



December 18, 2015

Mr. G. Edwards
General Chair – LE West
Teamsters Canada Rail Conference
101-10820 24th Street SE
Calgary, AB
T2Z 4C9

Mr. D. Fulton
General Chair – CTY West
Teamsters Canada Rail Conference
101-10820 24th Street SE
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Benoit Brunet
General Chair - LE East
695 CH Avila, Suite 23
Piedmont, QC
JOR 1R3

Bruce Hiller
General Chair - CTY East
309-136 Aspen Springs Drive
Bowmanville, ON
L1C 0H2

Dear Sirs:

Subject: December 7, 2015 award rendered by the Honourable George W. Adams

This has reference to your letter dated December 16, 2015 in connection with the effective date of Mr. Adams' award.

We have reviewed your letter and agree that some items referred to in Mr. Adams' award (including agreed upon items previously resolved by the parties) have specific dates attached to them and others do not.

Based on your request we have reviewed this matter and will place all remaining items that do not have specific references to trigger dates into effect on December 18, 2015

I trust that the foregoing satisfactorily addresses your concerns.

Sincerely,

David E. Guerin

Senior Director, Labour Relations