



January 26, 2018

Mr. Lee Riggs
President
TWU-USW Local 1944
5261 Lane Street
Burnaby, B.C.
V5H 4A6

Dear Mr. Riggs

As per Article 19.02 of the Collective Agreement, and further to our letter sent on January 16, 2006, this letter is to inform you that we intend to contract out related clerical functions associated with Fleet Operations.

This decision represents part of our continuing effort to reduce operational costs, improve business processes, and gain additional flexibilities to help us to better meet internal customer demand, and stay ahead of the rapidly changing technology within the industry. This proactive efficiency measure will help ensure our company's performance and economics remain strong.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jennifer Connor', written over a large, stylized, light-colored scribble or watermark.

Jennifer Connor
Director, Procurement Field Services and Fleet Operations

cc: Juanita Lomax