



**CANADIAN  
PACIFIC**

Gulf Canada Square  
401 – 9<sup>th</sup> Avenue S.W  
Suite 600.  
Calgary Alberta  
T2P 4Z4

CALGARY, January 25, 2008

Our File: ZGP0004  
Your File: R37.02-460.2590  
Our File: ZGU0011  
Your File: R34B-502.466

Mr. D. Olson  
General Chairman – Trainmen West  
Teamsters Canada Rail Conference  
101-10820 24 St. S.E.  
Calgary, AB.  
T2Z 4C9

Mr. D. Able  
General Chairman – LE West  
Teamsters Canada Rail Conference  
101-10820 24 St. S.E.  
Calgary, AB  
T2Z 4C9

Dear Sirs;

This refers to the grievances advanced by your office on March 28, 2001 on behalf of Conductor J.T. Horsnall of Moose Jaw, Saskatchewan and on April 11, 2005 on behalf of Conductor Firman of Medicine Hat, Alberta, and the additional claims held in abeyance while this issue was under review.

Thank you for the opportunity to meet and discuss these two grievances as well the claims presently being held in abeyance. This will confirm our discussions and agreement to resolve these issues in the interest of harmonious labour relations, on a without prejudice or precedent basis as full and final resolve to these grievances. On that basis the following claims will be processed, based upon 100 miles per claim at the rate associated with the applicable year:

| Employee Name           | Claim Date | Timeslip number | Abeyance code |
|-------------------------|------------|-----------------|---------------|
| Petryk, G.P. (Gerry)    | 03-10-04   | 7339470         | MH07          |
| Gechter, J.R. (Jim)     | 03-10-04   | 7401602         | MH07          |
| Kennedy, T.E. (Todd)    | 03-10-30   | 7429744         | MH07          |
| Villemaire, M.E. (Mike) | 04-02-09   | 7901767         | MH07          |
| Maier, C.M. (Collin)    | 04-02-10   | 7906928         | MH07          |
| Gagnier, A.D. (Aurele)  | 04-02-09   | 7916102         | MH07          |
| Myers, L.D. (Larry)     | 04-02-14   | 7937421         | MH07          |
| Ferris, R.W. (Randy)    | 04-02-22   | 7967711         | MH07          |
| Holton, B.P. (Brent)    | 04-02-22   | 7967733         | MH07          |
| Barton, R.A. (Richard)  | 04-02-29   | 8002151         | MH07          |
| Rudolph, R.D. (Bob)     | 04-02-29   | 8002166         | MH07          |
| Kennedy, T.E. (Todd)    | 04-02-26   | 8004612         | MH07          |
| Myers, L.D. (Larry)     | 04-02-28   | 8011710         | MH07          |
| Savage, J. (John)       | 04-02-28   | 8011714         | MH07          |
| Myers, L.D. (Larry)     | 04-02-26   | 8011786         | MH07          |
| Mcneil, A.E. (Tony)     | 04-03-02   | 8015923         | MH07          |

