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# UNIFOR • CP RAIL

## B A R G A I N I N G R E P O R T

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN UNIFOR AND CP RAIL

**UNIFOR  
LOCAL 101R  
FEBRUARY 2015**

### HIGHLIGHTS

- Wage increases
- Benefit improvements
- Better apprentice ratios
- Letter on reduced discipline
- Commitment to Weston
- Grievance oversight

### FOUR YEAR AGREEMENT

January 2015 to  
December 31, 2018

### RECOMMENDATION

The Master Bargaining Committee has negotiated a tentative agreement that recognizes the important contributions of Unifor members to CP's success, increases wages, benefits and improves conditions at work.

Your bargaining committee unanimously recommends this tentative agreement and urges you to vote in favour.

### MESSAGE BY UNIFOR NATIONAL PRESIDENT JERRY DIAS

#### Important changes at CP

**B**efore opening negotiations with CP Rail, our members made it clear that they were frustrated with the direction of the relationship with the company over the last three years. Frustration seemed to be at an all-time high. We were able to address these concerns at the bargaining table, while making important gains for members in many areas.

Your 101R Master Bargaining Committee understood the issues facing our members at CP and sought to tackle them at the negotiating table. CP workers deserve respect on the job for the important role that they play in the safety and overall success of CP's operations.

I'm pleased to say that the Unifor Local 101R Master Bargaining Committee, led by Tom Murphy, negotiated an excellent agreement that recognizes the contributions of our members in CP's financial success and resolves many important workplace issues that will create more respectful workplaces.

Significantly, your bargaining committee also negotiated the first ever contribution to the

Canadian Community Fund, which will go towards supporting the work of local community groups. It's the first new program achieved at the bargaining table since the formation of Unifor. We were also able to negotiate a letter that would affirm union security should the Rand Formula ever be dismantled.

Thank you for your incredible support and participation during the information update meeting and the strike vote process. Your solidarity and support had a major impact on our ability to achieve the agenda our members had set. Along with your bargaining committee, I strongly recommend this new agreement for your approval.

In solidarity,

**Jerry Dias**  
*Unifor National President*



### MESSAGE FROM UNIFOR LOCAL 101R PRESIDENT TOM MURPHY

#### Improvements for our members

**I**want to thank all of our members for their outstanding strong support for the bargaining committee and especially to our strike captains who went above and beyond the call of duty to assist us. Across the country, we were united and prepared to defend our interests as necessary.

This round of negotiations was the most tense and difficult in all my years of leading bargaining with CP Rail. The company demanded significant concessions which your committee steadfastly refused, with the overwhelming support of the members.

We have made crucial changes in this contract that will help us move more confidently in the future as our membership hopefully grows. I'm pleased that we were able to get a commitment for new investment at Weston, which will put in

new work and create new jobs. We were also able to negotiate great improvements to wages, benefits and most importantly deal with the excessive discipline that many of our members have seen over the last three years.

You deserve a decent contract which addresses your concerns and I am pleased to put forward this agreement for ratification.

In solidarity,

**Tom Murphy**  
*Unifor Local 101R President*



## Weston

The future of the Weston shop was a top priority at the bargaining table. CP has committed in writing to continuing to invest in the Weston shop, which will mean new work and new jobs in the location.

## Workplace representation

All full-time and part-time workplace chairs will be reinstated at their various locations. The National Health & Safety Co-ordinator and the National Skilled Trades Co-ordinator will continue to be in place for the life of the agreement.

## Discipline

Resolving issues around the discipline and suspensions were paramount in this set of negotiations. The union has negotiated several changes to with the goal of rectifying problems and setting out agreed to procedures.

### **New rules around discipline:**

When a discipline is recorded against a member, a copy of the written notice will now be sent to the regional Local 101R vice president, in addition to the authorized local representative to allow the case to be dealt with promptly.

### **Grievance oversight:**

All unresolved grievances related to discipline charges will be reviewed on the basis of established concepts of progressive discipline. The parties have agreed to the appointment of a federal arbitrator to resolve all outstanding grievances. This process will take place two days each month. Regular meetings will also take place between the top officers of both Unifor and CP Rail, which will be used as an opportunity to rectify any outstanding issues.

## Breaks and wash-up time:

CP has agreed to review practices at various locations concerning breaks and wash-up times, in light of concerns raised by Unifor.

## Improving relationship:

The union and CP will now hold top level quarterly meetings to review mechanical operations; staffing, including in-sourcing opportunities; equipment; maintenance policies and other related issues with the goal of improving the working relationship.

## Skilled Trades

### **Improved apprentice ratio:**

The ratio of apprentice to journeymen/journeywomen will not exceed one apprentice to each four journeymen/journeywomen in the trade in which they are apprenticed. The ratio could be reduced to a 1 to 1 ratio, with the agreement of the union – determined on a terminal basis.

