

November 23, 2007

Mr. Dan Shewchuk  
President  
Teamsters Canada Rail Conference

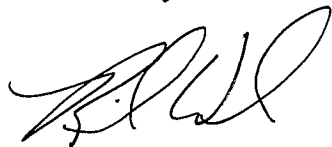
Re: Commitment not to serve notice of strike/lockout until December 8, 2007

Dear Sir:

Further to our conversations earlier today this is to confirm our agreement that:

- (1) No strike or lockout notice pursuant to section 87.2 of the Canada Labour Code will be served by either party prior to Saturday, December 8, 2007 to enable the parties to seek a negotiated settlement as envisioned by the Code;
- (2) The parties will continue to meet in order to attempt to seek a negotiated settlement during this period of time.
- (3) It is agreed and understood, that under the provisions of the Code, unless and until either party serves notice pursuant to section 87.2 of the Code and the 72 hours have elapsed, working conditions shall remain status quo. For further clarity, it is agreed that the recently expired collective agreements will continue to operate and govern the relationship between the parties and the employees covered by the collective agreements unless and until the Union is on strike or a lockout has commenced.
- (4) It is understood that the Federal Mediation and Conciliation Services (FMCS), and the Media will be advised of this agreement.

If this accurately reflects our conversations please so indicate by signing below.



Rick Wilson  
AVP, Industrial Relations  
Canadian Pacific Railway



Dan Shewchuk  
President  
Teamsters Canada Rail Conference