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Dear Union Leaders and Fellow Employees,

I have previously shared my concerns regarding the handling of productivity and safety issues. I write to you today to inform you of a change concerning the application of disciplinary assessments at Canadian Pacific Railway.

We continue to have preventable accidents and injuries. These incidents can be directly attributed to carelessness and complacency. Numerous employees have become involved in repeat offences.

Since December 1, 2012, there have been 50 run-through switches, 7 movements travel over a derail, 7 failings regarding the proper protection of moving equipment and 28 rule violations. In summary, we have experienced 210 train accidents, excluding crossing incidents, 10 of which are FRA reportable. This is not acceptable.

Despite sharing my previous concerns and our increased focus on safety, some employees are unwilling, or unable, to carry out their duties safely and productively. While we are going to further increase our coaching, proficiency testing and train rides to ensure that work is being carried out safely, the mere assessment of demerits has proven to be unsuccessful in bringing about a positive improvement in the accident and injury trends.

Consequently, we have no choice but to begin to use unpaid suspensions as part of our discipline policy to change at risk behaviors.

We will judge each case on its own merits and use suspensions as appropriate. A Director of Labour Relations will contact you to discuss how suspensions will work.

If you have any questions, please do not hesitate to contact me.

Yours truly,

Guido Deciccio  
Senior Vice President  
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