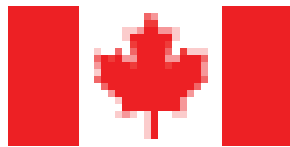


APPENDIX 'G'

WORK WITHIN RAILWAY RIGHT-OF- WAYS

CANADIAN PACIFIC

MINIMUM SAFETY REQUIREMENTS FOR CONTRACTORS WORKING ON CP PROPERTY IN CANADA



Effective September 15, 2010

No job on our Railway will ever be so important that we can't take the time to do it safely.

Work Smart, Stay Safe

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INTRODUCTION

At Canadian Pacific, safety is an integral part of the way we do business. We expect everyone working on Canadian Pacific's property to be unconditionally committed to safety. Safety must be given top priority and will take precedence over deadlines, production schedules, and all other considerations.

1 APPLICATION

1.1 Application

- 1.1.1 These Minimum Safety Requirements apply to all Contractors and other persons performing Work or otherwise providing services to Canadian Pacific on CP Property in Canada.
- 1.1.2 These Minimum Safety Requirements cannot be waived or altered, in whole or in part, without a prior risk assessment specific to the Work being conducted and written consent has been provided by Manager In Charge.
- 1.1.3 Notwithstanding the foregoing, these Minimum Safety Requirements do not apply to other federally certified railway companies, and provincial railway companies who come under federal jurisdiction through various agreements with Transport Canada, and who only operate trains on CP Property under various trackage or interchange agreements. However, these companies may be subject to CP's Minimum Requirements For Third Party Railway Operators on CP Property.
- 1.1.4 Further notwithstanding the foregoing, these Minimum Safety Requirements may not apply to Work or services provided in CP Property in Canada that are Office Premises, in which case, CP's Minimum Safety Requirements For Contractors Working In CP's Office Premises may apply.

2 DEFINITIONS AND INTERPRETATION

2.1 Definitions

- 2.1.1 In these Minimum Safety Requirements, the following capitalized terms shall have the ascribed meaning below:
 - (a) **"Applicable Legislation"** means all applicable legislation, regulations, by-laws, codes, rules, standards, policies, procedures, promulgated by any federal, provincial, and municipal governmental body, including those of its agencies, having authority over CP and, or Contractor in relation to the Work in the matter of health and safety of the person, property and, or the environment;
 - (b) **"Canadian Pacific"** or **"CP"** means Canadian Pacific Railway Company, and its subsidiaries and affiliates, and includes each of their respective directors, officers, employees, agent, and representatives;
 - (c) **"CP Personnel"** means CP's employees, agents, and representatives;
 - (d) **"CP Property"** means any building, facility, yard, track, right of way or other property owned or controlled by CP;
 - (e) **"Contractor"** means the company or person, and their respective employees and authorized agents, representative and subcontractors who are providing goods or services to CP;

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- (f) **“Contractor Personnel”** means the Contractor’s employees, and authorized agents, representative and subcontractors;
- (g) **“Co-mingled Work”** means Work where Contractor Personnel works directly with or in proximity (time or space) to CP Personnel;
- (h) **“Foul of Track”** means being in proximity to a track such that the individual or equipment could be struck by a moving train or track unit, or in any case within 4 feet (1.2 meters) of the outside of the nearest rail;
- (i) **“Hazardous Materials”** means any substance, which is hazardous to persons or property and includes, without limiting the generality of the foregoing:
- (i) radioactive, explosive, poisonous, or toxic substances;
 - (ii) any substance that if added to any water, would degrade or alter the quality of the water to the extent that it is detrimental to its use by man or by any animal, or plant;
 - (iii) any solid, liquid, gas or odour or combination of any of them that, if emitted into the air, would create or contribute to the creation of a condition of the air that endangers the health, safety, or welfare of persons, or the health of animal life, or causes damage to plant life or to property; and
 - (iv) substances declared to be hazardous, toxic or dangerous under any law or regulation now or hereafter enacted by any governmental authority having jurisdiction.
- (j) **“Manager in Charge”** means a CP manager as designated or otherwise identified by CP as being responsible for overseeing the Work to be performed, such Manager in Charge may include, but is not limited to Local CP Management, Regional Superintendents, Division Engineers, and Project Managers.
- (k) **“Mobile Equipment”** means any motorized and self-propelled equipment, excluding Railway Equipment and highway vehicles, but including, for example, forklifts, tractors, cranes, ATVs, mules, motorized scissor lifts, and similar equipment that are not designed to operate or move on railway tracks;
- (l) **“Office Premises”** means any building, facility, or portion thereof, or other premises, whether owned or controlled by CP, which is used solely for clerical or administrative purposes and which does not contain heavy equipment or machinery, as designated by CP from time to time;
- (m) **“Railway Equipment”** means trains, locomotives, railcars, track units, hi-rail vehicles and any other equipment designed to operate or move on railway tracks;
- (n) **“Safety Management Plan”** means a documented plan which set out how Work is to be conducted in a safe manner, as required by Applicable Legislation and may also be referred to as Occupational Health and Safety Program, or Safety Management System;
- (o) **“Work”** means the provision of products and services and related activities;
- (p) **“Work Site”** means any CP Property where CP Personnel or Contractor Personnel are present, or permitted to be present, while engaged in any Work, including any Railway Equipment, Mobile Equipment and highway vehicles operated by or used to convey a person engaged in such Work.

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2.2 Interpretation & Application

- 2.2.1 Where legislation is referred to in these Minimum Safety Requirements, it shall include all amendments and replacements thereto as promulgated from time to time.
- 2.2.2 Where standards, such as those of the Canadian Standards Association, are referred to in these Minimum Safety Requirements, they shall include all amendments and replacements thereof from time to time.
- 2.2.3 Where there is any ambiguity, inconsistencies, or omissions between or among any agreements with CP, expressed or implied; any Applicable Legislations; any applicable CP policies and practices; and any applicable industrial standards and practices, Contractor and Contractor Personnel shall adhere to that which is most stringent and current.

3 CONTRACTOR COMPLIANCE & RESPONSIBILITIES

3.1 General Compliance

- 3.1.1 Contractor shall be fully and solely responsible for ensuring the safety and health of Contractor Personnel and for ensuring that its Work and other activities do not compromise the health and safety of CP Personnel or any other party, the protection of the environment, the protection of CP's property and those of any other party, and do not interfere with the safety of CP's railway operations.
- 3.1.2 Contractor shall comply with and shall ensure all of Contractor Personnel are trained and qualified to safely perform the Work and that they comply with all Applicable Legislation pertaining to the protection against fire, safety, health, and environmental hazards, and with any licence, permits, authorizations issued by the respective authority.
- 3.1.3 Contractor shall comply with and shall ensure all of Contractor Personnel comply with all terms and conditions of all agreements, expressed or implied, between Contractor and CP, and all applicable CP policies and practices.
- 3.1.4 Contractor shall provide Contractor Personnel, at its own expense, any and all safety equipment required to protect against injuries during the performance of the Work and shall ensure that Contractor Personnel are knowledgeable of and utilize safe practices in performing the Work.
- 3.1.5 The Contractor shall have a copy of the following documents at the Work Site at all times, and shall produce them as and when requested by CP:
 - (a) These Minimum Safety Requirements for Contractors Working on CP Property;
 - (b) Licenses, Certifications, permits, training records or other documents required by Applicable Legislation or these Minimum Safety Requirements;
 - (c) Contractor's Safety Management Plan;
 - (d) Contractor's Emergency Information Sheet (see Attachment A); and
 - (e) Any additional documents required by Contract or by agreement with Manager In Charge.

3.2 Compliance Assurance

- 3.2.1 CP reserves the right to observe, inspect, test and audit Contractor and Contractor Personnel for compliance with all requirements herein, and to demand and receive all relevant records, documentation, and materials evidencing compliance, at any time, and from time to time.

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- 3.2.2 Failure of the Contractor or Contractor Personnel to comply with any applicable provisions herein may be considered a material breach, and in addition to all other remedies available, CP may without prejudice:
- (a) take over control of that Work or activity;
 - (b) order the Work to stop; and/or
 - (c) order Contractor Personnel to leave CP Property.
- 3.2.3 Upon the earlier of the completion of the Work, the expiration of the applicable agreement, or the request of a Manager In Charge, Contractor and Contractor Personnel shall return all identification, badges, access cards, and decals, issued or provided by CP to the Manager In Charge.

4 SAFETY MANAGEMENT PLANS

4.1 General Requirements

- 4.1.1 Prior to starting any Work on CP Property, the Contractor must have a written Safety Management Plan that identifies:
- (a) all Applicable Legislation, rules, policies and work practices in relation to the Work being performed;
 - (b) specific hazards that are associated with the Work being performed for CP, for example:
 - (i) Construction, maintenance or inspections of buildings;
 - (ii) Working on or adjacent to railway tracks;
 - (iii) Maintenance or inspection of railway tracks, crossings or signal systems;
 - (iv) Operating Railway Equipment on CP tracks; or
 - (v) Co-mingled Work with CP Personnel; and
 - (c) methods of verifying compliance.
- 4.1.2 The Contractor will provide Manager In Charge with a copy of this Safety Management Plan on reasonable request.

5 SAFETY TRAINING

5.1 Minimum Training & Qualifications

- 5.1.1 At its sole cost and expense, Contractor shall ensure that all Contractor Personnel be fully trained and qualified for the Work they will be performing. Contractors and Contractor Personnel shall meet, or exceed, all Applicable Legislation requirements relating to training and qualification.
- 5.1.2 Additionally, Contractor Personnel training and qualification shall meet or exceed all applicable industry standards.

5.2 Proof of Training & Qualification

- 5.2.1 Contractor Personnel shall at all times have proof of such training and qualifications and shall produce them as and when requested by the Manager In Charge.

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- 5.2.2 CP reserves the right to inspect qualification certificates, licenses, training records and/or Work-history records for any Contractor Personnel, and, or to be provided with copies thereof, on reasonable request.

6 SAFETY ORIENTATION

6.1 General Requirements

- 6.1.1 Prior to beginning Work, all Contractor Personnel shall participate in CP authorized safety orientation, including on-site orientation presented by the Manager In Charge or designate.
- 6.1.2 Any time the scope of Work, location, condition or supervision changes, Contractor Personnel may be required to attend additional safety orientation sessions.
- 6.1.3 In recognition of the successful completion of such safety orientation CP will provide Contractor Personnel with an identification card, or other form of proof of completion as determined by CP from time to time. This identification authorizes the Contractor Personnel access to CP Property for the purposes of conducting Work. The identification card or other form of proof issued by CP shall be worn or be made visible at all times, or produced upon request and cannot be transferred under any circumstances.

