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August 19, 2024

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General Chair LE West  
101-10820 24 Street SE  
Calgary, AB  
T2Z 4C9

Dave Fulton  
General Chair CTY West  
101-10820 24 Street SE  
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Ed Mogus  
General Chair LE East  
Suite 246, 6-1500 Upper Middle Rd  
Oakville, ON  
L6M 0C2

Wayne Apsey  
General Chair CTY East  
9 Third Street  
Smiths Falls, ON  
K7A 3H5

**Re: Work Stoppage Protocol Agreement**

Dear Sirs,

This letter is with reference to the approaching legal work stoppage deadline, which is set at August 22, 2024 at 00:01 hrs ET.

In order to commence an orderly exit of TCRC represented employees (Locomotive Engineers, Conductors, Trainpersons and Yardpersons) in Canada, including employees of the Kootenay Valley Railway and Kawartha Lakes Railway, in the event of a work stoppage, the parties agree to the following:

**Unassigned service:**

1. Employees in unassigned service that are on duty for any time prior to 00:01 ET August 22, 2024 and who have not departed the initial terminal, will be able to secure their movement, as applicable and per the instructions of local managers or the RTC (which ever applies).
2. Employees in unassigned service that have commenced duty prior to 23:00 ET on August 21, 2024 will be responsible for completing their tour of duty, which may include operating to their objective terminal and/or securing their train at the designated location.
3. In all cases, after 00:01 pay will cease when employees arrive at their objective terminal and/or secure their train at the designated location.
4. At the completion of their tour of duty and for those who operate their train to the objective location or away from home terminal, the Company will provide transportation back to their home terminals.

Assigned service:

1. Employees in assigned service who are scheduled to commence duty prior to 23:00 ET August 21, 2024 will be required to report for duty.
2. Assignments in the terminal will be released at 00:01 ET August 22, 2024 and assigned road crews enroute will complete their tour to the destination terminal.
3. In all cases, pay will cease when employees in assigned service are released.

Exception:

In the event of a derailment or other related emergent situation and employees are on duty, they will remain on duty until the site and equipment is secured. At such time, the responsible manager will release the employees. The respective General Chairperson(s) will be advised should the above occur.

If the above accurately reflects your understanding, please provide your concurrence by signing in the space below.

Sincerely,

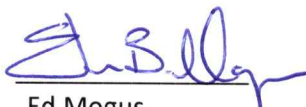


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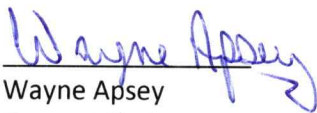
I concur:



Greg Lawrenson  
General Chairman  
TCRC LE West



Ed Mogus  
General Chairman  
TCRC LE East



Wayne Apsey  
General Chairman  
TCRC CTY East



Dave Fulton  
General Chairman  
TCRC CTY West

CC: Mark Redd, EVP & Chief Operating Officer  
Greg Squires, SVP Operations  
Nicholas C. Walker, SVP Operations  
Dave Guerin, Managing Director Labour Relations  
Paul Boucher, President TCRC  
Ryan Finnon, Vice President TCRC  
Michelle Glubrecht, FMCS