Teamsters Canada Rail Conference

General Committees of Adjustment
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Dave Able
General Chairman
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Dave Olson
General Chairman
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November 12, 2009

VIA EMAIL

Mr. Doug McFarlane
AVP, Operations West
Canadian Pacific Railway
401 9 Ave SW
Calgary AB T2P 4Z4

Mr. Guido De Ciccio
AVP, Operations East
Canadian Pacific Railway
800-1290 Central Parkway West
Mississauga ON L5C 4R3

Dear Sirs,

This is in reference to the initiative by CP to lengthen the trains to 10000 feet and longer due to multiple remote locomotives being added in the trains.

We are advancing this issue as a grievance to your offices in accordance with Engineers West Article 34.08 and Trainmen West Article 72.13 .

Articles 34 of the Locomotive Engineer West and Article 72 of the Trainmen West agreement apply in the instant matter.

It is the position of the Union that the introduction of technology to allow for multiple remote locomotives or as the Company refers to as Distributed Power (DP)to increase train lengths to reduce train starts/crews/employees is a material change as defined in the Collective Agreements.

Recently in a report to shareholders regarding third quarter company performance, Mr. Brock Winter, Senior Vice President Operations, outlined the use of the multiple remotes (DP) and stated that crew starts are down 23% in the third quarter of 2009. Mr. Winter goes to further state that the Company has reduced employees, which includes our members, by about 1800 employees. We anticipate that this will also result in further reductions in employee numbers as the aforementioned technology advances.

As evidence for this grievance we request the Company provide to the Union a copy of the audio and power point presentation of the Canadian Pacific Q3 report, including all participants, which was broadcast.

As always we will be willing to meet with you to resolve this important issue.

Thank you for your time and attention to this matter, we remain,

Yours truly,

Dave Able
General Chairman LE

Dave Olson
General Chairman CTY

cc. Local Chairmen Thunder Bay & West