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February 5, 2021

To All Concerned,

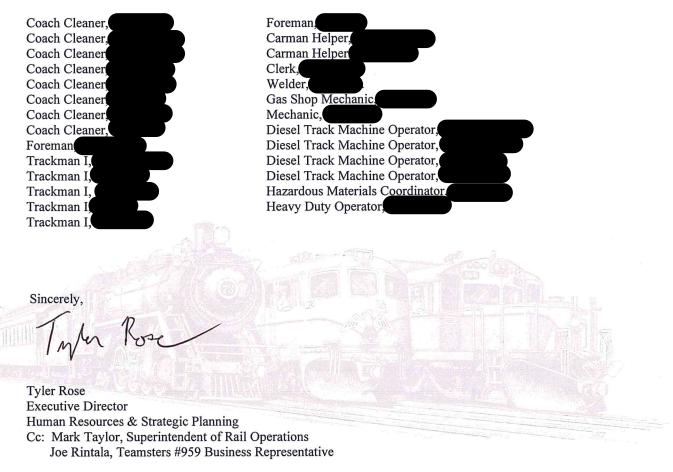
As a result of the ongoing global pandemic and its profound effect on the business and operations of the railroad, we have made the difficult decision to abolish certain jobs. This action has not been taken lightly as we appreciate the hardship this will create, but it is unfortunately necessary given the challenges before us.

Attached is a list of contacts that will be helpful in answering some of your questions in this process. Per Article 20.05 all accrued sick pay will be processed and paid in recognition of the elimination of these positions.

We will be in contact with all employees affected by this abolishment to provide further information, answer any questions, and discuss ways we can assist through this difficult transition.

The positions listed below are abolished effective immediately.

Positions Abolished:



Pacific & Arctic Railway and Navigation Co. • British Columbia Yukon Railway Co. • British Yukon Railway Co.

Contacts:

Railroad Retirement Board The RRB provides information on unemployment benefits, retirement credits, and information concerning the RRB system.	1-877-772-5772
Teamsters 959 Health and Welfare Trust The Trust can provide information on Health and Welfare Benefits, processes for continuing coverage, or other available insurance options.	1-800-478-4450
Teamsters 959 Dues Office The Dues Office can provide information on dues structure and status.	1-800-478-0959
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