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Montreal, Oct. 8, 2019

Mr. Ryan Ratledge
Central Maine & Quebec Railway
700 Main Street, Suite 3
Bangor (Maine) 04401
ryan.ratledge@cmqrailway.com

Re: File N-19 CMQ Railway

Mr. Ratledge,

This is in reference to your conversation with President Steven Hadden regarding the two (2) year extension to the current collective agreement.

It was agreed by the parties to renew the collective agreement from January 1, 2020 to December 31, 2021 with the following changes:

- January 1, 2020: A general wage increase of 3%
- January 1, 2021: A general wage increase of 3%

Kindly sign your agreement in the appropriate space below.

Nathalie Lapointe for USW

Gaynor Ryan for CMQR

Regards,

Nancy Lapointe
Staff Representative USW

Cc: Steven Hadden Annie Daigneault
 Nancy Lapointe Francois Daigle