7 SAFETY JOB BRIEFING

- 7.1.1 Contractor Personnel shall attend all Job Briefings as and when conducted. Contractor Personnel shall be solely and fully responsible for understanding the content of the Job Briefing, and at a minimum shall:
- (a) have an understanding of the scope of Work to be performed and an appreciation of the nature of the location, environment, and conditions where such Work is to be performed;
 - (b) be aware of specific or unusual hazardous condition, existing or potential and the control measures required to protect against, control, mitigate, or where possible, avoid said hazard; and
 - (c) have an emergency response plan/evacuation procedures.
- 7.1.2 Where Co-Mingled Work is being performed, job briefings must include both CP Personnel and Contractor Personnel, and any other third parties. The job briefing shall identify nature and extent of the interaction between the Work being performed by Contractor Personnel, and those performed by CP Personnel or other third parties. Contractor Personnel shall inform CP Personnel, and any other third parties of known or potential unsafe conditions and hazards that may be created by, resulting from, or inherent in their Work and the corresponding preventative, mitigation, and/or control measures at all job briefings prior to commencing Work, or as soon as Contractor Personnel becomes aware of such conditions.
- 7.1.3 In all situations, all Contractor Personnel are expected to:
- (a) continually identify hazards and assess risk of hazards and to continually and clearly communicate all hazards to the Manager In Charge and to all other parties that may be affected at job briefings, and at any other time as and when appropriate or necessary;
 - (b) take actions that are within their assigned responsibility to eliminate or control hazards

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- and risks; and
- (c) immediately notify their supervisor or the Manager In Charge of hazards that pose unacceptable risk that they are unable to eliminate or control.
- 7.1.4 Where Contractor Personnel are unable to eliminate or control a hazard, Contractor Personnel shall take interim measures to protect people, property, equipment and the environment until the hazard can be properly assessed and appropriate corrective actions taken.

8 APPLICABLE LEGISLATION

8.1 General Requirements

- 8.1.1 Contractor and Contractor Personnel shall be solely responsible for identifying and complying with all Applicable Legislation. CP is governed by federal legislations and therefore, Contractors and Contractor Personnel providing Work to CP are likewise required to comply with all Applicable Legislations. At a minimum, Contractor and Contractor Personnel shall comply with the federal legislations set out below which list is intended solely for general guidance, and not as a comprehensive list of all Applicable Legislation.
- 8.1.2 Additionally, the Railway Association of Canada (RAC) is an industry association which can provide support and guidance on matters related to railway safety and the transportation of dangerous goods.

8.2 Transportation of Dangerous Goods

- 8.2.1 When Work involves the handling or transportation of dangerous goods, that Work must comply with the federal *Transportation of Dangerous Goods Act*, (TDG). Contractor shall be solely responsible for ensuring that all Contractor Personnel who handles, offers for transport and/or transports dangerous goods by any transportation mode be trained and holds a valid training certificate or is working under the direct supervision of someone who is trained and holds a valid training certificate. The training must be based on the Work that the person is expected to perform and the DG that the person is expected to handle, offer for transport or transport.

8.3 Canada Labour Code

- 8.3.1 Where Work is being performed that may create a risk to the health and safety of CP Personnel, Contractor Personnel must comply with Part II of the *Canada Labour Code*.
- 8.3.2 Additionally, Contractor and Contractor Personnel shall comply with all applicable provisions of the Occupational Health and Safety Regulations (COHS) which are intended to prevent accidents and injuries to employees working for federally regulated companies. Compliance with these regulations may extend to Contractors, depending on the type of Work being done and their proximity to CP Personnel (i.e. Co-mingled Work). Alternatively, provincial occupational health & safety regulations will govern Contractors.

8.4 Railway Safety Act

- 8.4.1 The *Railway Safety Act* (RSA) governs all federally certified railways in Canada and some provincial railways through various agreements with Transport Canada. The RSA addresses all

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matters relating to the construction, alteration, operation, inspection and maintenance of railway works and railway equipment, and contains training and qualification requirements for certain types of Work. When applicable, Contractor and Contractor Personnel shall perform Work in accordance with the RSA, as if directly bound by it.

8.5 Environmental Protection Act

- 8.5.1 Where Work is being performed that may impact the environment, that Work must comply with all applicable federal and provincial environmental acts and regulations. Some examples of applicable legislations includes the Canadian Environmental Protection Act; Fisheries Act, Navigable Waters Protection Act; Species at Risk Act; Migratory Birds Convention Act; and all corresponding Regulations. Provincial requirements are normally set out in a general Environmental Protection Act which is complemented by numerous regulations addressing more specific areas of concern.

9 SECURITY

9.1 Access to CP Property

- 9.1.1 All Contractor Personnel must have the following identification in their possession at all times while on CP Property, and present them for review to any Manager In Charge, other CP managers and employees, Police Officer, security guard, or regulatory officer upon request:
- (a) photo identification (e.g. driver's license);
 - (b) proof of employment document or card;
 - (c) identification card, or other proof of safety orientation issued by CP;
 - (d) access pass, issued and signed by a CP manager, where Work requires Contractor Personnel to ride in any locomotive or other non-passenger rolling stock;
 - (e) security identification card, where required by CP; and
 - (f) building access pass, where required by CP or by a third party having control of the premises.
- 9.1.2 Contractor shall conduct such background check as is necessary to ensure that Contractor Personnel do not pose a security risk to CP, such security risk includes the risk of the commission of terrorist activities, sabotage, vandalism, theft, and violence. CP reserves the right, at all times, to require that Contractor undertake certain security training and/or perform background checks of Contractor Personnel, prior to allowing such Contractor Personnel to enter onto CP Property.

9.2 Security Awareness

- 9.2.1 Each Contractor shall have a security awareness program that educates Contractor Personnel to:
- (a) understand the railway security challenges, rules and procedures;
 - (b) monitor and report any suspicious persons, activities or objects; and
 - (c) stay alert to the environment.
- 9.2.2 On request CP can make available a copy of CP's Railway Security Awareness program for use by Contractor Personnel.

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9.3 Firearms & Explosives

- 9.3.1 Firearms (loaded or empty) are not permitted on CP Property, except for Police officers and other designated government officials when authorized to do so.
- 9.3.2 No explosives will be permitted on CP Property without written approval by the Manager In Charge.

9.4 Reporting

- 9.4.1 Contractor Personnel must report any security concern, security incident, criminal activity (known or suspected), suspicious happenings and/or suspicious persons on CP Property to the Manager In Charge or to CP Police Services in accordance with Section 18.

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10 PERSONAL CONDUCT

10.1 Drug and Alcohol Prohibition

- 10.1.1 Entry onto CP Property when in possession of, or under the influence of alcohol, intoxicants, narcotics, or controlled substances is strictly prohibited.
- 10.1.2 Additionally, Contractor Personnel shall be free of any condition which may in any way adversely affect alertness, concentration, responsiveness, or the ability react calmly and responsibly to safety hazards.
- 10.1.3 CP reserves the right to request drug tests for Contractor Personnel as and where permitted by law.

10.2 Inappropriate Behavior

- 10.2.1 CP is committed to maintaining a Work environment that supports the dignity of all individuals. No person working at CP may be subjected to any form of discrimination or harassment, including sexual harassment.
- 10.2.2 Acts or threats of violence are unacceptable at all times on CP Property. Uttering of threats or committing acts of violence will result in the removal of the responsible Contractor Personnel from CP Property, termination of the Contract, and/or criminal charges.
- 10.2.3 Horseplay, practical jokes, fighting or any other activity that may create a safety hazard will not be tolerated.

10.3 Electronic Entertainment and Communication Devices

- 10.3.1 The use of personal entertainment devices, including portable audio and video devices such as compact DVD, CD, and game players, I-pods & MP3 players, is prohibited:
 - (a) while Working on CP Property;
 - (b) while transporting CP Personnel, whether on and off CP Property; and
 - (c) while operating any CP highway vehicles, Railway Equipment or Mobile Equipment, whether on and off CP Property.
- 10.3.2 The use electronic communication devices, including radio, cell phones, Blackberries, walkie-talkies, PDAs, GPS navigation units, Palm Pilots, portable computers and similar devices, is prohibited:
 - (a) while operating a highway vehicle, unless it is stopped and parked in a safe location;
 - (b) while operating or assisting in the operation of any Railway Equipment or Mobile Equipment;
 - (c) while operating power tools, equipment or machinery;
 - (d) when Foul of Track for any reason; or
 - (e) whenever use of such a device creates an unsafe condition.
- 10.3.3 Notwithstanding the foregoing, radios, walkie-talkies, GPS units, and other communication devices authorized by CP Manager in Charge may be used solely for the conduct of business

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where not prohibited by municipal or provincial legislation, and any electronic communication device may be used when it is necessary to communicate an emergency condition.

10.4 Smoking

- 10.4.1 Smoking is prohibited on all CP Property, and in or on all highway vehicles, Railway Equipment, and Mobile Equipment, except for CP designated outdoor smoking areas.

11 PERSONAL PROTECTION

11.1 Work Clothing

- 11.1.1 The Contractor must ensure that Contractor Personnel wear clothing that meets Applicable Legislation and is suitable to perform the Work safely.

11.2 Personal Protective Equipment (PPE)

- 11.2.1 The Contractor shall ensure that Contractor Personnel wear personal protective equipment required by Applicable Legislation, regulations, codes and industry standards as necessary to protect against personal injuries while on Railway property. All personal protective equipment shall be approved by the Canadian Standards Associations (CSA) or by the American National Standards Institute (ANSI), and shall be in good condition and be properly fitted.

- 11.2.2 The following mandatory personal protective equipment ("PPE") shall be supplied by the Contractor at its own expense, and shall be worn at all times by Contractor Personnel while on CP Property:

- (a) safety hard hat, meeting CSA standard Z94.1;
- (b) safety boots with protective toe caps and soles, meeting CSA standard, Z195 (Green Triangle - Grade 1);
- (c) safety glasses with permanently attached side shields, meeting CSA standard Z94.3;
- (d) high visibility fluorescent outerwear with retro reflective striping (meeting CSA standard Z96 preferred), with such high visibility fluorescent outerwear not covered by other clothing or equipment, except where necessary for safety reasons such as where fall protection or pole climbing equipment is being used; and
- (e) any other PPE as required by Applicable Legislation, CSA standard, or otherwise required to protect Contractor Personnel from injuries.

