

Brothers and Sisters:

We are being asked to accept or reject sweeping changes to the TCRC Bylaws which governs the operation of our Union. I feel these proposed changes are so significant, I must comment. I cannot begin to identify all of the proposed changes as there are too many to list. I believe **many of these proposed Bylaws are not in the members' best interest**. I believe the intent of the changes are about consolidating power and control for the President, and is going to create an "old boys club" of Presidential appointed people, taking control of the Union away from the membership and their elected local representatives.

I for one have to ask, **what for?** **The convention where bylaws are debated by your elected representatives is less than 15 months away**. I also have to question **why now?** As you all are too aware the membership is under attack from the employers. **This is not the time for your Union to be divided and distracted from the very issues that affect your working lives in dealing with the employers** with an upheaval of internal matters. You deserve better than that in my view.

This is an important vote for all of us and our future in this Union. I urge all of you to inform yourself of the issues and vote; this is the most basic right that we have as members of this Union. If you are not clear then please ask your local chair who is aware of the issues that affect you.

I note that there are changes that affect all of us and some are particularly detrimental to the GCA's and their ability to conduct business on your behalf. I ask each of you to consider all before voting you cast your vote.

The proposed bylaws take autonomy away from Divisions, General Committees and give sweeping new authority to the National President. At the same time the **Provincial Legislative Boards, are to be eliminated**. The responsibility for these important services provided by these Boards are being offloaded onto the General Committees (or Regional Committees). **Don't be fooled by any promises of any dues savings** from this as your General Committees cannot provide these services to the membership for free.

When it comes to negotiating your contracts, our current bylaws recognize that the General Committee represents the members on that railway and have the authority and responsibility to manage their own bargaining. It is up to these committees to decide if it would be beneficial to their bargaining on behalf of the members to request assistance from the President for the appointment of a Vice President or equivalent that is acceptable to the bargaining committee. The proposed bylaws will allow the President to either insert themselves or appoint someone into the process even though the negotiating committee may not accept this appointment as being in the best interest of the membership of that particular employer. Their **right to selection on your behalf is removed**.

Under the proposed bylaws there would be **no say for the GC's only an appointment of the Presidents choosing**.

Should the bargaining committee choose to request this assistance; the present bylaws dictate that the National office must cover many of the expenses of the Committees working on your behalf.

As the CP members are aware we had a very tough fight with the Company. One of my proudest moments as a Union officer was the membership giving resounding support to take the Company to the wall and strike them in the vicious attack on our working lives and pensions in 2012.

The costs of this battle was significant to the membership. On your behalf we hired benefit, pension and legal experts. This and the other related negotiation expenses that were required to take on the latest battle with CP was about \$800,000.00. This was accomplished with no increase in your dues as the National office was required to cover the cost.

The proposed bylaws give the President new authority **and removed the provision that the costs will be covered by the National office**. Since they will no longer be covered it will be up to each bargaining committee to pay all of these expenses. While removing this provision **there is no corresponding dues decrease to you from your National dues**.

This can result in a significant dues increase to cover these costs in my opinion.

Under the proposed bylaws the National President needs no invitation to insert or appoint someone to direct the bargaining into that negotiating committee. **They may be instructed by the President to bargain issues that the membership may not have directed the negotiating committee to try to accomplish on your behalf**.

As most of you know, the members of the Western General Committees at CP Rail currently own an office. This is a valuable resource that is debt free and allows our committees to keep the dues down as much as possible and channel the resources available to better protect the membership

This property was paid for by the members of these committees and it is theirs. The proposed bylaws remove the provisions that allow any subordinate body in this Union besides the National office to purchase and hold property. I can see no reason to remove this authority from the committees' **.The President can confiscate an asset that belongs to the members of the CP West General Committees or any other committee he chooses**.

We aren't interested in any arrangement that removes ownership of this important member's asset to those who haven't paid for it. **This would be taken away by the National office and that would cause the General Committees to pay substantial rent should the members asset be expropriated . Again, this could easily result in raised dues**.

Before you vote I ask that you weigh the options of these proposed bylaws as **they will result in increased dues, loss of service and an appropriation of our assets**. The President and the National office will have new authority over the General Committees and Divisions, **taking the control further away from the membership**.

This is the corporate model that we on at CP are seeing first hand with the one person decision making process. This is clearly not what I have understood what a Union is supposed to be about, the members.

We made the TCRC to become a proud independent Canadian Union with our own identity with affiliation to a larger group. This has also been changed in the proposed bylaws and takes away our autonomy and allows for interference in our affairs from Teamsters Canada and the International. **The membership will no longer be in charge of your Union**.

These proposals contain so many changes and it is nearly impossible to identify them all, let alone fully understand what they mean.

I believe that the proposed bylaws when reviewed in total take away the membership voice that we voted for to form the TCRC. **We will lose our identity that the merger agreement guarantees**.

In closing, I urge you all to educate yourselves on this important issue and exercise your right to vote.

Thank you for taking the time to read this message.

In solidarity,

Dave Able