



**CANADIAN
PACIFIC**

R.E. Wilson
*Assistant Vice-President
Industrial Relations*

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Mr. D. Able
General Chairman
TCRC(E)
101, 10820 24th Street
Calgary AB T2Z 4C9

Mr. D. Olson
General Chairman
TCRC(T)
101, 10820 24th Street
Calgary AB T2Z 4C9

September 19, 2008

Dear Sirs:

This refers to our ongoing discussions on upcoming changes to the Company's operations.

Appended are three material change notices, as follows:

- 1 Inclusion of Fort Steele as a reporting location within the Cranbrook Terminal
- 2 Operation of coal trains between Kamloops and Golden as a single run crewed at Kamloops
- 3 The establishment of Expedited Service Runs (ESRs) for certain trains between Medicine Hat and Moose Jaw, and Moose Jaw and Brandon.

The notices contain the specifics of each change which will be the subject of upcoming discussions. Should you have any other questions with regard to these changes please call John Bairaktaris, Alia Azim or myself.

Yours truly,

R.E. Wilson
Assistant Vice President,
Industrial Relations
Canadian Pacific

Mr. D. Able
General Chairman
TCRC(E)
101, 10820 24th Street
Calgary AB T2Z 4C9

Mr. D. Olson
General Chairman
TCRC(T)
101, 10820 24th Street
Calgary AB T2Z 4C9

September 19, 2008

Dear Sirs:

Pursuant to Article 34 of the Collective Agreement between Canadian Pacific Railway (CPR) and the TCRC (E) and Article 72 of the Collective Agreement between the CPR and the TCRC (T) please accept this letter as notice of a material change in working conditions.

Please accept this letter as notice of the Company's intent to include Fort Steele as a reporting location for road freight employees working in the Cranbrook Terminal. This change will require all East Pool, North Pool and West Pool employees to report at Fort Steele, as well as spare employees in road freight service.

Employees holding assignments that are based in Cranbrook will continue to report to Cranbrook for these assignments. Spare employees called for these assignments will report to Cranbrook.

No relocations or layoffs are contemplated as a result of this change.

Recognizing that this change may affect some Locomotive Engineers, Conductors and Trainmen, notice has been provided under the CPR-TCRC (T) and CPR-TCRC (E) Agreements.

A representative of Labour Relations Department will be pleased to meet with you at the earliest opportunity to discuss this matter in accordance with Articles 34.02 TCRC (E) and 72.04 TCRC (T) of the respective Collective Agreements.

It would be greatly appreciated if you could contact the Manager Labour Relations Alia Azim at (403) 319-7331 to arrange a mutually convenient date and time to meet regarding this matter.

Please acknowledge receipt of this notice.

Yours truly,

D.N. McFarlane
Assistant Vice President, Operations
Western Region
Canadian Pacific

Mr. D. Able
General Chairman
TCRC(E)
101, 10820 24th Street
Calgary AB T2Z 4C9

Mr. D. Olson
General Chairman
TCRC(T)
101, 10820 24th Street
Calgary AB T2Z 4C9

September xx, 2008

Dear Sirs:

Pursuant to Article 34 of the Collective Agreement between Canadian Pacific Railway (CPR) and the TCRC (E) and Article 72 of the Collective Agreement between the CPR and the TCRC (T) please accept this letter as notice of a material change in working conditions.

The Company intends to operate coal trains between Kamloops and Golden as a single run crewed from Kamloops working a 12 hour day.

No layoffs are contemplated as a result of this change.

A representative of Labour Relations Department will be pleased to meet with you at the earliest opportunity to discuss this matter in accordance with Articles 34.02 TCRC (E) and 72.04 TCRC (T) of the respective Collective Agreements.

It would be greatly appreciated if you could contact Director Labour Relations John Bairaktaris at (403) 319-7081 to arrange a mutually convenient date and time to meet regarding this matter.

Please acknowledge receipt of this notice.

Yours truly,

D.N. McFarlane
Assistant Vice President, Operations
Western Region
Canadian Pacific

Mr. D. Able
General Chairman
TCRC(E)
101, 10820 24th Street
Calgary AB T2Z 4C9

Mr. D. Olson
General Chairman
TCRC(T)
101, 10820 24th Street
Calgary AB T2Z 4C9

September 19, 2008

Dear Sirs:

Pursuant to Article 34 of the Collective Agreement between Canadian Pacific (CP) and the TCRC (E) and Article 72 of the Collective Agreement between the CP and the TCRC (T) please accept this letter as notice of a material change in working conditions.

Please accept this letter as notice of the Company's intent to establish Expedited Service Runs (ESR), which have also been referred to as IDRs, between Medicine Hat and Moose Jaw and between Moose Jaw and Brandon. This will require crews in ESR service to run through either Swift Current or Broadview and work a 12 hour day.

No relocations or layoffs are contemplated as a result of this change.

A representative of Labour Relations department will be pleased to meet with you at the earliest opportunity to discuss this matter in accordance with Article 34.02 TCRC(E) and 72.04 TCRC (T) of the respective collective Agreements. It would be greatly appreciated if you could contact Director of Labour Relations John Bairaktaris at (403) 319-7081 to arrange a mutually convenient date and time to meet regarding this matter.

Please acknowledge receipt of this notice.

Yours truly,

Scott MacDonald
Asst. Vice-President, Central Region
Canadian Pacific

Doug McFarlane
Asst. Vice-President, Western Region
Canadian Pacific