

SECOND QUADRENNIAL CONVENTION
EDMONTON, ALBERTA - SEPTEMBER 21-23, 2010

TEAMSTERS CANADA RAIL CONFERENCE



TRANSCRIPT
VOLUME I

HELD AT:

Crowne Plaza Chateau Lacombe
10111 Bellamy Hill
Edmonton, AB

September 21, 2010

1 Edmonton, Alberta

2 --- Upon commencing on Tuesday, September 21, 2010

3 at 0923

4 --- Video presentation

5 VICE-PRESIDENT FINNISON: Good
6 morning, Brothers and Sisters.

7 This will be the call for the
8 Delegates to be seated for the second TCRC
9 convention.

10 We will have a brief safety
11 briefing.

12 The fire exits are clearly marked.
13 In the event of an emergency and we leave the
14 room, you will exit the building out the doors to
15 the right. We will assemble in the parking lot of
16 the church across the street where we will do a
17 head count there.

18 It is appreciated that all cell
19 phones are turned off, personal communication
20 devices turned off.

21 There is an emergency phone in the
22 office. I believe the number was in the Delegate
23 package. In the event that you would like to have
24 your families at home have a number to be able to
25 contact you, just give them that number in the

1 event of an emergency.

2 In the event of an emergency in
3 the room, my phone is on; it's on vibrate. I will
4 call 9-1-1 upon receiving a signal from any of the
5 Delegates or anyone in the room.

6 It is now my pleasure to introduce
7 the President of the Teamsters Canada Rail
8 Conference, Brother Daniel Shewchuk.

9 --- Applause

10 PRESIDENT SHEWCHUK: Good morning,
11 Brothers and Sisters. Welcome to Edmonton.

12 Hopefully everybody had a good
13 evening last night. I met a lot of you, not all
14 of you, but I look forward to the next few days.

15 This is the second convention of
16 Teamsters Canada Rail Conference. We are running
17 a few minutes late. In the initial stage we had a
18 few glitches, as expected.

19 Anyway, we will start the process.

20 Order of business No. 1 is to
21 follow section 35 of the Bylaws, and I will call
22 this meeting to order without form.

23 To begin, I will ask you all to
24 rise and we will have the presentation, the colour
25 guard, with Brother Don Anderson from Division 898

1 and the 27th Warrior Sea Cadet Corps.

2 --- Video presentation

3 PRESIDENT SHEWCHUK: Thank you.

4 I will ask you to remain standing
5 and I will invite Mr. Paul Lorieau to join us. He
6 has been the national anthem singer for the
7 Edmonton Oilers since 1981 and he will sing the
8 national anthem for us.

9 Mr. Lorieau...?

10 --- Canadian National Anthem

11 --- Applause

12 PRESIDENT SHEWCHUK: Please remain
13 standing and we will have the opening invocation.
14 Today's opening prayer will recognize the
15 contributions of our Sisters and Brothers serving
16 in the Military, in both Canada and the United
17 States.

18 I would now ask good friend and
19 special guest, Brother Chuck Anderson, who is from
20 Division 362 in La Grande, Oregon, to say our
21 opening prayer.

22 Where is Brother Anderson?

23 We will just have to locate

24 Mr. Anderson.

25 --- Pause

1 PRESIDENT SHEWCHUK: Brother
2 Anderson.

3 BROTHER ANDERSON: Good morning,
4 Brothers and Sisters. Would you please pray with
5 me.

6 Our Father in Heaven, we come to
7 You this morning seeking Your favour over us as we
8 convene to conduct the most important business of
9 this great organization. We thank You for our
10 health and safety as we journeyed here to our
11 meeting place. We humbly ask for Your protection
12 during our time together.

13 We lift up those of our loved ones
14 and friends in the Canadian and United States
15 Military who are serving in harm's way overseas.
16 We pray earnestly for their safety. We ask that
17 they be returned to us whole in life and limb,
18 give them wisdom as they participate in combat
19 operations in situations where the line between
20 combatant and civilian is so indistinct.

21 We remember those who wait behind:
22 spouses who find themselves having to make the
23 family decisions alone; children missing their
24 fathers and mothers; parents awaiting the return
25 of their grown children.

1 More than anything else, O Lord,
2 we pray earnestly that we will never get used to
3 the sight of our fallen making their last trip
4 down the Highway of Heroes. We pray that the time
5 will come soon when that last sorrowful trip will
6 have been made and all of our men and women in
7 arms will be returned to us safe and sound.

8 We are aware, O Lord, of the
9 passage in Isaiah that says:

10 "They will beat their swords
11 into plowshares and their
12 spears into pruning hooks.
13 Nation will not take up sword
14 against nation, nor will they
15 train for war any more." (As
16 read)

17 We pray that that time will soon
18 arrive where our leaders will consider war to be
19 an option only of last resort and peace will reign
20 among the nations of this earth.

21 This is our plea, O God, and we
22 humbly present it to You, in Jesus' name. Amen.

23 PRESIDENT SHEWCHUK: Please remain
24 standing and we will just have a moment of silence
25 to honour our Sisters and Brothers who have been

1 hurt or killed while serving in the Military.

2 --- Moment of silence

3 PRESIDENT SHEWCHUK: Thank you and
4 please be seated.

5 Sisters and Brothers, it is with
6 great pleasure that I welcome you to Edmonton
7 again, to the second national convention of the
8 Teamsters Canada Rail Conference.

9 I ask you to be patient with us.
10 We have had a few glitches this morning. This is
11 our second convention. The planning goes on for a
12 long period of time and we hope that everything
13 runs smoothly. We started with a little glitch,
14 but that's okay. We will carry on.

15 I would like to take a moment now
16 to introduce the Teamsters Canada Executive Board.

17 I will start with Brother Doug
18 Finnson, Vice-President; Brother Jim Flegel,
19 Secretary-Treasurer; Brother Paul Vickers,
20 Recording Secretary; Brother Daniel Généreux,
21 Trustee; Brother Dave Able, Trustee; Brother Bruce
22 Willows, Trustee; Brother Mike Wheten, National
23 Legislative Director; Brother Rex Beatty,
24 Transition Director.

25 I would also like to introduce

1 Mr. Jim Shields, who will be our Parliamentarian,
2 and is also our Legal Counsel.

3 We have a number of guests with us
4 today, but before we get into the introductions
5 and speeches we have a number of things to bring
6 to your attention.

7 First of all, I am pleased to
8 inform you that the Crown Plaza Hotel is a
9 unionized hotel. We are in good company with our
10 members of Local 47 of Unite Here.

11 So our presence in this hotel is
12 supporting union jobs in the City of Edmonton.

13 --- Applause

14 PRESIDENT SHEWCHUK: You may have
15 also noticed this morning, if any of you were
16 outside, that there is a very colourful
17 semi-trailer parked across the street. It's from
18 Teamsters Canada. It has been brought over from
19 Local Union 362 in Calgary as a show of support,
20 and I wanted to take a moment to thank Rick Eichel
21 and Members of Local 362 for their support in
22 coming over.

23 Brother Rick will be addressing
24 you later in the day.

25 So just a couple of things to go

1 through.

2 One is, as Doug mentioned earlier,
3 turn off your cell phones. That would be
4 appreciated.

5 We have had the headsets
6 distributed, I think. If anybody is short of the
7 translation headsets,
8 French-to-English/English-to-French, you can get
9 them from the back.

10 If you leave for the day or have
11 to leave the room, please leave any of your
12 translation equipment on the table. It's very
13 expensive so we will have to take care. They are
14 about \$1,000 a set, so we would appreciate it if
15 they were left in the Convention Hall.

16 Washrooms, out the door on the
17 left side.

18 Lunch will be provided each day.
19 It will be in the Promenade.

20 And in accordance with section 37
21 of our Bylaws, our hours of operation are
22 9 o'clock to 11:30 and then we will recess for
23 lunch. And then reconvene at 13 o'clock until 17
24 o'clock.

25 On that note, I would like to

1 propose to the Delegates that in keeping with past
2 practice, although it's not mentioned in the
3 Bylaws, is that we have a provision for a
4 ten-minute break that will be taken around 10:30
5 each day and around 15 o'clock each day.

6 So I will just ask for a voice
7 vote.

8 If you are all in favour of that
9 type of a break system to stretch your legs, say
10 "aye".

11 DELEGATION: Aye.

12 PRESIDENT SHEWCHUK: Anyone
13 against?

14 Being none, that will be the way
15 we will conduct business for the next three days.

16 I have a few announcements.

17 First is I appointed Brother
18 Daniel Généreux, Executive Board Trustee, as the
19 Announcement and Reading Clerk. So if you have
20 any announcements that you may wish to bring to
21 the Delegates' attention, please give them to
22 Brother Généreux or you can give them to one of
23 our Credentials and Arrangements Committee members
24 in the red vests and they will pass it along, and
25 we will have the announcements if there is

1 anything that you would wish to share with the
2 Delegates.

3 We will also be using TCRC Rules
4 of Order, which is in your binders in the material
5 provided to you. These have been reviewed by our
6 Parliamentarian and approved by the Executive
7 Board. And under section 14, paragraph 13 of our
8 Bylaws, we have adopted those rules for our
9 convention.

10 I have also appointed Brother Dave
11 Able, Trustee of the Executive Board, as the
12 Timekeeper. You will note, if you review the
13 Rules of Order, section 7, there is a time limit
14 on the amount of time that a Delegate can spend at
15 the microphone.

16 So Brother Able will be the keeper
17 of the clock. If you get too long winded, we may
18 have to cut you off at some point.

19 At this point in time, I would
20 like to thank the North American Rail Foundation,
21 in particular Executive Director Phil Sullivan,
22 who isn't here with us, who have provided a lot of
23 funding for Teamsters Canada Rail Conference,
24 division-wise, national-wise and in a number of
25 other areas inside our organization.

1 They have provided a generous
2 grant to offset the cost of this convention. So I
3 just want to say thank you to the North American
4 Rail Foundation for their assistance.

5 Many of our divisions, and
6 probably many of you here, have received the
7 benefits of NARF. Their original financial
8 support was provided by the Brotherhood's Relief
9 and Compensation Fund, and they have provided a
10 lot of support to organized labour in both Canada
11 and the United States.

12 I would like to thank them for
13 that.

14 I also would like to thank Jim
15 Shields, from the firm of Shields and Hunt, for
16 their financial support in providing lunch for us
17 today.

18 Also, I would like to in
19 particular mention two individuals that have come
20 up from the United States to help us organize this
21 convention. They have a vast experience in
22 organization and I think the term attributed to
23 these two individuals is "wedding planners". They
24 have planned the weddings in the States for many
25 years.

1 I would like to thank Brother
2 Chuck Anderson, who you saw earlier, who is the
3 BLET Director of Communications; and Brother Dave
4 Ditzel, also from the United States, Special
5 Representative, for taking the time out of their
6 busy schedules to assist us during this
7 convention.

8 The BLET convention is scheduled
9 for I believe three weeks from now and they are in
10 the same process as we are. So it was nice to
11 have them up. They came up in 2006 and spent a
12 few days with us. We are a bit novice in that
13 area and their assistance was greatly appreciated.

14 At this point, I would like to
15 have Brother Flegel, Secretary-Treasurer, take a
16 moment to outline the amounts and manner in which
17 you will be compensated for attendance.

18 Brother Jim...?

19 SEC. TREASURER FLEGEL: Thanks.

20 Good morning, Sisters and
21 Brothers.

22 For this convention, it's a little
23 bit different than the last convention. We didn't
24 provide an advance at the convention because we
25 had the travel arrangements with Uniglobe Travel.

1 So there is no advance.

2 All the payroll will be done
3 through ADP, which is payroll supplier. That will
4 be paid on the pay period October the 7th. So
5 that's two weeks from Thursday that the pay will
6 be on there.

7 So the pay for the Delegates
8 attending and the Committee Members for attending
9 the convention is \$280 a day. You are paid five
10 days, which includes Monday travel day and Friday
11 travel day, and three days for the convention, as
12 outlined in the Bylaws. And \$70 a day for
13 expenses.

14 So the \$70 a day and the \$280 a
15 day will be included on ADP's pay for the October
16 7th pay date which, to let you know, ADP is
17 situated in Montreal. Once we do the payroll,
18 they print the cheques, mail them out on the
19 Tuesday. But it's meant to be paid for Thursday.
20 Just depending how the mail goes, that will depend
21 how quickly it gets to you and to the mail.

22 In your Delegate's package you
23 have expense forms. There are two expense forms
24 there but you only actually need one. But just in
25 case there was some error on the one expense form,

1 you have another one there.

2 That is for the incidental
3 expenses that are over and above what you have
4 incurred or what we haven't provided for already;
5 such things as a taxi to the airport or parking,
6 or whatever.

7 There is also a self-addressed,
8 postage paid, envelope that is included in your
9 Delegate's package. That is in the clear plastic
10 pouches at the end.

11 I would ask that if you have that
12 information already, such as you just drove here
13 and you are just claiming kilometres, that you
14 fill that out as soon as you can, pop it in the
15 mail. As you can tell, there is a number of
16 people here and it is going to challenge us to
17 make sure that we get it on the payroll on time.

18 Plus we also have to take into
19 account how long the mail takes to get to the
20 office.

21 So to recap: five days at \$280 a
22 day; \$70 expenses. Fill out the expense form for
23 the incidentals that weren't provided, such as the
24 travel, a taxi or parking, or the kilometres. Put
25 it in the postage-paid envelope that is

1 pre-addressed to the office, and mail it as soon
2 as you can.

3 Thank you.

4 PRESIDENT SHEWCHUK: Thanks,
5 Brother Jim.

6 The next point I would like to
7 bring up is, as you have noticed, a number of our
8 Brothers are wearing red vests. They are on the
9 Credentials and Arrangements Committee, easily
10 recognizable.

11 Somebody made the comment: Thank
12 God you didn't get us pink vests. But red was
13 suitable. It stands out.

14 Basically the Arrangements
15 Committee are the facilitators of this convention
16 and are here to assist. If you need anything,
17 simply look for the individual with the red vest
18 and they are here to help, whatever it be.

19 If you have problems with your
20 rooms, if you have problems with anything, if you
21 need information, local interest points, whatever
22 it be. If you have brought your families here and
23 you need some information or some assistance in
24 that area, simply go to somebody wearing a red
25 vest and they will help you. That is why they are

1 here.

2 They also act as similar to a
3 sergeant-of-arms for this convention. They check
4 the delegates' passes as well as the guest passes
5 and other related duties through the convention.

6 You have to show your badge when
7 you enter the convention floor and convention
8 officers, staff or any of the Arrangements
9 Committee can transit through the areas. And I
10 use the term "transit" because this is for your --
11 this is your area, and I ask that nobody loiter or
12 discuss or anything other than the delegates
13 themselves.

14 Guest areas at the rear of the
15 room, and I ask any late-arriving guests to see
16 the convention registration, get a guest pass and
17 they'll be provided access through the side door
18 there as well.

19 I draw your attention to the
20 Delegate Handbook that you've received. And it
21 contains some information in regards to the
22 shuttle service available for everybody.

23 If -- like I say, if you brought
24 your families or if you wish to go and see some of
25 the points of interest in the City of Edmonton,

1 and the most I've heard is people want to go to
2 West Edmonton Mall.

3 I think the last shuttle is out at
4 6:00 p.m., so you have an opportunity after the
5 convention to go out and see the West Ed Mall, do
6 some shopping, whatever you want to do in that
7 regard. I think it comes back at 8:30, so you
8 don't have a lot of time, but if you want to go
9 every evening. That information is in your
10 package.

11 You'll note inside the convention
12 hall here is we have three microphones, and
13 they're numbered 1, 2 and 3. Hopefully they're
14 positioned for easy access for everybody.

15 When you go to the microphone to
16 speak, I would ask that you identify by your name,
17 your full name, your Division number, and the
18 craft that you represent. That will make it easy
19 for our court stenographer to identify you and put
20 you into the proceedings so that, as they are
21 recorded, you'll be provided with transcripts of
22 all of the proceedings on a daily basis. And the
23 last day will be provided to you by mail.

24 You'll also notice that the big
25 screens, there's a camera at the back. There's

1 also a camera at the front

2 The camera at the front isn't
3 activated as yet. That will be activated when we
4 get into the submissions and by-laws issues so
5 that everybody in the room has the ability to see
6 on the monitors who's speaking and -- from both
7 directions, and we'll also have the computer set
8 up so that you can see all of the Resolutions come
9 up on the screen to make it a little bit simpler.

10 Hopefully that the sound system is
11 good, that everybody has good access, no
12 difficulty hearing anybody that will be speaking.

13 If you'd like to make a point of
14 order or second a motion, you can step to the head
15 of the line. There will probably be a number of
16 speakers, but if you want to second somebody
17 that's made a motion, you can step to the front of
18 the line or, point of order, you can step to the
19 head of the line, but only in those two instances.

20 Otherwise, please wait your turn.

21 We'll try and work it without
22 trying to identify people that are coming to the
23 mikes all the time. What I'm going to do is I'm
24 just going to go 1, 2, 3, back to 1, go through.
25 And unfortunately, because it's difficult if you

1 have a large number of individuals or delegates if
2 they want to speak to an issue, I can't track you
3 as you come up to see who's first.

4 First come, first serve, kind of
5 thing, so just go to the mikes in rotation.

6 In a situation when a delegate at
7 the microphone calls for the question, when that
8 issue comes to the forefront, you call for the
9 question, that has to be seconded. It also has to
10 be voted by two-thirds majority of the delegates
11 in session.

12 The one past practice that we've
13 had inside Teamsters Canada Rail Conference is no
14 situations, is when somebody in the line says, "I
15 call the question", it's seconded and there still
16 may be five or six individuals that are still
17 waiting to speak to that issue we have allowed the
18 remaining individuals, delegates at the speakers
19 to have their way, to finish speaking, but nobody
20 else would be allowed to come up.

21 Now, that's a practice. It's not
22 in the by-laws. So if that's acceptable to you,
23 when somebody stands and calls the question and
24 seconded, that we provide the ability for the
25 remaining individuals, delegates at the

1 microphones to speak and then we will vote on that
2 issue.

3 If you are in favour of that,
4 please say "Aye".

5 DELEGATION: Aye.

6 PRESIDENT SHEWCHUK: Any against?
7 Okay.

8 We'll adopt that practice, and I
9 think that should work fairly well.

10 --- CARRIED

11 PRESIDENT SHEWCHUK: As outlined
12 in Section 37 of our buy-laws, this Convention
13 shall not exceed three days. We don't have a lot
14 of time to spare. We have a large number of
15 Resolutions that have been submitted by the
16 Divisions, so we'll try and run things tight so we
17 can complete all of the business within the three
18 days allotted.

19 The next order of business is the
20 report of the Credentials Committee.

21 Now, before I ask for the report,
22 I just want to recognize the individuals that have
23 been appointed to the Credentials Arrangements
24 Committee. And those were Brother Rene Leclair,
25 Brother John Holiday, Brother Dave Olson, Brother

1 Dave Fulton, Brother Daniel Gouenette, Brother
2 Roland Hackel, Brother Paul Ubie, Brother Bob
3 Ballentine, Brother Rob Allen, Brother Dallas
4 Lang, Brother Rob Lee, Brother Terry Karaluk,
5 Brother Chris Mays, Brother Ed Lienettie, Brother
6 Brett Weisgerber, Brother Wally Thacker, Brother
7 Doug Fast, Brother Mark Gemioff, and Brother Don
8 Anderson.

9 And those are the individuals that
10 have the red vests and look so pretty standing
11 over there.

12 Thank you all from the
13 Arrangements and Credentials for accepting these
14 duties. I'm sure that you'll make things run
15 along smoother than we would have without you.

16 And at this time, if Brother
17 Leclair is available, I'll ask him to come forward
18 and provide his report on the delegates.

19 BROTHER LECLAIR: Mr. President,
20 as the Chairman of the Credential Committee, on
21 the possibility of 166 delegates to that
22 Convention, we have 161 delegates registered and
23 in good standing.

24 PRESIDENT SHEWCHUK: Thank you
25 very much.

1 BROTHER LECLAIR: Okay.

2 PRESIDENT SHEWCHUK: So I ask for
3 a motion to accept the Credentials Committee
4 report, if anybody would like to -- you can just
5 come up to the mike and say, "I make a motion to
6 accept the Credentials Committee as written", if
7 anybody would like to do that.

8 Brother Benoit?

9 BROTHER OUELLETTE: Benoit
10 Ouellette, 58 Company of Engineers.

11 I'd like to make a motion to
12 accept the report.

13 PRESIDENT SHEWCHUK: Thank you.
14 Secunder?

15 BROTHER SWALES: Dave Swales,
16 Division 900 Locomotive Engineers.

17 I second that motion.

18 PRESIDENT SNEWCHUK: Thank you.
19 Thank you.

20 And as again, we don't have the
21 voting machine, so all those in favour say "Aye".

22 DELEGATION: Aye.

23 PRESIDENT SHEWCHUK: Any against?
24 There being none, the Credentials
25 Committee report is accepted.

1 --- CARRIED

2 PRESIDENT SHEWCHUK: The next
3 order of business is No. 3, and it's to call the
4 Convention to order.

5 And everybody is here now, so what
6 I'm going to do at this point is have Brother Jim
7 Flegel come up and explain the voting keypads that
8 you have in front of you.

9 This is provided in Section 37 for
10 electronic voting. Electronic voting will be held
11 on all of the issues before us, the submissions
12 from the By-Laws Committee and also for the
13 elections of all officers that will be Thursday
14 morning.

15 Brother Jim?

16 SECRETARY-TREASURER FLEGEL: Okay.
17 So all the delegates should have a keypad similar
18 to this. Exactly like this, but a different one.
19 So if you don't have one, you will require one.

20 And my apologies this morning for
21 the delay in getting started. We had a little bit
22 of a technical difficulty with the machine that
23 does the Smartcards. That should be rectified by
24 now and we'll have to go through this process one
25 more time after lunch. I'll explain it in a

1 moment. But anyway, that's why it was a little
2 bit later than what was expected.

3 So you were all given this ARS
4 machine, Audio Response machine, and that's what
5 will be used to take attendance and to answer
6 questions on motions when there's a question asked
7 on a motion, whatever the motion may be, or if
8 there's a roll call vote.

9 All the machines have been
10 assigned to you this morning because the
11 Smartcards aren't in there, but after lunch, once
12 the Smartcards are inserted into the machine.
13 It's the Smartcard that will designate you as the
14 authorized user to use the machine.

15 There again, I ask you to leave
16 these machines in the room. We've asked the
17 Credentials Committee to stop you if they see you
18 with the machine, and have you leave it at your
19 table. We don't want to lose track of them.

20 They're not good for anything
21 else. Your kids can't use them for calculators or
22 video games or anything of the sort. They're only
23 meant for this specific purpose.

24 So as you can tell, on the keypad
25 it's got numbers 1 through 9 and zero. When a

1 question comes up on the screen, it will have
2 options on there with a number, and you choose the
3 number that you want. It's pretty simple, pretty
4 straightforward.

5 There will be a timer on the
6 screen which will indicate how much time is left
7 for you to vote.

8 So in other words, if you chose
9 No. 1 and the timer is still running and you
10 think, "Oh, my goodness, it wasn't 1 I wanted to
11 press; it was No. 2 I wanted to press", you could
12 press No. 2 and then 2 would be recorded as your
13 vote.

14 It's the last key that you've
15 pressed prior to the close of the vote.

16 Now, as I said, these things are
17 assigned to you. The cards will be designated to
18 you. We're going to use them for attendance
19 because you have to be -- this is part of your
20 duties to be here, and it's also part to make sure
21 we have a quorum here. So it's -- we'll be
22 keeping track of attendance and we'll be keeping
23 track of the roll call votes.

24 And a roll call vote, for those
25 that are not familiar with Robert's Rules, if

1 someone calls for a roll call vote, then what's
2 required is that each individual delegate must
3 state their particular preference on whatever the
4 vote is.

5 So this just makes the process so
6 much easier because it's just automatically done
7 for you.

8 Now, before we go for a test on
9 this, this is a Smartcard. It's like a credit
10 card. It's got a chip on one end. And all you do
11 is just slip the chip in the top of the card like
12 so, and that's -- and that activates it.

13 So after lunch, doesn't matter
14 what keypad you use, the Smartcard will be yours.
15 So just when you leave the room for lunch, recess
16 or whatever the case may be, pull your Smartcard
17 out. And actually, in the back of your pouch here
18 there's a nice little slot. You can put your
19 keypad in there and then you don't have to worry
20 about fumbling through your bag to try and find
21 it. Okay?

22 So maybe we can try something
23 here.

24 Okay. Warm-up question. Do you
25 drink coffee before you go to work? Yes or no.

1 So could we start the timer? It's
2 already started. We're at 13 seconds. Press 1
3 for yes; 2 for no.

4 Okay. So as you can see, 155 of
5 you voted and 126 said yes and 29 said no.

6 Does that seem clear? Let's try
7 the other question.

8 Warm-up question. Will the Oilers
9 make the playoffs? Yes or no.

10 Okay. I guess there's not many
11 Oilers fans here, or not committed Oilers fans.
12 As you can see, 35 yes; 109 no.

13 So it's pretty straightforward.

14 Does anyone have any questions? I
15 can answer the general questions. If it's
16 technical questions, we have our expert at the
17 back cage. I can bring him up here if there's
18 some other questions on that.

19 Okay. So we'll be using these
20 machines for the election process, so when we get
21 to the elections -- the nominations and elections
22 will be held on Thursday. So on Thursday, we'll
23 just run through this once again.

24 There's a little bit of a twist in
25 the sense that there's three Trustee positions

1 which get chosen out of a pool. So it's not
2 difficult. You'll be experts by then, so we'll
3 just explain it at that time.

4 So just a recap. Once the
5 question is up on the board and is called to be
6 answered, there will be a timer on there. The
7 timer is a countdown timer. As you see, it's in
8 the top corner.

9 Once it gets to zero, whatever you
10 have pressed -- what's that, Mike? Okay.

11 Now I lost my train of thought.
12 Sorry.

13 Okay, can we put the -- yeah.
14 This will be just a sample. Can you just put up
15 either one of those other questions again?

16 Okay. Just so we're clear, and I
17 guess we will have to -- okay.

18 The question that was brought
19 forward to me is that we want to make sure that
20 everyone's keypads are working, so we want to make
21 sure that everyone presses the button on the
22 keypad. So we'll run a sample question again.

23 Caise has the ability to find out
24 which keypads may not be working, and then we'll
25 be asking the Arrangements Committee to come and

1 switch out that keypad.

2 So we'll run this sample question
3 again. Please make sure you press the button so
4 that it goes. And then this way, Caise will keep
5 track and then we're going to go from there
6 because there was some question about the count
7 here.

8 So let's start the question here.
9 Do you drink coffee before you go to work? Yes or
10 no.

11 Okay. So it's 160. So Caise will
12 review and just where we are with the keypads.

13 So that is one of the abilities of
14 this, is that we know who voted, so in a roll call
15 vote, as I said, when we call a roll call vote,
16 the vote will be taken by the keypad. The
17 keypad -- the ARS operator will be downloading who
18 voted and how they voted, and that will be put
19 into the minutes the next day.

20 So we have a transcription of
21 these events that will be handed out the following
22 day. If there happens to be a roll call vote,
23 that roll call vote will be included in the next
24 day minutes.

25 So is that clear? Does anyone

1 have any questions?

2 Okay. Seeing none. Thanks.

3 PRESIDENT SHEWCHUK: Okay. This
4 time we'll vote for real. This is roll call, or
5 attendance, and I'll ask if they'd put Slide No. 1
6 up.

7 And this is just indicate your
8 attendance, and for roll call, so please vote.

9 Okay, great. We have 159. We're
10 just checking to make sure that all the machines
11 are working because there's 161 delegates, so
12 we'll just have to verify.

13 But the purpose of the attendance
14 call is to ensure that we have a quorum to
15 efficiently conduct business. That has now been
16 established, and just as a reminder, when you
17 leave, like I say, leave the voting machines on
18 the desk in front of you.

19 They have to be recharged
20 overnight. They only last for the day. Take your
21 Smartcard and ensure you have your Smartcard with
22 you, kind of thing.

