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Dear Sister/Brother and Colleague,

Welcome to the United Steelworkers, Local 2004 Mountain Region!

The United Steelworkers Local 2004 Mountain Region is proud to welcome you to our Union. USW Local 2004 spans across Canada and counts roughly 3200 members. It is divided in 4 Regions, Atlantic/St-Laurence, Great Lakes, Prairie, and our Region the Mountain Region with roughly 1000 members. We span from Biggar SK to Vancouver BC and North Battleford SK to Prince Rupert BC

Attached you will find a list of Units. Please select the one closest to your permanent residence and contact the corresponding Unit chair for all Union inquiries. All Units are required to hold at least three (3) meetings a year. You are welcome to attend any USW LU 2004 Unit meetings.

Collective Agreement and Probation:

Unfortunately ninety (90) working days probationary period must be completed in order for you to enjoy *Job Postings and Seniority Rights Provisions*. During that same time frame it is to the utmost importance that you understand that the Company possesses the legal right to dismiss for *Cause*. However all other provisions contained in the Collective Agreement 10.1 are available to you from your first day of employment at CN Rail within the USW LU 2004 Bargaining Unit. *The entire Collective Agreement* and other information can be found on our new website <http://2004usw.ca>

Once you have successfully completed your probationary period you will be entitled to post bids on various available *Permanent and Temporary* positions advertised monthly on the CN - USW LU 2004 Mountain Region (MR) Bulletins. The latter will provide you with an opportunity to exercising your seniority rights accumulated from the very first day of employment at CN within the USW LU 2004 Bargaining Unit. The said Job Bulletins will be sent to your home address once a month from Moncton NB. In addition you will enjoy the added security of employment as the Company will then require demonstrating *Just Cause* to dismiss or assess discipline. The latter means you would be provided with the established appeal process and Union Representation upon request as the provisions of the Collective Agreement 10.1 permits.

Union Business Training Program:

The USW LU 2004 provides with a multitude of Union business training opportunity available to you when you have successfully completed your 90 working days probation period. All regular (CN) lost wages incurred while attending USW LU 2004 training programs are replaced to you by the Union. Additionally all necessary expenses incurred to attend training are paid through our USW LU 2004 Education Fund. For more information please contact Mr. Ray Goyer (250-319-8232) Unit chair Kamloops Unit 50 who also volunteers as the *Education Coordinator* for the USW LU 2004 MR.

The United Steelworkers proudly provide women with a place to call their own. The *Women of Steel Program* begins by preparing women to start or strengthen local and regional women's committees. It further allows all Steelworkers Women to develop necessary skills of leadership. We strongly recommend that all LU 2004 MR women join this program which provides with great opportunities and learning experience.

Welcome To The United SteelWorkers District 3 Local 2004 Mountain Region!

Volunteer work:

Attached you will find our *Volunteer Application* document. Unions are volunteer based organizations and as such are always looking for volunteer to help in various challenging aspect of the day to day Union business. This insures our presence in the field and provides active volunteers a platform to acquire necessary skills concerning the enforcement of the Collective Agreements, Labor Laws and Health & Safety Regulations. As Unions cannot function without volunteers, we strongly encourage your active involvement with your Union and therefore solicit that you complete the attached document and return it to my office at first opportunity.

Union Movement History and Benefits:

Contrary to what you might have been told reality is that without Collective Bargaining corporations would not provide with the appropriate *Working Conditions* and adequate *Standard of Living*. Ours and all other Union members have, and continue to suffer through various struggles simply to retain established *Basic Working Conditions* for all workers. The battle between Corporations and Unions has been engaged for centuries and is ongoing. We firmly believe that we must straighten our Union by educating and growing our membership and allowing more members to know their rights and help to apply them out in the field by providing training to our members.

The following is a glimpse of some of the advancement that all Canadian working people have enjoyed for years and are still benefitting from today;

Fair Wages, Discipline and Dismissal Appeal Process, Collective Agreements, Pension Plan, Short Term Disability, Parental Leave, Long-Term Disability, Basic Life Insurance, Optional Life Insurance, Accidental Death and Dismemberment Insurance, Extended Health Care, Vision and Dental Plan Benefits, Canada Labour Code, Health and Safety Regulations, Human Rights Act, Workers Compensation Board (WCB), Employment Insurance (EI)...

Let it be known that Unions and its members were instrumental in the implementations of all of the above-mentioned and more, through various struggles, sometimes even sacrificing their own lives!

Joining our labor movement is the beginning of a great adventure! It provides with secure, permanent, long term and fair wages employment, allowing you the security to raise a family in peace and dignity. Additionally with a *Defined Benefit Early Retirement Package* at age 55 (the best in Canada) or any time after when your age added to your years of service totals 85 points. Keep in mind that you're Union and its members (*now including you*) acquired the above-mentioned in past bargaining for your benefits today.

In closing I will take this opportunity to say that **we** are the Union! Our Union is only as strong as its weakest member! Together we bargain alone we beg!

It is members like yourself that, not only makes the difference in this Union, but in fact make this world a better and safer place! One more time welcome to Local 2004, our/your Union. I am eager to meet and work with you with one simple goal in mind, to better our working conditions at CN Rail.

In true solidarity,

Pierre Jacques
USW – Local 2004
Chief Steward – Mountain Region