



Status of negotiations – March 17, 2022

On Wednesday, CP issued notice to the Teamsters Canada Rail Conference (TCRC)-Train & Engine of its plan to lock-out employees at 00:01 ET on Sunday, March 20, 2022 if the union leadership and the company are unable to come to a negotiated settlement or agree to binding arbitration.

Also on Wednesday, the [TCRC served notice of its intent to strike](#) at 00:01 ET on Sunday, March 20, 2022.

We have been negotiating in good faith since September and over the past week, CP and the TCRC leadership have been meeting daily with federal mediators to reach a new negotiated collective agreement in hopes of avoiding a labor disruption. Despite those talks, our positions remain far apart.

CP has commenced its work stoppage contingency plan and will work closely with customers to achieve a smooth, efficient and safe wind-down of Canadian operations.

CP will continue to bargain in good faith with the TCRC leadership to achieve a negotiated settlement or enter binding arbitration.

Read the full [news release](#).

On Tuesday, CP tabled an offer that addressed a total of 26 outstanding issues between the parties, including an offer to resolve the TCRC's key issues of wages, benefits and pensions through final and binding arbitration. Read the [full offer here](#). (Items that are highlighted on the Company's offer are either a new or an amended offer to the TCRC.)

Key items in the Company's offer include:

- A new two-year collective agreement running through Dec. 31, 2023 (page 2)
- Includes a 2 percent wage rate increase effective Jan. 1, 2022 and 2.5 percent wage rate increase on Jan. 1, 2023 (page 2)
- Improvements to employee benefits plan, including extended health care benefits (Section 3, page 2, further described in Appendix 1, page 18)
- The offer to participate in the Pension Improvement Account (Appendix 2, page 20)
- The creation of a joint committee to assess the positive impacts and potential challenges associated with Transport Canada's Duty and Rest Period Rules (Appendix 5, page 31)
- Terminal transfer protocols and protocols used when determining eligibility of employees applying to exercise seniority between districts and regions for job transfers (Section 10, page 12)
- Shared grievance management system to expedite dispute resolution (Section 9, further outlined in Appendix 16, page 52)

- Commitment to regular Union-Management meetings (Appendix 4, page 29)
- Financial incentive for expedited recall from layoff that establishes certainty to when a laid-off employee will return to work (page 55)
- New provisions for full time union leave and rest when returning from union business (page 55)

The TCRC leadership rejected CP's offer.