
Local 101R and CP Rail Bargaining Update

Sisters and brothers,

As reported in a previous RailLine, the federal government has appointed their conciliation officer to assist the parties with negotiations as per the Canada Labour Code. Following dialogue with both the union and company representatives, the office of Federal Mediation and Conciliation has set the week of January 12 to 16, 2015 inclusive, in Calgary, Alberta as the first session to resume contract negotiations. Further dates have been offered by the union, February 2 to 14, 2015 however logistics for those sessions have not been finalized at this time.

We are determined to make significant gains in negotiations to ensure that workers and their leadership have proper protection from those who think they can intimidate workers in this bargaining unit. We have consistently stated to CP that all workers will be treated with respect and dignity. Given the continuing aggressive actions of the employer, they are placing a significant hurdle along the path to reaching any fair and just agreement which the committee would be confident could ratify.

Your bargaining committee has been determined and is persistent in their assertion that the first step to achieving a new collective agreement is to resolve all of the outstanding issues that have been raised by way of grievances in the current agreement. When we provided our notice to bargain in September 2014, we had a count of 372 grievances and while we have been successful in resolving a number of them over the past three months, many of those have simply been replaced by the 50 or more fresh grievances. This adds to the totals of; 24 terminations, 920 days lost to suspensions (which does not include grievances related to unnecessarily holding members out of service), 949+ demerits being issued, improper layoffs across the country, 70 or more instances of Contracting Out, 45 violations where Supervisors have been caught doing bargaining unit work, not to mention a number of grievances dealing with vacation scheduling, suspension of benefits, accommodations, unreasonable demands to submit to substance testing, and many more.

We have also been made aware that CP Rail has requested at least 7 “excess hour” permits to ESDC (Labour Canada) extending to December 31, 2016. The union will not be supporting the employer’s applications particularly given that CP Rail has not replaced jobs lost to attrition and the large number of our members who are currently on lay off status. We will continue to update the members on that front.

We urge our members once again, not to listen to rumours or innuendoes and should questions arise, members should contact their Union Representative or Vice-Presidents respectfully.

In solidarity,
Local 101R Master Bargaining Committee

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