

MEMORANDUM OF AGREEMENT

Dated

January 27th, 2025

Between

CANADIAN NATIONAL RAILWAY COMPANY

And

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
SYSTEM COUNCIL NO. 11
(I.B.E.W.)**

RE:

Collective Agreement 11.1

Application of Wage Increase and Other Changes Covering
January 1st, 2025, to December 31st, 2028

Rates of Pay effective as Indicated.

Changes effective the 1st of the month following ratification, or as otherwise indicated,
as is the case for rate of pay.

The Company reserves the right to add to, revise, modify, substitute, amend, or withdraw any of the following, at its sole discretion. Any settlement or agreement reached on any item or items is conditional upon the conclusion of a global, total, and comprehensive memorandum of settlement, which has been ratified. The Company reserves the right to withdraw its agreement on any item or items, without prejudice, until such time as a final agreement is ratified. All offers should be considered as perishable and are subject to be withdrawn at the Company's discretion.

The Parties acknowledge that only those Articles, Appendices, and/or Addenda expressly identified as being modified will be changed unless there is written consent of the Parties.

Errors and omissions excepted.

Terms and conditions of the collective agreements to be revised as follows:

TERM

Collective agreements 11.1 (hereinafter referred to as the “Collective Agreements”) will be renewed for a period of 4 years commencing January 1st, 2025.

WAGES

Effective January 1st, 2025, a wage increase of **3.00%** on all basic, hourly, daily, weekly, bi-weekly, monthly and flat rates of pay in effect on December 31st, 2024. Retroactive increase will be paid within 60 days of ratification.

Effective January 1st, 2026 a wage increase of **3.00%** on all basic, hourly, daily, weekly, bi-weekly, monthly and flat rates of pay in effect on December 31st, 2025

Effective January 1st, 2027 a wage increase of **3.00%** on all basic, hourly, daily, weekly, bi-weekly, monthly and flat rates of pay in effect on December 31st, 2026

Effective January 1st, 2028 a wage increase of **3.00%** on all basic, hourly, daily, weekly, bi-weekly, monthly and flat rates of pay in effect on December 31st, 2027

Article 3.4 (AMEND)

Employees whose regularly assigned shifts commence between 14:00 hours and 21:59 hours shall receive a shift differential of ~~75 cents~~ **\$1.00** per hour, and employees whose regularly assigned shifts commence between 22:00 hours and 05:59 hours shall receive a shift differential of ~~\$1.00~~ **\$1.50** per hour.

Overtime shall not be calculated on the shift differential nor shall the shift differential be paid for paid absence from duty such as vacation, general holidays, etc..

Article 3.6 (NEW)

S&C employees who are assigned to operate boom trucks will be paid an additional **\$1.00** per hour for each day operating such vehicle.

Article 4.5 (AMEND)

4.5 On call days and outside of regular hours, employees will protect calls on their own territory. They will be available for calls unless they make suitable arrangements with the S & C Supervisor for the protection of their territory without involving additional expense to the Company and so advise the proper authority. It is the responsibility of the S & C Supervisor to advise the employee, in writing, as to who the "proper authority" is at any given time.

NOTE: Notwithstanding the provisions of this Article 4.5, in recognizing that the requirements of the service must be met under circumstances caused by the temporary absence of regular employees, the Company may require employees to protect calls on adjacent territories.

Employees may be required to cover temporary absences not exceeding 30 days. Penalty Payments will not apply. Voluntary coverage on an employee's normal rest day will incur a penalty payment of eight (8) hours.

4.6 On territories where conditions warrant, other mutually satisfactory arrangements may be agreed upon in writing between the S & C Senior Manager or delegate and the General Chairman or delegate for protection of the employee's territory.

The members of this agreement must have approved and provide the Supervisor with each member's work schedule, rest days, on-call days, hours of work and vacation for the year. Should there be any changes to that schedule, the members will advise the supervisor 14 days prior to the schedule change, unless there are unforeseen personal emergencies.

In the application of a 4.6 agreement, absences due to vacation must be covered for the work week and call days. When an individual is required to cover an additional territory for vacation coverage, during the week and/or on his normal rest day, the Company will compensate that individual an additional **20 hours** in standby pay over a two-week period, unless the Company determines that coverage is not required. (8 hours in stand-by pay for each on-call rest day and an additional 2 hours stand-by pay to cover the work week.) This does not absolve the Company from abiding by the provisions of Article 7.6.

