



**CANADIAN  
PACIFIC**

**John Bairaktaris**  
*Director*  
*Labour Relations*

Gulf Canada Square  
401 – 9<sup>th</sup> Avenue S.W  
Suite 600.  
Calgary Alberta  
T2P 4Z4

Mr. T. Beaver  
General Chairman  
TCRC (E)  
173 Simcoe Str. N  
Oshawa, Ont L1G 4S8

Mr. D. Genereux  
General Chairman  
TCRC(T)  
55 Annonciation.  
Oka, PQ J0N 1E0

Mr. D. Able  
General Chairman  
TCRC(E)  
101, 10820 24th Street  
Calgary AB T2Z 4C9

Mr. D. Olson  
General Chairman  
TCRC(T)  
101, 10820 24th Street  
Calgary AB T2Z 4C9

February 23rd, 2010

**RE: Co-pay Rates for 2010**

Gentlemen,

I am writing to advise you of the Co-pay rates for 2010.

These Bi-Weekly rates are \$3.45 for Dental and \$3.31 for Extended Health Care for a combined \$6.76.

In addition, please find the 2010 Life Insurance and Pay-Direct Rate appended below.

The 2010 Pay Direct rates are attached below, as you are aware they are used for a number of reasons the primary ones are detailed below.

First, these rates are used for full-time union officers who are covered under the CPR benefits plan. (Note: For those that this applies to in your organization, arrangements should be made to have a cheque(s) payable to CP Rail sent to Tom Walsh in the appropriate amount for the Basic Life, Extended Health and Dental coverage as listed in the attached 2010 pay direct rate document. Note that these monies can be paid monthly or as an annual lump sum).

The pay direct rates are also used for employees who choose to continue their Life Insurance coverage and Extended Health for a period of time while on sick leave.

Deductions will take effect on pay period 5 which has a cheque date of March 4<sup>th</sup>, 2010.

Yours truly,

John Bairaktaris  
Director Labour Relations  
Canadian Pacific



### **Pay Direct Rates for the TCRC RTE Effective January 1, 2010**

	<b>Life Insurance</b>	<b>Extended Health Care Plan</b>	<b>Dental Plan</b>	<b>Total for All</b>
Employee	13.11	71.98	75.10	160.19
Employee in PQ	14.29	78.46	81.86	174.61
Employee in ON	14.16	77.74	81.11	173.01