23 So we're running now -- we were a
24 little bit. We're running a little bit ahead of
25 schedule.

1 The keypads, I'm not sure and I
2 can't remember whether Jim mentioned, they're
3 about 300 bucks for each keypad. If you take it
4 with you and you don't bring it back, we're going
5 to send the bill to your Division and ask them to
6 refund us the money or to ask you to refund us the
7 keypad.

8 At this point, we're a little bit
9 ahead of schedule, so I would say that in
10 preparation for a number of speakers that will
11 come forward I would suggest that we take our
12 morning break at this point in time.

13 It's 10:05, so if we want to take
14 a 10-minute break. We'll recess for 10 minutes.
15 And I know that ends up to be 15 by the time we
16 call come back in the hall, but let's take a
17 10-minute break and be back at 10:15.

18 Thank you.

19 --- Upon recessing at 1007

20 --- Upon resuming at 1025

21 PRESIDENT SHEWCHUK: Anyway, just
22 to -- thanks a lot. We're running a little bit
23 ahead of time. That's okay.

24 So with that in mind, we'll
25 introduce -- we'll start with our guest speakers.

1 And having worked with this
2 Brother over the past four years, his dedication
3 and passion to the union movement is very obvious.
4 He was a founding member of the Executive Board of
5 Local 1999 in Montreal and served as business
6 agent, Secretary-Treasurer and President of the
7 local.

8 And he's a very good friend of the
9 Rail Conference, and it's my honour and privilege
10 to now introduce Brother Robert Bouvier, President
11 of Teamsters Canada.

12 --- Applause

13 BROTHER BOUVIER: Good morning,
14 everybody. Ladies and Brothers and Sisters.

15 It's always an honour to attend
16 one of these conventions of some of our Divisions
17 and the greater national union, and especially
18 Teamsters Canada.

19 I just want to talk today -- I
20 don't want to take too much of your time. I know
21 you've got a busy schedule. It's very nice to see
22 the way you're organized. You are very well
23 organized, tremendously well structured with all
24 the issues, all the equipment you have and the way
25 you're going to have this democratic convention.

1 Very important in these days and
2 age to see that our labour movement is functioning
3 in the most democratic way you can find, and
4 that's very, very important.

5 Going back to what's happened in
6 the Rail Conference, I remember 2004 when the
7 first merger appeared with the BLET. There was
8 4,000 members involved and I think we had half the
9 membership.

10 I'm proud to report that in 2010,
11 membership of the Rail Division has gone from
12 4,000 originally to almost 10,000 members.

13 The beauty of this is that,
14 regardless in the labour movement, everybody says
15 that the union is shrinking. You are growing.

16 You are growing because you had
17 the short line, you had the conductors and all
18 different trades, which is a tremendous success
19 and I've got to congratulate you.

20 Congratulate you in the fact that
21 you know that we have to be together, we have to
22 grow in any kind of industry that we're in, or
23 otherwise the right-wing agenda will run us over.

24 Working together is sometimes a
25 little tougher in different crafts where people

1 are not that accustomed to working together.
2 Historically, that's not the way it was built.

3 But we have to understand, in 2010
4 and the years that are going ahead, that the major
5 corporations are getting bigger and bigger every
6 year, and they're trying to take us on every day
7 of the week. So by being together and growing
8 together, that gives us a chance to fight back and
9 keep what we have or improve the working
10 conditions that we've had for years and years and
11 years and making sure that those that will be
12 following us behind, the young guys that are
13 coming up, hoping us old guys like us will be
14 leaving so they'll have a chance to take the job,
15 but also have the chance to have the same working
16 conditions that we've built over the years.

17 The working environment is
18 changing. It's getting a little tougher, but it's
19 nothing new in the world of sports. The employers
20 will always be there to try to give us less as
21 they can or take away what we've earned in many,
22 many years, and we'll have to fight back.

23 The playing field's a little
24 different. We've got to stick together. We've got
25 to grow. We've got to be bigger. And that's the

1 only way we will be able to advance and make sure
2 that we do the job that we're supposed to be doing
3 and getting the -- doing what we're supposed to
4 while getting paid for, is to improve the working
5 conditions of men and women that we represent.

6 Since the merger of the BLET
7 followed by BMW, we had a tremendous positive
8 working relationship with Teamsters Canada. We
9 work together. We find a way to get things moving
10 to help you in the different situations that you
11 are in.

12 Would it be representing you at
13 the CLC? Would it be working with Teamsters
14 Canada?

15 Let me tell you a little bit about
16 Teamsters Canada. Teamsters Canada is a service
17 body. We are there to help the division, the
18 local union, the joint council through the service
19 that we provide.

20 But there is one sacred cow in the
21 Teamsters organization and it is called division
22 autonomy and local union autonomy or joint council
23 autonomy. The autonomy of every part of this
24 great organization has got the way to do their
25 things, according to the bylaws and constitution

1 and all that.

2 Teamsters Canada, even though I
3 have the title of President, is strictly a service
4 body. We are there to help whenever asked.

5 For example, I know you are going
6 through negotiations with CN, I think it is, in
7 Montreal, right next to my office. I don't even
8 know where they are having negotiations.

9 But I know that my lobbyist, Phil
10 Benson, who, as a matter of fact, is the only
11 professional lobbyist that works for a union for
12 any labour organization in Canada -- Phil is an
13 attorney and also specializes in economy but does
14 the lobbying for us. It's his job. He stays in
15 Ottawa. He lives out of Ottawa. He is on the
16 Hill everyday and he is there to service you.
17 That's his job.

18 A lot of things that are being put
19 out together like communication press releases,
20 and all that comes out of my office. Stephan
21 Lacroix, my Director of Communication, does that.
22 He services whatever you need to be serviced. If
23 you don't ask, you don't get. If you ask, we are
24 there to support you.

25 For example, a lot of you had some

1 seminars for education for example. Bridgette
2 Sept-Iles does that. She is in charge of
3 education. She is also an attorney so she knows
4 what she is talking about with grievances and
5 whatever other issues that you bring forward.

6 For example I know she did some
7 seminars that were carved strictly to your need of
8 things that you do need in conjunction with your
9 executive board.

10 So these are the kinds of services
11 that we do render at Teamsters Canada. But we
12 don't get involved in a day to day operation or
13 the politics of the local or the division. This
14 is not our job. I sit as a Vice President at the
15 CLC, representing your interests.

16 And also what makes it even better
17 in all these years with all these mergers, across
18 North America and the U.S. and Canada, the
19 Teamsters represent roughly about 85,000 rail
20 workers.

21 There is about 35,000 BLE in the
22 U.S. and about 32,000 BMW in the U.S. There is
23 about 10,000 in TCRC and there is about 3,000 in
24 the maintenance of way. So all together we
25 represent about 85,000/80,000 you know, depending

1 on the season and layoffs.

2 People in the rail industry should
3 be proud to know there is 99 percent of the trains
4 that move in Canada are done by your Teamsters.
5 If you look in the binder you will find a little
6 pamphlet that we done. It says "Teamsters Move,
7 Canada Move". This is what we are. This is what
8 you are.

9 99 percent of the trains that run
10 in Canada are run by Teamsters. If that is not
11 power I don't know what it is. Do we use it
12 wrongfully; no. But do we use it when we meet
13 government, when we meet government
14 representatives? Yes, we do, and you should be
15 proud of it.

16 Actually, we should have all --
17 everybody in the rail should all be in the
18 Teamsters. It would be easier to negotiate with
19 some of these big companies. But we still manage
20 with your help to make sure that we do the job
21 that we are supposed to be doing.

22 A lot of times everybody wants to
23 put the labour movement as a very complex job.
24 I'm sorry. It's not that complex. Our job is
25 strictly to represent the members and be out there

1 and listen to whatever they have to say and try to
2 fulfil all their needs.

3 It's not always easy. As you all
4 know, when you win a grievance a lot of times
5 people tell you that "Anybody could have won
6 that". And if you lose it, a lot of times they
7 call you a sell-out.

8 If you get a contract ratified by
9 85 percent of the membership you go back to
10 whatever division you are in and you will find out
11 that 85 percent of the guys probably voted against
12 it. You don't know how you managed to get these
13 things but that's how it works.

14 But the pride of our job is that
15 at the end of the day when these people are going
16 home to their family they have got job security to
17 an extent as long as they perform the work. They
18 have got somebody they can go to if they have a
19 problem. They don't have to beg for their pay
20 increases. The union does the job for them.

21 Does it always fulfil everybody's
22 need to 100 percent? It never does. It will
23 never.

24 First of all, it can't happen.
25 Anybody that does fulfil 100 percent of

1 everybody's need in my point of view never does
2 anything but you can't take a decision and satisfy
3 everybody.

4 But if you look around in your
5 craft you will find out that there is not that
6 many people that change jobs over their career.
7 They stay at these companies because they have got
8 good working conditions, decent security on a job
9 and on a day to day basis we just try to solve the
10 problems as best as we can.

11 And sometimes we are successful.
12 Sometimes we are not. Sometimes it's half a
13 success; sometimes it's 100 percent success.

14 But I can tell you it has been an
15 honour and a privilege to work with your group, to
16 work with your Executive Board. It will always be
17 an honour and a privilege to work with people that
18 are elected and selected by the membership.

19 Our job is to work for whoever is
20 elected the way it is and to move forward and try
21 to help you.

22 So again, on behalf of my
23 executive board, all our members across Canada and
24 the U.S., we would like to tell you that we are
25 there to support you whenever you need it. But,

1 again, when you need something you have to ask.
2 If you don't ask we just can't think. We just
3 don't know exactly.

4 Pretty hard for a guy like me to
5 know what's happening in Newfoundland right now
6 or, as a matter of fact, in B.C. or even in
7 Quebec, my home province because we have to be put
8 aware by the people that are representing you.
9 But whenever it's asked we try to do the best we
10 can to fulfil whatever request that you have put
11 into us.

12 Just a few words to the people
13 from Quebec. As you might think, with a name like
14 Bouvier, I have to be French, so yes, I am.

15 Aux gens du Québec, bienvenue à
16 Edmonton. Ça me fait toujours un plaisir et un
17 honneur de pouvoir vous adresser. J'espère qu'on
18 aura la chance de se parler et que... toujours la
19 même discussion, c'est que les Teamsters sont là,
20 sont là pour vous aider, pour vous supporter dans
21 vos demandes, pour vous supporter, pour vous aider
22 avec tout ce qu'on a de disponible pour aider à ce
23 que la cause du syndicalisme avance.

24 Again, in terminating I just want
25 to say thank you very much for inviting me. I

1 hope you have a great convention and I hope that
2 all together we will be moving forward and that we
3 should overcome all these things that these
4 employers try to impose on us.

5 Thank you very much and have a
6 great convention.

7 --- Applause

8 PRESIDENT SHEWCHUK: Thank you,
9 Brother Bouvier.

10 I just wanted to relate a little
11 story in regards to the support we received from
12 Teamsters Canada which has been phenomenal over
13 the years.

14 The VIA Rail strike last summer;
15 talked to Bob, asked him if he could help on the
16 picket line with one of their semis like we see
17 out front here from Local Union 362.

18 There are some of you from
19 Montreal. If you are familiar with Montreal the
20 CN station is right downtown. It's at the busiest
21 commuter station in Quebec. Traffic there is
22 absolutely ridiculous at eight o'clock in the
23 morning. I walked down at about 7:30 and I see
24 this huge black and red semi-trailer parked right
25 in front of the CN station.

1 How you can get a parking spot
2 there is beyond me but they did it. It was
3 phenomenal. Our members really appreciated it and
4 it was a nice touch.

5 So we have had great support from
6 Teamsters Canada as well as the local unions and
7 joint councils.

8 So moving on, our next guest
9 speaker is a third-generation railroader
10 originating from BLET, Division 758 in Vancouver
11 Washington; served in many positions within the
12 BLET before being elected to Vice-President in
13 2001.

14 Even though we have become
15 separate entities in 2004 when we joined -- we
16 merged with Teamsters -- we have had many common
17 interests and a very good relationship and great
18 communications have still kept us together.

19 So on that note, I would like to
20 introduce Brother Merrill Geiger, Vice President
21 of the Brotherhood of Locomotive Engineers and
22 Trainmen.

23 --- Applause

24 DELEGATE GEIGER: Thank you,
25 President Shewchuk. I appreciate the opening.

1 Good morning, Brothers and
2 Sisters. It is indeed a pleasure being here with
3 you today and it's an honour to represent the BLET
4 National Division.

5 President Pierce sends his
6 greetings and wishes you a very successful
7 convention. He would have loved to be here before
8 you today but our second national convention
9 convenes in less than two weeks and there is still
10 a lot of work to be done.

11 In addition, we will have a new
12 voting process for national officers this year and
13 moving to a new election system has proven to be
14 very challenging and labour-intensive.

15 After many years of being together
16 in the International Brotherhood of Locomotive
17 Engineers our mergers with the Teamsters set us
18 down separate paths on our journey to providing
19 quality representation for our hard-working
20 locomotive engineers and trainmen.

21 Even though we have moved forward
22 as separate entities, our history, our common
23 interests, our good communications and excellent
24 relationship will keep our organizations forever
25 bonded. We will always be special Brothers

1 amongst Brothers.

2 I happened to receive a copy of
3 our locomotive and trainmen newsletter in the mail
4 last week and in the history section was a picture
5 of the Brotherhood Convention photo available from
6 our vaults. It just so happened to be a picture
7 of our 1896 national convention held in Ottawa,
8 Ontario.

9 That was the first -- the
10 organization's first ever large scale convention
11 held outside of the United States. The meeting in
12 Ottawa was in honour of our Canadian Brothers and
13 Sisters.

14 Presently, being the Senior Vice
15 President on the Advisory Board, I had the
16 opportunity to serve on a board with my Canadian
17 Brothers. I will forever cherish that time. It
18 was always interesting to hear their perspective
19 on issues, their constructive ideas and enjoy the
20 camaraderie of that group of officers.

21 As President Shewchuk stated, I am
22 a third-generation engineer and a
23 fourth-generation railroader, as my
24 great-grandfather started it all working for many
25 years as a car man on the Spokane, Portland &

1 Seattle Railway and Vancouver Washington.

2 My grandfather and father were
3 long-time locomotive engineers on the SP&S. My
4 mother was a clerk. My brother continues to work
5 as a conductor. I also had two uncles and a
6 cousin who were operating employees as well.

7 To say that railroading was a
8 family affair is putting it mildly. As much as we
9 tried to discuss other topics when we gathered as
10 a family, invariably the conversations always came
11 back to railroading and unionism.

12 I don't need to tell you that
13 railroading gets into the blood. But so too does
14 unionism.

15 My father was the general chairman
16 of the BLF&E in the sixties and he convinced me
17 early on in my railroad career that participation
18 in union activities was a responsibility that
19 should not be taken lightly.

20 That is one reason why it's a
21 privilege to speak to you today. You the local
22 chairmen, the division presidents, the secretary
23 treasurers, the legislative representatives are
24 the backbone of our respective organizations. It
25 is you who keep unionism alive and well at the

1 local level.

2 You are the union officers who
3 address our members' concerns on a daily basis at
4 the job site, all while trying to make a living
5 and have some semblance of a family life.

6 Without you and your considerable
7 efforts our organizations would not be what they
8 are today. To take on these additional duties and
9 responsibilities while working in an already
10 demanding occupation is above and beyond the call
11 of duty.

12 Over the history of our
13 organizations members such as you, along with our
14 other dedicated officers and staffs are what have
15 made our jobs as locomotive engineers and trainmen
16 what they are today.

17 You are to be congratulated and I
18 applaud your hard work and dedication to the
19 organizations and the union movement in general.

20 I will be retiring at the end of
21 the year after 44 years in the industry, 39 years
22 as a member of the BLE and the BLET, with 27 of
23 those years serving as a union officer
24 encompassing positions at the division level and
25 general committee level and the national level.

1 It has been a very rewarding career, difficult at
2 times but extremely rewarding.

3 As retirement approaches I take
4 pause to reflect on my railroad career.
5 Obviously, I think of the many changes that have
6 occurred in the industry since I hired out in
7 1966. Those changes encompass many things; crew
8 size, work rules, hours of service, locomotives,
9 signallings, tracks and all the new technology we
10 have in the industry today.

11 Yet, our basic job remains the
12 same. We come to work, climb up on the
13 locomotive, line switches, get on our train and
14 take it to the distant terminal, and we do it
15 well.

16 Many of the industry changes
17 obviously have been positive but they have also
18 created new challenges. Reductions in crew size
19 obviously led to fewer operating employees and as
20 the carriers continued to look for ways to
21 increase their profit margins by managing the
22 railroads with fewer employees our members are
23 coping with infringements on their family and
24 personal time.

25 Due to the reduction of operating

1 employees in an attempt to force our members to
2 work more, the carriers have implemented
3 unreasonable availability policies and its
4 guidelines which makes laying off when tired or
5 just in need of a family day a possible
6 disciplinary event.

7 Due to this situation and many
8 others, the organizations have been trying to get
9 the hours of service law revised. After many
10 years of effort the new Rail Safety Improvement
11 Act was passed and put into place last year. This
12 law caps the number of hours that an operating
13 employee can work in a given month and requires
14 that if they were to work six or seven consecutive
15 days, the carriers are required to provide 48
16 hours or 72 hours off respectively.

17 On paper that seems to be an
18 improvement, but leave it to the carriers to find
19 a way to sharp shoot the new law.

20 We now find our members in many
21 cases being unnecessarily laid up at the away from
22 home terminal in order to break the six
23 consecutive calendar day provision in order to
24 keep their employees from utilizing the rest
25 provisions as provided by the new law.

1 Further, the carriers are looking
2 at every pay rule in our agreements in an effort
3 to reduce the pay of its operating employees due
4 to the required rest provisions of the law. Have
5 they no shame?

6 Also included in the Rail Safety
7 Improvement Act was the requirement that the
8 carrier -- that the nation's carriers install PTC,
9 positive train control. This has been number one
10 on the hit list of the National Transportation
11 Safety Board for 20 years but the carriers have
12 been able to keep it at bay due to the costs
13 associated with installing such a system on its
14 lines.

15 I had an opportunity to view
16 firsthand how PTC works when I was given an
17 opportunity by BNSF to ride on a train during its
18 testing of this new system. It works. In fact it
19 works very well and it will save lives.

20 Last week I attended our annual
21 southwest convention in San Antonio, Texas.
22 During the opening ceremonies an in the line of
23 duty memorial service was held.

24 The BLET Auxiliary read off the
25 names and dates of members killed in the line of

1 duty since May of 1989. 70 Brothers and Sisters
2 lost -- 70. That is not taking into account
3 members of the other organizations and Brothers
4 and Sisters who we lost who belonged to other
5 organizations or worked in other crafts. It was
6 very sobering indeed.

7 One of the things that has not
8 changed in my 44 years is the fact that our jobs
9 are still very dangerous. The carriers have moved
10 forward with positive train control when a reason
11 became available. Instead of fighting against it
12 every step of the way, many of those 70 engineers
13 and trainmen our Brotherhood lost would still be
14 here today.

15 Where is the respect? Where is
16 the compassion?

17 Although in my opinion a lot of
18 time and lives were wasted as PTC was debated, the
19 carriers must now implement this new life-saving
20 technology. Unfortunately, knowing the carriers
21 as I do, PTC, although definitely needed, will
22 bring additional battles for the organization.

23 I do not expect the carriers to
24 layout the capital for this technology without
25 looking for ways to recoup some of their

1 investment. One of those will be the carriers'
2 push for single man operations and through freight
3 service. It makes no sense whatsoever to finally
4 implement lifesaving technology and then make the
5 operation further unsafe by removing another crew
6 member from the cab.

7 Operating crews have continually
8 been reduced in my career but enough is enough.
9 We will fight the carrier at the bargaining table,
10 on Capitol Hill and in our nations' living rooms
11 over this vital issue.

12 The increased productivity of
13 engineers and trainmen over those 44 years is
14 absolutely astounding. We operate bigger and
15 bigger trains. We move more freight with fewer
16 employees, but still the carriers refuse to
17 recognize the productivity of its operating
18 employees at the bargaining table.

19 In the second quarter of 2010,
20 Canadian National reported an operating ratio of
21 61.2 percent, a number unheard of in the industry.
22 CN's operating income increased 39 percent from
23 the same quarter a year ago and now refuses to sit
24 down and bargain in good faith with the
25 organization.

1 The major carriers on both sides
2 of the border are doing well. They not only
3 survived this latest economic calamity but they
4 continue to enjoy profits.

5 The railroads are doing well, and
6 that's great news. We want the railroads to be
7 profitable. But we also want recognition for the
8 jobs that we do. We want respect for the
9 sacrifices that we make in being engineers and
10 conductors and we want our fair share of the pie.

11 In the second quarter of 2010 BNSF
12 and UPE posted freight revenues in excess of \$4
13 billion. That's for one quarter.

14 CN reported \$2,093 million in
15 revenue in the second quarter.

16 CP posted revenues of \$1.25
17 billion.

18 Yet, when sitting across the table
19 from these carriers one would think by their
20 statements and actions that they are on the verge
21 of bankruptcy.

22 Locomotive engineers are a key
23 ingredient in the rail carriers' increased
24 productivity which has brought about these massive
25 profits. It's long past time for the carriers to

1 recognize our efforts, our sacrifices and the
2 professional manner which we perform every day.

3 I note that the theme of your
4 convention is "Building the Future". I applaud
5 that sentiment.

6 Both of our organizations began
7 the building blocks of that future when we decided
8 it was time to separate and become bigger and
9 better when we merged with the International
10 Brotherhood of Teamsters and Teamsters Canada and
11 we became Teamsters Canada Rail Conference and the
12 Brotherhood of Locomotive Engineers and Trainmen.

13 Although it was a very difficult
14 decision to divide our proud and honourable
15 brotherhood, we knew that if we were to continue
16 to represent our members in the manner in which
17 they deserve, we needed to get -- we needed to be
18 part of something bigger, something stronger. And
19 although history will ultimately judge our
20 decision, I believed it to be the right decision
21 then and I believe it to be the right decision
22 now.

23 We are now Teamsters and I believe
24 that our historic decision will ultimately get us
25 to where we need to be, that being that we finally

1 get some respect, recognition of a job well done
2 and fair compensation that we deserve.

3 I would like to congratulate you
4 and all of your officers for your successes since
5 becoming Teamsters Canada Rail Conference and I
6 know that there will be many more successes in the
7 future.

8 In closing I wish you a very
9 successful convention and thank you so very much
10 for giving me this opportunity to speak to my
11 peers.

12 I'm proud to be a locomotive
13 engineer. I'm proud to be a National Vice
14 President of the BLET. I'm proud to be a Teamster
15 and I'm especially proud to be your Brother.

16 We have a long rich history
17 together. That history along with the future of
18 working together on common interests will always
19 keep us Brothers amongst Brothers.

20 Thank you and God bless.

21 --- Applause

22 PRESIDENT SHEWCHUK: Obviously,
23 when you listen to Brother Geiger we do have a lot
24 of common interests across the border. They are
25 experiencing the same thing we are and, in fact,

1 sometimes harsher measures and that type of thing.
2 But we will have a further discussion later in the
3 week on abilities there.

4 I'm not going to delay the next
5 guest speaker and long term friend of mine; worked
6 together in Division 945. That's my own location.
7 My clearance is still there, 945 in Vancouver.

8 Mark was the legislative rep. I
9 was the local chairman. Since then we have kind
10 of branched off in different directions. But I
11 have to say that we have kept close touch over the
12 years and Mark has been a great asset to our
13 organization over the years and deserves a great
14 deal of thanks.

15 It's certainly with pleasure I
16 would like to introduce Mark Robb, President of
17 the Brotherhood's Relief and Compensation Fund.
18 --- Applause

19 DELEGATE ROBB: Thank you very
20 much.

21 Well, thank you, Dan, for that
22 very kind and generous introduction. Yes, we
23 certainly have been good friends for a good number
24 of years. It's starting to make me feel a little
25 long in the tooth, I'm afraid.

1 Well, good morning, Brothers and
2 Sisters. My name is Mark Robb. I'm a very proud
3 member of Division 945 and the Teamsters Canada
4 Rail Conference.

5 It's also my privilege and honour
6 to serve as the International President of the
7 Brotherhood's Relief and Compensation Fund and the
8 Vice-Chairman of the North American Railway
9 Foundation. That's the purpose of my visit today,
10 is to speak to you very briefly about those two
11 organizations.

12 Let me begin by giving you the
13 who; what and why about the Brotherhood's Relief
14 and Compensation Fund.

15 The BR&CF is a voluntary,
16 not-for-profit organization established in 1912 to
17 provide financial security for railroad workers
18 who were being assessed severe discipline by their
19 carriers.

20 To participate in the BR&CF you
21 must be a member of a railroad, trade, union or
22 brotherhood. We are 21,000 members strong across
23 the U.S. and Canada and it's from that membership
24 base that we gain our strength.

25 I realize that many railroaders

1 consider the BR&CF as insurance and that's not
2 exactly accurate. Although there are similarities
3 we are not insurance. We are more akin to a co-op
4 or a credit union than we are an insurance
5 company.

6 Insurance companies are motivated
7 by the bottom line, by profit. We are motivated
8 by our members' needs and there is a significant
9 difference and we are a true not-for-profit
10 organization.

11 We are governed by a constitution
12 that sets out the rights of our members and it is
13 administered by its members who are elected to
14 serve as its stewards through time.

15 We do a tremendous amount of good.
16 We currently are supporting about 92 percent of
17 the claims for held out of service benefits that
18 we receive. That's an outstanding number in the
19 industry itself. That means that we have reached
20 out to many rail families and helped them through
21 a difficult period.

22 The other 8 percent is off times
23 determined to be ineligible because the fellows
24 haven't paid their dues or the claims are simply
25 not eligible for benefits due to their nature.

1 The railroad has gone through a
2 great number of changes through the years but
3 there is still a little bit of drinking, still a
4 little bit of fighting, still a little bit of
5 nonsense going on out there occasionally and you
6 as local chairmen, I'm sure, are aware of some of
7 that as it happens.

8 One issue I do want to speak about
9 here very briefly is the use of electronic
10 devices. In the U.S. it has been a very serious
11 concern and I understand that it has gone to an
12 arbitrator here in Canada as well.

13 The use of electronic devices is
14 not eligible for BR&CF benefits. I just want to
15 be forthright and frank with you and let you know
16 right where you stand from the get go.

17 Again, though, we are paying 92
18 percent of our claims when we are involved with
19 derailments, side swipes, signal violations,
20 speeding, a very long list of things that can
21 occur out there on the railroad everyday.

22 The second topic that I want to
23 talk to you about today is the North American
24 Railway Foundation. NARF was founded by the
25 Brotherhood's Relief and Compensation Fund in 1996

1 as a vehicle for us to return our profits to our
2 members and the rail labour community. It is
3 self-sufficient and has been self-sufficient since
4 2001.

5 There are things that are
6 important to us at the BRCF and the North American
7 Railway Foundation. That is railroad safety, the
8 preservation of rail labour history, and we are
9 dedicated to helping educate the public and rail
10 labour regarding rail issues.

11 The goals of the North American
12 Railway Foundation are achieved by providing
13 direct and active financial support to deserving
14 non-profit institutions and projects.

15 We have supported high-speed rail
16 initiatives throughout the U.S. and Canada over
17 the years in the effort to create more rail jobs.
18 We have also been involved with various provincial
19 and state museums, and there is a long list of
20 other rail-related endeavours that we are very
21 proud of.

22 You can find out about some of
23 those by visiting our NARF website.

24 We have provided about \$10.2
25 million in direct and active support for various

1 worthwhile projects since our inception. In
2 excess of \$2.5 million has been provided to rail
3 labour education and training programs in the U.S.
4 and Canada and the provision of computer equipment
5 to Divisions across those two nations.

6 We think that with the education
7 and tools you will be better equipped to help our
8 BRCF members and their coworkers.

9 In recent years we have become
10 involved with the TCRC education and training
11 program, and I want to take this opportunity to
12 commend this initiative and compliment all the
13 TCRC representatives involved in its success.

14 We are very pleased that we are a
15 partner in this program, and I anticipate that our
16 support will continue and grow.

