

# UNIFOR COUNCIL 4000 • CN RAIL BARGAINING REPORT



SUMMARY OF THE 2023 TENTATIVE AGREEMENT BETWEEN UNIFOR COUNCIL 4000 AND CN RAIL

## MESSAGE FROM UNIFOR NATIONAL PRESIDENT LANA PAYNE



Rail workers and the rail transportation sector have a significant and undeniable impact on the Canadian economy. When we opened contract talks with CN last fall, while the company was reporting massive profits, we hammered home that message: rail workers deserve to be compensated well and treated with respect. While we had

hoped CN would understand our position, they made this round of negotiations difficult to say the least.

The employer presented concessions on day one. They spent their effort trying, and failing, to divide the membership and the bargaining committees. But Unifor members are smarter than that. Not only did you not fall for the employer's divide and conquer tactics you doubled down on your support for your bargaining

committees. This is what true union solidarity looks like. This is why rail workers are strong.

While we all understand that no agreement is perfect, this tentative agreement represents a significant step forward for our members working at CN Rail. This contract includes several important improvements in key areas such as wages, benefits, and job security, all of which are vital to ensuring that our members are treated fairly and with respect.

I commend the Council 4000 and Local 100 committees for their determination and resolve. They did an outstanding job, and I congratulate them for their relentless attention to detail and their unconditional care for their members - the workers of CN Rail. And I commend the membership for giving them the support and solidarity needed to get the job done.

In solidarity,  
Lana Payne  
Unifor National President



## MESSAGE FROM COUNCIL 4000 PRESIDENT DAVE KISSACK

This was an extremely challenging and complex round of bargaining. CN presented the union with a comprehensive list of concessionary demands related to pensions, benefits, statutory holidays and access to paid sick leave. Those

demands would have fundamentally changed the workplace by denying early retirement and forcing members to have to pay out of pocket to maintain their benefit coverages, while also limiting their access to paid sick time moving forward. It was only by the membership demonstrating their support for the bargaining team through a strong strike mandate that we were able to force the company to remove all their demands. We were then able to negotiate a contract that provides for wage increases, benefit increases and work rule

changes that will improve the work life balance for our members. We also secured a signing bonus in recognition of all the hard work and sacrifices our members made throughout the pandemic. On behalf of Council 4000 I would like to personally thank our entire bargaining team and everyone who assisted us throughout this process and recommend the membership accepts and ratifies this agreement.

### HIGHLIGHTS

- Wage Increases
- Benefits Improvements
- Shift Differential for afternoons and nights
- Healthy and Safety Improvements

# MASTER AGREEMENT HIGHLIGHTS

## Wages:

- A wage increase of 7.7% on average to all job classifications over the life of the two year agreement.
- \$1500 lump sum Pandemic Performance Bonus
- 2023- 3.25% wage increase
- 2024- \$.0.50 wage adjustment + 3% wage increase, equating to a 4.15% wage Increase
- New O.H.S. Review Period Pay Coverage

## Shift Premiums:

- Doubling the Afternoon Shift Premium from \$0.75 to \$1.50
- Doubling the Midnight Shift Premium from \$1.00 to \$2.00

## Automobile Allowance:

- Increased from \$0.31 to \$0.50 per KM.

## Life Insurance:

- Increase life insurance in each year of the agreement by \$1000.
- New optional life insurance for Children

## Job Security:

- 5% increase to all Article 6 Job security benefits

## Extended Health Care:

- Inclusion of Social Workers, Canadian Certified Councillors. Provincially Certified Councillors, Orientation Counselors,
- Acupuncture,
- Speech Therapy.
- Enhancements to Vision Care
- Enhancements to Out of Country Insurance
- Insulin Pump coverage,
- Raised the lifetime maximum from \$53,000 to \$61,000

## Other:

- Enhanced Bereavement Leave language.
- Continuation of the Employee Share Purchase Plan
- Extended Health Care Plan coverage on mental health practitioners raised to \$1500
- Maximum per visit payment cap has been removed from message therapy
- The Company will pay the annual fees for any special licenses that are required as a job requirement for current Mechanic classifications,
- The Company will pay for the annual Chartered Professional Accountant fees for those currently holding such license

# MASTER AGREEMENT HIGHLIGHTS

## Hourly Rate Increases – Non-Clerical

Day Shift Examples (Afternoons add .75¢ | Midnights add \$1)

Job Classification	2023 (3.25%)	2024 (.50¢)	2024 (3%)	2 Year Difference
Classified Labourer	\$33.51	\$34.01	\$35.04	7.93%
Locomotive Hostler "A" (move locos)	\$37.25	\$37.25	\$38.89	7.77%
Locomotive Hostler "B" (accompany)	\$35.01	\$35.51	\$36.58	7.87%
Loco. Hostler "C" (beyond shop track)	\$41.01	\$41.51	\$42.76	7.64%
Mechanic "A"	\$43.70	\$44.20	\$45.52	7.56%
Foreman Mechanic	\$45.60	\$46.10	\$47.48	7.51%
Garage Foreman/Lead Hand RAC	\$46.42	\$46.92	\$48.33	7.49%
Stores/Material Attendant	\$35.94	\$36.44	\$37.53	7.83%

