



# Teamsters Canada Rail Conference

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## Conférence ferroviaire de Teamsters Canada

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TO ALL MEMBERS

January 8, 2007

**RE: CN Pensions**

Brothers/Sisters,

I have received a lot of emails and phone calls concerning the changes to our pension plan that were addressed in a letter from Mr. Dakens of June 8, 2006. The TCRC General Chairmen had absolutely no input or involvement in any decisions to make changes to our pension plan. TCRC President and Co-Chairman of the pension committee Gilles Halle also denies any involvement in pension changes addressed in Mr. Dakens' letter of June 8, 2006. Attached are some emails that could suggest otherwise.

On June 7, 2006 at 09:21 PM Caroline Drouin sent an email to all union representatives on the pension committee thanking them for participating in a conference call that day. She states, "We're in the process of finalizing the employee communication... We've done our best to incorporate **your comments**". In an email dated June 8, 2006 10:53AM titled **Communication to Employees** she states, "Attached is the final copy... We will send the letter to the employees at the end of the day today". All members did get the **Communication to Employees** at the end of that day, June 8, 2006.

As a result of participating in and endorsing the pension changes, UTU President John Armstrong was removed from the pension committee and replaced by UTU General Chairman Rex Beatty. Attached is an email from Senior Vice-President Les Dakens, who is the company Co-Chairman on the pension committee, addressed to Rex Beatty, condemning his web site pension postings. In the email Mr. Dakens states, "To post something like this with-out consulting Gilles or myself is disrespectful". **All union members on the pension committee agree, employees should not quit and take their pension money.** Your treatment of John Armstrong in your posting is beyond explanation. To publicly embarrass him is petty politics."

Brothers and Sisters from the information provided above you should be in a better position to make a decision concerning who you want to protect your pension interests in the future.

Fraternally yours,

Paul Vickers  
TCRC General Chairman  
Central Region