17 In summation, on behalf of the
18 BRCF and North American Railway Foundation, I
19 sincerely thank you for the invitation to attend
20 this convention and speak with you.

21 I want to especially thank all of
22 you who are here today who are already BRCF
23 members. Our success and achievements are yours.

24 For those of you who are not yet
25 members of the BRCF, I cordially invite you to

1 apply for membership. I will make those
2 applications available to you through the course
3 of this week.

4 I also ask that when you return to
5 your Divisions that you let your coworkers know
6 about us and voice your support for the BRCF as a
7 wise investment in their future financial
8 security.

9 In closing, I do wish you a very
10 productive successful meeting. And again, thank
11 you.

12 --- Applause

13 --- Pause

14 PRESIDENT SHEWCHUK: Thank you,
15 Brother Robb.

16 To carry on, we have an additional
17 guest speaker and then we will handle a couple of
18 issues before lunch.

19 The next Brother we've known for a
20 number of years. He is a great supporter of the
21 rail conference. When we asked for assistance, no
22 different than in Montreal during the CN strike,
23 the semi-trailer that is parked across the street
24 appeared in front of the CN station. The one
25 thing is Local Union 362 is Calgary and Edmonton

1 and we have had some really good exchanges. We
2 help each other consistently.

3 And although they are not in the
4 rail industry, it's been a real common bond.

5 So it is my pleasure to introduce
6 the Principal Officer of Teamsters Local Union
7 362, President, Joint Council 90 and Member of the
8 Teamsters Canada Executive Board, Brother Rick
9 Eichel.

10 --- Applause

11 DELEGATE EICHEL: Dan is good at
12 introductions. I hope he's good at some jokes
13 later.

14 Good morning, Rail Conference
15 Teamsters and good morning, Teamsters. Nice to
16 see you all and get to meet a few more of you
17 personally.

18 My name is Rick Eichel and I am
19 the Joint Council 90 President and
20 Secretary-Treasurer, Principal Officer of Local
21 362.

22 As mentioned, we are the very
23 proud owner of the Teamster billboard across the
24 street. It doesn't come free either. We've spent
25 a few dollars on it.

1 The last couple of times in
2 Edmonton we've been broken into as well. So I
3 don't know if it's Edmonton or not, but we've got
4 it out on the street here.

5 Last November I was on vacation
6 and I got an email from one of our agents who
7 said, when the strike started up here for you
8 guys -- he sent me this message saying: If you
9 trust me, boss, don't call me. I've got a few
10 ideas for the picket line.

11 So off to the beach I go, leave my
12 Blackberry at the condo to make sure. Get home
13 that night and fired the computer up and look, and
14 there's Tony -- some of you might know him --
15 handcuffed beside the truck.

16 And what I could see in the
17 picture, about a hundred trucks lined up behind
18 it.

19 So I think he was effective. He
20 didn't stay locked up or handcuffed, and we've got
21 a very good lawyer -- we'll pass the name on as
22 well.

23 Now we have worked close together,
24 Dan, Doug and mostly Dave in my area that I see.

25 But to show you or illustrate some

1 of the commitment, the three of them were dealing
2 with a very difficult issue recently. And lunch
3 time comes and they have to go for lunch. So off
4 they go, walking down the street, the three of
5 them. And Dave sees this funny looking bottle so
6 he picks it up as he's going. He dusts it off and
7 a genie pops out. And the genie says I will grant
8 you each one wish for letting me escape my
9 imprisonment of a thousand years.

10 So Dave says hey listen, I found
11 the bottle, I go first. So they said okay. So
12 Dave, he says I want to be swimming in the
13 Caribbean ocean. I want to be able to see my
14 mansion just above the beach and I want to see 20
15 beautiful women waiting for me to get out of the
16 water. And poof, he's gone.

17 So Doug says well, boss, he says I
18 should go next. So he takes it. And he says to
19 the genie, he says I want a castle in France. I
20 want oodles of money and a hundred of the most
21 beautiful women in the world. Poof, he's gone.

22 The genie says to Brother
23 Shewchuk, he says well, your wish. Dan being such
24 a hard working guy and dedicated to the
25 organization, he says well my wish would be I want

1 those two other assholes back in the office after
2 lunch.

3 --- Laughter

4 DELEGATE EICHEL: Let me just tell
5 you a little bit about our Joint Council.

6 Not counting the Rail Conference
7 members, we have 16,000 members across the three
8 Prairie provinces. It's made up of: two locals
9 in Alberta, Local 987 and our Local 362; one in
10 Saskatchewan, Local 395; and one in Manitoba, 979.

11 Before I say what we represent,
12 one thing the TCRC and our Local has done, 362, we
13 started a golf tournament four years ago. When
14 you talk about building the future, part of that
15 is giving to the community.

16 And I'm glad to announce that our
17 little golf tournament that we started four years
18 ago has raised right around the \$100,000 mark. We
19 haven't counted this year's to the penny yet, but
20 right at the \$100,000 mark for a small charity for
21 brain disorder. We are doing some really, really
22 good work.

23 And I can tell you the lady that
24 accepts our money every year, and that we have
25 given it to, tears up really good. She's getting

1 to be a little bit more of a pro at it lately but
2 she tears up good. It's a hell of a good
3 organization to be giving some money to.

4 It's a good thing to see us doing
5 something for the community.

6 We represent a little of
7 everything. If it breathes or moves, we'll
8 organize it. And sometimes if it doesn't breathe,
9 we'll organize it.

10 It's the old saying: How many
11 Teamsters does it take to screw in a light bulb?
12 Twelve. You got a problem with that?

13 --- Laughter

14 DELEGATE EICHEL: Differently than
15 the rail division, you guys have some very big
16 groups. You have some smaller ones too but you
17 have some very big groups.

18 But out that 16,000 members there
19 are over 200 collective agreements covering the
20 Prairies. Some of the industries that are covered
21 are dairy and warehouse, industrial construction
22 and pipeline, catering, ready mix and concrete
23 pipe, that I come out of, airport preboard
24 screeners, transportation for the movie industry.
25 When you all retire, come looking and we'll see if

1 we can get you an extra spot.

2 Casino workers, armour car
3 workers.

4 Hell, we even have the Salvation
5 Army. What a wonderful organization that is, but
6 not to their workers.

7 But the biggest industry we have
8 that coincides with you guys is our freight
9 industry.

10 Steel and rubber together, two
11 great transportation sectors, one great union. I
12 stole a line from Jim Hoffa on that one.

13 It's amazing on a smaller scale
14 how we have come together. I never realized how
15 many of us were already friends and family.

16 In our little Local 362 office in
17 Calgary, we have three staff married to Rail
18 Conference members. It would have been four, but
19 I guess we all can't be perfect. A little touchy
20 divorce.

21 On the big picture, we're all
22 delivering freight.

23 And the people I deal with from
24 your conference feel the change, feel that we're
25 coming together, feel we are meeting regularly and

1 discussing our issues and struggles, which usually
2 are very similar.

3 CN and CP aren't the only
4 companies writing the book on how to screw their
5 employees.

6 Now this is the start of working
7 together: communicating and building unity. We
8 all know what unity is, but what it brings is
9 power and influence.

10 Recently we have been in
11 negotiations with our bigger freight companies and
12 they talked about how steel and rubber are under
13 one union. They didn't use to talk that way.

14 For the times in the struggling
15 economy we settled very good agreements. This is
16 the start of influence.

17 When we meet with government
18 officials, they too mention that we are in one
19 union. And this is also the start of influence.

20 You all may not see it in your day
21 to day lives yet, but this is a wonderful start to
22 building power. Your conference theme of building
23 the future is very timely and important.

24 Let me tell you that Teamsters
25 Canada and Joint Council 90 are committed to

1 building the future with you.

2 Thank you for the invitation. I
3 always like to see guys come around and the
4 opportunity to address you. I hope you have a
5 very successful convention and future working with
6 the Teamsters.

7 Thank you very much.

8 --- Applause

9 --- Pause

10 PRESIDENT SHEWCHUK: We had a
11 couple of logistical things here.

12 We will move away from having some
13 further guest speakers. We have an issue that has
14 come to my attention, and that is a Delegate has
15 arrived late: Brother Francois Devries(ph),
16 Division 949 in Northern Alberta. He was the
17 elected Delegate for the Locomotive Engineers. We
18 have just received confirmation from the
19 President, verified it, that type of thing, and
20 everything is in order.

21 But we need to have a motion from
22 the floor.

23 Basically the motion would be in
24 the following fashion: To accept Brother Devries,
25 Division 949, as a Delegate to this convention

1 without a credential, due to whatever the
2 circumstances. I'm not familiar with all of the
3 details surrounding it, but as anything, things do
4 occur kind of thing.

5 So if any one of the delegates
6 would like to make that motion, please step up to
7 the microphone. We will second it and then we can
8 have a vote on that.

9 DELEGATE SWAILS: Brother Swails,
10 Division 900 Locomotive Engineers.

11 I make the motion that Brother
12 Devries be accepted to the convention without
13 credentials.

14 PRESIDENT SHEWCHUK: Great. Do we
15 have a seconder?

16 DELEGATE EDWARDS: Greg Edwards,
17 Division 657.

18 PRESIDENT SHEWCHUK: Okay, we have
19 a seconder.

20 I'm not sure if we can put that on
21 the screen.

22 --- Pause

23 PRESIDENT SHEWCHUK: I'm not sure
24 if we can put that on the screen. I'll try and
25 see which screen it is.

1 Screen No. 8 for our logistical
2 people in the back.

3 Please vote on the motion as was
4 read out.

5 --- VOTING

6 PRESIDENT SHEWCHUK: The results
7 are 151 in favour, 2 against.

8 RESULTS ARE: 151 in favour; 2 against
9 CARRIED

10 PRESIDENT SHEWCHUK: Brother
11 Devries will be accepted as a Delegate to this
12 convention and will be provided the proper
13 identification and be allowed to attend the
14 afternoon session.

15 Thank you very much.

16 A couple of things before we break
17 for lunch.

18 There is a logistical issue with
19 the Smart Cards that we have for your voting
20 machines. The logistical issue is that they are
21 flying in parts.

22 So it will be a little delay
23 before the Smart Cards arrive. We are not sure
24 whether it's going to be early afternoon or late
25 afternoon. We will be able to continue having the

1 votes with the machines.

2 Just leave your machines on the
3 desk or on the table in front of you when they
4 leave. If they do arrive while we are on break,
5 then we will go through the process again.

6 At this time we wanted to just
7 show you a couple of things -- well, actually one
8 thing.

9 We designed and provide for every
10 Division attending here a banner. I would just
11 ask a couple of the Arrangements Committee to come
12 up and just show it to you.

13 Find a place in your suitcase to
14 take this home with you.

15 Basically that's for your
16 division, to be taken home. You can, you know,
17 put it up for your Union meetings, that type of
18 thing. We thought it might be a little bit of a
19 keepsake from the 2010 convention and something
20 that you could use at your division meetings.

21 --- Applause

22 PRESIDENT SHEWCHUK: At this
23 point, we will go to announcements.

24 But just before I go to
25 announcements, I will just say that we are going

1 to take a bit of an early lunch recess to see if
2 we can iron out this issue with the Smart Cards
3 and see arrival time, and that type of thing.

4 So at this point I will ask
5 Brother Généreux to state some of the
6 announcements that he has received over the course
7 of the morning.

8 TRUSTEE GÉNÉREUX: We have a
9 requirement from Brother Greg Burton from Division
10 145 and Brother Tyler Arsenault from Division 162
11 to report to the office, please.

12 The Bylaw Committee will also meet
13 in the Lacombe Room at noon for about ten minutes.

14 We have Delegates from CP to meet
15 in the Foyer Salon Room at 1800. We have also
16 Delegates from Rene Leclerc's meeting in the River
17 Valley Room at 1800. We have also the Delegates
18 from Paul Vickers, CN Central and Via GCA in the
19 River Valley Room at 1900.

20 --- Off microphone

21 TRUSTEE GÉNÉREUX: CN, Jimmy
22 Robinson, Delegates, are also required to attend
23 this meeting at 1900.

24 Thank you.

25 PRESIDENT SHEWCHUK: Thank you,

1 Brother Généreux. I appreciate that.

2 So at this point I will just say
3 that we are now recessed for lunch. Please be
4 back at 13 o'clock. At that point we will have
5 attendance checked again.

6 Thank you very much.

7 --- Pause

8 PRESIDENT SHEWCHUK: While you are
9 on your way out, don't forget to take your
10 coupons. The Arrangements Committee guys are
11 going to be by the buffet there to take your
12 coupons.

13 --- Upon recessing at 1119

14 --- Upon resuming at 1303

15 PRESIDENT SHEWCHUK: Could we have
16 the Delegates take their seats, please.

17 Okay, we will start the afternoon
18 session. Welcome back. Hopefully everybody
19 enjoyed their lunch.

20 The first order of business will
21 be to have the attendance vote. So if we could
22 have slide No. 1 on the screen.

23 Okay, please vote.

24 We have 157 here; one isn't.

25 That's great. So we have a quorum to begin the

1 afternoon session.

2 The first order is that we have a
3 guest speaker that will start the afternoon.

4 When I look back on the merger
5 with Teamsters, the IBT, I can only see positives.
6 The support and services that have been provided,
7 and that was explained earlier in the session from
8 Brother Bouvier and Brother Eichel, have been
9 fantastic over the last number of years. It shows
10 the ability for large and diverse groups to really
11 be able to work together, and it doesn't matter
12 whether you are in rail or whether you are in
13 truck or in construction or anything like that.

14 We have a good communication
15 network that has been developed so that we can
16 contact each other and communicate. It doesn't
17 matter whether we are having labour strife in the
18 rail industry, but we can also help our Brothers
19 and Sisters in the other industries.

20 The next guest speaker is someone
21 we have worked very closely with on a number of
22 issues, has been a great asset to the Teamsters
23 Canada Rail Conference. Brother Wheten and myself
24 have worked with him on many occasions. And with
25 his political connections, he has been able to set

1 up meetings with Members of Parliament, with the
2 Minister of Labour and get our message out.

3 In fact, there is an example.
4 Prior to the CN strike both Phil and I met with
5 the Office of the Minister of Labour, Mr. Joe
6 Volpe, the Transportation Critic for the Official
7 Opposition, to bring our issues to their
8 attention.

9 Whether it made any difference in
10 the end, we did have their ear for a certain
11 period of time and at least they got to hear our
12 side of the story.

13 He has been with us and lobbying
14 the MPs during the entire period of negotiations,
15 the strike period at CN, and kept in hourly
16 contact with the negotiating committee during the
17 whole process.

18 Basically Phil has been our eyes
19 and ears on Parliament Hill and his assistance was
20 invaluable.

21 So on that note, I am pleased to
22 introduce Phil Benson, Teamster Canada Lobbyist.

23 --- Applause

24 DELEGATE BENSON: Good afternoon,
25 Brothers and Sisters. That was a wonderful

1 introduction.

2 I hope President Bouvier is
3 listening and we'll get a raise -- no, it's okay.

4 It's a real pleasure being with
5 you today. As President Bouvier was saying --
6 first of all to President Shewchuk and all the
7 Executive and all the Members I have met over the
8 period of time, it's great to work with you and
9 thank you for having me.

10 But as President Bouvier was
11 talking to you this morning, we are a service
12 organization and I guess I am one of your
13 services.

14 He was talking about lobbyists,
15 professional lobbyists. There are lots of
16 lobbyists on the Hill, but I just want to talk a
17 little bit about that.

18 People go to the Hill for
19 different reasons. I will call them action
20 lobbyists. They are people you might think who
21 are green, green, green. Or pick any particular
22 topic that you like, pro-life or whatever, and
23 they go up and they argue about an activist cause.

24 Then there are issue lobbyists.
25 They go to the Hill on an issue. So they show up

1 when there is a Rail Safety Act. So we will see
2 the railway, the RAC, pounding the Hill or CAW go
3 up only if there is something to do with auto.
4 God help you for anything else.

5 Then there are lobbyists and I'm
6 one of those unique breeds. What that means is
7 that the Teamsters have allowed me -- and it's a
8 great honour and privilege -- to basically peruse
9 the Hill and go places with just cause.

10 What that means is I just don't go
11 to the Hill but I go to political conventions, all
12 of them. I go to Caucus meetings. Sometimes I
13 just stand outside the door waiting for people to
14 come in so I can say hello. I'm looking for
15 friends. I'm looking for alliances. I'm trying
16 to meet people.

17 Yes, I'm an issue lobbyist, and
18 yes, I do an occasional cause. But most of the
19 time I'm trying to find an advantage for the
20 Teamsters, all the Teamsters.

21 We are Canada's transportation
22 union -- air, railroad, ports, and yes, we do a
23 whole bunch of other things, from the film
24 industry to toothpaste to wine to yogurt, on and
25 on. So I've got lots of things to deal with.

1 There is a synergy involved. What
2 that means is MPs don't regard the Teamsters as
3 one-trick ponies. We do not show up because they
4 have one bill before the House. We are there all
5 the time.

6 The mandate I have from President
7 Bouvier and the Executive Board is to fill every
8 chair.

9 I know you know Brother Ken
10 Daktuk(ph) comes from rail. Just so you know, I
11 guess we're partners in crime. Ken does an awful
12 lot of the regulatory work on the Hill for us now.

13 I want to talk about those two
14 things, regulations, politics and some of the
15 things we have done with the rail.

16 On the regulatory side, to show
17 the synergy, we sit on the CCMTA. We are
18 regulated stakeholders. CCMTA is the Canadian
19 Council of Motor Transportation Administrators.

20 One thing I had to learn in Ottawa
21 when I got there is what all the acronyms mean.
22 All those letters mean something.

23 They are the people who regulate
24 roads.

25 I think we spent a decade getting

1 hours of service for truckers. We did lots of
2 other things in the time being but hours of
3 service.

4 And I was talking to so many bus
5 drivers who said yeah, two thumbs up.

6 What it did, it allowed us to
7 establish ourselves as experts in things like
8 fatigue management: fatigue, hours of service.

9 In the air world, they started to
10 look at the hours of service, if you like, for
11 flight attendants. I almost got it; didn't quite
12 work. But we were there.

13 Right now I'm sitting on a
14 committee looking at fatigue management for
15 airline pilots because yes, we have airline
16 pilots.

17 Why? The lessons we've learned
18 from road can go to air and then come to rail.
19 What you teach us from rail we can take to the
20 road, we can take to the air world.

21 In the air world it's something
22 called CARAC, Canadian Association of Regulators
23 Advisory Council. I think that's what it is; I'm
24 not sure. It's CARAC.

25 So they are talking about rules:

1 how the industry works, what happens.

2 Another committee we sit on is the
3 Advisory Council to the Minister on the
4 Transportation of Dangerous Goods.

5 There it is very complicated.
6 Brother Wheten usually attends with me when he is
7 not otherwise engaged in your business. There we
8 deal with the transportation of dangerous goods.
9 And from the rail world, you know the importance
10 of the transportation of dangerous goods and all
11 the rules.

12 That's where the rules come that
13 affect the rail industry, the road industry and
14 everybody else.

15 There we were very successful in
16 getting some amendments to the past Act. I will
17 touch mostly on security and we will talk about
18 that because it does affect you.

19 In the rail world there is a new
20 Advisory Council, Rail Safety, again to the
21 Minister. That was something I actually worked
22 hand and fist with your Executive and the TCRC.

23 As you know, there was all sorts
24 of hearings on rail safety. There was I guess a
25 review. There was also Parliamentary hearings in

1 front of the SCOT Committee, the Standing
2 Committee on Transportation.

3 Two things came from that. One
4 was this new Advisory Council.

5 And I will tell you the Advisory
6 Council, the way they were going to set it up, it
7 would have been completely dominated by the
8 companies. We didn't like that.

9 What we proposed was that it was
10 going to be set up like the Advisory Council on
11 the Transportation of Dangerous Goods, which is
12 much more equitable. And surprise, surprise, it's
13 in fact set up exactly like the Transportation of
14 Dangerous Goods.

15 I think in the long run this is
16 where the rules will start to come from, if it
17 works the same as it does on the other advisory
18 councils.

19 To have all the labour there on
20 every committee being major stakeholders -- and of
21 course Teamsters being representative of 66 per
22 cent of labour, we had more than one person
23 sitting at the table.

24 It just gives us a chance to get a
25 kick at the can. That's my job, is to give us a

1 chance at a kick at the can. By going out to meet
2 people, MPs, bureaucrats, et cetera, we get to
3 spread our message first before the rules are
4 made, before the decisions are made.

5 And the Rail Safety Act, because
6 of our participation, they accepted basically
7 every one of our proposals that were put forward
8 by both the TCRC and also from Teamsters Canada.

9 That bill is before the House now.
10 It will be going into the hearings before the
11 Committee sometime this fall. I don't know the
12 date.

13 I will be seeking a few
14 amendments. One will be certainly in the area of
15 whistleblower protection. The way they want it
16 done now is if you have a complaint, you tell the
17 company. And we said no, we want to tell
18 Transport Canada.

19 And there is another technical
20 amendment that we think is very important that we
21 brought to the air world, the TDG world, and we
22 are going to bring to the rail world.

23 Basically it's another safeguard
24 in the rule-making process.

25 After that -- every year that's

1 probably 70-90 days; I'm not sure with all the
2 working committees -- I deal with the political
3 world. The political world is simply going out to
4 meet people.

5 It's to be available to talk to
6 Members of Parliament, their staff, Ministerial
7 staff, and also it's really important that people
8 don't really fully understand, it's also the
9 bureaucratic. Not the people you see in the lower
10 levels, but the people you see in higher levels.

11 In the rail world, Luc Bourdon,
12 who maybe a lot of you know as the DG for Safety,
13 is a very important guy. In the air world,
14 there's an equivalent. In the road world, there's
15 equivalent.

16 And so that getting to know these
17 people allows me to go in and talk to them so when
18 you have an issue, I can get in or I can try to
19 get your representatives to come in and work so we
20 can get at least a hearing.

21 Now, have we been successful? I
22 say certainly.

23 When you're getting amendments to
24 Acts, when you're getting changes, when you're
25 getting -- in the railway world, when you're

1 getting an Act coming out that basically adopted
2 our presentations, your presentations to the Scott
3 Committee, I think that's pretty good. It's not
4 bad at all.

5 Issues I'm dealing with. I just
6 saw that there's some the people here have talked
7 about, is pension reform.

8 Teamsters Canada has led the way
9 in pension reform. We've been there for five or
10 six years. We were there before any other union
11 were there.

12 I'm not saying just because of the
13 Teamsters plumping us, but we were. That set us
14 up as being the go-to people.

15 What that meant in the past year
16 is, on behalf of Teamsters Canada, I've appeared
17 twice in front of the Finance Committee,
18 Parliamentary House of Commons Finance Committee.
19 I've appeared before the Senate Committee to talk
20 about pensions.

21 Mr. Menzes, the Parliamentary
22 Secretary of Transport, did a major review earlier
23 in the year. You might have heard of Menzes.
24 There is no report and there isn't going to be
25 one, but he did go across the country.

1 We were the second organization to
2 have a one on one with him.

3 Just recently, if you remember Jim
4 Flaherty, Minister Flaherty did a tour of -- you
5 know, he did that big splash, but he also had
6 round tables. And he only had three round tables
7 of 15 people apiece. We were there.

8 Now, we're only chasing three
9 points, three major points that we think will
10 really help protect pensions and make them work.

11 I don't know if they'll accept
12 them, but I'd sure as heck know that they've heard
13 us. And I think they're on the table. That's a
14 lot better than being told they're not on the
15 table.

16 These are items like to make sure
17 that companies in bankruptcy can't evade their
18 responsibilities; they come first. Things about
19 how to invest money in pension plans to make sure
20 they're safe. They're not in the market, they're
21 protected, and what they promise you to receive.
22 Further basic things.

23 Other issues -- I'm going to talk
24 about security because it's very important.

25 After 9/11, I think I spent half

1 my life doing security for a while. It was, it
2 was pretty bad. And if you look at the --
3 Teamsters Canada would be the only union. They
4 did a review of multi-model transportation. There
5 was only one union sitting at every table. That
6 was us.

7 This was air, rail, road, ports
8 and rapid transit. And after 9/11, they went a
9 little crazy. They still are.

10 But we realized and we were --
11 again, I can't tell you the animosity in the room
12 from civil liberty unions and others.

13 We stood tall and said we had to
14 have one mode of security for everybody. We
15 can't -- originally they were going to have, for
16 instance, the rail companies would dictate what
17 your security looked like. If you're in road,
18 it'd be road companies. Can't do that.

19 We have to make sure that there's
20 only one way of doing it. In our opinion, it's
21 the transport security clearance. That's what's
22 used at airports.

23 We said if it's good enough for
24 pilots, good enough for truck drivers, it's
25 certainly good enough for locomotive engineer or a

1 conductor the TRCs because they will probably be
2 dragged in.

3 When we started, we were laughed
4 at. They were not on our side.

5 Today, we have the Minister of
6 Transportation and the Transportation of Dangerous
7 Goods Act. We insisted that that was put in. In
8 the marine world, we insisted it got put in. And
9 we've gone from being derided to being the policy.

10 And what it really means for most
11 people, it will be somewhat irrelevant.

12 Yes, it's an invasion of privacy.
13 Yes, it's not nice. But at the end of the day,
14 it's the only one that we have that will guarantee
15 that if you don't have a clearance, you will have
16 an administrative hearing, a Judicial hearing.

17 In one case, about 1,000 of our
18 members were -- Teamster members were run through
19 it in the air world. There was a grand total of
20 three people kicked out, and one immediately got
21 their right to work. The other person chose to go
22 to another industry.

23 So from our experience, it's the
24 one that would work the best.

25 It is coming to your world, the

1 TDG model. We will be meeting soon. In fact, I'm
2 speaking at a conference, the dangerous goods
3 conference, in October 5th, I think, on it. And
4 it will eventually be rolled out.

5 That will have an impact, but
6 hopefully not too much.

7 In the rail world, I've really
8 enjoyed getting to know a lot of you. The -- not
9 just at the Executive level, but the legislative
10 side and the protective side have invited me to
11 meetings across the country. And it really opened
12 my eyes to your work and what you do, the hours
13 you work, the effort you put in and, yes, the
14 treatment you get from some of your companies.

15 And I'll tell you from
16 transportation, the hours you work, what you do,
17 isn't much different than what truckers do and
18 people in the air world do. Hence the arguments
19 become the same.

20 But from that, I really started to
21 appreciate who you are and what you do. And every
22 time, I come to a meeting, I really, really feel
23 very proud and pleased to learn more.

24 Over the past few years, I think
25 we've had fun with the Go Trains. We've had

1 fun -- not so much fun at Via Rail and also with
2 the last locomotive engineers' strike.

3 Of course, I'm working with the CN
4 conductors at this time.

5 I really wish I could stay longer,
6 but I'm flying out after -- in probably half an
7 hour because I have six Members of Parliament to
8 go see to talk about it.

9 In a nutshell, that's what I do.
10 We have a problem, in advance we try to fix it
11 through legislation, through regulatory meetings,
12 through legislation, through working with
13 politicians.

14 And with something like what will
15 be happening now has happened in the past gives me
16 a chance and us a chance to get in, to talk about
17 them, to try to get our opinions across. The very
18 minimum, at least they treat us with respect and
19 they treat us fairly.

20 And I know the last round, I know
21 with the locomotive engineers there's one thing I
22 noticed, that you didn't see Conservatives
23 standing up and talking about greedy union people
24 and greedy unions. At least that part was a
25 success.

1 If we do not do this, others will.
2 And most of the people I see at meetings don't
3 have our interests at heart. They're not there
4 for our interests. They're out to change rules to
5 make people work harder, work longer, work
6 unsafely. They really don't care.

7 I think it's inhumane, but they
8 really don't care. I don't know how much they get
9 paid. I don't know where they come from. I don't
10 know where their souls are. But when you're in
11 meeting after meeting after meeting with these
12 people and it's exactly the same language every
13 single time, "Our company has to make more money.
14 We have to change rules. We have to do this. We
15 have to do that."

