



Letter of Understanding – Field Placement Coordinators

June 30, 2025

Dave Fulton
General Chairman CTY West
101-10820- 24 Street SE
Calgary, AB, T2Z 4C9

Dennis Psychogios
General Chairman CTY East
3546 Rue des Abénakis
Laval, QC, H7P 6A3

Dear Sirs,

This letter is in reference to the October 13, 2022 Letter of Understanding (“LOU”) regarding Field Placement Coordinators (“FPC”) which has been mutually extended from time to time.

During previous discussions, we agreed that certain points of clarification concerning the original LOU were required and the LOU was modified to reflect these points of clarification as follows.

On a without prejudice and/or precedent basis, the parties hereby agree to a further six (6) month extension of the FPC LOU, ending on December 31, 2025. This LOU may be mutually extended by the parties in writing, as required.

The terms of employment of FPCs will be as follows:

- \$96,720 annual salary plus Short Term Incentive (prorated where applicable);
- A company issued phone (with data and long distance);
- A company issued computer that connects to CPKC’s network;
- A company email account and access to NEXUS and CTC overview for the relevant territory;
- A Company vehicle to perform duties when required (or a rental vehicle or be paid mileage if personal vehicle is approved for use);
- FPCs will continue to accumulate seniority for the period they occupy the position of FPC.

The duties and responsibilities of an FPC will be as follows:

- Schedule new hire trainees;
- Mentor, evaluate progress, and perform check rides with trainees;
- Perform joint evaluations with understanding and compliance;
- Provide pinpointed written feedback, both positive and constructive, on progress and competency levels;
- Perform trainee evaluations for rule compliance;
- Attend new hire orientations with local Union Representatives as outlined in article 24.16 (6) and participate in these presentations;



- Responsible for trainees at the FPC's home terminal and, when the number of trainees is small, for the trainees at an adjacent terminal within their region.
- FPC will perform the foregoing with respect to the number of new hires that they are able to handle whether it is at their Home Terminal or the adjacent terminal. Regardless of the number of new hires, an FPC should always be considered before management is used.

Note: The FPC will not be responsible to qualify Trainmen or RCLS Trainees.

It is understood that the selection and usage of FPCs, along with any associated terms and conditions referenced above, will be reviewed by Local Union representatives and Local Managers. In the event that any issues in dispute need to be escalated, it will be forwarded by the respective Local Union representatives and Local Managers to the respective SVP Operations or designated Officer and the respective General Chair for further review and handling.

This agreement may be cancelled upon sixty (60) days written notice by either party.

If the foregoing reflects our understanding, please indicate your concurrence in the space below.

Dave Guerin
Managing Director Labour Relations
CPKC Railway

I concur:

Dave Fulton
General Chairman CTY West

I concur:

Dennis Psychogios
General Chairman CTY East

I concur:

Greg Lawrenson
General Chairman LE West

I concur:

Joe Bishop
General Chairman LE East