

AGREEMENT 4.3

Between

CANADIAN NATIONAL RAILWAY COMPANY

And

**TEAMSTERS CANADA RAIL CONFERENCE
CONDUCTORS, TRAIN SERVICE EMPLOYEES, YARDPERSONS
(TCRC-CTY)**

Governing

**The Services of Train Service Employees and Yard Service Employees
Prairie and Mountain Regions**

Revised July 2020

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SECTION 1
ROAD SERVICE

ARTICLE 1
Rates of Pay - Passenger Service

1.1

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	Per Mile	Per Mile	Per Mile
	cents	cents	cents
Conductors	154.67	158.54	163.30
Assistant Passenger Conductors	134.14	137.50	141.62
Baggage Handlers	126.75	129.92	133.82
Assistant Conductors	124.85	127.97	131.81

1.2 Baggage Handlers - Express in addition to baggage will be paid:

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	Per Month	Per Month	Per Month
	\$	\$	\$
	339.55	348.04	358.48

in addition to other compensation.

1.3 Baggage Handlers who work only part of a month on an assignment will receive their due proportion of the monthly allowance provided in paragraph 1.2.

1.4 If express is handled less than five trips per month on an assignment, the monthly allowance provided in paragraph 1.2 will not apply and an allowance will be paid as follows:

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	Per Trip	Per Trip	Per Trip
	\$	\$	\$
Baggage Handlers	19.41	19.90	20.50

1.5 Baggage Handlers who receive, help to load or unload, handle for the purpose of checking, transfer or delivery, between or at terminals, any sacks of Her Majesty's mail on runs which regularly handle same, will be paid therefore as follows:

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	Per Month	Per Month	Per Month
	\$	\$	\$
	194.12	198.98	204.95

1.6 Baggage Handlers who work only part of a month on assignment will receive their due proportion of the monthly allowance provided in paragraph 1.5.

1.7 Baggage Handlers who are intermittently required to handle mail described in paragraph 1.5 will be compensated therefore on the basis of:

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	Per Trip	Per Trip	Per Trip
	\$	\$	\$
	9.67	9.91	10.20
To a maximum per month of:	194.12	198.98	204.95

1.8 In the application of paragraphs 1.2 to 1.7 inclusive, on short turn-around runs a round trip will be considered a trip.

1.9 The rates specified for assistant passenger conductors apply to employees:

- (a) regularly assigned as such; or
- (b) relieving on such regular assignments on temporary vacancies of six calendar days or more; except
- (c) employees relieving on a tour of duty basis will be paid conductors rates.

ARTICLE 2
Basic Day - Passenger Service

2.1 The equivalent of 150 miles (straight-away or turnaround) at the passenger rate of pay shall constitute a basic day; all miles or time paid for during a tour of duty may be used to make up the basic day. Miles in excess of 150 miles will be paid for at the mileage rates provided.

ARTICLE 3
Overtime - Passenger Service

3.1 When a passenger train averages less than 20 miles per hour, overtime will be allowed pro rata on a basis of 20 miles per hour. This not to include time otherwise paid for.

ARTICLE 4
Time at Terminals and Turnaround Points - Passenger Service

4.1 Train Service Employees in passenger service will be paid initial terminal detention for all time required to be on duty prior to the time that train is ordered to leave, and also for all time held at terminal until train actually leaves terminal.

4.2 Train Service Employees required to perform switching prior to the departure time of trains from the initial terminal or after arrival at the final terminal will be paid for the time occupied on a minute basis of 20 miles per hour at passenger rates. This not to involve a duplicate payment.

4.3 Train Service Employees switching or delayed at intermediate terminals beyond the scheduled terminal time, or switching or delayed at turn-around points, will be paid for actual time so occupied on a minute basis of 20 miles per hour at passenger rates.

4.4 Train Service Employees held at terminal points after arrival of train has been registered shall be paid for such time at overtime rates on the basis of 20 miles per hour.

4.5 Train Service Employees on passenger trains required to accompany engines to or from shop tracks at Edmonton, Saskatoon, and on trains from the West at Kamsack, will be paid for all time consumed at overtime rates on the basis of 20 miles per hour with a minimum of 20 minutes in addition to other payments. A train service employee performing this service will put in his own time return.

4.6 Baggage Handlers who are required to be on duty more than 15 minutes at beginning or end of trips, will be paid for all time held, handling express, at overtime rates on the basis of 20 miles per hour. Terminal time paid for under any other provision will be deducted to avoid duplicate payment.

