



TEAMSTERS CANADA RAIL CONFERENCE

General Committees of Adjustment
Canadian Pacific Railway

Dave Fulton
Wayne Apsey
General Chairmen
Conductors, Trainmen, Yardmen

Greg Lawrenson
Ed Mogus
General Chairmen
Locomotive Engineers

June 6, 2024

VIA EMAIL

Myron Becker
VP & Chief Labour Officer
CPKC

Mr. Becker,

RE: LETTER TO THE UNION REGARDING COLLECTIVE BARGAINING 2024 05 24

We received your letter and offer the following comments.

Firstly, we stand by our Negotiations Bulletin 10 and the fact the Company failed to participate during the weekend. Suffice it to say, we completely disagree with your slanted version of the events of May 17th and 18th.

To be clear, the Union was available and in attendance each and every day throughout the long weekend, ready to negotiate. Further, we had numerous conversations and exercises with FMCS and were fully engaged. It was the Company that refused to discuss items unless it involved a global offer and as a result there were no meetings. It is telling that with 5 days of negotiations scheduled the first comment and question was if the Union was interested in arbitration. Our membership is steadfast and wants a negotiated agreement, not arbitration.

With respect to the Company's offers, Option 1, as you have indicated, has been rejected by the Union, full stop. It's time to move on.

With respect to Option 2, it is not an almost status-quo agreement. The time pools represent a time-tested fatigue management tool and alternative to being available around the clock. In those locations, there are employees that have only ever worked in time pools.

Option 2 also represents a significant reduction in pay in both heldaway and CLC days. The reality is that the Company has the ability to control heldaway costs yet chooses not to. A lot of employees will lose substantial held away earnings with the Company proposal. Our members are not going to lose upwards of 5 hours of pay each time they go to the away from home terminal due to the Company's indecisions.

It is however interesting in your description of the “*almost status-quo*” you failed to comment on the Company’s recent amendment and CLC days payment. This demand represents hundreds of dollars of compensation for each of the current 13 CLC leaves. In total, this is literally a loss of thousands of dollars per year for our members. This issue has been going around since before last round and regardless of having lost appeals to both the ESDC and the CIRB, employees continue to not be paid correctly.

It is worth mentioning again that on May 1, 2024, the membership, after having received and reviewed the Company’s offers, albeit in violation of the *Code*, voted 99% in favour of exercising their rights to strike if necessary. This unprecedented vote confirms the membership is solidly behind the bargaining committee and will not settle for anything but a fair agreement that improves their working conditions.

We look forward to confirming additional dates in the near future.

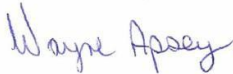
Regards,



Dave Fulton
General Chairman - CTY West



Greg Lawrenson,
General Chairman - LE West



Wayne Apey
General Chairman - CTY East



Ed Mogus
General Chairman - LE East

cc: Peter Simpson, Director General, FMCS
Michelle Glubrecht, Regional Director – Northwestern Region, FMCS
Mark Redd, EVP & Chief Operating Officer
Greg Squires, SVP Operations
Nicholas C. Walker, SVP Operations
Dave Guerin, Managing Director Labour Relations
John Bairaktaris, Director, Labour Relations
Francine Billings, Director, Labour Relations
Ryan Finnon, Vice President TCRC
TCRC Local Chairpersons