



Teamsters Canada Rail Conference

Dave Able
Benoit Brunet
General Chairmen
Locomotive Engineers

Dave Olson
Bruce Hiller
General Chairmen
Conductors, Trainmen & Yardmen

Bulletin No. 3

December 12, 2011

All TCRC Local Chairs
CP Eastern and Western Regions:

Brother Benoit Brunet was recently elected as General Chairman representing Locomotive Engineers in the Eastern Region. Brother Benoit brings with him a significant amount of experience as an elected Union Officer and is a strong and welcome addition to your Bargaining Committee.

Your Bargaining Committee has concluded meetings with CP Rail from Dec 6 to 9 in Calgary.

At the end of the November bargaining session in Winnipeg the Company placed an additional demand on the bargaining table. They wish to delete a significant number of letters and Appendices within the Collective Agreements. In Calgary this past week, the discussions on this subject quickly resulted in the Company changing their position on this issue. The Company bargaining team advised us that they now want to discuss each of these letters and have expanded their demands to include all the letters and appendices throughout each of the Collective Agreements and the Archived Documents. In these two bargaining sessions the Company has expanded and changed their demands twice. It appears to us that the Company is purposefully creating a moving target for bargaining.

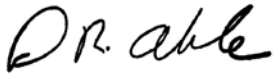
The remainder of the Calgary session was used primarily for discussing these letters and some of the other various demands the Company has tabled. We are seeking clarification of what their true intent is. The Company continues to owe the Union Bargaining Committee disclosure of required and needed information which we requested in October. When that information is exchanged we will be in a better position to speak with certainty to those issues.

We also discussed the Company demands related to their letter and their self-imposed deadline of January 1, 2012 to end certain agreements. We will be advising the Company in writing of our position on this matter and will distribute all of these relevant letters to each Division.

We have a third negotiations session planned for the week of January 23. Following that session we will again provide you with an update bulletin informing each of you with as much information as possible. Bargaining is still in a very early stage and so there is not much more that we can report on at this time.

We take this opportunity to thank all of the Members, Local Chairs and other Division Officers for the information that was provided to our Bargaining Committee as requested.

Your continued support and patience throughout this process is appreciated.



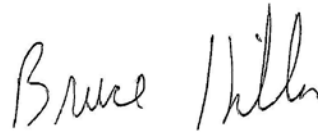
Dave Able
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General Chairman, CTY West



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General Chairman, LE East



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