

MEMORANDUM OF AGREEMENT

BETWEEN

**CANADIAN PACIFIC KANSAS CITY RAILWAY
("CPKC" or the "Company")**

AND

**TEAMSTERS CANADA RAIL CONFERENCE – CONDUCTORS, TRAINPERSONS & LOCOMOTIVE ENGINEERS
("TCRC" or the "Union")**

Material Change – Carseland Assignment

1. GENERAL SCOPE AND INTENT

- 1.1 In accordance with Consolidated Collective Agreement (expired December 31, 2023) Articles 63 (LE) and 110 (CTY), the Company is implementing an operational change regarding the work performed at Carseland, AB. Specifically, upon implementation of this Material Change, the Carseland assignment and relief will be performed by Calgary based employees instead of Medicine Hat based employees.
- 1.2 The benefits within this agreement will only apply to employees of Medicine Hat, AB who may be adversely affected by this Material Change.
- 1.3 Unless specifically superseded by this Agreement, the provisions of the Collective Agreement will apply.

2. EFFECTIVE DATE

- 2.1 It is agreed that this Material Change will take effect on April 6, 2025.

3. APPLICATION

- 3.1 Prior to April 6, 2025, any assigned positions affected by this change will be bulletined and awarded to Calgary based employees.
- 3.2 On the effective date of this agreement, affected employees from Medicine Hat will be considered displaced from their regular positions and will have the opportunity to bid and displace on to any permanent position their seniority permits.

4. NUMBER OF BENEFITS

- 4.1 The maximum number of benefits is 4.

5. MAINTENANCE OF BASIC RATES

5.1 Any adverse affects, as a result of this Material Change, may result in Maintenance of Base Rate (MBR) in accordance with Articles 63 & 110 of the collective agreement. This will be in place for a maximum of 3 years from the effective date.

5.2 A maximum of 4 cascading MBR benefits will result. The parties agree within 30 days of implementation to meet and determine the cascading MBR Benefits.

6. RELOCATION BENEFITS

6.1 Relocation benefits will be in accordance with the limits identified in Item 4 and in accordance with Articles 63 and 110 of the Collective Agreement.

6.2 A homeowner may choose instead to receive a \$35,000 lump sum payment while a renter may choose instead to receive a \$17,500 lump sum payment.

6.3 Employees owning positions on the assignment will be given preference to any relocation benefits prior to other Medicine Hat employees.

7. LAYOFF PROTECTION/BENEFITS

7.1 Layoff protection/benefits will be provided in accordance with the limits identified in Item 4 and in accordance with Articles 63 and 110 of the Collective Agreement.

8. WITHOUT PRECEDENT OR PREJUDICE

8.1 The signatory parties to this Agreement understand and mutually agree that this Agreement is entered into without precedent or prejudice and, except for grievances specific to this Material Change Agreement, will not be used by any party for any reason without the express written consent of the other party.



David E. Guerin
Managing Director, Labour Relations



Dave Fulton
General Chairman TCRC CTY West



for:

Greg Squires
SVP Operations, Western Region



Greg Lawrenson
General Chairman TCRC LE-West