

Railfax

December 30, 2006



Owner-Operators edition

To protect 100 years of your hard-won rights:

VOTE YES!

To all CAW members covered by Owner-Operators Agreement:

While we did enter early bargaining with CNTL last summer, we were unable to conclude a collective agreement. The Company has continued to treat our Owner Operators as second class citizens. Discipline, contracting out, fuel costs and expanded duties continue to be our major concerns during this round of collective bargaining. Your Bargaining Committee has firmly rejected this attack against your rights – but CNTL 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 CNTL's demands could affect you:

Contracting Out: For too long our members have been working inadequate hours and losing income while CNTL hands over our work to outside brokers. The Union has demanded that **our members be guaranteed x hours per week** before any of our work is contracted out. CNTL claims they will guarantee 330 Owner-Operator positions – but they refuse to guarantee that these members will actually have work to do! CNTL also wants the ability to **contract out U.S. work** without it being considered in the calculation of work contracted out.

Fuel: For the past decade, the Union has succeeded in keeping fuel costs frozen. CNTL has **not yet signed off to continue the freeze**. You know that even a moderate increase in fuel costs could wipe out any increase in compensation.

Work in Intermodal Yard: In 2001, the Union won a written guarantee ("Appendix 4") that Owner-Operators could not be forced to expand the work they do in the CN Intermodal yards. We maintained this guarantee in 2004.

Now CNTL wants to remove it. CNTL wants full freedom to **pull your truck off the road and force you to shunt full time or part time in the yard**. That would include coming to work in the middle of the night in some locations to pre-load for early outbound trains. You know what damage that would do to your trucks and to your earning power – besides eliminating Intermodal jobs. This too is absolutely unacceptable.

Discipline CNTL's approach to discipline is draconian at best. They continue to resort to **dismissal** as a means of intimidation for all Owner Operators. We have tabled demands which would ensure that the Union receives all **evidence** before an Owner Operator can be disciplined and that he/she be given natural justice during an investigation. CNTL continues to deny that Owner Operators should receive the same rights to evidence and impartiality as other employees who are dependent upon CNTL for a living.

**SUPPORT YOUR BARGAINING COMMITTEE
BY SENDING A CLEAR MESSAGE TO CNTL.**