16 If we were not there, I'm appalled
17 at what would happen. It would be, I think, a
18 very sad affair.

19 Now, from my -- I won't take too
20 much longer -- as President Bouvier was talking
21 about, I'm a lawyer and economist, and that's
22 true. But first I'm a Teamster. And you know,
23 union born, union bred, and when I die, I'm union
24 dead.

25 I absolutely love what I do. I'm

1 sort of a faceless person in the background.

2 Nothing gives me more joy going
3 home knowing we won, you won. Nothing drives me
4 more towards that end.

5 I know for the next few weeks I've
6 cleared my deck. I'm going to be awfully busy
7 working on the CN side 'cause I want to win. I
8 hate to lose.

9 And I think it's that passion is I
10 come from the tools. I'm a blue collar worker. I
11 come from my tools. My dad was a blue collar
12 worker and I come from the tools. And that's the
13 passion that drives me, and I know it's the
14 passion that drives you.

15 And I'm proud to serve in my
16 capacity, and I love being in a room of leaders.

17 Now, I'll just finish with -- you
18 know those silly, silly jokes, "How many blah does
19 it take to put in a lightbulb?"

20 And one of the politicians being
21 smarmy with me says, "How many Teamsters does it
22 take to put in a lightbulb?" I looked at him and
23 said, "Never enough".

24 So I'm proud of -- I'm proud to be
25 a Teamster. I'm proud to be with you.

1 If you ever need me, you know how
2 to get a hold of me. A lot of you have my cards.
3 The best way to do it is contact your legislative
4 board people. I think I've seen most of them in
5 Canada.

6 Contact your legislative director.
7 Always ready and willing to serve and give the
8 best shot I can, so have a great convention. God
9 bless you all.

10 --- Applause

11 PRESIDENT SHEWCHUK: Thanks,
12 Brother Phil.

13 Appreciate all of his words. He's
14 been a great benefit, like I said earlier.

15 When we started the convention, I
16 said we're limited to three days and we have a lot
17 of business. Three days is -- can be a long
18 period of time, can be a very short period of
19 time.

20 We decided collectively we were
21 going to limit the number of speakers because we
22 do have a lot of business to take care of, but I
23 want to take a moment to recognize some of our
24 additional guests that are with us today.

25 And that's Brother Ron Douglas.

1 He's the Executive Assistant, Research Director
2 for Teamsters Canada. You may have met these
3 Brothers last night.

4 We have Brother Roy Findlay,
5 Director of Construction, National Representative,
6 Teamsters Canada.

7 Brother Ken Deptuk, National
8 Adviser for Teamsters Canada.

9 And Brother John Doerkson, who's
10 an organizer with Local Union 362, Teamsters
11 Canada in Calgary.

12 So thanks very much, Brothers, for
13 attending. We appreciate it.

14 --- Applause

15 PRESIDENT SHEWCHUK: So at this
16 time, we'll move to business -- order of business
17 No. 4, which is the reports of the Rail Conference
18 Officers. And I'll report first and then we'll go
19 from there with Brother Finnson and Brother Flegel
20 and Brother Wheten.

21 So again, I'll start by saying
22 welcome to Edmonton, fellow Officers, Delegates,
23 guests and friends.

24 It's an honour and privilege to
25 stand before you and provide you with my report at

1 the state of the Teamsters Canada Rail Conference.

2 In 2004, we merged with the
3 International Brotherhood of Teamsters and became
4 the Teamsters Canada Rail Conference, which has
5 proven over and over again that that was the right
6 thing to do.

7 And as we said earlier and as
8 shown through the morning session, the support and
9 unity shown by all segments of Teamsters Canada,
10 the local unions, the joint councils, as well as
11 the international, has been a very positive
12 influence for the members of our organization.

13 Many of you attended our inaugural
14 convention in 2006, and you'll recall that the
15 Delegates at that point embraced many changes in
16 our by-laws, and that was to provide full craft
17 autonomy and setting the foundation for the true
18 multi-craft union we are today.

19 The Delegates saw the wisdom in
20 providing the direction for what we see today, and
21 that was our theme, and that's building the
22 future.

23 The past four years have proven to
24 be quite exciting, eventful and have passed very
25 quickly.

1 In preparing my report, I looked
2 over the past four years, recalled the enthusiasm
3 at our first Executive Board meeting, reviewing
4 all the aspects of the operation of the national
5 office, our finances, and slowly to begin the
6 process of what we thought were changes that were
7 required in the organization.

8 So as I'm sure you can all relate,
9 the first three months were hectic, to say the
10 least. But after an extensive review of our
11 operations revealed a number of things that we
12 needed to change, and we needed to change them
13 quickly.

14 So we started in the first year of
15 2007 and we made some quick changes.

16 We reduced our expenditures in the
17 first year by approximately \$192,000. Ongoing
18 yearly reduction in budgeted costs for the next
19 going forward was around 140,000.

20 Now, you might think to yourself,
21 "Well, where'd all that money come from?" There
22 was no impact on the membership. There wasn't any
23 impact on the service provided out of the national
24 office, and basically centred on a couple of key
25 points.

1 That was moving the Ottawa office
2 from what we were in high, high lease payments, so
3 we moved two blocks down the street, reduced our
4 rent by 50 percent.

5 We also looked at our expenses
6 that we pay full-time officers, and we eliminated,
7 made reductions of certain expenses, including
8 travel previously paid. And basically, what that
9 amounted to is it gave us the foundation for
10 establishing our officer training program.

11 Officer training has played a
12 major role in our activities over the past four
13 years and we've expanded the program every year
14 since 2007. We all continue to share the
15 enthusiasm for further development and expansion
16 of our training and education, which I think is a
17 fundamental need inside our organization.

18 To date, we've had over 718 of our
19 members go through our training program since
20 2007. And that ranges from a participation in a
21 one-day course provided to general committees, a
22 three-day course at Level 1 or a full week at
23 Level 2.

24 And I have to say that I have to
25 admire and thank the dedication, hard work of

1 Brother Doug Finnson, Vice-President. He was
2 hands on throughout the training process and
3 worked with everybody, and has made our program
4 what it is today.

5 We also added three in-house
6 trainers to facilitate the program, took the load
7 off Doug because he was involved quite heavily.
8 And I just want to thank Ted Moore from Division
9 728 Cape Rail, Ray Donogan from Division 847 in
10 Bigger, and Brendan Barr from Division 945 in
11 Vancouver for their interest, dedication and
12 support of this program.

13 On the financial end, our total
14 costs for training since inception in 2007 was
15 roughly \$845,000. With the assistance of the
16 North America Rail Foundation with grants
17 totalling approximately 180,000 and Teamsters
18 Canada with grants totalling over 23,000, our
19 program came in at a net cost of around \$645,000.

20 And when you look back, and I'm
21 sure many of you have been involved in the Level 1
22 and Level 2, the feedback from our members has
23 been very positive. Obvious that our training
24 program is a valuable asset to our organization
25 and will assist greatly in building our future.

1 The bottom line is, the more
2 training we receive, the better equipped we are
3 and the better we are able to tackle the issues
4 with the carriers.

5 And as I mentioned before, we've
6 received -- been fortunate enough to receive
7 significant financial assistance for our training
8 program. That's greatly appreciated.

9 And as I mentioned earlier in the
10 stages of the morning session, the North America
11 Rail Foundation is a non-profit foundation with
12 its original financial support provided by the
13 Brotherhood's Relief and Compensation Fund to
14 support rail industry, education, safety and
15 technology in Canada and the United States.

16 They've been with us for a
17 considerable amount of time and have provided all
18 segments of our organization with generous
19 assistance and support over the years. And I have
20 to thank again Brother Executive Director Phil
21 Sullivan of the Rail Foundation, Mark Robb,
22 President of Brotherhood Relief and Compensation
23 Fund for their ongoing support of this program.

24 I'd also like to thank Teamsters
25 Canada President Bouvier for his assistance and

1 support, and also Sister Bridget Sautille,
2 Teamsters Canada Education Director, who's been
3 with us since 2007, and many of you met her.
4 She's very dynamic. She's very good at what she
5 does, and she's a very great asset to our training
6 program.

7 So early in 2007, we established a
8 \$2.00 per month per member for our training. And
9 that came from inside the general fund because we
10 didn't have a training budget per se, so we set
11 that aside.

12 The Executive Board was fully on
13 board, very good service, so I believe this has
14 served us well over the past three and a half
15 years. But I'll have to say at this point in
16 time, and you'll see it through the submissions, I
17 think that we need a little increase in the dues
18 dedicated to the national office, and that is
19 specifically designed for training and education
20 and research.

21 So that submission will be coming
22 up later in the day or tomorrow, but it's one
23 thing that if you feel education and training is
24 important, we need some extra help to provide that
25 service.

1 Some additional projects were
2 undertaken. We established \$2,500 education
3 bursaries that have been provided on a yearly
4 basis for the children of our -- and grandchildren
5 of our members. To date, we've provided 60
6 post-secondary education bursaries for our members
7 and we've had terrific feedback.

8 And as you all know, if you're
9 parents, it's always nice to have a little bonus,
10 and we've had great interest in that program.

11 We also initiated a retirement
12 recognition program that we didn't have in the
13 past, and that was basically to acknowledge our
14 members' union membership and long service. And
15 to date, I think we've provided around 460
16 packages to our members and we've had some real
17 good feedback, sincere appreciation. Just a small
18 token of appreciation to say that -- for a job
19 well done.

20 I'd like to go the next point, is
21 if you recall early in 2007 we initiated a
22 card-signing campaign at CN Rail as well as five
23 other rail carriers in Canada.

24 Over the next year and a half and
25 well into 2009, 21 successful certifications were

1 filed, bringing our membership to around the
2 10,000 mark given the state of the economy. And
3 as you know, with the state of economy, if it's
4 down, our members are down. If it's running good,
5 the trains are running, our membership's up.

6 But we average, I'm guessing,
7 around the 10,000 mark which basically formed the
8 true multi-craft union, and we are now the largest
9 rail union in Canada and one of the things that
10 I'm just glad to be a part of because we've been
11 really successful in those areas.

12 Each new certification came with
13 its own challenges, and in those locations where
14 there was new general committees established, we
15 took the time. We provided interest-free loans
16 totalling approximately \$400,000, and with the
17 assistance of Teamsters Canada, we were able to
18 get each new general committee fully operational
19 and running immediately.

20 Additional financial assistance
21 has been provided to some general committees. It
22 was tough to start up, but as our by-laws provide,
23 each general committee remains fully autonomous in
24 all aspects, including the responsibility and
25 handling of their own dues and finances.

1 In addition, and in an effort to
2 provide a seamless transition for the CNCTY
3 members into the rail conference, the Executive
4 Board authorized establishing a new position of
5 Transition Director.

6 The position of Transition
7 Director would remain in effect until this
8 Convention, and thereafter be governed by the
9 decision of the Delegates in session.

10 And as you know, the position was
11 filled by proper election, and Brother Beatty was
12 elected and has filled the position over the last
13 two years.

14 I have thoroughly enjoyed working
15 with Brother Beatty and leave the decision as to
16 the future of that position in the hands of the
17 Delegates.

18 Negotiations with the major
19 carriers took up quite a considerable amount of
20 time over the past four years, and each set of
21 negotiations came with its own set of challenges.

22 Via Rail. Via Rail negotiations
23 started in 2007. Took over two years to bring
24 this to a conclusion. And for the Via members that
25 are here today, you remember it quite well.

1 Not surprising, Via Rail didn't
2 come to the negotiating table with good
3 intentions. In fact, instead of bargaining, they
4 chose to issue what we term as estoppel notices,
5 estoppel notices to change scheduling, overtime
6 provisions and other key issues in the collective
7 agreement.

8 This resulted in long delays in
9 the negotiating process, as a complaint of
10 bargaining in bad faith was filed against Via
11 Rail, resulting in a Board hearing, binding
12 arbitration and then, at the end, in an effort to
13 get an agreement, a strike and final and binding
14 arbitration.

15 The overall costs for the Via
16 negotiations totalled approximately 170,000 with
17 all the legal fees attached to that.

18 2008 saw the culmination of the CP
19 negotiations. That was a five-year deal which,
20 with the economic crisis that we all saw coming
21 through in 2008, the CP agreement has proven to be
22 a little cut above the other negotiated
23 settlements that are emanating in the last year
24 and a half.

25 During the same period of time,

1 Notice to Bargain with CN Locomotive Engineers was
2 given on September the 1st, 2008 and,
3 interestingly, the CNCTY certification was
4 completed on September the 2nd, 2008 after 18
5 months. 18 months we waited for the
6 certification. Usually it takes three weeks, so
7 we know who had their hand in the pie.

8 Anyways, with the commencement of
9 the CN negotiations, the drive was to open up the
10 CTY collective agreements by utilizing Sections 36
11 and 50 of the Canada Labour Code, and later in the
12 process we filed even a Section 18 application to
13 have both locomotive engineers and CTY at the
14 table together and bargain together, as is done at
15 CP now.

16 We utilized every legal avenue
17 that we had to line up these two agreements, but
18 CN didn't want to have anything to do with it and
19 they fought our initiatives every step of the
20 process.

21 This delayed negotiations for some
22 time and, in the end, we were unsuccessful,
23 unfortunately. Unsuccessful in lining up the
24 agreements at CN. And the CRB ruled in the
25 company's favour on each application.

1 Interesting. Another interesting.

2 Nevertheless, negotiations resumed
3 in August of 2009. Not surprising, little
4 progress was made.

5 CN had little interest in
6 negotiating a collective agreement and simply
7 wanted us to accept final and binding arbitration
8 on all the issues.

9 As many of you know, on November
10 23rd, 2008 CN advised that, effective 0001 on
11 November 28th they would arbitrarily change the
12 terms and conditions of the CN collective
13 agreement in two ways. Increase the mileage
14 worked by locomotive engineers from 3,800 to 4,300
15 and also provide for 1.5 percent wage increase.

16 Accepting arbitrarily imposed
17 changes to the collective agreement would have
18 been fatal, and accepting this attack didn't seem
19 to be much of an option.

20 The increase from 3,800 to 4,300
21 miles for locomotive engineers would have resulted
22 in approximately 220 jobs for locomotive engineers
23 being reduced and, with the ripple effect, as we
24 all know, 220 of our CTY members could, could --
25 and I emphasize could, depending on their

1 situation -- have been on the streets.

2 In any event, the decision was
3 made to strike. The Notice to Strike was to
4 coincide with the implementation of the arbitrary
5 changes to the CN collective agreements. And
6 although negotiations continued, no resolve was in
7 the making and the strike began on November 28th,
8 2009.

9 On December the 2nd, a Memorandum
10 of Settlement was structured which ended the
11 strike and put the outstanding issues of wages and
12 benefits to final and binding arbitration. But
13 any other issues had to be submitted to an
14 arbitrator but would require both parties'
15 consent.

16 That basically removed any chance
17 of the company being successful in achieving any
18 of their demands, but as we all know, limited our
19 ability to put things in front of the arbitrator
20 as well.

21 Some would say we should have
22 simply stayed on strike until the legislation
23 passed and just had the legislation forced upon
24 us, and there was a possibility there was very
25 limited opportunity for the company to be

1 successful. But from my involvement and my
2 perspective, and I feel very strongly that that
3 would not have been done in the best interests of
4 our members.

5 I believe that opening the door to
6 the company's demands, regardless of how far we
7 opened the door, was not an option.

8 Nevertheless, I want to again
9 thank Brother Phil Benson, who worked with us
10 during the entire process, was instrumental in
11 providing the ability to have our voices heard by
12 the MPs in Ottawa, and provided the entire
13 negotiating team with insight into the matter and
14 how the government was reacting, how the MPs were
15 reacting, what kind of feedback.

16 And again, thanks, Brother Phil.
17 Your assistance was greatly appreciated.

18 Over the course of the next two
19 years -- or over the course of the last two years,
20 I should say, we've been involved in what is
21 termed Asia Pacific Gateway Committee. And that's
22 a program initiated by Transport Canada relative
23 to the government's concern about the reliability
24 of the transportation supply chain and, in
25 particular, the Port of Vancouver.

1 This committee brought together
2 all the major shippers, the employers and the
3 unions involved in the Port of Vancouver, and
4 includes all modes of transportation.

5 Rail, truck, longshoremen were all
6 represented and it was an excellent opportunity to
7 meet, discuss issues related to all the segments
8 of the transportation industry.

9 Good contacts were made with the
10 other unions between the longshoremen in Vancouver
11 with the ability to share information, network and
12 get a flavour of their issues and then to get a
13 flavour of our issues and also to see how the rail
14 carriers are seen by the shippers.

15 This also opened a door to bring
16 up issues related to our members and give
17 Transport Canada and everyone some of the labour
18 relations issues that have developed at the two
19 major carriers in Canada, that is, CN and CP,
20 because they both service the Port of Vancouver.

21 Many of the shippers were very
22 interested, very, very interested -- and I was
23 surprised -- very interested in getting the
24 union's side of what was occurring in labour
25 relations on two of the biggest carriers in

1 Canada -- or the only two big carriers in Canada.

2 And it was interesting to listen
3 to their questions and provide them with some of
4 the insight into how CN and CP treat our members,
5 how they negotiate contracts, and why there is a
6 certain amount of unreliable in the transportation
7 industry into the Port of Vancouver.

8 It gave us an opportunity to
9 express the concerns of our members, such as the
10 culture of fear that has been quoted -- and I am
11 referring to CN Rail -- grievance procedures,
12 wholesale discharges, suspensions, intimidation,
13 harassment, constant violations of the collective
14 agreement -- and everybody at CN has seen that.
15 CP is seeing a little of it. The short lines are
16 seeing a little more of it, so it's spreading.

17 As we all know, CN is at the
18 forefront of the new management philosophy, and
19 with CP and VIA Rail waiting in the background,
20 they simply wait until CN makes a change, they
21 wait for the reaction from either the regulators
22 or other people, and then they put it into place.

23 The short lines are in the same
24 fashion. They just wait. They wait to see what
25 happens with the two big carriers, and they just

1 simply implement the same process. So it's an
2 interesting dynamic out there.

3 Just to switch gears here, in 2009
4 Teamsters Canada initiated what has been termed
5 the Youth Committee. We have representatives from
6 all joint councils, including the Rail Conference.

7 The committee consists of 15
8 individuals. It is designed to educate future
9 members, to build, strengthen, unify and secure
10 the future of the Teamsters, bridge the gap
11 between young and old, give a voice to the youth
12 within Teamsters, and organize a better future --
13 change perceptions. It has proven to be very
14 interesting.

15 I would like to take a moment just
16 to say that Brother Dallas Lang, who, I believe,
17 is standing in the corner -- Dallas, thank you --
18 is our representative on the Youth Committee, and
19 I am sure he would be happy to discuss any of the
20 issues related to the Youth Committee with you, if
21 you're interested.

22 We have tackled many issues on
23 behalf of the membership over the past four years,
24 many of which went through the General Committee
25 Initiatives, and this is reflected in the \$780,000

1 that we spent on legal fees in the last four
2 years.

3 I will just give you a flavour.
4 Some of the issues handled in the process, or that
5 are being handled in the process -- we have the
6 complaint with CN management being trained as
7 locomotive engineers and conductors on trains that
8 should be operated by our members; VIA Rail
9 bargaining in bad faith; the costs associated with
10 an attempt to line up the CN locomotive engineers
11 and CTY collective agreements, which revolves
12 around section 36.50 and section 18 of the Canada
13 Labour Code, with judicial reviews launched at
14 every step of the process to try and overturn the
15 decisions.

16 Changes implemented by CP on their
17 CP Drug and Alcohol Policy.

18 Changes implemented by CN to their
19 Drug and Alcohol Policy, as it pertains to
20 reinstatement contracts.

21 And the introduction of what is
22 termed now the hair follicle testing process. So
23 we are challenging that, as well -- another step
24 in the wrong direction.

25 Changes made to the CN pension

1 consent rules; VIA binding arbitration; VIA Rail
2 negotiations, strike and arbitration; CN Rail
3 negotiations, high-cost issue; the CN complaint to
4 the CRB for conductors; complaints of
5 discrimination at CN Rail.

6 And, without getting into great
7 detail, we had 21 certification applications.

8 In addition, we have utilized
9 legal counsel to provide services in the form of
10 many legal opinions for the general committees, to
11 address some of the concerns of our members
12 through the general committees.

13 CN and CTY negotiations are
14 currently in the conciliation process, with the
15 potential of a strike or a lockout in or around
16 September the 29th, 2010.

17 In any of the press releases that
18 you may have read, it is very obvious that CN is
19 not willing to negotiate, yet again, and if there
20 is another strike at CN, that will be four in five
21 years. Obviously, they have labour relations
22 problems.

23 As we all know, the financial
24 crisis in 2008 created a new set of challenges
25 when entering negotiations; not only for us, but

1 the entire labour movement in Canada.

2 And when you see the wage packages
3 out there, it's pretty easy to see the changes
4 that occurred since 2008.

5 The labour climate in Canada has
6 changed dramatically over the past few years.
7 Corporations are looking for maximum financial
8 gain, maximum employee performance, minimum pay,
9 minimum benefits, and minimum working conditions.

10 We see this as an erosion of the
11 ability of the working class to earn a decent
12 living, and a global effort to squeeze every drop
13 of productivity out of the employee and pay the
14 least amount possible.

15 This type of philosophy is
16 becoming more prevalent in today's society, and it
17 is only through, in our opinion, a sustained
18 commitment to the training and education of our
19 elected officers that we will be able to provide
20 the best protection for our members.

21 As Brother Geiger indicated this
22 morning, our brothers and sisters south of the
23 border are experiencing similar, if not harsher
24 treatment and change within the rail industry.
25 The regulators on both sides of the border, as

1 well as the top Class 1 carriers in North America,
2 as we all know, conspire regularly, looking for
3 the most favourable legislation and relaxation of
4 regulations to impose.

5 Most, if not all of these changes
6 are not favourable for our members.

7 With our common bond with the BLET
8 and the great working relationship, we have
9 initiated more intense discussions with the BLET
10 to utilize each other's resources and ideas to try
11 and stem the tide -- and excuse my description --
12 stem the tide of cruel and unusual change in the
13 rail industry. I believe that this will be a
14 powerful tool for us on both sides of the border
15 in levelling the playing field between us and the
16 rail carriers, and it will be a great asset to
17 both organizations. It will give us a much
18 broader view of finding solutions to protect our
19 members in the rail industry on a North American
20 basis.

21 In coming to the end of my report,
22 I would like to say that we have launched many
23 initiatives, tackled many issues, and made many
24 changes over the past four years, and with our
25 members' support, we will continue building the

1 future.

2 All I can ask is, over the next
3 three days, let's tackle the issues before us.
4 After the votes are counted, decisions are made
5 final, and we all commit to stand in solidarity
6 for the best interests of our membership.

7 It has been a great pleasure to
8 work with Brothers Finnson and Flegel and all the
9 members of the Executive Board, and I sincerely
10 believe that it's with everybody's hard work and
11 sincere efforts that I am able to say that the
12 state of the Rail Conference is stable,
13 financially solvent, and in the mainstream of
14 organized labour.

15 I would also like to take a moment
16 to sincerely thank our office staff -- many of you
17 know them personally -- Lynne Robillard, Shelley
18 Moore and Elaine Petal -- for their hard work and
19 dedication over the past four years. It has been
20 extremely busy and stressful at times, and their
21 efforts are, indeed, appreciated.

22 In closing, I want to leave a
23 quote with you, and it is a quote from Clarence
24 Darrow, the famous attorney. He said:

25 "With all their faults, trade

1 unions have done more for
2 humanity than any other
3 organization of man that ever
4 existed. They have done more
5 for decency, more for
6 honesty, for education, for
7 the betterment of the race,
8 for the developing of
9 character in men, than any
10 other association known to
11 man."

12 I am very proud to be a part of
13 this union, and I thank you for the opportunity to
14 serve as your president for the past four years.
15 Thank you.

16 --- Applause

17 PRESIDENT SHEWCHUK: Thank you,
18 brothers and sisters.

19 At this time I will call on our
20 Vice-President, Brother Finnson, for his report.

21 DELEGATE FINNISON: Thank you,
22 Brother Shewchuk.

23 Brothers and sisters, honoured
24 guests, Executive Board members and Brother
25 President, I feel privileged to be here today,

1 privileged to be a part of this organization, and
2 I am proud to present my convention report.

3 Our election in February 2007 was
4 a significant time for me. It was an opportunity
5 for me to be a part of something as eventful as
6 the first rank-and-file membership election for
7 national officers, and to be elected with
8 like-minded people who are committed to
9 modernizing, growing, strengthening and
10 solidifying our union, and who were elected with
11 that mandate.

12 I am astonished that the time has
13 passed so quickly since our last election, and I
14 am proud to report that the TCRC has modernized,
15 we have grown, and we are stronger. We have
16 solidified our place in history for a variety of
17 reasons, but particularly for the unification of
18 the running trades in Canada, something that
19 railroad memberships have been fighting for for
20 over 60 years.

21 Combined with the other skilled
22 trades and crafts, the TCRC is now the premier
23 multi-craft union in the rail industry, which also
24 includes the movement of passengers in the bus and
25 commuter rail segments.

1 We very quickly found ourselves
2 involved in a number of certifications, and my
3 role involved a variety of tasks, from card
4 signing meetings to organizing the membership into
5 the appropriate divisions or general committees,
6 helping to establish divisions of, in some cases,
7 the general committees, and in some situations
8 administering the elections of officers and the
9 filling of vacancies.

10 At CN, to facilitate timely
11 elections for the new general committees, we
12 utilized an electronic online voting system, which
13 worked quite well, and which we found to be very
14 efficient.

15 One of the earliest certifications
16 proved to be a very rewarding and enlightening
17 experience for me. I was sent up to North Bay,
18 Ontario to set up a division and negotiate a
19 contract, as 55 motor coach operators had voted to
20 join the TCRC. The members had voted 100 percent
21 in favour of a strike vote -- a 100 percent strike
22 vote mandate -- a remarkable demonstration of
23 their solidarity.

24 They also joined the Teamsters
25 Canada strike fund, which was a very good

1 decision -- a very good decision.

2 When the employer, in this case a
3 Crown corporation for the Ontario government,
4 refused to address the members' issues, they took
5 strike action on September 29th, 2007. They
6 manned the lines through some of the worst weather
7 and some of the worst possible odds. These
8 members were remarkable. They stayed the course,
9 remained committed to their values and objectives,
10 and they worked those picket lines.

11 They staged rallies, worked the
12 provincial politicians' offices, and even shut
13 down the rail shops for a few days. That was very
14 impressive.

15 I've got to tell you, they set the
16 lines up at 7 o'clock in the morning, and the last
17 CAW member finally got to work at 1430, just in
18 time to turn around and go home. They were
19 squeezing the employer pretty well.

20 The Teamsters' truck from Montreal
21 made the rounds several times, and really raised a
22 few eyebrows in Timmins, North Bay and Sudbury.

23 While we had a few dust-ups, and
24 the odd vehicle was showed the consequences of
25 trying to run through our picket lines, for the

1 most part the public in northern Ontario embraced
2 these members.

3 Almost 11 weeks on the picket line
4 resulted in the employer finally bellying up to
5 the table and coming to terms with an agreement,
6 which addressed almost every issue in favour of
7 those members.

8 It was a remarkable journey and I
9 am so proud to have been there and involved, and
10 to call them our sisters and brothers, who want to
11 strike against all odds, who formed Division 910,
12 and who now sit here today with a delegate to this
13 convention.

14 Throughout 2007 I continued
15 assisting the general chairs at CP with
16 negotiations, and I am presently involved in two
17 other sets of bargaining, assisting both running
18 trades crafts at Algoma Central and, also, the
19 general committee representing the shops and the
20 rail members at Bombardier.

21 From 2007 to earlier this year I
22 was a representative on the CP Pension
23 Administration Committee. However, recently,
24 Brother Dave Olson was elected to fill that
25 position.

1 Throughout that time I worked
2 closely with the CP Pensioners' Association, and I
3 found the pensioners to be very close allies. I
4 particularly admire and respect Brother Henry
5 Thiessen, who is the pensioner rep on the Pension
6 Committee.

7 I think that the pensioners'
8 associations are groups that we should work
9 closely with and support as much as we can.

