



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

April 25, 2011

Kevin Sali, Superintendent
Canadian Pacific Railway
Fort Steele, BC

Mr. Guido Deciccio, VP Operations
Canadian Pacific Railway
401 - 9th Avenue SW, Sixth Floor
Calgary, AB T2P 4Z4

RE: Managers performing Bargaining Unit work

Dear Sirs,

In accordance with article 22.02 we are advancing this Step 2 concerning the Company's unilateral decision to operate train 468-23 between Cranbrook and Fort Steele, British Columbia on April 24, 2011 at 1900 with Company Managers performing the regular duties of our Members. In the interest of expediting this important issue the General Chairmen have signed this grievance and we have also addressed this letter to the Vice President. We request that this grievance be considered as properly filed directly at step 3.

The filing of this grievance isn't intended in any way to prejudice our right to pursue the matter with the Canada Industrial Relations Board under the provisions of the Canada Labour Code.

The Company had many options in this situation to crew train 468-23 within the terms of the Collective Agreement and the Canada Labour Code. At the time of the incident there were crews available for duty in Fort Steele in addition to a yard crew on duty in Cranbrook that could also have been used as provided in the collective agreement. The Union therefore contends this action on the part of the Company was a wilful and deliberate violation of our collective rights, both statutory and bargained.

The Company's actions in this case are in violation of many provisions of our agreements, including, inter alia, the Preamble and Articles 2, 4, 5, 12, 25 and 30 in the Locomotive Engineers Agreement and the Preamble and Articles 9, 10, 12, 15, 25, 27, 38, 39, 44, and 49 in the Conductor, Trainman and Yardmen Agreement.

Further, these actions are in violation of the Canada Labour Code, including, inter alia, Part I sections 36, 56, 94(1), 94(2), 94(2.1), 94(3) and 96.

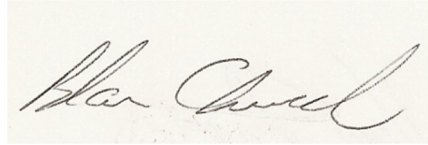
We therefore are requesting that the Company cease and desist from having your Managers or Agents performing our Bargaining Units work. We are requesting that our Members who were deprived of this work in violation of our rights be compensated for all missed earnings and that they be made whole. We are further requesting damages sufficient to prevent future violations of our rights.

The Union reserves the right to allege a violation of, refer to and/or rely upon any other provisions of the Collective Agreement and/or any applicable statutes, legislation, acts or policies.

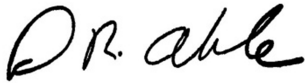
Yours truly,



Ken Stewart
Local Chairman, LE Cranbrook



Blair Church
Local Chairman, CTY Cranbrook



Dave Able
General Chairman, LE West



Dave Olson
General Chairman, CTY West