



# Teamsters Canada Rail Conference

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Local Chairmen  
Conductors, Trainmen, Yardmen  
Teamsters Canada Rail Conference

## PLEASE POST

This office has been notified by Local Chairs that local Managers are advising them that they are implementing regulated pools between 3800 and 3950 miles. This is down substantially from what the pools have been regulated at for many years.

When we were advised that the Company was looking at a formula for calculation of pools regulations we made it clear to those Officials that our position is that pool employees must have the ability to make 3800 miles. We met on Friday May 29, 2009 with AVP R. Wilson and VP M. Franczak and adamantly voiced our displeasure and protest of what we feel is an arbitrary change by the Company that is a clear violation of the collective agreement and past practice.

Some of you have stated that local Company Officers have told you that the General Chairmen are in agreement with this new edict from the Company. This is absolutely false and we request that if you are told this by any Company Officer, that you ask them who advised them of this, and please inform us of the results of your questions and we will take this matter up to a higher authority.

Our position is this is a clear violation of our Collective Agreement and we are asking each affected Committee file a grievance as soon as possible. A draft template grievance is attached for your assistance. Whether you wish to utilize this template grievance or write your own please ensure you include any and all pertinent local facts and issues. Please consider the following points for your grievance and files.

1. Cite the past agreed to mileage and what the new mileage is
2. Advise the Company that they are estopped due to the past practice of mileage regulations.
3. Advise them our position is that they are being arbitrary and are acting in bad faith.
4. Cite the violations of the relevant clauses in the collective agreements.

5. Keep as many past crew changes that you have and also all new ones.
6. Every week should you not agree with the Company numbers in the Pools and Spareboard and send the Manager in charge an email detailing what you feel that the Number should be and advise them that you do not agree with the Company's arbitrary decision on the regulations. The reason for this is that we must show a record of protest.
7. Should this not be done it may weaken the grievance considerably as the Company may argue that the Union did not protest the pools or spareboard numbers.

We anticipate there will be members who won't be able to make their miles under this arbitrary formula. We need these affected members to assist us so we can process wage grievances on their behalf. We ask that the members supply the Local Chairmen with the following evidence to corroborate a claim of not making their miles.

In the event that a member does not make their miles they must provide the Local Chair with the following:

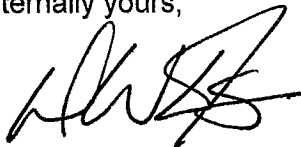
1. Miles printout for the entire mileage period in question.
2. Timeslip enquiry for the entire mileage period in question.
3. Work history along with all comments for the entire mileage period in question.

We realize that Local Chairs are busy with many issues and do not have the time to hunt through employee data. This is why it is imperative for the member to take the initiative to gather the numbers for the Local Chair.

When you have identified those cases where our members were denied an opportunity to make their miles, please file a grievance on their behalf. Please call me should you have any questions about filing the grievance or identifying which cases should be filed.

This is clearly a matter where we all have a role to play in resolving this issue for the benefit of everyone. I thank all of you and the members in advance, for your assistance in progressing grievances on this issue.

Fraternally yours,

A handwritten signature in black ink, appearing to read 'Dave Olson', written in a cursive style.

Dave Olson  
General Chairman