



TEAMSTERS CANADA RAIL CONFERENCE

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By Email Only

July 10, 2020

Mr. Jean-Jacques Ruest
CN President and CEO
935 de la Gauchetiere West, Floor 16
Montreal QC H3B 2M9

Mr. Ruest,

Over the past 3 months the TCRC has participated in semiweekly calls with your Vice Presidents from Safety and Transportation to discuss concerns and solutions regarding the COVID-19 pandemic. Together we developed protocols and safety measures to protect our members, your employees during this unprecedented health crisis. As a result of this co-operation, COVID infections were kept to a minimum and the potential for spread of the infection was greatly mitigated. Overall, the success in protecting our members was achieved through working together, perhaps we didn't always agree completely, but we managed to attain the desired results.

In the past two weeks it seems our focus and paths have diverged from the mutual benefit of working together. The Vice Presidents have abandoned most of the agreed upon protocols to prepare for a perceived onslaught of traffic that will appear in the next two months. The decision to resume student locomotive engineer training which involves three employees in the lead locomotive is a dangerous choice to the health of our members. The ability to social distance within the cab of the locomotive is lost with three employees in a relatively small space. In Rob Reilly's letter of June 16th titled "**CN Operations Best Practices in the Pandemic Context**", Rob extols the virtues of social distancing, in fact his letter states "Maintain physical distancing (2m or 6-foot rule) wherever possible. This is one of the most effective ways to avoid getting or spreading the virus". We have discussed how the addition of masks was to enhance the existing protocols to mitigate spread of the virus, the intent was not to remove the requirements of social distancing.

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We are now told that masks will be sufficient if social distancing is not possible, the intent is evident as you have abandoned social distancing protocols in the RTC centers. Further to the point, three employees in the cab of the locomotive is now acceptable because they are wearing masks and the necessity of training locomotive engineers takes precedence over the health of your employees. As of June 23rd, CN had 736 qualified locomotive engineers either laid off or working in another craft dispersed all through Western Canada. We are having difficulty understanding the urgency of training locomotive engineers, given the acknowledged health risks at the present time. The belief that this pandemic is over, and we are free to continue with business as usual is patently flawed. We need only to look at what's happening south of Canada, a border where our members interchange daily, to see the potential of a disastrous outbreak.

The TCRC is strongly opposed to the elimination of any established protocols at this time, including the resumption of student locomotive engineer training. We also remind you that the health and safety of our members is your responsibility. Social distancing is possible, your Vice Presidents are making a choice, one that places our members health in jeopardy. Our members expect that you will take this pandemic seriously and do the right thing before it's too late.

Best regards,

A handwritten signature in black ink, appearing to read 'L. Isaak', written in a cursive style.

Lyndon Isaak
President – TCRC

cc: R Reilly, Executive Vice President and Chief Operating Officer - CN
B Diogo, Director General Rail Safety – Transport Canada