



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

**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 #12

18 November 2019

Brothers and Sisters,

RE: BENEFITS AND ANNUAL VACATION DURING A STRIKE *or* LOCK-OUT

This letter is to inform the membership that, during a legal strike, your day to day benefits are **not** covered by the Company's benefit plans. Should it be necessary, the TCRC has purchased **emergency** coverage from an outside source to cover any unexpected **emergency claims** during this period.

GENERAL BENEFITS

It is your responsibility to ensure that any expected cost such as; maintenance drugs, health, dental, vision care, massage therapy or other benefits should **not** be purchased during the time of a legal strike or lockout.

Any **unexpected emergency claims** can be handled by filling out the prescribed Canadian Benefits Consulting Group form which we will make available once we have been locked out *or* declare a strike.

MEMBERS RECEIVING WORKERS COMPENSATION BENEFITS

There are three different circumstances concerning the application of Provincial Workers Compensation, when dealing with work disruptions. Each case would have to be dealt with differently depending on the circumstances.

1. Someone that is total disabled at the time of the work disruption would continue to

receive full benefits during a strike/lockout.

2. Someone that is in a gradual return to work plan would only receive the partial benefits they are receiving from the WSIB if the Company is not paying full wages.
3. Members that are accommodated with permanent restrictions and not receiving any wage loss benefits would not be entitled to have their benefits restored in the case of a strike/lockout unless it could be determined they are accommodated as such they would be competitively unemployable in the general labour market.

MEMBERS ON EI

With regards to EI benefits; a person is disentitled to benefits as a result of a labour dispute with the exception of special benefits (sick, maternity, parental, compassionate care) unless they had begun making arrangements for the special benefits prior to the work stoppage.

MEMBERS ON SHORT TERM DISABILITY (STD)

Members currently on Short Term Disability (STD) prior to the commencement of a work place disruption would continue to receive benefits

During a strike or lock-out, members, who become injured or sick, will only commence receiving benefits once any work stoppage has ceased.

ANNUAL VACATION

Members commenced Annual Vacation prior to the time of a strike or lockout will remain on scheduled vacation. At the conclusion of their vacation, if the strike or lock out persists, members will be staffed to strike or lockout status. The Company will not allow any employees to schedule vacation s for the period of the strike or lockout.

If you have any further questions regarding your benefits or annual vacation during a time of Labour disruption, please contact your Local Chair.

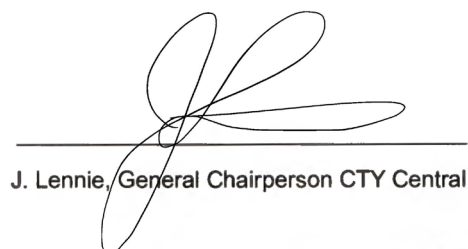
As always, we thank everyone for their patience and understanding during this process.

We will update you as events progress. Thank you for your support.

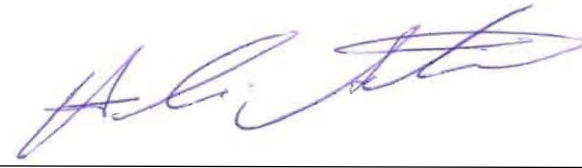
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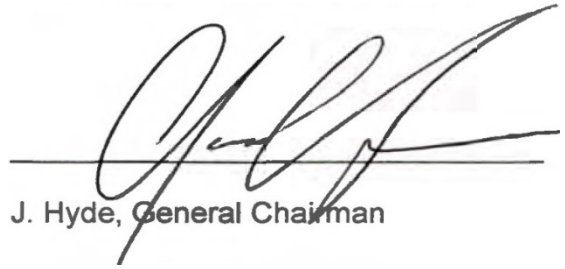
R.S. Donegan, General Chairperson



J. Lennie, General Chairperson CTY Central



Alain Gatién, General Chairman CTY-E



J. Hyde, General Chairman