



Teamsters Canada Rail Conference

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General Chairmen
Locomotive Engineers

Dave Olson
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General Chairmen
Conductors, Trainmen, Yardmen

Bulletin No. 5

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All TCRC Local Chairs
CPR Eastern and Western Regions:

Your Bargaining Committee started the week of February 7th to 11th meeting Monday with our Benefit Advisors, Teamsters Canada, Pension experts, and Legal counsel. We discussed the processes relating to the negotiations and the issues that we are facing with the lack of full disclosure from the Company and other important issues.

Together with the TCRC RTC General Chair Shelly Brownlee, we met with CP on February 7th to discuss their pension demand. The Bargaining Committee continued to meet with CP from February 8th to 10th in Toronto to finally discuss some Union proposals. This represented our fourth face to face bargaining session and the fourth consecutive meeting where the employer's bargaining team has tabled additional contract demands onto our membership.

This time the Company has expanded their pension demand, in they want to reduce the pension formula and cap all post retirement benefits. The Company had their pension people give us another power point presentation showing us their version of the calculation of what your pension benefits would be in the future. While not getting full disclosure of all facts, our Pension actuary, on the partial information, rebutted their numbers with realistic figures based on actual demographics. In our view, the estimated calculation supplied by our actuary was more likely to be how the plan would look and affect you under their proposal. The Company experts reluctantly agreed with our numbers as presented.

We are also working with a pension actuary firm to assist us in dealing with the pension demands of the employer. We obviously require full disclosure of all the information the company pension people have at their disposal. The Company has supplied some information, but so far they are refusing to give us the information that we seek to enable the negotiating committee and our professionals to fully evaluate the implications to you and your family from what the Company is seeking. This lack of information has made it difficult for our experts to give us advice or suggested direction.

We have been in meetings with our legal counsel, to discuss and explore all legal avenues at our disposal to make certain that full disclosure is given to our bargaining committee and the professionals we utilize.

It appears to us that senior management of the Company is clearly affected by the present Board of Directors fight with the American investor who wants to displace the CEO and some Board members. It appears that management's concentration is on that particular series of events and is not focused on Collective Bargaining to achieve a negotiated settlement with you. It is our feeling that the negotiating team assembled by CP may not be making the decisions on how to proceed, which could explain why every time we meet the target has moved again.

This past week we tabled a number of proposals to improve the working conditions for you, the membership. Some of them are standard improvements and some of them address specific needs of the membership. There has been no agreement reached on anything tabled for you, and while that is not unusual in and of itself, it is our perception the Company bargaining team is likely unable to agree with anything we have put forward on your behalf, given the disruption within senior management. There are a number of other proposals that we will be tabling in detail at our next negotiations session, and we will continue to press for the improvements you need.

Your bargaining committee remains absolutely committed to fighting for and protecting your jobs, your pension, and the respect and dignity each of you deserve. Every Executive Officer of the TCRC is committed to the fight for the CP members. Teamsters Canada is supporting us with that same level of commitment and assistance, and Brother Yves Gagnon from Teamsters Canada is a particularly valuable resource in this present round of bargaining.

We stand together, united and strong, and we will fight this latest attack on your jobs, benefits and pension that you have worked long and hard to earn in the service of the Company.

We thank you for your continued support in this important process.



Dave Able
General Chairman, LE West



Dave Olson
General Chairman, CTY West



Benoit Brunet
General Chairman, LE East



Bruce Hiller
General Chairman, CTY East