



Canadian National  
Labour Relations  
Western Region  
821 Lagimodiere Blvd.  
P.O. Box 1620  
Winnipeg, Manitoba  
R3C 2Z6

Canadien National  
Relation de travail  
Région Ouest  
821 Lagimodiere Blvd.  
P.O. Box 1620  
Winnipeg, Manitoba  
R3C 2Z6

January 28, 2010

Mr. Grant Colli  
Chief Steward, U.S.W. Local 2004  
133 Ralph AVE W.  
Winnipeg MB, R2C 2E3

Mr. Pierre Jacques  
Chief Steward, U.S.W. Local 2004  
72 Woodhaven Dr.  
Spruce Grove, Alberta, T7X 1M7

Gentlemen:

For some time now the parties have had discussions on the Company's plans to implement seven-day coverage for its track maintenance activities across the Western Region. As you know, the majority of such positions currently occupied by your members have Saturday and Sunday as their rest days. To accomplish the operationally required seven-day coverage, many of these positions will be altered to have either Friday and Saturday, or Sunday and Monday rest days, consistent with Article 5.1 of Agreement 10.1.

The discussions to date have identified a difference of opinion as to whether the implementation of such changes would constitute a TO&O change as contemplated by Article 8 of the Employment Security and Income Maintenance Agreement (ESIMA). The Company's position has been that a change in rest days is not the sort of change that is contemplated by the application of Article 8 of the ESIMA.

However despite our position, the Company has agreed in this instance only, to implement the changes in rest days in accordance with the ESIMA due to the magnitude of the initiative. To this end the Company will abolish all existing permanent and temporary positions, and will re-establish new positions with the appropriate rest days that will ensure 7-day coverage across the territory.

In addition to the change in rest days, a number of positions will be re-established at a higher classification, and a number of positions will be re-established at a new location, in order to better meet the operational requirements on the territory.

Therefore, please accept this as Notice pursuant to Article 8.1(a) of the ESIMA of the Company's intention to implement the above-noted changes on May 31, 2010. The Company is prepared to meet with you at the first opportunity to provide you with a complete explanation of the changes being implemented and to discuss this initiative further.

Would you please advise the Company when you are able to meet in this regard.

Yours truly,

A handwritten signature in black ink, appearing to read "Bourgonje", written in a cursive style.

For: Tom Bourgonje  
Regional Chief Engineer

cc: Tom Wincheruk, Assistant Regional Chief Engineer, Winnipeg  
Johnny Glenn, Assistant Regional Chief Engineer, Kamloops  
Liz Reid, Sr. Engineering Officer, Edmonton