



Teamsters Canada Rail Conference

General Committees of Adjustment
Canadian Pacific Railway

Dave Fulton
Bruce Hiller
General Chairman
Conductors, Trainmen and Yardmen

Greg Edwards
Benoit Brunet
General Chairman
Locomotive Engineers

February 15, 2015 - 0001

VIA EMAIL

All TCRC Local Chairs- CPR Eastern and Western Regions - Bulletin 11

As you are all aware, in spite of our best efforts were unsuccessful in reaching a negotiated settlement with CP Rail. As a result, we are now exercising our legal right to strike as per the *Canada Labour Code* effective 0001 February 15, 2015.

As we have outlined in our previous bulletin, on February 10, 2015, we issued notice of strike to be effective 0001 (EST) February 15, 2015. The bargaining committee provided proper notice to the Minister as required by the *Code*. While we continued to meet with the Company until late Saturday night, the Company continued to demand concessions regarding our rest provisions and mileage caps that we obviously could not agree to.

During this week, both the TCRC representing the CN Locomotive Engineers and Unifor representing mechanical employees were bargaining in the same hotel in Montreal. Effective today, both groups signed memorandum of settlements and concluded their bargaining. It was clear that the new management at Canadian Pacific has targeted our membership and Hunter Harrison is trying to live up to his commitment to the investor community that he "owes us one".

We have now withdrawn our services from Canadian Pacific and are manning the picket lines. Initial reports from the picket lines are encouraging and well planned out given the short notice. The Company is trying to spread misinformation, and we encourage the Strike Captains to call their respective contact person for any clarifications that may be required to ensure the members are getting the correct facts.

It has been made abundantly clear that the new CP Rail will take anything they can get from us and our families in order to reward the shareholders. Fatigue and any quality of life are not values they have any respect for and they have forced this strike in order to squeeze every last drop in the name of shareholder value. Please know our Bargaining Committee is determined to see this fight to the end so we can achieve a fair and equitable agreement.

Teamsters Canada and the National Office continue to assist and support us fully in our efforts on your behalf. Your Bargaining Committee is in regular contact with your Local Representatives and will inform them as soon as possible on any developments.

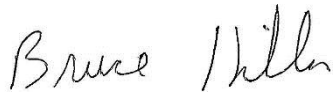
In Solidarity,



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 Finson President TCRC