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UNIFOR NATIONAL COUNCIL 4000 BARGAINING COMMITTEE

Three year and nine month agreement: April 1, 2019 to December 31, 2022



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Council 4000  
APRIL 2019

## HIGHLIGHTS

- Training for one woman's advocate per region
- formalized Apprentice program for mechanics
- Hiring commitments to reduce contracting out

## THREE YEAR and NINE MONTH AGREEMENT

April 1, 2019 to  
December 31, 2022

## RECOMMENDATION

The bargaining committee has negotiated a tentative agreement that enhances our wages, conditions of work and improves our benefits.

Your bargaining committee recommends this tentative agreement and urges you to vote in favour of the recommendation for acceptance.

# Unifor National Council 4000 BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT WITH UNIFOR LOCAL 5.1 AND INTERMODAL

## Message from Unifor National President Jerry Dias



Brothers and Sisters,  
We began talks with CN in Montreal and we told CN our members must share in the company's record profits. Our hard working members have made CN the

successful company it is today. The rail sector is a key sector in our union and the role they play is crucial to the Canadian economy. This bargaining committee made sure CN understood this.

I would like to congratulate the Council 4000/Local 4001 bargaining committee, who have worked very hard over the last three months to achieve significant gains for our

members. These talks were not easy. The gains include an 11 per cent wage increase over the life of the contract plus a \$1000 signing bonus. This tentative agreement also has progressive Women's Advocate language and sees improvements in health and dental benefits along with coordination of benefits for married couples working at CN.

I would like to thank all Council 4000 members for your incredible support during these negotiations. Your solidarity made a difference at the bargaining table and helped us achieve an agreement that I strongly urge you to ratify.

**In Solidarity,**  
**Jerry Dias**

## Message from Unifor National Council 4000 President Dave Kissack



For Agreement 5.1, 5.1 Supplemental (Intermodal) and Agreement 5.4, we have negotiated wage increases of 11% over a four-year period. The term being nine months and three years so that this

contract will expire in line with other bargaining units at CN. By doing this our members will receive two wage increases between now and January 1st, 2020 for a total of 5% increase in a period of nine months. We addressed the concerns our members raised over contracting out by obtaining hiring commitments and by having CN commit to implement apprentice programs for fleet and intermodal mechanics and providing for incentives to transfer to areas where shortages exist. The company also agreed to fully fund the costs for training of one woman's advocate

in each of the five regions of the country. Our benefits packages have also been increased substantially to now cover Chiropractor, Massage Therapy, Osteopath, Naturopath, Psychologists and Psychotherapists and improvements to hearing aids for children, and after many attempts we have finally acquired coordination of benefits for members whose spouses and partners work at CN Rail and no requirement for a prescription change to purchase new glasses. There will be increases to the Short-Term Disability raising the weekly maximum from \$720 to \$810 by the end of the contract. Optional life insurance has been increased to \$250,000. When added to the improvements we were able to obtain in working and rest rules provide for a solid agreement which I would recommend our membership vote to support. I would also like to thank our staff representatives Barry

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Kennedy and Myriam Germain along with Scott Doherty assistant to the President for all their hours of assistance to the multiple bargaining committees involved in these negotiations. Lastly, I would like to acknowledge and thank the Council 4000 bargaining committees for the countless hours of work they all put in to achieve this agreement and

the steadfast solidarity they demonstrated in front of the employer. I strongly recommend all members vote to support this contract.

**In Solidarity,  
Dave Kissack  
President Unifor National Council 4000**

## HIGHLIGHTS

### Term of Contract

A nine month and three years contract that expires at 23.59 local time December 31, 2022. A \$1000 lump sum bonus will be payable upon ratification of the new agreement. Wage increases of 2.5 %, 2.5 %, 3% and 3 %.

**Other benefit improvements - same as the pattern with Local 100**

Weekly rated Non-Clerical				
Labourer	1168.52	1197.73	1233.66	1270.68

Weekly Rated Clerical				
	2019 (2.5%)	2020 (2.5%)	2021 (3%)	2022 (3%)
Level F	1313.66	1346.50	1386.90	1428.50
Level G	1347.97	1381.67	1423.12	1465.81
Level H	1383.22	1417.80	1460.33	1504.14
Level I	1418.92	1454.39	1498.02	1542.96
Level J	1456.95	1493.37	1538.17	1584.32
Level K	1494.86	1532.23	1578.20	1625.55

Compensation Improvements Intermodal				
	2019 (2.5%)	2020 (2.5%)	2021 (3%)	2022 (3%)
Lead Hand Operations	36.19	37.10	38.21	39.35
Lead Hand Operations Qualified	38.43	39.39	40.57	41.79
Lead Hand Clerk	36.19	37.10	38.21	39.35
Dispatcher	36.19	37.10	38.21	39.35
Dispatch Coordinator	37.78	38.72	39.89	41.08
Composite Employee	35.10	35.98	37.06	38.17
Heavy Equipment Operator	35.10	35.98	37.06	38.17
Clerk	34.41	35.27	36.33	37.42
Equipment Operator	32.56	33.37	34.38	35.41
Helper	31.55	32.34	33.31	34.31
Tractor Trailer Operator	31.97	32.78	33.75	34.76

### Company paid training for one Woman's Advocate in each region

Under the terms of this agreement the company will be required to cover the costs associated with training one woman's advocate per region from within the bargaining units. In addition, they will provide one of the designated advocates with a dedicated phone line and private working space along with a travel budget of fifteen thousand dollars for each year of the agreement so that she can assist the other advocates and the locals with training and implementation of the program.

