



February 8, 2021

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Consolidated Collective Agreement – Article 33.07

Gentlemen,

This is further to the March 15, 2019 errors and omissions letter pertaining to the Consolidated Collective Agreement.

The Union notified the Company of an error regarding Consolidated Collective Agreement – Article 33.07. As such, the Consolidated Collective Agreement will be revised as follows:

ARTICLE 33.07 – FAMILY CARE ISSUES

33.07 FAMILY CARE ISSUES

Note: Formerly Appendix 11- 2007 MOS and 2018 MOS.

In order to deal with acute family care issues such as but not limited to childcare, child custody, spousal care, elder care, hospitalization or institutionalization of family members or dependents, employees may need leave (e.g. one week off a month or a certain day off a week), or would only be able to work certain shifts (e.g. afternoons) for a period of time to address these family issues the following was agreed:

- (1) Employees may apply for a personal leave of absence schedule in order to accommodate their work requirements and their family care issues. Such schedule will not exceed 6 months, and may include regular individual day leaves of absence, longer leave of absence not to exceed 14 consecutive days.
 - (2) Employees may apply to alter their existing annual vacation schedule.
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- (3) Alternatively, an accommodated position within their work location may be sought through the local RTW Committee without interference or affect on any other employees' seniority.
- (4) The employee is responsible to provide evidence of the necessity of establishing a modified schedule, changing vacation or position/schedule.
- (5) Although the company will attempt to accommodate requests as much as possible, arrangements will be subject to operating requirements and availability of crews.
- (6) Employees will have the ability to hold turns for personal medical appointments subject to clause 33.08.

If the foregoing accurately reflects your understanding, please provide your concurrence below.

Sincerely,

Lauren McGinley
Assistant Director Labour Relations
Canadian Pacific

I concur,

Greg Edwards
General Chair LE West

Dave Fulton
General Chair CTY West

Ed Mogus
General Chair LE East

Wayne Apsey
General Chair CTY East