



December 16, 2004

Mike Horne
President
CAW Local 110

Dennis Byron
General Chairperson
UTU Locals 1778 and 1923

Subject: Commuting to Squamish

During our discussions on implementing material changes that affected train operations at North Vancouver and Squamish, the Union raised concerns associated with commuting time and potential road closures on the highway between Squamish and North Vancouver. This will confirm the commitments made to you by the company:

1. Upon their written request, employees working at Squamish and living elsewhere will be provided with a maximum 3 hour call where not impractical.
2. Employees who are unable to arrive at work for their designated start time due to conditions on the highway between North Vancouver and Squamish will not be disciplined where the employee has no responsibility for the delay.
3. The Company recognizes that, from time to time, due to extreme weather conditions or road closures, it may be impractical for employees in Squamish to return home following the completion of their tour of duty. In such a case, the Company will provide employees with accommodation locally. Such requests must be submitted to the appropriate company officer and approved in advance.

Paul Straszak
Director Labour Relations