



Teamsters Canada Rail Conference

General Committees of Adjustment
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Dave Able
General Chairman
Locomotive Engineers

Dave Olson
General Chairman
Conductors, Trainmen & Yardmen

June 9, 2011

All Local Chairman
Teamsters Canada Rail Conference
General Committees, CP West

Dear Sirs and Brothers,

RE: Management Personnel performing Bargaining Unit Work

Please find the attached resolve reached regarding managers operating trains.

As you may be aware the Company began using Managers to operate trains when our members were available to perform bargaining unit work. As a result of this we were informed by our affected Local Chairs and grievances were filed.

The Company continued with this practice despite the grievances. We consulted with Legal Counsel and it was determined that we had a solid position and grounds to file a complaint with the Canada Industrial Relations Board for violations of the Canada Labour Code. The discussions that ensued between all the parties resulted in the enclosed resolve to the complaint. This office has been requested to attend a conference call with the General Managers in the near future to ensure that everyone has a clear understanding of the resolve.

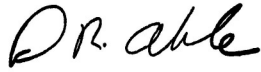
You will note that the Local manager must contact the appropriate Local Chairman to ensure that there are none of our members available. We respectfully request that you or a Vice Local Chair try to be available in compliance with the Cell phone policy to confirm that the Company administers the issue properly and to ensure that none of our members were available to man the trains.

Should the Company continue in this practice, please notify this office and we will evaluate if grievances and/or a complaint to the board needs to be filed again. It was further agreed that all outstanding claims would be paid for the member(s) that were entitled to be called. It is our understanding that all claims have been paid in total.

Should there be any other instances of managers operating trains when our member(s) is available, do not hesitate to contact this office.

We thank all the Local Chairs that were involved in this successful resolve.

Fraternally,



Dave Able
General Chairman, LE West



Dave Olson
General Chairman, CTY West