



Teamsters Canada Rail Conference

General Committees of Adjustment
Canadian Pacific Railway

Dave Able
Benoit Brunet
General Chairmen
Locomotive Engineers

Shelly Brownlee
General Chair
RCTC

Dave Olson
Bruce Hiller
General Chairmen
Conductors, Trainmen, Yardmen

Bulletin No. 22

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All TCRC Local Chairs, CPR Eastern and Western Regions:

Further to our previous Bulletin, dated September 5, 2012, we are now able to confirm and share the schedule for final and binding interest arbitration. Due to the arbitrator's busy schedule, the parties had agreed to a schedule that required an extension to his appointment. Subsequently, we are now informed the Honourable Lisa Raitt, Minister of Labour, has granted an extension to the arbitrator to complete the arbitration hearings and to render his decision no later than January 25, 2013.

As previously explained, the mediation process has ended and we are now preparing to argue our position at arbitration. We are confident with the team of legal, pension and financial professionals we have assembled, and that they will provide the necessary arguments to promote the Union's proposals and defend against the Company's concessionary demands. The final arbitration hearing will consist of two days and is scheduled for December 8th and 9th in Calgary, AB.

As many of you know, the USW recently signed a Memorandum of Settlement with CP where they agreed to pension concessions that we had rejected. We have secured a copy of the agreement and while we recognize each Union has their own autonomy, there has been no explanation to us from the Executive of the USW why they would agree to such pension concessions in the face of our pending arbitration. Particularly when we had been communicating with them directly and they knew our situation. They know that every Union at CP is fighting to save the pensions and not concede to CP demands. Notwithstanding that development, we remain committed to our position and the fight to protect your pensions, and confident that the other Unions will continue to work with us and not against us so that we can all protect the pensions that have been earned and paid for by the members.

We have previously distributed the information that we have charged CP before the Canada Industrial Relations Board (CIRB) for their unilateral actions to cancel local rules. We are currently scheduled for a hearing before the CIRB on Friday October 19.

The TCRC National Office and Teamsters Canada continue to offer their support and assistance. We again thank the Local Chairs for their ongoing assistance and the membership for their patience and overwhelmingly support in this struggle with the employer.

We will continue to provide updates and information as it develops.

In Solidarity,

Dave Able
General Chairman, LE West

Shelly Brownlee
General Chair, RTC

Dave Olson
General Chairman, CTY West

Benoit Brunet
General Chairman, LE East

Bruce Hiller
General Chairman, CTY East