Where arrangements have been made for employees to work alternate work cycles that result in additional rest days and call days (e.g. 4/3), no payments in addition to the aforementioned ten hours (8 and 2 hours) will be made for vacation relief.

Where arrangements have been made for more than two employees to cover calls in an arrangement that results in fewer overall call days, vacation relief will be provided by the employees without additional cost to the Company.

Employees are entitled to 1 on call day off for each week of vacation entitlement. If the employee has six weeks of vacation, he is entitled to 6 on call days off for vacation. The standby pay for vacation coverage would be equal to: 2 hours for one week with no on call weekend, or 2+8+8 hours for one week vacation with 2 day call weekend off and a 2 week vacation with one on call weekend off would be 2+8+8+2 hours.

BENEFITS:

Benefits as described in the attached presentation on the Flex Benefits Plan provided on October 28, 2024. Except the following:

- Dental endodontics and periodontal to remain at 100% for all options
- Orthodontics lifetime maximum at \$2000 and \$3000 for options 1 and 2 respectively.

Paid Medical Leave

Effective years 2026, 2027, and 2028, the Company will provide ten (10) paid medical leave days on January 1st of each calendar year. For the 2025 calendar year, the Company will provide ten (10) medical leave days within 60 days following ratification, minus Code days already taken during the year.

New hired employees during those calendar years will accumulate the paid medical leave days as per the Canada Labour Code. Days will be pro-rated for retirements when the retirement date during the calendar year is known before January 1st.

EMPLOYEE SHARE INVESTMENT PLAN

The Company Employee Share Investment Plan will continue to be made available to eligible employees in accordance with the terms of the Plan. The Company may, at its discretion, alter, amend, revise or discontinue the Plan, in any manner, in whole or in part provided thirty days' notice in writing is given to the Union. This provision will not form part of any Collective Agreement.

TRAIN PASSES

Renew VIA train pass letter for duration of agreement (see Attachment A).

WORK RULES

1. Article 8.3 and 8.4 (AMEND)

Meal amounts increased from \$9.50 to \$10.75 and \$12.25 to \$13.50, respectively.
Effective January 1st, 2027.

2. Article 9 – Seniority

Amend paragraph 9.2 a) as follows:

Seniority lists shall be updated and posted at the headquarters locations of all employees concerned, on or before July 31 and January 31 of each year. A copy of said list shall also be furnished to the union representatives of the employees.

Delete article 9.5(a).

3. Article 10 - Promotion, Advertising and Filling Positions

Amend paragraph 10.3 d) as follows:

A new position or vacancy expected to be in existence in excess of ninety (90) days, but not more than one (1) year, will be bulletined as temporary. When it is known that a position which has been bulletined as temporary will exceed one (1) year, it will be bulletined as permanent, except when such position or vacancy is due to the medical disability of the regular incumbent or when an employee is promoted temporarily to an official or excepted position, or when on leave for a Union position.

If a temporary vacancy exists due to an employee being temporarily promoted to an official or excepted position or on leave for a Union position, the vacancy will be bulletined once per year as specified in Article 10.3(d), except for Union positions where the vacancy will be bulletined once per term.

If a temporary vacancy exists due to the medical disability of the permanent incumbent for a period of one year, the General Chairman and the proper Officer of the Company will meet to discuss the proper course of action that should be taken.

Amend paragraph 10.10 as follows:

Employees accepting positions in the exercise of their seniority rights will do so without causing extra expense to the Company and will not be allowed time for travelling. They will be allowed free transportation for themselves, the dependent members of their families and their household effects when it does not conflict with the law.

Effective the first of the month following ratification, the following will apply to employees subject to call who are changing positions and, as a result, change their headquarter location. Such employees must reside or establish living accommodations within a 80 km radius of their bulletined headquarters within 90 days. The Assistant Chief of the region and the general Chairman agree to review the exceptions such as ownership of previously acquired property, housing affordability, remoteness of the location, or limited housing availability.

