CP

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Director, Labour
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August 1, 2014

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Dear All,

This has reference to our letters issued to your respective Organizations in November, 2013 on the eligibility of an employee to group benefit plan coverage during a period of disciplinary suspension. The Company has reviewed this matter in its entirety and wishes to inform you of the following changes to this policy.

Notwithstanding the fact that employees on suspension are not considered active, effective immediately, the Company will extend group benefit plan coverage to those employees who are assessed and are serving suspensions of less than 30 days.   Employees serving suspensions of thirty (30) days or greater will continue to be ineligible for coverage under the benefit plan conditions.

If you would like to discuss this matter further, please feel free to contact the undersigned.

Sincerely,

David E. Guerin
Director, Labour Relations

Brianne Sly
Director, Labour Relations

cc: Scott MacDonald, Guido Deciccio, Tony Marquis, Myron Becker,