



Canadian National
Transportation Limited
7675 Torbram Rd
Mississauga, Ontario
L4K 1B9

July 18, 2014

Wesley Gajda
Regional Representative
Unifor Council 4000
4304 Village Centre Court, Suite 206
Mississauga, Ontario
L4Z 1S2

Dear Mr. Gajda:

Further to our discussions concerning the CNTL truck specifications. The attached specifications have been agreed to by the Union and the Company and will be placed into effect as of this date.

The Union and company further agree to place this letter and agreement in the Memorandum of Settlement upon the renewal of the next Collective Agreement between the parties, and will remain in effect for the life of that agreement once ratified.

Yours truly,

I Concur:

A handwritten signature in black ink, appearing to read 'Martyn Peterson', written over a light blue horizontal line.

Martyn Peterson
Operations Manager
CNTL

A handwritten signature in black ink, appearing to read 'Wesley Gajda', written over a light blue horizontal line.

Wesley Gajda
Regional Representative Unifor
National Council 4000

Cc: Barry Kennedy – President, Unifor National Council 4000

CNTL OWNER OPERATOR TRACTOR SPECIFICATIONS

PUBLISH DATE: JULY 18, 2014 - EFFECTIVE DATE: JULY 18, 2014

1. ALL TRUCK PURCHASES MUST BE PRE-APPROVED BY YOUR DRIVER MANAGER.
2. THE FOLLOWING SPECIFICATIONS ARE APPLICABLE TO EXISTING OWNER OPERATORS WHEN REPLACING TRUCKS AND NEW OWNER OPERATOR'S AT TIME OF CONTRACTING.

MODEL YEAR:

- BE LESS THAN 8 YEARS OLD AT TIME OF REPLACEMENT / CONTRACTING, BASED ON MODEL YEAR
- NOT MORE THAN 15 YEARS OLD BASED ON MODEL YEAR
- REPLACEMENT DUE NO LATER THAN DECEMBER 31ST OF EXPIRING YEAR
- IF REQUIRED, A NEW CONTRACTOR WILL BE PERMITTED UP TO 6 MONTHS FROM THE DATE OF CONTRACTING TO COMPLY WITH ALL TRUCK SPECIFICATIONS.

ENGINE:

- MUST BE GOVERNED TO MAXIMUM 105 KMH SPEED LIMIT
- ENGINE HEATER
- MANUAL SHUT DOWN DEVICE – KICK IN AFTER IDLING 3 MINUTES

BODY:

- AERO PROFILE TRACTOR
- NO HOOD BUG DEFLECTORS PERMITTED
- AIR DAM BUMPER with BOTTOM RUBBER/PLASTIC SKIRT
- AERODYNAMIC SIDE MIRRORS
- FULL HEIGHT INTEGRATED ROOF FAIRING
- CAB SIDE FAIRING WITH RUBBER / PLASTIC EXTENSIONS
- FULL LENGTH FUEL TANK COVERS with BOTTOM RUBBER/PLASTIC SKIRT
- CAB MUST MEET THE MINIMUM SLEEPER BERTH REQUIREMENTS PER THE MOTOR VEHICLE TRAFFIC ACT.

APPEARANCE (see pages 2 & 3 for paint and logo specifications and positioning):

- ALL PAINTED SURFACES CONFORM TO THE CNTL TRI-COLOR PAINT SCHEME
- NOT HAVE ANY UNAUTHORIZED MARKINGS OR DECALS
- CNTL PROVIDED TRUCK ID ON EACH SIDE OF HOOD IN FRONT OF ENTRY DOORS
- CNTL PROVIDED LOGO ON SIDE OF CAB
- CNTL PROVIDED FULL NAME, CITY, PROV, ICC & DOT #'S ON CAB SIDE
- CNTL PROVIDED TRUCK ID AT REAR, AT TOP OF CAB

FIFTH WHEEL:

- 48" HIGH FIFTH WHEEL
- SLIDING FIFTH WHEEL WITH SECONDARY LOCK

AXEL RATINGS:

- FRONT: 12,000 LB
- REAR: 40,000 LB

WHEELBASE:

- SHORTER WHEELBASE PREFERRED – NOT LONGER THAN 240 INCHES

WHEELS AND TIRES:

- 22.5" TIRES ON FRONT & REAR
- AERODYNAMIC MUD FLAPS (SUPPLIED BY CNTL)

GEARS:

- AUTOMATIC OR 13/18 SPEED SHIFT, NO 10 SPEED SHIFT

CAB:

- CAB HEATER

TRUCK WEIGHT:

