

June 16, 2003

Mr. M. G. DeGirolamo
Assistant Vice-President
Industrial Relations, C. P. Railway
Suite 600, Gulf Canada Square
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Calgary, Alberta
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Dear Sir:

RE: RCTC Strike/Lockout – Impact on other employees

This is in response to your e-mail of June 15th, 2003 advising of the RCTC Strike/Lockout and its' impact on other employees. Thank you for keeping us informed about the current situation concerning the Rail Traffic Controllers.

We assume that the information sent to us is similar or the same as information sent to other Unions and to your employees. In this regard we wish to dispel any questions that may arise in regard to your wording, as contained in the bulletin to us. You state; "A failure of any employee to report for work will be considered to be an unauthorized absence, and will result in investigation and possible discipline pursuant to their collective agreement." This is a very contentious statement inasmuch as it appears that you are suggesting that all authorized leaves of absence are to be cancelled. It could also be taken to mean that any person failing to report for work due to illness or because they are unfit will be considered to be on an unauthorized absence which will result in an investigation and possible discipline. We wish to have clarification on this broad and all encompassing statement. (One might wonder if this failure to reach agreement with the Rail Traffic Controllers is based, if not entirely, but at least in part to such poorly worded statements.)

We fully understand the Company's position in regard to picket lines. We have history and jurisprudence that dictates the handling of picket lines. You are aware, as well, that our organization, the CCROU and its constituent Unions the BLE and UTU, are labour Unions who have very strong opinions in regard to the treatment of picket lines. We are fully versed in the Canada Labour Code and the requirements of the Code as well as the common law as they apply to picket lines in this country. Our members will be reminded of the requirements, responsibilities and rights bestowed on Canadians in regard to picket

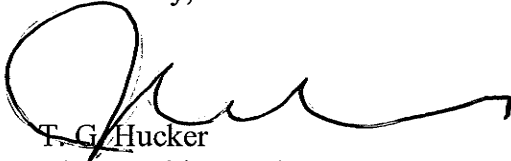
lines. However you have chosen to once again make broad, ambiguous and sweeping statements in your communiqué in regard to the treatment and proposed handling of a picket line.

We suggest to you that incidents on picket lines do not always result from the actions of Union members but may be as a result of the actions of management. Our members will also be reminded of those responsibilities and will be instructed to report any action of any manager at or near a picket line that isn't in accordance with the Code and the laws of this nation. We believe that the law requires that any incident at a picket line be handled individually taking into consideration each specific event. We expect the Company to govern themselves in accordance with those laws when dealing with any such incidents.

We also note that in your message and in the press release on this subject, the Company has taken the position that replacement workers from management are ready to take over the duties of the striking Rail Traffic Controllers and that these managers have past RTC experience and have undergone extensive requalification to take on these duties. We will hold you to that commitment by the actions of those replacement workers and we will instruct our members to ensure that all concerned complies with the continued safe operation of trains and adherence to operating rules, regulations and collective agreement provisions.

If you have any questions about our positions on this matter, please feel free to question us during our meetings this week. This is a serious situation and we intend to address it seriously.

Yours truly,



F. G. Hucker
Vice-President and
Canadian Legislative Representative
BLE (CCROU)



John W. Armstrong
Vice President
UTU (CCROU)



R. S. McKenna
General Chairman
BLE (CCROU)



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