



Teamsters Canada Rail Conference

General Committees of Adjustment
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August 28, 2008

Mr. Rick Wilson
AVP Industrial Relations
Canadian Pacific Railway
401 - 9 Avenue SW, Fifth Floor
Calgary, AB T2P 4Z4

Re: Traction Employee Recognition Initiative

Dear Mr. Wilson:

This has reference to your letter of August 21, 2008 requesting our support for this "recognition program that Canadian Pacific will be implementing in the workplace..."

As you are aware we are represented on the Cross Functional Health and Safety Senior Committee and all sit on the Transportation Field Operations Senior Health and Safety Committee. We also have dealings with someone from CPR almost daily. In light of this we are surprised to hear about this implementation first through the Momentum magazine and secondly through your letter.

We note that Mr. Shields states in the Momentum article that "Our new Traction employee recognition initiative has been designed for inclusion." This makes us wonder what is meant by "inclusion" as we have been advised that none of the Unions the CAW, TCRC MWED, and the TCRC involved in the Health and Safety Committees or through our everyday dealings with the Company outside of Health and Safety had any idea that this recognition program was being implemented. We note that your letter states "particularly in the unionized ranks."

Our offices have a view that in light of the recent arbitrary changes to the ALOA policy by the Company that the money that has been allotted for this program could have been better spent on hiring and retaining workers, instead of offering trinkets that do nothing to assist a person with their family lives. In our opinion the Company through their draconian imposition of the ALOA policy and arbitrary changes has seriously impacted our member's family life detrimentally. This alone in our opinion shows that the Company is not interested in the "values" that they so easily preach.

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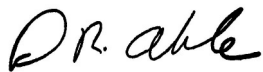
Further it appears that the Company has spent considerable time and resources in setting up the web page that a person can search for the trinkets that the Company has “awarded” them. The TCRC suggests that this time and effort could have been better spent setting up the agreed to implementation of the Memorandum of Settlement in a timely fashion.

It is further noted that the Traction article states “Our Traction recognition program will create new opportunities to give one another the acknowledgement we all need and deserve, as well as to help us build trust and respect in the workplace.”

It is apparent that the Company considers giving out trinkets as adequate compensation for arbitrarily taking valued time away from our member’s families.

Trusting that this makes clear that the TCRC in no way endorses this program and are of the position that any managers approaching employees in this endeavor may be in violation of the Collective Agreement and Canada Labor Code. We are also of the view, and in this the jurisprudence supports us, that collaboration and concurrence is required.

Yours truly,



General Chairman
Locomotive Engineers West



General Chairman
CTY West



General Chairman
Locomotive Engineers East



General Chairman
CTY East

cc. John Bairaktaris
Bill Brehl
Ken Deptuck
Jim Wilson
Richard Summerside
Brian McDonagh
CP Local Chairmen