



TEAMSTERS CANADA RAIL CONFERENCE DIVISION 320



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Subject: CP Rail's "Traction Program"

Dear Brothers and Sisters,

Appended you will find details of a program initiated in 2008 by the employer called "Traction Program". Also attached you will find a letter sent to the corporation last year from the TCRC General Chairmen on this very issue. ([GC Letter](#)) Please govern yourself accordingly if you are approached by a manager in this regard.

In Solidarity,

Murray Douglas
TCRC Div 320
S&C Officer
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Traction Recognition Program

Traction is CP's company-wide employee recognition program which is designed to enhance interpersonal relationships and reward individual and group behaviors that support organizational goals and values

How it works

Traction awards are on-the-spot recognition cards that can be awarded to employees by their managers, at the discretion of each department. Managers can present Traction cards to recognize employee behaviors that help us reach our short-term or long-term goals, or to recognize specific actions that add value to our organization.

Traction e-cards are a simple expression of gratitude - [4 specially designed cards](#) that can be sent anytime, electronically

Categories

There are four categories of Traction cards: Bronze, Silver, Gold and Platinum. In addition, Platinum Traction cards are distinguished by levels represented by one to four stars.

Consistency – Bronze Level

Purpose: To recognize consistent and repeated good work by an individual in his or her own function

- Regularly demonstrates positive behaviors/attitude (company values)
- Demonstrates a daily commitment to personal safety
- Identifies and corrects "substantial" safety hazards
- Completes assignments fully and on time
- Treats people, equipment and facilities with respect
- Offers suggestions to improve daily work practices
- Promotes an inclusive, respectful work environment

Cooperation – Silver Level

Purpose: To recognize individuals who perform good work and who look out for co-workers/maintain best practices/protect the workplace or environment

- Coaches and mentors fellow employees/offers helping hand
- Serves as "go-to" person for best or safest practices
- Raises issues with tact and diplomacy
- Is environmentally/situational aware and friendly
- Commits beyond expectations to team or department

Commitment – Gold Level

To recognize individuals who perform good work and take on new responsibility/volunteer/step up/give discretionary effort

- Excels at tasks
- Is identified as a leader or expert in function
- Goes the "extra mile" to be responsible at work or in the community
- Shows significant engagement with company goals and objectives
- Volunteers own time for special initiatives: health & safety/EFAP/charities
- Challenges peers to show same level of commitment to safety, service and productivity
- Delivers, alone or on a team, substantial improvement in safety, service or productivity

Special merit – Platinum Level

To recognize outstanding leadership/innovation/lasting process or practice improvement/heroism

- Challenges and overcomes negative practices/ behaviors/obstacles
- Saves or generates significant amounts of time and/or money
- Makes lasting achievement/improvements for employees/customers/public

If the award is at Platinum level, write brief notes about individual or team achievement and submit to your vice-president ([use this template](#))