



Dave Fulton
General Chairman CTY West

Wayne Apsey
General Chairman CTY East

January 12, 2017

Sisters and Brothers:

The purpose of this Information Bulletin is to bring everyone up to date on what has happened since the Ratification Vote was completed with the Membership voting in favour of establishing a CTY Long Term Disability Plan.

The Union, prior to and during the voting process, advised CP Senior Management of the current undertaking. We discussed the contribution rate, implementation date, the ratification process and various other aspects of the proposed plan. During those conversations, the Company agreed with initiative and the need for all running trade employee to have the protection afforded by a LTD plan. At no time was the Union advised that there would be any issue or obstacles with the Company implementing payroll deductions in the same manner as the current Locomotive Engineer's LTD Plan if the membership supported it.

The Union has since sent a letter to CP advising of the ratification results and the plans for implementation to be effective on January 1, 2017. Further, we anticipated having a seamless transition to having running trade employees with a Long-Term Disability Plan given the consistency with both the premiums and the plan administrator. Unfortunately, the Company has now taken that they are under no obligation to move forward these deductions unless we concede to some concessions related to ESRs.

While we are extremely disappointed, the Company actions are not surprising. The Company has no interest in ensuring our disabled members (their employees) have access to a Long Term Disability plan regardless of it being no cost to them. The only involvement the Company has is handling the deduction from pay in the same manner as the current LE LTD plan.

We will continue to pursue the best interests of our membership and attempt to resolve the issue with the Company. Canadian Benefits has been actively exploring options to provide the benefit. We have discussed with our legal counsel and will be guided by their advice. At this point however the CTY members are not participating in a LTD plan and must govern themselves accordingly.

We will provide an update if anything changes however should you have any questions feel free to contact the respective office.

Fraternally,

A handwritten signature in cursive script that reads "D Fulton".

Dave Fulton
General Chairman – CTY West

A handwritten signature in cursive script that reads "Wayne Apsey".

Wayne Apsey
General Chairman – CTY East