10 From 2007 to the present I have
11 been on the Return to Work Policy Committee at CP,
12 representing the membership in the disability
13 accommodation process. This has proven to be a
14 significant challenge, as the employers
15 dramatically changed their commitment to the
16 accommodation process, and this has caused all
17 five of our CP general committees to file a joint
18 policy grievance, together with the CP Police
19 Association and the IBEW, to fight CP against the
20 unilateral changes they have made to the agreed
21 upon policy and process.

22 It is unfortunate that the
23 remaining unions at CP didn't join together with
24 us or file their own grievances; however, our
25 coalition remains strong and we are going to carry

1 the fight for all of the unionized employees at
2 CP.

3 Together with the IBEW, I signed a
4 policy grievance against CP's new substance
5 testing policy on behalf of all five of our
6 general committees at CP. We received a
7 favourable arbitrator's decision when we dealt
8 solely with the employer's preliminary objections,
9 and soon after I was able to assist the General
10 Chairman to negotiate a grievance settlement
11 satisfactory to all five general committees and
12 the IBEW members, as well.

13 I have participated in three
14 boards of review pertaining to material changes in
15 working conditions. To my knowledge, two were
16 settled satisfactorily, and one went to
17 arbitration and received a favourable award.

18 I have represented the TCRC in
19 defending two court actions, one is completed and
20 one remains ongoing.

21 I am assigned to the newsletter
22 project, which has shown to be an extremely
23 time-consuming and difficult assignment. The
24 newsletters we have published have received
25 positive reviews and feedback, and I am confident

1 that we will be able to publish another newsletter
2 before the end of 2010.

3 However, newsletters, by nature,
4 report past events and are rarely publishing news
5 that has not already been distributed through
6 electronic means. I am confident that we can meet
7 and exceed the necessity to distribute news
8 throughout the membership by using a more modern
9 and cost-effective method of communication.

10 The Bylaws Committee has dealt
11 with the submission and has prepared a
12 recommendation regarding the newsletter, and I
13 urge you to actively participate in that
14 discussion.

15 Training and education has been my
16 primary assignment since 2007, and I am pleased to
17 report that our training program is now well
18 established, with a solid foundation upon which to
19 build.

20 The commitment to training and
21 education was part of our mandate in 2007, and
22 with the unwavering support and leadership of
23 President Shewchuk, we have been able to expand
24 our training each year.

25 Those of you who have attended the

1 Level 1 course have already heard this; however, I
2 suggest, if you walk away remembering anything
3 from today, that you remember this quote from
4 Ralph Nader:

5 "I start with the premise
6 that the function of
7 leadership is to produce more
8 leaders, not more followers."

9 That describes the reality of
10 where our union presently is. We are committed to
11 producing more leaders throughout the
12 organization, through multiple levels of training,
13 ongoing support, structured skill development, and
14 the use of effective research tools and
15 techniques.

16 Our plans include the electronic
17 archiving of historical files, creating a
18 centralized system of data warehousing, and
19 modernizing an electronic file management and
20 communications system, along with expanded use of
21 internet and intranet technology.

22 We are going to continue to
23 improve and modernize our operations through a
24 well planned and systematic introduction of new
25 systems and procedures that can be used by all

1 elected officers throughout the organization, so
2 that they can be as effective and efficient as
3 possible.

4 That is the reality of who we are,
5 that is the reality of where we are prepared to
6 go.

7 The initial training efforts began
8 in 2007, with President Shewchuk and myself
9 presenting to four of the general committees while
10 they were in session. This was a one-day
11 presentation. Subjects ranged from the essential
12 duties of a local chair, including informal
13 investigations and the filing of grievances, right
14 through to the explanation of the railroad
15 arbitration process, some collective bargaining
16 discussions, and lots of discussions about where
17 we needed to go with training, and what we needed
18 to do to develop our training program throughout
19 the organization.

20 These meetings were as informative
21 for us as they were for the local chairs. These
22 discussions provided us with a good basis on which
23 to develop our Level 1 course and material.

24 The 2007 training program totalled
25 76 participants.

1 In 2008, our first training
2 session was a one-day workshop on the issue of
3 substance testing, with instruction by Denis
4 Ellickson, who many of you know as a very
5 experienced labour lawyer and a good friend of
6 ours. This was attended by 31 elected officers,
7 including provincial legislative board chairs,
8 general chairs and their executives, along with
9 some of the more experienced division officers.

10 It was also attended by our CN
11 brothers from Edmonton, who had not yet joined the
12 TCRC, but who were facing some challenges and
13 needed the same information.

14 There were two more general
15 committees in session that year. Each one
16 received a one-day session that was more thorough
17 than the previous year, and was essentially the
18 condensed Level 1 course, and manuals were handed
19 out for their later reference.

20 2008 was when we established and
21 rolled out our formal three-day Level 1 sessions,
22 with instruction to 83 division officers. We
23 received a lot of positive feedback and excellent
24 comments on areas that we needed to adjust and
25 improve. Each participant received a manual to

1 take home and use as a reference.

2 The 2008 training program totalled
3 160 participants.

4 In 2009, we hosted a one-day
5 course for the General Chairman and Provincial
6 Legislative Board Chairman on using Microsoft
7 Outlook, which included a time management aspect.

8 Brother Flegel hosted a training
9 session for all of the general committees'
10 secretary-treasurers, and they also received the
11 one-day course on Microsoft Outlook.

12 2009 saw the expansion of our
13 Level 1 course to 136 division officers, who were
14 trained in six sessions across Canada.

15 We also began to train three of
16 our own trainers, who would eventually take over
17 the Level 1 instruction.

18 The 2009 training program totalled
19 175 participants.

20 2010 has been, by far, our most
21 aggressive training schedule yet. Four general
22 committees were in session and received the
23 one-day course. Six provincial legislative boards
24 were in session, and they received the one-day
25 course from Brother Don Ashley, who is an

1 incredible resource and a valuable addition to our
2 training program.

3 Three other trainers hosted seven
4 three-day Level 1 sessions, instructing a total of
5 109 division officers.

6 Legislative representatives within
7 B.C. attended a one-day workshop on Workers'
8 Compensation. The instruction was by the Workers'
9 Advocate Office in Richmond, B.C.

10 In 2010 we introduced two Level 2
11 courses, one each for the local chairs and
12 legislative representatives. These are five-day
13 courses. We had 10 participants in each course.
14 They were pilot projects.

15 The feedback so far has been very
16 good, and this is a valuable addition to the
17 training program.

18 Hopefully, with the appropriate
19 funding, these Level 2 courses will become a
20 regular feature, similar to the Level 1 course.
21 We are ready to schedule three of these sessions
22 in early 2011, two LC and one LR; however, they
23 are very expensive, and before committing to the
24 session dates we need to determine the funding
25 source.

1 There is one more general
2 committee to be in session later this year, and
3 that will wrap up our 2010 training program.

4 The 2010 training program, to
5 date, has totalled 297 participants.

6 In summary, since our 2007 program
7 targeted elected officers throughout the entire
8 organization, we have introduced and utilized
9 one-day, three-day and five-day sessions to
10 provide a cross-section of training and
11 instruction to as many officers as possible,
12 escalating the numbers each year as the program
13 matures.

14 That method of delivery is sound,
15 and we have enough experience now that we can
16 predict, with a large degree of certainty, the
17 costs associated with additional courses
18 throughout the program.

19 Our immediate requirement is to
20 continue with the Level 1 courses, as they are the
21 mainstay of our program. We will continue to
22 provide one-day training for each general
23 committee while in session. We will expand on the
24 delivery of the Level 2 courses to provide for
25 elected division officers to advance through the

1 program and continue their skill development. And
2 we will expand the division officer training
3 sessions to include the Division President and the
4 Division Secretary-Treasurer.

5 However, our union needs to
6 continue development of the training program, with
7 expansion to include course subjects such as, but
8 not limited to, new member orientation,
9 communication strategies, collective bargaining,
10 facing assertive management, quality of work life
11 and worker participation programs in general --
12 which has reared its ugly head again recently --
13 harassment and bullying -- which our members face
14 every week -- health and safety, pensions and
15 benefits, and the list goes on.

16 The reality is, there are many
17 issues that our membership is facing and will
18 continue to face, so our elected officers
19 throughout the organization must be knowledgeable
20 and skilled in as many of these subjects as
21 possible. To ignore that requirement would be
22 fatal.

23 Our program has matured to the
24 point where we need to dedicate funding for
25 training in order to expand the type and frequency

1 of the courses, but most importantly to ensure
2 that the program is sustainable.

3 There is a submission to establish
4 and maintain an Education, Training and Strategic
5 Planning Fund. The Bylaws Committee has prepared
6 their corresponding recommendation, and I urge you
7 to actively participate in that discussion.

8 I would be remiss if I did not
9 acknowledge the unbelievable support that we have
10 received from the North American Railway
11 Foundation, NARF, and the Brotherhood of Relief
12 and Compensation, BRCF. They are truly brothers
13 and sisters to us all.

14 I want to take this opportunity to
15 publicly announce that NARF has accepted our
16 training proposal for 2011, which, if we are able
17 to fully implement it, has them subsidizing our
18 training program to the amount of \$118,000 next
19 year.

20 Our courses and our training
21 material -- we would have to spend somewhere
22 between \$520,000 to \$550,000 in order to receive
23 the entire amount from NARF. In my view, it's a
24 good deal no matter how you look at it.

25 My personal thanks go to Brothers

1 Ashley, Donnegan, Barr and Moore for stepping up
2 to the plate and accepting the challenge to become
3 our first trainers. Their perseverance,
4 dedication and professionalism in their work as
5 our trainers has been a big part of the training
6 program's success to date.

7 I must also recognize Sister
8 Brigitte Sottile, Director for Training for
9 Teamsters Canada, for her guidance and assistance,
10 and particularly her phenomenal skill in training
11 and certifying our trainers. We are a stronger
12 union when she is on our side.

13 In closing, I also express my
14 appreciation, and thanks for its unwavering
15 support, to the Executive Board for all the
16 initiatives that we have implemented. I
17 particularly want to thank Brothers Shewchuk and
18 Flegel for their guidance and leadership, and for
19 being so supportive the last four years.

20 And, most importantly, I wish to
21 thank each of you for your support and for the
22 privilege of working for you and the remainder of
23 the membership these last four years.

24 Thank you very much.

25 --- Applause

1 PRESIDENT SHEWCHUK: Thank you.
2 Now I will call on Brother Flegel,
3 the Secretary-Treasurer, to provide us with his
4 report.

5 SECRETARY-TREASURER FLEGEL:
6 Brothers and sisters, honoured guests, Executive
7 Board Members and Brother President, welcome to
8 the 2010 Teamsters' Rail Convention.

9 I hope that everyone has settled
10 in and is ready to work for the next couple of
11 days, as we are building the future for the TCRC
12 and it is very important.

13 Before I start, I want to thank
14 Brother Eichel and Local Union 362 for bringing
15 their Teamsters' truck in front of the hotel
16 yesterday and today. It is much appreciated.

17 I don't know if you have been
18 walking around this area, with the way the roads
19 are, but I don't even know how you could pull a
20 truck in there. Nevertheless, they did, and we
21 really appreciate the fact that they made that
22 extra effort to get that in.

23 It is an honour to be in front of
24 you today as the Secretary-Treasurer of the
25 Teamsters Canada Rail Conference. As a position,

1 the Secretary-Treasurer is elected by the general
2 membership, and I have not had an opportunity to
3 say thank you. It is only at the end of the term
4 where I can extend my thanks for being elected to
5 this position.

6 As the report on the financial
7 business will be done later in the convention, at
8 that time I will take the opportunity to go into
9 more detail on the membership numbers, as well as
10 the finances of the TCRC.

11 My history in the union, which has
12 spanned over 25 years, has taken me from division,
13 to general committee, to national levels. Each
14 segment has its challenges, and the position of
15 national Secretary-Treasurer has, by far, been my
16 greatest challenge. The past four years have gone
17 by very quickly, fulfilling and rewarding.

18 I am proud to be a part of this
19 Executive Board, as a number of positive steps
20 were taken by the Board to grow the union. The
21 Executive Board has worked closely on many items,
22 not always agreeing, and sometimes there is lively
23 debate, but it has worked toward the common goal
24 of providing the best representation possible for
25 the membership.

1 When I was vice-chairman in my
2 general committee, the Executive would get
3 together once a year to set the budget for the
4 next year. The Executive Board has applied these
5 principles, and now has a budget which we utilize
6 to provide programs to the members.

7 It is only through the budget
8 process that we are able to plan the expenditures
9 for the year, which are spread out through the
10 year, and allow the training program for division
11 executives.

12 At present, the Executive Board
13 has budgeted \$2 per member per month, with an
14 expenditure of about \$350,000 in 2010. In order
15 to continue this type of expenditure, the
16 delegates will have to debate the direction of the
17 training and the funding. Funding is always
18 important for any program, as there is no use in
19 executing a plan without the corresponding
20 financial plan in place.

21 There is a resolution for a
22 Strategic Planning and Training Fund, which will
23 open the debate on the subject.

24 As training for division officers
25 is conducted in the first three months of the

1 year, with funds expected to be received during
2 the year, a plan for funding is essential.

3 The Executive Board wholeheartedly
4 agree with the training program and we are looking
5 to the next step in order to provide additional
6 levels of training. The funding for training has
7 been supported by Teamsters Canada as well as
8 NARF.

9 At this point, just like the rest
10 of the Executive -- and it goes to show how much
11 we value what we received from Brother Mark Robb
12 with the BR&CF and Philip Sullivan with NARF.
13 They have helped so much with many of the projects
14 for the TCRC and it's much appreciated.

15 NARF has actually provided funding
16 for the audiovisual -- they paid a portion of the
17 audiovisual which is fairly expensive for the
18 convention. We appreciate that as well.

19 With about \$3.8 million in revenue
20 a year, about the same amount in expenditures, we
21 are constantly keeping track of the finances for
22 the union. The union is responsible for spending
23 the members' money wisely which I believe we have
24 done over the last term.

25 We have lived within our means

1 during a period in which the industry took a major
2 downturn, including membership numbers.

3 Even with the lower membership
4 numbers we have managed to maintain a positive
5 balance going forward.

6 We have also looked at all the
7 spending and focus on different areas which have
8 provided the most impact for the average member.
9 We have looked for ways to improve on the
10 operation and have taken steps to be more
11 efficient.

12 Early in our term we moved the
13 office from our old location on Metcalfe Street to
14 a couple of blocks away to Albert Street.
15 Although the move was a relatively short distance,
16 the impact on cost was immense and we saved
17 several thousands of dollars a year in rent alone
18 as well as gaining a more effective work space.

19 We needed to change our audit firm
20 to someone in the Ottawa area, interviewed
21 different accounting firms and decided on Scott
22 Rankin & Gardiner who has now joined with Deloitte
23 & Touche.

24 The change to a local accounting
25 firm has been positive with constant contact

1 during the year and a more comprehensive audit
2 process.

3 We have introduced improved
4 accounting and approval processes for the
5 operation of the office which would conform to the
6 standards set by the auditors. As such the
7 accounting standards have allowed for a smoother
8 audit every year.

9 The national office has
10 implemented databases which are used on a daily
11 basis to keep track of our daily needs for the
12 operation of the national office and our new
13 convention database has shown to be valuable for
14 this convention.

15 In conjunction with the database,
16 I have created Excel spreadsheets which are used
17 on the national general committee and division
18 levels.

19 The office is also moving to more
20 electronic recordkeeping and a plan to use a
21 database to assist with dues records and to have a
22 resolution in the package for you to deliberate.

23 My term as secretary treasurer has
24 provided varied experiences throughout the term
25 and there is never a dull moment. Whenever we are

1 planning the payment for training, bursaries,
2 negotiations, strikes or the convention, there is
3 always a lot to do and many things still to do.
4 And when it comes to the money there is always an
5 urgency to have it done sooner than later.

6 For the past year we have worked
7 on the convention and the past weeks have been
8 extremely busy. The convention is a major
9 undertaking every four years and is funded by the
10 \$2.00 per member per month that is held in a
11 separate fund.

12 This year the convention is
13 expected to cost close to one million dollars
14 which comprise the delegates' wages, expenses,
15 travel and actual convention costs.

16 I want to thank the members of
17 UNITE HERE, Local 47 who are the union members
18 here in the hotel, the Chateau Lacombe, as they
19 have worked with us on every aspect of the
20 convention to ensure that we have a successful
21 convention.

22 Also at the convention we have
23 partnered with Teamsters Quebec Women's Caucus in
24 raising funds for the Canadian Breast Cancer
25 Foundation. The Toonie bar last night was funded

1 by the TCRC and all of the Toonies will be donated
2 to this charity.

3 We also have a raffle for a \$5.00
4 donation to charity. You will receive a ticket
5 for the raffle which will be drawn on Thursday.
6 There are great items in the raffle and I
7 encourage you to donate. Get a ticket as there
8 are a thousand printed.

9 The TCRC have purchased a replica
10 railway clock.

11 And I want to thank Uniglobe Geo
12 Travel, the travel agent that provided -- that
13 helped us with arranging your travel to get here.
14 They donated a seven night stay in Orlando,
15 Florida and the Chateau Lacombe have also donated
16 a stay at the hotel.

17 Please look for the table and to
18 the raffle and there will be also -- tickets will
19 be available in the Lacombe room, the convention
20 office.

21 As a union we focus on suppliers
22 for Canadian union-made items, union made and are
23 "Made in the United States". We are fortunate to
24 have a supplier in Ottawa area which is always on
25 the lookout for items which are union made. I

1 believe we should be supporting our Sisters and
2 Brothers whenever we can.

3 The success of an organization is
4 not measured by one person alone. I have been
5 fortunate to work with Brothers Shewchuk,
6 Flegel -- Flegel -- Brothers Shewchuk, Finnson and
7 Wheten. I usually say that -- closely over the
8 past few years and with additional members of the
9 Executive Board.

10 All of us bring something to the
11 organization which provide the strength and
12 leadership which is expected by our members.

13 I thank all of them for providing
14 the opportunity to grow in the secretary treasurer
15 position and the guidance to become effective and
16 efficient.

17 We all know the backbone of an
18 organization is the office staff as they are
19 holding down the fort on a daily basis when the
20 officers are not in the office.

21 Line, Shelley and Elaine have been
22 an immense help over the past few years and I want
23 to thank them at this time.

24 Last but not least, the members
25 are the reason we are all here. I want to say the

1 past four years have been great. I want to
2 sincerely thank you for the opportunity to serve.

3 Thanks.

4 --- Applause

5 PRESIDENT SHEWCHUK: So at this
6 point I will call for Brother Wheten, National
7 Legislative Director, to provide us with his
8 report.

9 NATIONAL LEGISLATIVE DIRECTOR

10 WHETEN: Well, my luck is still holding, the last
11 of seven speakers.

12 --- Laughter

13 NATIONAL LEGISLATIVE DIRECTOR

14 WHETEN: The time police told me this morning I
15 had 15 minutes to tell you what I have been doing
16 for the last four years. On top of that I had to
17 go to the washroom -- just kidding.

18 I thought it may wake some of you
19 guys up there for a few minutes, but I will get
20 this in as quickly as I can.

21 Brothers and Sisters, fellow
22 officers, distinguished guests and friends, good
23 afternoon and welcome to our second national TCRC
24 convention. It's always enjoyable to see familiar
25 faces and acquaintances and I'm looking forward to

1 meeting many of the new union reps who will be the
2 future of our organization.

3 This afternoon I would like to
4 give you a brief outline of a few of the
5 activities of the National Legislative Board over
6 the past term. Before doing so I would like to
7 explain the structure of the legislative
8 department so that you might understand our
9 function within the union a little bit better
10 because we are -- well, we like to think we are
11 the quieter side of the union.

12 The National Legislative Board
13 consists of the National Legislative Director as
14 the Chair and provincial legislative chairmen as
15 members. There are provincial legislative boards
16 in every province except Nova Scotia and B.C.

17 All of the provincial boards
18 provide full legislative services to the members
19 of their respective provinces. The NLB elects an
20 executive tri-annually consisting of a first vice
21 chair, second vice-chair, second vice chair and
22 secretary treasurer.

23 At the present time Brother Tom
24 Handkamer, Legislative Chair for Manitoba, is the
25 First Vice Chair. Brother Lindon Isaac from

1 Saskatchewan is the Second Vice Chair and Brother
2 Wade Mullen from New Brunswick is our Secretary
3 Treasurer.

4 Our board consists mainly to deal
5 with legislative acts, regulations and rules
6 related to labour and railway operations. Of
7 particular significance is that as railway
8 stakeholders we have input into proposed changes
9 to the railway acts and regulations, and that's
10 key.

11 Of particular significance is
12 that -- I'm sorry.

13 To do this we work with federal
14 railway regulators, mainly Transport Canada and
15 the Transport Safety Board.

16 We also consult with the
17 regulatory departments of the various railways and
18 the Railway Association of Canada. Needless to
19 say, dealing with the railways and the Railway
20 Association of Canada can be a challenge at times.

21 Our board is also a legislative
22 resource for the Executive Board, general
23 committees, divisions and individual members. On
24 any given day in the office in Ottawa we can be
25 very busy communicating with the various entities

1 within the TCRC.

2 Provincial legislative boards deal
3 with comparable provincial ministries. It should
4 also be noted that provincial boards also assist
5 our members who file workers' compensation cases
6 for injuries suffered at work. We seem to still
7 have a problem with some of our members in some of
8 the divisions not knowing that the provincial
9 legislative boards do provide WCB assistance.

10 I would like to recognize Mr. Don
11 Ashley because he is our WCB expert, so to say.

12 Don, if you could stand up for a
13 second, please?

14 Give him a hand. He does a lot of
15 work for us.

16 --- Applause

17 NATIONAL LEGISLATIVE DIRECTOR

18 WHETEN: The National Legislative Board meets at
19 least twice a year and more often if required. It
20 has been a practice over the past few years to add
21 a training component of a day or two of each of
22 our meetings since we were together. Anyway, this
23 has worked well for us in managing training costs.

24 Now, I would like to review a few
25 of the activities of the National Legislative

1 Board over the past four years.

2 I am going to mention a rewrite of
3 the Canadian Rail Operating Rules, the Railway
4 Safety Act review and a Suicide Critical Incident
5 Study that is being done by Transport Canada by
6 the University of Montreal.

7 A rewrite of the Canadian Rail
8 Operating Rules: Transport Canada issued an order
9 to the railways in the spring of 2007 to undertake
10 a major rewrite of the Canadian Rail Operating
11 Rules.

12 Transport Canada felt many of the
13 rules were redundant and there were too many new
14 rules contained in the Railway's General Operating
15 Instructions that should have been moved into the
16 Canadian Rail Operating Rules.

17 In addition, both Transport Canada
18 and railways wanted to combine, clarify, update
19 and expand a number of rules. The railways
20 through the Railway Association of Canada put
21 together a rules package and referred it to us for
22 our comments.

23 As stakeholders we have 60 days to
24 review any proposed changes in rules or
25 regulations and make recommendations.

1 We selected four provincial
2 legislative chairmen and the general chairmen
3 appointed two representatives to form a committee
4 to review the proposed Rules package and formulate
5 our response to the Railway Association of Canada
6 and Transport Canada.

7 The committee met for a week and
8 gave us their recommendations. Because this
9 initiative was so important, rather than providing
10 just a written response we chose to meet with
11 Transport Canada and the RAC to discuss the new
12 rule package as a whole and to discuss our
13 recommendations.

14 Tom Handkamer from Manitoba, Paul
15 White from Saskatchewan, Shelly Brownlee, then
16 Vice Chair of the Rail Canada Traffic Controllers
17 and I represented the TCRC at this meeting.

18 We had a very good exchange with
19 the railways and the RAC but were left with four
20 rule changes that we could not agree on.
21 Considering the number of changes contained in the
22 document we thought that wasn't too bad.

23 A couple of the rules that I do
24 want to mention is the transfer rule that states
25 in CTC that transfers can run without air. We

1 objected strenuously to that. I thought Tom
2 Handkamer was going to pop a cork, to be honest
3 with you.

4 You guys are a tough bunch.

5 --- Laughter

6 NATIONAL LEGISLATIVE DIRECTOR

7 WHETEN: Anyway, what we did do to offset that a
8 bit is that we have entered into the rule that if
9 the locomotive engineer feels that he needs air,
10 he can ask for air.

11 I have had a couple of calls in
12 the office on that from managers saying that the
13 locomotive engineer was refusing and he was a
14 qualified locomotive engineer himself and he felt
15 he could go. I said, "Well, read the rule".

16 The other one was that we were
17 very concerned about was Rule 672 and 849 allowing
18 the RTC to give a train an authority into a block
19 where a track foreman had a track occupancy
20 permit.

21 First of all, we objected to the
22 rule as a whole. We didn't feel that the RTC
23 should be giving -- and no reflection to the RTC.
24 They have to do their job according to the rules
25 but should be giving somebody a clear signal into

1 a block where a foreman had a track occupancy
2 permit.

3 But the other thing that bothered
4 us was they were going to be able -- the RTC was
5 going to be able to give you a signal 50, 60, 70
6 miles away if you were leaving the terminal, for
7 crying out loud.

8 You know, they seem to think that
9 there is nothing going on in the cab. They really
10 do. You know, that they can give you more and
11 more to do.

12 We spoke earlier there about a
13 single person crew. To be honest with you, that
14 would be a very dangerous and a very difficult
15 undertaking.

16 In any case they did go forward
17 with that rule, but what we were able to do was
18 get a change that said that the RTC could only
19 give you that order as you entered the last block
20 before the foreman. So heaven forbid the crew
21 forgot. You might if you were a couple of hours
22 getting there.

23 The RTC would call you up after
24 the leading piece of equipment entered the last
25 block before the foreman and say, "Well, I guess

1 there is a form that you make out". I don't know
2 what's going on in the field and what you use for
3 a form, to be honest with you. We just dealt with
4 the rule.

5 And he would say, "Well, foreman
6 so-and-so has worked within the limit and I'm
7 going to give you a clear signal" and then you
8 will call the foreman and clear it. But at least
9 it's better than coming around the curve and
10 looking at a green light and enter on a
11 foreman's -- so anyway that was what the --

12 Now, I would like to address the
13 Railway Safety Act review.

14 A major review of the Railway
15 Safety Act began in fall of 2006. This review was
16 a result of 105 main track derailments that
17 occurred at CN in 2005.

18 As a result of this two safety
19 audits were done by Transport Canada at CN and an
20 audit was done that was performed at CP also. All
21 three audits uncovered a high percentage of
22 defects of both railways, particularly CN.

23 Coincidentally, an investigative
24 television show, W5, produced a program relative
25 to railway safety which brought the matter to the

1 attention of the public.

2 What happened was W5 asked the
3 Minister of Transport -- they did a show on rail
4 safety but they also interviewed the Minister of
5 Transport and they asked him if he knew about the
6 audits. He had to answer "no" because his
7 staff -- normally, if you have an interview, any
8 of the ministers have an interview, their staff
9 prepares them for it and gives them a lot of
10 information. The staff hadn't prepared him and he
11 didn't even know about the audits. He was
12 extremely embarrassed. It was my understanding he
13 let a few of his staff go.

14 But anyway in the fall of 2006 a
15 Rail Safety Review Committee was appointed by the
16 federal government. Their mandate was to
17 investigate all matters pertaining to rail safety
18 in Canada and report back to Parliament.

19 The review panel consisted of four
20 members and was chaired by the Honourable Doug
21 Lewis, a former federal Transport minister. The
22 TCRC was represented at nearly all of the 15
23 hearings that were held at locations across
24 Canada.

25 I personally attended four

1 hearings. Provincial legislative chairs attended
2 many of these hearings also.

3 Among others, individual railway
4 employees and relatives of employees killed and
5 injured on the job appeared at the meetings.

6 A true picture of rail safety or
7 perhaps I should say a lack of rail safety quickly
8 surfaced. Most notably, the widows and the sister
9 of the employees killed in the Lillooet accident
10 presented at a number of hearings. Their
11 testimony was very moving to say the least.

12 The panel commented on the large
13 number of railway employees who appeared before
14 them, especially employees from CN.