### Removal of Senior Management from the Seniority list

Senior management levels 1,2,3, and 4 will now be excluded from the seniority lists and will no longer retain flow back rights to the bargaining unit.

### Travel Allowances of \$250 each way when attending the training center in Winnipeg

When members who are located over 200 km for Winnipeg are required to travel to the company's training center in Winnipeg to take a training program, they will now be compensated an additional \$250 for each one-way trip to cover additional expenses.

### Improved language to discipline procedures

Under these revisions to both collective agreements the company will no longer be able to access any discipline to a member they exceed the allowable twenty-one (21) days after an investigation. We previously had issues where discipline remained on file even though time limits by the company had been exceeded.

### Additions to Bereavement Leaves

Members will now be entitled to five days Bereavement Leave upon the death of a Step Child, this leave was previously restricted to three days. In addition, the committee was successful in negotiating three days Bereavement Leave for still born children.

## HIGHLIGHTS

### Apprentice programs for mechanics with tool allowances and transfer abilities

As a result of the significant issues the bargaining committee raised over contracting out, we were successful in negotiating language which will require the company to open apprentice programs for mechanics in both fleet and intermodal. In addition, new hires will be provided a tool allowance in shops where tools are not provided. By doing this we are not only securing our job ownership by eliminating contractors but also expanding our skilled trades membership throughout the country. The company will now also be required to pay for all mechanics licences in provinces where they are subject to renewal fees.

### Increased access to General Holidays and hiring commitments

Due to members raising concerns with not being able to access time away from the workplace on general holidays we were able to negotiate an agreement which will provide for improved access to holidays for our members both intermodal and the 5.1 agreements. Also, under this agreement where we were able to demonstrate that this was as a result of staffing shortages, we were able to have CN commit to expedite hiring more employees in both agreements. By doing this we will once again assist employees to gain access to time off during general holidays but also reduce the amount of contracting out which is occurring thus securing our work while gaining quality of life provisions for the members.

### Improvements to on call procedures for spare employees

When a member working on the spare board has their call cancelled before reporting for duty, they must now be paid a minimum of three hours regardless of whether they come to work or not (i.e. Supplemental Agreement Article 17.7)

### Increases to training allowances from \$2.00 to \$2.50 per hour

After attempting to gain increases to training allowances for many rounds of bargaining we were able to successfully negotiate an increase to training allowances. Training allowances for members who are required to oversee, and train other members will now be raised from \$2.00 to \$2.50 per hour.

### Other improvements include

- Increases in mileage allowances to \$.33 (33 cents) per kilometer
- Letter of understanding to facilitate implementation of 5 personal days, domestic violence leave, traditional aboriginal practices leaves, exclusion of waiting periods for general holidays and mandatory minimum notices for shift changes.

- Changes to limit lock in periods- to one year maximum (5.1 article 16.5)
- Agreement to hire temporary unassigned employees- for peak periods at the Autoramp with provisions to flow them into permanent positions.
- Extension on times allowed to demonstrate abilities to 15 days (Supplemental Article 15.5)
- Improvements to the Step rates in the Supplemental Agreement
- Improvements to reciprocal Seniority dates (Supplemental Appendix 2)
- Agreement in principal to implement changes to the Spare boards in Intermodal to include consecutive days of and fixed hours of service.
- New Appendix to cover provisions for when employees are temporary transferred between intermodal terminals

### Benefits

- Added chiropractor, psychologist, psychotherapist, massage therapy, osteopath, naturopath and added coordination of benefits for married couples working at CN.
- Increased dental benefits to cover provincial fee guide each year and raised the maximum annual benefit \$1825-1875 2019, \$1875-1925 2020, \$1925-1950 2021, and \$1950-1975 2022.
- Increased orthodontic coverage by 50%
- Add ability to combine Dental and Extended health care benefits for couples working.

### Basic Life Insurance increase

- Effective the first of the month following ratification, the amount of Basic Life Insurance will increase from \$50,000 to \$51,000.
- Effective January 1, 2020 increase from \$51,000 to \$52,000
- Effective January 1, 2021 increase from \$52,000 to \$53,000
- Effective January 1, 2022 increase from \$53,000 to \$54,000

### Short Term disability

- Effective the first of the month following ratification, increase the short-term disability weekly maximum from \$720 to \$750 for new claims.
- Effective January 1, 2020, increase the maximum to \$770 for new claims.
- Effective January 1, 2021, increase the maximum to \$790 for new claims.
- Effective January 1, 2022, increase the maximum to \$810 for new claims.

### Eyewear

- Remove need for prescription change to receive new glasses