

MEMORANDUM OF AGREEMENT

BETWEEN:

CANADIAN NATIONAL RAILWAY COMPANY
(the "Company")

-and-

TEAMSTERS CANADA RAIL CONFERENCE
(the "Union")

RE: Work Protocols up to August 22, 2024, 00:01 ET

WHEREAS, the Company issued a lockout notice to the TCRC-to be effective August 22, 2024, at 00:01 Eastern Time (ET); and

AND WHEREAS, the Company and the TCRC wish to establish protocols to have employees off on lockout status at 00:01 ET on August 22, 2024; and,

THEREFORE, the Parties have agreed to the following, on a without prejudice or precedent basis:

At the Home Terminal:

1. The last trains are to be ordered no later than 18:00 ET on August 21, 2024, to their objective terminals or staging locations for shutdown. Once trains are called, employees will work to their destination and will be taxied home upon arrival. The Company will cover the cost of the taxi service and deadhead miles. If a train has not left the initial terminal at 00:01 ET on August 22, 2024, employees will be relieved.
2. Rescues may still be called up to 20:00 ET on August 21, 2024, to assist in an orderly shutdown of operations.
3. All work to be performed online will be discontinued as of 18:00 ET on August 21, 2024.

At the Away from Home Locations:

4. All crews will be ordered on outbound trains for no later than 18:00 ET on August 21, 2024.
5. Work to be performed online will be discontinued after 18:00 ET on August 21, 2024.
6. Any crew arriving or remaining at an Away From Home Terminal after 18:00 ET on August 21, 2024, will be taxied home. The CN will cover the cost of the taxi service and deadhead miles. Upon arrival, they will not be required to yard the train.
7. **Example:** For a crew reaching Edmonton at 01:00 ET on August 22, 2024, they will be required to bring the train to Walker Yard, Bissel, and/or Clover Bar as designed but will not be required to complete the yarding of the train.

Yard crews, CSA and road switchers:

8. All yard jobs, CSA (Customer Service Agreement) positions, and road switcher assignments will be off duty at the terminal prior to 00:01 ET on August 22, 2024.

Shortage and trainees:

9. All employees on shortage agreements and Trainees will work or train as required on Wednesday, August 21, 2024. Should a lockout occur, travel arrangements will be made by the Company on August 22, 2024, for affected individuals. The Company will cover all associated accommodation and travel expenses.

The Company agrees to provide all TCRC-represented employees with clear and timely communication regarding the shutdown procedures, including the last train order time, taxi arrangements, and any instructions for the lockout period.

Signed on August 20, 2024.



James Thompson
VP – Strategy and Special Projects



Paul Boucher
President - TCRC