- 11.2.3 In addition to the foregoing minimum requirements, the following table contains further recommendations in relation to specific types of PPE:

Type of Protection	Additional Recommendations
Hard Hats	Have hi-visibility characteristics which are not obscure by markings or decals

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Type of Protection	Additional Recommendations
Safety Eyewear	<p>Tinted safety eyewear must meet Canadian Military Spec. J if operating Railway Equipment</p> <p>Transition lenses are discouraged and should be worn with caution when working in changing light conditions</p> <p>Personal sunglasses are discouraged and must not be worn when operating Railway Equipment</p>
Safety Footwear	<p>Have defined heels</p> <p>Be laced and tied securely for ankle support</p>
High-Visibility Apparel	Lime-green is recommended when working on, or near tracks, or when performing Co-mingled Work

11.2.4 Contractor and Contractor Personnel shall be solely and fully responsible for assessing the risks related to the Work and determining whether additional PPE may be required such as:

- (a) Nomex or Proban fire-retardant protective gear when performing certain TDG Work and or handling certain Hazardous Materials or performing specialized Work.
- (b) hearing protection when working in any area where noise exposure levels:
 - (i) are consistently greater than 84 dBA (Lex, 8);
 - (ii) exceed 115 dBA at any time; and
 - (iii) any other Work areas where posted, or so notified by CP management.
- (c) respiratory protection where Contractor Personnel may be exposed to occupational dusts/particulates, fumes, mists, gases and vapors, in which case, in which case Contractors must have a written Respiratory Protection Program that meets or exceeds Applicable Legislation;
- (d) additional eye and face protection meeting CSA standard Z94.3 (i.e. face shields, impact/splash goggles, welding/cutting goggles and welding helmets); and
- (e) fall protection systems and equipment meeting appropriate CSA standards as required by Applicable Legislation and appropriate for the related fall hazards.

12 RAILWAY TRACK PROTECTION

12.1 Contractor's Responsibilities for the Protection of Railway Traffic and Property

- 12.1.1 Where the Work Site is in close proximity to, or is located on, above, or below railway tracks, special attention, care and precautions shall be taken to ensure the safety of all Contractor Personnel, CP Personnel, all other third parties and to protect CP's property and railway operations.
- 12.1.2 Contractor shall ensure that Contractor Personnel is made aware of all unique and inherent hazards in working near, on, above or below railway tracks and shall ensure that all Contractor Personnel are fully trained and equipped to work safely.

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- 12.1.3 Contractor Personnel shall at all times remain alert to the movement of trains, rolling stock and other Railway Equipment.
- 12.1.4 Contractor Personnel shall be especially alert in yards and terminal areas as
- (a) Railway Equipment that appears to be stationary may be moving;
 - (b) the rate of movement of Railway Equipment may be faster than it appears;
 - (c) Railway Equipment change tracks often; and
 - (d) movements may be occurring simultaneously on adjacent tracks

12.2 50 Feet Clearance Requirement

- 12.2.1 All Work shall be performed as far away from railway tracks as possible.
- 12.2.2 Unless authorized by CP, Contractor Personnel, equipment, and vehicles are not permitted to be within 50 feet of the closest track centerline.
- 12.2.3 In the event Work must be carried out within 50 of the closet track centerline, written authorization must is obtained from the Manager in Charge, and Contractor Personnel must still remain at the maximum practicable distance from all railway tracks at all times.
- 12.2.4 When crossing tracks, Contractor Personnel shall ensure a minimum of 50 feet (approximately 15 metres) separation between standing Railway Equipment, stay at least 15 feet away from the end of the nearest equipment, and look both ways before crossing tracks, and if clear, walk at a right angle to the tracks.

12.3 Flagging Protection

- 12.3.1 When the Work requires Contractor Personnel to be within 50 feet (approximately 15 metres) of any railway tracks, Contractor or Contractor Personnel shall notify and obtain the written approval of the Manager In Charge in advance of the intended start date, and when approved, shall only perform Work strictly in accordance with all terms and conditions of that approval.
- 12.3.2 Unless otherwise indicated by the Manager In Charge, proper protection against the movement of trains, rolling stock and other Railway Equipment shall be deemed required at all times whenever Work or Contractor Personnel must be within 50 feet (approximately 15 metres) of the closet track centerline. Protection may be provided only by a qualified CP employee through use of a flag person, Canadian Railway Operating Rules (CROR) Track Occupancy Protection (TOP), mechanical blue flag protection or other protection methods designated by the Manager In Charge.
- 12.3.3 Where CP determines that flagging is required, then Work must be strictly conducted under the direction of a CP flag person or such other person designated by the Manager In Charge.
- 12.3.4 Contractor Personnel shall ensure that there is clear communication at all times between Contractor Personnel and any CP flag person. Contractor Personnel shall ensure that they are aware of:
- (a) flagging distance limits;
 - (b) time limits; and
 - (c) any adjacent tracks where movement of Railway Equipment may still occur.
- 12.3.5 Contractor Personnel shall not assume that a train movement is being stopped or cleared unless clear communication is received directly from the CP flag person.

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- 12.3.6 A job briefing between the CP flag person and all Contractor Personnel must occur before beginning any Work on or Foul of Track.
- 12.3.7 Blue flag protection is used to indicate that CP or Contractor Personnel are working on, under or between Railway Equipment and movement of trains or other Railway Equipment is prohibited. Blue flags must not be tampered with or obstructed. Blue flags can only be removed by the person or group of persons who originally applied it. Application, use, and removal of blue flags, when appropriate, may only be done under the authorization and guidance of the Manager in Charge.
- 12.3.8 Red flag protection is used to indicate that CP or Contractor Personnel are working on or Foul of Track, or the track is out of service and movement of trains or other Railway Equipment is prohibited. Red flags must not be tampered with or obstructed. Application, use, and removal of red flags, when appropriate, may only be done under the authorization and guidance of the Manager in Charge.

12.4 Working on or near Tracks

- 12.4.1 When authorized to perform Work Foul of Track or otherwise be near railway tracks, Contractor Personnel shall ensure at Contractor Personnel, equipment, and vehicles are kept as far away from railway tracks as practicable, and shall at all times:
- (a) be alert to train movements and shall expect the movement of trains, engines, cars, or other mobile Railway Equipment at any time, on any track, and in any direction, even if they appear to be stationary or in storage;
 - (b) not rely on others to protect them from train movement;
 - (c) stay at least 15 feet (approximately 5 metres) away from the ends of Railway Equipment when crossing the track;
 - (d) ensure a minimum of 50 feet (approximately 15 metres) separation prior to crossing between Railway Equipment;
 - (e) look both ways before crossing tracks, and if clear, walk at a right angle to them.
 - (f) never climb on, under or between Railway Equipment;
 - (g) be aware of the location of structures or obstructions where track clearances are close;
 - (h) not stand on the track in front of an approaching engine, car or other equipment;
 - (i) when possible, stand at least 20 feet back from the track(s) when there is a passing movement of trains, engines, cars, or other mobile Railway Equipment, to prevent injury from flying debris or loose rigging and shall observe the train as it passes and be prepared to take evasive action in the event of an emergency;
 - (j) not stand on or between adjacent tracks in multiple track territory when a train is passing;
 - (k) not walk, stand or sit on the rails, between rails or on the end of ties, unless absolutely necessary. As the rail surface can be extremely slippery, personnel must step over the rails when crossing tracks. Personnel shall also be aware railway ties can also be slippery and that railway ballast can shift while walking on top of it. Situational awareness and use of proper footwear is important;
 - (l) not remain in a vehicle that is within 50 feet of a passing train unless specifically authorized, or where this is not possible, park the vehicle as far away from the tracks as possible and walk to as safe a distance whenever trains pass.
 - (m) keep away from track switches as remotely operated switch points can move

unexpectedly with enough force to crush ballast rock. Personnel shall stay away from any other railway devices they are unsure of. Personnel shall not disturb or foul the ballast at any time.

12.5 Equipment on or near tracks

- 12.5.1 Contractor Personnel shall not be Foul of Track with any piece of equipment without a CP flag person or other authorized track protection;
- 12.5.2 Contractor Personnel shall not move equipment across the tracks except at established road crossings, or unless under the protection and authorization of a CP flagperson and only if the Work Site has been properly prepared for such a move. Tracked equipment will require a CP flagperson any time railroad tracks are crossed.
- 12.5.3 Contractor Personnel shall not move equipment across railroad bridges or through tunnels, except as expressly authorized and only under such conditions as stipulated by the Manager in Charge.
- 12.5.4 Contractor Personnel shall move equipment away from the tracks at least 50 feet, or where not possible, park the equipment as far away from the tracks as possible, and walk to a safe distance whenever trains pass.
- 12.5.5 Buckets, shovels, and loads on cranes must be lowered to the ground to rest, and cranes without a load must have their load line tightened or retracted to prevent movement, whenever there are passing trains.

12.6 Railway Signs, Signals, Flags and other Communication Infrastructure

- 12.6.1 Signs, signals and flags shall not be obstructed, removed, relocated, disabled or altered in any way without proper authorization and qualification.
- 12.6.2 Only qualified Contractor Personnel who are authorized by CP are permitted to operate switches, derails, electric track mechanisms, signal and communication systems or other track control appliances.
- 12.6.3 Railway pole lines carry electric power and should be treated as any other power lines.

12.7 Excavation

- 12.7.1 Before starting excavation operations, the Contractor shall ascertain that there are no underground wires, fiber optic cables, pipelines or other utilities which could be damaged or, if present, that such installations are properly protected. Fiber optic cables are present on most segments of the right-of-way. Prior to commencing any excavation, the Contractor shall contact the proper authority to obtain the necessary permit and to locate and protect such cables or other underground utilities.
- 12.7.2 Excavations shall not be left unattended unless they are properly protected; and the Manager In Charge shall be notified.

13 WORKPLACE HAZARDOUS MATERIALS INFORMATION SYSTEM (WHMIS)

13.1 General Requirements

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- 13.1.1 If at any time Contractor's Work involves the use, handling, storage, or disposal of Hazardous Materials ("Handling of Hazardous Materials"), Contractor Personnel must inform the Manager in Charge.
- 13.1.2 Contractors shall ensure that all Contractor Personnel are fully trained in the Handling of Hazardous Materials and that Contractor and Contractor Personnel are in full compliance with all Applicable Legislation, and as directed by the Manager In Charge.
- 13.1.3 Contractor Personnel shall have appropriate processes, systems and controls in place to prevent or otherwise mitigate potential environmental, health and safety risks associated with the Handling of Hazardous Materials.

