

CN Announces Layoff of Unifor Members

With the down turn in the economy, the good times in respect to hiring at CN Rail has hit the pause button.

The country's largest railway saw its workforce decrease by 9% last year (2,300 employees), with about 1,150 employees laid off at years' end. CN Rail has also implemented a hiring freeze and the company says that it may shed more employees in 2016 if freight volumes fall again this year as expected.

Despite employee layoffs, shareholders are seeing a 20% increase in CN's 2016 quarterly common-share dividend. When announcing their fourth quarter financial results at the end of January, despite an overall decrease of 8% in car loadings, their profits actually rose by 12% to \$3.5-billion, or \$4.39 a share, while Revenue rose by 4% to a record \$12.6-billion for the year 2015.

Although revenues declined for metals and minerals, coal and petroleum and chemicals, revenues increased for automotive, intermodal, forest products and grain.

Local 100

Local 100 was advised in April 2015 of CN's hiring freeze. The Local has seen 76 members system wide retire and a further 28 members resign, who were not replaced. Coming on the heels of the hiring freeze, CN resorted to implementing layoffs;

- ▶ 37 members in Winnipeg (Transcona)
- ▶ 16 members in Montreal, Quebec
- ▶ 5 members in London, Ontario (2 of these members have been absorbed elsewhere)

Local 100 presently has 56 members laid off system wide. Coupled with the members who have retired or resigned since April 2015, Local 100 is down by 160 members.

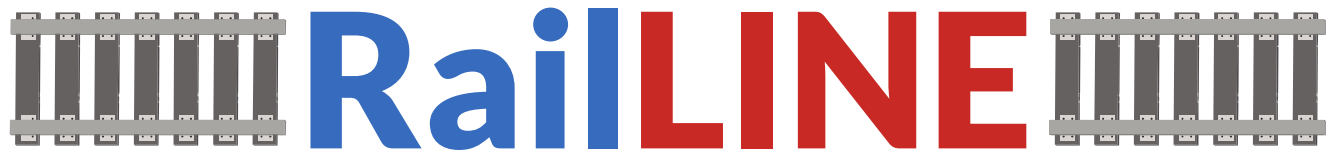
The Local will continue to advocate that CN return the current laid off members to active service if only a first step towards replacing those positions vacated by retirements and resignations.

We ask all our members to keep an eye out for any contracting out of our work and to provide as much information as is possible to your Location Chairs.

Council 4000

So far, Council 4000 has not been hit as hard with direct layoffs as has Local 100, but like Local 100, we see situations where vacancies caused by members retiring or resigning are not being filled.

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In the summer of 2015, the company abolished 3 Train Movement Clerk (TMC) positions in Surrey (Thornton Yard) due to a downturn in traffic. Also this past summer, CN transferred 3 TMC positions from Winnipeg (Symington) to Edmonton (Walker) without establishing the equivalent number of jobs at Edmonton. The same happened with the last of the 3 remaining accounting positions in Winnipeg that were transferred to CN's headquarters Montreal.

In situations where the workload has actually increased at some locations, the company is not adding the necessary additional employees to handle the increased workload due to its present hiring freeze.

There are also overtime bans in place, which causes concern that non-bargaining unit employees are engaging in work that is to be performed by our membership. Supervisors and managers in these departments seem to think, erroneously, that the collective agreement can be ignored due to restraints on hiring and overtime during a reduction in rail traffic.

So far, 18 members of Council 4000 have been laid off;

- 9 in Winnipeg at the Transcona Shops (Local 4002), and
- a total of 9 Conductors/Locomotive Engineers at CN Savage Alberta Railway at Grande Cache and Grande Prairie, Alberta (Local 4001).

On a more positive note, our membership at CNTL has seen an increase of 46 Owner-Operators over the past few months, with 34 new drivers hired in Brampton, Ontario, 10 in Calgary, Alberta and 6 in Newfoundland and Labrador, thanks to an increase in CN Intermodal traffic, both internationally and domestic. If an Owner Operator member retires or resigns, the vacancy is general being filled by a new driver.

In solidarity

Ken Hiatt, Local 100 President

Barry Kennedy, President National Council 4000

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Council 4000 • Local 100 • Local 101-R • Local 103
Conseil 4000 • Section locale 100 • Section locale 101R • Section locale 103