



# TEAMSTERS CANADA RAIL CONFERENCE CONFÉRENCE FERROVIAIRE DE TEAMSTERS CANADA

GENERAL COMMITTEE OF ADJUSTMENT  
WEST CONDUCTORS / TRAINMEN / YARDMEN

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**R.S. DONEGAN**  
VICE GENERAL CHAIRMAN

**M.J. RUTZKI**  
SECRETARY TREASURER

10 February 2014

Re: February 5-2014 - MOA

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Brothers and Sisters:

By now many of you are aware that a second tentative Memorandum of Agreement (MOA) was reached with the Company following the Government's announcement to introduce legislation that would prevent us from even going on strike, and force an arbitrated agreement on us.

There are two significant changes to the October 31 MOA that effect Agreement 4.3. The first is that we (or the Company) can opt out of scheduling after it has been in place in a terminal for at least 6 months.

The second is one we are not particularly pleased with, but it is not surprising. The Company included a provision that pay will not be retroactive unless the agreement is ratified within 45 days of reaching the tentative agreement.

There is one other matter that does not form part of the Agreement. Even though the MOA was reached on Wednesday, we have not given up on the rest violation issue. Although not the only outstanding issue raised by the Local Chairmen, this was certainly one of the most contentious. This morning we signed off on recommendations made by FMCS to try and stop these violations. Although we are not going to pretend this is going to be a magic wand that will fix everything, it is a start. The Ministry of Labour has committed resources to work with us to at least try.

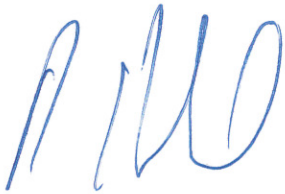
An outside third party – FMCS – will assist in reviewing what is going on and help to make recommendations to prevent more violations. None of this stops us from continuing with our plan to continue with complaints in front of the CIRB and the Courts.



We are working on a ballot package that, given the tight timeline, may include electronic voting. As soon as details are finalized, we will let you know.

We note that the Company has offered to assist in explaining the agreement to ensure ratification. We would suggest that at least attempting to live up to what we already have would be the best way to assist in ratification.

In Solidarity,



R. Hackl  
General Chairman  
TCRC-CTY West