

November 16, 2009

Mike Cory  
Senior Vice President, Western Canada Region  
Canadian National  
10229 - 127 Avenue, 4<sup>th</sup> Floor  
Edmonton, Alberta T8N 5X1

**Via facsimile: 780-472-3157**

**RE: Staffing problems and Article 8.1(a) job abolishment notices at Saskatoon**

Dear Mr. Cory,

Further to our telephone conversation on October 9, 2009 concerning problems at the Transportation Service Centre in Saskatoon, and, the Company's recent announcement to eliminate all 9 permanent Servo Centre Control Clerk (SCC) positions within this department.

I made several inquiries into your initial concerns and would like to share with you my understanding of the problem.

As you are no doubt aware, the Company previously transferred the Melville reporting work from Saskatoon to Thunder Bay. In doing so, they eliminated one permanent SCC position at Saskatoon.

As Thunder Bay was short staffed and unable to adequately handle the Melville workload, these duties were later transferred to Winnipeg - where similar staffing shortages amounted to the same problems experienced at Thunder Bay. So the Melville work was transferred back to Saskatoon. However, this work came back without additional positions being added at Saskatoon.

In welcoming back the Melville SCC duties to Saskatoon, they inherited not only the reporting duties currently and traditionally performed by SCCs, but also Yardmaster duties performed normally in Melville by members of the Teamsters Canada Rail Conference (TCRC), which positions were recently abolished by the Company.

I have been advised by some of our members at Saskatoon that the added duties and responsibilities, without adding or hiring any new staff, caused stressful working conditions on SCCs at Saskatoon. The Company has had to rely on the regular use of overtime to get the work done, which was causing staff fatigue in addition to the stressful working conditions. Now some employees are off on stress leave. I am not aware of previous problems of this nature with our Saskatoon membership.

On October 27<sup>th</sup>, I received a copy of an Article 13.2 (Agreement 5.1) abolishment notice served to Saskatoon TMC Dwight Edmison, which states the reason for the abolishment is on account of "a downturn in business." The effective date was to be October 23, 2009. But rather than exercising his seniority in accordance Article 13.3, I understand that Mr. Edmison will retire instead, with his last day worked to be some time this month.



Based on the duties of Mr. Edmison's position, the extra workload assigned to TSC staff at Saskatoon (without additional jobs being added), and in considering that traffic has picked up in recent weeks, we are sceptical as to the Company's assertion that Mr. Edmison's reduction is because of "a downturn in business."

As the Company did not identify what will happen with Mr. Edmison's duties, we presume they will not be phased out, rather redistributed amongst other Agreement 5.1 bargaining unit employees at other locations. Consequently, this change resembles more of an "operational and/or organizational change" whereas notice should be served in accordance Article 8.1(a) of the Employment Security and Income Maintenance Agreement (ESIMA), and not Article 13.2 of the collective agreement.

Lastly, I turn to the Company's most recent notice dated November 6, 2009 served in accordance 8.1(a) of the ESIMA advising of the abolishment of all 9 permanent SCC positions at the TSC in Saskatoon effective sometime in March 2010. This announcement, coupled with the other concerns addressed in this letter, leaves us with a cause for concern as to what has been transpiring and what will transpire with our bargaining unit at Saskatoon.

I would like the opportunity to meet at your earliest convenience to discuss further these matters. I would hope that the Company remains open to maintaining SCC positions at Saskatoon, and alleviating the significant adverse affects such a change will have on our bargaining unit, not only in Saskatoon, but at the locations not yet identified that will assume this workload in March 2010.

I look forward to hearing from you.

Yours truly,



Barry Kennedy  
President  
CAW-Canada, National Council 4000