13.2 Access to MSDS Documents

- 13.2.1 Prior to beginning any Work that may expose CP Personnel to Hazardous Materials, Contractor or Contractor Personnel shall:
 - (a) provide a copy of the respective Material Safety Data Sheet (MSDS) to the Manager In Charge; and
 - (b) keep a copy of the MSDS at the Work Site and shall such that it is readily available at all times.

13.3 Hazardous Material Incident or Spill

- 13.3.1 In the event of a hazardous material incident or spill, the Contractor must:
 - (a) ensure that no Contractor or CP Personnel have or will be exposed;
 - (b) take all reasonable actions to contain the spill;
 - (c) respond in accordance with its emergency response plan; and
 - (d) notify CP immediately in accordance with Section 18.

14 OPERATION OF HIGHWAY VEHICLES

14.1 Highway Vehicles

- 14.1.1 The following requirements apply to all highway vehicles, whether operated on CP Property; or used to transport CP Personnel.

14.2 Regulations and Inspection

- 14.2.1 Before using a highway vehicle, Contractor Personnel shall:
 - (a) complete a pre-trip inspection;
 - (b) maintain an inspection log;
 - (c) ensure periodic inspections are completed at official testing locations;
 - (d) ensure the vehicle is maintained and in safe operating conditions at all times; and
 - (e) ensure the vehicle is in compliance with applicable motor vehicle regulations and license requirements.
- 14.2.2 Vehicle maintenance, inspection records and logs must be made available to the Manager In

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Charge on request.

14.3 Vehicle Operator Requirements

- 14.3.1 Operation of highway vehicles is restricted to those Contractor Personnel who are licensed, qualified and authorized to do so. Such Contractor Personnel shall be responsible for the safety of all passengers at all time. For greater certainty, such Contractor Personnel shall:
- (a) hold a valid license for the class of vehicle being operated, in accordance with local provincial requirements, and
 - (b) strictly comply with all posted traffic signs, signals, and all shall obey all Applicable Legislations; and
 - (c) maintain the required driver log, and make the log available to the Manager In Charge on request, and
 - (d) comply with the requirements on the use of electronic devices as set out in Section 11.

14.4 Driving on CP Property

- 14.4.1 In addition to the requirements set out above, while on CP Property, Contractor Personnel shall:
- (a) travel only on designated roadways unless otherwise instructed;
 - (b) keep daytime running lights on (if so equipped);
 - (c) not exceed 25 km/h (15 mph) unless otherwise posted;
 - (d) come to a full stop at all blind corners, rail and roadway crossings;
 - (e) yield the right of way to all Mobile Equipment and other non-highway equipment or service vehicles;
 - (f) not operate vehicles (or any internal combustion equipment) inside buildings or enclosed structures unless adequate ventilation is provided;
 - (g) not park Foul of Track unless on-track protection is provided;
 - (h) not leave vehicles running unnecessarily;
 - (i) park only in pre-determined or designated areas;
 - (j) always use the parking brake (or wheel chocks) when leaving an unoccupied vehicle running; and
 - (k) where safe and practicable, back vehicles into marked parking spaces to avoid reverse collisions when exiting.
- 14.4.2 All Contractor Personnel who will be operating a highway vehicle or Mobile Equipment in any CP intermodal facilities must complete a Driver Safety Orientation program prior to first entry, and from time to time thereafter as directed by the Manager In Charge.

14.5 Seat Belts

- 14.5.1 Seat belts must always be worn while operating or riding in any equipped vehicle unless Contractor Personnel is actively engaged in inspections requiring said Contractor Personnel to be free of such restraint, and then only when the vehicle is operating at less than 25 km/h (15 mph).

14.6 Loads

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- 14.6.1 Contractor Personnel shall ensure vehicles are loaded according to weight and dimensional requirements as authorized by provincial regulations and permits, and properly load and secure tools, material, equipment and freight to avoid shifting, falling, leaking or otherwise escaping from vehicles during operation.

14.7 Riding in CP Vehicles

- 14.7.1 Contractor Personnel are prohibited from operating or riding in any CP vehicles unless authorized to do so, or in case of emergency.

15 TOOLS, EQUIPMENT AND MACHINERY

15.1 General Safety Requirements Respecting All Tools, Equipment and Machinery

- 15.1.1 Contractor Personnel shall ensure that all tools, equipment, and machinery used be:
- (a) in compliance with all Applicable Legislations
 - (b) in good working order, properly serviced and maintained;
 - (c) safe for their proposed use and used only for purposes specified by the manufacturer;
 - (d) if mobile, equipped with appropriate safety devices (e.g. lights, horns, back-up alarms, safety beacons), and prevented from moving through use of the hand brake, wheel blocking, wheel chocking and/or a derail where applicable.
- 15.1.2 Use of CP tools by Contractor Personnel is prohibited unless specifically authorized by local CP management.

15.2 Lockout – Hazardous Energy Control

- 15.2.1 Contractor Personnel shall employ such hazardous energy lockout procedure as required to eliminate the accidental or unexpected start-up, energizing, or release of stored (residual) energy during maintenance, repair and/or servicing activities.
- 15.2.2 All tools, equipment and machinery must be made safe and isolated from all energy sources rendering the machine, equipment, or process inoperative prior to performing maintenance, repair or servicing related tasks.
- 15.2.3 No Contractor Personnel can remove any CP applied lock or tag, including bad-order tag.
- 15.2.4 Notwithstanding the foregoing, if Contractor's Work may create an energy hazard to any CP Personnel, then all affected parties must follow the requirements set forth in CP's Lockout – Hazardous Energy Control Policy and Code of Practice.
- 15.2.5 If CP Personnel and Contractors are jointly performing maintenance, repair or servicing activities on the same machine, equipment or using the same energy source, then they must apply a multi-lock hasp and individual locks and tags (as per CP's Lockout – Hazardous Energy Control Policy and Code of Practice).

15.3 Electrical Safety Requirements

- 15.3.1 In addition to the hazardous energy control lockout requirements above, all electrical Work must comply with Applicable Legislation, CSA and National Fire Protection Association (NFPA)

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requirements.

15.3.2 Contractor Personnel Working on electrical systems must:

- (a) if in proximity to CP Personnel, inform them of:
 - (i) existing or potential electrical hazards;
 - (ii) any specific additional personal protective equipment that may be required;
 - (iii) applicable safe Work practices;
 - (iv) applicable emergency and evacuation procedures; and
 - (v) apply lock out procedures as per section above on Lockout – Hazardous Energy.
- (b) have practices, procedures and training that comply with:
 - (i) Applicable sections of CSA-Z462 Workplace Electrical Safety Standards;
 - (ii) Canadian Electrical Code Parts 1 and 2; and
 - (iii) Any other Applicable Legislation; and
- (c) not operate or allow cranes or other mobile equipment to approach closer to any live electrical power line than is permitted by CSA Z150 Standards for mobile cranes.

15.4 Lifting Devices

15.4.1 All lifting devices, including but not limited to jacks, cranes, cables, slings and hooks shall:

- (a) meet Applicable Legislation governing design, inspection, maintenance and operation;
- (b) be safety certified and labeled or tagged with load capacity limits where required;
- (c) have sufficient capacity for the planned lift;
- (d) have sufficient footing or support area to properly distribute the load during a lift.

15.5 Welding and Torch Cutting

15.5.1 When welding or torch cutting, Contractor Personnel shall:

- (a) be properly trained and qualified;
- (b) ensure that all closed containers have been properly purged;
- (c) direct flame or sparks away from other Workers, equipment and flammable material;
- (d) have a fire extinguisher readily available;
- (e) keep compressed gas and oxygen cylinders stored in a secure, vertical position, with regulators removed and caps applied, labeled properly and located in vented cabinets or other designated locations.

15.6 Explosive Actuated Tools

15.6.1 Only Contractor Personnel who are qualified and licensed in accordance with Applicable Legislation, and authorized by CP, may use explosives or explosive actuated tools.

15.7 Unattended Equipment or Machinery

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- 15.7.1 Tools, Equipment and Machinery shall not be left unattended at any time and shall not be stored on CP Property, unless expressly permitted pursuant to a written agreement with CP or by the Manager In Charge in writing, and where so permitted, Contractor shall ensure that:
- (a) storage shall be restricted to the designated area, or as otherwise specified by CP.
 - (b) all such tools, equipment and machinery shall be secured in a safe position well clear of all tracks to prevent accidental contact with trains and moving equipment and to not restrict train crew sightlines;
 - (c) as much as possible, tools, equipment and machinery shall be stored in locations out of public view.

16 EMERGENCY RESPONSE

16.1 Emergency Response Plan

- 16.1.1 The Contractor must maintain a current emergency response plan and make it available to CP on request. Emergency response plans must include at a minimum:
- (a) contractor reporting procedures in the event of an incident or spill;
 - (b) emergency response contacts and phone numbers, including phone numbers for CP incident reporting and local CP managers (See Attachment A); and
 - (c) containment measures to be taken in the event of an incident or spill.

16.2 Initial Response

- 16.2.1 Initial response to any emergency condition must follow the following sequence:
- (a) protect the safety and security of all individuals and communities
 - (b) provide environmental protection and mitigation
 - (c) conduct incident investigation & evidence preservation
 - (d) restore railway operations

16.3 First Aid

- 16.3.1 Contractor Personnel must have sufficient First Aid qualified personnel and the required First Aid kit and any other required First Aid equipment at the Work Site, suitable for the crew size, nature of Work being performed and location, all of which shall, at a minimum, comply with Part II of the Canada Labour Code.

