



# **TEAMSTERS CANADA RAIL CONFERENCE**

General Committees of Adjustment Canadian Pacific Railway

Dave Fulton  
Dennis Psychogios  
General Chairmen  
Conductors, Trainmen, Yardmen

Greg Lawrenson  
Joe Bishop  
General Chairmen  
Locomotive Engineers

May 30, 2025

**VIA EMAIL**

## **ALL TCRC LOCAL CHAIRS – CPKC WESTERN AND EASTERN REGIONS – BULLETIN 21**

Sisters and Brothers:

We have just received Arbitrator Kaplan's award following the interest arbitration between CPKC and TCRC (RTE). Below are the key highlights of the award:

### **Term**

- The new collective agreement is effective from **January 1, 2024, to December 31, 2027**.

### **Wages**

- **3% general wage increases** annually for 2024, 2025, 2026, and 2027.
- Wage increases apply to premium payments except for shift differentials, maintenance of earnings, and expenses.
- GWI will be applied to Train Length, Length of Run, and rest violations payments.
- GWI is fully retroactive to January 1, 2024, including members who retired subsequent to January 1, 2024, and prior to this award.

### **Shift Differential**

- Employees whose shifts start between **1400-2159** will receive **\$1.50/hour**.
- Employees whose shifts start between **2200-0559** will receive **\$2.00/hour**.
- Road Switchers will now receive shift differential.

### **Benefits**

- **Dental Coverage:** Annual maximum increased to **\$2,250 (2025)**, **\$2,300 (2026)**, and **\$2,350 (2027)**.

- **Orthodontics:** Lifetime maximum increased to **\$1,750 (2025)**.
- **Disability Benefits:** Maximum benefit increased to **\$900 (2025)**, **\$910 (2026)**, and **\$920 (2027)**.
- **Life Insurance:** Coverage increased to **\$59,000 (2025)**, **\$60,000 (2026)**, and **\$61,000 (2027)**. Optional spousal life insurance increased to **\$250,000**.
- **Vision Coverage:** Increased to **\$425** for eligible expenses and separate coverage for eye exams at customary and reasonable maximums.

## Resets

- Resets to be applied at the home terminal. Collective agreement language remitted to the parties.

## NR Agreement

- The NRA agreement, as discussed at the hearing, is remitted to the parties, with the Arbitrator remain seized.

## Pension Arrears

- Employees with arrears of **\$10,000 or less** must repay within **1 year**; arrears over **\$10,000** must be repaid within **2 years**. Exceptional cases may be reviewed.
- This will allow employees who have pension arrears due to lengthy absences to repay their arrears rather than lose the pensionable service associated with those absences.

## Bereavement Leave

- Canada Labour Code provisions incorporated into the collective agreement.

## KVR and KLR

- Grievance procedures aligned with the core collective agreement.
- **January 2nd General Holiday** replaced with **National Day of Truth and Reconciliation**.

## Other Highlights

- Call windows at Away From Home Terminals reduced to **90 minutes**.
- Locomotive Engineer Conductor Only Payment at the initial terminal awarded-to read as Article 81.03 reads.

This award reflects the arbitrator's duty to ensure a balance of interests and aims to replicate free collective bargaining. We acknowledge the challenges faced during this process and remain committed to advocating for your rights and well-being. We will provide updates on retroactive payment and new Collective Agreement language as soon as we are able.

Thank you for your patience and unwavering support and dedication during this round of bargaining. Together, we continue to strengthen our union and achieve meaningful progress.

In solidarity,



Dave Fulton  
General Chairman - CTY West



Greg Lawrenson  
General Chairman - LE West



Dennis Psychogios  
General Chairman - CTY East



Joe Bishop  
General Chairman - LE East

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