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Douglas Finnon
VP – Teamsters Canada Rail Conference
101, 10820 - 24 Street SE
Calgary, Alberta T2Z 4C9

Mr. Finnon:

This has reference to yesterday's commencement of collective bargaining.

First of all, we would like to thank you and your bargaining team for the positive dialogue that took place between the parties yesterday when our respective bargaining proposals were discussed. As you are aware and as reflected in the Company proposals, the concept of different work week schedules was introduced and explored with your bargaining committee. As part of the dialogue surrounding this important issue we reviewed a variety of possible work week arrangements that the Company felt would address employees concerns surrounding scheduled work weeks and predictable time off, examples were:

- 6 working days with 2 consecutive assigned rest days
- 6 working days with 2 consecutive assigned rest days; followed by 4 working days and 2 consecutive rest days
- 5 working days with 2 consecutive assigned rest days
- 4 working days with 4 consecutive assigned rest days
- 4 working days with 3 consecutive assigned rest days and/or 3 working days with 4 consecutive assigned rest days

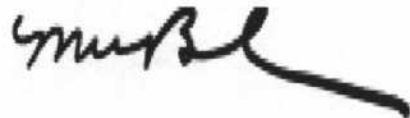
One question raised by your bargaining committee was whether the Company intended to have employees work six (6) consecutive twelve (12) hour shifts in the scenarios reviewed. To reaffirm our position on this matter the Company has no desire to establish a work week schedule that would violate regulated requirements. Alternatively, any schedule established that would work six (6) days with two (2) scheduled days off would have to comply with the regulated requirements.

As discussed today, we welcome the opportunity to discuss all options surrounding work week scheduling and days off for in a manner that improves employee quality of life and meets the principles outlined by the Company.

Yours truly,



Peter J. Edwards
Vice President
Human Resources & Labour Relations



Myron W. Becker
Assistant Vice President
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