16.4 Fire Protection

- 16.4.1 The Contractor must have appropriate fire extinguishers, suitable in type, size and quantity having regards to the nature of Work and Applicable Legislation, readily available at all times on:
- (a) the Work Site; and
 - (b) all Contractor equipment, machinery and highway vehicles.
- 16.4.2 Contractor Personnel shall ensure that all necessary precautions are taken to prevent fires, including the following:

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- (a) storing flammable material (e.g. paper, rubbish, sawdust, oily or greasy rags, etc.) in proper containers;
 - (b) storing and transporting fuel, gasoline or other flammable liquids in approved containers. Use of unapproved containers is prohibited;
 - (c) proper disposal of flammable material daily;
 - (d) prevent static electricity when dispensing or transferring flammable liquids by using proper grounding and bonding techniques;
 - (e) avoid using cutting or welding torches during the last one-half hour of shifts, if possible;
 - (f) taking special precautions with fusees, including:
 - (i) store and transport in approved containers;
 - (ii) do not allow fusees to come in contact with any combustible material, including railway ties or wooden timbers; and
 - (iii) fully extinguish fusees before leaving the location where used;
 - (g) promptly advise CP management of any fire on CP Property; and
 - (h) fully extinguish or provide protection for any fire prior to leaving the Work Site.
- 16.4.3 Contractors Working on the CP right-of-way where a high risk of fire exists (e.g. during rail grinding, rail welding) must have:
- (a) appropriate fire prevention and suppression plans (including emergency numbers for CP, local firefighters and fire control districts); and
 - (b) additional fire fighting equipment and trained Contractor Personnel on site, as required by Applicable Legislation.

17 REPORTABLE ACCIDENTS, INCIDENTS AND INJURIES

17.1 Reportable Injuries

17.1.1 Reportable injuries include any personal injury to:

- (a) Contractor Personnel;
- (b) any CP Personnel; or
- (c) to any third party on CP Property.

17.2 Reportable Accidents

17.2.1 Reportable accidents include any occurrence that results in:

- (a) damage to railway tracks, right of way, buildings or other CP Property;
- (b) damage to Railway Equipment;
- (c) damage to CP highway vehicles;
- (d) release of dangerous goods;
- (e) spill or loss of transported commodities; and
- (f) a threat to the environment.

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17.3 Reportable Incidents

17.3.1 Reportable incidents include:

- (a) unintended movement of Railway Equipment;
- (b) failure to provide track protection for Workers when required;
- (c) movement of Railway Equipment beyond authorized limits;
- (d) operation of Railway Equipment by an unqualified person;
- (e) unauthorized handling of a track switch;
- (f) damage, vandalism or tampering with any railway signals, structures or railway safety device;
- (g) seepage, leakage, spills of, or other contamination from, Hazardous Materials;
- (h) actual, threaten or suspected security related incidents;
- (i) slides, washouts or other on-track obstructions; or
- (j) any occurrence that may disrupt the movement of trains or affect safe rail operations.

18 REPORTING

18.1 Emergency Reporting

18.1.1 In the case of an emergency, Contractor Personnel must call:

- (a) 911, where this emergency response system exists, or
- (b) the local police, fire or emergency department; and
- (c) in all cases, also the CP Police Services Communication Center at toll free 1-800-716-9132 from any Canadian or U.S. location.

18.2 Accident, Incident, Injury Reporting

18.2.1 When an accident, incident or injury occurs on CP Property, the Contractor must:

- (a) immediately report it to the Manager In Charge or to the NMC; and
- (b) follow instructions given to protect the scene.

18.2.2 CP does not report Contractor Personnel injuries to WCB. Such WCB reporting remains the Contractor's responsibility.

18.3 Information to Report

18.3.1 Information required with the initial report includes:

- (a) type of incident;
- (b) date and time of occurrence;
- (c) location (mileage, subdivision, building, yard or other physical description);
- (d) identity of person(s) involved or injured (company & name);

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- (e) description of any dangerous goods or Hazardous Materials involved;
- (f) type & unit number of any Railway Equipment or vehicle involved;
- (g) description of occurrence, damage and/or injury, and cause if known;
- (h) description of any emergency response;
- (i) name and contact information of person making the report; and
- (j) such other information that CP may require.

18.4 Environmental Incidents and Spills

18.4.1 In the event of an environmental incident or spill that could have a negative impact on the environment, the Contractor must immediately:

- (a) report the incident to the NMC, the Manager In Charge, and the designated CP Contact as per the governing agreement relating to the Work;
- (b) take all reasonable actions to contain the spill;
- (c) respond in accordance with its emergency response plan; and
- (d) provide CP with the following information;
 - (i) description of location and surrounding area, including any sensitive environmental areas nearby (e.g., rivers, parks, sewers);
 - (ii) type and quantity of substance released;
 - (iii) cause of spill or deposit, if known; and
 - (iv) details of any immediate action taken or action proposed to be taken to contain spill and recover substance.

18.5 Additional Contractor Requirements

18.5.1 Contractor and Contractor Personnel must:

- (a) ensure an appropriate emergency response is initiated;
- (b) protect any evidence until released by CP Manager In Charge;
- (c) cooperate fully with any CP investigation;
- (d) cooperate with any investigating government agency; and
- (e) notify CP if information is requested by any investigating government agency.

19 CONTRACTOR & CONTRACTOR PERSONNEL ACKNOWLEDGEMENT

19.1 Acknowledgement

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- NOTES:**

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20 ATTACHMENT A - EMERGENCY INFORMATION SHEET

EMERGENCY CONTACT INFORMATION		
EMERGENCY CONTACTS	PHONE	LOCATION
CP Calgary Network Management Center	1-800-795-7851	West of and including Mactier, Ontario.
CP Montreal Operations Centre	1-800-363-3277	East of Mactier, Ontario plus southern Ontario
CP Police Services	1-800-716-9132	
CP Railway Traffic Controller Radio Channel		
Local Police Services		
Local Fire Services:		
Local EMS		
Hospital		
Physician		
Aircraft Service, (if applicable):		
Watercraft Service, (if applicable):		
Other Emergency Services		

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Emergency Evacuation Route

(Describe nearest evacuation assembly location OR Provide sketch on back)

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WORK SITE INFORMATION		
	PHONE	LOCATION
Work Site Location Name		
Railway Subdivision & Mileage		
Address, Number and Street		
Nearest Town		
CP Manager in Charge		
Emergency Site Access Route (Describe route from nearest emergency services location in detail including access roads & physical landmarks OR provide sketch on back.)		
Contractor Supervisor		
Site Telephone		
Certified First Aid Attendant		
Location of First Aid Supplies at Site		
Location of Fire Extinguishing Equipment:		
Location of WHIMS data sheets		
UTILITY INFORMATION		
UTILITIES CONTACT	PHONE	LOCATION
Natural Gas:	()	
Electrical:	()	
Fiber Optic Line:	()	
Water & Sewer:	()	
Telephone:	()	
Cable System:	()	
Qualified employee(s) in:	()	
Confined Space Entry, (if applicable):	()	
Equipment requirements for Confined Space Entry, (if applicable):	()	
Other:		

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**CANADIAN
PACIFIC
RAILWAY**

OPERATIONAL CONSTRAINT FOR WORK ON, ABOVE OR BELOW RAILWAY RIGHT OF WAY

GENERAL

- 1) The term Railway refers to Canadian Pacific Railway.
- 2) This Operational Constraint shall be read in conjunction with Canadian Pacific Railway Minimum Safety Requirements for Contractors Working on Railway Property and where applicable the more restrictive requirement shall apply.
- 3) The Contractor shall comply fully with all requirements of the Railway in planning, scheduling and control of the works within the Railway right of way.
- 4) No work shall be progressed by the Contractor on, over or below the Railway right of way until proof of liability insurance in accordance with requirements stipulated elsewhere have been complied with.
- 5) The Contractor shall plan and carry out the works in a manner that does not interfere with rail traffic or cause clearance restrictions and minimizes the requirement for railway flagging.

RAILWAY FLAGGING

- 6) The Railway will assign one Railway flagperson per project.
- 7) The provision of a Railway flagperson by the Railway shall not relieve the Contractor from liability for damages to Railway facilities caused by the Contractor's operations.
- 8) All communications with the Railway shall be done through the Road Authority or its agent. The Railway will not deal directly with the Contractor.
- 9) Charges for Railway flagperson services shall be invoiced to and paid by the Road Authority.
- 10) The Contractor shall make the following facilities available for the flagperson's use during the course of the project: washroom/lavatory, lunch room, fax machine, four lockers.

- 11) The Contractor shall have a responsible person present at all times to whom the Road Authority or its agent will issue orders regarding work on the Railway right of way.
- 12) All instructions from the Railway flagperson shall be obeyed immediately by all personnel on site.
- 13) A Railway flagperson will be required when any personnel or equipment is working on the Railway right of way; within 15 metres of the centreline of the nearest track or on the structure or any falsework or protective devices where the work, in the opinion of the Road Authority, or its agent, or the Railway, may be exposed to or interfere with the operation of the Railway tracks.
- 14) When a Railway flagperson is required, the Contractor, through the Road Authority, or its agent, shall provide a minimum written notice of 90 days, in advance, to allow the Railway time to bulletin the position to the unionized labour force. If prior to work commencing, the Contractor, through the Road Authority, or its agent, should receive confirmation that such Railway flagperson is not available, the Contractor, through the Road Authority, or its agent, shall reschedule the proposed work to a date and time when such flagging protection will be available.
- 15) The Railway flagperson will be available a maximum of 40 hours per week inclusive of travel time, to and from assigned headquarters, and time to set up and remove track protection each day.
- 16) Bulletined flagging positions will be invoiced a minimum of 8 hours per day, 5 days per week, until properly cancelled.
- 17) Bulletined flagging positions may only be cancelled by providing the Railway with written notice a minimum of 10 business days prior to the cancellation date.
- 18) In the event that flagging protection is arranged for a given day and the Contractor does not show up at the site, or no work is done that day, a minimum charge of 8 hours for flagging services will be invoiced to the Road Authority.

CONSTRUCTION

- 19) In no case shall the Contractor or any of the Contractor's equipment or personnel work closer than 3.66 metres from the nearest rail of the nearest track without prior written consent of the Road Authority or its agent.
- 20) The Contractor shall provide full details of their plans for track protection, work scaffolding, formwork construction, formwork removal, shoring, falsework and equipment placement and shall allow a minimum of six (6) weeks for review by the Road Authority and/or its agent and the Railway. All submissions shall be stamped and signed by a Professional Engineer in good standing in the Province in which the work is to take place. A minimum of four (4) copies of plans and calculations should be forwarded for review by the Railway.
- 21) All scaffolding, formwork and any other protective coverings to be used on the project must be satisfactorily secured such that they will not come loose by the movement of passing high speed trains.
- 22) All equipment must stop working on the approach of any train when said equipment is on the Railway right of way, or within 15 metres of the centreline of the nearest track; or when said equipment is in the vicinity of the track(s) and where the work, in the opinion of the Road Authority or its agent or the Railway, may be exposed to, or interfere with the operations of the Railway.
- 23) The Contractor shall not be permitted to cross any Railway tracks with equipment or vehicles. Contractor's personnel will only be permitted to cross the Railway tracks under the protection of the Railway flagperson.
- 24) The construction of a temporary construction crossing will only be permitted where, in the opinion of the Railway, it is safe to do so and subject to a temporary crossing agreement being executed.
- 25) The Contractor shall ensure that both rails of the same track are never connected with any conductor of electricity such as a steel measuring tape or metal traction equipment.
- 26) The Contractor shall maintain positive drainage during construction.
- 27) No material or debris will be permitted to be stored or stockpiled on the Railway right of way. The Railway right of way shall be restored to its original condition at the end of the project including track ballast that has become fouled as a result of the construction. The Road Authority shall bear all costs to restore the site.