Article 12.8 (AMEND)

- (a) Notwithstanding 12.8 (a) above, temporary assignments in the classifications of S & C Maintainer or S & C Mechanic, will be offered in order of seniority to Compulsory Trainees who have successfully completed their S & C Apprentice Training Program. In the event that there is an unfilled temporary assignment the junior qualified employee will be required to fill such position. **Employees assigned to such positions will be listed on the next regular bulletin.** Employees obligated to accept such temporary assignment which would result in their traveling more than fifty miles in one direction (more than 100 miles return) from their permanent headquarters or from their place of residence by the most direct route, will be paid expenses as per Appendix N. The allowance will apply each day the employee remains at the temporary location.

4. Article 12 – Training

- a) Amend article 12.29 as follows:

An employee who is required to take training away from his working area who is unable to leave and return to his place of residence on a daily basis will be allowed actual reasonable expenses necessarily incurred. Such employee will be paid travel time at pro-rata to a maximum of 10 hours per day for time travelling outside of regular hours of duty, except that travel time will not be allowed between 21:00 and 07:00 hours when sleeping accommodation is available. **Circumstances where an employee has been provided a notice of less than fourteen (14) days to take training that requires the employee to be away from home will be reviewed by the Union and appropriate Company officer for final determination upon request from the employee.**

- b) **Amend article 12.33 to increase the training payment from \$20 to \$30.**

5. Article 13 - Discipline and grievances

Amend paragraph 13.3c as follows:

In cases where the assessment of discipline is found to be warranted, the employee will be advised in writing within 7 calendar days from the date the incident was reviewed with the employee except as otherwise mutually agreed. A copy of the Incident Report and a copy of the Form 780 issued will be sent to the General Chairman electronically. **Article 13.10 timelines begin upon receipt of the information by the General Chairman.**

Amend paragraph 13.4c as follows:

The following Union Officers will be considered accredited representatives:

General Chairman

Regional Representative

Local Representative

An Employee Representative Designated by the Union holding "employee status"

Amend paragraph 13.4 g as follows:

Except as otherwise mutually agreed, the investigating officer shall be an individual who is in the best position to develop all of the relevant facts, provided such individual is not emotionally involved with the incident. Management and Union personnel actively participating during the investigation must be identified.

Amend paragraph 13.8 as follows:

Employees will be advised by Form 780 when discipline is being assessed. A copy of the Form 780 will be provided to the General Chairman electronically. **Article 13.10 timelines begin upon receipt of the information by the General Chairman.**

6. Article 15 – Mileage Allowance

Effective the first of the month following ratification, increase the allowance from 32 cents per kilometer to **38 cents** per kilometer. Effective January 1st, 2026, increase the

allowance to **44 cents** per kilometer. Effective January 1st, 2027, increase the allowance to **46 cents** per kilometer. Effective January 1st, 2028, increase the allowance to **48 cents** per kilometer.

7. Appendix M

The Company agrees to the Union’s demand to delete Appendix M.

8. Appendix N - Expenses

All-Inclusive Allowance:

Effective the first of the month following ratification, increase the all-inclusive expense from \$123.00 to \$125.00. **Effective January 1st, 2026, increase the all-inclusive expense from \$125.00 to \$127.00. Effective January 1st, 2028, increase the all-inclusive expense from \$127.00 to \$130.00.**

Table #1

Year	Breakfast	Lunch	Dinner	Total
2025	\$10.50	\$16.50	\$25.00	\$52.00
2026	\$11.00	\$17.00	\$26.00	\$54.00
2027	\$11.75	\$17.75	\$26.50	\$56.00
2028	\$12.50	\$18.50	\$27.00	\$58.00

Daily Meal Allowance:

Effective the first of the month following ratification, increase the daily meal allowance from \$50 to \$ 52. **Effective January 1st, 2026, increase the daily meal allowance from \$52 to \$54. Effective January 1st, 2027, increase the daily meal allowance from \$54 to \$56. Effective January 1st, 2028, increase the daily meal allowance from \$56 to \$58.**

System Gang Employees, while working outside of their home region, will receive a **\$40** meal allowance in addition to the On-Region meal allowance outlines in Table #1 above on any day on which they perform work. This amount will increase to **\$42.00** effective January 1st, 2027.

