



Teamsters Canada Rail Conference

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Canadian Pacific Railway

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December 20, 2011

VIA EMAIL

Ms. Alia Azim Garcia
Director Labour Relations
Canadian Pacific Railway
Suite 600, 401-9th Ave. S.W.
Calgary, AB T2P 4Z4

Dear Ms. Azim Garcia,

This is in regards to your letter of October 20, 2011 concerning your Notice of Cancellation and your subsequent letter of December 1, 2011.

Your letter states you intend to cancel the following agreements/practices effective January 1, 2011:

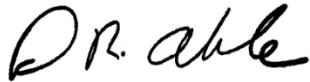
- Sparwood Agreement
- Letter of Understanding - Re: Time Pools, Scheduled Days off, Job Sharing and Voluntary Layoff at Cranbrook and Fort Steele, dated February 27, 2009
- Local rules at Kamloops, Fort Steele/Cranbrook, Revelstoke that provide for rest beyond 24 hours.
- Coaching Clinic Claims letter, dated January 19, 2006.
- Booking Sick Pilot Letter, October 1, 2007

Our position is the above provisions form part of the Collective Agreement and may not be cancelled unilaterally as asserted by the Company in your letters. Alternatively, the above provisions/practices are subject to the statutory freeze provisions of the Canada Labour Code and may not be unilaterally cancelled by the Company during the closed period of our Collective Agreement.

Finally, the Union asserts that the 14 day notice of cancellation referred to in your letter of December 1, 2011 is arbitrary and a violation of our Collective Agreements and the Canada Labour Code.

We hope the above clarifies our position on the above matters.

Yours truly,




Mr. D. Able
General Chairman
Locomotive Engineers West



Mr. D. Olson
General Chairman
Conductors, Trainmen, Yardmen West



Mr. B. Brunet
General Chairman
Locomotive Engineers East



Mr. B. Hiller
General Chairman
Conductors, Trainmen, Yardmen East