## Hourly Rate Increases – Clerical

Day Shift Examples (Afternoons add .75¢ | Midnights add \$1)

	2023 (3.25%)	2024 (.50¢)	2024 (3%)	2 Year Difference
Level F	\$36.87	\$37.37	\$38.49	7.79%
Level G	\$37.84	\$38.34	\$39.49	7.75%
Level H	\$38.80	\$39.30	\$40.48	7.72%
Level I	\$39.84	\$40.34	\$41.55	7.68%
Level J	\$40.90	\$41.40	\$42.64	7.65%
Level K	\$41.95	\$42.45	\$43.72	7.62%

# MASTER AGREEMENT HIGHLIGHTS

## Hourly Rate Increases – Intermodal

Day Shift Examples (Afternoons add .75¢ | Midnights add \$1)

Halifax/Moncton/ Winnipeg/ Saskatoon	2023 (3.25%)	2024 (.50¢)	2024 (3%)	2 Year Difference
Lead Hand Operations	\$39.91	\$40.41	\$41.62	7.68%
Lead Hand Operations Qualified	\$42.55	\$43.05	\$44.34	7.60%
Clerk	\$38.80	\$39.30	\$40.48	7.72%
Lead Hand Clerk	\$39.91	\$40.41	\$41.62	7.68%
Heavy Equipment Operator	\$38.83	\$39.33	\$40.51	7.72%
Equipment Operator	\$35.87	\$36.37	\$37.46	7.83%

Edmonton & Calgary	2023 (3.25%)	2024 (.50¢)	2024 (3%)	2 Year Difference
Lead Hand Operations	\$40.78	\$41.28	\$42.52	7.65%
Lead Hand Operations Qualified	\$43.43	\$43.84	\$45.16	7.57%
Clerk	\$38.80	\$39.30	\$40.48	7.72%
Lead Hand Clerk	\$40.78	\$41.28	\$42.52	7.65%
Heavy Equipment Operator	\$39.57	\$40.07	\$41.27	7.69%
Equipment Operator	\$36.75	\$37.25	\$38.36	7.84%

Montreal	2023 (3.25%)	2024 (.50¢)	2024 (3%)	2 Year Difference
Lead Hand Operations	\$40.83	\$41.33	\$42.56	7.65%
Lead Hand Operations Qualified	\$44.10	\$44.60	\$45.94	7.55%
Clerk	\$39.47	\$39.97	\$41.17	7.69%
Lead Hand Clerk	\$41.51	\$42.01	\$43.27	7.63%
Heavy Equipment Operator	\$40.27	\$40.77	\$41.99	7.67%
Equipment Operator	\$37.38	\$37.88	\$39.01	7.77%

# MASTER AGREEMENT HIGHLIGHTS

## Hourly Rate Increases – Intermodal

Day Shift Examples (Afternoons add .75¢ | Midnights add \$1)

<b>Brampton</b>	<b>2023 (3.25%)</b>	<b>2024 (.50¢)</b>	<b>2024 (3%)</b>	<b>2 Year Difference</b>
Lead Hand Operations	\$40.83	\$41.33	\$42.56	7.65%
Lead Hand Operations Qualified	\$43.37	\$43.86	\$45.18	7.57%
Clerk	\$38.80	\$39.30	\$40.48	7.72%
Lead Hand Clerk	\$40.83	\$41.33	\$42.56	7.65%
Dispatch Coordinator	\$43.74	\$44.24	\$45.56	7.56%
Heavy Equipment Operator	\$39.59	\$40.09	\$41.29	7.69%
Equipment Operator	\$36.76	\$37.26	\$38.87	7.79%

<b>Vancouver</b>	<b>2023 (3.25%)</b>	<b>2024 (.50¢)</b>	<b>2024 (3%)</b>	<b>2 Year Difference</b>
Lead Hand Operations	\$41.33	\$41.83	\$43.09	7.63%
Lead Hand Operations Qualified	\$43.89	\$44.39	\$45.72	7.56%
Clerk	\$38.80	\$39.30	\$40.48	7.72%
Lead Hand Clerk	\$41.33	\$41.83	\$43.09	7.63%
Heavy Equipment Operator	\$40.15	\$40.65	\$41.87	7.67%
Equipment Operator	\$37.35	\$37.85	\$38.98	7.77%

<b>Intermodal Heavy Duty Mechanics All Intermodal Terminals</b>	<b>2023 (3.25%)</b>	<b>2024 (.50¢)</b>	<b>2024 (3%)</b>	<b>2 Year Difference</b>
Heavy Duty Mechanic	\$44.38	\$44.88	\$46.22	7.55%
Lead Hand Mechanic	\$47.50	\$48.00	\$49.38	7.52%

## MASTER BARGAINING COMMITTEE

**Your Master Bargaining Committee unanimously recommends this tentative agreement and urges you to vote in favour.**

