



TEAMSTERS CANADA RAIL CONFERENCE

CONFÉRENCE FERROVIAIRE DE TEAMSTERS CANADA

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April 1, 2020

Brothers and Sisters,

In our first quarter newsletter we mentioned a “Dues Maintenance Policy” which is attached to this letter. Along with the policy you will find a description of the purpose and the application procedure.

This policy has been in development for almost a year and given the issues surrounding the COVID-19 pandemic, this policy has become particularly relevant at the current time. The coronavirus has impacted our members in many different ways, this policy is to help those who have endured a significant financial impact, an **option** for many of those members who are unable to work during this time and have not had Union dues deducted.

To summarize:

- This policy provides an option to stay current on your Union dues in certain circumstances, it is not mandatory
- The circumstances referred to above are listed in the attached policy
- If you are unsure as to whether you have paid Union dues for the month, please contact your Division Secretary Treasurer
- The purpose of this policy is not to increase income from Union dues, it is for the members who wish to maintain “good standing” or “continuous good standing” at an affordable rate when their income has been impacted by circumstances beyond their control. These two terms are referenced in the International Brotherhood of Teamsters Constitution. The significance of “good standing” is the ability to participate as a member of the TCRC in activities such as nominating, voting, attending meetings and participation at the meetings. The significance of “continuous good standing” is that it is a requirement to run for any office within the TCRC.
- Please read through the entire attached policy and submit any questions to info@teamstersrail.ca

Fraternally,

Lyndon Isaak
President – TCRC





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Dues Maintenance Policy

Purpose:

To give any member the ability to keep current on their Union dues in circumstances where they are unable to collect their regular wages from the employer, thus giving them the ability to remain in “good standing” or “continuous good standing”. The significance of “good standing” is the ability to participate as a member of the TCRC in activities such as nominating, voting, attending meetings and participation at the meetings. The significance of “continuous good standing” is that it is a requirement to run for any office within the TCRC.

The Policy:

Any member who has not been deducted dues by the employer for the calendar month due to any of the following:

- 1) lay-off,
- 2) suspension or discharge status (pending the grievance procedure ie; file is still active),
- 3) In receipt of or in the process of appealing the denial of STD, LTD, WCB or any other type of insurance wage replacement benefit,
- 4) Any “Leave of Absence” as recognized by the Canada Labour Code or any Provincial Labour Code. ie: Maternity, Paternity, Compassionate

will have the option to maintain their membership in good standing by paying membership maintenance dues in lieu of your regular monthly dues to the TCRC National Office via Cheque or EFT (Electronic Fund Transfer). Every consecutive month that the membership maintenance dues are paid, as per above, will count towards the 24 month continuous good standing clause.

The membership maintenance dues amount will be set annually by the TCRC Executive Board at the January Executive Board meeting.

This policy does not negate any requirement for full dues remittance in the event of compensation being awarded. In a circumstance that requires remittance of full retroactive dues, National dues will be adjusted to reflect any dues maintenance remitted.

Note: This policy does not apply to any member who either is promoted to an official position on any railway or while employed in a management position.

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Dues Maintenance Policy

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Application procedure

The Dues Maintenance rate for 2020 is \$25 per month.

The individual member is responsible for applying to the National Office to participate in the Dues Maintenance policy. Application must be made to the Rail Conference ST via email at dues@teamstersrail.ca.

Applications will be vetted through the member's Division President or ST. Once application is approved, the member will be responsible for dues maintenance payment(s). These payments are to be remitted through EFT directly to the National Office. Payments will be made at same email address as applications. Payments must be received before the 20th day of the month in which it is to be applied.

If any application is rejected, the member will be notified of the reason(s) in writing from the Rail Conference ST. Any appeal must be made by the affected member in writing to any of the three (3) National Officers excluding the Rail Conference ST, within fifteen (15) days of the decision.

The Dues Maintenance Policy will take effect on April 1, 2020, no applications will be accepted retroactive to this date.



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TCRC Bylaws

SECTION 36	LAWS - HOW CHANGED
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Currently reads:

b) When a GCA enters into a collective agreement with a railway containing a provision requiring, as a condition of employment, membership in the Rail Conference, a union dues agreement without mandatory membership, granting a preference of employment to members of the Rail Conference, or the check-off of union dues each calendar month from wages due each employee coming within the scope of such agreement, the specified amount of Rail Conference dues authorized under the provisions of the Rail Conference bylaws, Division Rules, General Committee Rules and Legislative Rules of the Rail Conference, the Rail Conference President and Secretary-Treasurer, in conjunction with the officer negotiating such agreement, will have authority to modify the provisions of the laws above referred to for application to the divisions concerned for the purpose of applying such agreements.

c) It must be understood that no change will be made in the amount of dues or assessments prescribed under our laws in connection with Paragraph (b) of this section. However, the Executive Board has the authority to lower the amounts of dues or assessments to any organized units of members, but only until the next Convention of the Rail Conference where it must be placed before the Delegates for final determination.

Proposed change

c) It must be understood that no change will be made in the amount of dues or assessments prescribed under our laws in connection with Paragraph (b) of this section. However, the Executive Board has the authority to lower the amounts of dues or assessments to any organized units of members **or for the purposes of the Dues Maintenance Policy**, but only until the next Convention of the Rail Conference where it must be placed before the Delegates for final determination.

