

# UNITED STEELWORKERS LOCAL 2004

With your solid support, your bargaining committee reached a memorandum of agreement with CN at about 03:30am on March 1, 2024. The bargaining committee has endorsed the settlement and is recommending acceptance.

Now we need you to support the agreement with a “YES” vote. More information on the ratification process will be provided in the coming days.

## Summary of Agreement

<b>Term of Contract</b>	3 Years: January 1, 2024 to December 31, 2026
<b>No concessions</b>	There are no concessions in this settlement agreement.
<b>Wage Increase</b>	<p>January 1, 2024: 3%*            January 1, 2025: 3%            January 1, 2026: 3%</p> <p><i>*Retroactive to January 1, 2024, retroactive payment made following ratification</i></p>
<b>Special Rate Adjustment – Foreperson</b>	<p>The foreperson rates (2024) shall be provided an additional special adjustment and increased as follows:</p> <p><b>Track Maintainer Foreperson (8 men or more)</b></p> <ul style="list-style-type: none"> <li>• Increase an additional \$1.39 to <b>\$42.54</b></li> </ul> <p><b>Foreperson Boom Truck (8 men or more)</b></p> <ul style="list-style-type: none"> <li>• Increase an additional \$1.39 to <b>\$42.54</b></li> </ul> <p><b>Track Maintainer Foreperson (0 to 7 men)</b></p> <ul style="list-style-type: none"> <li>• Increase an additional \$1.73 to <b>\$41.54</b></li> </ul> <p><b>Assistant Track Foreperson</b></p> <ul style="list-style-type: none"> <li>• Increase an additional \$0.92 to <b>\$37.81</b></li> </ul> <p><i>*In this agreement increases to the Foreperson rate in Year 1 range from <b>5.56% to 7.48%</b>.</i></p>

<p><b>Special Rate Adjustment – Field Maintainer, Mechanic A, Lead Hand Work Equipment</b></p>	<p>Effective the first of the month following ratification, an additional fifty cents (<b>\$0.50</b>) market adjustment will apply to the Field Maintainer, Mechanic A and Lead Hand Work Equipment Classifications.</p> <p>*In this agreement Mechanic and Field Maintainer wage increase in Year 1 is 4.1%.</p>
<p><b>Weekly Travel Assistance (21.11)</b></p>	<p>Effective the 1st of the month following ratification, increase from \$0.33 to <b>\$0.40</b>.</p> <p>Effective January 1, 2025, increase to <b>\$0.45</b>.</p> <p>Effective January 2, 2026, increase to <b>\$0.49</b>.</p> <p><i>*Reflects a 48.48% increase in mileage assistance over the term of the agreement</i></p>
<p><b>Weekend Travel Assistance (22.1)</b></p>	<p>Effective the 1st of the month following ratification, increase from \$0.29 to <b>\$0.33</b>.</p> <p>Effective January 1, 2025, increase to <b>\$0.38</b>.</p> <p>Effective January 2, 2026, increase to <b>\$0.44</b>.</p> <p><i>*Reflects a 51.72% increase in weekend travel assistance over the term of the agreement</i></p>
<p><b>Daily Meal Allowance (22.1a)</b></p>	<p>Effective the 1st of the month following ratification, increase from \$45 to <b>\$48</b>.</p> <p>Effective January 1, 2025, increase to <b>\$51</b></p> <p>Effective January 2, 2026, increase to <b>\$53</b>.</p> <p><i>*Reflects a 17.78% increase in meal allowance over the term of the agreement</i></p>
<p><b>All-inclusive Allowance</b></p>	

<p><b>(22.1b)</b></p>	<p>Effective the 1st of the month following ratification, increase from \$117 to <b>\$124</b>.</p> <p>Effective January 1, 2025, increase to <b>\$124 to 127</b>.</p> <p>Effective January 2, 2026, increase to <b>\$127 to \$130</b>.</p> <p><i>*Reflects a 17.78% increase in allowance over the term of the agreement</i></p>
<p><b>Vacation Split</b></p>	<p>Effective January 1, 2025, employees with more than 3 weeks' vacation will be permitted to <b>split vacation entitlement into one-week increments</b>.</p> <p><i>*Employees on a two-week work cycle may also split vacation but will be required to take an entire work cycle when they have sufficient vacation or may split to one-week if the employee receives prior approval from their supervisor.</i></p>
<p><b>Shift Differential</b></p>	<p>Shifts commencing between 1400 and 2159 hours:</p> <ul style="list-style-type: none"> <li>• <i>Increase from \$0.80 to <b>\$1.00</b>.</i></li> </ul> <p>Shifts commencing between 2200 and 0559 hours:</p> <ul style="list-style-type: none"> <li>• <i>Increase from \$1.00 to <b>\$1.50</b>.</i></li> </ul>
<p><b>Paid Medical Leave and Payout of Unused Days</b></p>	<p>At the end of each calendar year, <b>unused medical leave will be paid out</b>.</p> <p>Effective years 2025 and 2026, the Company will provide <b>ten (10) paid medical leave days at the beginning of the year, rather than accrue</b>.</p>
<p><b>Off-region Special Allowance</b></p>	<p>Increase of daily special allowance for off-region assignment to <b>\$25.00</b> from \$10.00.</p>
<p><b>Off-region assignments and modification process</b></p>	<p>Employees hired on or before December 31, 2017 <b>cannot be forced</b> onto a lateral off region assignment.</p>

