



**CANADIAN
PACIFIC**

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December 8, 2012

Mr. B. Brunet
General Chair – Engineers East
Teamsters Canada Rail Conference
695 CH Avila, Suite 23
Piedmont, QC
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Mr. B. Hiller
General Chair – Trainmen East
Teamsters Canada Rail Conference
309-136 Aspen Springs Drive
Bowmanville, ON
L1C 0H2

Mr. D. Able
General Chair – Engineers West
Teamsters Canada Rail Conference
101-10820 24th Street SE
Calgary, AB

Mr. D. Olson
General Chair – Trainmen West
Teamsters Canada Rail Conference
101-10820 24th Street SE
Calgary, AB

Re: Subdivision Runtimes

Dear Sirs:

This pertains to our discussions during the recent round of collective bargaining regarding subdivision runtimes and in resolve of CROA 4102..

The parties agree that the appended subdivision runtimes will be applied by the Company. These run times are intended to provide employees with the minimum hours requirements in order to be given a call for duty on a given subdivision.

These run times are applicable to Straightaway Service calls from original terminal to objective terminal. Calls in Turn Service will be governed by the collective agreement. Employees called in TCS will not run around crews with the same, or greater than, hours remaining on their maximum hours clock.

Any deviation from these run times due to planned/long-term outages will establish a minimum of ten (10) hours for all affected subdivisions. In such circumstances, these changes will be advertised via bulletin and VRU. Local management will notify the applicable Local Chairpersons of the change, and LR will notify the applicable General Chairpersons of any such changes.

Short term outages or short term operational issues which affect subdivision runtimes, will not necessitate a change to the run times listed below.

Scott Brunet Brunet With Dr. Able 2012-12-12 (115)

With respect to Assigned Service, the minimum requirement is eight (8) hours. With respect to short turns, employees will be called on a first in / first out basis and these run times have no application.


The appended run times, short turns, and assignments will be applied on a trial basis for a period of 60 days, after which time the parties will meet to review. A subsequent review will follow at the 6 month period. Any changes made to these run times must be agreed upon by both parties.

Subdivision	Run time
ROBERTS BANK - Cascade (East)	8
ROBERTS BANK - Cascade (West)	8
COQUITLAM - Cascade (East)	8
COQUITLAM - Cascade (West)	8
THOMPSON - East	8
THOMPSON - West	8
SHUSWAP - East	8
SHUSWAP - West	8
MOUNTAIN - East	8.5
MOUNTAIN - West	8.5
REVELSTOKE COAL POOL - East	7
REVELSTOKE COAL POOL - West	7
WINDERMERE - North	8
WINDERMERE - South	8
CRANBROOK - East	8.5
CRANBROOK - West	8.5
CROWSNEST - East	8
CROWSNEST - West	8
LAGGAN - East	8.5
LAGGAN - West	9
MACLEOD/ALDERSYDE - North	9
MACLEOD/ALDERSYDE - South	9
TABER - East	8
TABER - West	8
BROOKS - East	8.5
BROOKS - West	9
RED DEER - North	8
RED DEER - South	8
LEDUC - North	8
LEDUC - South	8
WETASKIWIN - East	9
WETASKIWIN - West	9
HARDISTY - East	9.5
HARDISTY - West	9.5
MAPLE CREEK - East	7
MAPLE CREEK - West	7
SWIFT CURRENT - East	7

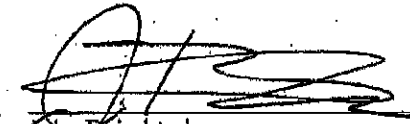
SWIFT CURRENT - West	7
SUTHERLAND - REGINA - East	9
SUTHERLAND - REGINA - West	9
SUTHERLAND - WILKIE - East	8.5
SUTHERLAND - WILKIE - West	8.5
SUTHERLAND - WYNYARD - East	8
SUTH - WYNYARD - West	8
INDIAN HEAD - East	7.5
INDIAN HEAD - West	7.5
BREDENBURY - East	9
BREDENBURY - West	9
WYNYARD - East	8.5
WYNYARD - West	8.5
WEYBURN - North	9
WEYBURN - South	9
MINNEDOSA - East	8
MINNEDOSA - West	8
BROADVIEW - East	6
BROADVIEW - West	6
ESTEVAN - East	10
ESTEVAN - West	10
CARBERRY - East	7
CARBERRY - West	7
EMERSON - North	7
EMERSON - South	7
KEEWATIN - East	7
KEEWATIN - West	7
IGNACE - East	6
IGNACE - West	6
KAMINISTIQUIA - East	7
KAMINISTIQUIA - West	7
NIPIGON - East	7
NIPIGON - West	7
HERON BAY - East	7
HERON BAY - West	7
WHITE RIVER - East	7
WHITE RIVER - West	7
NEMEGOS - East	7
NEMEGOS - West	7
PARRY SOUND - North	8
PARRY SOUND - South	8
MACTIER - North	9
MACTIER - South	9
BELLEVILLE - East	9
BELLEVILLE - West	9
GALT - East	9
GALT - West	9

HAM/BUFF/NFALLS - North	9
HAM/BUFF/NFALLS - South	9
HAMILTON - East	9
SOUTH POOL (2BTO) - North	9
SOUTH POOL (2BTO) - South	9
WINCHESTER- East	7.5
WINCHESTER - West	7.5
WINDSOR - East	8
WINDSOR - West	8
LACOLLE - North	8
LACOLLE - South	8

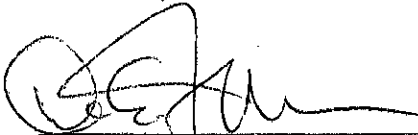
For the Company:



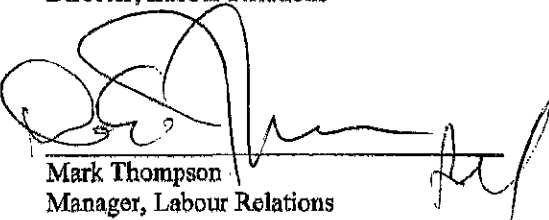
Mark Rickerby
General Manager, Operations



John Bairaktaris
General Manager, Operations

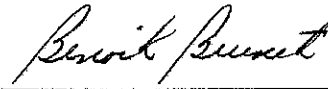


Dave Freeborn
Director, Labour Relations

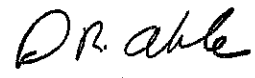


Mark Thompson
Manager, Labour Relations

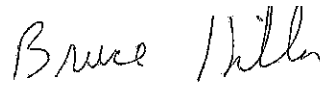
For the Union:



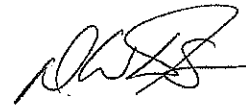
Benoit Brunet
General Chairperson - Engineers East



Dave Able
General Chairperson - Engineers West



Bruce Hiller
General Chairperson - Trainmen East



Dave Olson
General Chairperson - Trainmen West