



# **TEAMSTERS CANADA RAIL CONFERENCE**

General Committees of Adjustment Canadian Pacific Railway

**Dave Fulton**  
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**General Chairmen**  
**Conductors, Trainmen, Yardmen**

**Greg Lawrenson**  
**Joe Bishop**  
**General Chairmen**  
**Locomotive Engineers**

***VIA EMAIL***

July 2, 2025

## **ALL TCRC LOCAL CHAIRS – CPKC WESTERN AND EASTERN REGIONS – BULLETIN 22**

Sisters and Brothers:

This bulletin serves to provide additional details regarding Arbitrator Kaplan's award from May 30, 2025. As part of ongoing discussions, there is currently a difference in interpretation between the Union and the Company concerning the scope of the 3% increase (what premium payments apply effective May 30, 2025) specified in the award. The Union is actively exploring legal pathways to clarify and resolve this matter, ensuring all aspects of the award are applied appropriately.

Regarding wage increases, retro payments, shift differential, and benefits, the Company has advised us of the following:

1. Rate tables in CMA have been updated effective June 19<sup>th</sup>, so any earnings thereon will be at the new rates.
  - Retroactive payments are projected to hit employees accounts on July 17 – if this changes CPKC will advise.
2. Shift differential was updated effective the date of the award.
  - The CMC is working with PST on updating the shift differential for road switchers. No date for Road Switcher shift differential implementation has been provided at this time.
  - This went into production this week. The CMC will review to determine if/what retro payments are required.
3. Benefits
  - Retroactive benefit payments will be paid as detailed. Any amounts larger than \$100 will be paid on an off-cycle the week of Jun 30 – July 4, 2025. Any amounts smaller than \$100 will be paid on the Pay Period 15 payroll, deposited on July 17, 2025

At the moment, we are under the assumption that the retroactive premium payments effective May 30 2025 will be omitted. It is our interpretation, that the 3% increase should be applicable on train length, length of run, over hours payments, etc. beginning May 30, 2025. As of yet, the Company has not provided a complete list of which payments they will be applying the 3% increase to and instead stated that it will only apply to mileage-based payments.

Thank you for your attention and understanding to the issues. As always, we will provide more information on the progress of the outstanding issues regarding the award of May 30, 2025.

In Solidarity,



Dave Fulton  
General Chairman - CTY West



Greg Lawrenson  
General Chairman - LE West



Dennis Psichogios  
General Chairman - CTY East



Joe Bishop  
General Chairman - LE East

cc: Paul Boucher – TCRC President  
Ryan Finnson – TCRC Vice President  
Chris Lowe – TCRC Treasurer