|                             |          |         |      |
|-----------------------------|----------|---------|------|
| Schlosser, D.A. (Dave)      | 04-03-02 | 8015926 | MH07 |
| Mcneil, A.E. (Tony)         | 04-03-05 | 8028894 | MH07 |
| Abraham, D. (Darrell)       | 04-03-05 | 8029053 | MH07 |
| Bucsis, R.W. (Ron)          | 04-03-06 | 8034542 | MH07 |
| Larson, L.J. (Larry)        | 04-03-06 | 8034547 | MH07 |
| Moser, D.D. (Dale)          | 04-03-08 | 8043740 | MH07 |
| Bewley, D.G. (Dallas)       | 04-03-05 | 8062266 | MH07 |
| Cornet, M. (Matthew)        | 04-03-05 | 8062271 | MH07 |
| Jacobs, G.T. (Tim)          | 04-03-17 | 8088551 | MH07 |
| Friesen, D.A. (Doug)        | 04-03-18 | 8094171 | MH07 |
| Hanson, M.D. (Mike)         | 04-03-18 | 8094178 | MH07 |
| Will, R. (Bob)              | 04-03-13 | 8095743 | MH07 |
| Wallace, R. (Rob)           | 04-03-26 | 8133448 | MH07 |
| Weisgerber, B.L.<br>(Brett) | 04-04-03 | 8171689 | MH07 |
| Gagnier, A.D. (Aurele)      | 04-04-03 | 8180566 | MH07 |
| Edward, D.J. (Doug)         | 04-04-05 | 8328450 | MH07 |
| Fode, D.B. (Darrel)         | 04-04-05 | 8328458 | MH07 |
| Mead, J. (Jody)             | 04-05-08 | 8348186 | MH07 |
| Mcneil, A.E. (Tony)         | 04-05-08 | 8348187 | MH07 |
| McCuaig, K.M. (Mac)         | 04-05-09 | 8349289 | MH07 |
| Peters, R. (Ron)            | 04-05-09 | 8349318 | MH07 |
| Weiss, R.T. (Rodney)        | 04-05-13 | 8406603 | MH07 |
| Stewart, R. (Russell)       | 04-05-22 | 8420600 | MH07 |
| Day, C. (Cam)               | 04-05-22 | 8420621 | MH07 |
| Kennedy, T.E. (Todd)        | 04-06-07 | 8504527 | MH07 |
| Tough, P.D. (Perry)         | 04-06-07 | 8504570 | MH07 |
| McCuaig, K.M. (Mac)         | 04-06-01 | 8540954 | MH07 |
| Morrison, A.J. (Tony)       | 04-06-01 | 8666467 | MH07 |
| Bowles, W.R. (Wade)         | 04-09-07 | 9341308 | MH07 |
| McCuaig, K.M. (Mac)         | 05-02-14 | 9763855 | MH07 |
| Bewley, D.G. (Dallas)       | 05-02-20 | 9784704 | MH07 |
| Frandsen, G.B. (Gary)       | 05-02-20 | 9784713 | MH07 |
| Wittevrongel, D.<br>(David) | 05-02-21 | 9784808 | MH07 |
| McCuaig, K.M. (Mac)         | 05-02-20 | 9789532 | MH07 |
| Armstrong, J. (Justin)      | 05-02-22 | 9792553 | MH07 |
| Gardiner, R.J. (Robert)     | 05-02-22 | 9792563 | MH07 |
| Will, R. (Rob)              | 05-02-22 | 9794597 | MH07 |
| Bewley, D.G. (Dallas)       | 05-02-22 | 9794604 | MH07 |
| Owens, S.A.                 | 05-02-28 | 9824079 | MH07 |
| Cornet, M. (Matthew)        | 05-02-28 | 9824083 | MH07 |
| Friesen, D.A. (Doug)        | 05-03-01 | 9833930 | MH07 |
| Witts, P.M. (Peter)         | 05-03-01 | 9833931 | MH07 |
| Kennedy, T.E. (Todd)        | 05-03-08 | 9868162 | MH07 |
| Fritzke, B.W. (Brent)       | 05-03-08 | 9870513 | MH07 |
| Syrota, G.E. (Gary)         | 05-03-08 | 9870513 | MH07 |
| Schlenker, D. (Daryl)       | 05-03-09 | 9871350 | MH07 |
| Gardiner, R.J. (Robert)     | 05-03-09 | 9871375 | MH07 |
| Gardiner, R.J. (Robert)     | 05-03-13 | 9890239 | MH07 |
| Firman, G. (Gary)           | 05-03-13 | 9890240 | MH07 |
| Mack, D.J. (Dave)           | 05-03-13 | 9900779 | MH07 |
| Bucsis, R.W. (Ron)          | 05-03-13 | 9900780 | MH07 |

