



SUMMARY OF THE 2024 TENTATIVE AGREEMENT BETWEEN UNIFOR COUNCIL 4000 AND CN RAIL



MESSAGE FROM UNIFOR NATIONAL PRESIDENT LANA PAYNE

Dear Unifor Members,

This round of bargaining with CN has been one of the most demanding in recent memory.

Your bargaining committees faced a company determined to push its own agenda and ignore the vital contributions of the workers who power its success. Despite these

challenges, Unifor members stood firm, united by a shared goal: achieving a fair and respectful agreement.

Through your solidarity and unwavering support, we were able to address key priorities such as pensions, work ownership protections and improved working conditions. This tentative agreement includes meaningful gains in wages and benefits, and critical protections for job security.

These victories are a testament to the strength of our membership and the determination of our bargaining teams.

While no agreement can meet every expectation, this contract includes significant steps forward in creating a workplace that values fairness, safety and respect for all members. It also lays a strong foundation for the future as we continue to advocate for rail workers across Canada.

I want to thank the Council 4000 bargaining committee for their dedication and focus throughout this process. Their commitment to defending the interests of our CN members has been extraordinary. Most importantly, I want to thank you, the members, for the trust and solidarity you have shown. It is this collective strength that empowers us to negotiate and deliver meaningful results.

Together, we have achieved an agreement that honours the contributions of Unifor members to CN's operations and strengthens the rights and protections you deserve. I encourage you to review the details of the agreement and participate in your upcoming ratification meetings.

In solidarity,

Lana Payne
Unifor National President



MESSAGE FROM COUNCIL 4000 PRESIDENT DAVE KISSACK

This was an extremely difficult round of bargaining. Due to lower volumes of rail traffic CN was chasing concessions from the union under the premise that they required increased productivity and flexibility.

Our membership had also raised significant concerns over contracting out and work

ownership. CN was also adamant that our membership move away from their traditional benefit programs and enter into their flex benefit plans which presented further challenges at bargaining.

As a result of the strong support of the members in their majority strike vote of 97% we were able to head back to the bargaining table and ultimately achieve what the bargaining committee believes is a strong agreement with improvements to wages, benefits including STD, job protection, and more.

There are also other improvements to the language for working conditions in both agreements which the

bargaining committee believes will not only secure our work ownership moving forward but also open the doors to further training opportunities. Consequently, your bargaining committee unanimously supports this agreement and recommends that the membership further endorses it through a positive ratification vote.

In solidarity,

Dave Kissack
President
Unifor National Council 4000

HIGHLIGHTS

- 12% wage increase
- Early retirement guarantees
- Benefit enhancements
- Job Protections
- Increase Short Term Disability Pay

MASTER AGREEMENT HIGHLIGHTS

Wages

- A twelve percent wage increase (12%) over a four- year contract with increases being steady at 3%, 3%, 3% and 3%
- Signing bonuses of \$1000 per member

Benefits and Sick Leave

- An increase to short term disability rates (STD) rates of \$ 100 per year for each year of the contract for a total raise in STD from \$830 per week to \$1230 per week over the term of the contract
- A requirement to front end load all ten paid medical leave days to January 1st of every year so members do not have to wait to accumulate them throughout the year

Pensions

- Renewal of the pension consent letter for the entire life of the contract which permits members to retire at 55 years old with 85 points

Work Ownership

- Language to protect seniority rights and work ownership
- A requirement for CN to pay shift differential rates to members for all overtime hours worked where shift differential rates occur

Holidays

- Renewal of the recognition of Truth and Reconciliation Day (September 30) as a General Holiday for agreements 5.1 and 5.1 Supplemental agreements

Health Care

- Increases to dental, orthodontic and hearing aids coverages and a \$5000 increase to the lifetime benefits cap to raise it to \$66,000.00

Other

- Language to remove employees who go to management positions from the bargaining units from the unionized seniority lists

MASTER AGREEMENT HIGHLIGHTS

Hourly Rate Increases – Non-Clerical

| Level | Today | 2025 | 2026 | 2027 | 2028 |
|-------|---------|---------|---------|---------|---------|
| F | \$38.49 | \$39.64 | \$40.83 | \$42.05 | \$43.31 |
| G | \$39.49 | \$40.67 | \$41.89 | \$43.15 | \$44.44 |
| H | \$40.48 | \$41.69 | \$42.94 | \$44.23 | \$45.56 |
| I | \$41.55 | \$42.80 | \$44.08 | \$45.40 | \$46.76 |
| J | \$42.64 | \$43.92 | \$45.24 | \$46.60 | \$48.00 |
| K | \$43.72 | \$45.03 | \$46.38 | \$47.77 | \$49.20 |

