



Myron Becker  
Chief Labour Officer  
Canadian Pacific Railway

7550 Ogden Dale Road SE  
Calgary Alberta  
Canada T2C 4X9

T 403-319-8754  
C 403-869-2073  
E myron\_becker@cpr.ca

April 12, 2023

Mr. Brian Rumler  
General Chairman BMWED  
333 E. Broadway St.  
Mayfield KY, 40026

RE: DME BMWED Entry Rates

Dear Mr. Rumler

This letter is in reference to our discussions concerning rate progression of new hire employees on the DME.

As discussed, in an effort to attract and retain talent, the Company is agreeable to temporarily suspend Entry Rates as described in Rule 5. Any employees currently hired with an Entry rate of less than 100% of the positions pay, will be accelerated to 100%. Any new employees hired will receive the 100% rate of pay. No retroactive back pay will be paid as a result of this agreement.

This agreement will become effective on the date executed and will remain in effect until October 9, 2023. The parties may meet prior to the cancelation date to discuss extending. If no extension is reached, the cancelation will only affect new hires after October 9, 2023, and will not affect current employees.

If you concur this accurately reflects our discussions and agreement, please indicate your concurrence by signing in the space provided below and return

FOR THE COMPANY:

FOR THE UNION:

Myron Becker  
Chief Labor Officer  
Canadian Pacific

Brian Rumler  
General Chairman  
BMWED