

CANADIAN PACIFIC

Field Operations – GTA
2025 McCowan Road
Agincourt, ON
M1S 5K3

Toronto, July 15, 2009.

Mr. B. Hiller
Mr. J. Campbell

Re: Mactier Terminal Work Train Summer 2009.

Gentlemen,

Please view this as a letter of understanding for the Mactier Subdivision Work Train for the summer of 2009 working in the vicinity of Bolton.

We have discussed and agreed to the following. This work train will operate Monday to Thursday and the crew will be cancelled Friday. Crew will be Conductor Only operation.

Crew will be paid 300 miles for the first ten hours, 325 miles for ten to twelve hours, 350 miles for twelve to fourteen hours and 375 miles for fourteen to sixteen hours at work train rates each Monday to Thursday. The crew shall be paid 100 miles at work train rates for the Friday. Crew is not eligible for any Conductor Only premiums and/or penalty payments.

Crew has option of claiming 140 KM travel expenses daily should they wish to return home for the evening or may choose to be placed in accommodations of the company's selection overnight. Company is responsible for the travel and accommodations costs.

Should you be in agreement with what is written on this document, please return document to me with your signature of concurrence.

Sincerely,

Marc Waver
Manager Operations – GTA
Field Operations
Canadian Pacific

I concur

(Sgd) *B. Hiller*

B. Hiller

Local Chairman Road – TCRC 295

I concur

(Sgd.) *J. Campbell*

J. Campbell

Local Chairman Engineers – TCRC 295