



TCRC NATIONAL NEWSLETTER

T E A M S T E R S C A N A D A R A I L C O N F E R E N C E

130 Albert Street, Suite 1510, Ottawa, Ontario, K1P 5G4 ~ www.teamstersrail.ca

A message from the President.

It's been a very interesting past few months. This letter contains the latest updates on the work/rest rules, information on the Canada Labour Code changes as well as reports and information from around the TCRC.

The Federal election was held in October resulting in a Liberal Minority Government. As a result of extensive lobbying efforts in conjunction with Teamsters Canada the government was convinced to let the bargaining process for the CN CTY play out. The Liberal's resistance to convene parliament and enact back to work legislation was extremely helpful to our negotiating team, who's hard work resulted in a tentative agreement. The support and solidarity within the TCRC was integral throughout this strike and I want to thank all the members for their strength and commitment to Our Union. Our Sisters and Brothers in the USW, Unifor, BLET and many other Unions from across North America sent messages of encouragement and solidarity during the strike, it was truly inspiring. Never in my career have I ever witnessed the degree of public support we experienced, it seems our voice was heard throughout Canada and beyond.

Finally, I've had a lot of questions regarding CN's consent for early retirement. As of now, consent is in place until Dec 31st 2020. This is the last update we have received on this subject; "Regarding the early access to retirement question, the Company is in process of finalizing its review and plans to communicate its position well in advance of the December 31, 2020 date."

The National Office and staff wish each and everyone of you a safe and happy holiday season!

In Solidarity,

Lyndon Isaak President – TCRC

Executive Board Activities

TCRC Executive Board

Lyndon Isaak: President
 Dave McCulloch: Vice-President
 Christopher Friesen: Secretary-Treasurer
 Paul Boucher: Recording Secretary
 Harvey Makoski: Trustee
 Jean-Michel Hallé: Trustee
 Ryan Finsson: Trustee

The TCRC Executive Board met on Oct 22 – Oct 23, 2019. The following is a summary of the decisions and actions that affect the entire TCRC membership.

- President Laporte of Teamsters Canada gave us a report on the activities of Teamsters Canada as well as an update on the Teamsters Canada Foundation and plans for 2020
- The Executive Board discussed creating a system to streamline requests for legal funding in Ad Hoc cases
- Plans for the TCRC 2022 Convention were discussed, ideas on location and logistics of transportation as well as rooms and convention space requirements
- Negotiation updates for several contracts were discussed
- The location and guest speakers for our Annual General Meeting were discussed
- Russ Archibald made a presentation on the current education program, the needs and expectations of the trainers and their vision for 2020.
- We discussed testing out a training module created and presented by Federal Mediation Conciliation services, developing further training modules "in house" and exploring further utilization of Canadian Labour Congress courses
- The next Executive Board meeting will be held in January.

CP Fatality in Port Coquitlam

It is with great sadness that we acknowledge our fifth fatality this year, Brother Kirk McLean. Brother McLean passed away on December 2nd in CP's Port Coquitlam yard. Our thoughts and prayers go out to Kirk's family.

TCRC Division 320 has setup a GoFundMe to collect funds for Mrs. McLean and the McLean family to help ease their financial burden during this extremely difficult time. <https://www.gofundme.com/f/RIPKirk>

Work Rest Rules Update

In May 2019, the Railway Association of Canada on behalf of their affiliated railways submitted proposed new work/rest rules to the Minister of Transport for both freight and passenger operations. These submissions were in response to a Ministerial Order issued in December 2018 to revise the existing work/rest rules.

In July 2019, the Minister responded to these proposals rejecting them and instructing the railways to rework their proposals and resubmit by November 1, 2019. The railways requested an extension to the November 1st deadline and were granted an extension until December 15th.

Because of the nature of the response to industry from the Minister this was not an enforceable deadline and the railways have not complied with this date.

It is our understanding industry will be seeking a further extension to submit their revised proposal by mid-March 2020. These delay tactics by industry have been going on for over a decade when it comes to dealing with the work/rest rules and managing fatigue in the rail industry. In response, we have delivered a message to both officials at Transport Canada and the Minister's office that an enforceable deadline for these submissions must be set in the very near future or the Minister should proceed in developing and implementing revised work/rest rules without the consultation and cooperation of industry.

