



TEAMSTER CANADA **RAIL CONFERENCE**

DIVISION 320

NOTICE TO MEMBERS RE: MEMBERS WORKING IN ESR SERVICE

Brothers and Sisters,

It has come to our attention that some of our members are being subjected to criticism for having bid the ESR Pools, and for not giving notice to book rest after 10 hours of duty while working in ESR Service.

Please be reminded that the ESR Agreement forms a part of our Collective Agreement. This Agreement has been properly implemented under the provisions of the Material Change. After a lengthy negotiation period, the end result was an agreement awarded through arbitration. All members of TCRC Division 320 have the right to bid for positions covered under this agreement, and those that do bid, are rightfully and properly exercising their seniority.

Furthermore, when it comes to giving notice to book rest, they retain the right to do so, conversely, they retain the right to not give notice to book rest. That is their choice and theirs alone. No one else has the right to tell another member to book rest or not book rest.

The company has advised that they will be monitoring this situation, and will investigate, swiftly and harshly, any perceived intimidation or harassment by one member to another. Please refrain from making comments or airing negative opinions on the radio or on company property.

We implore you, if you have any concerns on this matter, to contact your Local Chairs to discuss.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jason Hnatiuk'.

Jason Hnatiuk
Local Chairman, C/T
TCRC Division 320

A handwritten signature in black ink, appearing to read 'Joe Harris'.

Joe Harris
Local Chairman, LE
TCRC Division 320