<b>Employee Share Investment Plan</b>	<b>Renewal of Employee Share Investment Plan.</b>
<b>Other work rules and changes</b>	<ul style="list-style-type: none"> <li>• Work Cycle renewed for next 3 years with inclusion of notice of work cycle change.</li> <li>• Agreement on new system-wide flagging agreement and scheduling language for flagpersons</li> <li>• Please see MOS for other work rule changes.</li> </ul>
<b>Benefits</b>	
<b>NEW – Short Term Disability Plan</b>	<p>Improve Disability plan to provide 70% of weekly pay, up to the EI maximum insurable earnings (MIE), <b>30% of excess weekly pay over the weekly MIE, no maximum.</b></p> <p>If you make \$85,000/year in 2023:</p> <ul style="list-style-type: none"> <li>• STD increases from \$830 to <b>\$963</b> per week.</li> </ul> <p>If you make \$120,000/year in 2023:</p> <ul style="list-style-type: none"> <li>• STD increase from \$830 to <b>\$1,165</b> per week.</li> </ul> <p><i>*Employees are required to use 10 sick days provided as per the Canada Labour Code and/or CBA to cover the waiting period of <b>7 days</b> (increased from 3 days).</i></p>
<b>Life Insurance</b>	Increased basic life insurance coverage ( <b>\$1000/year</b> ) and additional optional life insurance coverage now available to spouse and dependent children.
<b>Health Care Spending Account</b>	Now incorporated into the benefits plan, <b>\$300 provided at the beginning of the year.</b> Benefit may be used to cover the cost of additional and improved health care coverage under the new <i>Flex Benefits Plan</i> .
<b>NEW - Core Benefits Plan</b>  <i>Plus</i>  <b>NEW – Flex Benefits Plan</b>	<p>The Company covers the cost of the Core option (100%). Core option includes:</p> <ul style="list-style-type: none"> <li>• <b>Elimination of \$25 deductible</b> for family</li> <li>• <b>NEW</b> – Out of pocket maximum of \$10,000/year for prescription drugs (previously no maximum).</li> <li>• <b>No lifetime maximum coverage</b> (previously \$75,000).</li> </ul>

	<ul style="list-style-type: none"> <li>• Out of country coverage <b>increased to 100%</b> from 80%</li> <li>• Basic dental coverage maintained at current 100%; Orthodontic coverage maintained at current 50% to life max of \$750.</li> </ul> <p><i>*Other changes including indexing of prescription and dental deductible summarized in table below.</i></p> <p><b>NEW - Flex Benefits Plan</b> allows for employees to select enhanced coverage (Option1; Option 2) at additional cost through payroll deduction (summarized in the table below).</p>
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Summary of Wage Increases

	Current	Jan 1, 2024 (3%)	2024 w/ Adjust	Jan 1, 2025 (3%)	Jan 1, 2026 (3%)	Difference
<i>Machine Operator</i>						
PMO / Special Group	\$40.34	\$41.55	\$41.55	\$42.80	\$44.08	\$3.74
Group I	\$38.67	\$39.83	\$39.83	\$41.03	\$42.26	\$3.59
Group II	\$36.71	\$37.81	\$37.81	\$38.95	\$40.11	\$3.40
<i>Track Forces</i>						
Track Maintenance Foreman 0-7 men (excl. foreman)	\$38.65	\$39.81	\$41.54	\$42.79	\$44.07	\$5.42
Track Maintenance Foreman 8 men or more (excl. foreman)	\$39.95	\$41.15	\$42.54	\$43.82	\$45.13	\$5.18
Track Maintainer	\$33.65	\$34.66	\$34.66	\$35.70	\$36.77	\$3.12
Extra Gang Foreman Level 3	\$46.05	\$47.43	\$47.43	\$48.85	\$50.32	\$4.27
Extra Gang Foreman Level 2	\$43.43	\$44.73	\$44.73	\$46.07	\$47.46	\$4.03
<i>B &amp; S Forces</i>						
B & S Foreperson	\$41.51	\$42.76	\$42.76	\$44.04	\$45.36	\$3.85

