



# **TEAMSTERS CANADA RAIL CONFERENCE**

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General Committees of Adjustment  
Canadian Pacific Railway

**Greg Lawrenson**  
**Ed Mogus**  
**General Chairmen**  
**Locomotive Engineers**

**Dave Fulton**  
**Wayne Apsey**  
**General Chairmen**  
**Conductors, Trainmen, Yardmen**

May 22, 2024

Brothers and Sisters,

## **RE: BENEFITS AND ANNUAL VACATION DURING A STRIKE or LOCK-OUT**

This letter is to inform the membership that, during a legal strike, your day-to-day benefits are not covered by the Company's benefit plans. The TCRC has purchased **emergency** coverage from an outside source to cover any unexpected **emergency** claim(s) during this period.

### **General Benefits**

It is your responsibility to ensure that any expected cost such as: maintenance drugs, health, dental, vision care, massage therapy or other benefits should **not** be purchased during the time of a legal strike or lockout.

Any **unexpected emergency claims** will be handled by filling out the prescribed Canadian Benefits form, which we will make available should we be locked out or declare a strike.

### **Members Receiving Workers Compensation Benefits**

There are three different circumstances concerning the application of Provincial Workers Compensation, when dealing with work disruptions. Each case will be dealt with differently depending on the circumstances.

- 1) Someone that is totally disabled at the time of the work disruption would continue to receive full benefits during a strike/lockout.
- 2) Someone that is in a gradual return to work plan would only receive the partial benefits they are receiving from WSIB if the Company is not paying full wages.
- 3) Members that are accommodated with permanent restrictions and not receiving any wage loss benefits would not be entitled to have their benefits restored in the case of a strike/lockout, unless it could be determined they are accommodated, as such they would be competitively unemployable in the general Labour market.

### **Members on EI**

With regards to EI benefits, a person is disentitled to benefits as a result of a labour dispute with the exception of special benefits (sick, maternity, parental, compassionate care) that commenced prior to the work stoppage.

**Members on Weekly Indemnity Benefits (WIB)**

Members currently on Weekly Indemnity Benefits (WIB) prior to the commencement of a workplace disruption would continue to receive benefits.

During a strike or lock-out, members, who become injured or sick, will only commence receiving benefits once any work stoppage has ceased.

**Annual Vacation**

It is the Union's position If employees have booked their annual vacation in advance of the strike, and if the vacation was approved by the Company, then the employees are entitled to their vacation even in the event of a strike or lockout providing they have started their AV prior to the work stoppage. If the work stoppage happens prior to your AV starting, then you WILL NOT begin AV. We will update this aspect as more information becomes available.

If you have any further questions regarding your benefits or annual vacation during a time of Labour disruption, please contact your Local Chair.

Your Bargaining Committee will keep you informed on any further developments.

In Solidarity,



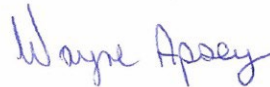
Greg Lawrenson  
General Chairman, LE West



Dave Fulton  
General Chairman, CTY West



Ed Mogus  
General Chairman, LE East



Wayne Apsey  
General Chairman, CTY East

CC Laura Barlett – Canadian Benefits