15 In addition to the public
16 hearings, the review panel held private hearings
17 with interested parties which of course included
18 the railways and their unions. Brother Rob Smith
19 and I attended two such meetings with the panel.
20 I also attended the meeting which included all the
21 railway unions.

22 In March of 2008 the panel tabled
23 their report which included 56 recommendations.
24 Not to be outdone by the review panel, the
25 Standing Committee on Transport, Infrastructure

1 and Communities tabled 16 recommendations at about
2 the same time.

3 Could you give me that water,
4 please?

5 --- Pause

6 NATIONAL LEGISLATIVE DIRECTOR
7 WHETEN: Thank you.

8 Of significance was the topic of
9 random drug and alcohol testing for railway
10 employees. This was aggressively pushed forward
11 by some of the railways, especially CN.

12 Our argument against random drug
13 testing was that in a sense there is random drug
14 testing in place on the railways already given the
15 nature of the industry. That is to say that one
16 never knows when an incident may occur and the
17 railways, especially CN, are very aggressive in
18 testing crews even after a very minor incident.
19 In a sense this is random drug testing.

20 We also tried to bring home that
21 the cost of testing was now borne by the employer.
22 If the panel recommended random drug testing and
23 it came to be, they could be assured that testing
24 costs would be very expensive and would rise since
25 the federal government would be bearing the cost.

1 There was also some doubt as to
2 whether the random drug and alcohol testing would
3 stand a Charter of Rights and Freedoms challenge.

4 We were very relieved when the
5 RSA, when the Railway Safety Act Review Panel did
6 not recommend random drug and alcohol testing in
7 their report. They explained that they weren't
8 sure that random drug and alcohol testing would
9 stand up under a Charter of Rights and Freedoms
10 challenge. And we were very grateful for that
11 decision.

12 Another troubling issue discussed
13 in their report was a suggestion that voice
14 transmissions in the cab locomotives be recorded.
15 The panel felt there was value in Transport Canada
16 looking into this issue so that further evidence
17 would be available after a derailment or major
18 incident.

19 CN stated that they would only
20 support voice recording if they could use the
21 recordings for a purpose other than derailment
22 investigations, which added to our apprehension.

23 What I'm talking about there is
24 not what you say into the radio but what is in the
25 cab, as what you say to your mate in the cab. You

1 know, talking back and forth.

2 We consulted with the Air Canada
3 Pilots Association. It's my understanding that
4 they cooperated with Transport Canada on this and
5 they do record the voice recordings in the cab.
6 But when they reach their destination, their final
7 destination, they call somebody, I suppose a
8 manager, and they delete the recordings so there
9 is no record. That's provided nothing happens
10 during the trip and then they get permission to
11 delete it or not.

12 We didn't want to cooperate at all
13 with Transport Canada on that issue. It was
14 offered to us and then we would, I guess,
15 negotiate, with the railways and Transport Canada
16 but we didn't want to do that. We felt it was
17 inappropriate and we knew that if the railways --
18 if we allowed the railways to record that they
19 would somehow get their hands on it, especially CN
20 and use it in investigations.

21 I know Paul Vickers and I were
22 involved with GO Transit several years ago and GO
23 had put the cameras on the engine but it also had
24 audio recording and there was a couple of
25 investigations before we got involved. There is a

1 section 25 in the Transport Safety Board Act that
2 prohibits that.

3 We met with Transport Canada twice
4 on this issue. For some reason or other Transport
5 Canada insisted on comparing rail accidents to air
6 accidents, among other issues. We stressed the
7 point that with very few exceptions train crews
8 normally sort of survive a derailment and so are
9 able to testify about what happened in a critical
10 incident.

11 In their final decision Transport
12 Canada rejected voice recording. They stated that
13 enough crash information could be gathered from
14 other means.

15 In addition to this, U.S.
16 regulators had looked at cab voice recording and
17 rejected it. Transport Canada wanted to be
18 compatible with U.S. regulations on this issue
19 because of the large volume of traffic moving
20 between the two countries.

21 I do want to say that I, again,
22 recognize the Air Canada Pilots Association. One
23 of our members in Montreal is a personal friend of
24 the president and we got a lot of cooperation from
25 them.

1 I also want to recognize Phil
2 Benson. We went up and we met with MPs. We also
3 got a meeting with the Secretary of the Labour,
4 Human Resource and Skills Development Canada and
5 also Chris Charlton who is the NDP member from
6 Hamilton and her staff, and especially Roberta
7 Webster who is her secretary. They wrote letters
8 for us to the various MPs, told us what the issue
9 was.

10 We had a lot of cooperation on
11 that. In the end we were successful and we didn't
12 have to compromise or negotiate anything.

13 The Railway Safety Act Review
14 Panel also stated in their report that CN had a
15 culture of fear and discipline. CN put a lot of
16 pressure on the government to have this statement
17 rescinded but the statement remained in the
18 report.

19 A working group consisting of
20 Transport Canada, railway and union
21 representatives was set up to review all aspects
22 of safe train operations.

23 I represent the TCRC on the
24 Operations Working Group which quickly became
25 focused on fatigue in the railway industry.

1 The Railway Safety Act Review
2 Panel was very critical of the fact that under
3 certain circumstances train crews could remain on
4 duty continuously for 18 hours. The railways did
5 not want to reduce the 18 hours and, frankly,
6 neither do we. After much discussion our
7 committee recommended that the 18 hour rule not be
8 reduced.

9 Transport Canada then brought in a
10 gentleman by the name of Pat Cherry to work with
11 us. Mr. Cherry is one of the foremost authorities
12 on railway fatigue in North America. He assisted
13 us in developing a fatigue management document
14 that outlines a strategy for addressing most of
15 the fatigue issues found in the Canadian railway
16 industry.

17 The Railway Safety Act Operations
18 Group made its final recommendations to Transport
19 Canada in August 2010. Transport Canada has yet
20 to respond to our working group recommendations.

21 Yeah, we just sent that in August.
22 So there is a lot of decisions to be made there.
23 We are waiting with anticipation for that report.

24 Various other working groups were
25 also formed by Transport Canada to implement the

1 recommendations. Most of these working groups
2 contain union representatives and the TCRC had
3 members on five of the working groups. All the
4 working groups except one that made their
5 recommendations to Transport Canada wrapped up.

6 At the present time, Brother Tom
7 Handkamer, Vice Chair of the National Legislative
8 Board and Sister Carrie Esserie, Vice Chair, Rail
9 Canada Traffic Controllers, are sitting on the
10 final Railway Safety Act working group. They are
11 reviewing the new Railway Safety Act framework
12 which will be a very comprehensive task.

13 I would like to mention a couple
14 of things here. At our meetings the railways said
15 that the line-ups -- they do and they still, to a
16 certain extent, I suppose, dispatch crews based on
17 line-ups. And they said they were 85 percent
18 accurate.

19 So in response to that we put some
20 forms on the website and many of you sent those
21 forms back and we are very, very grateful. That
22 is still going on.

23 Then we were sending all those
24 forms over to Transport Canada and they were
25 putting them in the database with the provision

1 that they remain strictly confidential. But then
2 Transport came back and said to us, "Well, you
3 know, you are just sending us one or two forms
4 from a terminal. We really want to know what is
5 happening in that terminal. Could you do a study
6 for six weeks?"

7 We identified five terminals at CN
8 and five terminals at CP. Then later one other
9 terminal come on from CN.

10 I just wanted to take this
11 opportunity to tell you how grateful we are for
12 what you sent us in. I know it was a lot of work.
13 A lot of people put a lot of time in and it -- was
14 very grateful and it didn't go for naught.

15 Transport Canada in the very least
16 now knows that you can't dispatch trains by
17 line-ups. There is too many people putting too
18 much information.

19 On the other side of that what we
20 did is we looked into it ourselves. We called
21 some of the -- talked to some of our RTCs that we
22 represent, thought about what was going in
23 dispatching offices. I will tell you. I am just
24 going to tell you one point.

25 They have got a computer somewhere

1 and the computer -- information is fed into the
2 computer and then automatically put on the
3 line-ups and nobody -- it's just done with a
4 computer. Frankly, it's a joke. I think that
5 Transport Canada realizes that.

6 I think at this present time, and
7 there was a point -- the other thing that we
8 looked into and I know it's happening all across
9 the country, but in Jasper, take for example,
10 there is -- or Edmonton. You have got Jasper
11 crews going in that are bigger crews and Edmonton
12 crews.

13 So they will line up a crew, an
14 Edmonton crew to go work on a train and then at
15 the last minute they put a Jasper crew on there.
16 So you get all ready to go on the train and you go
17 to bed and you get up four hours later and you
18 look and there is a Jasper crew on the train.

19 So when we brought that to the
20 meeting and told them, "Well, what good is your
21 line-up anyway?" So we took that and even the CN
22 people that were -- that represented CN on the
23 committee they said, "No, we are not doing that".
24 Then they went back and they checked and said,
25 "Yeah, we are but the practice hasn't changed".

1 We haven't made much progress with
2 the fatigue, but we will see when this document
3 comes out how we do.

4 The other thing was the last
5 meeting we had last -- at the end of it I was very
6 disappointed. I was very vocal and I said we have
7 gone through this whole process for a year and
8 nothing has changed. I know I talked to Joe
9 Lucifore in Toronto and they cancelled all the
10 yard jobs in Toronto on runs there.

11 But anyway, after the meeting
12 Transport came over to me and they asked me. They
13 said, "Well, come down next week and we will see
14 what we can work out". So anyway I went down and
15 they said, you know, "What can we do?"

16 So we identified -- well, it was
17 the 18 hours. We were arguing over the 18 hours.
18 So I said, well, we would like to maintain the 18
19 hours. Then we discussed time pools on the spare
20 board.

21 So what we did was we polled
22 the -- well, we polled the organization as a whole
23 and then we also polled the general chairmen in
24 particular and sent something out. The responses
25 we got back basically said we want to hang onto

1 the 18 hours.

2 Rene LeClair said on the east
3 coast he has got a setup there he is real happy
4 with. Just leave him alone. Bill Michael said
5 that as far as VIA Rail is concerned they would
6 rather have 16.

7 So basically, I called Transport
8 and said, well, we would like to hang onto the 18
9 but as far as the time pool where -- time pools on
10 the spare board the general chairmen will have to
11 look after that.

12 So from the national level we
13 have -- it's difficult for us. Like we respect
14 the general chairmen, we respect the provincial
15 legislative chairmen but they are all autonomous.
16 That's our organization.

17 So it looked like we were going to
18 be able to do something with the spare boards, but
19 that's not the way it worked out.

20 So after all that work I was kind
21 of looking for a way that maybe we could do
22 something. We are going to review the fatigue
23 management plans on all the railways.

24 The general chairmen have a -- we
25 sit down to do that. The National Legislative

1 Director is there and so is representatives;
2 either the general chairmen or one of their
3 representatives. So we may be able to do
4 something on a railway-for-railway or even
5 collective agreement-by-collective agreement
6 basis. So it wasn't all for naught.

7 And again I would like to just
8 thank those people that -- I would like to
9 actually thank the individuals but there are so
10 many people involved I would be afraid to miss
11 somebody. But they did a heck of a job with those
12 line-ups and we really, really appreciated that.

13 We still continue to look at
14 fatigue issues because we know that it's a huge
15 issue for our members. We have crews going to
16 work tired and we know that and we are trying to
17 work to get around it. So we will see what that
18 document -- the document that we put together is
19 very good but we will see how they apply it.

20 Anyway, the final issue that I
21 would like to discuss is the Suicide and Critical
22 Incidents Study that is being done by the
23 University of Montreal and it's paid for by
24 Transport Canada.

25 After years of lobbying with

1 Transport Canada such a study they unexpectedly
2 announced this project last fall. It is a very
3 in-depth study that will look at all aspects of
4 railway critical incidents including those where
5 suicide is suspected. 48 railway running train
6 employees who were involved in critical incidents
7 were interviewed in the study. All information
8 gathered in the interviews is strictly
9 confidential.

10 We have a representative on the
11 committee overseeing the project. The committee
12 meets once more in November and the results of the
13 study are expected to be published no later than
14 the spring of 2011.

15 The project is long overdue. It
16 will finally present the true hardships that our
17 members and their families suffer when train crews
18 are involved in critical incidents, especially
19 those that involve fatalities.

20 That ends our brief discussion of
21 the few initiatives handled by the National
22 Legislative Board over the last term.

23 If anybody has any questions
24 relative to any of these issues or other
25 legislative matters I will be happy to discuss

1 them at a break or this evening.

2 Before closing, I too would like
3 to sincerely thank our Ottawa staff; Elaine
4 Peddle, Shelley Moore and Line Robillard for their
5 patience and dedication over the last term.

6 I would also again like to thank
7 Phil Benson for all his cooperation. He worked
8 closely with me and made -- given me quite a few
9 contacts on the Hill. We worked very closely
10 together and I think we are very effective.

11 I have also worked -- enjoyed
12 working with the Executive Board and Brother Rex
13 Beatty.

14 In closing, I would like to thank
15 all of you for the privilege of serving you over
16 the past four years. It has been a challenge at
17 times but it is an experience that I wouldn't have
18 wanted to have missed for all the world.

19 Thank you very much.

20 --- Applause

21 PRESIDENT SHEWCHUK: Okay, Sisters
22 and Brothers, I did kind of a look and I know it's
23 difficult to sit and listen for long periods of
24 time. Whether the subject matter is interesting
25 or not it's still difficult.

1 So I would suggest at this point
2 we call for a 10-minute recess. I'm sure it's
3 going to extend to 15 so let's have a 15-minute
4 break.

5 Thank you.

6 --- Upon recessing at 1449

7 --- Upon resuming at 1517

8 PRESIDENT SHEWCHUK: Can we take
9 our seats, please?

10 Okay, sisters and brothers, we
11 will start again. I think just about everybody is
12 in, a little longer than the 10, but that is okay,
13 we are still running on time.

14 We will start with a few
15 announcements from Brother Généreux.

16 TRUSTEE GÉNÉREUX: The Arrangement
17 Committee will meet briefly in the River Valley
18 Room right after this session. Also, the CP East
19 Locomotive Engineers are welcome to attend the
20 meeting at 1800 at the foyer room, which is the
21 room behind here, where we had our banquet
22 yesterday. Also, the CP Western Caucus Locomotive
23 Engineers and CTY also have a meeting in the same
24 room at 1900.

25 That is all.

1 PRESIDENT SHEWCHUK: Okay, thank
2 you.

3 So the next order of business is
4 number 5, which is a report of the Convention
5 Committee under Section 30. To begin with, I
6 would like to take a moment to recognize the
7 Legislative Committee. The Legislative Committee
8 was composed of Brother Mike Wheten, National
9 Legislative Director; Brother Rob Smith, Ontario
10 Provincial Legislative Board Chairman; Brother
11 Wade Mullin, New Brunswick Legislative Board
12 Chairman; Brother Tom Handkamer, Manitoba
13 Legislative Board Chairman; and Brother Tom
14 Doherty is the Alberta Legislative Board Chairman.

15 As has been in the past, the
16 Legislative Committee has made the report to the
17 Bylaws Committee and the Bylaws Committee have
18 reviewed all of their recommendations. So on that
19 note, we will proceed to the report of the Bylaws
20 Committee, and that will take the bulk of our
21 session.

22 But before I introduce the
23 Chairman of the Bylaws, I want to take a moment to
24 have our Parliamentarian, Mr. Jim Shields explain
25 some of the processes in handling submissions and

1 resolutions, that type of thing, and motions, and
2 it might clear up some misunderstandings or just
3 for the clarity of moving forward.

4 So I will turn over the microphone
5 to Mr. Shields.

6 PARLIAMENTARIAN SHIELDS: Ladies
7 and gentlemen, my remarks are supposed to clarify.
8 I really hope that I don't confuse. If you want
9 to read the Robert's Book of Rules of Order, I
10 welcome you to, it will take you three or four
11 days, and you can write me a synopsis. What I
12 want to cover are some very basic, yet major,
13 points that we will run into we will run into with
14 all of the resolutions.

15 I would like to explain to you the
16 process that is going to be followed in dealing
17 with the resolutions and the Committee's
18 recommendations.

19 Now, we are going to be following
20 the same procedure in dealing with the resolutions
21 and recommendations that we have followed in the
22 past conventions. I would ask you to listen
23 closely and carefully. If you have any questions,
24 don't hesitate to ask them because now is the
25 time.

1 The procedure is basically found
2 and setup in Section 31 of the Bylaws. You will
3 find the particular article at page 17 of the
4 current Bylaws, and it reads in parts:

5 "The Bylaws Committee shall
6 review and consider all
7 resolutions submitted by
8 divisions together with any
9 recommendations for changes
10 in the law made by the Rail
11 Conference President.
12 The said Committee shall have
13 authority to review any
14 section of the law of the
15 Rail Conference and to make
16 recommendations for changes
17 of such laws which, in their
18 judgment, is necessary. The
19 said Committee shall have all
20 resolutions from divisions
21 and recommendations of the
22 National President printed as
23 submitted in their report and
24 such report will be printed
25 in sufficient quantity for

1 each delegate at the
2 convention to receive a
3 copy."

4 So what we are talking about is
5 this book. You have that Committee's report in
6 front of you. You will see from it that the
7 Committee, in some cases, will recommend adoption
8 of a change submitted by a division or from the
9 National President. In some cases the Committee
10 recommends adoption of that change with some
11 amendment to what was originally submitted. In
12 other cases, the Committee recommends no change at
13 all in the present in the present law, that is the
14 change that has been proposed by the resolution
15 should be rejected and that the present law be
16 retained.

17 Now, you will also see that as to
18 some resolutions the Committee offers as its
19 recommendation its own resolution instead of what
20 a division or the National President has
21 submitted.

22 The Chairman of the Committee will
23 be presenting the committee recommendations to you
24 one by one. He will read the recommendation to
25 you and provide you with the reasons for the

1 recommendation.

2 He will not read the resolution or
3 resolutions themselves because you all have a copy
4 in the book printed in front of you.

5 The resolutions will also be shown
6 on the video screens while the recommendation is
7 under consideration. The Committee's Chairman
8 will then move on behalf of the Committee that the
9 Committee's recommendation be accepted.

10 Now, because the Chair is making
11 the motion on behalf of the Committee, which is
12 comprised of several members, no second is
13 required.

14 At that point, the floor is then
15 open for discussion on the Committee's
16 recommendation. Any delegate may rise and go to
17 any of the three microphones that you see and
18 speak to the recommendation that the Committee has
19 made.

20 Any delegate can offer an
21 amendment to the recommendation if he or she
22 believes it is appropriate. Now, amendments come
23 in many forms. They can be additions, deletions
24 or substitutions for the Committee's
25 recommendation. Any such amendment has to be

1 seconded in order for it to be considered.

2 If you are making an amendment, we
3 would ask that you write it out, and when you are
4 finished writing it out raise your hand and a
5 member from the Credentials and Arrangements
6 Committee will come, pick it up and take it to the
7 back so that it can be typed and put up on the
8 screen. If you are simply amending a word or two
9 words, that can be done simultaneously. But if
10 you have a substantial amendment, so that there is
11 no confusion about the amendment as the debate
12 goes on, we have to ask you to write it out and
13 submit it as I have indicated.

14 Following discussion the
15 amendments would be voted on one at a time. And
16 this vote is done before you vote on the
17 Committee's recommendation. Once that is
18 completed, you will then discuss and vote on the
19 Committee's recommendation as amended if those
20 amendments were passed by the floor.

21 Now, your vote on the Committee's
22 recommendation will end consideration of the
23 resolution or resolutions the Committee has
24 addressed, except in one particular circumstance.

25 I will give you an example -- I

1 won't read the whole thing, but if you turn to the
2 resolution on page 9 of your book, just the last
3 sentence reads:

4 "Your Bylaws Committee
5 recommends to reject the
6 resolution submitted by
7 Division 660 and Division 954
8 and to retain present law."

9 I am just reading that to you so
10 that you have a context for what I am about to
11 tell you.

12 In this case, the Committee is
13 recommending that a resolution be rejected. In
14 the debate and in the vote if you, as the body,
15 vote to reject the Committee's recommendation,
16 then the resolution that was the subject of the
17 Committee's resolution, in this case the two
18 resolutions from Division 660 and 954, can now be
19 considered for adoption.

20 However -- and this is very
21 important -- it can only be considered if a
22 delegate gets up and so moves after the
23 Committee's recommendation is rejected. You move
24 that the resolution be adopted. A vote to reject
25 the Committee's recommendation, to reject a

1 resolution will not in and of itself result in the
2 resolution being adopted by the convention.

3 So I will just go over that one
4 more time. You may only consider a particular
5 resolution in a situation where the Committee has
6 recommended that the resolution be rejected and
7 you vote to reject that recommendation. And in
8 order to have the resolution considered after the
9 rejection is announced, a delegate must make a
10 motion that the particular resolution submitted by
11 a division or the National President be adopted
12 and then that motion has to be seconded.

13 Another issue, if a decision is
14 made by a division to withdraw a resolution, you
15 must withdraw the resolution before the Chair
16 reads the resolution. And that is commonly
17 referred to as "put the question."

18 If you withdraw before it is read
19 by the Chair, you can do so without any objection
20 from anyone, it is your resolution, you can take
21 it. If the Chair has read the resolution to the
22 body of the convention, it can no longer be
23 withdrawn unless you, as delegates, vote to let
24 the resolution be withdrawn.

25 Yes?

1 DELEGATE UNIDENTIFIED: (off
2 microphone) Did you not say that you weren't
3 going to read the resolutions, you were just going
4 to put them up on the board?

5 PARLIAMENTARIAN SHIELDS: Yes.

6 DELEGATE UNIDENTIFIED: (off
7 microphone) So if you are not going to read the
8 resolutions, how will we have time to withdraw the
9 resolution if we want to withdraw it?

10 PARLIAMENTARIAN SHIELDS: For
11 example, if you wanted to withdraw the resolution
12 on page 10, you would do that following the vote
13 and disposition of the resolution at page 9.

14 DELEGATE UNIDENTIFIED: (off
15 microphone) Okay.

16 PARLIAMENTARIAN SHIELDS: The
17 Bylaws Chairman is going to be reading the
18 recommendation of the Committee, you should make
19 your withdrawal prior to that. It is going to be
20 done in a, I think, sequential order, so you will
21 know when to do that.

22 Any other questions?

23 Terrific.

24 I turn it back to you, Mr.

25 President.

1 PRESIDENT SHEWCHUK: A lot of
2 blank looks out there. Don't worry about it.
3 --- Laughter

4 PRESIDENT SHEWCHUK: I am not
5 familiar, I am not an expert on Robert's Rules of
6 Order, I don't claim to be and, as Jim eloquently
7 put it, I don't want to spend three days reading a
8 book.

9 I have a general understanding, as
10 I am sure all of you, that is why we have Mr.
11 Shields here, he will keep us inline and in
12 keeping with Robert's Rules of Order and the Rules
13 of Order that we adopted earlier. So, you know, I
14 can see some concern. Don't be concerned, if you
15 have an issue just come up to a microphone and we
16 will see if we can address and make this smooth.

17 The first part of this session is
18 usually difficult. We understand that out of the
19 161 delegates here we have only 45 that have been
20 at a convention before. The balance of you have
21 never been at a convention before, so don't try
22 and get too eager or feel bad about maybe not
23 understanding the process. We will try and guide
24 you through the process. It will get smoother as
25 we go through the process.

1 At this point, I would like to ask
2 Brother Butch Baillie, who is the Chairman of the
3 Bylaws Committee, to come forward.

4 As he is working his way up, I
5 just wanted to make a few comments. The Bylaws
6 Committee is basically the backbone of the
7 convention. These individuals have spent a lot of
8 time working on all of the resolutions that have
9 been submitted by the divisions. I believe we
10 have approximately 100 resolutions submitted.
11 This Committee has spent two weeks going over them
12 and a very big job, and I wanted to thank each of
13 them for their dedication and hard work.

14 Again, I will just refresh, if you
15 want to make an amendment to any of the motions,
16 you will have to put it in writing. Hopefully,
17 you all have a notepad or something like that.
18 One of the Arrangements Committee members will
19 take it back to Lynn so we can have it typed so
20 everybody can see it on the screens. As that, I
21 will ask Brother Butch to introduce the balance of
22 the Committee and go from there.

23 DELEGATE BAILLIE: Good afternoon.

24 If the folks on the Committee
25 would like to come up, I will introduce you,

1 please.

2 So I will start on the far end.
3 We have Greg Edwards, Division 657 Revelstoke; we
4 have Ray Donegan, Division 847 Biggar,
5 Saskatchewan, we have Shelly Brownlee, Division
6 956 from Edmonton, Alberta; we have Glen
7 Macdonald, Division 660 Toronto, Bombardier; we
8 have Bruce Hiller, Division 295 Toronto; Bill
9 Cormier, Division 319 Chapleau; Len Loughran,
10 Division 910 Ontario Northland, Sudbury; and the
11 most important person on the Committee, we have
12 Brother Chris Smith, who is a special advisor with
13 us, Division 162 from Moncton, New Brunswick.

14 These folks have done a lot of
15 work for your Bylaws Committee.

16 --- Applause

17 DELEGATE BAILLIE: I spoke with
18 them a couple weeks ago and thanked them all. I
19 would just like to thank them here publicly, with
20 a special thanks to Chris. Chris was a co-chair
21 at the last Bylaws Committee and his leadership
22 and experience helped us all out in putting
23 together these recommendations. I would like to
24 give a special thanks to Chris for his help.

25 --- Applause

1 DELEGATE BAILLIE: So I guess now
2 we will get on with what we are going to do.

3 PRESIDENT SHEWCHUK: Absolutely.
4 What we will do is we will just give Butch a few
5 minutes to setup and then we will start the
6 process of going through the resolutions.

7 --- Pause

8 DELEGATE BAILLIE: We will just
9 make sure everybody can hear me. What we will do
10 is we will get started. Everybody has been given
11 a 2010 Convention Resolutions, the Bylaws
12 Committee Recommendations. You have received some
13 direction from Jim, and Jim is correct in the fact
14 that our plan pretty much is to start at the
15 beginning of that book and go to the end
16 eventually.

17 That being said, there are some
18 similar bylaws, recommendations or resolutions,
19 and what we will do when we get to those
20 recommendations is we will bring all of the
21 housekeeping ones altogether and we will refer you
22 to it. So we have prepared a little map of which
23 ones are similar or housekeeping to the original
24 submissions.

25 So we will start off by going to

1 the general section located on page 7. Hopefully,
2 we will get this on the screen and we will go from
3 there.

4 This is the resolution that was
5 submitted that is applicable to the entire TCRC
6 Bylaws, the bylaws recommendation, your Bylaws
7 Committee recommends to accept the resolution
8 submitted by Division 954, and I so move.

9 PRESIDENT SHEWCHUK: Do we have
10 any discussion? I don't see anybody at the
11 microphones, so now put up the vote to accept the
12 Bylaw Committee recommendation, I think it is
13 slide 2.

14 Do we have slide 2 to put onto the
15 screen? Motion to accept the Bylaw Committee
16 recommendation, please vote now.

17 RESULTS ARE: 159 IN FAVOUR, 1 AGAINST
18 CARRIED

19 PRESIDENT SHEWCHUK: Brother
20 Butch.

21 DELEGATE BAILLIE: Do we have
22 another voting machine that we can provide one of
23 our Delegates here?

24 David, do you want to go to the
25 back and the gentleman on the left side -- or we

1 will have the Arrangements Committee bring it out
2 to you.

3 --- Pause

4 DELEGATE BAILLIE: So we will next
5 turn to page 9 of your booklet. It deals with
6 Bylaw section 1(e), located at page 4 of your
7 Bylaws.

8 The Bylaws Committee
9 recommendation.

10 The creation of two additional
11 trustee positions will not ensure a broader base
12 of representation. More significantly, the size
13 of the Executive Board must be such that it can
14 operate efficiently and effectively.

15 It is the view of your Bylaws
16 Committee that adding the position to the
17 Executive Board will hinder the ability to operate
18 effectively rather than enhance it.

19 Your Bylaws Committee recommends
20 to reject the resolution submitted by Division 660
21 and Division 954 and to retain present law.

