

YOUR UNIFOR LOCAL 100 MASTER BARGAINING COMMITTEE



JERRY DIAS
National President,
Unifor



SCOTT DOHERTY
Executive Assistant to
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TERRY MCKIMM
President, Local 100



BRUCE SNOW
Unifor National
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MYRIAM GERMAIN
Unifor Quebec Montreal
Director



CHRIS GARROD
Vice President
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Vice President,
Local 100,
Great Lakes Region



JACQUES OUIMET
Vice President,
Local 100,
St. Lawrence &
Atlantic Region



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Vice President,
Local 100,
Prairie Region



ZOLTAN CZIPPEL
Vice President,
Local 100,
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Local Representative,
Local 100,
Prairie Region



JOHN AMERO
Local Representative,
Local 100,
Great Lakes Region



SIMON MOREAU
Local Representative,
Local 100,
St. Lawrence Region



JESSE JULIEN
Local Representative,
Local 100,
Mountain Region



UNIFOR LOCAL100 BARGAINING COMMITTEE

Four-year agreement: January 1, 2019 to December 31, 2022



UNIFOR
LOCAL 100
DECEMBER 2018

HIGHLIGHTS

- wage increases
- improved benefits
- paid sick days
- apprentice training

FOUR YEAR AGREEMENT

January 2019 to
December 31, 2022

RECOMMENDATION

The bargaining committee has negotiated a tentative agreement that enhances our wages, conditions of work and improves our benefits.

Your bargaining committee unanimously recommends this tentative agreement and urges you to vote in favour of the recommendation for acceptance.

UNIFOR • CN RAIL

BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN UNIFOR AND CN RAIL

Message from Unifor National President Jerry Dias

These negotiations were not easy and when we began talks in Montreal in October we told CN our members need to share in the profits. Our hard working members have made CN the successful company it is today. The rail sector is a key sector in our union and the role they play is crucial to the Canadian economy. This bargaining committee made sure CN understood this.

I would like to congratulate the Local 100 bargaining committee, who have worked very hard over the last two months to achieve significant gains for CN workers across Canada. The pattern is better than what any other union achieved:

- an 11 percent wage increase over the life of the contract.

- improved package of health and dental benefits.
- new sick days.
- a new northern living allowance travel allowance to CN Campus.



I would like to thank all Local 100 members for your incredible support during these negotiations. Your solidarity made a difference and helped us achieve an agreement that is now the best signed to date with CN.

In solidarity with your bargaining committee, I strongly recommend you vote to ratify this new agreement.

Jerry Dias

Message from Local 100 President Terry McKimm

Greetings Brothers and Sisters on behalf of the Local 100 Bargaining Committee I would like to thank you for your support throughout the Collective Bargaining process. The Committee is proud of this agreement and believe it addresses the top issues that the membership indicated through the National Bargaining Surveys was important to them. The top 3 demands from the membership were wages, benefits and sick days. To that extent we have a wage pattern higher than all the other Unions that have signed to date with CN. With a

solid 11% gain over the term of the contract our Mechanics and Electricians will be making \$42.36 per hour for basic hours and \$63.54 for overtime rates in the last year. We have delivered significant gains to the extended health care by adding Chiropractor, massage therapy, Osteopath, Naturopath, Psychologist and Psychotherapist as well hearing aids for children. We have delivered significant gains to the Short Term Disability raising the weekly max



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HIGHLIGHTS



Local 100 Wage Rate Table

CLASSIFICATIONS	CURRENT	2019	2020	2021	2022
Lead Hand	38.66	39.63	40.62	41.84	43.10
Trades	38.01	38.96	39.93	41.13	42.36
Crane Operators	34.55	35.41	36.30	37.39	38.51
Helpers	30.69	31.46	32.25	33.21	34.21

Message from Local 100 President *continued from page 1...*

from \$720.00 to \$810.00 by the end of the contract. The Maximum yearly dental limit will rise from \$1825.00 to \$1975.00 by the end of the term and a 50% increase to orthodontics was obtained. Along with new premiums for Northern Living allowance, and secondary assignment standby pay for being on call. Gains were made in basic and optional life insurance for the first time in decades. And for the first time in the history of Agreement XII our members will receive three paid sick leave days. These along with the many improvements in other areas make this the most lucrative contract ever bargained and I urge you vote to support this agreement. I would like to thank Gerry Dias and Unifor National for all their support. National Representatives Bruce Snow and Myriam Germain worked tirelessly with us from the beginning till

the end. Brother Scott Doherty Assistant to the President demonstrated amazing patience, integrity, and leadership during the final days of negotiations. Finally I would like to thank your Local 100 Bargaining committee. This agreement would not have taken place without their strength, solidarity, and commitment. In closing I would like to say that this agreement paves the way for the future, and the many new benefits will be built on for years to come. I strongly recommend that you support this agreement and vote for its acceptance.

In Solidarity,

Terry McKimm
President Unifor Local 100

HIGHLIGHTS

WAGE INCREASES

- 2.5% in 2018-2019
- 2.5% in 2019-2020
- 3% in 2020-2021
- 3% in 2021-2022

- Effective January 1, 2020 increase from \$51,000 to \$52,000
- Effective January 1, 2021 increase from \$52,000 to \$53,000
- Effective January 1, 2022 increase from \$53,000 to \$54,000

Short Term disability

- Effective the first of the month following ratification, increase the short-term disability weekly maximum from \$720 to \$750 for new claims.
- Effective January 1, 2020, increase the maximum to \$770 for new claims.
- Effective January 1, 2021, increase the maximum to \$790 for new claims.
- Effective January 1, 2022, increase the maximum to \$810 for new claims.

Benefits

- Added chiropractor, psychologist, psychotherapist, massage therapy, osteopath, naturopath and added coordination of benefits for married couples working at CN.
- Increased dental benefits to cover provincial fee guide each year and raised the maximum annual benefit \$1825-1875 2019, \$1875-1925 2020, \$1925-1950 2021, and \$1950-1975 2022. Increased orthodontic coverage by 50%.

Eyewear

- Remove need for prescription change to receive new glasses

Add ability to combine Dental and Extended health care benefits for couples working

Basic Life Insurance increase

- Effective the first of the month following ratification, the amount of Basic Life Insurance will increase from \$50,000 to \$51,000.

Sick Leave

- **NEW** Three paid sick days per year.

Other Highlights

- Records of over time will be provided to the Union daily for the purpose of equalizing
- \$40.00 per week stand by pay for regular and spare List employees holding Rule 6 & 8 secondary positions.
- Remove management grade 1,2,3,4 officers from seniority list
- Northern living allowance of \$500.00 per month for Hornepayne and Fort St. John, BC.
- \$250.00 travel allowance each one way trip to CN campus for apprentices if travel is on their rest days.
- Contracting out resolution process added to rule 51.

Apprentice training

- New joint company - union committee to establish better training for apprentices.