



Teamsters Canada Rail Conference

General Committees of Adjustment
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February 25, 2015

TO: ALL LOCAL CHAIRS AND TCRC MEMBERS TERMINALLED IN KAMLOOPS AND COQUITLAM
– ROBERTS BANK

RE: ALLEGED CONCERTED ACTIVITY

We have received recent communications from CP Rail alleging that a vast majority of employees are booking maximum rest at the home terminal and the away from home terminal. The Company is alleging that the excessive booking of rest constitutes a cessation of work or is pursuant to a common understanding to restrict productivity. In other words, the Company is alleging that the booking of rest has become excessive and constitutes an illegal strike as defined by the *Canada Labour Code*.

We have responded to the Company's accusations of alleged concerted activity and have assured them that our members are aware of their rights and obligations. However, out of an abundance of caution, we are writing to remind all members of their obligations and that an unlawful strike constitutes any job action taken in concert or in accordance with a common understanding that is designed to restrict or limit output. Such activity is prohibited.

If you have any questions or concerns regarding these matters, please do not hesitate to contact your General Chairman's Office.

In solidarity,

Greg Edwards
Locomotive Engineer's
General Chairman - West

Dave Fulton
General Chairman
Conductors, Trainmen and Yardmen - West