Update TCRC CN West LE

1. On July 10, 2019 Arbitrator Hornung issued his award for Ad Hoc 672 regarding the dispute between the Union and the Company as it pertained to the use of turns at the away from home terminal in extended run service. This dispute resulted from the Company's practice on the corridor between Winnipeg and Fort Frances. Mr. Hornung agreed that the Company could use Article 10 to use crews in turn service, however he also ruled that doing so would adversely affect those crews. He remitted back to the parties to resolve the issue. We are currently in discussions with the Company. For all crews in extended run service, it is important that they file a grievance.

2. On October 31, 2019 Arbitrator Hornung released his award for CROA 4699. The dispute was in regard to the Company notice to crews at Prince George that they were to tie up at the final yard where a CATS machine was provided, regardless of where they went on duty on the outbound tour. This case had significant ramifications for all multi-yard terminals. Mr. Hornung ruled that the Company could not implement the changes based on years of past practice. However, based on the nature of his award, estoppel, the Union will have to ensure that it bargains this right in the next round. The award as set out, only lasts until the expiration of this Collective Agreement. We note, happily, that the CTY was successful in achieving language in this regard and are optimistic that we will as well. All claims that were submitted by Prince George engineers from 2014 onward, that were grieved, are in the process of being paid.

3. In the month of October, the Union resolved all RX payments outstanding, and confirmed payment for all terminals except McLennan and Calgary. We are waiting confirmation on those files. In total, approximately 1100 claims were resolved and paid in full.

4. The General Chairman's office is pleased to advise its members that it has approved a \$12.50 rollback on Union dues and will not be automatically raising the dues by 2% for 2020. This decrease offsets the increase for 2018. The office has identified cost savings for services by vendors and is in the process of modernizing our affairs by going digital, and reducing our carbon footprint.

KC James
General Chairman

Teamsters Canada Youth Committee

I was fortunate enough to be chosen for the position of Youth committee member for the TCRC. From October 8th to 11th, 2019 I was in Laval, Quebec, for the TCYC meetings. My first impressions, as I did some research for this position and committee, was the lack of information I could source. Slowly I am gathering the information I feel I need and will be as open and transparent as I can with all I find.

Day 1 consisted of a flight and taxi ride to the hotel conveniently located walking distance from the Teamsters Canada Building. At 1900 there was a meet and greet where I met most of the other reps, along with Nathaly Guillemette (National Coordinator) and Christopher Monette (Director of Public Affairs). By what I can tell all these people obtain a fair voice at these meetings.

Day 2 started at 0900 with a tour of the Teamsters Canada Building. The building is new and made from all unionized labor. A modern look with extremely clear glass. A large meeting room was provided to us to conduct our meeting. The meeting started with a formal introduction of everyone and reports from local committee members. It felt very familiar to what I run with my local division, if a little more informal. Other members in attendance included reps from UPS, Coca-Cola and Rail Maintenance. After these introductions, Teamsters Canada President Francois Laporte made a small presentation and welcomed us. He took some quick questions then we continued. As per the TCYC By-Laws, a President, Vice President, and Recording Secretary were all elected under secret ballot. These elections happen at the beginning of each meeting and seem to rotate among the members. In my opinion this will keep the committee less focused but will allow every voice to be more equal. As it was my first meeting, I was not nominated for anything. Into the afternoon, we had a fantastic presentation from Karin Jones (IBT historian). The presentation was 90 minutes and covered a brief but detailed history of the Teamsters in Canada and America. Sister Jones expressed how excited she was to see a Youth Committee and is a supporter for one in the states. She also informed us that the IBT and Teamsters Canada are working on a history book. I highly recommend this presentation to any Brother or Sister who can see it, and a version of this should be shown to all new members. I have a copy of it. We discussed the importance of Teamsters in North America but the problems we face with new members. The lack of members at local meetings is something that all unions are facing. Perhaps seeing our new Brothers and Sisters as soon as possible with a great presentation and some swag could curb this. Regardless, this is a problem we should address. In the afternoon we had another presentation from Stephanie Meunier (Director of Communications) on the TCYC ongoing social Media campaign. This campaign is heavily focused on gaining new members for Teamsters Canada. Targeting younger members that may see the ads and generating discussion on the importance of the rights in a labor force. We talked about the breakdown of men vs women seeing these ads and how much they cost. These ads can be seen on the Teamsters Canada Facebook and Instagram. This day concluded around 1630.