SAFETY

- 28) Canadian Standards Association (CSA) approved hard hats, safety footwear and safety glasses for head, foot and eye protection and safety vests for high visibility must be worn at all times while on the Railway right of way.
- 29) The colour red shall not be used for hard hats, safety vests or survey markers on or adjacent to the Railway right of way in order to avoid conflict with Railway operational practices. Other highly visible colours such as yellow, orange or white are acceptable.

Mississauga, May 1, 2009



**CANADIAN
PACIFIC**

FLAGGING PROTECTION PROTOCOL

Further to Canadian Pacific's *Operational Constraint for Work On, Above or Below Railway Right of Way*, and *Minimum Safety Requirements for Contractors Working on CP Property in Canada*, the following details pertaining to CP's *Flagging Protection Protocol* should be noted.

Railway Flagging protection involves the use of a CP Qualified Employee (Flagperson) to assist in the protection of works on or about the railway's track and property. A railway Flagperson could utilize one or more forms of positive track protection including, a Track Occupancy Permit (TOP), or a rule 842 track protection. Due to the complexity in determining what Flagging protection is best suited for the work, Canadian Pacific, with input from the Third Party, will determine the method of Flagging protection.

A. Protection of works by a CP Flagperson

1. Track Occupancy Permit (TOP) :

- a. A TOP is taken from the Rail Traffic Controller by the qualified CP Flagperson. A TOP prevents any trains or engines from directly entering the limits of the TOP without obtaining additional permission from the proper authority. Typically a TOP is granted for shorter durations and dependent entirely upon the current train traffic and other site factors. A TOP is primarily used when other forms of protection are not feasible or when the work can be completed in shorter durations and track blocks are not feasible or available.

2. Rule 842 :

- a. Rule 842 protection involves the use of General Bulletin Orders and colored flags in the field, to alert approaching trains and engines of work on or about the track.
- b. A Rule 842, allows for the passage of trains and engines into the work site and past the coloured flags when authorized by the Flagperson that it is safe to do so. Rule 842 protection requires that the Flagperson have either direct line of site of the work or a very high level of confirmation that the *Minimum Safety Requirements for Contractors Working on CP Property in Canada* is being adhered to and all work is confirmed clear of the track. Rule 842 protection is typically used when the infrequent passage of trains can be accommodated on account of the work taking place away from the track or the work and equipment can easily be cleared from the track.

B. Track Blocks

Aside from Railway Flagging protection, a Track Block (also known as Work Block) may also be required when it is impossible or unsafe to pass trains across the tracks. Track Blocks apply to works which affect the integrity of the track, its base and/or its structure.

Canadian Pacific will evaluate and approve Track Blocks based upon actual train traffic and the annual Track Block schedule for the subdivision where the work is being executed. It is essential that Track Block requirements be communicated to Canadian Pacific as far in advance as possible to allow for railway work and train schedules to be evaluated. In no case will a Track Block be approved if the written notice is received less than 45 days before the proposed start date. The Track Block request must include a detailed breakdown of the work activities laid out in 15 minute intervals and overall timelines. It should be noted that a submittal of a Track Block request does not guarantee approval of the Track Block. Track blocks are of significant operational and financial impact to Canadian Pacific and each one will be evaluated based upon several factors. It will be up to the Railway to decide whether a Track Block is warranted for the proposed works.

C. Flagging Protection Requests

Further to the requirements outline in the *Operational Constraint for Work On, Above or Below Railway Right of Way*, Flag Protection must be requested in writing to the Railway by Third Parties, a minimum 3 months (90 days) in advance of the proposed start date. Included within the request for flagging protection should be the required duration that the protection is required. The advanced notice will allow the Railway to coordinate manpower as required and evaluate any Track Block requirements (if deemed necessary).

D. Flagging Protection Hours

CP employees providing flag protection require time provisions during their shift for the following activities:

- i. Travel from headquarters to job site – at the start of each shift;
- ii. Set up on site – job briefings, installing flags, obtaining permits etc. (as applicable);
- iii. Travel from job site to headquarters – at the end of each shift.

Depending on the distance travelled and actual set up time, these activities may require up to 2 hours or more to complete. This can reduce the total work hours for activities on or in proximity to the Railway right of way. In order for the Contractor to obtain an effective work day of more than six (6) to seven (7) hours, two (2) flag persons may be required / requested for the project. The flag persons' hours will overlap allowing for a longer effective work day. The ability to obtain two (2) flag persons is not guaranteed, and is dependent on actual workload and availability. Table 1 of this protocol outlines the possible regular hour shifts for flag protection. Due to CP's *Overtime Policy*, regular working hours should be allocated at all times.

Table 1 – Possible Regular Hour Shifts for Flag Protection

OPTION	ESTIMATED NUMBER OF FLAGPERSONS	DAYS ON/ DAYS OFF	ESTIMATED FLAGPERSON HOURS/DAY	CONTRACTOR HOURS/DAY (APPROX.)	POSSIBLE START DAYS (NO OVERTIME REQUIRED)	NOTES
A	1	5/2	8	6-7	Monday / Tuesday	typical, site closed 2 consecutive days
B	1	4/3	10	8-9	Monday / Tuesday	site closed 3 consecutive days
C	1-2	7/7	11.25	9.25 -10.25	Any day (includes Sunday) *15.5% premium charged on hourly rate	requires 2 Flagpersons on alternating 7/7 work cycle, site closed 7 consecutive days if 1 Flagperson used
D	1-2	8/6	10	8-9	Any day (includes Sunday) *15.5% premium charged on hourly rate	requires 2 Flagpersons on alternating 8/6 work cycle, site closed for 6 consecutive days if 1 Flagperson is used. Flagpersons' shifts will overlap for 2 days if 2 Flagpersons are used

*Premiums are subject to change according to the active union Wage Agreement.

Notes:

1. Contractor Hours: Time allotted to flag person for report to and from site/headquarters (varies but could exceed 1 hour estimated);
2. For Options A and B : Two Flagpersons may be obtained for overlapping shifts to gain longer work hours per day. However, the ability to obtain two flag persons on one job is not guaranteed and is dependent on workforce availability and scheduling;
3. Evening Hours : Evening hours are charged at a shift differential premium. Shifts starting between the hours of 1400hrs and 2159hrs are subject to an additional \$0.75/hr premium. Shifts starting between the hours of 2200hrs and 0559hrs are subject to an additional \$1.00/hr premium.



**CANADIAN
PACIFIC**

OVERTIME POLICY FOR ALL CANADIAN ENGINEERING SERVICES EMPLOYEES

Overtime hours are prohibited for all Engineering Services employees working for Canadian Pacific Railway in Canada. Engineering Services employees include members from the following unionized groups: Track Maintenance, Track Renewal, Bridges & Structures, Signals & Communications, and Engineering Services.

Regular hours are defined by the active collective agreement. Regular hours are generally represented by a forty (40) hour work week typically divided over eight (8) hour shifts, Monday through Friday. Overtime hours are defined as all hours, or part thereof, worked outside of regular hours for activities requiring special accommodations or emergency work.

Overtime hours do not equate to dedicated track time or track blocks. A separate request and appropriate approvals are required if track blocks are needed.

It is accepted by both parties of the Agreement that the need for Overtime hours will be avoided whenever possible.

In the special case where Overtime hours are unavoidable, all parties agree of the following:

- a. A formal request will be submitted by the lead representative of the Third Party to the Railway. The Railway will then provide the Overtime Request Form to the Third Party lead for completion and submission.
- b. The request will be submitted a minimum of fifteen (15) business days in advance, and will be subject to review and approval by the Railway's senior management.
- c. The Third Party agrees to pay the relevant premium Overtime hourly rate. This rate is calculated by the railway using a pension premium, applicable overheads, and the basic hourly rate stated in the employee's collective agreement. The rate will be applied to all Overtime hours, or part thereof. An updated average rate will be provided by the Railway to the Road Authority at the time of the request.
- d. The submission of such a request does not guarantee approval for the Overtime hours. The Railway reserves the right to prioritize the work demands for all of its employees.



Policy on Use of Electronic Devices

Policy H&S 4320

Approved on: April 13, 2009

Effective Date: June 1, 2009

Revised: March 1, 2011

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Policy on the Use of Electronic Devices

Scope

This policy applies to all Canadian Pacific (CP) employees, contractors and other persons authorized to be on CP property in Canada and the U.S.

Purpose

The purpose of this policy is to reduce the risk of injury to employees and the public that may result from inappropriate use of electronic entertainment and communication devices while on duty.

Compliance

Any person who fails to comply with this policy may be subject to investigation and discipline, up to and including suspension or dismissal.

Note: For purposes of investigating accidents, injuries, Cardinal Rule Violations, and suspected violations of this Policy, employees may be asked to provide records showing the date and times of use of personal communication devices in their possession. Failure to provide the requested records will result in the Company drawing an adverse inference (will assume that the employee was using the personal communication device) in violation of this Policy and/or applicable law, regulation or operating rule. For purposes of these investigations, employees who use or carry personal electronic devices during work hours, on Company property and/or in Company vehicles, even when otherwise permitted by this policy, do so with the understanding that they have a reduced expectation of privacy.

Application

A. Use of Personal Entertainment Devices

Use of Personal Entertainment Devices while on duty or on CP property is prohibited, except when used in an office or other similar locations approved by your supervisor or by the person in charge, or when such a device is installed in a company vehicle..

B. Use of Communication Devices

1. When operating a company vehicle

a. Hand Held Communication Devices

Hand held communication devices are prohibited from use while operating a company vehicle while it is in motion on any type of road. The vehicle must be stopped in a safe location before the device can be used.

b. Hands Free Communication Devices

Hands free communication devices are permitted for limited use while operating a *company vehicle* if:

1. It is used solely for company business; and
2. It is safe to do so; and
3. The vehicle being operated is **NOT** on a public roadway in a province, state, or other jurisdiction where such use is in violation of any law or regulation.