9. Appendix T

Amend Appendix T (Part 2) as follows:

General Comments:

Effective the first of the month following ratification, employees who are changing positions resulting in a change in their headquarter location, must reside or establish living accommodations within a **80 km** radius of their bulletined headquarters within 90 days. **The Assistant Chief of the region and the general Chairman agree to review the exceptions such as ownership of previously acquired property, housing affordability, remoteness of the location, or limited housing availability.**

10. Appendix Y – System Gangs

Amend Appendix Y as follows:

- Positions will be bulletined under Article 10.3 a), advertising Permanent Coordinator and Permanent Mechanic positions with a note designating them as a system gang position. It is understood that no more than **75% of the system's** Installation Mechanic's, Coordinators, and Apprentices will be part of a system gang. Should the company choose to include Testmen and/or Technicians, the parties agree that such a request will be reviewed on an ad hoc basis by the committee. Such requests will not be unreasonably withheld.
- Apprentices assigned to a system gang will be so assigned on a senior may/junior must basis. Another canvassing to reassign these positions will be done after every eight (8) cycles worked off region on a system gang.
- System gangs may be required to work in other regions in Canada other than their home region. When they are so deployed, they will only be required to work a maximum of **three** adjacent seniority regions over. In emergent situations with significant operational impact, they may be required to work across the network.
- System gangs will work 7/7 work cycles. The work cycle of the system gangs will commence on a Tuesday or a Wednesday. When a General Holiday falls during the work cycle of the system gang, the General Holiday will be observed on the last day of the work cycle. When a General Holiday falls during the rest days of the system gang, the General Holiday will be observed on the first day of the next work cycle.
- While working outside of their home territory, employees will not be required to work more than **eight (8)** consecutive cycles away from their home region and will not be required to return until at least one (1) cycle is spent at their home territory. However, nothing will prohibit the employees from electing to continue working off region beyond the **eight (8)** consecutive cycles, if requested in writing. Any employee electing to return to their home seniority region for 1 cycle after completing **eight (8)** consecutive cycles away will not be denied their request. The work cycle of the employees will not change regardless of region worked.
- It is understood that in circumstances where the Company is utilizing contractors to perform work on a project that will last more than 28 days and said work is being performed in an employee's home region, the employee will have the option to remain in their home region to perform that work at the start of their next work cycle.
- All expenses related to the performance of duty when working on a System Gang will be covered by the Company. This would include but not limited to Economy airport parking, train station parking, baggage fees, and transportation to/from the airport or the train station to the lodging facility, and meals and transportation in accordance with Appendix "N."
- When working on System Gangs, the Company will provide suitable and sanitary accommodation and be limited to one employee per room. Any issues arising from the accommodation provided will be directed to the Senior Manager S&C and the applicable General Chairman of the Union for resolution. Double room occupancy may be required due to lodging issues in the area (i.e. flooding/fire/hurricane has filled hotel capacity).

For each travel day on a rest day, CN will provide:

- The meal allowance per Appendix N.
- **Mileage in accordance with Article 15.1 when an employee uses their personal vehicle.**

Mileage will be paid when an employee drives more than 60 kilometers from their home to their departure location (train station/airport/helipad etc).

- When using a mode of transportation other than a personal vehicle, an employee will be entitled to paid travel time, at straight time rates. Travel time will be calculated starting at the scheduled departure time to the arrival at the Company designated accommodation, **for a minimum of 5 hours up to a maximum of 12 hours when travelling off-region.**

- if the employee's travel home for their rest cycle is cancelled and rebooked, the employee will be paid 8 hours for each day the travel is delayed.

Should an employee elect to not return to their home region during their rest days, they will be provided two (2) days of off region meal allowances in recognition of the travel day expenses not incurred.

~~It is agreed this System Gang agreement will remain in effect for the duration of the new contract expiring December 31, 2024.~~

NOTE: In the event that a reduction in installation gangs becomes necessary, the parties agree that any reduction would be made on system gangs created after January 1st 2025, and then preexisting system gangs prior to reducing on regions gangs .

Article 33.1

The company will provide electronic copies of the collective agreement in its entirety, including the full benefits plan, ESIMA, and necessary updates, to all current and new employees. An employee may opt for a printed copy, which the employee will be permitted to print using company resources.