22 PRESIDENT SHEWCHUK: Microphone 3.

23 MICROPHONE 3: Kerry (inaudible),
24 Division 954, Calgary RTCs.

25 First, I would like to speak in

1 favour of this resolution. We were one of the two
2 smaller Divisions that submitted this.

3 Eighty to 85 per cent of
4 (inaudible) The other 20 per cent is made up of
5 bus drivers, shop workers, (inaudible) and RTCs.
6 Everybody has to have a voice in it.

7 When we were working on this
8 resolution, we weren't trying to take anything
9 away from what was already there. We were just
10 trying to add to it.

11 If this resolution were to pass, I
12 just want to be honest. On page 20, we are
13 looking for the two positions to be held by
14 (inaudible) employees.

15 PRESIDENT SHEWCHUK: Thank you.
16 Microphone 2.

17 BROTHER MacPHERSON: George
18 MacPherson, Division 660 (inaudible)

19 I would like to point out that
20 this resolution is tied to the resolution on page
21 18, submitted by Division 660, and the resolution
22 on page 20 submitted by Division 954.

23 We feel that this vote is of such
24 significance (inaudible) within the CCRC such that
25 I deem that it is in the interests of fair

1 representation that the vote be a recorded vote,
2 and as such that it be the right to do so.

3 PRESIDENT SHEWCHUK: I made a
4 couple of comments earlier in the day. I don't
5 know, George, if you were there. But we can do a
6 recorded vote now.

7 The Smart Card issue, I was under
8 the wrong impression that we had to wait for the
9 Smart Cards to provide a recorded vote. We have a
10 recorded vote capability. The Smart Cards are not
11 an issue there.

12 Just as a sidebar, they will be
13 here probably first thing in the morning or later
14 this afternoon to be implemented. It involves
15 which machine you can use and that simply is that.
16 --- Pause

17 PRESIDENT SHEWCHUK: So there
18 doesn't appear to be any further discussion.

19 For the information of the back
20 room, a recorded vote on this particular issue.

21 So the motion...

22 --- Pause

23 PRESIDENT SHEWCHUK: Jim, we don't
24 need a motion to have a recorded vote? No.

25 So we don't need a motion.

1 Brother George has asked for a
2 recorded vote and we have a recorded vote.

3 Therefore, could we have the
4 motion -- I'm trying to think of which slide is on
5 there -- to accept the Bylaw recommendations.

6 Slide 2.

7 A motion to accept the Bylaw
8 Committee recommendation, which is to reject the
9 resolution submitted by Division 660 and Division
10 954 and retain present law.

11 Please vote now.

12 RESULTS ARE: 94 in favour; 65 against

13 CARRIED

14 PRESIDENT SHEWCHUK: The Bylaws
15 Committee recommendation is accepted: to reject
16 and retain present law.

17 Brother Butch...?

18 BROTHER BAILLIE: So we had a
19 related motion or a related resolution to this
20 latest one. It is located on page 11 of your
21 book. It deals with section 2(a) of the Bylaws
22 section.

23 So essentially we are skipping
24 page 10 and moving to pages 11 and 12 in your
25 books.

1 And your Bylaws Committee
2 recommendation.

3 The creation of two additional
4 Trustees' positions will not ensure a broader base
5 of representation. More significantly the size of
6 the Executive Board must be such that it can
7 operate efficiently and effectively.

8 It is the view of the Bylaws
9 Committee that adding a position to the Executive
10 Board will hinder its ability to operate
11 effectively rather than enhance it.

12 Your Bylaws Committee recommends
13 to reject the resolution submitted by Division 660
14 and Division 954 and to retain present law.

15 I so move.

16 PRESIDENT SHEWCHUK: Any
17 discussion?

18 Seeing nobody at the microphones,
19 could we put up slide No. 2, please.

20 Motion to accept the Bylaws
21 Committee recommendation.

22 Please vote now.

23 RESULTS ARE: 118 in favour; 42 against

24 CARRIED

25 PRESIDENT SHEWCHUK: The Bylaws

1 Committee recommendation to reject the resolution
2 submitted by Division 660 and Division 954, and
3 retain present law, is passed.

4 Brother Butch...?

5 BROTHER BAILLIE: Okay, we will go
6 back to page 10 of your booklet. It deals with
7 Bylaw section 1(e) located at page 4 of the Bylaws
8 section of your Bylaws.

9 --- Pause

10 BROTHER BAILLIE: The Bylaws
11 Committee recommendation.

12 As a first point, legislative rule
13 section 2(a)(1) does not stipulate that the Office
14 of National Legislative Director form part of the
15 Executive Board.

16 The Bylaws Committee feels it is
17 important to keep the Executive Board in its
18 present size to ensure it continues to operate
19 efficiently and effectively.

20 Beyond that basic premise is the
21 fact that the creation of the position of the
22 Executive Board reserved exclusively for the
23 National Legislative Director is unwarranted. No
24 special provisions exist within the TCRC Bylaws to
25 automatically grant the Chair of the General

1 Chairman's Association the position on the
2 Executive Board, nor is it being sought.

3 Your Bylaws Committee recommends
4 to reject the resolution submitted by Division 381
5 and to retain present law.

6 PRESIDENT SHEWCHUK: Discussion?
7 Microphone 1.

8 MICROPHONE 1: Yes, (inaudible)
9 Division 381 Locomotive Engineer.

10 It is felt that the addition of
11 the National Legislative Director's position to
12 the Executive Board would enhance the efficiency
13 of that Board. This would also provide
14 representation for legislative part on that Board.

15 PRESIDENT SHEWCHUK: Thank you.

16 Seeing no further Delegates at the
17 microphone, could we put up slide No. 2, please.

18 The motion is to accept the Bylaws
19 Committee recommendation, which is to reject the
20 resolution submitted.

21 Please vote now.

22 RESULTS ARE: 96 in favour; 63 against

23 CARRIED

24 PRESIDENT SHEWCHUK: The Bylaws
25 Committee recommendation to reject the resolution

1 submitted by Division 381 and retain present law
2 is passed.

3 Before you start again, Butch, if
4 anybody is having any difficulty, you can just --
5 the 15 second time clock, does that feel
6 comfortable for you or is anybody feeling
7 pressured or anything like that?

8 The clock can be moved in either
9 direction; if we start to get behind, maybe 10
10 seconds or whatever.

11 It is an option for us to increase
12 the time if somebody feels pressured.

13 At this point we will work with
14 the 15 seconds and see how it develops. But it is
15 an option.

16 Brother Butch...?

17 BROTHER BAILLIE: The next portion
18 is located on page 13 and it deals with Bylaws
19 section 6(a), which is page 6 of the Bylaws. It
20 is election and term of Officers Rail Conference
21 and filling vacancies.

22 --- Pause

23 BROTHER BAILLIE: The Bylaws
24 Committee recommendation.

25 Bylaws section 5(a) affords the

1 Executive Board the flexibility to schedule the
2 Quadrennial Convention between the months of May
3 and October. Elections flowing from the
4 convention must be held not sooner than two months
5 and no later than four months from the time of the
6 convention.

7 The planning and coordinating of
8 each Quadrennial Convention and the ensuing
9 elections are significant undertakings requiring
10 considerable time and resources.

11 It must be remembered that the
12 majority of the Executive Board have fulltime
13 responsibilities outside of their role of the
14 Board, many as general chairmen.

15 The varying and primary
16 responsibilities associated with the fulltime
17 positions must be accommodated through scheduling.
18 Specifying a January 1st term would remove all
19 flexibility in scheduling the Quadrennial
20 Convention.

21 Your Bylaws Committee recommends
22 to reject the resolution submitted by Division 381
23 and retain present law.

24 I so move.

25 PRESIDENT SHEWCHUK: Discussion?

1 Nobody at the microphones.

2 Please put up slide No. 2.

3 Motion to accept the Bylaws

4 Committee recommendation. Please vote now.

5 RESULTS ARE: 142 in favour; 19 against

6 CARRIED

7 PRESIDENT SHEWCHUK: The Bylaws
8 Committee's recommendation to reject the
9 resolution of Division 381 and retain present law
10 is passed.

11 BROTHER BAILLIE: The next is on
12 pages 15 and 16, again dealing with Bylaws section
13 6(a), election and terms of officers Rail
14 Conference and filling vacancies.

15 Your Bylaws Committee
16 recommendation.

17 TCRC's Bylaws currently mandate
18 that the senior positions of the Executive Board
19 will be elected by membership vote. TCRC
20 Delegates are elected by the membership through
21 Division elections. The remaining positions on
22 the Executive Board are elected via Division
23 Delegates in session at each Quadrennial
24 Convention.

25 While the notion of electing all

1 positions of the Executive Board by membership
2 vote may sound noble on the surface, it is neither
3 practical nor effective. Many of the candidates
4 standing for these positions are known only on a
5 regional basis. As a result, it would be asking
6 the membership to vote for candidates that in most
7 instances they have never heard of or, at a
8 minimum, have never met.

9 The Bylaws Committee feels that
10 the Division Delegates through their direct
11 contact with these candidates at the convention
12 are the best positioned to assess each candidate
13 and ultimately nominate and fill these positions.

14 Your Bylaws Committee recommends
15 to reject the resolution submitted by Division 258
16 and to retain present law.

17 I so move.

18 PRESIDENT SHEWCHUK: Microphone 2.

19 MICROPHONE 2: (inaudible)

20 Division 258. I would like to speak in favour of
21 that motion.

22 Through the merger and for the
23 past we've been telling our membership that the
24 membership vote would count and it would be a
25 membership vote. I think this is an opportunity

1 for us to do that. The same thing with the
2 director.

3 A lot of people are complaining
4 about this issue. Clearly this is what the other
5 unions are doing. I don't see why we don't go
6 that way. So I would like to speak in favour.

7 PRESIDENT SHEWCHUK: Thank you.
8 Microphone 1.

9 BROTHER HAMELL: Mark Hamell,
10 Locomotive Engineers, 319.

11 I am in favour as well, because
12 it's a democratic society. We have to follow
13 democracy and I think everybody should have a
14 vote.

15 Thank you.

16 PRESIDENT SHEWCHUK: Thank you.

17 Seeing no further delegates at the
18 microphones, could we put up slide No. 2, please.

19 Motion to accept the Bylaws
20 recommendation.

21 Please vote now.

22 RESULTS ARE: 105 in favour; 55 against

23 CARRIED

24 PRESIDENT SHEWCHUK: The Bylaws
25 Committee recommendation to reject the resolution

1 submitted by Division 258 is carried.

2 Brother Butch...?

3 BROTHER BAILLIE: The next is
4 located on pages 17 and 18 -- I'm sorry, page 17
5 only; Bylaws section 6(c): election and term of
6 Officers Rail Conference and filling vacancies.

7 So the Bylaws Committee
8 recommendation.

9 This is a housekeeping change
10 required only if the resolution submitted by
11 Division 258 seeking to change Bylaws section 6(a)
12 is accepted.

13 Your Bylaws Committee recommends
14 to reject the resolution submitted by Division 258
15 and to retain present law.

16 I so move.

17 PRESIDENT SHEWCHUK: Seeing no
18 Delegates, please put up slide No. 2, please.

19 Motion to accept the Bylaws
20 Committee recommendation. Please vote now.

21 RESULTS ARE: 131 in favour; 22 against

22 CARRIED

23 PRESIDENT SHEWCHUK: The Bylaws
24 Committee recommendation is carried.

25 BROTHER BAILLIE: Next is located

1 on pages 18 and 19 in your booklet, again dealing
2 with Bylaws section 6(c): election and term of
3 Officers Rail Conference and filling vacancies.

4 Bylaws Committee recommendation.

5 Primary day-to-day representation
6 of all TCRC members occur predominantly at the
7 Division and General Committee levels. Within a
8 portion of the membership exists the false notion
9 that the Executive Board is intimately involved in
10 all day-to-day decisions which affect them. This
11 is not the case.

12 The TCRC Executive Board is
13 responsible for the administrative function of the
14 TCRC. The responsibilities are generic and they
15 do not fall along those lines. The Bylaws
16 Committee strongly feels that the TCRC Executive
17 Board should not grow in size and should not try
18 to replicate the diversity of the TCRC. That is
19 not their function. Their responsibility is to
20 deal efficiently and effectively with the
21 administrative matters of the TCRC.

22 Your Bylaws Committee recommends
23 to reject the resolution submitted by Division 660
24 and to retain present law.

25 I so move.

1 PRESIDENT SHEWCHUK: Microphone 2.

2 BROTHER MacPHERSON: George
3 MacPherson, Division 660.

4 I would like to speak in favour of
5 the motion.

6 PRESIDENT SHEWCHUK: Actually,
7 George, just to clarify. You actually should be
8 speaking against it.

9 BROTHER MacPHERSON: Against it.

10 PRESIDENT SHEWCHUK: Right.

11 BROTHER MacPHERSON: In favour of
12 the resolution.

13 PRESIDENT SHEWCHUK: Right. You
14 are speaking against the recommendation and in
15 favour of the resolution, just so we are clear.

16 BROTHER MacPHERSON: Thank you.

17 I am speaking in favour of the
18 resolution, so you all know.

19 The present structure of the
20 majority rule results in the absence of the
21 ability of the members not employed by CNRCP in
22 the operating crafts to have a meaningful say at
23 the national level.

24 Once again, this vote is of such
25 significance to so many of us, approaching 20 per

1 cent of the membership within the TCRC, that I
2 deem it is in the interests of fair representation
3 that the vote be a recorded vote.

4 PRESIDENT SHEWCHUK: Thank you,
5 George.

6 We have a request for a recorded
7 vote.

8 Seeing no further Delegates at the
9 microphones, put up slide No. 2, please: Motion
10 to accept the Bylaw Committee recommendation.

11 Please vote now.

12 RESULTS ARE: 113 in favour; 47 against

13 CARRIED

14 PRESIDENT SHEWCHUK: The Bylaws
15 Committee recommendation to reject the resolution
16 submitted by Division 660 is rejected and to
17 retain present law is carried.

18 Brother Butch...?

19 I'm sorry, Kerry.

20 UNIDENTIFIED SPEAKER: Division
21 954, Calgary.

22 We wish to withdraw the resolution
23 submitted by Division 954, the next one.

24 PRESIDENT SHEWCHUK: So withdrawn
25 by Division 954.

1 RESOLUTION WITHDRAWN

2 PRESIDENT SHEWCHUK: One thing, if
3 you notice the lights in the back there, they are
4 shining right into our eyes. So bear with me if I
5 don't recognize you right away.

6 Resolution withdrawn by Division
7 554; thank you.

8 BROTHER BAILLIE: So that was the
9 resolution contained on pages 20 and 21 that was
10 withdrawn by 954.

11 We will move on to pages 22 and
12 23.

13 With this one, there is a related
14 resolution contained on page 33. But we will deal
15 with the main resolution contained on page 22
16 right now.

17 It is Bylaws section 6(c),
18 election and term of Officers Rail Conference,
19 filling vacancies.

20 So the Bylaws Committee
21 recommendation: Your Bylaws Committee recognizes
22 the importance of encouraging members of all ages
23 to participate actively in their union, including
24 running for office. But the creation of an office
25 reserved exclusively for a specific age group is

1 discrimination in its most basic form.

2 In addition, the establishment of
3 an age-based office would instantly create two
4 factions within the TCRC: those under age 35 and
5 those over age 35. The TCRC would instantly and
6 irrevocably become divided.

7 Your Bylaws Committee recommends
8 to reject the resolution submitted by Division 954
9 and to retain present law.

10 I so move.

11 PRESIDENT SHEWCHUK: Microphone 3.

12 MICROPHONE 3: Kerry (inaudible),
13 Division 954 Calgary RTCs.

14 I just want to speak briefly on
15 this just because we are living it right now. The
16 majority of our members are under five years. And
17 something that is really important. You've got
18 Teamsters Canada already has a Youth Committee
19 that they have started, under age 35 and Teamsters
20 International has Teamsters for Tomorrow.

21 I think that if we don't start
22 involving our younger members now, who is going to
23 take care of us when we retire?

24 I think it is very important that
25 we start this. I don't feel that this is a split.

1 I think this will bridge the gap.

2 I think that with the ideas, the
3 way Teamsters is working it right now, it's with
4 older and younger generations mentoring each
5 other. I really believe we have to start
6 somewhere.

7 Look at the age group in here.
8 Who is going to replace us without any experience?

9 Thanks.

10 PRESIDENT SHEWCHUK: Seeing no
11 other Delegates at the microphones, put up slide
12 No. 2, please.

13 Motion to accept the Bylaws
14 Committee recommendation. Please vote now.

15 --- VOTING

16 PRESIDENT SHEWCHUK: Results are
17 118 in favour; 42 against.

18 --- RESULTS ARE: 118 in favour; 42 against

19 --- CARRIED

20 PRESIDENT SHEWCHUK: Bylaws
21 Committee recommendation is accepted to retain
22 present law.

23 BROTHER BAILLIE: So we will go to
24 the related resolution, which appears on page 33.
25 It is Bylaws section 12.

1 So the Bylaws Committee
2 recommendation --
3 --- Off microphone

4 PRESIDENT SHEWCHUK: You didn't
5 read it yet, Butch.

6 Kerry, would you like to come up
7 and just make it so that it's recorded for the
8 stenographer, please.

9 UNIDENTIFIED SPEAKER: Division
10 954 would like to withdraw that resolution.

11 PRESIDENT SHEWCHUK: Right.
12 Resolution withdrawn by Division 954, on page 33.

13 --- RESOLUTION WITHDRAWN

14 BROTHER BAILLIE: We can go to
15 page 24. It is Bylaws section 6(e), election and
16 term of Officers Rail Conference filling
17 vacancies.

18 Your Bylaws Committee
19 recommendation.

20 The resolution submitted by
21 Division 764 seeks to limit the terms of the Rail
22 Conference Officers to two consecutive terms on
23 the same position.

24 Limiting the term of any office by
25 statute defeats the democratic process. It is not

1 in the best interests of the TCRC membership to
2 statute bar any competent officer within the TCRC
3 the opportunity to run for re-election.

4 Your Bylaws Committee recommends
5 to reject the resolution submitted by Division 764
6 and to retain present law. I so move.

7 PRESIDENT SHEWCHUK: Seeing no
8 Delegates at the microphones, please put up slide
9 No. 2.

10 Motion to accept the Bylaws
11 Committee recommendation. Please vote now.
12 RESULTS ARE: 139 in favour; 21 against
13 CARRIED

14 PRESIDENT SHEWCHUK: The Bylaws
15 Committee recommendation is accepted.

16 DELEGATE BAILLIE: Page 25, By-Law
17 Section 6(e), Election and Term of Office Rail
18 Conference Filling Vacancies.

19 The Resolution submitted by
20 Division 832 is slightly different than that
21 proposed by Division 764 in that it seeks to limit
22 the Rail Conference officers to two consecutive
23 terms on the same position unless they are elected
24 by a membership vote in accordance with the
25 By-Laws Section 6(a).

1 Limiting the term of any office by
2 statute defeats the democratic process. It is not
3 in the best interests of the TCRC membership to
4 deny any competent officer within the TCRC the
5 opportunity to run for re-election regardless of
6 whether the form of election is by membership or
7 by Delegate.

8 Your By-Laws Committee recommends
9 to reject the Resolution submitted by Division 832
10 and to retain present law. I so move.

11 PRESIDENT SHEWCHUK: Seeing no
12 Delegates at the mike, please put up Slide No. 2.

13 Motion to accept the By-Law
14 Committee recommendation please vote now.

15 RESULTS ARE: 135 in favour; 24 against
16 CARRIED

17 RESIDENT SHEWCHUK: By-Law
18 Committee's recommendation is accepted.

19 DELEGATE BAILLIE: Deal next with
20 page 26 and 27, which is By-Laws Section 7(i),
21 Duties of the Rail Conference President.

22 And the By-Laws Committee
23 recommendations. Your By-Laws Committee agrees in
24 principle with the Resolution submitted by the
25 TCRC President but was concerned the language

1 proposed was unnecessarily open for the required
2 purpose.

3 Your By-Laws Committee recommends
4 to reject the Resolution submitted by the TCRC
5 President and to accept the Resolution submitted
6 by the By-Laws Committee. I so move.

7 PRESIDENT SHEWCHUK: Butch, would
8 you read the Resolution submitted by the By-Laws
9 Committee, just ---

10 DELEGATE BAILLIE: Okay. The
11 Resolution submitted by the By-Laws Committee:

12 "There shall be maintained in
13 conjunction with the Teamster
14 Canada a department
15 responsible for education,
16 training and strategic
17 planning to facilitate the
18 effective maintenance of a
19 resource database. Each
20 general committee of
21 adjustments, legislative
22 Board and division will file
23 with the national office all
24 arbitration decisions and
25 related material, Labour

1 Board or other tribunal
2 decisions, collective
3 bargaining agreements and all
4 such other relevant material
5 necessary to maintain the
6 department. Electronic
7 access to the database will
8 be provided to the Executive
9 Board, general committees,
10 legislative Boards and
11 divisions through a secure
12 access protocol."

13 PRESIDENT SHEWCHUK: Thank you.

14 Seeing no Delegates at the
15 microphone, I would ask for Slide 2 to be put up.

16 Motion to accept the By-Law
17 Committee recommendation, to reject the Resolution
18 and accept the Resolution submitted by the
19 By-Laws.

20 Vote now, please.

21 RESULTS ARE: 142 in favour; 14 against

22 CARRIED

23 PRESIDENT SHEWCHUK: By-Laws
24 Committee recommendation is accepted.

25 DELEGATE BAILLIE: Next, located

1 on page 28 and 29 dealing with By-Law Section
2 7(q).

3 And the By-Laws Committee
4 recommendation. The By-Laws Committee agrees in
5 principle with the initiative of the TCRC
6 President to utilize the latest technology to
7 disseminate information to the membership, but
8 that information must be made available within a
9 reasonable time frame.

10 Your By-Laws Committee is of the
11 view that having the communication system, which
12 is mandated on a quarterly basis, is too
13 erroneous -- who wrote this? Onerous and, in many
14 cases, unnecessary.

15 However, it is important to
16 maintain a realistic time frame within the
17 by-laws.

18 Your By-Laws Committee recommends
19 to reject the Resolution submitted by the TCRC
20 President and to accept the Resolution submitted
21 by the By-Laws Committee. I so move.

22 PRESIDENT SHEWCHUK: Seeing no
23 Delegates at the microphone, Slide No. 2. Oh,
24 sorry.

25 UNKNOWN PERSON: (Off mike)

1 PRESIDENT SHEWCHUK: It's a new
2 Resolution. And Jim, correct me if I'm wrong.
3 It's a new Resolution submitted ---

4 DELEGATE LEONARD: (Off mike)

5 PRESIDENT SHEWCHUK: Right.
6 They've rejected the original Resolution. They're
7 submitted for ---

8 DELEGATE LEONARD: (Off mike)

9 PRESIDENT SHEWCHUK: Come up to
10 the microphone, please.

11 DELEGATE LEONARD: Sorry. Mike
12 Leonard, Toronto North, CTY.

13 Don't you think you've got to
14 reject the first Resolution first and then another
15 vote to adopt the new Resolution?

16 How do you, how do you get them
17 both out at the same time? And the same with the
18 one before.

19 PRESIDENT SHEWCHUK: Mike, Jim
20 will explain it to you so that it's clear, you
21 know, because we don't want any confusion.

22 PARLIAMENTARIAN SHIELDS: In this
23 situation and in all the situations, what you are
24 doing is you're firstly voting on the committee's
25 recommendation.

1 DELEGATE LEONARD: Right.

2 PARLIAMENTARIAN SHIELDS: In this
3 case, they're recommending the rejection of the
4 first motion and recommending the adoption of
5 their motion.

6 DELEGATE LEONARD: But that's two
7 different items right there.

8 PARLIAMENTARIAN SHIELDS: No, it
9 isn't. It's only one.

10 In order to get to ---

11 DELEGATE LEONARD: You want to
12 reject and bring in, is what you're doing.

13 PARLIAMENTARIAN SHIELDS: No. But
14 you're looking at the Resolutions.

15 DELEGATE LEONARD: That's right.

16 PARLIAMENTARIAN SHIELDS: What
17 you're voting on is the Committee's
18 recommendation.

19 If you defeat the Committee's
20 recommendation, then you go back to the first
21 motion.

22 DELEGATE LEONARD: I'm still kind
23 of confused here. Sorry like I'm a little slow on
24 this, but I still don't get it.

25 So the Resolution -- who cares

1 about the Resolution? That's what we're saying.
2 The Resolution doesn't matter. We're just going
3 with what the Committee has recommended. That's
4 all we're doing; what the Committee recommends.

5 PARLIAMENTARIAN SHIELDS: What I'm
6 saying to you is this. The first step is to deal
7 with the Committee's recommendation.

8 DELEGATE LEONARD: Right.

9 PARLIAMENTARIAN SHIELDS: Now,
10 they're recommending rejection of the first
11 motion, adoption of their motion. All right?

12 So if you defeat that, you then go
13 to the motions which will then -- the Resolutions,
14 which will then be on the floor.

15 DELEGATE LEONARD: So then you'd
16 have to reject the first Resolution, the original
17 Resolution, and then accept their Resolution, the
18 Committee's Resolution.

19 PARLIAMENTARIAN SHIELDS: No,
20 you've already rejected their -- that
21 recommendation.

22 DELEGATE LEONARD: I'm still
23 confused. Sorry. Carry on.

24 PRESIDENT SHEWCHUK: Okay. So
25 what we have here is the By-Law Committee

1 recommendation is to reject the Resolution
2 submitted by the President and accept the
3 Resolution as submitted by the By-Laws Committee.

4 Do we have Slide 2, please?

5 Motion to accept the By-Law
6 Committee recommendation. Please vote now.

7 RESULTS ARE: 128 in favour; 29 against.

8 CARRIED

9 PRESIDENT SHEWCHUK: By-Laws
10 Committee recommendation is accepted.

11 DELEGATE BAILLIE: So now located
12 on page 30, which is By-Law Section 7(s), Duties
13 of the Rail Conference President.

14 The By-Laws Committee
15 recommendations. The reporting of decisions of
16 the TCRC Executive Board is already mandated by
17 the provisions of By-Law Section 7(q). Your
18 By-Laws Committee recommends to reject the
19 Resolution submitted by Division 764 and Division
20 832, and to retain present law.

21 I so move.

22 PRESIDENT SHEWCHUK: No Delegates
23 at the mike. Please put up Slide 2.

24 Motion to accept the By-Law
25 Committee recommendation. Please vote now.

1 RESULTS ARE: 129 in favour; 31 against.

2 CARRIED

3 PRESIDENT SHEWCHUK: By-Laws
4 recommendation is passed.

5 I'm sorry. Microphone 3.

6 DELEGATE LOPEZ: Hi. Jose Lopez,
7 Division 737, Engineers.

8 I was wondering if we could have a
9 little more time before the vote, like after we've
10 gone through it. It just seems to be so quick, we
11 haven't had a chance to really read the Division's
12 part.

13 PRESIDENT SHEWCHUK: Not much, but
14 if we could add five seconds to the clock, see how
15 that works for a few. If that's not enough, we
16 can add some more.

17 Does that sound fair?

18 I'm sorry. I didn't hear the
19 question. Absolutely.

20 DELEGATE LOPEZ: That's before.

21 PRESIDENT SHEWCHUK: We can give
22 you more time. That's ---

23 DELEGATE LOPEZ: That's before the
24 vote comes.

25 PRESIDENT SHEWCHUK: Right.

1 Exactly. Exactly. Sorry. I misunderstood the
2 question. Yeah, not a difficulty.

3 We'll take -- we'll slow down a
4 bit here, give you an opportunity to read and if
5 you have any comments, to come up to the
6 microphones.

7 DELEGATE BAILLIE: Okay. Located
8 on page 31. It's By-Law Section 8(c), Duties of
9 the Vice-Presidents.

10 The By-Laws Committee
11 recommendation. This Resolution would require the
12 TCRC Vice-President to visit a specific number of
13 Divisions during each quadrennial term. While the
14 visits being sought may seem reasonable in number
15 by your By-Laws, your By-Laws Committee feels that
16 having the TCRC Vice-President present at any
17 Division or Division's meeting should be
18 occasioned by a specific purpose or need.

