



# Teamsters Canada Rail Conference

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General Committees of Adjustment  
Canadian Pacific Railway

Dave Able  
Tim Beaver  
General Chairmen  
Locomotive Engineers

Dave Olson  
Bruce Hiller  
General Chairmen  
Conductors, Trainmen & Yardmen

October 20, 2011

Mr. Guido Deciccio  
VP, Canadian Operations  
Canadian Pacific Railway  
401 - 9 Ave SW  
Calgary AB T2P 4Z9

Mr. Rick Wilson  
AVP Industrial Relations  
Canadian Pacific Railway  
401 - 9 Ave SW  
Calgary AB T2P 4Z9

Dear Sirs:

Attached are the proposals of the Teamsters Canada Rail Conference, in regard to the present round of negotiations, which are not necessarily in contract language.

The Union reserves the right to add to, subtract from, modify, edit, withdraw or otherwise change these proposals as we see fit, up until the time a final Memorandum of Settlement has been achieved.

Yours truly,

Dave Able  
General Chairman, LE West

Dave Olson  
General Chairman, CTY West

Tim Beaver  
General Chairman, LE East

Bruce Hiller  
General Chairman, CTY East

Enclosure