ARTICLE 5
**Freight and Mixed Train Service Employees
Crewing/Operating Passenger Trains**

5.1 Train Service Employees in freight or mixed train service who are required to operate passenger trains will be paid through freight rates, and will be run over freight division only, unless they are relieving train service employees on assigned runs in passenger service when they will be paid at the rates per mile of the employee(s) relieved.

5.2 Train Service Employees who hold assigned runs in passenger service will not be used off their assignments if train service employees who are in freight service are available. If such train service employees in passenger service are used off their assignments, they will be paid the same rate and on the same basis as employee(s) who are in freight service.

5.3 The provisions of this article will not prevent regularly assigned passenger employee(s) from following their trains in case of detours.

ARTICLE 6
Special Passenger Trains Requiring Uniformed Crews

6.1 When special passenger trains are operated which require uniformed crews, train service employees assigned to regular trains may be used to fill such specials; in such circumstances freight crews will handle the regular passenger trains and will be changed off at freight terminals, and the crews handling the special trains and freight crews handling the regular trains will be paid through freight rates.

6.2 Arrangements will be made by the Company when the provisions of paragraph 6.1 are applied so that regular passenger crews used to fill special trains will not be allowed to become bunched at the away from home terminal, or held an excessive length of time at that point.

6.3 This article will only be applied on such trains as in the interest of all concerned requiring uniformed crews.

6.4 The Company may select train service employees from the promotion district over which a train is to be filled handling Royalty, Governor General, and representatives of foreign governments;

(a) When regularly assigned passenger crews are used for this purpose they will be replaced by chain gang crews if available.

(b) If the baggage handler with a regular passenger crew so used is not required on such special train they will remain on their regular assignment.

ARTICLE 7
Baggage Handlers' Duties Paid At Baggage Handlers' Rate

7.1 Any person performing the duties of train baggage handlers will be classed as train baggage handler and receive pay as such. This is not to apply to cases where special arrangements have been made with foreign roads, and where their employees run over the Canadian National Railways.

ARTICLE 8
Chain-ganging Passenger Crews

8.1 The company will not chain-gang passenger train service employees on two or more runs of divergent routes.

ARTICLE 9
Consist of Crews - Passenger Service

9.1 Subject to Addendum 37 of this agreement, crew consists in passenger service shall be as follows:

Train Consist	Crew Consist
(a) one Rail Diesel (Budd) car	- one Conductor;
(b) two (or less) working coaches (vestibule between coaches; maximum five cars overall; and checked baggage handled en route)	- one Conductor - one combination Assistant Conductor/ Baggage Handler;
(c) four or less working coaches	- one Conductor - one Assistant Conductor;
(d) three or four working coaches one (or more) working baggage car	- one Conductor - one Baggage Handler - one Assistant Conductor;
(e) five (or more) working coaches	- one Conductor - one Assistant Passenger Conductor - one Assistant Conductor;
(f) five (or more) working coaches one (or more) working baggage car	- one Conductor - one Baggage Handler - one Assistant Passenger Conductor - one Assistant Conductor.

Note: In the application of this paragraph:

- (a)** a working coach is defined as an in-service passenger car which comes under the responsibility of the conductor for the collection of transportation, limited to the following passenger cars or to other passenger equipment which is designated or placed in service on a tour of duty basis, to perform the function of:
- (i)** day coaches;
 - (ii)** day-nighters;

- (iii) cafe-coach lounge cars; and/or
- (iv) snack coaches.
- (b) a working baggage car is defined as in-service passenger equipment utilized for the purpose of handling checked baggage, royal mail, LCL freight or express wherein such items may be designated to be loaded or unloaded by baggage handlers;
- (c) Assistant passenger conductors will work under the direction of Conductors to help with the collection of transportation;
- (d) when required, baggage handlers and assistant passenger conductors will operate and cycle independently from the balance of the members of the crew on the train for which called; and
- (e) excepting sub-paragraphs (a) and (b) inclusive, there shall be no maximum train consist.

9.2 When, on a tour of duty basis, a passenger train with a consist as described by sub-paragraphs (c) to (f) inclusive, stops en route to add working coach(es) or working baggage car(s) to its consist, thereby increasing the train consist to the level described by sub-paragraphs (e) or (f), all of paragraph 9.1, the additional employee required thereby will be taken from the initial terminal.

