



BUILDING BETTER FOR MAINTENANCE OF WAY EMPLOYEES

By **Wade Phillips**, President, Teamsters Canada Rail Conference – Maintenance of Way Employees Division

TEAMSTERS CANADA RAIL CONFERENCE MAINTENANCE OF WAY EMPLOYEES DIVISION

2024 presented both challenges and big steps forward for the TCRC-Maintenance of Way Employees Division. Our members made substantial gains through several newly negotiated collective agreements. Agreements with Southern Vancouver Island Railway, Ottawa Valley Railway, Hallcon, and Ontario Northland were successfully ratified, ensuring wage increases that address the rising cost of living and recover lost ground from past years.

As this report is published, tentative agreements at Alstom and CPKC are in the process of being ratified. I want to thank our members for their patience and unwavering support, and I salute our bargaining committees for all their hard work. Our union made no concessions and secured meaningful improvements to advance working conditions. I encourage all members to review the proposed contracts, ask questions, and participate in the ratification vote.

In arbitration, we've achieved outstanding results. We have successfully reinstated members and continue to challenge unreasonable disciplinary actions imposed by some employers. These are important victories in an industry that increasingly rushes to punish or fire workers for even the slightest misstep.

We continue to work with other unions at CPKC, focusing on improving our information-sharing and long-term planning. We are also still fighting an unjust drug and alcohol policy that infringes on members' rights when they are off duty. This fight will not end until our members enjoy the same rights as every other Canadian.

Membership levels have remained steady, and we are actively exploring opportunities for growth. Every maintenance of way employee across Canada deserves strong representation and solid working conditions. The best way to achieve this is through organizing and Teamsters membership.

As we move into 2025, we would like to thank our membership for their incredible solidarity. It is their dedication and hard work that gives us the strength to continue fighting for fair and equitable contracts.

Together, we will face the challenges ahead with confidence and determination.



The TCRC-MWED bargaining committee at CPKC