



# Teamsters Canada Rail Conference

General Committees of Adjustment  
Canadian Pacific Railway  
101-10820 24 Street SE  
Calgary AB T2Z 4C9

Office: 403.640.4115  
Fax: 403.640.4140  
[genchair@trccalgary.ca](mailto:genchair@trccalgary.ca)

Dave Able  
General Chairman  
Locomotive Engineers

Dave Olson  
General Chairman  
Conductors, Trainmen & Yardmen

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December 17, 2009

Sisters and Brothers:

This has reference to the recent initiative by the Company that goes by the names of ARGO and/or LEAN. The people who are presenting this initiative to the Local Union Officers emphasize the desire of the Company to create a "team" atmosphere, referred to as "kaisen".

As background to the involvement of the Western General Committee offices in this matter, the Company initially advised us that they were implementing a project by a Company named ARGO and they were going to approach Local Union Officers in each Division and explain this initiative. We indicated to the company at that time that we neither approved nor rejected this proposal, as we felt the matter of involvement could best be handled by the Division representatives.

As of this date, we are receiving reports that Local Union Officers are being advised that this office endorses this program. That is not correct. Upon receiving notice of this project, we advised the Company that it was okay to talk to the Local Union Officers about the project, fully anticipating that reports would be returned to this office if this initiative was questionable in their view.

We have now received those reports back from the Local Representatives. It is the view of the Local Representatives that this project is clearly an associate to an efficiency program. After consultation and the advice of the local representatives, we have concluded that this initiative may ultimately result in the elimination of many of our Members' jobs or the transfer of work between terminals or districts thereby affecting terminal assignment of work

To clarify our position, this office does not support this project. We further caution anyone who chooses to participate in this program of the possible ramifications of their actions to the Membership as a whole.

Should you have any questions on this matter please do not hesitate to contact your Local Chairman to seek clarification.

Fraternally,

Dave Able  
General Chairman

Dave Olson  
General Chairman