



**Teamsters Canada Rail
Conference
Division 320**



May 14, 2015.

Members of Division 320 RE: Street to Seat Program

Brothers and Sisters,

The company has increased the push locally on their "Street to Seat Program". There are a significant number of managers riding our trains in order to do our work during shortages and future labour disputes.

The Union would like to remind everyone that we are under no obligation to train these people. Our right to refuse to train them was upheld by the CIRB in their ruling dated January 9, 2015, which states:

"While an employer is entitled to continue to operate its business during a labour dispute, the union and its members are under no obligation to assist the employer in this endeavour. The Board therefore orders that the employer cannot compel union members to participate in the training of managers."

Furthermore, they do not have the right to remove us from our positions in order to undertake their training of non-unionized employees. Also from the CIRB ruling:

"In the Board's view, the employer's practice of relieving unionized crews of their assignments in order to train managers contravenes the recognition of bargaining unit work embodied in the union's certification order and violates sections 36(1)(a) and 94(1)(a) of the Code. The employer is hereby directed to cease this practice.

If a manager tries to replace you in your duties, please remind them of the ruling. If they insist, inform the Union immediately.

Furthermore, there are no provisions to receive payment for training a manager, please refrain from training them and please refrain from submitting claims for training.

Thank you,
Your Local Chairs