



M W Becker
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January 16, 2018

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101-10820 24th St. SE
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Greg Edwards
General Chairperson LE West
Teamsters Canada Rail Conference
101-10820 24th St. SE
Calgary, Alberta
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Re: General Holiday coinciding with employees' vacation

Dear Sirs,

This has reference to the application of Article 68.03 of the CTY Agreements and Article 18.03 of the LE Agreements, which are identical in nature. For illustrative purposes Article 68.03 of the CTY Agreement reads as follows:

68.03

A qualified employee whose vacation period coincides with any of the General Holidays specified in Clause 68.01 hereof shall receive an extra day's vacation and be paid the amount specified in Clause 68.05 (1).

During the most recent General holiday period and subsequent email exchanges between the parties it has come to my attention that the administration of this provisions has permitted employees whose 7 day vacation period coincides with a general holiday to have their additional vacation day(s) added on before the commencement or immediately after the completion of their vacation period. To date, the Union has inferred that a practice exists that differs from the Collective Agreement language as specifically written and should supersede the written and agreed upon provisions of the Collective Agreement.

The Collective Agreement language referred to above is unambiguous and allows the Company to assign employees their extra vacation day(s) at a time determined by the Company that may or may not be in connection with scheduled vacation.

As such, please accept this letter as official notification that the Company will exercise its contractual right to apply the Collective Agreement as written by assigning or offering employees any additional vacation day(s) off at a time other than in connection with scheduled vacation and in consideration of customer service, operational and manpower availability.

These changes will take effect upon the expiry of the Collective Agreement unless otherwise amended by the parties.

Sincerely,

A handwritten signature in black ink, appearing to read 'Myron Becker', with a long horizontal stroke extending to the right.

Myron Becker
Assistant Vice-President Labour Relations

cc: — Robert Johnson, Tony Marquis, Mark Redd