



TEAMSTERS CANADA RAIL CONFERENCE

General Committees of Adjustment
Canadian Pacific Railway

Greg Edwards
Benoit Brunet
General Chairmen
Locomotive Engineers

Dave Fulton
Bruce Hiller
General Chairmen
Conductors, Trainmen, Yardmen

December 16, 2015

VIA EMAIL

Mr. Dave Guerin
Director, Labour Relations
Canadian Pacific Railway
7550 Ogden Dale Rd. SE
Calgary, AB T2C 4X9

Dear Sir,

The purpose of this letter is to clarify our position on the recent Adams award in regard to the effective date.

The Union's understanding is that the award would be effective on the date it was awarded, however, the Company seems to be of the position that it is not effective until January 1, 2016 to which the Union cannot agree.

We understand there are several items within the award that have specific dates attached to them and as such these items are effective on those dates. It is our position that the remainder of the award is in effect on the day it was awarded, December 7, 2015.

To date, the Company has not recognized any of the items in Mr. Adams award that do not have a date attached to them. We are requesting that you clarify your position on this matter.

Thank you for your immediate attention to this matter and we look forward to your response.

Sincerely,

Dave Fulton
General Chairman - CTY West

Greg Edwards,
General Chairman - LE West

Bruce Hiller
General Chairman, CTY East

Benoit Brunet
General Chairman, LE East

CC: Doug Finnon President TCRC