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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS FRATERNITÉ INTERNATIONALE DES OUVRIERS EN ÉLECTRICITÉ

CANADIAN SIGNAL & COMMUNICATIONS SYSTEM COUNCIL NO. 11
CONSEIL NO. 11 DE RÉSEAU CANADIEN DES SIGNAUX ET DES COMMUNICATIONS

Railroad Division - Division des chemins de fer

April 23, 2018

Subject: CP Rail Final Offer to Members

IBEW System Council No.11 CP Locals 2002, 2008, 2011, 2017, 2039, 2042, 2050, and 2058

Sisters and Brothers;

As you are aware we have formally withdrawn our Notice to Strike in light of the Company tabling a final offer to all of you under Section 108 of the Canada Labour Code.

This final offer is required to be presented to you for your review and then in secret ballot, conducted by the Canada Industrial Relation Board, a vote will take place. The results will be tallied and presented to both the Union and Company after the polls close. At present we don't know when this will be conducted but it will be done in short order.

We must stress to all of you that your Negotiations Committee in no way endorses this contract and **this IS NOT a tentative deal that was negotiated. This is entirely the Company's offer to you.** Your Negotiations Committee **does not approve of this offer** and it falls far short of anything remotely close to a deal that we would be willing to present to all of you to vote on.

In order for you to properly review this document and understand the consequences of accepting it we will need to meet or speak with you prior to voting for **rejection** of this ridiculous final offer. We will be scheduling meetings with you and conference calls to address your concerns and again ask that you speak with us prior to you casting your vote with the Canada Industrial Relations Board.

Having said that please review the below information that breaks down the final offer "low lights" that the Company, for reasons known only to them, thinks you will accept:

Cancellation of L.I.F.E. for S&C Program
Cancellation of Company vehicles for Commuting
Expiry of Appendix 7 Deferred Discipline
Expiry of Appendix 22 Payment for Attending Investigation
LOU for Article 16.6 Ad hoc Meal Allowance negatively altered



- Short Term Disability continues to fall and is currently below 54% of a Maintainer's regular wage, below 46% for a MTR with Standby.
- Dental Coverage receives 0% increase in annual maximum coverage per dependent for the ENTIRE DURATION of the contract.
- Coaching, although now extended to other than the Winnipeg Wiring Shop removes the agreed to Apprentice ratio 1:1 to allow abuse of this understanding.
- Article 3.5 and Article 7.13 Overtime and Calls – changes the current after hours call out procedure and removes the right to grieve the call out procedure if not followed. This change will have construction employees forced to respond to trouble calls.
- Article 7.3 and 18.6 cuts off Standby entitlement when not subject to call without explanation and when on AV, also reduces AV top.
- Mobile Maintainer and assigned territories added without seniority or Income Security Agreement rights in most cases.

Please do not take advise or opinion on this matter from management. You can be sure there will be a lot of intended misinformation being spread across the property. The Only people qualified to provide you with the true information is the members of your Negotiations Committee who are, Steve Martin, Lee Hooper, Brad Kauk and Bill Duncan.

In solidarity,

IBEW System Council No. 11 Negotiations Committee

C.c. Luc Couture – IBEW International Representative