



November 8, 2023

To: All PNR Railworks Inc. Alberta Employees

Re: Union Organizing Campaign

An application has been made to the Alberta Labour Relations Board, impacting PNR RailWorks Inc. (“**PNR RailWorks**” or “the Company”) employees in Alberta.

The Construction and General Workers’ Union, Local No. 92 (the “**Union**”) has applied to unionize our worksites and represent employees at PNR RailWorks under differently described bargaining units. They have applied for the following four bargaining units:

1. All employees except office, clerical, and those in employed in construction or in the signals & communications division;
2. Roadbuilding and Heavy Construction Labourers;
3. General Construction Labourers; and
4. All employees except office, clerical, and those in employed in construction.

The Union has applied for different bargaining unit descriptions in case one approach fails due to the appropriateness of the bargaining unit, or in in the event they do not have the correct membership representation for one or another of the groups listed.

We are writing to provide you with some preliminary information as we work to respond to the Alberta Labour Relations Board with the necessary information to determine the Union’s application. We are committed to keeping you updated through this process.

We prefer to remain a non-union Company, and strongly believe that as a non-union employer we have a more positive relationship with our employees. In particular, we believe that working together with our employees to ensure we provide the best service to our clients is what makes us successful.

While we will be communicating with you more in the coming weeks, we wanted to answer some of the common questions we expect many of you have.

Questions & Answers

1. How does a Union become the Bargaining Agent for a group of Employees?

Subject to the challenges that the Company may make to the four (4) applications, if the Union is able to demonstrate to the Labour Board that 40% or more of employees in the group it seeks to represent have signed petition evidence or membership cards, the Labour Board will order a secret ballot vote. If that happens, we encourage you all to exercise your right to vote as the result of that vote will impact us all.

If there is a vote, the Union will only be certified if the majority of those who participate in the vote cast a ballot in favour of the Union. If 50% or more of the voters say “**No**” – the Union will not be certified.

2. What does “Certification” mean?

If the Union becomes certified to represent you, the Union obtains the exclusive right to bargain and negotiate a collective agreement setting out the terms and conditions of employment. You, as affected employees, would no longer be able to deal with us directly regarding your terms and conditions of employment; only the Union would have that right.

3. If the Union is “Certified”, do I have to be part of the Union?

Yes. If the Union were to be certified, all employees in the group of employees that fall in the particular bargaining unit would be represented by the Union, whether such employees supported the Union or not. Also, all employees in the group identified would have to pay union dues once a collective agreement is finalized, whether they supported the Union or not. That means everyone should care about this issue because it will affect you.

4. What if I did not sign the petition – and a vote happens – do I still get to vote?

Yes. All employees in the group of employees that the Union seeks to represent are entitled to vote.

5. If I signed the petition, do I have to vote in favour of the Union?

No. You do not have to vote for the Union just because you signed the Union petition. This would be a secret ballot vote and you are entitled to vote however you wish, regardless of whether you signed the petition.

6. Where do I find out more information?

To the extent we are able, we will answer any questions that we can on this issue.

The Labour Board website has information available at <http://www.alrb.gov.ab.ca>.

We are also told that a good source of information for these matters is the website: <https://www.labourwatch.com/>. Labour Watch is a website devoted to providing employees with information on unionization. The website provides answers to many of the questions you may be asking yourself, and we would encourage you to spend some time looking into these issues.

We hope this information has been helpful. We are committed to working with the Labour Board throughout this process, keeping you informed and to providing more information on this important matter as it progresses.

Yours truly,

Larry McKay

General Manager
PNR RailWorks Inc.