line may include criminal liability, civil liability, or discipline from the employer.
- In all cases, picketers are advised to follow the "obey now, grieve later" rule when ordered to cease and desist certain activities by the police. This means following all police orders.
- Any failure to follow the advice above will likely lead to CP successfully obtaining an injunction from a court which will, in turn, severely limit your picketing activities going forward.
- When in doubt, retreat and live to fight another day.