



TEAMSTERS CANADA RAIL CONFERENCE  
CONFERENCE FERROVIAIRE DE TEAMSTERS CANADA  
CN CONDUCTORS / TRAINMEN / YARDMEN  
CHEFS ET AGENTS DE TRAIN/AGENTS DE TRIAGE CN

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TCRC CTY National Negotiation Committee  
Comité négociateur national, CAT, TCRC

R.S. Donegan  
General Chairman  
Président, CGA

J. Lennie  
General Chairman  
Président, CGA

A. Gatien  
General Chairman  
Président, CGA

J. Hyde  
General Chairman  
Président, CGA

## NEGOTIATION UPDATE #8

30 October 2019

Sisters and Brothers:

Further to Negotiation Update #7, we met with the Company in Montreal, for four (4) days commencing October 22, with the assistance of three (3) Federally appointed Conciliation Officers and again have been unable to make significant progress. The issues as reported in Negotiating Updates #6 and #7 remain unchanged; the Company is still perusing significant changes to Conductor Only, Rest and the time-off provisions contained within your Collective Agreements.

As we reported in Negotiation Update #7, the Parties agreed to an extension to the Conciliation period. That extension expired on 25 October 2019 and we have entered what is commonly called a cooling off period. That twenty-one (21) day period expires at 23:59 on 15 November 2019.

No action may be taken before the end of the cooling off period. However, the Union or the Company may give the required 72 hours' notice of strike or lockout to coincide with the end of the cooling off period.

Accordingly, TCRC CTY **COULD** be in a strike position as soon as 0001 on 16 November 2019. That does not mean we will be on strike; it means we **MAY** be on strike.

The right to strike is a tool intended help achieve a satisfactory outcome at the negotiation table. It is also a shield for the Union should the Company chose to change the terms and conditions of our Collective Agreement(s) to the extent, where in our view, irreparable harm will be done to our members.

Our intent is, and always has been, to achieve an agreement that addresses many of your concerns and demands that have been relayed to us. The Union's demands include increases to wages and benefits, changes to work rules to improve safety and job security as well as some fixes to certain practices. Our next meeting with the Company is scheduled for the week of 12 November 2019, to continue our negotiations.

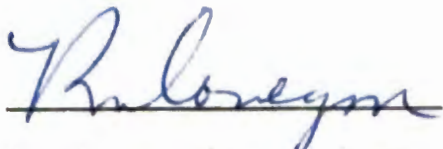
That being said, this Union is prepared to withdraw the services of every Conductor, Trainperson, Yardperson and Traffic Coordinator on CN Rail across the country and we are prepared to stay out until we achieve a fair and equitable agreement.

It is important to begin preparations in case we cannot achieve an agreement, or the Company changes terms and conditions and we are forced to resort to a strike. We are including an up-to-date Strike Manual. We recommend all Divisions review the Strike Manual and prepare for what could be an extended work disruption.


We will update you as events progress.

Thank you for your support.

Fraternally;



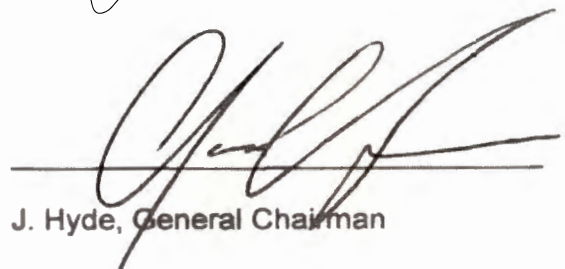
R.S. Donegan, General Chairperson



J. Lennie, General Chairperson CTY Central



Alain Gatien, General Chairman CTY-E



J. Hyde, General Chairman