9.3 When an assistant passenger conductor is required on a tour of duty basis:

- (a) for the train operating reduced, a spare employee will be called from the list of qualified train service employees designated as a relief source for passenger service or from the spare board; and
- (b) for a train not operating reduced, the senior qualified assistant passenger conductor on the new crew for the train on which such a position is required will be used. No replacement will be called for the employee so used as an assistant passenger conductor.

**ARTICLE 10
DELETED**

**ARTICLE 11
Medically Restricted Train Service Employees
Passenger Service**

11.1 Where it has been agreed to by the General Chairperson and the proper officer of the Company, disabled employees will be given preference over other employees in the filling of positions as baggage handler or an assistant conductor on passenger trains, provided their disability will permit them to do so. Disabled employees placed on positions under the terms of this article will not be subject to displacement by senior employees unless such senior employees are unable to hold another position in passenger service.

11.2 Each instance of an employee being granted a preference under this article must be covered by a separate agreement between the parties mentioned.

11.3 Special consideration will be afforded a protected train service employee(s) whose ability to hold work is restricted on medical grounds by the Company and who as a consequence of a reduction in a passenger crew consist under article 9 is further limited in their ability to hold work.

11.4 The General Chairperson and appropriate Company officer will fully cooperate in placing, so far as possible, such medically restricted protected train service employee(s) in a position where they can perform service suitable or appropriate to their medical restriction. To this end, consideration will be given to such matters as:

- (a) Placement upon a spare board from which relief for passenger train service is drawn with the understanding that when they stand first out they will remain in that position until such time as he is called for work which they are qualified and able to perform; or
- (b) Such other steps as may be appropriate to local conditions.

11.5 The Company shall not be subjected to claims because of any such action as described in paragraph 11.4.

11.6 Special arrangements as described in paragraph 11.4 may be made between the General Chairperson and the appropriate Company officer which results in a medically restricted protected train service employee being placed on a spare board.

**ARTICLE 12
Disrupted Operation Passenger Service**

12.1 When normal train operation is disrupted all crews in passenger service, who are on assignments which operate over a common territory, may be pooled until normal operation is restored. At the terminals of the assignments, such crews, when pooled, shall be called in order in which their regular assignments would normally operate regardless of the designation of the trains to be handled. When normal operation is resumed such crews shall return to their regular assignments at the first opportunity. Crews operated in this manner will be considered to be on their assigned runs.

**ARTICLE 13
Rates of Pay – Road Other Than Passenger Service**

Through Freight, Work, Snow Plow, Flanger and Light Engine With or Without Caboose

13.1 Lines East of Edmonton (including trains operating to, from and upon the Athabasca and Sangudo Subdivisions)

Classification	EFFECTIVE		
	23-Jul-19 Per Mile cents	23-Jul-20 Per Mile cents	23-Jul-21 Per Mile cents
Conductors	215.39	220.78	227.40
Assistant Conductors			
Essential	198.98	203.96	210.08
Non-essential	189.48	194.22	200.05

13.2 Lines West of Edmonton (excluding trains operating to, from and upon the Athabasca and Sangudo Subdivisions)

Classification	23-Jul-19	EFFECTIVE	23-Jul-21
	Per Mile cents	23-Jul-20	Per Mile cents
Conductors	217.96	223.40	230.11
Assistant Conductors			
Essential	202.15	207.20	213.42
Non-essential	192.53	197.34	203.26

13.3 Mixed, Way Freight and Switcher Service

Classification	23-Jul-19	EFFECTIVE	23-Jul-21
	Per Mile cents	23-Jul-20	Per Mile cents
Conductors	225.46	231.10	238.03
Assistant Conductors	208.61	213.82	220.24

Note: In the application of paragraphs 13.1 to 13.3 inclusive, conductors in any class of freight service on trains on which no assistant conductor forms part of the crew consist will be paid the following allowance per tour of duty, according to the length of the run, over and above all other earnings for the tour of duty:

100 or less road miles	-	\$ 12.00
101 to 150 road miles	-	\$ 15.00
151 to 200 road miles	-	\$ 22.50
201 or more road miles	-	\$ 30.00

Note: When operating in territory outlined in paragraph 36.2 herein, in a conductor only operation, the following allowances will be paid per tour of duty, according to the length of the run, over and above all other earnings for the tour of duty:

Run Length Allowance

170 - 220 road miles	-	\$30.00
221 - 240 road miles	-	\$32.50
241 - 260 road miles	-	\$35.00
261 or more road miles	-	\$37.50