Notes: This section on operating a vehicle applies to all employees, contractors and others while on CP property or transporting CP employees.

Vehicle mounted railway radios and GPS units are considered hands free communication devices. However, GPS devices must be programmed only while the vehicle or mobile equipment is completely stopped and in a safe location. Verbal instructions from the device should be used to avoid unnecessary distraction or staring at the screen.

2. Use by Employees Governed By Operating Rules

- a. U.S. *Railroad operating employees* and all other GCOR rules qualified employees must comply with the applicable operating rule and/or Safe Work Procedure when performing any duties governed by those rules.
- b. All Canadian employees performing duties governed by operating rules must comply with CROR General Rule A and applicable System Special Instructions.

3. Use by Employees Not Governed by Operating Rules

- a. When operating, controlling, assisting, or supervising the movement of any *on track equipment* when **NOT** governed by operating rules, the use of company provided communication devices is prohibited except when:
 - all movements of that equipment are stopped; and
 - the employee is not foul of any track; and
 - the employee confirms with all involved employees that such use will not interfere with any safety related duty.
- b. When operating, controlling, assisting, or supervising the movement of off- track *mobile equipment*, the use of company provided communication devices is prohibited except when:
 - the employee is not foul of any track; and
 - the employee confirms with all involved employees that such use will not interfere with any safety related duty.

- c. When performing *physical work*, as defined by this policy or by local supervision, the use of company provided communication devices is prohibited except when:

- all *physical work* activities are stopped; and
- the employee is not foul of any track; and
- the employee confirms with all involved employees that such use will not interfere with any safety related duty.

Note: Company provided communication devices do not apply to devices used for, and directly relating to, safe railway operations (e.g. railway radios).

- d. The use of personal communication devices is prohibited at all times except:

- during a recognized break or meal period in a location that is safe to do so;
- in locations designated by local supervision and/or signage; or
- for minimal voice communication, unless otherwise prohibited by applicable laws or regulations, local supervision, and/or signage, and only when:
 - all movements of on track or *mobile equipment*, or *physical work* activities are stopped; and
 - the employee is not foul of any track; and
 - the employee confirms with all involved employees that such use will not interfere with any safety related duty; and
 - the device is immediately turned off and returned to storage when call is complete.

Note: When not in use, personal communication devices must be turned off with any ear pieces removed and stored out of sight in a location designated by the supervisor, but at a minimum not on the person.

C. Exceptions

A *communication device* may be used:

- a) At any time to transmit an emergency situation or to advise others of an unsafe condition;
- b) By emergency response personnel when it is safe to do so, but only with the permission of the site supervisor; and after a job briefing has been conducted with other affected employees and contractors.
- c) By CP Police at any time;
- d) Except where otherwise prohibited by law or regulation, by passengers in a company vehicle, on track equipment, or mobile equipment only when they are not assisting the operator and the operator agrees it is safe to do so;
- e) In an office, or similar location approved by your supervisor or the person in charge.

Definitions

Company means Canadian Pacific Railway Company and includes the Soo Line, the Dakota, Minnesota & Eastern, and the Delaware & Hudson Railroad Companies.

Company Vehicle means any owned, leased, rented or private vehicle licensed to operate on public roads when used for company business by any CP employee, contractor or other 3rd party authorized to be on CP property.

Communication Device means any electronic device capable of communicating remotely, through oral communications, text messaging, electronic mail, or electronic transmission of any media. This includes but is not limited to cell phones, walkie-talkies, 2-way radios, PDAs, GPS navigation units, Palm Pilots, Blackberrys, portable computers and similar devices.

Foul of track means placement of an individual in such proximity to railway tracks that the individual could be struck by moving equipment, or in any case within 4 ft. (1.2 metres) of the nearest rail.

Mobile equipment means any self-propelled equipment not operating on-track or licensed to operate on the road, including forklifts, trackmobiles, tractors, cranes, ATVs, Mules, and similar equipment.

On track equipment means any locomotive (with or without cars), occupied rail car, or track unit.

Person means any employee, contractor or other person authorized to be on CP property, operating a CP vehicle, or transporting CP employees in the course of business.

Personal Entertainment Device means any personal radio, TV, DVD player, CD player, game player, computer, I-Pod, MP3 player, or similar electronic video or audio entertainment device which may distract a person from safely performing their work. This definition includes any multi-function devices (such as a cellular telephone, Blackberry, etc.) that are capable of similar entertainment functions.

Physical work, for purposes of this policy, means:

- maintenance or inspection of on or off track equipment;
- maintenance or inspection of track, signals, or structures;
- operating power tools or welders;
- working foul of track; or
- similar work where a distraction can put a person or the public at risk, and includes directing or supervising the safe conduct of such work.

Railroad operating employee means an individual who is:

- engaged in or connected with the movement of a train including a hostler,
- a train employee providing commuter or intercity rail passenger transportation, or
- subject to hours of service governing train service employees.

Roles & Responsibilities

The following roles and responsibilities relating to this policy are outlined below:

All Employees are responsible for:

- Complying with this policy and/or operating rules associated with the use of electronic devices;
- Ensuring that all reasonable effort is taken to work safely;
- Ensuring that at least one person within a work crew has a functional railway provided communication device available for use in an emergency;
- Cautioning other employees observed to be in violation of this policy and/or associated operating rules;
- Promptly reporting any observed violations to their supervisor or RTC;
- Stopping the affected movement or work until the violation is corrected, when it is safe to do so; and
- Reporting incidents and near misses where use of an entertainment or communication device may be a contributing factor.

Supervisors are responsible for:

- Reading, understanding and complying with this policy and associated operating rules;
- Ensuring this policy is communicated and adhered to, within their respective areas of responsibility;
- Ensuring authorized and unauthorized use of electronic devices is discussed in safety meetings and during job briefings;
- Designating appropriate locations for employees to store personal communication devices;
- Designating appropriate locations where personal entertainment and/or communication devices may be safely used by employees
- Communicating this policy and ensuring compliance with contractors, 3rd party operators, and others working within their respective areas of responsibility;
- Conducting observations and proficiency tests to ensure compliance;
- Cautioning, mentoring and/or disciplining employees who fail to comply;
- Investigating incidents, violation reports, and near misses where use of an entertainment or communication device may be causal.

Safety, Environment & Regulatory (SER) is responsible for:

- Maintaining an effective policy and operating rules governing the safe use of entertainment and communication devices on the railway;
- Providing technical expertise, interpretations, and job aids required to support this policy;
- Monitoring related proficiency and incident performance;
- Periodically auditing the effectiveness of this policy

Senior Management is responsible for:

- Ensuring the policy on use of electronic devices is communicated and adhered to, within their respective areas;
- Periodically reviewing policy effectiveness;

Workplace Health and Safety Committees (WHSC) are responsible for:

- Reviewing related safety hazard reports;
- Assisting with related incident investigations;
- Recommending appropriate corrective actions to management;
- Ensuring approved corrective actions are implemented and effective;
- Monitoring local performance through peer observations.

Administration

Policy Name: Policy on Use of Electronic Devices	Policy Number: H&S 4320
Approved by: Health, Safety, Security & Environmental Committee	Effective Date: June 1, 2009
Rail City Policy Location: Safety, Environment & Regulatory	Revision Date: March 1, 2011

Appendix A Related Documents & Resources

GCOR rules, Safe Work Procedures, interpretation & Q&A

CROR rules, interpretation & Q&A

Policy 6302 - Business Travel – Private Automobile

Policy 6304 - Business Travel – Car Rentals

Vehicle Fleet Policy & Procedures - COR 4135

Policy H&S 4310, Handling Safety Related Documentation

**Signage - Use of Personal Communication Devices
Prohibited or Permitted**

Minimum Safety Requirements for Contractors

Appendix B Policy - Questions and Answers

- Q1. Are there restrictions on my use of these devices if I am a passenger in a company vehicle?
- A1. They may be used provided you are not assisting the operator and he/she agrees it is safe to do so.
- Q2. I operate a hi-rail truck. How am I to properly conduct my business if I cannot use my radio or cell phone, on either the road or track?
- A2. You may use a company provided radio for business purposes at any time it is safe to do so. Prior to using a company cell phone the movement must be stopped and the call made in accordance with this policy. For more specificity, when operating on-track, the Canadian or U.S. operating rules are applicable. When on the road, the restrictions in this Policy and state or provincial highway vehicle laws apply.
- Note:** An employee is not considered to be foul of track when occupying on-track equipment that is operating under valid track authority.
- Q3. Can I use my personal cell phone if I am a conductor on a train?
- A3. You are prohibited from using a personal cell phone while on duty except under the very limited circumstances identified in the Canadian or US operating rules
- Q4. Are company radios considered communication devices?
- A4. The policy does not apply to railway radios used for company business.
- Q5. My duties involve providing look out or flagging protection. Am I affected by this policy?
- A5. In order to perform these tasks, you would be qualified in the operating rules and are engaged in physical work as defined by this policy so you are therefore bound by the requirements contained in the Canadian or US operating rules.
- Q6. Are company provided devices such as the Automated Inventory Reporting (AIR), RCL beltpack units, ES hand held GPS units, track inspection computers (ETI), and similar equipment considered communication devices covered by this policy?
- A6. Railway radios, RCL units, remote switch controllers and the like are required to operate a safe railway and are exempt from the policy. AIR, ETI, and similar devices that are used as recording and tracking devices not directly related to railway operations are considered communication devices covered by the policy and the operating rules.
- Note -** Hand held GPS units when used on the ground by ES employees to locate track defects are exempt. However, use of hand held GPS units are still prohibited when operating a vehicle.
- Q7. Can you describe acceptable hands free devices?
- A7. Phones that have speaker phone capability, headset/microphone attachments, blue-tooth enabled phones, and On-Star type devices are the most common. Built in or dash mounted GPS devices are also considered to be hands free devices.
- Note –** Hands free devices are still a distraction while driving, due to both dialling and the communication concentration required. Caution must always be exercised with any device. It is recommended that speed dialling features be used when possible, and/or scheduled calls be initiated by the other party.
- Q8. Are GPS devices considered communication devices, in a vehicle or on the track?

