



TEAMSTERS CANADA RAIL CONFERENCE

CONFÉRENCE FERROVIAIRE DE TEAMSTERS CANADA

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June 17, 2008

All Division Officers
Canadian National Railways

Dear Sisters and Brothers,

This is further to my email of June 11, 2008 relative to the Canadian Industrial Relations Board (CIRB) Decision to finally order the vote pertaining to our application for certification, filed March 1, 2007 seeking representation rights for the UTU members at CN Rail.

Please be advised that the CIRB will be conducting the entire voting process. This will include the distribution/mailing and counting of the ballots. Full instructions and details will be provided by the CIRB in the very near future.

Initially the CIRB decided that ballots would only be sent to those CN employees who were in the bargaining unit (CN-UTU members) who were employed as of March 1, 2007 and who remained to be employed as of May 23, 2008. We subsequently petitioned the CIRB and were successful in having the Board recognize that those newly hired employees should also have a choice in their future and they will be added to the voting list. In addition, it is important to know that anyone casting a ballot must remain employed at CN on the date the voting period ends, which is August 8, 2008.

While the CIRB remains in control of the voting process, the following is a basic explanation of some important and relevant dates in this process:

Ballots Mailed

➤ The voting period commences June 27, 2008 and the voting kits will be mailed by the CIRB from their Ottawa office, to each eligible employee at 09:00, that day.

Ballots received by the CIRB

➤ In order to be counted, the ballots must be received in the CIRB Ottawa office by 17:00, August 8, 2008.

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Ballots Counted

➤ The returned ballots will be counted in the CIRB Ottawa office the week of August 18, 2008. The exact date has not yet been determined by the CIRB.

Other relevant dates:

- A Notice of Vote Poster along with a list of the eligible voters names and work locations should be posted by the employer by June 27, 2008 and remain posted until August 8, 2008.
- Employees who have not received their voting kit by July 11, 2008 must contact the CIRB to arrange for a kit to be mailed to them.
- Requests for a second voting kit must be received by the CIRB by July 29, 2008, and no voting kit will be mailed from a request received after July 30, 2008.
- Each party may have three scrutineers present for the ballot count the week of August 18, 2008, and the parties must submit their named scrutineers by June 18, 2008.
- Beginning July 18, 2008 and every Friday thereafter until the vote is completed, the CIRB will advise the parties of the percentage of ballots that have been returned, however it will not be revealed who has or has not returned their ballot.
- If a grievance is filed respecting a termination, the person's ballot will be counted. The Unions must advise the CIRB of such cases on or before August 15, 2008.

In addition, we have created a new website (www.cnteamsters.ca) that contains information specific to our certification application which includes an explanation of our structure, copies of the TCRC information mailed to CN employees, supportive testimonials and many relevant questions and answers. In addition, the website contains an email address to which anyone may submit questions directly to our office. We encourage each of you to direct our UTU sisters and brothers to our website for this information and to also submit any relevant question that has not previously been answered and posted.

The Teamsters Canada Rail Conference is much more diverse now that it has ever been before, and we are very proud that we are a true multi-craft Union with craft autonomy enshrined within our Canadian Bylaws.

Thank you for your assistance with this process and please do not hesitate to contact your General Chairman or this office for any further information you may require.

Sincerely and In Solidarity,



D.J. Shewchuk
President

cc : Teamsters Canada Rail Conference Executive Board