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LETTER OF UNDERSTANDING  
BETWEEN CP RAIL AND THE BLE/UTU  
IN CONNECTION WITH THE PLACEMENT OF EMPLOYEE'S RETURNING FROM  
ANNUAL VACATION WHEN GENERAL HOLIDAYS FALL  
DURING THEIR VACATION TIME

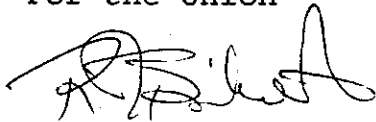
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When a General Holiday falls during an employee's vacation the following conditions will pertain in regards to his placement back on the board.

- 1) He must advise of the placement of the General Holiday to be in advance of the start of Annual Vacation. The General Holiday will be automatically placed at the end of the Annual Vacation.
- 2) His original turn from Annual Vacation will be placed back into the pool at 2201 with the regular Sunday night crew changes. If his turn happens to be out when the extra day is placed at the end of the Annual Vacation, he may establish a new turn in the pool from the automatic book on time and his original turn will be abolished upon arrival into Moose Jaw.
- 3) This agreement becomes effective at 2359 on the date of signing.
- 4) This agreement may be cancelled on serving thirty (30) days notice by either party or by mutual agreement.

Signed this 28<sup>th</sup> day of April, 1999.

For the Union



R.J. Birkett  
Local Chairman  
B of L.E.

For the Company



G.E. Johnson  
Manager of Yard Operations  
Canadian Pacific Railway