

December 13th, 2007

Mr. D. Olson  
General Chair- Trainmen West  
Teamsters Canada Rail Conference

Mr. D. Genereux  
General Chair- Trainmen East  
Teamsters Canada Rail Conference

Dear Sirs,

This is in regards to your concerns that additional clarity was warranted with regard to the intention of both parties in connection with item 4. Appendix 9 of the December 5<sup>th</sup>, 2007 Memorandum of Settlement.

The following "Q&A" will service to clarify the meaning of this item.

*Q. With reference to Appendix 9 Item 4 of the December 5th 2007 Memorandum of Settlement, will a Road or Common Spareboard employee be able to book more than 12 hours rest as outlined in Article 73 of the Collective Agreement, and not be subject to a reduction in their spareboard guarantee?*

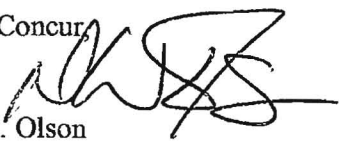
*A. Yes, however in order to protect their spareboard guarantee within the provisions outlined in Article 73, penalty rest can only be added to the maximum amount of rest permitted that protects a spareboard guarantee.*


*Example; if the maximum allowable personal rest to avoid a guarantee reduction is 12 hours and applicable penalty rest at the conclusion of one's tour of duty is 3 hours, then the employee may book up to 15 hours of personal rest at the home terminal without reduction to their spareboard guarantee.*

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

Sincerely,

J. Bairaktaris  
Director, Industrial Relations

I Concur,  
  
D. Olson  
General Chair, Trainmen West

  
D. Genereux  
General Chair, Trainmen East