

-----Original Message-----

From: Caroline.Drouin@cn.ca [mailto:Caroline.Drouin@cn.ca]

Sent: Thursday, June 08, 2006 10:53 AM

Cc: CAROLE.JOHANNESSON@cn.ca; chris_wadsworth@telus.net; Dan.Bingeman@cn.ca; david.simpson5@sympatico.ca; fitzcaw4000@sympatico.ca; fjmorgan@lca.net; ghaile@teamstersrail.ca; guyscarrow@sympatico.ca;

JOHANNE.BATTISTA@cn.ca; johnwa3@telusplanet.net; john.dinnery@3web.net; kwkearns@uniserve.com;

peacockb@nbnet.nb.ca; ronvel@mts.net; YvesGBourdon@aol.com; Irobillard@teamstersrail.ca

Subject: Re: Communication to Employees

Attached is a copy of the final letter (note: the attachment is not very visible but if you look closely you will see it just below my email).

I apologize for the delay but we were hoping to send you the French version at the same time. The French version is almost finished so you should be getting it within the next hour or so.

We will send this letter to the employees at the end of the day today. Thank you and if you would like to talk to me about the letter, please feel free to call me directly 514-399-4753.

Caroline

Caroline
Drouin

To: john.dinnery@3web.net, ghaile@teamstersrail.ca, johnwa3@telusplanet.net, kwkearns@uniserve.com, fjmorgan@lca.net, fitzcaw4000@sympatico.ca, chris_wadsworth@telus.net, YvesGBourdon@aol.com, peacockb@nbnet.nb.ca, ronvel@mts.net, david.simpson5@sympatico.ca, guyscarrow@sympatico.ca, Dan.Bingeman@BINGEMAN/CNR/CA@CNR, Johanne

06/07/2006 09:21 PM Battista/BATTISTA/CNR/CA@CNR, Carole.Johannesson/JOHANNES/CNR/CA@CNR

cc;
Subject: Communication to Employees

Good evening everyone -

Thank you for taking time off to participate in today's conference call.

Just a quick note to let you that we're in the process of finalizing the employee communication and expect to send you a copy of the final communication no later than tomorrow morning. We've done our best to incorporate your comments but if you have questions or comments, please feel free to call me directly at 514-399-4753.

Regards,
Caroline Drouin

UTU Sault Ste Marie

From: Les.Dakens@cn.ca
Sent: June 23, 2006 14:19
To: unitedtransport@bellnet.ca
Cc: Gilles Hallé; johnwa3@telusplanet.net
Subject: Consent Issue

Rex,

As Co-Chair of CN's Pension Committee, I find your web-site posting [below] very disturbing . Here are my reasons;

1. As an Alternate member of the committee, you show very little understanding of the pre-age 55 resignation issue in terms of the "right thing to do for employees" and the impact on our pension plan. To post something like this with-out consulting Gilles or myself is very disrespectful of our positions on the Committee .
2. You are clearly out of the loop as far as knowing how the other union members on the Pension Committee feel about this pre-age 55 issue. They all agree employees should not quit and take their pension money.
3. To imply to your members that you will settle pension issues in contract negotiations is setting up a confrontation with CN that you will live to regret.
4. Finally, your treatment of John Armstrong in your posting is beyond explanation. To publicly embarrass him is petty politics . You have undermined your own credibility as a union Leader. If this is how you plan to act as the future Canadian UTU Vice President, I wish you luck in your dealings with CN and me.

Rex, I am disappointed by your actions because I expected a more professional approach from you.

Les Dakens
Senior Vice-President, People - CN
Tel.: 514-399-7772 Fax.: 514-399-5832
Les.Dakens@CN.CA

CN PENSION PLAN - CN Position on June 8, 2006 06/13/2006 On June 8, 2006 CN issued a letter to all active employees referenced as "Termination Prior to Earliest Retirement Date - Employer Consent", this with respect to the CN Pension Plan. FOR THE RECORD, our Office did not participate or have any prior knowledge that CN would take such outrageous and confrontational action against our members. It is my understanding and opinion that CN's position (if legal and correct) does have and will have dramatic and disastrous consequences, for example: 1. Members who sever from the Company prior to age 55 and who desire to take a "deferred pension" (85 points - combination of service and age) will be deducted .5% of their pension for each month up to age 65. To point, such employees could lose in excess of 60% of their pension as a result of CN's unilateral action. It should be clearly understood that the actions of the Company (on this point) have nothing to do with the solvency of the pension plan. The Company's sole purpose is to FORCE employees to remain working. 2. The Company further states that its actions would not apply to employees who retire between the ages of 55 and 65 (and have 85 points) provided they receive "Company consent". If the Company's position (with respect to "consent") is legal and correct, the question simply becomes, "will the Company give their consent?" If not, the reduction in pension is, again, .5% for each month up to the age of