11. LETTERS OF AGREEMENT

- a) Commitment letter – article 2 (See Attachment B)
- b) Commitment letter – article 12 (See Attachment C)
- c) Letter of Understanding related to general holidays for S&C employees working in remote locations (Attachment D)
- d) Letter of agreement - Post-Retirement Health Care Plan (Attachment E)

- e) Letter of agreement - Loyalty rewards (Attachment F)
- f) Letter of understanding – Outstanding issues and past practice (Attachment G)
- g) Letter of understanding - Training Outside of Canada (Attachment H)

12. HOUSEKEEPING

- a) Remove paragraph 3.5 – S&C Helper
- b) Add language from Appendix Q from last agreement to article 12 (was a printing error).
- c) Amend articles 10.7, 10.17, 10.18 (b).

10.7 Employees appointed by bulletin to permanent positions in a seniority group will be accorded a seniority date in such group, ~~and in all lower rated groups in which they have not previously established seniority,~~ from the date of appointment by a bulletin. ~~However, a Co-ordinator will only acquire S&C Technician and S&C Testman seniority rights as of the date he is awarded such a position.~~ An employee appointed to a permanent vacancy or new position by bid in a lower rated seniority group will forfeit his seniority in all higher rated groups. In no case will an employee be permitted to bid down into the Apprentice classification.

10.14

(e) An employee appointed to an S&C Technician position will be accorded a seniority date as such and will continue to accumulate seniority in those classifications in which he had formerly established seniority. A Technician who does not have Maintainer/Mechanic seniority due to his having bid to the position of Technician directly from the Helper or Apprentice classification will be accorded Maintainer/Mechanic seniority at the time a Helper or Apprentice who is junior in seniority to the Technician acquires Maintainer/Mechanic seniority.

~~An S&C Technician who does not have S&C Leading Maintainer/ Mechanic seniority due to his having bid to a position of S&C Technician directly from the Helper or Apprentice classification will be accorded such seniority at the time a Maintainer/Mechanic who is junior in seniority to him acquires S&C Leading Maintainer/Mechanic seniority.~~

~~**10.17** In the event an employee working as an S&C Coordinator has not established seniority in a lower classification at the time a junior employee is accorded such seniority, the employee working as S&C Coordinator will be placed on the seniority list immediately ahead of the junior employee.~~

An employee appointed to an S&C Coordinator position will be accorded a seniority date as such and will continue to accumulate seniority in lower classifications in which he had formerly established seniority. A Coordinator who does not have Maintainer/Mechanic seniority due to his having bid to the position of Coordinator directly from the Helper or Apprentice classification will be accorded Maintainer/Mechanic seniority at the time a Helper or Apprentice

who is junior in seniority to the Testman Coordinator acquires Maintainer/Mechanic seniority.

An S&C Coordinator who does not have S&C Leading Maintainer/ Mechanic seniority will be accorded such seniority at the time a Maintainer/Mechanic who is junior in seniority to him acquires S&C Leading Maintainer/Mechanic seniority.

Special Rules for S&C Testmen

10.18 (b) Amend the 2nd paragraph to:

An S&C Testman who does not have S&C Leading Maintainer/ Mechanic seniority ~~due to his having bid to a position of S&C Testman directly from the Helper or Apprentice classification~~ will be accorded such seniority at the time a Maintainer/Mechanic who is junior in seniority to him acquires S&C Leading Maintainer/Mechanic seniority.

GENERAL

The foregoing changes are in full and final settlement of all requests served by either party signatory hereto.

The Agreement shall remain in full force and effect until December 31st , 2028, and thereafter, subject to a 120-day notice in writing by either party to this Agreement to revise, amend, or terminate it. Such notice may be served at any time subsequent to September 1st , 2028, unless otherwise specified herein.

This Memorandum of Settlement is subject to ratification by the Union and the Company, and the provisions herein shall become effective on the first day of the month following such ratification by the Union, or as otherwise indicated.

