



December 18, 2015

Mr. G. Edwards  
General Chair – LE West  
Teamsters Canada Rail Conference  
101-10820 24<sup>th</sup> Street SE  
Calgary, AB  
T2Z 4C9

Mr. D. Fulton  
General Chair – CTY West  
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Benoit Brunet  
General Chair - LE East  
695 CH Avila, Suite 23  
Piedmont, QC  
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Bruce Hiller  
General Chair - CTY East  
309-136 Aspen Springs Drive  
Bowmanville, ON  
L1C 0H2

Dear Sirs:

Subject: December 7, 2015 award rendered by the Honourable George W. Adams

This has reference to your letter dated December 16, 2015 in connection with the effective date of Mr. Adams' award.

We have reviewed your letter and agree that some items referred to in Mr. Adams' award (including agreed upon items previously resolved by the parties) have specific dates attached to them and others do not.

Based on your request we have reviewed this matter and will place all remaining items that do not have specific references to trigger dates into effect on December 18, 2015

I trust that the foregoing satisfactorily addresses your concerns.

Sincerely,

David E. Guerin

Senior Director, Labour Relations