



April 20, 2018

Dear Sisters and Brothers:

At 1305 MDT, CP Rail tendered final offers to the TCRC and IBEW Bargaining Committees to renew the Collective Agreements. At the same time, CP made a request of the Minister of Labour, the Honourable Patty Hajdu, under Section 108.1 of the Canada Labour Code to direct a vote of the membership take place with respect to these final offers. This section reads as follows:

Vote on Employer's Offer

Marginal note: Minister may order vote to be held

- ***108.1 (1)*** *Where notice to bargain collectively has been given under this Part, and the Minister is of the opinion that it is in the public interest that the employees in the affected bargaining unit be given the opportunity to accept or reject the offer of the employer last received by the trade union in respect of all matters remaining in dispute between the parties, the Minister may*
 - ***(a)*** *on such terms and conditions as the Minister considers appropriate, direct that a vote of the employees in the bargaining unit to accept or reject the offer be held as soon as possible; and*
 - ***(b)*** *designate the Board, or any other person or body, to be in charge of conducting that vote.*

The Minister of Labour on the advice of Federal Mediation and Conciliation Services has agreed to CP's request.

As a result, the CIRB will be conducting an electronic vote in the near future. The CIRB will be providing the final CP offers to the TCRC and IBEW Membership.

Both Bargaining Committees have reviewed the final offers, our options, and consulted with our legal counsel. Both the TCRC and IBEW Bargaining Committees very strongly recommend that the Membership **REJECT** the Company's offers. As a result, the strike notice is withdrawn until the CIRB vote is complete, at which time all of the Union's rights to strike are still in force.

TO BE CLEAR, NO STRIKE ACTION WILL BE TAKING PLACE AT 0001, APRIL 21, 2018

Further information and greater detail will be provided tomorrow.

In Solidarity,

The TCRC and IBEW Bargaining Committees