19 There is nothing preventing any
20 Division from request in the presence of the TCRC
21 Vice-President at any time, but that request must
22 be considered in light of the nature of the issue
23 and the current workload schedule of the
24 Vice-President.

25 Your By-Laws Committee recommends

1 to reject the Resolution submitted by Division
2 832. Retain present law. I so move.

3 PRESIDENT SHEWCHUK: Any
4 discussion?

5 Nobody at the mikes. Could we put
6 up Slide 2, please.

7 Motion to accept the By-Law
8 Committee recommendation. Please vote now.

9 RESULTS ARE: 140 in favour; 18 against.

10 CARRIED

11 PRESIDENT SHEWCHUK: By-Law
12 Committee recommendation is accepted or passed.

13 DELEGATE BAILLIE: Okay. Located
14 on page 32, By-Law Section 9(e), Duties of the
15 Secretary-Treasurer.

16 By-Laws Committee recommendations.
17 Your By-Laws Committee agrees in principle with
18 the Resolution submitted by Division 954, but
19 believes there is a slight error in the proposed
20 wording.

21 Your By-Laws Committee recommends
22 to reject the Resolution submitted by Division 954
23 and to accept the Resolution submitted by the
24 By-Laws Committee. I so move.

25 PRESIDENT SHEWCHUK: Not seeing

1 any Delegates at the mike, please put -- oh,
2 sorry. Mark?

3 DELEGATE MARK: (Off mike)

4 PRESIDENT SHEWCHUK: Butch, would
5 you read the Resolution that's submitted by the
6 By-Laws Committee?

7 DELEGATE BAILLIE: Okay. The
8 Resolution submitted by the By-Laws Committee:

9 "The Secretary-Treasurer
10 shall ensure access for each
11 member to a free copy of the
12 International Constitution,
13 Teamsters Canada By-Laws and
14 the Rail Conference By-Laws."

15 PRESIDENT SHEWCHUK: Discussion?
16 There being none, could we have
17 Slide No. 2, please? Could we have Slide 2,
18 please?

19 There we go. Motion to accept the
20 By-Law Committee recommendation, is to reject the
21 Resolution submitted by 954 and accept the
22 Resolution submitted by the By-Laws Committee.

23 Please vote now.

24 RESULTS ARE: 155 in favour; 6 against.

25 CARRIED

1 PRESIDENT SHEWCHUK: By-Laws
2 Committee recommendation carried.

3 DELEGATE BAILLIE: So we recognize
4 that page 33 of that Resolution was withdrawn, so
5 we'll move on to page 34. It's By-Law Section
6 13(e), Expenses and Automobile, Rail Conference
7 Officers.

8 And the By-Laws Committee
9 Recommendation. Your By-Laws Committee agrees
10 with the initiative expressed via the Resolution
11 submitted by the TCRC President, but feels much
12 more language would be required to adequately
13 address the numerous specifics required to address
14 to whom and on what basis the proposed health care
15 spending account would apply.

16 The current benefit program has
17 been in place for many years and has been
18 administered throughout that time by the Executive
19 Board.

20 Rather than attempt to alter the
21 program by statute, the By-Laws Committee feels
22 that the TCRC Executive Board is best positioned
23 to give this issue the further consideration it
24 requires and enact the specific changes necessary
25 to change from the current benefit program to one

1 based on the principle of health spending --
2 health care spending account.

3 Your By-Laws Committee recommends
4 to reject the Resolution submitted by the TCRC
5 President and to retain present law. I so move.

6 PRESIDENT SHEWCHUK: No Delegates
7 at the microphones. Could we have Slide 2,
8 please? Thank you.

9 Motion to accept the By-Law
10 Committee recommendation. Please vote now.
11 RESULTS ARE: 143 in favour; 17 against.

12 CARRIED

13 PRESIDENT SHEWCHUK: By-Laws
14 Committee recommendation is carried.

15 DELEGATE HAMMEL: President
16 Shewchuk?

17 PRESIDENT SHEWCHUK: Yes. I'm
18 sorry, Mark.

19 DELEGATE HAMMEL: That's okay. No
20 problem.

21 PRESIDENT SHEWCHUK: Thank you.

22 DELEGATE HAMMEL: Mark Hammel,
23 319, Locomotive Engineers.

24 I'm just curious with -- back on
25 page 32. I'm wondering if we could reopen that

1 one and I can amend it, or is it too late?

2 PRESIDENT SHEWCHUK: So if I'm
3 correct, Mr. Parliamentarian, you want to make a
4 motion to reconsider the motion on page 32?

5 DELEGATE HAMMEL: Yeah.

6 PRESIDENT SHEWCHUK: Would that be
7 in order?

8 So you'd need a seconder for that.
9 The Delegates would get a vote on the
10 reconsideration, and then we could bring it back
11 out if the Delegates so choose.

12 DELEGATE HAMMEL: Okay. And would
13 they want to hear my amendment first, or?

14 PRESIDENT SHEWCHUK: No. We'd
15 better ---

16 UNKNOWN PERSON: (Off mike)
17 Division 70, tail end. I second his motion.

18 PRESIDENT SHEWCHUK: We have a
19 seconder. Okay.

20 We have a motion to reconsider.
21 It's Slide 13.

22 So motion to reconsider the
23 Resolution on page 32 -- or not 32. Yes, 32.
24 Please vote now.

25 RESULTS ARE: 76 in favour; 83 against.

1 DEFEATED

2 PRESIDENT SHEWCHUK: The motion to
3 reconsider is defeated.

4 DELEGATE BAILLIE: Go to page 35
5 next, By-Law Section 1424.

6 And your By-Laws Committee
7 recommendations. Your By-Laws Committee
8 recommends to accept the Resolution submitted by
9 the TCRC President. I so move.

10 PRESIDENT SHEWCHUK: Discussion?
11 Could we have Slide 2?

12 We have a motion to accept the
13 By-Law Committee recommendation. Please vote now.
14 RESULTS ARE: 156 in favour; 2 against.

15 CARRIED

16 PRESIDENT SHEWCHUK: By-Laws
17 Committee recommendation is carried.

18 DELEGATE BAILLIE: Okay. Located
19 on page 36, By-Law Section 27(c), Rail Conference
20 Dues and Assessments.

21 And the By-Laws Committee
22 recommendation. Your By-Laws Committee agrees
23 with the Resolution submitted by the TCRC
24 President.

25 The start-up costs of implementing

1 the various training programs have not come from
2 the -- have come from the general funds, but a
3 dedicated revenue supply is required to sustain
4 the TCRC multi-level training program on an
5 ongoing basis.

6 Your By-Laws Committee recommends
7 to accept the Resolution submitted by the TCRC
8 President. I so move.

9 PRESIDENT SHEWCHUK: Microphone 3.

10 DELEGATE SINGER: Al Singer,
11 Division 563, Locomotive Engineers.

12 I just wonder if someone on the
13 Executive can speak to the expectations of this
14 dues increase should it be granted by the
15 Delegates here today.

16 PRESIDENT SHEWCHUK: Has the --
17 Jim? Can I speak to this?

18 For clarification, the issue is
19 related to education, training and strategic
20 planning. And as it was outlined, the costs are
21 coming solely out of the general fund at this
22 time. And as I explained earlier, there was about
23 640,000 that was taken out of general fund for the
24 education and training.

25 It's specifically designed for

1 that. It's not for anything other than for
2 training, education and strategic planning. And
3 that strategic planning would involve the
4 research, setting up on the web page, that type of
5 stuff for access for all provincial Legislative
6 Board Chairman, general committees and Divisions,
7 that type of thing.

8 But it's not to be used in any
9 other fashion. It's dedicated for those three
10 issues only, if that clarifies it, Al.

11 DELEGATE SINGER: I guess the
12 question was -- maybe I wasn't specific enough.

13 If there's a specific plan, or is
14 there just sort of a general plan, an outline as
15 to what the Executive Board would like to
16 accomplish with the dues increase, or --

17 PRESIDENT SHEWCHUK: In Brother
18 Finnsen's report, I believe he outlined what the
19 projections were for 2011 for training. And I
20 can't recall exactly. I don't have that at my --
21 but the projections have been done.

22 Doug, would you like to speak?

23 Yes?

24 VICE-PRESIDENT FINNSEN: Okay.
25 Brother Singer, the intent of the -- of having it

1 established like this is similar to the fund for
2 the Convention.

3 That \$2.00 that goes in to the
4 Convention fund is used solely for the Convention,
5 so we're establishing the secondary fund that can
6 be used only for training and strategic planning.

7 The training is going to vary in
8 costs every year if we're successful in
9 implementing a true multi-layered plan. And I
10 anticipate the costs of training would be the
11 highest the year immediately after the Division
12 elections.

13 That's the -- that's when most of
14 the turnover takes place. Most of the funding
15 would go immediately after that.

16 But every year, we would have to
17 adjust the training to suit the needs, so, for
18 example, the introduction of Level 2 training, I
19 suggested that we're prepared -- if the funding
20 source is secured here this week, we're prepared
21 to schedule three in early new year.

22 That cost alone is almost \$200,000
23 just for three courses of 10 people each. It's a
24 five-day course. It's very expensive.

25 A rough estimate for training

1 costs in our experience on three-day training is
2 roughly \$650 per person per day. That's a very
3 base cost.

4 You can add on to that, depending
5 on where you are. Transportation is the biggest
6 variable.

7 Our experience has been that
8 transportation in Montreal for the Quebec-based
9 training, it is the most variable because there's
10 such significant distances for the members from
11 northern Quebec to travel to Montreal, and also
12 Atlantic Canada travels to Montreal.

13 It seems to have the largest swing
14 in those variable expenses.

15 Toronto has probably the most
16 stable expense for transportation simply because
17 there's so many Divisions within close proximity
18 of Toronto.

19 Winnipeg has another fairly stable
20 cost. Saskatoon and Edmonton are mildly variable
21 because the Divisions in northern Alberta and
22 sometimes Divisions in Saskatchewan have to travel
23 a long way.

24 Vancouver is fairly stable, but
25 it's a very expensive cost.

1 So while \$650 a day will get you
2 very close to pre-planning, it depends on
3 transportation.

4 Hotels are most expensive in
5 Vancouver and Toronto, the cheapest in Winnipeg
6 and Saskatoon.

7 Level 1 training if we are going
8 to continue with seven sessions across the country
9 that is, I think, about \$165,000 to \$185,000 a
10 year. That seems to be the minimum that we can
11 put on in order to address the need of the
12 divisions.

13 The supply of new members is
14 about -- it seems like 90 to 110 new trained --
15 new officers every year seems to address the
16 supply at the division level.

17 Because we are into a third year
18 and anticipate getting into a fourth and a fifth
19 year and a sixth year and onward for training, the
20 need to fund the level two training is the most
21 right now.

22 If we train 30 to 40 people in
23 level two next year we are probably going to have
24 to train 60 to 80 in subsequent years in order to
25 keep that layered training. You go a level one.

1 You get a couple more years experience and you get
2 level two. And then you get a couple years
3 experience and then you get a level two in another
4 skill set.

5 So that's the intent of the money.
6 The expenses vary every year. What you don't
7 spend in one year will be saved for training for
8 the next year because, as I said, training -- the
9 expensive training would be the highest the year
10 immediately following division elections.

11 Is that a better explanation?

12 PRESIDENT SHEWCHUK: Microphone 1.

13 DELEGATE SAUNDERS, Div. 945:

14 Dustin Saunders, Division 945, Vancouver.

15 I just wanted to speak in favour
16 of the Bylaw Committee's recommendations. This
17 year I had taken over the duties of local
18 chairman. I have only been with CN for five
19 years. I went through the training program, the
20 division officer training program and the amount
21 of knowledge and experience that I gained in that
22 week was amazing.

23 You know this \$5.00, I believe, is
24 money well spent. We have a lot of new guys
25 coming in, you know, almost on a weekly basis now,

1 I would imagine throughout the system.

2 And despite CN's profiling during
3 their hiring process there are still some strong
4 union-minded people slipping through the cracks
5 that are quite interested in possibly taking on a
6 leadership role in their union. I believe that
7 this fund and the training that will result from
8 it will give them the tools that they need in
9 order to have a successful future as a union
10 leader.

11 Thank you.

12 PRESIDENT SHEWCHUK: Thank you for
13 that.

14 Microphone 2.

15 --- Applause

16 DELEGATE ASHLEY: Don Ashley,
17 Division 529, Locomotive Engineers.

18 I support the motion. However, I
19 have a concern with the definition of strategic
20 planning. Strategic planning could take on a
21 whole array of things and the interpretation that
22 we may understand here 10 years from now, I don't
23 think it gives a clear enough definition of what
24 encompasses strategic planning and what that money
25 could be used for beyond education and training.

1 So if somebody -- if there is a
2 wordsmith in the group that could make an
3 amendment to the motion to look at or to find what
4 strategic planning is?

5 --- Pause

6 PRESIDENT SHEWCHUK: Well, one
7 thing is; are you making an amendment to the
8 motion or are you speaking --

9 DELEGATE ASHLEY: Well, I guess
10 what I need is a definition of what strategic
11 planning is.

12 PRESIDENT SHEWCHUK: Right, okay.
13 If nobody objects I will ask Doug to elaborate on
14 that aspect.

15 VICE-PRESIDENT FINNISON: Brother
16 Ashley, I can tell you what it isn't. It's not
17 the hiring of a strategic planner. That's what
18 it's not is. I know that phrase has been used in
19 the past.

20 The intent behind this is because
21 in the bylaws it speaks of strategic planning as
22 being part of the training program already.

23 Strategic planning would be, for
24 example, a collective bargaining course where you
25 bring the entire collective bargaining group, the

1 executive officers who are going to do the
2 collective bargaining on a certain carrier. You
3 give them a training course over several days on
4 updating them on the trends and in the workplace
5 in general, the trends and railroad-specific.

6 Together, they organize a
7 comprehensive, well thought out, researched
8 negotiation plan for that particular property, for
9 that particular round of bargaining where they can
10 set objectives, where we can have people in place
11 to do the appropriate training and not walk in
12 with several hundred demands that don't meet that
13 criteria.

14 That would be, in my opinion,
15 strategic planning.

16 PRESIDENT SHEWCHUK: Microphone 3.

17 DELEGATE WHITE: Steve White,
18 Local 159, engineers.

19 Although I do agree with your
20 resolution I don't believe it is the right time to
21 putting the dues up again. We just did a 20
22 percent hike. I think it's a little too soon to
23 go up even just a little bit.

24 PRESIDENT SHEWCHUK: Microphone 2.

25 DELEGATE VESTROCY: Mike Vestrocy,

1 Division 70 (off microphone).

2 We are talking 10,000 employees at
3 \$5.00 a month times 12 months, \$600,000 a year.
4 Correct?

5 PRESIDENT SHEWCHUK: Average
6 ballpark, absolutely.

7 DELEGATE VESTROCY: And what was
8 your projected costs for training?

9 PRESIDENT SHEWCHUK: What was
10 the...?

11 VICE-PRESIDENT FINNISON: Well, it
12 depends what -- the level of training depends on
13 the level of funding. The three levels/two
14 courses that I spoke of that we are hoping to go
15 in the New Year, say February and early March, I
16 think it would be about \$165,000 to \$185,000
17 depending on travel costs. That would be just to
18 train 30 people in a week-long course in level
19 two.

20 Level one courses; the three-day
21 courses, if we continue to do about seven courses
22 a year depending on travel you are probably
23 looking at another \$160 to \$180,000 depending on
24 travel.

25 DELEGATE VESTROCY: So you are

1 looking at a little over \$380,000 to run the
2 courses?

3 VICE-PRESIDENT FINNISON: Right.
4 That's just for -- that's just for level one and
5 two. Now, remember in my report this morning, I
6 spoke about level one training for the division
7 officers of president and secretary treasurer.

8 Now, the cost is exactly the same
9 to train them and we are hoping to have the same
10 type of a course as level one over several days.
11 Because it's not -- because it's not finished we
12 don't know whether it would be the same number of
13 days as a level one but I would think it would be.

14 So the cost of implementing
15 division training for the president and secretary
16 treasurer would be as much as the level one
17 courses.

18 DELEGATE VESTROCY: Okay. I agree
19 with the money being put aside for the training.
20 It's the amount that concerns me, that you are
21 going to end up with \$250,000 and next year
22 \$250,000 and the next thing you know before we
23 have another convention you will be there at a
24 million dollars sitting in an account not being
25 used.

1 PRESIDENT SHEWCHUK: Well, that's
2 a logical -- how do you say -- a comment, kind of
3 thing, but I'm not sure if we want to get into
4 cross-debate here. We understand your point,
5 Mike.

6 So I would like to go over to
7 microphone 3.

8 DELEGATE VESTROCY: Thank you.

9 PRESIDENT SHEWCHUK: Thank you.

10 DELEGATE POLLAND: Dave Polland,
11 Division 668, Conductors.

12 Just a comment, like I don't think
13 there is any more important time in the TCRC than
14 right now to establish a fund for education and
15 training. I think if you look around the room we
16 are pretty well full of the baby boom. A lot of
17 us have our kids that are entering the railroad
18 world. They are 19-20 year old people.

19 In our terminal, which is small,
20 the demographics are changing very quickly. The
21 majority of our workers are people that have less
22 than five years of experience. They have no
23 experience in the union.

24 Right now is the most important
25 time for the TCRC to implement a structured and

1 well funded education program for these new young
2 TCRC members.

3 Thank you.

4 PRESIDENT SHEWCHUK: Thank you.

5 Microphone 1.

6 DELEGATE DOHERTY: John Doherty,
7 Division 355, Conductor.

8 I would just like to say that when
9 it comes to general revenue as more pressures are
10 put on our union, the general revenue feels
11 pressure and it gets tight the first things that
12 generally get cut are training. So in order to
13 better protect our younger members we should set
14 up a fund to give that training.

15 If there is an excess built in it
16 who cares? It's there for them because training
17 may -- the amount of training may differ and the
18 expenses would go up.

19 That's all.

20 PRESIDENT SHEWCHUK: Thank you.

21 Microphone 2.

22 DELEGATE MONGRAIN: Pascal
23 Mongrain, 258. Can we table this question, this
24 resolution?

25 PRESIDENT SHEWCHUK: Motion to

1 table?

2 DELEGATE MONGRAIN: Yeah, please.

3 PRESIDENT SHEWCHUK: Need a

4 seconder.

5 Come up to the mike, please.

6 DELEGATE JOHNSON: Mike Johnson,

7 796 (off microphone).

8 PRESIDENT SHEWCHUK: Second the

9 motion.

10 UNIDENTIFIED DELEGATE: Second the

11 motion.

12 PRESIDENT SHEWCHUK: Okay. Could

13 we have the vote, please, on let's see, Slide 10,

14 please?

15 --- Pause

16 PRESIDENT SHEWCHUK: Okay, motion

17 to table. Please vote now.

18 UNIDENTIFIED DELEGATE: I don't

19 understand what he means.

20 PRESIDENT SHEWCHUK: Basically

21 it's coming off. There is no further discussion

22 on it. It's been tabled.

23 Then just to explain, if somebody

24 wants to bring it back there has to be a motion to

25 bring it off the table for further discussion.

1 Am I correct, Jim?

2 SEC. TREASURER FLEGEL: Yeah.

3 PRESIDENT SHEWCHUK: Okay.

4 UNIDENTIFIED DELEGATE: (Off
5 microphone)

6 PRESIDENT SHEWCHUK: Okay. Let's
7 redo the vote. Could you reset it, please?

8 --- Pause

9 UNIDENTIFIED DELEGATE: Could you
10 explain tabling?

11 PRESIDENT SHEWCHUK: Okay. What
12 has happened is -- and Jim, I will explain it.
13 Correct me if I'm wrong.

14 The bottom line is the motion to
15 table was to basically take it off the floor and
16 table it. It goes in a -- it goes away, in
17 essence. It's not up for debate anymore. It's
18 not up for discussion. It's not going to be voted
19 on. It's been tabled.

20 If any one of you delegates wish
21 to bring that out at a later date in the
22 convention somebody would have to make a motion to
23 bring that resolution off the table, second it,
24 vote on and then it comes out for discussion.

25 As of this point being tabled, it

1 disappears unless somebody, unless one of the
2 delegates bring it back. If nobody brings it back
3 it dies.

4 UNIDENTIFIED DELEGATE: (Off
5 microphone)

6 PRESIDENT SHEWCHUK: Right. You
7 are voting on whether to table it. Yes, you want
8 to table it or; no, you don't want to table it.

9 UNIDENTIFIED DELEGATE: (Off
10 microphone)

11 PRESIDENT SHEWCHUK: Yes. If you
12 vote no then we go back to the original Bylaws
13 Committee recommendation.

14 Microphone 2.

15 UNIDENTIFIED DELEGATE: If we
16 table the motion and in order to make a motion to
17 bring it back off the table what kind of a
18 majority do we need?

19 PRESIDENT SHEWCHUK: I'm not sure.
20 It's just a simple majority. It's not two-thirds,
21 just a simple majority.

22 Microphone 1.

23 UNIDENTIFIED DELEGATE: Can I just
24 speak to the motion?

25 PRESIDENT SHEWCHUK: No.

1 UNIDENTIFIED DELEGATE: Okay.

2 PRESIDENT SHEWCHUK: No, it's
3 simply tabled, Marty, sorry.

4 Okay, any further discussion?
5 Let's have Slide No. 10, please.

6 Motion to table. Please vote now.
7 RESULTS ARE: 62 in favour; 95 against.

8 DEFEATED

9 PRESIDENT SHEWCHUK: The motion is
10 on the floor for further discussion.

11 Microphone 1.

12 DELEGATE McLELLAND: Ray
13 McLelland, Kamloops 855, CTY.

14 I would like to speak in favour of
15 it in part, I guess. I don't know how to fix it
16 but I wish this was around 18 years ago when I
17 became a local chairman. Personally, I would
18 recommend \$20 a month. That's obviously not
19 considered.

20 But what concerns me, Dan, in all
21 fairness to the writer, is the strategic planning
22 fund. I mean what we see here in eight years from
23 now we are not going to be here, most of us.
24 Well, I might.

25 But a lot of people won't be here

1 and what we view as strategic planning might not
2 be viewed as the same and that money might be
3 funnelled in that direction.

4 You know I don't know how we can
5 get rid of those four words "and strategic
6 planning fund" but "maintain an education in
7 training" would be more than acceptable on my
8 behalf.

9 I can make a motion to amend it?

10 UNIDENTIFIED DELEGATE: Yes.

11 DELEGATE McLELLAND: I make a
12 motion to amend it, to strike "and strategic
13 planning fund" off that.

14 PRESIDENT SHEWCHUK: Okay. Do you
15 want to write it out? You just want to delete the
16 strategic --

17 DELEGATE McLELLAND: The last four
18 words.

19 PRESIDENT SHEWCHUK: The last four
20 words, okay.

21 --- Off record discussion

22 DELEGATE McLELLAND: I would like
23 to establish and maintain an education and
24 training fund, yes.

25 Get rid of "and strategic

1 planning".

2 PRESIDENT SHEWCHUK: Yes, I
3 understand. You were asking a question before you
4 made the amendment.

5 DELEGATE McLELLAND: Yes, I was
6 asking if I could change it and you said "yes".

7 PRESIDENT SHEWCHUK: Before that,
8 before that. Before you made the amendment there
9 was -- and I'm not trying to put words in your
10 mouth.

11 DELEGATE McLELLAND: Well, I was
12 asking you. I don't know how to change it.

13 PRESIDENT SHEWCHUK: Okay.

14 DELEGATE McLELLAND: Someone told
15 me I could amend it, so asking for an amendment to
16 that to remove those three words.

17 --- Off record discussion

18 DELEGATE McLELLAND: I don't know
19 what I have got to do. How do I change it?

20 PRESIDENT SHEWCHUK: You have made
21 a motion to amend.

22 DELEGATE McLELLAND: Yes.

23 PRESIDENT SHEWCHUK: Right, okay.
24 So basically have you got a seconder?

25 Is anybody going to second the

1 motion? Microphone 2.

2 DELEGATE BOUVIER: I will second

3 the --

4 PRESIDENT SHEWCHUK: Identify,

5 Dean.

6 DELEGATE BOUVIER: Local 151, Dean

7 Bouvier.

8 PRESIDENT SHEWCHUK: Okay, we have

9 a second.

10 Could we have the amendment put on

11 the screen?

12 --- Pause

13 PRESIDENT SHEWCHUK: No, the

14 actual words, the deletion of the three words "and

15 strategic planning".

16 Great, great. Make sure that I

17 have got this correct. The words that will be

18 removed are, quote, "and strategic planning".

19 Okay, there you go. That's it,

20 okay.

21 We now have a vote -- oh, sorry,

22 microphone 2, discussion on the amendment.

23 UNIDENTIFIED DELEGATE: (Off

24 Microphone) Division 111, CTY Conductor.

25 Just the wording removing "and

1 strategic" I'm worried about just the legality of
2 the commas and whatnot. What wording should be
3 put in there? All we want in there is education
4 and training fund, is that right?

5 UNIDENTIFIED DELEGATE: Yeah.

6 UNIDENTIFIED DELEGATE: So how can
7 we word it so all we have is basically "to
8 establish and maintain an education and training
9 fund"? That's what we want.

10 PRESIDENT SHEWCHUK: Right. So we
11 are just talking about the way it's put together
12 here.

13 To make it simple, could we just
14 add the word "and" inside with the -- you see, the
15 amendment is on the floor. Okay, that was what
16 was intended.

17 So unless somebody has a
18 fundamental objection let's insert the word "and"
19 and get rid of the comma, two commas? No, no,
20 education and yeah.

21 UNIDENTIFIED DELEGATE: (Off
22 microphone)

23 PRESIDENT SHEWCHUK: Okay, the
24 second --

25 UNIDENTIFIED DELEGATE: Put the

1 comma behind training there?

2 PRESIDENT SHEWCHUK: Yeah,
3 let's -- it's not going to change the intent. We
4 will delete that so just to avoid any further
5 confusion. Line is in the back trying to do this.
6 So that is what -- the amendment to the motion is
7 acceptable to the individual, Ray.

8 So the motion would read:

9 "\$5.00 per month to establish
10 and maintain an education and
11 training fund." (As read)

12 Motion was made and seconded. So
13 we have to vote on the amendment to the motion.

14 Microphone 2 -- before we vote I
15 just want to make it clear.

16 DELEGATE WILDER: David Wilder,
17 132, Engineer.

18 I am going to say I am in favour
19 of it as it has just been put up there and as for
20 the other gentleman there, you are training for --
21 educating for contracts and stuff. That's still
22 training, man, so it works for you too.

23 Thank you.

24 PRESIDENT SHEWCHUK: Thank you,
25 thank you.

1 Okay. Do we have any discussion
2 on the amendments?

3 --- Pause

4 PRESIDENT SHEWCHUK: So we now --
5 seeing nobody at the mike we will vote on the
6 motion as amended. You saw it so I will ask you
7 to vote now.

8 RESULTS ARE: 132 in favour; 23 against.

9 CARRIED

10 PRESIDENT SHEWCHUK: And by the
11 clock we are at 1705.

12 Okay, before we move we have to go
13 back to the main motion. We voted on the
14 amendment. Now, we have to vote on the motion as
15 amended; my apologies.

16 So we could put it up to accept
17 the motion as amended.

18 Are we on the right track, Jim?

19 SECRETARY-TREASURER FLEGEL: Yeah.

20 PRESIDENT SHEWCHUK: Okay.

21 Vote now, please.

22 RESULTS ARE: 118 in favour; 43 against.

23 CARRIED

24 PRESIDENT SHEWCHUK: It's 1705,
25 Sisters and Brothers, so we will now recess till

1 nine o'clock.

2 But before everybody leaves we
3 will have some announcements to make.

4 Brother Genereux.

5 TRUSTEE GÉNÉREUX: Yeah, we have
6 meetings in the foyer salon room back there at
7 1800 and 1900. I just have a message saying that
8 the RTCs are welcome to attend both meetings.

9 --- Off record discussion

10 PRESIDENT SHEWCHUK: Thank you.
11 We are recessed until tomorrow. Thank you.

12 --- Whereupon the convention adjourned at 1708,
13 to resume on Wednesday, Septembre 22, 2010
14 at 0900