Signed at Montreal, Quebec, this **27th day of January 2025.**

FOR THE COMPANY

François Daignault
Director, Labour Relations

Maud Boyer
Sr. Manager, Labour Relations

FOR THE UNION

Jason Sommer
Senior General Chairman,
System Council No. 11, IBEW

Gurpal Badesha
General Chairman,
System Council No. 11, IBEW

Troy Samuel
Assistant Chief, Signals & Communications

Brendan McCue
Regional Representative,
System Council No. 11, IBEW

Blair Hurrell
Assistant Chief, Signals & Communications

Joel Albert
Regional Representative,
System Council No. 11, IBEW

Jason Woods
Sr. Manager, Signals & Communications

Daniel Blakeney
Regional Representative,
System Council No. 11, IBEW



Human Resources

Canadian National
Montreal, Quebec, Canada
H3C 3N4

Ressources humaines

Canadien National
Montréal (Québec) Canada
H3C 3N4

January 27th, 2025

Mr. Jason Sommer
Senior System General Chairman
International Brotherhood of
Electrical Workers, Council No. 11

Appendix S

Dear Mr. Sommer:

This has reference to the matter of pass transportation benefits presently applicable to employees of Canadian National Railway Company (CN) represented by your respective organization, and the status of this benefit as to its future application on trains operated now and in the future by VIA Rail Canada Inc.

This will confirm that the matter of pass transportation benefits has been resolved on the basis that, subject to the demands of the traveling public, the present pass policies on CN will be maintained for employees represented by you who were in the service of CN on or prior to March 13, 1979, until the time notices are served on or subsequent to September 30, 2028, and thereafter until the provisions of Section 89 of part I of the Canada Labour Code have been complied with or until some other mutually satisfactory resolution of this matter is agreed.

Employees are required to return unused VIA Rail tickets to avoid unnecessary costs to CN. Employees who do not return unused tickets, will be notified their transportation privileges will be subject to suspension pending the return of unused tickets to the Company, within 30 days. Where timely notification is not received by CN, individual transportation privileges will be suspended and the appropriate System General Chairman will be notified.

For the purpose of this letter, the word "employees" includes pensioners.

Yours truly,

I concur,

François Daignault
Director of Labour Relations

Jason Sommer
Senior General Chairman IBEW,
System Council No. 11



Human Resources

Canadian National
Montreal, Quebec, Canada
H3C 3N4

Ressources humaines

Canadien National
Montréal (Québec) Canada
H3C 3N4

Attachment B

This letter will not form part of the Collective Agreement

January 27th, 2025

Jason Sommer
Senior General Chairman
IBEW

Dear Mr. Sommer:

This is in reference to the Union's demand regarding Article 2 of the 11.1 Collective Agreement.

This letter is pursuant to discussions held regarding the responsibilities of S&C Maintainers, Technicians, Testmen and the Union's demand to increase the definitions of the scope of work as defined under the collective agreement. The Company hereby agrees to meet during the closed period to address the Union's concerns and discuss the Company's request to implement a pilot project during the closed period with a view to segregate the duties performed by Technicians, Testmen and Maintainers.

If this reflects our agreement, please countersign below to confirm your acceptance.

Yours truly,

I CONCUR

François Daignault
Director, Labour Relations

Jason Sommer
Sr. General Chairman, IBEW



Human Resources

Canadian National
Montreal, Quebec, Canada
H3C 3N4

Ressources humaines

Canadien National
Montréal (Québec) Canada
H3C 3N4

Attachment C

This letter will not form part of the Collective Agreement

January 27th, 2025

Jason Sommer
Senior General Chairman
IBEW

Dear Mr. Sommer:

This is in reference to the Union's demand regarding Article 3.6 and Article 12.33 of the 11.1 Collective Agreement. Although the Company was unwilling to agree to this request as stated above, the Company is considering changes to the training provided to all Signals and Communications employees and agrees to meet during the closed period to address the Union's concerns.

Furthermore, the Company agrees to review with the Union the qualifications necessary to operate work equipment machines to address the Union's demand on Article 3.6.

If this reflects our agreement, please countersign below to confirm your acceptance.

Yours truly,

I CONCUR

François Daignault
Director, Labour Relations

Jason Sommer
Sr. General Chairman, IBEW



Human Resources

Canadian National
Montreal, Quebec, Canada
H3C 3N4

Ressources humaines

Canadien National
Montréal (Québec) Canada
H3C 3N4

Side Letter that does not form part of the collective agreement.