Day 3 began at 0600. We drove a few hours to Gatineau across from Ottawa to join Teamsters Local 106 in strike action. These members work at a nursing and care home for the elderly and were on strike for better pay and benefits. To my understanding the strike is still going on. This was a highlight in my mind as it was the first time I have hit a strike line. We returned to the Teamsters Canada building in the afternoon. Reflected on the morning activities and discussed the next meeting. To be determined, sometime in February 2020. At this time,

British Columbia Legislative Board

An invitation was extended to the Teamsters Canada Rail Conference regarding the unveiling of a plaque commemorating the tragic event of the Great Northern Railway disaster that occurred on November 28, 1909. The result was the fatality of 22 Japanese railway workers that were on their way, via train, to do repairs on the rail line as the result of heavy rain blocking a culvert. Myself and Brother Jamie Lind attended the plaque unveiling ceremony put on by the BC Labour Heritage Centre in Burnaby pertaining to the Great Northern Railway Disaster from 1909. The Community Heritage Commission (CHC) nominated this historical event for commemoration by the BC Labour Heritage Centre with the plaque being installed at the location on the Central Valley Greenway at Lost Creek (formally Kilby Creek), the site where the accident occurred. This event was hosted by the BC Heritage Centre with members in attendance from the BC Federation of Labour, Burnaby Mayor Mike Hurley and Counsellors Pietro Calendino and Collen Jordan, Japanese Heritage Society, Labour Heritage Centre, in addition Ms. Masayo Tada; Deputy Consul General of the Japanese Embassy.

To read more please visit www.Teamstersrail.ca

I learned that the TCYC had its own by-laws and I requested a copy of these along with all previous minutes and all relevant documentation. Day concluded 1630.

Day 4 at 0900 at the Teamsters building. A morning wrap up meeting. I was given a binder with a copy of the by laws and some previous minutes. The group said a farewell to Brother Woodcock, and we discussed ways to keep in touch until the next meeting. I volunteered to email the members at least once a month in an effort to keep the lines of communication open and push forward with our commitments. Day ends 1230.

In my opinion, this committee can be a powerful tool to help all Teamsters, but I believe it requires some adaptation and flexibility to an ever-changing world. I plan to do the best I can and stay active holding the committee to its commitments going forward. For any questions please feel free to contact me.

In solidarity,



Sheldon King

TCYC Representative for the Rail Conference

Changes to the Canada Labour Code

by Christopher Monette, Director of Public Affairs, Teamsters Canada

This summer, the federal government cracked under the weight of a massive corporate lobbying effort against the Canada Labour Code's new hours of work provisions.

Teamsters Canada fought hard for its members, working closely with TCRC leadership. Ottawa ultimately decided that changes like the 24 hours advance of shift change, the minimum eight hours' rest between shifts and the 30-minute unpaid breaks for every five hours worked will not apply – for now – to TCRC members or most of the federally regulated private sector.

Other changes, like the limited right to refuse overtime for family reasons or the 96 hours advance notice of schedule, were never going to apply to the vast majority of railroaders in the first place.

Luckily, it's not all doom and gloom. Possibly for the first time in history, railroaders can now take three paid sick days which can also be taken for certain family reasons. The government also added a fourth week of vacation for workers with ten consecutive years of service and made three-week vacations available to workers with only five consecutive years of service.

More information about the changes to the Canada Labour Code can be found at www.teamstersrail.ca.

When it comes to keeping workers down, big corporations like CP and CN won't hesitate to spend on an army of lawyers and lobbyists. Organization like Teamsters Canada and the TCRC are the only things standing in their way – and we won't back down.

