

## **TTR MEMBERS**

**October 10, 2016**

Dear Brothers and Sisters,

The Company issued an Article 8 to the Union on September 26, 2016 to our National Council President Barry Kennedy informing us that they have lost the "Flagging Contract" and there would be a permanent reduction of 41 flagging positions. Unfortunately, we were only given a 30 day notice as per Article 8.1(b) of the Employment Security and Income Maintenance Agreement (ESIMA), which reads:

*8.1 (b) Prior to implementing any other permanent change of a known duration of one year or more, which will have adverse effects on employees holding permanent positions, the company will provide the Union with as much advance notification as possible. The notification will contain a description of the change and the expected number of employees who will be adversely affected.*

The Union met with the Company on October 6, 2016 in accordance Article 8.4 of the ESIMA to discuss minimizing adverse affects on members and how they were going to implement the changes and when they will come into affect. The following items were discussed in the meeting: refresher training, paper displacement, vacations, weekly layoff benefits, maintenance of basic rates (incumbency) and training opportunities.

The Union and the Company will be canvassing (paper displacement) members starting on October 12, 2016. The Company will be sending out the jobs that are available to bid on and I have also included a copy for you to view. You will have 48 hours to make your decision on what position you want to displace on. The Union agreed to the 48 hours to pick your job so that we can facilitate anyone who might need training and so that there is no delay to the members who choose to be laid off. The circumstances have changed since the original meeting in regards to the number of jobs that will be retained. Originally, it was 26 jobs and that has now been increased to 31. Also, we were told that the TTR will be bidding on more contracts and with some luck it could add an additional 5 positions. We have had over 28 members resign and move over to A&B Rail Services.

CN Rail is currently hiring 12 Electricians, 4 Heavy Duty Mechanics and 6 Labourers. If you are interested in any of these positions, apply to them online and forward your name and applied position to me and I will forward your name on to CN Human Resources and will solicit CN to give our TTR membership preference when hiring.

I have attached a copy of the Article 8 notice that they have sent to the Union. Also attached is the available positions. The Company will be sending out another list that will also show the rates of pay for each position.

I would like to thank all the members in their understanding in this very difficult time.

Best Regards,



Mark Robinson  
Regional Representative  
Unifor National Council 4000

cc: Frank Quinto, Local Chairman, TTR Local 4003 Unifor  
cc: Barry Kennedy, National President, Council 4000 Unifor