

**LETTER OF UNDERSTANDING October 15, 2004,**

Purpose: To allow Unassigned employees at Roberts Bank and Coquitlam to hold their turns so that they can attend important medical appointments.

**MEDICAL LEAVE:**

(Periodical medical leave rule modified.)

Unassigned employees required to attend appointments for their Company Periodical Medical, documented medical specialists appointments, medical laboratory/testing appointments and/or dentist appointments may hold their turn to a maximum of 24 hours (this time period may be extended upon management approval).

Where an employee has such an appointment and wishes to hold their turn so they can attend the appointment without losing work, they will inform a manager at least 48 hours in advance of the appointment. It will be required for the employee to provide proof of such appointment, if so requested by the manager, either through an appointment notice or by calling the medical office to confirm such appointment.

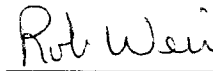
This provision does NOT include appointments for general practitioners, family physicians, physiotherapists or chiropractors.

Company Business HOLD will be removed at the completion of their medical appointment. The employee must arrange rest, as per local rules, upon booking on; Locomotive Engineers, Conductors, Trainmen, Yardmen; a minimum of 3 hours and maximum of 8 hours.

Any abuse of this rule will cause the employee to be penalized as per the Local Rules.

It is understood either party can cancel this understanding if it is shown the rule is being abused.

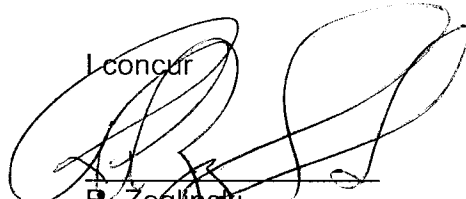
I concur

  
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Rob Weir  
CPR S.A.M. VSA

I concur

  
\_\_\_\_\_  
Mel Schille  
CPR Road Manager


I concur

  
\_\_\_\_\_  
R. Zeglinski  
CPR Yard Manager


I concur

  
\_\_\_\_\_  
Gerry Ranson  
TCRC 320 L.E.

I concur

  
\_\_\_\_\_  
Ray Hnatiuk  
TCRC 320 C/T

I concur

  
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Jason Hnatiuk  
TCRC 320 Yardmen