



Gary McDougall  
Director – Prairie Region  
Teamsters Canada Rail Conference  
Maintenance of Way Employees Division  
820 Victoria Ave. East  
Brandon MB R7A 2A1

September 29, 2018

Dear Sir:

We were very disappointed to receive your grievance of September 14, 2018.

As you know, we only took control of the railway on August 31, 2018 and we had hoped that all parties involved with the railway would be focused on the tasks at hand, which involves accomplishing complicated repairs with limited available skilled resources, equipment and time. We are discouraged that you are forcing our group to spend valuable time and resources on legal disputes, rather than using our collective resources to restore service to the communities that depend on all of us.

Flooding washed out parts of the railway line in 2017. These wash outs were not repaired by the previous owner. We want to move quickly because we know that many Northern Manitoba communities depend on this railway. Some of these communities have no road connections and so they need the railway in order to get the necessities of life: food, fuel and medical supplies. The railway is an essential service in Manitoba.

We also need to be sure the repairs to the railway are done safely. As you know, two weeks ago, there was another wash-out on a different part of the rail line. Tragically, one of our employees died. We need to be sure the repairs are done properly and it is safe for everyone. Ensuring these complicated repairs are completed properly is a matter of public interest and safety.

The only realistic way to get all of this repair work done safely and in time and restore this essential service was to hire experts and highly qualified companies who had the right equipment and experience to complete the job before winter arrives. We simply do not have the essential equipment, technical expertise, specialized resources, or facilities within our organization to safely get the repairs done in time without using these outside experts and companies.

The repair work therefore falls within numerous exceptions, including Management Rights (in particular for work of an urgent nature) and Contracting Out Work sections (in particular for reasons of technical skill, essential equipment as well as the required time for completion). Therefore, we have reviewed your grievance of September 14, 2018 and have concluded that the grievance should be denied.

We trust you agree that the most important goal of our organization is to safely restore service to the communities affected by the closure of the railway and thereby restore this essential service.



Unfortunately, your grievance distracts all of us from this goal. Our many obligations to our stakeholders, including our communities, indigenous partners and our employees, will always be our primary focus when we make decisions. We all have an important social responsibility to ensure this essential rail link is repaired and is working for the benefit of First Nations of Northern Manitoba and communities, and we will not lose focus of this.

We hope the Union also feels this responsibility and will work with us to that end in the future.

Yours sincerely,

---

Murad Al-Katib  
Director and Authorized Signatory