Train Length Allowance

13.4 Conductors and assistant conductors in any class of freight service will be entitled to an allowance, per tour of duty, based on the maximum train length, including the locomotive consist, hauled at any one time during the tour of duty between the initial starting point and the point of final release:

3,801 to 5,000 feet	-	\$ 3.00
5,001 to 6,000 feet	-	\$ 7.00
6,001 to 7,000 feet	-	\$ 18.00
7,001 to 8,000 feet	-	\$ 26.00
8,001 to 9,000 feet	-	\$ 36.00
9,001 to 10,000 feet	-	\$ 49.00
10,001 to 11,000 feet	-	\$ 63.00
11,001 and over	-	\$ 87.00

Note: Employees deadheading on freight trains will receive, in addition to their basic pay therefore, the payments provided for in Articles 24.1, 25 and 26.1 and an allowance of \$3.00 in lieu of payment for car step up rates provided for in paragraph 13.4.

Snow Plow or Flanger on Wayfreight Trains

13.5 Where a snow plow or flanger is working on wayfreight trains wayfreight rates will apply.

Road Switcher Service

13.6 Train service employees operating on a turn-around basis in Road Switcher Type Service within a radius of 30 miles from the point required to report for duty will be considered as in Road Switcher Service and compensated at a rate per hour of:

	23-Jul-19	EFFECTIVE	
	\$	23-Jul-20	23-Jul-21
		\$	\$
Conductors	308.94	316.66	326.16
Hourly Pro-Rata	38.62	39.58	40.77
Hourly Punitive	57.93	59.37	61.15
		EFFECTIVE	
	23-Jul-19	23-Jul-20	23-Jul-21
	\$	\$	\$
Assistant Conductors	282.61	289.68	298.37
Hourly Pro-Rata	35.33	36.21	37.30
Hourly Punitive	52.99	54.31	55.94

Train service employees may be run in and out through their regularly assigned initial terminal without regard for rules defining completion of trips. Time to be computed continuously from the time train service employees are required to report for duty until time released at completion of day's work. Eight hours or less shall constitute a day's work and time in excess of 8 hours will be paid for on the minute basis at a rate per hour of 3/16ths of the daily rate.

13.7 In addition to other compensation, Assistant Conductors handling express in addition to baggage will be paid:

	23-Jul-19	EFFECTIVE	
	Per Month	23-Jul-20	23-Jul-21
	\$	Per Month	Per Month
		\$	\$
	\$339.55	\$348.04	\$358.48

13.8 Assistant Conductors who work only part of a month on an assignment will receive their due proportion of the monthly allowance provided in paragraph 13.7.

13.9 If Express is handled less than five trips per month on an assignment, the monthly allowance provided in paragraph 13.7 will not apply and an allowance will be paid as follows:

	23-Jul-19	EFFECTIVE	23-Jul-21
	Per Trip	23-Jul-20	Per Trip
	\$	\$	\$
Assistant Conductors	19.41	19.90	20.50

13.10 Assistant Conductors who receive, help to load or unload, handle for the purpose of checking, transfer or delivery, between or at terminals, any sacks of Her Majesty's mail on runs which regularly handle same, will be paid therefore as follows:

	23-Jul-19	EFFECTIVE	23-Jul-21
	Per Month	23-Jul-20	Per Month
	\$	\$	\$
	194.12	198.98	204.95

13.11 Assistant Conductors who work only part of a month on an assignment will receive their due proportion of the monthly allowance provided in paragraph 13.10.

13.12 Assistant Conductors who are intermittently required to handle mail described in paragraph 13.10 will be compensated therefore on the basis of:

	23-Jul-19	EFFECTIVE	23-Jul-21
	Per Month	23-Jul-20	Per Month
	\$	\$	\$
	9.67	9.91	10.20
To a maximum per month of:	194.12	198.98	204.95

13.13 In the application of paragraphs 13.7 to 13.12 inclusive, on short turnaround runs a round trip will be considered a trip.

Setting Out and Taking on Cars En Route in a Conductor Only Operation

13.14 When a train, operated with a crew consist of a conductor only in accordance with the rules governing such operation, is required to set out a car or cars (other than a bad order car or cars) or take on a car or cars or perform switching in connection with the setting out or taking on of a car or cars, the time so occupied, at each location, will be paid for on a minute basis (each 4.8 minutes to count as one mile) for the trip with a minimum of 12-1/2 miles for the first hour or portion thereof. Time so paid will not be used to make up the basic day nor shall it be used in computing overtime. In calculating the time engaged in performing work, it is understood that the time shall be continuous from the time such work is first started until it is finally completed.

