

March 3, 2014

NOTICE TO ALL OWNER OPERATORS

As you are aware the Unifor-VCTA membership in Vancouver will be in a legal strike position pending 72 hours notice. Notice has not yet been given on a time and date of the commencement of that action.

CN and CNTL are not affected by this action and will continue operations normally in the event of a strike by the VCTA.

In this regard, the Company expects that all owner operators will continue to report for work as they are legally obligated to do so in accordance with their Collective Agreement and the Canada Labour Code.

We do not anticipate any issues with owner operators reporting for work as usual, and you are expected to report for work as normal.

As all of CN's and CNTL's Canadian collective agreements remain in full force and effect, the Canada Labour Code is clear with respect to your obligations to report to work.

The Canada Labour Code states:

88.1 Strikes and lockouts are prohibited during the term of a collective agreement except if

(a) a notice to bargain collectively has been given pursuant to a provision of this Part, other than subsection 49(1); and

(b) the requirements of subsection 89(1) have been met.

89(2) No employee to strike until certain requirements met

(2) No employee shall participate in a strike unless

(a) the employee is a member of a bargaining unit in respect of which a notice to bargain collectively has been given under this Part; and

(b) the requirements of subsection (1) have been met in respect of the bargaining unit of which the employee is a member.

If you have any concerns, please direct them to your driver manager.

Clarke Trolley
General Manager
Intermodal Operations