- LIGHTER TRUCK IS PREFERRED
- NOT TO EXCEED 19,500 LBS INCLUDING DRIVER, ALL FLUIDS AND FULL OF FUEL

RECOMENDATIONS

- ENGINE HORSEPOWER: MINIMUM 425, MAXIMUM 575 HP , ENGINE HORSEPOWER TO MATCH WORK CONDITION IN YOUR AREA
- TORQUE TO MATCH WORK CONDITIONS IN YOUR AREA, RECOMMEND 1650 LB FT
- REAR END AXEL RATIO OF 373
- GEAR RATIO FOR TOP SPEED OF 105 KMH
- AERODYNAMIC MIRRORS MOUNTED ON BOTH FENDERS
- AERODYNAMIC WHEEL COVERS (SUPPLIED BY CNTL)
- OTHER RECOMENDATIONS WILL BE ADDED AS THEY BECOME KNOWN

3. DAY CAB:

- IN PLACE FOR TRUCKS PREVIOUSLY AGREED TO BY THE UNION AND COMPANY
- ALL THE SPECIFICATIONS LISTED IN ITEM 2 MUST BE MET WITH THE FOLLOWING MODIFICATIONS:

WHEELBASE

- 200 INCHES OR SHORTER

WEIGHT

- LIGHTER THE BETTER, NO MORE THAN 18,000 LBS

BODY

- NO REQUIREMENT FOR BUNK

4. PAINT COLOR:

- THIS SUPERCEDES THE AGREEMENT OF NOVEMBER 18, 2007
- FOR ALL EXISTING OWNER OPERATORS THE TRI COLOR PAINT SCHEME MUST BE IN PLACE FOR ANY NEW OR USED TRUCK REPLACING THEIR CURRENT TRUCK
- ALL NEW OWNER OPERATORS MUST FULLY COMPLY WITH THE TRI COLOR PAINT SCHEME WHEN CONTRACTED BY CNTL.
- EACH TIME A TRUCK IS CHANGED THE OWNER OPERATOR IS ELIGIBLE FOR A \$750 PAINT BONUS, SUBJECT TO NO MORE THAN 1 BONUS FOR EVERY 5 YEARS.
- AS IN ACCORDANCE PARAGRAPH 3.01 OF THE STANDARD CONTRACT, IN THE EVENT THAT THE COMPANY ALTERS THIS TRI-COLOR PAINT SCHEME, THE COMPANY WILL ABSORB THE EXPENSE OF REPAINTING THE TRACTORS OF OWNER OPERATORS.

5. TRANSITION PERIOD:

- EXISTING TRUCKS THAT FULLY MEET THE ABOVE SPECIFICATIONS ARE ELIGIBLE FOR THE 8 YEAR AND 15 YEAR RULE DESCRIBED IN ITEM 2.
- PERMANENT FLAT DECK TRUCKS IN EDMONTON ARE EXCLUDED FROM THE FULL HEIGHT ROOF FAIRING REQUIREMENT.
- EXISTNG TRUCKS THAT DO NOT MEET THE ABOVE SPECIFICATIONS CURRENTLY WOULD NEED TO BE REPLACED WITHIN 10 YEARS.
 - i. THESE TRUCKS WILL NOW BE GRANTED UP TO 12 YEARS IN AGE BEFORE NEEDING TO BE REPLACED.
 - ii. IN SOME CASES THE ADDITION OF AN AERODYNAMIC ROOF AND/OR SIDE EXTENSION FAIRING WILL PUT THE TRUCK IN COMPLIANCE WITH THE SPECIFICATIONS. WHEN THIS IS DONE THE TRUCK WILL BE GRANTED UP TO 15 YEARS BEFORE NEEDING TO BE REPLACED.
 - iii. CNTL WILL NOTIFY OWNER OPERATORS IN CATEGORY i) AND ii) ABOVE BY DECEMBER 31, 2014 WHICH CATEGORY THEY ARE IN, AND THE DATE THE TRUCK WILL NEED TO BE REPLACED OR MODIFIED BY.

REPLACEMENT DUE DATE (15 YEARS)

MODEL YEAR YEAR TO BE REPLACED (BY DECEMBER 31ST)