A8. See the answer and Note in question 6. Except in this situation, GPS devices are treated the same as cell phones and other communication devices. The use of hand held GPS devices are prohibited while operating vehicles. This would include cell phones or Blackberry devices with GPS capability. Portable GPS devices that are mounted in safe location within a vehicle and function in the same manner as an installed unit are acceptable, with the same restrictions.

Note 1 – There are recent studies that indicate use of some types of GPS devices can be more of a distraction than cell phones since they also can take the drivers vision off the road. Extreme caution should be exercised when using any GPS device.

Note 2 – Programming or adjusting any GPS navigation device is prohibited while operating a moving vehicle.

Note 3 – CP currently does not authorize the local purchase or modification of company vehicles to provide for GPS devices.

Q9. Does “installed in a company vehicle” include when a Personal Entertainment Device such as an i-pod that is connected to a vehicle’s power and sound system for purposes of playing music while driving?

A9. These types of device connections are permitted as long as they are playing through the vehicle's sound system and not through personal headsets or ear buds.

Q10. Explain what is meant by a designated location for storing personal cell phones?

A10. Specific acceptable locations are to be designated by the employees' supervisor. For example, employees working in fixed facilities, such as Intermodal or Mechanical, an appropriate and secure location would be the employee's locker. For MOW employees working on track or traveling on the road it may be best kept secure in a truck storage box, glove compartment, lunch box or grip. Train crews and other rules qualified personnel are governed by the revised operating rules. The intent of this policy and rule change is that these personal communication devices are not to be readily accessible while working.

Q11. Can I use my personal cell phone to take calls related to company business or I am I restricted to use of only company provided devices?

A11. There is no distinction made on how a cell phone is used, only whether it is personal or company provided. Any use must be in accordance with the requirements contained in the Canadian or US operating rules or the applicable Core Safety Rules (contained within the Functional Safety Rules and Recommended Practices Manuals) if your are not performing a duty that requires you to be operating rules qualified.

Q12. As a result of this policy, will the company replace my existing company cell phone with one that is hands free?

A12. That depends on the work conducted by each employee and on their manager's expectations. The decision has to be made by your manager whose cost centre will be charged for the cost to upgrade, acquire hands free equipments, or replace your phone.

Q13. I am a conductor who spends considerable time away from my family. Can I leave my personal cellular telephone on to receive incoming calls while on duty?

A13. No, in accordance with the Canadian or US operating rules restrictions, personal cellular phones and other electronic devices must be turned off with any ear pieces removed, stored out of sight in a location not on your person except as otherwise provided for. In the event of an emergency, your family can ensure you are notified through the RTC through use of the 24 hour Emergency Phone Number for the applicable Network Management Centre or Operations Centre as indicated in the Time Table.

- Q14. Can I use the car radio while driving?
A14. Yes - Car radios, CD players and similar devices that are permanently installed in a vehicle are not considered personal entertainment devices.
- Q15. May an employee in the field use an i-Pod or other device to listen to music while waiting for a work assignment or waiting for a train meet?
A15. No, these rules read in part, "The use of personal entertainment devices is prohibited".
- Q16. Can I listen to an i-Pod or radio, or watch a DVD player while I am on lunch break?
A16. A designated lunch room area where no work is being performed should be considered similar to an office environment, and these devices can be used with the supervisor's approval.
- Q17. Can Safety Advisors, H&S Safety Reps. or managers use iPods, laptops or Blackberry devices for presenting safety related information?
A17. Yes, as long as they comply with all related provisions of this policy.
- Q18. What prompted these restrictions?
A18. On-track restrictions were prompted by the fatal Metrolink train collision in California in 2008, which also resulted in FRA regulations mandating restrictions within the GCOR operating rules. On-roadway and other restrictions were prompted by an unacceptable number of industry vehicle collisions and injuries related to the use of electronic devices. In 2009, MVA reduction targets became a major corporate safety initiative, along with continued reductions in work related injuries
- Note:** U.S. Railway Operating Employees may also be subject to FRA imposed penalties for operating rule violations.
- Q19. If I operate a track unit or assist in the operation of mobile equipment can I use my personal cell phone to call a family member if required?
A19. Only during a recognized break or meal period, and only in a designated safe location, and only for minimal voice communication when the track unit and all related work activities are stopped, and only when the employee is not foul of any track and a job briefing with all involved employees confirms such use will not interfere with any safety related duty, and device is immediately turned off and returned to storage when call is complete.
- Q20. If I am working as a ground person assisting in the operation of a mobile crane can I use a company provided cell phone to make a call?
A20. Yes, but only for minimal voice communication when all work activities are stopped, you are not foul of the track, and it is confirmed through a job briefing with all involved that its use will not interfere with any safety related duty and all physical work activities are suspended until advised otherwise and device is immediately turned off and returned to storage when call is complete.
- Q21. If I am a passenger in a Track Unit may I use a communication device?
A21. It could still pose a distraction to the operator. You must confirm with the operator that it is safe and he/she agrees to its use.
- Q22. Can exemptions for certain situations be made if a risk assessment has been conducted and not significant risks identified?
A22. A risk assessment may be used to identify a need or an opportunity to amend a corporate policy but that change must be reviewed and approved by the Health, Safety, Security and Environmental Committee. Local risk assessments cannot take precedence over corporate policy. Note that this policy already provides for some limited exceptions.

- Q23. Who decides when “it is safe to do so” under the exceptions clauses, the employee or supervisor?
- A23. Everyone at CP has responsibility for their own personal safety, that of their fellow employees, and the public. What is reasonably practicable in any given situation is a decision that the affected employee or operator must make. However, this decision will always be subject to review in the investigation process if there is a resulting safety failure. Instructions on permitted usage provided by a supervisor should be followed unless it is clearly in violation of this policy or operating rules, or it would otherwise create an unsafe condition.

Note 1 – Legal interpretation of “reasonably practicable” in the Canada Labour Code suggests that the risk of an accident or injury must be weighed against the effort, time, and cost of eliminating or avoiding the risk.

Note 2 – ISROP guidance suggests that “reasonable” would be when another experienced operator who recognizes the risks under the same conditions would likely make the same decision.

Note 3 – Examples of what should NOT be considered “reasonable” would be talking on a cell phone while driving in high speed, high density traffic (Calgary Deerfoot, Toronto 401, Minneapolis I-94); driving in snowy, icy conditions, driving in poor visibility conditions; or any other time when increased driver attention and improved response times are required.

Note 4 – When “safe to do so” calls should be kept short with the other participant knowing your circumstances. Conference calls and other scheduled calls while driving should be avoided under all circumstances.

- Q24. Do the vehicle restrictions apply while I am commuting to or from work in a company provided vehicle?

A24. Yes, these restrictions apply anytime a company vehicle is being operated for any business related reason.

- Q25. Can a supervisor or manager call an engineer’s or track unit operator’s personal cellular telephone while in motion to check if the cellular telephone is off for a proficiency test?

A25. No, it is not permissible for a supervisor or manager to call the personal cellular telephone of the person controlling the movement or track unit while it is in motion for a proficiency test.

- Q26. If my train or track unit is in motion and the RTC tells me by radio to call the office by cell phone, is it permitted?

A26. No, that is not permitted in accordance with the operating rules. The railway radio is the primary communication tool that should be used.

- Q27. What if my supervisor tells me to make a call by cell phone while I am operating a vehicle?

A27. This is not permitted unless you have a hands free device, or you have complied with all of the Exceptions provided in the Policy, or you have first pulled over safely and parked. In any case your supervisor should not be asking you to schedule a call while it is known you will be driving.

- Q28. I am responding to and working at a derailment site and my cell phone is the only immediate method of communications. May I use it or am I in violation of the policy?

A28. Per the Exceptions in the policy, you may use a cell phone in emergency response situations with permission of the site supervisor. If there is no designated supervisor on site as yet and when it is safe to do so, advise your supervisor and/or RTC that you are using the cell phone so they can remain in contact, and conduct a job briefing with any other employees or contractors working in proximity.

- Q29. I have a need to take pictures of an incident or hazardous condition. Can I use the camera on my cell phone?
- A29. Employees governed by operating rules are prohibited from using personal cell phones or similar devices for taking pictures while on duty.

For all other employees when possible or planned, you should use a conventional camera, while following the same cell phone camera steps as below for ensuring safety.

If you must use your cell phone camera, you must in all cases still comply with the requirements in the policy by stopping the movement or work, staying clear of track, and by conducting a job briefing with all involved employees. Subsequent to taking those pictures, you must turn the phone off and return it to its storage location.

Note: All employees are also governed by Policy H&S 4310, Handling Safety Related Documentation. This policy prohibits disclosure or sharing of, among other things, electronic media such as photos to anyone outside of the company, including posting it on the Internet.

- Q30. If I observe use of a communication device that is creating a potentially unsafe situation but which is not prohibited by the rules or policy, what should I do?
- A30. You should immediately rectify the situation if possible and then report it to your supervisor or WHSC in the same manner as any other hazardous condition so that it can be further assessed and/or corrected.
- Q31. If I observe a violation of the policy but do not act on it by cautioning the person and reporting it, what are the consequences?
- A31. You may also be in violation and subject to discipline.

- Q32. Are managers and supervisors required to comply with this policy to the same extent as other employees?
- A32. Yes, all persons on CP property or conducting work for CP are bound by this policy, including both union and management employees. It also extends to contractors, visitors and other persons authorized to be on CP property. For 3rd parties not familiar with CP policies, the requirements of this policy must be covered in a job briefing.

Note: Whenever supervisors who are monitoring, supervising or otherwise interacting with employees governed by operating rules, those supervisors are also covered by those same rules. At all other times supervisors are governed by the policy

- Q33. What should I do if my personal communication device has an “auto-on” feature?
- A33. You should disable or turn off the “auto on” feature before engaging in situations where personal communication devices are required to be turned off.

- Q34. If I must store my personal phone, how can my family reach me in case of a personal emergency?
- A34. You should always leave your family with an emergency number where you can be reached at work. This might be a local facility phone that is monitored, a supervisor's company cell phone number, or the NMC emergency number. Supervisors should be posting or communicating appropriate emergency phone numbers, along with locations where personal cell phones can be used and/or stored.

- Q35. I have a company provided cell phone that dial into CP's radio system and function as a radio (known as 10-4 function). When used in this fashion, is this considered a radio or electronic device per policy?
- A35. It is still a communication device as defined by the policy and use must be in compliance with the policy and the operating rules. How a device is used is not considered in the

definition, similar to cell phone cameras, GPS or other multi-functions available in many phones and other electronic devices.