



# Teamsters Canada Rail Conference

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General Committees of Adjustment  
Canadian Pacific Railway

Dave Able  
Tim Beaver  
General Chairmen  
Locomotive Engineers

Dave Olson  
Bruce Hiller  
General Chairmen  
Trainmen, Yardmen & Conductors

October 22, 2011

All TCRC Local Chairs  
CPR Eastern and Western Regions

As many of you are aware, the open period of our contract is upon us and therefore on September 1, 2011 we informed the Company of our intent to negotiate and improve the Collective Agreement. On October 20, 2011 we met with representatives of the Company to exchange the proposals to begin the process. Copies of the Union proposals are attached in both official languages for your information and review. The Company demands are also attached, but have only been provided to us in English. We have advised the Company of the necessity to provide a French language version and they have committed to provide one as soon as possible.

In addition to serving us with their demands the Company delivered several letters informing us of their intention to initiate certain changes without regard to the negotiation process. We are reviewing the particular legal circumstances of that situation and we will provide more comment in due course.

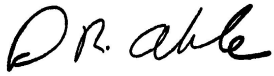
We are not requesting your comments at this time, however we will be contacting you throughout the negotiations period to obtain certain information about specific issues, and we will be accepting your comments in due course.

We have a second negotiations session planned for the week of November 21. Following each session we will provide you with an update bulletin to keep each of you informed as much as possible.

We are alarmed at the number and types of demands put forward by the company. We are extremely disappointed that the employer wants our members to work longer and harder for less pay, and to effectively strip our Collective Agreement bare of the working conditions we presently have. The extra efforts of their employees, our members, and the valuable work of the employees seems meaningless to them. Nonetheless, we will face this adversity and we are determined to improve the Collective Agreement and properly address the issues that are most important to our members and their families.

Please feel free to distribute these documents so that the membership is kept up to date.

Fraternally,



Dave Able  
General Chairman, LE West



Dave Olson  
General Chairman, CTY West



Tim Beaver  
General Chairman, LE East



Bruce Hiller  
General Chairman, CTY East