



Teamsters Canada Rail Conference

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Canadian Pacific Railway

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December 20, 2011

VIA EMAIL

Ms. Alia Azim Garcia
Director Labour Relations
Canadian Pacific Railway
Suite 600, 401-9th Ave. S.W.
Calgary, AB T2P 4Z4

Dear Ms. Azim Garcia ,

This is in regards to your letter of October 20, 2011 concerning your notice of intention to establish Common Pools and your subsequent letter of December 1, 2011.

Your letters don't specify which unassigned freight pools you intend to abolish or which terminals may be affected. Dependent upon which unspecified locations your letters may refer to, these terminals have had subdivision specific unassigned freight pools for many years beyond our collective memories. Clearly subdivision specific unassigned freight pools are a longstanding and time tested practice.

There are many references entrenched in our Collective Agreements to Subdivisions which rely on the longstanding practice of having Subdivision specific unassigned freight pools. Some of these provisions have been the subject of Arbitration awards. Additionally, there are numerous local rules and agreements which rely on the different pools and every terminal has calling orders which specifically refer to each unassigned freight pool run from that terminal.

In summary, your proposed changes to our longstanding practices would have an enormous and chaotic effect on our Membership. Therefore, be advised that prior to any conclusion of our current round of bargaining, our intention is to have a clear and unequivocal commitment from the Company that this longstanding practice will continue.

Yours truly,



Dave Able
General Chairman, LE West



Dave Olson
General Chairman, CTY West



Beniot Brunet
General Chairman, LE East



Bruce Hiller
General Chairman, CTY East