



TEAMSTERS CANADA RAIL CONFERENCE

TCRC Division 657
Canadian Pacific Railway
PO Box 2850
Revelstoke, BC V0E 2S0

Sean Cadden
Local Chairman
Locomotive Engineers

April 9, 2017

IMPORTANT NOTICE

Re: LOCOMOTIVE ENGINEER TRAINING IN REVELSTOKE

Brother and Sister Engineers,

As you are aware on April 7, 2017 the Company issued operating bulletin BCI-INT-050-17 stating that Locomotive Engineers whom are called with Engineer Trainees must amongst other things; *“act as a Field instructor and train the Engineer trainee under actual working conditions.”*

The local Union was informed of the bulletin just hours before its issuance late Friday afternoon and voiced, once again, our position that the Company’s actions were contrary to the clear language of Article 30.18;

30.18 Engineer-Instructors

- (1) From time to time as may be necessary the Company shall designate a Locomotive Engineer to act as an Engineer-Instructor. The Company may withdraw such designation at any time. In making such designation representation by a Locomotive Engineer who does not wish to become an Engineer-Instructor or by their representative on their behalf shall be considered by the Company provided there are sufficient Engineer-Instructors available. While performing their customary service, an Engineer-Instructor will act as a field instructor, indoctrinating Engineer trainees in the functions and responsibilities of engineers under actual working conditions.*

During this call from the Company, it was related to the Union that several Engineer trainees reported, when questioned, that Engineers whom they reported for duty with on an ad hoc basis did not wish to provide training. Further to this the Company stated clearly to the Union that our members who were questioned as to why they were not providing training, replied that the Union had informed them that they were not required to.

You, especially those who have attended Union meetings, know that we have simply interpreted the Collective Agreement in this regard, which is our role as your representative. Division 657 feels that nothing could be simpler to understand in this case. We informed the Company of our interpretation

and the plain language of the Article above it is derived from. The Union's interpretation remains that this article does not provide the Company the latitude to designate all Engineers to act as Engineer-Instructors and if enough trainers are available, those that don't wish to can opt not to. The Company's response was that Labour Relations interpreted the language above differently and in such a way that it requires all Engineers to provide training whether or not that person feels comfortable doing so.

The Union need not remind our members that not providing training to Engineer trainees should never be used as a job action or retaliation towards the Company and is counterproductive to one and all. The Union would never condone this type of action and in fact have always encouraged those who enjoy training and are comfortable doing so to provide that instruction. Properly providing training to Locomotive Engineers is our responsibility and our obligation under the Collective Agreement. The Union however contends that this should be done by those that wish to provide that training and not by those that don't when enough trainers are available.

Moving forward in order to provide a clear position we are asking that any Engineer who genuinely does not wish to act as an Engineer-Instructor to write a note stating this, sign it and provide it to the Local Chairman, keeping in mind these signed notes may be provided to the Company. If we can show that an ample amount of Engineers willing train are available then it will strengthen our position that those that don't wish to train should not be required to do so.

The General Chairman were immediately informed by us of the bulletin issued and the correspondence between local management and the local Union representatives. The General Chairman in turn immediately contacted the LR department and that communication continues. Each of you is painfully aware of the requirements of "do now, grieve later" and we know that you feel this is used improperly by the Company at any opportunity when it suits their purpose. Simply put Canadian labour law is purposefully a balancing act in which the Company is forced to accept a dispute resolution process within any Collective Agreement and the Union must subsequently accept "do now, grieve later", one doesn't exist without the other. We ask that while we wait for the General Chairman to convince LR to adhere to the Collective Agreement in this regard you do as we have requested and provide the Local Chairman with a signed note if you do not wish to be an Engineer-Instructor. Furthermore in the near term as we wait for this to be properly resolved; if you are called with an Engineer trainee we recommend, as long as your crew members and your own safety are not compromised, you provide any training you are capable of and do not refuse to train

We will keep you informed of any changes regarding the above positions as soon as it is available to us.

In Solidarity

A handwritten signature in cursive script, appearing to read "Sean Cadden". The signature is written in dark ink on a white background.

Sean Cadden
Local Chairman Div. 657 LE
Revelstoke, BC