



June 24, 2022

Full summary of offer made to IBEW

Following [the letter dated June 20th from Rob Reilly](#), Executive Vice-President and Chief Operating Officer, many of you expressed a desire for more detailed information regarding CN's most recent offer to the IBEW. You will find a full summary below. As you will see this offer improves your financial position and offers variety and flexibility in benefits. This is in addition to the offer on compensation outlined in Rob Reilly's letter, which goes beyond the Union's demands.

BENEFITS

Short-Term Disability: increase the weekly reimbursement (Year 1 = \$772.50, Year 2 = \$791.81, Year 3 = \$811.61) in line with the wage increases.*

Mileage when travelling doubled from 16 cents to 32 cents per kilometer.*

Increase to life insurance (Year 1 = \$51,000, Year 2 = \$52,000, Year 3 = \$53,000).*

Increase to optional life insurance (\$150,000 to \$250,000).*

Dental fee guide increased to current year in every year of the contract.*

AMENDED PROVISIONS

Meal per diems: increased from \$45/day to \$48, \$49, \$50.*

Paying for hotel rooms when travelling for business plus meal per diems in lieu of all-inclusive:

- All-inclusive available in exceptional circumstances: increased from \$121/day to \$123/day.*

Improvements to the grievance procedure.*

Employees will be allowed to continue to work a 4/3 and 5/4/3 work schedule for employees working in a self-directed work unit (SDU), as long as they meet performance criteria. CN and IBEW will work together over the life of the contract to improve SDUs based on their needs.*

CN has agreed to modify the schedules under Article 4 of the collective agreement. The current work schedule of an on-call employee of five 8-hour days with one call day (Saturday or Sunday) is modified to five 8-hour days with one call weekend (Saturday and Sunday) every second week.

CN has agreed that in the case of filling a vacant coordinator position, the role will be awarded to the candidate with the highest score on the interview. If there is more than one candidate, the role will be awarded to the candidate with the most seniority.*

NEW PROVISIONS

Benefits:

A new flexible benefits plan that provides you with the opportunity to enjoy coverage that meets your needs. You can choose from 3 coverage options for Medical and Dental ranging from a “Core” option to more comprehensive coverage. More coverage means a larger list of eligible expenses and higher reimbursement level:

- CN assumes the cost of the Core option, which represents the existing benefit levels with some improvements
- No employee contributions for the Core option
- Option to choose between single or family coverage
- Additional coverage available (select Option 1 or 2) at the expense of the employee. The more comprehensive the coverage, the higher the cost
- Improvements to the Core option include:
 - paramedical coverage (massage therapist, chiropractor, podiatrist, acupuncturist, osteopath, speech therapist, audiologist),
 - mental health support, and
 - increase to basic dental

Overtime procedure will be offered based on seniority, subject to certain conditions and guidelines for planned work situations and emergency situations. In the case of planned work, overtime will be offered to employees working on that project. If there are not enough volunteers for the overtime, the offer will be extended to employees within the local self-directed work unit (SDU) followed by any other employee.*

New 7 day on / 7 day off work schedule for system-wide work gangs. Employees in these positions will travel away from home to work. CN will pay for travel time, accommodations and meal per diems. An additional meal per diem of \$38/day will be paid for every day worked. In a situation where travel is delayed, CN will pay for this time.

When going on vacation, CN has agreed that employees who are subject to call will not be required to take calls between the end of their scheduled shift until the beginning of their first day back at work.*

Supervisors can no longer earn seniority in the bargaining unit beyond 1 year of their appointment in a management role.*

Parental leave will be included in the calculation of service for the purpose of vacation accrual.*

****Denotes union demands***