



February 27, 2014

## Railway Labour Summit held on February 19 & 20 2014

### Sisters & Brothers:

As advertised on the distributed poster one of the main reasons for holding this meeting was to have you, the membership, gain back some dignity and respect in the work place.

We would like to report that the first meeting of the Unions held last week was a great success if only for the fact that the lines of communications are now wide open between all the Unions.

The exchanges between the Leadership of the different Unions emphasized that the problems are similar for all the membership and not just happening in our respective crafts. Many of the examples given by the Leadership were eerily similar for everyone.

PMRC's given to the membership after the facts, in some occasions a few weeks later after the incident, which contradicts the company policy on corrective measures and coaching since many of the members did not know of their negative PMRC until such time as they were called in for disciplinary measures.

Therefore it was decided that in order to rectify this situation we must communicate amongst ourselves and mostly with you the membership. We are asking that you report incidents of abuse and/or threats to your immediate Union Representative in order for him to then report to the Senior Leadership.

This information will then become crucial in our future meetings with the Company that we will all hold so that we may make this company safer, better and a good place to work in for the rest of your careers.

The Unions have scheduled a follow-up meeting for September 17 & 18 of this year, three of the Unions are entering negotiations making it crucial that the lines of communication stay open and we get information from ALL OF YOU so that together we make this a better place to work in.

In Solidarity.