### **Accelerated apprenticeship program:**

The number of mandatory hours for apprentices will now be set at 6,000 hours, reduced from 8,000 hours, meeting government standards for apprenticeships. Credit for academic or work experience may be given after the completion of the apprentice probationary period for a maximum of 2,000 hours, from 3,000.

### **Training:**

In-house training modules will be reintroduced and monitored closely through the national skilled trades committee. On the job training and in-house modules for present tradespeople will now be accelerated.

Existing tradespeople will be supplied with training in order to challenge the Certificate of Qualification.

Diesel mechanics will be trained to get their welding ticket in order to weld on locomotives.

### **Step rate:**

The apprenticeship step rate will now start at 75% of the trades' rate.

### **Paid leave for good cause:**

A new program has been bargained at CP Rail where the company will approve, on request of the national union, applications for paid leaves by skilled trades members to participate in International, Canadian relief program programs/agencies or to provide skilled labour to local women's shelters.

Such paid leave will be up to 250 shifts per calendar year across all lodges.



## Local 101R Wage Rate Table

Classification	Current	Jan. 1, 2015	Jan. 1, 2016	Jan. 1, 2017	Jan. 1, 2018
<b>Trades</b>	33.037	34.028	35.049	36.276	37.727
<b>DSA</b>	28.186	29.032	29.903	30.949	32.187
<b>Mechanical support</b>		27.500	28.325	29.316	30.489
<b>Trades Helper</b>	25.766	27.500	28.325	29.316	30.489
<b>Platers</b>	23.155	27.500	28.325	29.316	30.489
<b>*Crane Operator</b>	29.288	30.167	31.072	32.159	33.446
<b>Labourer</b>	23.778	24.491	25.226	26.109	27.153

### Benefits

#### Pensions:

The union has established a new negotiated industry pattern for the pension cap. Annual pension accrued will be subject to a limit of \$2,050 per year of pensionable service going forward. Unifor has retained the right to negotiate improvements and changes to the pension plan in the future.

Members who have been diagnosed with a terminal illness and have a short life expectancy of one year or less will be granted early retirement with an unreduced pension, with the designation of the Chief Medical Officer.

#### Life insurance:

Effective the first of the month following ratification, the group insurance coverage will be increased from \$48,000 to \$49,000 for employees who have service with the company on or subsequent to that date.

Effective January 1, 2016, the group insurance coverage will be increased to \$50,000.

Effective January 1, 2017, the group insurance coverage will be increased to \$51,000.

Effective January 1, 2018, the group insurance coverage will be increased to \$52,000.

#### Clothing and boot allowance:

All active employees will be provided with a yearly allowance of \$225 to purchase safety footwear and work clothing.

#### Dental:

The annual dental maximum will be increased from \$1,725 to \$1,825 – effective January 1, 2017. The fee guide for dental expenses will continue to be based on the current year.

### Unable to report/snow conditions:

Members who are prevented from reporting to work at the start of their tour of duty due to CP Rail switching operations in and around mechanical shop operations will not be deducted this time when the worker arranges with their supervisor to make up the lost time. It will not be recorded against a member's attendance.

### Women's Advocate Program:

Recognizing the growing number of women working at CP, the union was successful in negotiating the Women's Advocate Program. There will now be up to three women's advocates across the CP chain – in the western region, the eastern region and in Quebec. At least one advocate will be bilingual/French-speaking. The women's advocates will undergo 40 hours of training, have an office and a private telephone line.

### Canadian Community Fund

The Canadian Community Fund is the first new program initiated at the bargaining table since the formation of Unifor. The Unifor 101R is the first local union to negotiate this innovative fund which will be used to partner with community organizations working right across the country. CP Rail has agreed to put 5 cents an hour, per member into the CCF.



# YOUR UNIFOR LOCAL 101R MASTER BARGAINING COMMITTEE



**JERRY DIAS**  
President, Unifor



**PETER KENNEDY**  
Secretary-Treasurer, Unifor



**BOB ORR**  
Assistant to the  
President, Unifor



**BRIAN STEVENS**  
National Rail Director



**BOB FITZGERALD**  
National Representative



**COREY VERMEIJ**  
National Health  
Care Director



**TOM MURPHY**  
Local 101R President



**RAY LAWSON**  
Vice President Pacific Region



**RICK TIEDE**  
Vice President Prairie Region



**GÉRARD EMOND**  
Vice President  
Atlantic Region



**DERRICK JAMES**  
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Eastern Region



**MARC ROSS**  
National Health and  
Safety Co-ordinator



**NELSON GAGNÉ**  
National Skilled Trades  
Co-ordinator



**UNIFOR LOCAL 101R MASTER BARGAINING COMMITTEE**