



# Teamsters Canada Rail Conference

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General Committees of Adjustment  
Canadian Pacific Railway

Dave Able  
Benoit Brunet  
General Chairmen  
Locomotive Engineers

Dave Olson  
Bruce Hiller  
General Chairmen  
Trainmen, Yardmen & Conductors

November 9, 2012

Mr. Guido Deciccio, VP Operations  
Canadian Pacific Railway  
401 - 9th Avenue SW, Sixth Floor  
Calgary, AB T2P 4Z4

Dear Sir,

This is in reference to your letter of November 1, 2012 in regards to Handling of Productivity and Safety Issues.

We must state that it is a sad day for CPR to see the kind of philosophy and attitude that you as a senior executive are suddenly portraying in your letter.

Your comments appear to belie what is being promoted on the CPR web page. Mr. Harrison's Q 3 report to the employees he states "On the personal injuries front **I am extremely pleased** as FRA Personal Injuries were 1.36 for Q3 and 1.26 YTD (38% and 34% improvements respectively). It is imperative we all keep our head in the game and continue to focus on safety while we make swift and effective changes to our operations. Continue to demand this of yourself and of your colleagues. FRA Train Accidents were 2.09 for Q3 and 1.69 year-to-date (YTD)."

The simple fact that you have chosen to use the word productivity ahead of the word safety tells a lot on the prominence you now attribute to railway safety. You must agree that people that know you well are shocked to see your signature on such a threatening letter. Visibly, this is a deviation from the successful model that has made CP number one in North America for many years and it is clearly a step in the wrong direction.

As you are well aware the railway industry is highly regulated and our members are professionally trained to perform their duties always mindful that safety comes first. It is recognized that fear and intimidation can adversely affect a worker's ability to do their jobs safely and productively. We also consider the message found in your letter dictatorial, which has no place in our industry, at least on this side of the border. We are also convinced that this letter demonstrates a lack of respect of the all employees we represent.

The General Chairs representing the members are truly disappointed with this sudden change in philosophy and we are urging you to rectify the perception you're circulating to employees. We are committed to working with you at the senior health & safety committee to address concerns in regards to safety keeping in mind that a safe railway is a productive railway.

Sincerely,



Dave Able  
General Chairman, LE West



Dave Olson  
General Chairman, CTY West



Benoit Brunet  
General Chairman, LE East



Bruce Hiller  
General Chairman, CTY East

cc. All Local Chairmen in Canada  
Phil Benson, Teamsters Canada Lobbyist  
Rob Smith, TCRC National Legislative Director