



Teamsters Canada Rail Conference

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Dave Able
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February 11, 2010

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

RE: Working Conductor Program – Revelstoke

Dear Sir,

This letter is in response to AVP Doug McFarlane's letter of December 16, 2009 (see attached) regarding the Working Conductor Program or On the Job Training at Revelstoke. We have reviewed the Company concerns raised in the letter and the applications in our Collective Agreements.

Mr. McFarlane's letter offers the opinion of what his view is of the Union's obligations in regards to the provisions of the Collective Agreement. Without any specifics, we are unable to form an opinion of the Company's assertions that we have not lived up to our obligations or, have engaged in anything other than good faith bargaining. We find the insinuation that the Union has not bargained in good faith inflammatory, without merit and not worthy of an in depth response.

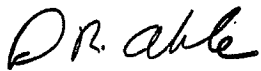
The Union, despite our attempts to have more input into the training program as contemplated in the Collective Agreement, has never been in a position of leadership in regard to the Locomotive Engineer training program. The Company has always maintained that they have full control of this program.

Over the years part of our responsibility to our membership has been to protect their rights while providing or receiving training. We cannot have our representatives whether at the Division level or the Executive level promote a training program which may have dire consequences for our member's careers and their family's livelihood as exhibited by the Company's decisions in the recent past. At the same time we will not come out and tell our members not to train.

We believe that for a number of reasons, one of such being safety, it is a person's individual decision and as such, the Union and Company have no business in trying to dictate or influence what decision they should be making.

Trusting this answers Mr. McFarlane's letter we consider the matter closed.

Yours truly,



Dave Able
General Chairman, LE West

Yours truly,



Dave Olson
General Chairman, CTY West

cc. Les Daley, Local Chairman LE Div 657
Wally Thacker, Local Chairman Trainmen Div 657
John Kiengersky, Local Chairman Trainmen Div 657



**CANADIAN
PACIFIC**

December 16, 2009

Mr. D. Olson
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Mr. D. Able
General Chairman
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RE: Working Conductor Program – Revelstoke

Dear Sirs:

We spoke on Monday, December 7th about the status of the Working Conductor program at Revelstoke. At that time, I explained the Company's view that the Locomotive Engineers (LE) in Revelstoke are not meeting the training commitment in the collective agreement. In other words, they are not granting the LE trainees "seat time".

As background, the current class of LE Trainees in Revelstoke has been in place since September 2008. At that time, the local managers in Revelstoke met with the local union representatives and developed a schedule for the trainees. The representatives provided input on the schedule which provided for a mix of one-on-one traditional training and On the Job (OJT) Training while working as conductors. Since that time, it has become apparent that none of the locomotive engineers who were traditionally trained are training the OJT LETs. The local managers raised this issue with the local representatives to give them an opportunity to step in and ensure that the collective agreement is respected at Revelstoke. Unfortunately, this has had no effect on the training.

In the letter signed by LC Greg Edwards on September 22, 2009, he explains that employees are neither encouraged or discouraged to provide training. This shows a blatant disregard for the collective agreement. These are provisions that Mr. Edwards was personally involved in, given his role with main table negotiations in 2004. Such behaviour is not consistent with good faith bargaining, and is a significant departure from the leadership we see from your organization.

The collective agreement is clear. There are national obligations to for Locomotive Engineers who are qualified trainers to provide on the job training to Conductors who are

in the trainee program. Such OJT will be done after the completion of the initial classroom and technical portions of the program. At Revelstoke specifically, the management team has met its obligation by providing the training in the correct order. However, due to the lack of OJT, the majority of the original trainees, (your members), are still in the program, some 14 months later. There are five LE Trainees in the current program, none of which have qualified yet, due to a lack of OJT. Though there were plans for a Locomotive Engineer class in 2010, that has now been cancelled due to the fact that the current LETs are not yet qualified.

We must now insist that your office provide the appropriate guidance to your local representatives in Revelstoke and other locations who may share the same view of the Working Conductor program. The Company has upheld its obligations with regard to the training program. Now, it is time for the local union representatives to demonstrate leadership consistent with your contractual commitment and ensure that the LEs are providing the appropriate training. If this obligation cannot be met by the Union, the Company will have no choice but to proceed with all alternative measures to ensure the rights of the Company are respected. That would be an unfortunate outcome of poor advice by local Union representatives.

As discussed last week, we are interested in working with you at this final juncture to meet the provisions of the collective agreement. Specifically, we are looking for a clear and immediate increase in LET OJT , resulting in the current Locomotive Engineer Trainees in Revelstoke being qualified in a timely fashion in 2010 such that we can start some further LE trainees as well. This is line with our collective agreement obligations.

Yours truly,

Doug McFarlane