

Railfax

December 30, 2006



Intermodal edition

To protect 100 years of your hard-won rights:

VOTE YES!

To all CAW members covered by the Intermodal Supplemental Agreement:

CN has filed **57 demands** aimed at wiping out the most vital protections in the Intermodal Agreement. Your Bargaining Committee has firmly rejected this attack against your rights – but CN also needs to hear from you. Please **VOTE YES!** and mandate your negotiators to fight for gains, not givebacks.

Here are just a few highlights of how CN's demands could affect you (full list available on request):

Pensions: CN has claimed it will allow unreduced retirement at age 55 for the next 10 years. But CN has already backed off its signed promises **never** to reduce pensions – and there's no guarantee it won't happen again. Reduced retirement would mean a **60% pension reduction at age 55** – for example, a \$2500 monthly benefit would be slashed to \$1000! To get a full pension, a member would be forced to work until age 65. Please vote "YES" and tell CN that we will never allow this to happen.

Contracting-Out: Eliminate current guarantee of no loss in full-time jobs as a result of contracting-out. As members retire, **the jobs can be left vacant and the work will disappear.**

Discipline: Eliminate right to see evidence before the hearing. Up to 20 demerits with **no right to formal hearing at all**, now to include Monterm and BIT.

Replace overtime with straight-time pay: If you book sick for one shift, CN wants the right to call you in on a day of rest **at straight-time rates** – to **make up the time you missed**. Also, CN wants to extend shifts up to **30 minutes at straight time**, instead of the current overtime rates.

Turning back the clock on hours of work: CN wants the power to work members **10 or 12 hour shifts without union agreement**, to schedule **split shifts** (for example, work 6:00 am to 10:00 am, go

home for 6 hours, then work 4:00 pm to 8:00 pm, all at straight time); schedule **variable start times** for different days of the week, including start times before 6:00 am; and send workers home part way through a shift if they are no longer needed and **stop their pay!**

Work ownership: CN wants expanded power to hand your work to supervisors and other unions.

Seniority under attack: CN would fill Lead Hand positions – and all vacancies of up to 25 days - **without bulletins and without regard to seniority**. All temporary assignments (no matter how long) could be filled with spare or part-time.

Part-time workers: Part-time workers will never become permanent. Part-time ratio increased from 1:14 to 1:5. Eliminate the ceiling of 20 part-time at BIT which was won in 1998. Eliminate pay guarantee – called in for one hour, paid for one hour (not three).

Layoffs: No more 4-day notice of layoff – and reduce most Article 8 notices from 120 to 30 days. CN also wants right to abolish full-time positions and **force members onto part-time** instead of layoff.

Employment security: 1. CN wants to remove disabled or untrained workers from 90% ES benefits and **put them on layoff** instead. 2. Members would have to **relocate anywhere in Canada** before being allowed to take a job outside CN. 3. Buyouts would be offered to **junior** instead of senior employees. 4. And many others.