

Conductors, Locomotive Engineers Yardmen/Trainmen - All Points

ISSUED DATE: November 4, 2008 NOTICE NO.181

TCRC RTE PIP PROGRAM UPDATE JULY - SEPTEMBER 2008

TCRC RTE PIP Plan 2008 Jul - Dec

Category	Objective	Target	Maximum Payout	Results to Date
Corporate - Financial	Operating Income	\$1.229 billion	1.00%	Payout on corporate performance (January 1, 2008 – December 31, 2008)
				Results Available after year end.
Personal - Safety	Personal accountability			Payout on individual basis (July 1, 2008 – December 31, 2008)
	no CRV's	0	0.25%	
	no FRA Personal Injuries	0	0.25%	
	no FRA Train Accidents (Human Error)	0	0.25%	
	no non-FRA Train Accidents (Human Error)	0	0.25%	
Personal Attendance	Individual attendance better than Service Area average.	Service Area average	1.00%	Payout on an Individual basis (July 1, 2008 – December 31, 2008)
	Alberta	97.89%		
	BC Interior	97.65%		
	Manitoba	97.37%		
	Montreal	97.95%		
	NOSA	98.28%		
	SOSA	97.75%		
	Vancouver	97.35%		
	Saskatchewan	97.05%		
Supply Departure Variance	Crew Supply - Departure target for each service area.	Service Area Average (hrs:min)	0.50%	Payout on Service Area basis (July 1, 2008 – December 31, 2008)
	Alberta	1:24		1:17 exceeding target
	BC Interior	1:21		1:17 exceeding target
	Manitoba	1:09		1:18 not meeting target
	Montreal	2:07		2:13 not meeting target
	NOSA	1:09		1:13 not meeting target
	SOSA	1:41		1:39 exceeding target
	Vancouver	1:25		1:15 exceeding target
	Saskatchewan	1:25		1:27 not meeting target

CANADIAN PACIFIC

SOUTHERN ONTARIO SERVICE AREA

Ingenuity.

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Consist Accuracy Exceptions	Consist Accuracy target set for each service area. (Dangerous commodity only)	Service Area Based	0.50%	Payout on Service Area basis (July 1, 2008 – December 31, 2008)
	Alberta	5%		4.03% exceeding target
	BC Interior	5%		2.56% exceeding target
	Manitoba	5%		3.29% exceeding target
	Montreal	5%		6.11% exceeding target
	NOSA	5%		1.45% exceeding target
	SOSA	5%		5.94% not meeting target
	Vancouver	5%		3.14% exceeding target
	Saskatchewan	5%		2.78% exceeding target
Fuel Conservation	fuel consumption in liters per 1000 GTM.	4.5	1.00%	Payout on System basis (July 1, 2008 – December 31, 2008) July target – 4.32 l/1000GTM July results - 4.29 l/1000GTM August target – 4.37 l/1000GTM August results – 4.32 l/1000GTM September target – 4.25 l/1000 GTM September results – 4.23 l/1000GTM
			5.00%	

Note: Payout is based upon the year end results and not monthly

"If you find that personal problems are having a negative impact on your life, help is available through your Employee and Family Assistance Program (EFAP). To contact the nearest EFAP Referral Agent in your area please call 1-800-735-0286."

Frank Devine Service Area Manager Southern Ontario Service Area

FOPS SAFETY TARGETS FOR 2008