



TEAMSTERS CANADA RAIL CONFERENCE
CONFÉRENCE FERROVIAIRE DE TEAMSTERS CANADA

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November 27, 2009

Mr. H. Harrison
CEO – CN Rail
455 North Cityfront Plaza Drive
Chicago, IL 60611-5318

Attention: Ms. Kim Madigan

Re: Protocol – Employees at Work – Labour Disruption

Dear Ms Madigan,

The following is in regards to the above referenced matter in the event there is a labour disruption at 00:01, local time, Saturday, November 28, 2009.

To ensure an orderly cessation of work activities by our members the following will apply:

1. All Yard, Road Switcher and CSA assignments will cease work activities at 00:01, local time, Saturday, November 28, 2009.
2. Locomotive Engineers who have not left the initial terminal (home or away) prior to 00:01 will cease all activities at 00:01, local time, Saturday, November 28, 2009. Employees at the away-from-home terminal (or intermediate tie up point) will be immediately returned, by the Company, to the home terminal.

With respect to all other Road Crews that have left the terminal prior to 00:01, local time, Saturday, November 28, 2009, we propose the following:

1. All en-route work will be cancelled (subsequent to 00:01, local time, November 28, 2009).
2. Locomotive Engineers who have left the terminal will operate their train to destination and be paid accordingly consistent with the Collective Agreement previously protected by the freeze.

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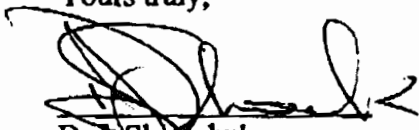
3. Upon going off duty at the away-from-terminal (or intermediate tie up point) the Company will immediately transport the employees (our members) to their home terminal.

The above process is consistent with past practices in these circumstances. If you are in agreement with all of the foregoing please signify by signing in the place provided below and return to the undersigned.

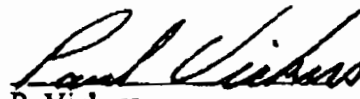
With respect, should we have no agreement we will advise all our members to cease all work effective 00:01, local time, Saturday, November 28, 2009.

Trusting the above is in order, we remain,

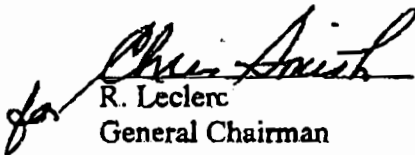
Yours truly,



D. J. Shovchuk
President

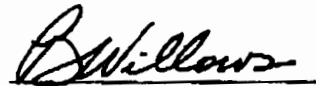


P. Vickers
General Chairman



for

R. Leclerc
General Chairman



B. Willows
General Chairman

I concur,