Hourly Rate Increases – Clerical

| Rate | Today | 2025 | 2026 | 2027 | 2028 |
|-------------------------------------|---------|---------|---------|---------|---------|
| 28.4 (a) | \$38.88 | \$40.01 | \$41.21 | \$42.45 | \$43.72 |
| 28.4 (b) | \$36.58 | \$37.68 | \$38.81 | \$39.97 | \$41.17 |
| 28.4 (c) | \$42.76 | \$44.04 | \$45.36 | \$46.72 | \$48.12 |
| Mechanic A | \$45.53 | \$46.90 | \$48.30 | \$49.75 | \$51.24 |
| Advisor Mechanic | \$46.41 | \$47.80 | \$49.24 | \$50.71 | \$52.23 |
| Foreman Mechanic | \$47.48 | \$48.90 | \$50.37 | \$51.88 | \$53.44 |
| Garage Foreman Lead Hand Advisor | \$48.33 | \$49.78 | \$51.27 | \$52.81 | \$54.40 |

MASTER AGREEMENT HIGHLIGHTS

Hourly Rate Increases – Intermodal

| Vancouver | Today | 2025 | 2026 | 2027 | 2028 |
|--------------------------|---------|---------|---------|---------|---------|
| Equipment Operator | \$38.99 | \$40.16 | \$41.36 | \$42.60 | \$43.88 |
| Heavy Equipment Operator | \$41.87 | \$43.13 | \$44.42 | \$45.75 | \$47.12 |
| Heavy Duty Mechanic | \$46.23 | \$47.62 | \$49.05 | \$50.52 | \$52.04 |
| Clerk | \$40.51 | \$41.73 | \$42.98 | \$44.27 | \$45.60 |

Hourly Rate Increases – Intermodal

| Edmonton and Calgary | Today | 2025 | 2026 | 2027 | 2028 |
|--------------------------|---------|---------|---------|---------|---------|
| Equipment Operator | \$38.37 | \$39.52 | \$40.71 | \$41.93 | \$43.19 |
| Heavy Equipment Operator | \$41.27 | \$42.51 | \$43.79 | \$45.10 | \$46.45 |
| Heavy Duty Mechanic | \$46.23 | \$47.62 | \$49.05 | \$50.52 | \$52.04 |
| Clerk | \$40.48 | \$41.69 | \$42.94 | \$44.23 | \$45.56 |

Hourly Rate Increases – Intermodal

| Winnipeg and Saskatoon | Today | 2025 | 2026 | 2027 | 2028 |
|--------------------------|---------|---------|---------|---------|---------|
| Equipment Operator | \$37.46 | \$38.58 | \$39.74 | \$40.93 | \$42.16 |
| Heavy Equipment Operator | \$40.51 | \$41.73 | \$42.98 | \$44.27 | \$45.60 |
| Heavy Duty Mechanic | \$46.23 | \$47.62 | \$49.05 | \$50.52 | \$52.04 |
| Clerk | \$40.48 | \$41.69 | \$42.94 | \$44.23 | \$45.56 |

MASTER AGREEMENT HIGHLIGHTS

Hourly Rate Increases – Intermodal

| Brampton | Today | 2025 | 2026 | 2027 | 2028 |
|--------------------------|---------|---------|---------|---------|---------|
| Equipment Operator | \$38.38 | \$39.53 | \$40.72 | \$41.94 | \$43.20 |
| Heavy Equipment Operator | \$41.29 | \$42.53 | \$43.81 | \$45.12 | \$46.47 |
| Heavy Duty Mechanic | \$46.23 | \$47.62 | \$49.05 | \$50.52 | \$52.04 |
| Clerk | \$40.48 | \$41.69 | \$42.94 | \$44.23 | \$45.56 |

Hourly Rate Increases – Intermodal

| Montreal | Today | 2025 | 2026 | 2027 | 2028 |
|--------------------------|---------|---------|---------|---------|---------|
| Equipment Operator | \$39.02 | \$40.19 | \$41.40 | \$42.64 | \$43.92 |
| Heavy Equipment Operator | \$41.99 | \$43.24 | \$44.54 | \$45.88 | \$47.26 |
| Heavy Duty Mechanic | \$46.23 | \$47.62 | \$49.05 | \$50.52 | \$52.04 |
| Clerk | \$41.17 | \$42.40 | \$43.68 | \$44.99 | \$46.34 |

Hourly Rate Increases – Intermodal

| Moncton and Halifax | Today | 2025 | 2026 | 2027 | 2028 |
|--------------------------|---------|---------|---------|---------|---------|
| Equipment Operator | \$37.46 | \$38.58 | \$39.74 | \$40.93 | \$42.16 |
| Heavy Equipment Operator | \$40.51 | \$41.73 | \$42.98 | \$44.27 | \$45.60 |
| Heavy Duty Mechanic | \$46.23 | \$47.62 | \$49.05 | \$50.52 | \$52.04 |
| Clerk | \$40.51 | \$41.73 | \$42.98 | \$44.27 | \$45.60 |

MASTER BARGAINING COMMITTEE

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

