



# Teamsters Canada Rail Conference

---

General Committees of Adjustment  
Canadian Pacific Railway

Dave Able  
Benoit Brunet  
General Chairmen  
Locomotive Engineers

Dave Olson  
Bruce Hiller  
General Chairmen  
Trainmen, Yardmen & Conductors

December 20, 2011

**VIA EMAIL**

Ms. Alia Azim Garcia  
Director Labour Relations  
Canadian Pacific Railway  
Suite 600, 401-9<sup>th</sup> Ave. S.W.  
Calgary, AB T2P 4Z4

Dear Ms. Azim Garcia,

This is in regards to your letter of October 20, 2011 concerning your notice to provide HSA as per national negotiated arrangement and your subsequent letter of December 1, 2011.

The issue to which you refer is effectively entrenched within the Collective Agreement and has been upheld by an Arbitrator in CROA&DR award 3891. It is our position that should you wish to change the present practice, then a change in the relevant Collective Agreement provisions would be necessary.

Yours Truly,

Dave Able  
General Chairman, LE West

Dave Olson  
General Chairman, CTY West

Benoit Brunet  
General Chairman, LE East

Bruce Hiller  
General Chairman, CTY East