



**TEAMSTERS CANADA RAIL CONFERENCE  
CONFERENCE FERROVIAIRE DE TEAMSTERS CANADA  
CN CONDUCTORS / TRAINMEN / YARDMEN  
CHEFS ET AGENTS DE TRAIN/AGENTS DE TRIAGE CN**

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**TCRC CTY National Negotiation Committee  
Comité négociateur national, CAT, TCRC**

R.S. Donegan  
General Chairman  
Président, CGA

J. Lennie  
General Chairman  
Président, CGA

A. Gatien  
General Chairman  
Président, CGA

J. Hyde  
General Chairman  
Président, CGA

**NEGOTIATION UPDATE #11**

18 November 2019

Dear Sisters and Brothers;

This information is being provided in the event further negotiations and/or mediation fail to bring a satisfactory settlement of the dispute between the TCRC CTY and CN Rail.

This circular is issued for the information and guidance of the TCRC officers and members at CN Rail and is only a matter of information.

The instructions to members and officers contained in this circular are intended for use in preparation for a strike and to govern the conduct of a strike in the event the TCRC CTY is forced by CN Rail to withdraw our services.

01:01 Atlantic Time 19 November 2019

00:01 Eastern Time 19 November 2019

23:01 Central Time 18 November 2019

22:01 Mountain Time 18 November 2019

21:01 Pacific Time 18 November 2019

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## Duties of Members

Members are strongly urged if they will be going to work on or about the day that the strike will be initiated that they do not leave any personal items at your place of work or locker (leave in your vehicle). You do not want to cross the picket line to retrieve your personal items upon your return.

No member involved in the strike will perform any service after the hour set to strike, unless he/she has already begun a trip and has actually left the terminal. If the train has left the terminal, they will complete the trip and deliver the engine and train at the end of the run, or tie-up point and respect all operating rules, after which they will perform no other service until the close of the strike.

Other Members working within the terminal will withdraw from service at the appointed time (as shown above) in response to the strike call (yard engines/road switchers etc.) after securing their equipment in compliance with all operating rules. Although there is an agreement to bring employees home, the division should make arrangements to return all members that are at the Away From Home Terminal or Outpost once a strike begins as the company can't be relied upon to do it in a timely manner.

## Annual Vacation

Members who commenced annual vacation prior to the labour disruption will remain on scheduled vacation. At the conclusion of their vacation if the labour disruption persists, the member will be staffed to strike or lock out status. However the Company will not allow any employees to schedule annual vacation for the period of the labour disruption.

## Picket Line Incidences

Acts of violence or aggression against our members will not be tolerated by the Rail Conference and should be reported to the proper authority immediately and the Union.

If irresponsible persons, non-members of the Union, engage in acts of violence or disorderly conduct then great care should be taken by every member to avoid association with such persons and report any illegal acts to the police and to the Union.

No member will return to work until officially instructed to do so by the General Chairperson through Local Division Officers.

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MEDIA

You can expect media to be approaching our members at the picket line or nearby. General questions about the local picket line or local operations should be answered by the Picket Captain. Questions specific to the negotiation process should be directed to either of the General Chairmen.

Members MUST remember that the employer is likely to be monitoring picket line activities through video surveillance, therefore it is extremely important to be aware of this and NOT TO DO ANYTHING THAT THEY CAN USE AGAINST US.

MEMBERS MUST AVOID TRESPASSING ON COMPANY PROPERTY WHILE ON PICKET DUTY OR AT ANYTIME DURING A STRIKE OR LOCKOUT.

Fraternally,



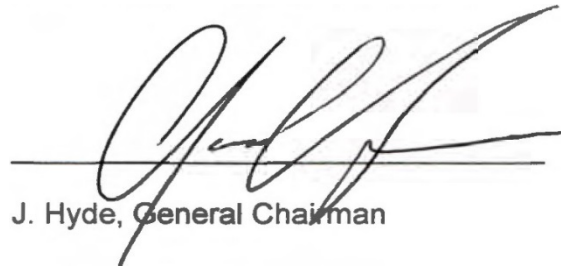
R.S. Donegan, General Chairperson



J. Lennie, General Chairperson CTY Central



Alain Gatien, General Chairman CTY-E



J. Hyde, General Chairman