



Teamsters Canada Rail Conference

General Committees of Adjustment
Canadian Pacific Railway

Dave Able
Benoit Brunet
General Chairmen
Locomotive Engineers

Dave Olson
Bruce Hiller
General Chairmen
Conductors, Trainmen, Yardmen

February 18, 2014

VIA EMAIL

Brothers and Sisters;

RE: INFORMATION BULLETIN TO MEMBERSHIP REGARDING COMPLAINT TO THE CIRB OVER MANAGERS RUNNING TRAINS

This is an update on the process of the above Complaint.

The Union and the Company met on January 7 and 8 and February 17 and 18, 2014 in mediation with and as directed by the Canada Industrial Relations Board in Toronto.

The mediation was disappointing on several levels.

Each of the General Chairmen, their Vice General Chairmen, TCRC National Vice President, Doug Finnon and counsel attended for the Union. As requested by the CIRB Mediators, the Union provided full details of the numerous instances of managers running trains; manager split crews; the running of training trains by managers or retirees; the abolishment of utility positions and managers now performing that work; and other examples of Code and Collective Agreement violations. The examples we provided were compelling. The Union also provided a comprehensive proposal to resolve the Complaint which was responsive to the Company's expressed statement that the issues of managers running trains was a direct result of a manpower shortage.

Unfortunately, the Company was not as interested or motivated to reach an agreement. In fact, we firmly believe that the Company has absolutely no interest in resolving the Complaint or addressing the root cause of the issues which are of the utmost concern to the Union and the members.

The Company attended the mediation without representation from all regions of the country; they did not provide explanations for the foregoing violations other than "we're human, mistakes happen"; did not make any proposals on the issues identified by the Union despite being requested to do so by the CIRB; and showed no willingness to constructively work towards a solution. Rather they threatened and insulted the Union for seeking to enforce our rights.

In short, the Company has shown it intends to continue having managers perform bargaining unit work.

The Union has filed numerous grievances and charges of unfair labour practice against the Company. We will continue to pursue these actions with vigour. Accordingly, the Union intends to proceed with all legal avenues to ensure our rights are fully respected. We will keep you up to date on developments.

Sincerely and in Solidarity,



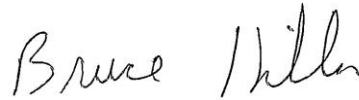
Dave Able
General Chairman, LE West



Dave Olson
General Chairman, CTY West



Benoit Brunet
General Chairman, LE East



Bruce Hiller
General Chairman, CTY East