



TEAMSTERS CANADA RAIL CONFERENCE

General Committees of Adjustment
Canadian Pacific Railway

Greg Edwards
Benoit Brunet
General Chairmen
Locomotive Engineers

Shelly Brownlee
General Chair RTC

Dave Fulton
Bruce Hiller
General Chairmen
Conductors, Trainmen, Yardmen

August 5, 2015

VIA EMAIL

Mr. Dan Sewell
General Manager Operations BC
Building 9, 1670 Lougheed Highway
Port Coquitlam, BC V3B 5C8

Mr. Ben Serena
General Manager Operations East
5901 Westminster Ave
Montreal, QC H4W 2J9

Ms. Tina Sheaves
General Manager Operations Prairie
Building 9, 1720 - 30th Ave SE
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Mr. Mark Redd
General Manager Operations Central
901 Logan Ave,
Winnipeg, MB R3E 1N7

Mr. Jason Ross
Building 1, 7550 Ogden Dale Road SE
Calgary, AB T2C 4X9

Dear Sirs & Madam:

This is in regards to the recent exchanges and letters addressed to our National Officers as it pertains to your recently stated decision to discontinue participation in the Canadian Railway Office of Arbitration and Dispute Resolution (CROA&DR). The exchanges have so far been limited to the CROA&DR Administration Committee and have failed to properly communicate with our respective offices.

Nonetheless, the actions as outlined in your letters indicates to us the Company is simply attempting to change, or amend, or otherwise vary the prevailing provisions of the Collective Agreement governing the established arbitration procedure. Given the repeated guidance from the Canada Industrial Relations Board on similar prior actions of the Company, we are alarmed at the arrogance of your stated position.

Therefore, we are advancing this joint grievance to your office as your stated position is in violation of the Canada Labour Code, the Collective Agreements, including the relevant grievance procedures Articles 71 CTY and Article 22 LE Article 35, the Final Settlement of Disputes, Article 80 CTY, Article 36 LE, Article 79 of CTY East and or any other related articles, appendices, or associated letters and understandings in each of the Collective Agreements. It is our position that without each of the General Committees' consent to the Company's proposal, the Company continues to be bound by the Rules and Procedures of CROA&DR as expressed within each of the Collective Agreements with respect to, but not necessarily limited to, the processing of its members' grievances to arbitration.

It is notable that this matter has already been arbitrated between the parties, and we guide you to CROA 1218 as a decision that has already determined this matter. The irony of the situation is significant, and the principle of res judicata is applicable.

In closing, given the likelihood that the CROA&DR Administration Committee will continue without CP participation, it is our position that the jurisdiction remains with CROA & DR for resolving all differences between the parties which cannot be mutually adjusted.

Please review the associated material and the terms of the Collective Agreements. We request that you acknowledge and continue to follow the rules and procedures of CROA&DR.

We look forward to a prompt response.

Yours truly,



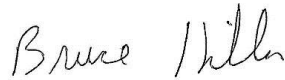
Dave Fulton
General Chairman - CTY West



Shelly Brownlee
General Chair RTC



Greg Edwards,
General Chairman - LE West



Bruce Hiller
General Chairman, CTY East



Benoit Brunet
General Chairman, LE East

cc: Mr. Doug Finson, President Teamsters Canada Rail Conference
Mr. Guido Deciccio, SVP Operations CP Rail - West
Mr. Tony Marquis, SVP Operations CP Rail - East