



**Brotherhood of Maintenance of Way Employees Division
of the International Brotherhood of Teamsters**

NORTHEASTERN SYSTEM FEDERATION

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Dale E. Bogart Jr.
General Chairman

January 10, 2022
(Sent via electronic mail)

Mr. Myron Becker
Chief Labor Officer
D&H Railway d/b/a Canadian Pacific
Suite 800
120 South 6th Street
Minneapolis, MN 55402

Re: CMQ Work Opportunities and Staffing

Mr. Becker,

Reference is made to the parties' recent discussions in connection with the continuance of assigning D&H BMWED employees to perform work on CP's Central Maine and Quebec (CMQ) property in the U.S., and the staffing and filling of positions on the D&H. In our discussions, the Carrier discussed the business case that it required to justify hiring additional forces for D&H and CMQ. There was mutual recognition and concern with regard to the Carrier's ability to staff such crews on the D&H and CMQ. The Carrier sought assurances from the Organization for employee placement for the anticipated 2022 new hires before it could fully commit to assign BMWED forces to this work on the CMQ and properly plan hiring for the D&H property.

Please allow this letter to serve as what the Organization believes should provide the Carrier some stability and assurances for the placement of forces on the CMQ and filling of positions on the D&H for employees hired in 2022 and beyond.

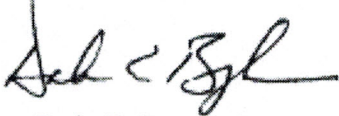
It is therefore mutually agreed that any BMWED employees hired by the Carrier on the D&H after January 10, 2022 (as anticipated by CP), will be required to protect and work positions on any crews assigned to perform work on the CMQ and D&H properties for which their seniority and qualification shall govern.

In the events of any employee covered by the D&H-BMWED CBA or the BMWED-CP-CMQ that presents a reasonable request of a hardship, such instances will be handled on a "case-by-case" basis through discussion between the Chief Engineer and/or Labor Relations and the General Chairman or his designee to reach an amicable accommodation with the presentation of evidence of the hardship that would preclude the employee from reporting, or continuing in such assignment.

Nothing in this letter is intended to compromise or alter any of the currently existing governing language of the D&H-BMWED CBA or the BMWED-CP-CMQ Side Letter agreement.

Please indicate your concurrence with this understanding by signing in the space provided.

For the Organization,



Dale E. Bogart Jr.
General Chairman
NESF-BMWED

For the Carrier,



Myron Becker
Chief Labor Officer
Canadian Pacific



Sean D. Gerie
Vice President – Northeast Region
BMWED

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