

---

## **LOCAL 101R – CP Rail Bargaining Update**

Sisters and brothers,

Since the official opening of negotiations, Local President Tom Murphy and National Staff have joined the regional Local 101 Vice-Presidents in a series of scheduled meetings to address the significant grievance load, much of which includes the heavy handed and in some instances arbitrary discipline that has been meted out to our members. National President Jerry Dias firmly put the company on notice that the first step to concluding a collective agreement must be to resolve the grievance load and we are determined to do so. It is important to have a positive labour relations climate but this has to include respect for the membership, shop floor representatives and the total union. We have been consistent and persistent with our message to the corporation, be it at arbitration hearings, grievance meetings or in negotiations, that fair treatment of workers on the shop floor is absolutely fundamental in our workplaces. Following recent meetings we have been successful in resolving a number of grievances however the grievance load continues to regenerate, so our message to the corporation must remain constant and insistent, that our members who have toiled many years for this employer, deserve to be treated with dignity and respect.

The bargaining committee met this week (Oct 14 to 16) in Vancouver B.C. to begin discussions on a renewal of the collective agreement. It is still very early in the process and we will first work through our proposals that are non-economic in nature. We have begun preliminary discussions surrounding the future of the Weston Shops, unlike prior rounds of negotiations, CP Rail is desirous to make significant upgrades to the Weston shops which would enhance current production capabilities, position the facilities to perform work that is presently contracted out and attract new work which will provide security for our members today, and new members in the future. These discussions are still in the preliminary stages and we caution are still very fluid. We have asked for additional information to be provided when we meet next during the week of October 27 to 31 in Calgary to continue our contract proposal discussions.

We have also secured November 13<sup>th</sup> and 14<sup>th</sup> for the next stage of grievance resolve meetings which will take place in Winnipeg, Manitoba. We hope that our messaging to the corporation will lead to making solid and sustainable progress on that front.

We will regularly communicate with the membership and the elected shop floor representatives. We do ask that you NOT listen to rumours or innuendos and continue the solid support of your elected bargaining committee members.

In solidarity - Local 101R Master Bargaining Committee:

Tom Murphy – President  
Rick Tiede - VP Prairie

Ray Lawson – VP Pacific Region  
Gerard Emond – VP Quebec  
Nelson Gagne – Skilled Trades

Derrick James – VP Ontario  
Marc Ross – H&S Coordinator

Bob Orr – Assistant to President

Brian Stevens - National Rail Director

Marcel Rondeau – National Staff

BS\sd cope343