



**TEAMSTERS CANADA RAIL CONFERENCE**  
**CONFÉRENCE FERROVIAIRE DE TEAMSTERS CANADA**  
**CPR EAST TRAINPERSON G.C. of A.**

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To all Local Chairmen

Brothers,

Another year went by and, once again, the Holiday Season is here. A retrospective of the year 2009 will show us that it was, to say the least, a strange year. Many situations aroused which took us by surprise.

The economic situation led to massive layoff along with a significant deterioration of our working relationship with the Company. What use to be easy to resolve, is now a dispute with the Company. This situation is not unique to us. All major Companies are taking such position towards their labor force. For those who are facing a renewal of their collective agreement, this is truly a challenge which will not be easy to satisfy their membership.

Throughout the last year, I have to admit that your General Committee was caught off guards on several occasions which were asking us to improvise rapidly. Many of our members had the courage to relocate far from home while other members were displaced by those. When came the time to recall those members, some were left without the possibility to go back home. This was an unacceptable situation. While we were successful in bringing back most of our dismissed members, others, after completing a working contract, had to fight to lift these restrictions. This is also an unacceptable situation.

The pressure we faced in 2009 was not without consequences. The frustration from our members towards such harsh attitude from the Company has taken its toll. Some of you were not re-elected, other resigned. While I see this with sadness and concerns, we have to be positive towards this situation. The members are speaking and we have to listen.

New representatives will be part of our General Committee and will bring new blood, new opinions and new ideas. In January, you will also choose a new executive for our General Committee. All these new representatives are representing the future for our members and will require our support, even in adversity. We have the obligation to teach them everything we know so they can pursue what we have achieved so far.

I understand the frustration and dissatisfaction of some of our members. These are difficult times and we must remain together. I am also feeling the same way too. But we won't lower our arms. On the opposite, let's pull up our sleeves and face those challenges together, as we always did. Therefore, be advised that I am planning a profound reorganization of the duties for our executives in February, 2010, to better serve you.

The next year will be a preamble for the next round of negotiation. We must listen to our members and address their concerns. We must resolve those concerns, issues and disputes they may have. We must defend ourselves against such aggressivity and, if we cannot resolve them, we will bring them to the main table in 2011.

Meanwhile, rest assured that we are not passive towards such attitude from the Company. We are presently doing our best. We are bringing guys back from dismissal, which should be back to work for Christmas and we recently resolved grievances. We were also successful in getting a tentative agreement with Cando which needs to be ratified.

Therefore, I'm looking forward for the next year to work with a new executive and new Local Chairmen. Rest assured that they will have our full support and should become fully functional within a few months. We will face together new challenges and we won't avoid good fights.

But before then, the Holiday Season is coming. This is time to rejoice and spend some quality time with those who are dear to us. Therefore, I would like to wish you and your family a Merry Christmas and a very Happy New Year. Please, take the time to care for those who are waiting for you when you're away for work. Throughout the past year, lots of sacrifices were made to uphold the family together. Now is the time to seize the opportunity to spend some time with those we love so much.

In solidarity,



Daniel Généreux  
General Chairman  
Président Général  
Teamsters Canada Rail Conference - CTY  
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