



## TEAMSTERS CANADA RAIL CONFERENCE

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July 3, 2015

### **Without Prejudice**

Mr. Myron Becker  
Assistant Vice-President  
Labour Relations  
CP Rail  
7500 Ogden Dale Road SE  
Calgary, AB T2C 4X9  
Email: [Myron\\_becker@cpr.ca](mailto:Myron_becker@cpr.ca)

By Email

Dear Mr. Becker:

RE: Canadian Railway Office of Arbitration and Dispute Resolution (CROA&DR)

We have received your letter dated June 26, 2015, with respect to the above noted matter; specifically with respect to CP Rail's notice of intent to withdraw from the CROA&DR.

This letter will only deal with CPR's notice of its intent to withdraw from the CROA&DR Administration Committee and CPR's purported attempt to withdraw from the CROA&DR process as a whole beyond December 31, 2015.

We will not attempt to reply to or debate the many other points you raise in your letter which address alleged deficiencies in the CROA&DR process, the presentation of cases, the functioning of the CROA&DR Administration Committee, etc. Suffice it for us to say at this point that we disagree with many of your points. We reserve our right to respond to such at a later point in time if necessary.

This is to advise you that, without prejudice and reserving all of our rights regarding any position or argument that the TCRC may take with respect to any grievance, arbitration or other proceeding, the TCRC acknowledges receipt of your letter and is prepared to consider CP Rail's withdrawal from the CROA&DR Administration Committee.



Subject to any decision to the contrary by the Administration Committee, we fully expect CPR to agree to continue participation in the CROA&DR process until December 31, 2015 at a minimum. This is without prejudice to our position that CPR is obliged to continue in this process indefinitely.

To be clear, we acknowledge that CPR will no longer participate or be a member of the CROA&DR Administration Committee. We further note that the CPR, pursuant to (and including without limiting all applicable references) Articles 36 (LE East and West); Articles 80 (CTY East and West); and Article 35 (RTC), within each of the respective TCRC Collective Agreements remains contractually obligated to refer or accept the referral of any grievances to CROA&DR involving our Union for final disposition in accordance with Sections 56 and 57 of the *Canada Labour Code*.

It is unfortunate that CP has chosen to withdraw from a process that has functioned exceptionally well for the last six decades, as part of the industry wide efficient and effective method of resolving disputes which has evolved over the last 11 decades.

Having said the above, and on a without prejudice basis to all of the above, we continue to be prepared to consider any proposals that CP may present for either the reform of the CROA&DR process and/or any alternative process. We look forward to receiving your proposals.

Yours very truly,



R. Hackl  
TCRC Vice President  
CROA Admin Committee Member

Cc: Ken Deptuck TCRC MWED  
Steve Hadden USW  
Barry Kennedy Unifor  
Doug Fisher CN  
All TCRC General Committees  
All TCRC Provincial Legislative Boards  
April Dumas, CROA