Steel Bridge Foreperson	\$45.93	\$47.31	\$47.31	\$48.73	\$50.19	\$4.26
Steel Bridge Worker/Welder	\$43.90	\$45.22	\$45.22	\$46.57	\$47.97	\$4.07
Steel Bridge Worker	\$42.64	\$43.92	\$43.92	\$45.24	\$46.59	\$3.95
Carpenter; 2 or more years' exp.	\$38.43	\$39.58	\$39.58	\$40.77	\$41.99	\$3.56
Bridgeperson; 2 or more years' exp.	\$35.31	\$36.37	\$36.37	\$37.46	\$38.58	\$3.27
<i>Mechanics</i>						
Field Maintainer	\$43.92	\$45.24	\$45.74	\$47.11	\$48.52	\$4.60
Mechanic "A"	\$43.07	\$44.36	\$44.86	\$46.21	\$47.59	\$4.52
<i>Rail Yard</i>						
Grinder - Level 3	\$38.65	\$39.81	\$39.81	\$41.00	\$42.23	\$3.58
Classifier - Level 5	\$35.36	\$36.42	\$36.42	\$37.51	\$38.64	\$3.28
Classified Labourer - Level 6	\$32.36	\$33.33	\$33.33	\$34.33	\$35.36	\$3.00
<i>Welding</i>						
Welding Gang Foreman 6 men and over including Foreman	\$43.52	\$44.83	\$44.83	\$46.17	\$47.56	\$4.04
Foreman Welder 1 - 5 men including Foreman	\$42.25	\$43.52	\$43.52	\$44.82	\$46.17	\$3.92
Welder, thereafter	\$40.95	\$42.18	\$42.18	\$43.44	\$44.75	\$3.80

## Flexible Benefits Plan Summary

Extended Health Care	Benefits	Current	Basic	Option 1	Option 2
<b>Medical care</b>	<i>Repayment</i>	80%	80%	85%	90%
	<i>Annual deductible</i>	\$25/fam	0	0	0
	<i>Prescription Drugs</i>				
	<i>Prescription Franchise</i>	3 \$	\$3 + Index	\$3 + Index	\$3 + Index
	<i>Generic Submarine</i>	Yes	Yes and biosimilar	Yes and biosimilar	Yes and biosimilar
	<i>Quit smoking</i>	Oui, prescribed	Yes, max \$500/year	Yes, max \$500/year	Yes, max \$500/year
	<i>Out of the Max Pocket</i>	No	10k\$/in	10k\$/in	10k\$/in
	<i>Hospital</i>	100% (SP)	100% (SP)	100% (SP)	100% (SP)
	<i>Outside the country</i>	80%	100%	100%	100%
	<i>Private Practice Nursing</i>	80% max lifespan of \$10k	80%, 10K\$/Month en	85%, \$10K\$/month en	90%, 10K\$/month en
	<i>Laboratory Tests</i>	80%, \$500/year	80%, \$500/year	85%, \$500/year	90%, \$500/year
	<i>Max lifespan</i>	\$75k	No	No	No
<b>Paramedical</b>	<i>Physio/Chiro</i>	80%, 2 k\$/an	80%, 2 k\$/an	85 %, 2 k\$/an	90%, 2 k\$/an
	<i>Psychol/Pscyhoth</i>	80%, \$500/year	80%, \$1000/year	85%, \$1500/year	85%, \$2000/year
	<i>Massage, Ostéo, Naturo</i>	No	80%, 20\$ P/V, 150 P/E	85%, \$300/year	90%, \$500/year
	<i>Hearing aids</i>	80%, \$300 Max, \$500 Kids	80%, \$300 Max, \$500 Kids	85%, \$500/year	90%, \$750/year
<b>The Vision</b>	<i>Examen de la vue (24/m)</i>	80 %, 25 \$	80% no max	85% no max	90% no max
	<i>Lunettes/contacts</i>	80 %, 250 \$	80 %, 250 \$	85 %, 300 \$	90 %, 350 \$
<b>HCA</b>	<i>HCA</i>	25 \$/m, 300 \$/n	300 \$/an	300 \$/an	300 \$/an
<b>Dental</b>	<i>Annual deductible</i>	\$40/fam	\$40/fam, indexed	No	No
	<i>Fee Guide</i>	2023	GPC	GPC	GPC
	<i>Prevention</i>	100 %, RE 9/m	100 %, RE 9/m	100 %, RE 9/m	100 %, RE 6/m
	<i>Basic</i>	100%	100%	100%	100%
	<i>Endontic/periodontal</i>	80%	80%	80%	100%
	<i>Major Restoration</i>	50%	50%	50%	60%
	<i>Max Combined</i>	\$2k	\$2k	\$2,5k	\$3k
	<i>Orthodontics</i>	50%, maximum lifespan of \$750	50%, maximum lifespan of \$750	50%, maximum lifespan of \$1000	50%, maximum lifespan of \$2000
<b>Employee Cost</b>					
		<b>Current</b>	<b>Basic</b>	<b>Option 1 (year, est.)</b>	<b>Option 2 (year, est.)</b>
	<i>Individual</i>	0 \$	0 \$	156,00 \$	234,00 \$
	<i>Family</i>	0 \$	0 \$	390,00 \$	598,00 \$