



# Brotherhood Railway Carmen Division

## Transportation Communications International Union

**Richard A. Johnson**  
*General President*

3 Research Place  
Rockville, Maryland 20850  
Phone: 301-948-4910  
Fax: 301-948-1369  
Website: [www.tcunion.org](http://www.tcunion.org)

December 11, 2007

To All Brotherhood Railway Carmen Members on the  
Grand Trunk Western/Canadian National Railroad

Dear Sirs and Brothers,

As you are all aware, the Agreement that was sent out to you in March failed ratification. We asked that your Local Chairman advise me of your concerns and we notified him that there were some issues that we thought could be corrected. We did address all of your issues and the Carrier has responded to many of them.

On the issue of wages, you will get a 3% increase effective January 1, 2005, which will mean that you are entitled to back-pay from then till when the agreement goes into place. In 2006 and 2007, you will receive another 3% increase. On July 1, 2008, you will receive an increase that will put your wages in parity with the other Carmen working for the Canadian National owned United States railroads. In 2009, you will receive another 3% increase. Appendix A to the agreement will show you the actual dollar amounts that you will receive for clarification purposes. At the end of the agreement period you will be entitled to any cost of living amounts until a new agreement has been negotiated.

For Health and Welfare, you will be covered by the National United Healthcare benefits. You advised me that you didn't want to have to pay for the insurance until you were covered by the new plan. The Carrier has agreed that you do not have to pay until January 2008 when your new coverage takes effect. Under that Plan you may opt to be covered by the Blue Cross network if it is available in your area. The cost of the Health and Welfare Plan will be \$100.00 for the life of the agreement. That amount covers you and your family. A side-by-side comparison of the plan you have now and the National plan are enclosed with this letter for your review.

You are also eligible to be part of the "Employee Share Investment Plan" upon ratification

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The agreement allows the Carrier to have direct deposit of your payroll check, at their discretion, on a weekly or bi-weekly basis.

The rules for bereavement have been changed to allow for the inclusion of time off for the bereavement of a step family member.

The vacation rules have been modified so that you may, at your discretion, take up to two (2) weeks of vacation on a one day at a time basis in the same manner that you take your vacations today. This was an item that you advised your Local Chairman was a great concern to you.

There was some concern over the number of protected positions that will be in place upon ratification of the agreement. That means that all of the employees covered by this agreement working 2008 will be protected. This is an improvement in that anyone that had been hired after the April 2001 agreement will now be protected.

You had concerns with the amount of \$500.00 in the grievance resolution bonus. The Carrier agreed to a change and you will also be entitled to a \$750.00 (the same as the IC members received) grievance resolution bonus to be paid within sixty (60) days of the agreement being signed.

There were a number of these types of issues that caused a lot of confusion at the last ratification. Some of these issues that you put forth have been addressed in side letter.

Your International Representative Jack Wright and your local representatives are available to answer any questions you may have about the agreement.

I again advise you that this is a good agreement and that I would ask you to vote yes on your ratification ballot and mail it back to my office to be received no later than January 7, 2008.

With best wishes, I remain

Fraternally yours,



General President

RAJ/sjm

cc: J. H. Wright  
R. E. Cain  
Local Chairmen