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Team,

I am writing to you today as the International Brotherhood of Electrical Workers (IBEW) has unfortunately rejected our latest offer and final attempt at avoiding a labour stoppage. We are very disappointed with this outcome.

It's important to me that you have the details of the latest offer that CN has presented to the IBEW.

We have been in negotiations with the union since October 2021. CN has approached this round of bargaining with the objective of improving wages, benefits, and work rules, and ensuring the safety of our employees. We have met or exceeded every one of the Union's demands in an effort to reach an agreement prior to the strike deadline. Unfortunately, we did not reach an agreement and the union has exercised its legal right to strike.

Our latest offer, which the union has rejected, specifically includes:

- 10 percent improvement to wages over 3 years,
- More paramedical benefits and mental health support in addition to increased flexibility to select a plan that best suits your needs,
- An increase in meal per diems, and
- Double the mileage reimbursements when you travel for business.

We have also agreed to the union's demands regarding:

- Better scheduling, which will ensure two consecutive days off,
- Increase in the all-inclusive expense allowance,
- Overtime procedures now based on seniority, and
- New classification for "work gangs" that will include incentives and an implementation process.

We value you and your important contribution to CN and feel that this offer is reflective of that. While we are disappointed in the current situation, we remain open to resolving the outstanding issues through an agreement or through binding arbitration.

I sincerely hope we can come to a resolution as soon as possible.

Please stay safe,

Rob Reilly