|                            |          |          |      |
|----------------------------|----------|----------|------|
| Beck, M.J. (Mike)          | 05-03-14 | 9901494  | MH07 |
| Savage, J. (John)          | 05-03-14 | 9901523  | MH07 |
| Noone, P.J. (John)         | 05-03-08 | 9903414  | MH07 |
| Morrison, A.J. (Tony)      | 05-03-18 | 9919761  | MH07 |
| Cornet, M. (Matthew)       | 05-03-22 | 9944311  | MH07 |
| Gardiner, R.J. (Robert)    | 05-03-22 | 9944317  | MH07 |
| Werezak, D.G. (Dale)       | 05-03-14 | 9945073  | MH07 |
| Witts, P.M. (Peter)        | 05-03-26 | 9966096  | MH07 |
| Leuck, J.S. (Shane)        | 05-03-25 | 9969115  | MH07 |
| Mcneil, A.E. (Tony)        | 05-03-27 | 9970992  | MH07 |
| Traxel, K.R. (Keith)       | 05-03-27 | 9970993  | MH07 |
| Meier, L.S. (Larry)        | 05-03-27 | 9973287  | MH07 |
| Larson, L.J. (Larry)       | 05-03-27 | 9973290  | MH07 |
| Harty, D.L. (Darcy)        | 05-03-26 | 9977376  | MH07 |
| Buchynski, T. (Terry)      | 05-04-06 | 10033032 | MH07 |
| Peters, R. (Ron)           | 05-04-06 | 10033035 | MH07 |
| Macdonald, R.M.<br>(Rick)  | 05-03-25 | 10050354 | MH07 |
| Friesen, D.A. (Doug)       | 05-04-10 | 10065567 | MH07 |
| Waddle, S.L. (Lane)        | 05-04-15 | 10079074 | MH07 |
| Beck, M.J. (Mike)          | 05-04-15 | 10088583 | MH07 |
| George, R.K. (Richard)     | 05-04-20 | 10106761 | MH07 |
| Wallace, R. (Rob)          | 05-04-20 | 10106802 | MH07 |
|                            |          |          |      |
| Folk, R.J. (Ron)           | 04-02-05 | 8069075  | MJ07 |
| Folk, R.J. (Ron)           | 04-03-12 | 8069087  | MJ07 |
| Hall, K.J. (Jamie)         | 04-03-31 | 8162230  | MJ07 |
| Bourgades, W.D.<br>(Wes)   | 04-03-31 | 8180365  | MJ07 |
| Craik, C.A. (Chey)         | 04-03-31 | 8180368  | MJ07 |
| Jonas, W.G. (Wally)        | 04-03-31 | 8191263  | MJ07 |
| Hodgson, T.D. (Dean)       | 04-04-15 | 8229600  | MJ07 |
| Dutchak, D. (Dale)         | 04-04-15 | 8229601  | MJ07 |
| Myers, C.A. (Cam)          | 04-05-23 | 8448071  | MJ07 |
| Dacunha, P.M. (Paul)       | 04-05-23 | 8448072  | MJ07 |
| Myers, C.A. (Cam)          | 04-06-12 | 8535492  | MJ07 |
| Griffin, K.J. (Keith)      | 04-06-12 | 8535494  | MJ07 |
| Magnusson, L.R. (Les)      | 05-03-13 | 9914040  | MJ07 |
| Schaitel, P.L. (Perry)     | 05-03-17 | 9919853  | MJ07 |
| Mellquist, R.W.<br>(Randy) | 05-03-17 | 9919854  | MJ07 |
| Mccrum, S.W. (Steve)       | 05-03-23 | 9951738  | MJ07 |
| Given, K.A. (Kirk)         | 05-03-23 | 9951743  | MJ07 |
| Schaitel, P.L. (Perry)     | 05-03-28 | 9980016  | MJ07 |
| Kivol, S.H. (Shane)        | 05-03-28 | 9980025  | MJ07 |
| Larson, B.J. (Brain)       | 05-04-01 | 10015316 | MJ07 |
| Keeler, M.D. (Dale)        | 05-04-01 | 10015318 | MJ07 |
| Bernt, G.A. (George)       | 05-04-08 | 10054157 | MJ07 |
| Wilk, R.B. (Rob)           | 05-04-08 | 10054158 | MJ07 |
| Arnold, S.D. (Shawn)       | 05-03-24 | 10054163 | MJ07 |
| Ivany, B.W. (Brian)        | 05-04-07 | 10054169 | MJ07 |
| Paterson, R.T. (Robb)      | 05-04-13 | 10070548 | MJ07 |
| Prior, R.D. (Ryan)         | 05-04-13 | 10070555 | MJ07 |

|                      |          |          |      |
|----------------------|----------|----------|------|
| Kreuger, M.W. (Mike) | 05-04-12 | 10093114 | MJ07 |
| Hall, K.J. (Jamie)   | 05-04-12 | 10096438 | MJ07 |
| Dyck, F.R. (Frank)   | 05-04-20 | 10107146 | MJ07 |
| Daly, S.A. (Sheldon) | 05-04-20 | 10107147 | MJ07 |
| Mccrum, S.W. (Steve) | 05-04-21 | 10112178 | MJ07 |

It is further agreed that the remaining claims held under abeyance code MH07 and MJ07 are withdrawn.

It was further agreed that two additional claims of 100 miles each would be paid on a without prejudice or precedent setting basis. One claim of 100 miles at 2005 rates will be paid to Mr. Firman and the second claim of 100 miles at 2001 rates will be paid to Mr. Horsnall. This will serve as a full and final resolve of those grievances..

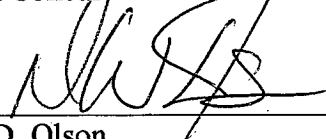
If the foregoing reflects your understanding from our discussion, and it is agreed that the above will result in full and final resolve to both grievance files along with the closure of the abeyance codes on a without prejudice or precedent, please indicate your concurrence and return for our records. Upon receipt of your concurrence the Company will process the above payments to all listed employees.

Your truly,

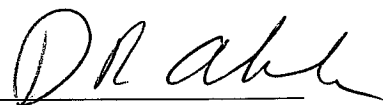
(sgd) R. Hampel  
 Manager Labour Relations  
 (For) D. McFarlane  
 AVP Operations West

(sgd) R. Hampel  
 Manager Labour Relations  
 (For) Scott McDonald  
 AVP Operations Central

I Concur

  
 D. Olson  
 General Chairman – Trainmen West  
 Teamsters Canada Rail Conference

I Concur

  
 D. Able  
 General Chairman – LE West  
 Teamsters Canada Rail Conference