

DIRECT LINK		DIRECT LINK
For more information, please contact:		
Manuel D'Souza	514-526-8280	mdsouza@1976usw.ca
Nancy Lapointe	514-526-8280	nancy@1976usw.ca
10 February 2025	1-866-925-5952 www.1976usw.ca	

### Memorandum of agreement between CPKC and USW

**Duration:** 4 years – January 1, 2025 to December 31, 2028

**Wages:** January 1, 2025 – 3%  
 January 1, 2026 – 3%  
 January 1, 2027 – 3%  
 January 1, 2028 – 3%

Payment of a \$1,000 lump sum within 30 days contingent to the ratification

Effective January 2026, the Safety Apparel Subsidy will be paid as a lump sum of \$400 on January 1. (this is a non-taxable allowance)

### **Benefits**

**Life Insurance:** January 1, 2025 – from \$58,000 to \$59,000  
 January 1, 2026 – from \$59,000 to \$60,000  
 January 1, 2027 – from \$60,000 to \$61,000  
 January 1, 2028 – from \$61,000 to \$62,000

**Disability:** January 1, 2025 – from \$845 to \$900  
 January 1, 2026 – from \$900 to \$910  
 January 1, 2027 – from \$910 to \$920  
 January 1, 2028 – from \$920 to \$930

***Dental:***

Effective with treatment which commenced on or after January 1, of each year of the agreement, covered expenses will be defined as the amounts in effect on the day of such treatment, as specified in the relevant provincial Dental Association Fee Guides for each respective year.

January 1, 2025 – annual maximum amount goes from \$2,200 to \$2,250

January 1, 2026 – annual maximum amount goes from \$2,250 to \$2,300

January 1, 2027 – annual maximum amount goes from \$2,300 to \$2,350

January 1, 2028 – annual maximum amount goes from \$2,350 to \$2,400

***Vision:***

Increase from \$375 to \$425 for all eligible expenses, combined in any 12-month period for a person under the age of 18, or in any 24-month period for any other person.

Provide separate coverage for 1 eye exam in any 12-month period for a person under the age of 18, or in any 24-month period for any other person, subject to the Reasonable & Customary maximum.

***Paramedical:***

Effective January 1, 2025, increase the annual paramedical coverage to 80% to a combined maximum of \$650 per year

**Work rules:**

Intermodal employees shall be allowed a thirty-minute meal period from logging off to logging in on their machine without deduction in pay.

Note: The parties understand it is the intend that employees will utilize the lunch facility closest to their work location for their lunch period.

Expedited Layoffs & Recalls in case of work stoppages

- Subject to submission in writing to Management and union representatives, and review by the JPC an employee who wishes to do so, will be able to exercise their seniority on any other list at the location.
- Employees will be entitled to the benefits as described in article 25 of the CBA
- Employees will be required to report to work within 24 hours of recall.
- Any issue arising from the application of this article will be reviewed by the parties within 72 hours of issue being raised. If the matter cannot be resolved between the parties, the Union will have the option to progress the matter as a grievance.

**Article 24.7 is amended as follows:**

The company, at its discretion, may assign employees to perform the duties of other classifications as necessary to support the business.

**Assignment to other classifications will be based on seniority when operationally feasible and when such will not negatively impact productivity.**

**Informal Expedited Arbitration**

New Informal Expedited Arbitration language to accelerate the adjudication of grievances, and or:

Federal Mediation Conciliation Services

**Investigation**

Preference to be given to employee's working hours for IMS Investigations. If impossible to do so, investigations shall be done 2 hours prior or after the employee's scheduled shift.