



Teamsters Canada Rail Conference

General Committees of Adjustment
Canadian Pacific Railway

Dave Fulton
Bruce Hiller
General Chairman
Conductors, Trainmen and Yardmen

Greg Edwards
Benoit Brunet
General Chairman
Locomotive Engineers

December 5, 2014

VIA EMAIL

All TCRC Local Chairs- CPR Eastern and Western Regions - Bulletin 5

As you are all aware, on November 19, 2014 we have served notice of dispute to the Minister of Labour in accordance with the *Canada Labour Code*. On November 25, 2014, Federal Mediation and Conciliation Services (FMCS) appointed Mr. Steve Samosinski and Mr. Daniel J. Shewchuk as Conciliation Officers in our collective bargaining dispute. Yesterday, FMCS appointed Ms. Michelle Glubrecht as a third officer. We understand the third officer is not a significant issue but rather in place due to some scheduling conflicts.

The process of conciliation normally lasts 60 days from the date the conciliation officer is appointed however there is the ability to extend the 60 days should both parties mutually agree. Following the completion of the conciliation period, there is a 21 day cooling off period. That effectively takes the parties to the point where a legal strike or lockout can take place.

The Union is required to poll the membership before any strike action can take place and we anticipate a strike vote will likely take place within the next month. Prior to any sort of legal strike action or lockout, the party taking the action is required to provide a 72 hour notice on the other party.

We have discussed the next sessions with the conciliators and have agreed to December 16 – 19, 2014 in Calgary and January 6 – 9, 2015 in Montreal. We were unable to meet prior to this due to our scheduled hearings before the CIRB with respect to Management performing our bargaining unit work.

We look forward to resuming bargaining in the presence and assistance of FMCS. Our commitment to the membership is to negotiate new collective agreements based upon the demands we have put forward. We will immediately keep you apprised of any further developments.

In solidarity,

Dave Fulton
General Chairman - CTY West

Greg Edwards,
General Chairman - LE West

Bruce Hiller
General Chairman, CTY East

Benoit Brunet
General Chairman, LE East

cc: Rex Beatty President TCRC