January 27th, 2025

Jason Sommer
Senior General Chairman
International Brotherhood of Electrical
Workers (IBEW)
System Council No. 11

Dear Mr. Sommer:

This letter confirms discussions held between the parties related to general holidays for S&C employees working in remote locations.

It is agreed that the Company will authorize employees working in the following locations exclusively to move a general holiday either at the beginning or the end of their work cycle, provided there is overlap with their colleagues and that coverage is maintained at all times:

- Savant Lake
- Armstrong
- Auden
- Hillspport
- Elsas
- Ruel
- Oba
- Gogama
- Folyete

This would apply to employees who work a 8/6 or 9/5 work cycle who are staying in company provided or temporary accommodations (e.g. hotel).

For added clarity, both the IBEW and the Company agree that employees working in remote locations are not allowed to “bank” their general holidays for future usage. Such a practice will be subject to discipline. Failure to ensure that proper coverage is maintained at all times will also result in discipline.

This agreement can be cancelled on a 30-day notice in writing by either party if it is found that employees are not complying with the above stated provisions

Yours truly,

François Daignault
Director of Labour Relations

I concur,

Jason Sommer
Senior General Chairman IBEW,
System Council No. 11



Human Resources
Montreal, Quebec, Canada
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Montréal (Québec) Canada
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Side Letter that does not form part of the Collective Agreement

January 27th, 2025

Jason Sommer
Senior General Chairman
International Brotherhood of Electrical
Workers (IBEW)
System Council No. 11

Dear Mr. Sommer:

This letter confirms the discussion held between the parties during the current round of collective bargaining regarding the retiree Post-Retirement Health Care Plan. The parties agree that the Post-Retirement Health Care Plan does not form part of the collective agreement. CN agrees to renew the Plan for the duration of the collective agreement.

Yours truly,

François Daignault
Director Labour Relations
CN



Human Resources
Montreal, Quebec, Canada
H3C 3N4

Ressources humaines
Montréal (Québec) Canada
H3C 3N4

Attachment F

Side Letter that does not form part of the Collective Agreement

January 27th, 2025

Jason Sommer
Senior General Chairman
International Brotherhood of Electrical
Workers (IBEW)
System Council No. 11

Dear Mr. Sommer:

This letter confirms the discussion held between the parties during the current round of collective bargaining.

The parties agree and acknowledge that employees traveling for any company business may collect the loyalty rewards available for hotel stays or air travel subject to the rules of the proprietor's points accumulation program. The individual will be responsible for providing any membership information to the respective proprietor. Any grievances pertaining to loyalty rewards programs are not subject to the grievance procedure as stipulated in Article 13.

Yours truly,

François Daignault
Director Labour Relations
CN



Human Resources
Montreal, Quebec, Canada
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Ressources humaines
Montréal (Québec) Canada
H3C 3N4

Side Letter that does not form part of the Collective Agreement

January 27th, 2025

Jason Sommer
Senior General Chairman
International Brotherhood of Electrical
Workers (IBEW)
System Council No. 11

Dear Mr. Sommer:

This letter confirms the discussion held between the parties during the current round of collective bargaining.

The parties agree and acknowledge that any and all Collective Agreement, past practice or interpretation items brought forward during negotiations or outstanding in the grievance process not specifically resolved within this Memorandum of Settlement will remain unresolved without either party waiving their position on the unresolved item.

Yours truly,

François Daignault
Director Labour Relations
CN

This side letter does not form part of the collective agreement

François Daignault
Director of Labour Relations
Canadian National Railway

RE: Training Outside of Canada

Dear Mr. Daignault:

The Company and the Union acknowledge the importance of providing employees with access to training opportunities within Canada. Reasonable efforts shall be made to ensure that all training courses are available domestically. It is further understood that attending training courses in the U.S. is not a condition of employment.

In instances where training is conducted outside of Canada, such training will occur with an agreement established using the same parameters as Article 10.8(c) of the Collective Agreement and consistent with similar agreements made while travelling outside of Canada

Yours truly,

I concur,

Jason Sommer
Senior General Chairman
IBEW System Council No, 11

François Daignault
Director of Labour Relations
Canadian National Railways