



Teamsters Canada Rail Conference

Division 563 Trainpersons, Yardpersons and Conductors
1417 Spruce Dr. Cranbrook BC V1C 2L6
Phone: (C) (250) 421 9270 (H) (250) 489 0803
Email blairchurch@shaw.ca

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Brothers and Sisters,

As you are no doubt aware there are potentially some serious changes upon us, not just at Fort Steele and Cranbrook but across the system. Late last month the Company and Union exchanged preliminary demands as is always done. True to form the demands from the Company are outrageous and self serving to the point of insulting. The parties are scheduled to meet again next week in Winnipeg for another round of bargaining, and will be scheduled to meet on many other occasions to attempt to finalize a Memorandum of Settlement for all Members from Thunder Bay to Vancouver to vote on. If we have all learned one thing in this long negotiation process, it is that the final draft looks nothing like the preliminary exchange of demands. I believe we all hope this is the case this time around as well. Once the round of bargaining is completed in Winnipeg I believe more correspondence will be coming out of the General Chairman's office which will be made available via email, posted on the website and copies left in the Fort Steele GYO and Roundhouse, as was done last time.

With respect to the Remote Load Material Change the Company served on earlier this year, Brother Stewart and I were in Calgary last week for the preliminary arbitration hearing (the award has been sent via email and is posted on the website) to determine if the Company was in their rights to proceed with this change. The Arbitrator ruled they were, but also ruled that the Company produce the data the Union requested and requires to be able to measure the adverse affects on the Members working in our terminal. Brother Stewart and I will be traveling to Montreal for the second part of this arbitration in which the Arbitrator will hear arguments from both sides concerning the number of members who could be affected and how they will be compensated based on the change. As soon as that award is handed down it will be made available to all, again, via email, website and posting at reporting locations.

Concerning the letter the company served to cancel the time pool letter of understanding, there is a cancelation clause which they exercised. We have spoken to the General Chairman's office concerning this and they agree that the letter of understanding re: Fort Steele Relocation specifically states that a Fatigue Management Plan WILL be established. So it is our position that if the company wishes to serve notice to cancel the time pools then the onus is on them to come up with a different FMP. To this end we have not heard any talk what so ever of what that might be, but rest assured as soon as any information is received it will be made available to the Membership.

Regarding the portion of the letter to cancel the "Sparwood Agreement" we have again spoken with the General Chairman's office concerning this. They have advised us that our labor lawyers in Toronto are working on it to ascertain if the Company can just serve notice to cancel or if it forms part of the Collective Agreement in which case it would be an issue for main table negotiations. Again as more information becomes available it will be published to the membership in its entirety in an effort to keep every Member informed.

Again it's important to know that the main table issues spoken of in this letter are in the infant stages and we are a long way from a final MOS on which to vote on. We ask that you be patient with the process and your Local Committee Members as this process continues. It is our commitment to the Members that any information we receive from the General Chairman's office concerning the MOS or Material Changes at Fort Steele will be published for all Members to view. We hope this clears up any concerns of you may have had, there has never been any secrets concerning what has been going on from our Executive Committee nor will there be any in the future. We all respect that this is a very sensitive time as these issues will directly affect our lively hoods. Keeping that in mind this is not the time to be spreading rumors or gossip on the property as it only clouds the real issue and does no one any good. If you have any questions, concerns or need clarification on an issue please contact one of the Executive members. In the interim please continue to perform your duties safely and in accordance with our respective Collective Agreements.

Blair Church
Local Chairman (CTY)
TCRC Div 563
Cranbrook / Fort Steele

Ken Stewart
Local Chairman (LE)
TCRC Div 563
Cranbrook / Fort Steele