



# Teamsters Canada Rail Conference

---

General Committees of Adjustment  
Canadian Pacific Railway

Dave Able  
Benoit Brunet  
General Chairmen  
Locomotive Engineers

Shelly Brownlee  
General Chair  
RCTC

Dave Olson  
Bruce Hiller  
General Chairmen  
Conductors, Trainmen, Yardmen

Bulletin No. 24

December 19, 2012

All TCRC Local Chairs  
CPR Eastern and Western Regions:

Attached is the award of Arbitrator Kaplan with respect to our recent arbitration hearing. As you can see the award contains only the items the arbitrator chose to provide a ruling on and not all matters that were argued by the Union or the Company at the hearing. In addition, the arbitrator's award does not contain the issues that were resolved during bargaining and through the mediation process. We are attaching a synopsis of those agreed upon issues. We will continue to meet with the Company in the next few weeks to organize a final document that will take into consideration all these items that will be incorporated into our respective collective agreements.

You will note the arbitrator has remained seized on all matters until the new collective agreements have been executed and this process finalized.

When finalized we will send the finished document for your use.

Once again we would like to thank everyone who assisted through this process so as to arrive at these articles that will be contained within all our collective agreements.

In Solidarity,

Dave Able  
General Chairman, LE West

Shelly Brownlee  
General Chair, RTC

Dave Olson  
General Chairman, CTY West

Benoit Brunet  
General Chairman, LE East

Bruce Hiller  
General Chairman, CTY East