



**Human Resources**

Box 8100  
Montreal, Quebec, Canada  
H3C 3N4

**Ressources humaines**

C.P. 8100  
Montréal (Québec) Canada  
H3C 3N4

February 23, 2015

Barry Kennedy  
President, Council 4000  
Unifor  
14923 107 Avenue  
Edmonton, Alberta  
T5P 0X8

Dear Mr. Kennedy,

This is with regard to the Company's letter dated September 19, 2014, advising of our intent to end the practice of providing taxi service to a select group of employees at MacMillan Yard LRC, and to revert to a strict application of the collective agreement, effective with the expiration of Agreement 5.1 and the Supplemental Agreement, on December 31, 2014.

It is agreed that effective March 1, 2015, the Company will cease providing this taxi service and as full and final settlement of this former practice, will pay to the employees listed below a one time amount of \$1,500, after which they will have no further claim in this regard:

- Joseph Leo, PIN 191825
- Howard Fernandez, PIN 851710
- Algis Gineitis, PIN 864175

Please indicate your agreement by signing in the space below.

Yours truly,

Douglas S. Fisher  
Sr. Director, Labour Relations  
And Strategy

I concur,

Barry Kennedy  
President, Council 4000



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Mr. Barry Kennedy  
President, Council 4000  
Unifor 4000 | Canada  
14923 107 Avenue  
Edmonton, Alberta  
T5P 0X8

Re: Montreal and Brampton Intermodal and Automotive Terminal (Autoramp) Hours of Work

Dear Mr. Kennedy,

During bargaining, the Union raised concerns in relation to breaks not contemplated in Article 4 of Agreement 5.1 and Article 12 of the Supplemental Agreement.

The Company understands that, at times, circumstances may require employees to take a brief pause outside of their scheduled meal period, for example to use washroom facilities or take shelter from extreme weather. The Company does not intend to prevent such pauses, provided they are taken during a work lull, or do not interrupt production.

The Company will continue to monitor productivity levels to ensure individuals are abiding by these guidelines. Concerns will be handled on a case by case basis.

Yours truly,

A handwritten signature in black ink, appearing to read 'DSF', written over a white background.

Douglas S. Fisher  
Sr. Director Labour Relations and Strategy



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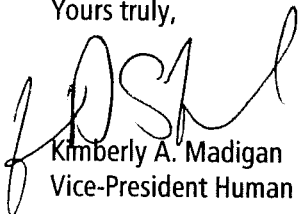
Barry Kennedy  
President  
Unifor National Council 4000  
14923 – 107 Avenue  
Edmonton, AB T5P 0X8

Mr. Kennedy,

This has reference to your concerns regarding Work Rule changes that were implemented following the expiry of Collective Agreements 5.1 & Supplemental, 5.4, and the collective agreement covering employees on the former SAR territory.

This will confirm that Work Rule changes unilaterally implemented after February 15, 2015, are cancelled effective with the signing of the Memorandum of Settlement for the renewal of Agreements 5.1 & Supplemental, 5.4, and the collective agreement covering employees on the former SAR territory.

Yours truly,



Kimberly A. Madigan  
Vice-President Human Resources