

Unifor – CNTL Memorandum of Settlement

As we formally announced on September 13, 2019, we are pleased to announce that we have reached a tentative agreement on a new collective agreement on behalf of our almost 1000 members at CN Transportation Ltd. (CNTL). It is important to note that the bargaining committee did an excellent job in ensuring that we lost nothing from the first contract that was rejected by the membership. We were able to negotiate the same terms, with some additional improvements in terms of work rule provisions and revenue. Here are some of the highlights:

Compensation

- **Effective the second regular payment period following ratification**
Terminal wait time, customer wait time, and zone rates will increase by \$1.00 each and mileage rates will increase by 2.5%.
- **Effective January 1, 2020**
Terminal wait time and customer wait time will increase by \$1.00 and zone rates will increase by \$1.00 each and mileage rates will increase by 2.5%.
- **Effective January 1, 2021**
Terminal wait time and customer wait time will increase by \$1.00 and zone rates will increase by \$1.00 each and mileage rates will increase by 3%.
- **Effective January 1, 2022**
Terminal wait time and customer wait time will increase by \$0.50 and zone rates will increase by \$1.00 each and mileage rates will increase by 3%.
- **Effective January 1, 2023**
Terminal wait time and customer wait time will increase by \$0.50 and zone rates will increase by \$1.00 each and mileage rates will increase by 3%.
- Safety Bonus is modified and Fuel Conservation Allowance of \$500 payable at the time of the Safety Bonus, as per Appendix 24 and eligibility.
- Special Zone Adjustments as per “Attachment W” of the September 13, 2019 Memorandum of Settlement.

Lump Sum Bonuses

Despite the Company’s position that the signing bonus that was part of the last agreement that was rejected was only conditional upon that agreement being ratified, we are proud to report that we were in fact secured that \$1000 signing bonus.

In addition to the signing bonus, an additional bonus of \$1000 will be provided to every member in active service on December 1, 2020.

All Special Zone Adjustments negotiated last time for Brampton, Calgary, Edmonton, Moncton, Montreal, Saskatoon and Winnipeg, were maintained. In addition, we improved other zones at Brampton and Montreal based

Effective ratification of the agreement, when a member is requested to clean a container as in accordance Schedule 'C' of the Standard Contract, they will be paid \$15.00 for such work.

The bereavement leave provisions were improved. In the unfortunate passing of a member's spouse, child, or parent, members shall be entitled five (5) working days' bereavement leave, increased from three (3) days in the last collective agreement.

Article 12.4 of the collective agreement has been improved. This Article provides an \$80 all-inclusive per diem should a member be required to operate on a temporary basis at an away from home terminal. Instead of having to be away for a period in excess of 72 hours, the time will be reduced to 48 hours at which time the \$80 all-inclusive per diem for each twenty-four (24) hour period assigned to that away from home terminal will be paid.

And lastly, we would be remiss not to mention the CNTL Fuel Subsidy. We ask members to keep in mind. This fuel subsidy is something that we have to bargain each round of negotiations, including this round of bargaining. We are happy to report that we have negotiated to maintain this subsidy, which will remain in effect until December 31, 2023. This bargained subsidy sees the average CNTL member saving \$33,000 per calendar year (the portion that CN pays). CNTL's reporting shows that the total cost for CNTL fuel purchases was \$49 Million in 2018. This subsidy is bargained by Unifor as part of the overall package. Other trucking companies do not have such a lucrative fuel subsidy.

The bargaining committee recommends that you vote in favor of this tentative agreement!

In Solidarity,

The Unifor CNTL Bargaining Committee

Dave Kissack – President, Council 4000
Sandeep Singh – Local 4001
Majid Muhammed – Local 4002
Perminder Singh – Local 4003
Marcel Beausoleil – Local 4004
Steven Harding – Local 4005

Wesley Gajda – Regional Representative CNTL
Barry Kennedy – National Representative
Scott Doherty – Exec Assistance to Unifor President