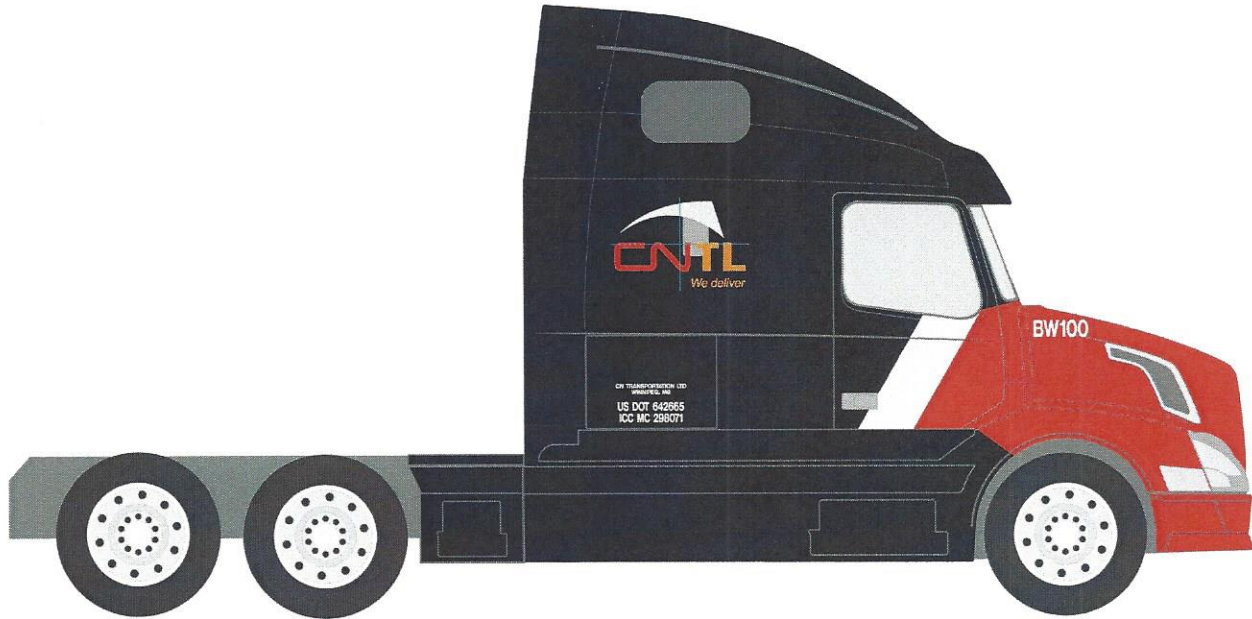
2002	2016
2003	2017
2004	2018
2005	2019
2006	2020
2007	2021
2008	2022
2009	2023
2010	2024
2011	2025
2012	2026
2013	2027
2014	2028
2015	2029
2016	2030
2017	2031
2018	2032
2019	2033
2020	2034

MINIMUM YEAR FOR NEW OR REPLACEMENT TRUCKS (8 YEARS)

YEAR MINIMUM MODEL YEAR

2014	2007
2015	2008
2016	2009
2017	2010
2018	2011
2019	2012
2020	2013
2021	2014
2022	2015
2023	2016
2024	2017
2025	2018
2026	2019

CNTL PAINT SCHEME



- WHITE PAINT STRIPE IS TO BE 30 DEGREES FROM VERTICAL, WITH A WIDTH OF 12 INCHES MEASURED PERPENDICULAR TO THE 30 DEGREE LINE, PLACED EXACTLY AS PER THE ILLUSTRATION.
- PAINTED SUNVISORS AND MIRRORS MUST BE BLACK
- PAINTED FRONT BUMPERS MUST BE ORANGE.
- PAINT CODES ARE AS FOLLOWS:
 - BLACK - DUPONT IMRON ELITE STRIAGHT BLACK
 - WHITE - DUPONT FLEET WHITE
or
- PPG FLEET WHITE
 - ORANGE - DUPONT 738124 COMPETION ORANGE
or
- PPG DELFLEET NA601230 ORANGE

VEHICLE LOGO INSTALLATION & PLACEMENT INSTRUCTIONS



- EXISTING “CN” DECALS MUST BE REMOVED FROM SIDES & REAR REGARDLESS OF THEIR LOCATION.
- AS PER ABOVE EXAMPLES, LOGOS ARE TO BE PLACED ON BUNK, CENTRED HORIZONTALLY BETWEEN REAR EDGE OF FRONT DOOR & REAR EDGE OF BUNK OR EXTENDER, & CENTERED VERTICALLY WITH THE FRONT DOOR WINDOW.
- PLACEMENT IS REGARDLESS OF VENTS, WINDOWS OR BUNK DOORS.
- INSTALL THE SILVER SWOOSH FIRST, THEN THE CNTL DECAL BELOW BEFORE REMOVING PREMASK & WORKING RIVETS, SEAMS, ETC.
- PLACEMENT CAN BE ADJUSTED SLIGHTLY TO MAINTAIN MAXIMUM READABILITY.
- SIDE TRUCK UNIT NUMBERS ARE 4” WHITE & MUST BE PLACED AT THE TOP OF THE HOOD REAR AS SHOWN
- THE ICC/DOT NUMBERS ARE 2” WHITE & MUST BE PLACED ON THE BOTTOM OF THE REARMOST FLAT PANEL OF THE BUNK (USUALLY THE TOOL DOORS).
- THE COMPANY NAME & CITY IS 2” WHITE & IS TO BE PLACED CENTRED 2” ABOVE THE ICC/DOT DECAL.
- REAR TRUCK UNIT NUMBER IS 6” WHITE & MUST BE PLACED CENTRED AT THE HIGHEST FLAT SURFACE AVAILABLE.
- “Owned and Operated by” IDENTIFYER IS PERMITTED REAR OF AND BESIDE THE “COMPANY NAME ANDE CITY / DOT ICC NUMBERS”