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August 19, 2024

Greg Lawrenson
General Chair LE West
101-10820 24 Street SE
Calgary, AB
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Dave Fulton
General Chair CTY West
101-10820 24 Street SE
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Ed Mogus
General Chair LE East
Suite 246, 6-1500 Upper Middle Rd
Oakville, ON
L6M 0C2

Wayne Apsey
General Chair CTY East
9 Third Street
Smiths Falls, ON
K7A 3H5

Re: Work Stoppage Protocol Agreement

Dear Sirs,

This letter is with reference to the approaching legal work stoppage deadline, which is set at August 22, 2024 at 00:01 hrs ET.

In order to commence an orderly exit of TCRC represented employees (Locomotive Engineers, Conductors, Trainpersons and Yardpersons) in Canada, including employees of the Kootenay Valley Railway and Kawartha Lakes Railway, in the event of a work stoppage, the parties agree to the following:

Unassigned service:

1. Employees in unassigned service that are on duty for any time prior to 00:01 ET August 22, 2024 and who have not departed the initial terminal, will be able to secure their movement, as applicable and per the instructions of local managers or the RTC (which ever applies).

2. Employees in unassigned service that have commenced duty prior to 23:00 ET on August 21, 2024 will be responsible for completing their tour of duty, which may include operating to their objective terminal and/or securing their train at the designated location.

3. In all cases, after 00:01 pay will cease when employees arrive at their objective terminal and/or secure their train at the designated location.

4. At the completion of their tour of duty and for those who operate their train to the objective location or away from home terminal, the Company will provide transportation back to their home terminals.

Assigned service:

1. Employees in assigned service who are scheduled to commence duty prior to 23:00 ET August 21, 2024 will be required to report for duty.

2. Assignments in the terminal will be released at 00:01 ET August 22, 2024 and assigned road crews enroute will complete their tour to the destination terminal.

3. In all cases, pay will cease when employees in assigned service are released.

Exception:

In the event of a derailment or other related emergent situation and employees are on duty, they will remain on duty until the site and equipment is secured. At such time, the responsible manager will release the employees. The respective General Chairperson(s) will be advised should the above occur.

If the above accurately reflects your understanding, please provide your concurrence by signing in the space below.

Sincerely,

Myron Becker
VP & Chief Labour Officer

I concur:

Greg Lawrenson
General Chairman
TCRC LE West

Ed Mogus
General Chairman
TCRC LE East

Wayne Apsey
General Chairman
TCRC CTY East

Dave Fulton
General Chairman
TCRC CTY West

CC: Mark Redd, EVP & Chief Operating Officer
Greg Squires, SVP Operations
Nicholas C. Walker, SVP Operations
Dave Guerin, Managing Director Labour Relations
Paul Boucher, President TCRC
Ryan Finnson, Vice President TCRC
Michelle Glubrecht, FMCS