



Teamsters Canada Rail Conference

General Committees of Adjustment
Canadian Pacific Railway

Greg Edwards
Benoit Brunet
General Chairmen
Locomotive Engineers

Dave Fulton
Bruce Hiller
General Chairmen
Conductors, Trainmen, Yardmen

February 13, 2015

Dear Sisters and Brothers;

This information is being provided in the event further negotiations and/or mediation fail to bring a satisfactory settlement of the dispute between the TCRC and CP Rail.

This circular is issued for the information and guidance of the TCRC officers and members at CP Rail and is only a matter of information.

The instructions to members and officers contained in this circular are intended for use in preparation for a strike and to govern the conduct of a strike in the event the Rail Conference is forced by CP Rail to set a strike date or they have initiated a lockout at;

0001 Eastern Standard Time February 15th

2301 Central Time February 14th

2201 Mountain Time February 14th

2101 Pacific Time February 14th

Duties of Members

Members are strongly urged if they will be going to work on or about the day that the strike will be initiated that they do not leave any personal items at your place of work or locker (leave in your vehicle). You do not want to cross the picket line to retrieve your personal items upon your return.

No member involved in the strike will perform any service after the hour set to strike, **unless he/she has already begun a trip and has actually left the terminal. If the train has left the terminal, they will complete the trip and deliver the engine and train at the end of the run, or tie-up point and respect all operating rules**, after which they will perform no other service until the close of the strike.

Other Members working within the terminal will withdraw from service at the appointed time (**as shown above**) in response to the strike call (yard engines/road switchers etc.) after securing their equipment in compliance with all operating rules. **Unless there is an agreement to bring employees home, the division must make arrangements to return all members that are at the Away From Home Terminal or Outpost once a strike begins.**

Letter and Strike Instructions to Members and Officers

Annual Vacation

Members on, or starting Pre-Retirement Annual Vacation will continue to have their AV payments made by the company.

The company has further advised that ALL OTHER ANNUAL VACATION will be suspended and AV payments will cease.

We are waiting on further clarification from the company on a number of issues including;

- work obligations-key trains-derailments
- dead-head back to your home terminal once tour of duty has been completed
- members on 91 Day Temporary Relocations

Acts of violence or aggression against our members will not be tolerated by the Rail Conference and should be reported to the proper authority immediately and the Union.

If irresponsible persons, non-members of the Union, engage in acts of violence or disorderly conduct then great care should be taken by every member to avoid association with such persons and report any illegal acts to the police and to the Union.

No member will return to work until officially instructed to do so by the General Chairperson through Local Division Officers.

MEDIA

You can expect media to be approaching our members at the picket line or nearby. General questions about the local picket line or local operations should be answered by the Picket Captain. Questions specific to the negotiation process should be directed to either of the General Chairmen.

Members MUST remember that the employer is likely to be monitoring picket line activities through video surveillance, therefore it is extremely important to be aware of this and NOT TO DO ANYTHING THAT THEY CAN USE AGAINST US.

MEMBERS MUST AVOID TRESPASSING ON COMPANY PROPERTY WHILE ON PICKET DUTY OR AT ANYTIME DURING A STRIKE OR LOCKOUT.