EXAMPLE 1: A train, operating with a crew consist of one conductor only in accordance with the rules governing such operation, is required to set out a car or cars at A, a location en route, and to lift a car or cars at B, another location en route. The time occupied at A is 20 minutes for which 12-1/2 miles is paid. The time occupied at B is 45 minutes for which 12-1/2 miles is paid.

EXAMPLE 2: A train, operating with a crew consist of one conductor only in accordance with the rules governing such operation, is required to set out and/or lift a car or cars at A, a location en route, as a consequence of which switching is required in order to comply with marshalling instructions. The time occupied at A is 1 hour and 15 minutes for which 15-1/2 miles is paid.

13.15 The provisions of Article 26 do not apply in respect of trains which are operated with a crew consist of one conductor only in accordance with the rules governing such operation nor shall the payments specified in paragraphs 13.14, 13.15 and 13.16 result in duplicate payment, such as for example, other payment made en route, such as junction or switching en route.

13.16 Notwithstanding that a train meets the criteria for operation with a crew consist of one conductor only, the allowance set out in paragraphs 13.14, 13.15 and 13.16 shall not be paid when an assistant conductor is employed on that train in accordance with the rules governing such operation. However, the provisions of Articles 16, 17, 24, 25, 26, 27, 28 and 29 will apply in respect of such trains.

13.17 Employees in wayfreight or through freight service will be paid an allowance of 12 1/2 miles at the applicable rates when required to set out or pick up entire trains, including power, at a location en route between the initial and final terminals.

ARTICLE 14 **Basic Day**

14.1 100 miles or less, 8 hours or less, to constitute a day, in freight, work, snow plow and flanger service, overtime pro rata.

ARTICLE 15 **Crew Consist**

15.1 The term "Protected Freight Employee" is hereby defined as an employee who has a seniority date as an assistant conductor on or prior to June 29, 1990. A protected freight employee moving from one terminal to another on the seniority territory shall retain protected freight employee status.

15.2 On wayfreight runs where the work is unduly heavy, it will be lightened by using an additional assistant conductor.

(a) Except as otherwise provided herein, all trains will have a conductor and one assistant conductor. On mixed trains, the assistant conductor may be used to handle baggage, mail and/or express.

Note: Where presently used in this Agreement, the term "reduced freight crew consist" shall hereafter refer to a crew consist of one conductor and one assistant conductor.

(b) Notwithstanding the provisions of sub-paragraph 15.2(a), trains operating in through freight service may be operated with a conductor but without an assistant conductor provided that:

(i) Such trains are operated without a caboose;

At Terminals

(ii) At the initial terminal, doubling is limited to that necessary to assemble the train for departure account yard tracks being of insufficient length to hold the fully assembled train;

(iii) At the final terminal, doubling is limited to that necessary to yard the train upon arrival account yard tracks being of insufficient length to hold the train;

- (iv) If switching in connection with their own train is required at the initial or final terminal to meet the requirements of the service, (except to set off a bad order car or cars or lift a bad order car or cars after being repaired), the conductor will be entitled to a payment of 12-1/2 miles in addition to all other earnings for the tour of duty. An employee can be required to spot the working portion of the pads, regardless of the length of the tracks. When spotting the pad tracks, doubling is limited to that necessary due to insufficient room on the working pad. The conductor will be entitled to 12 ½ miles.

En Route

- (v) Such trains will make no more than three stops en route for the purpose of taking on and/or setting out a car or group of cars together, except to set off a bad order car or cars. The setting off of a bad order car or cars is not a stop for the purposes of this sub-paragraph;
- (vi) Such trains will not be required to perform switching en route (i.e., between the initial and final terminal) except as may be required in connection with the taking on or setting out of cars as, for example, to comply with the requirements of rules and special instructions governing the marshalling of trains;

15.3 When self-propelled cranes, pile drivers, weeders, sprayers and discers are required to operate under train orders on main line outside of yard limits, a Conductor pilot will be placed in charge except on lines where there is but one train a day operated in each direction.

15.4 A Sperry Car or Rail Detector Car will have a conductor and an assistant conductor when operated in service on subdivisions listed below; and it will have a conductor when operated light, i.e., not in service, or when operated on subdivisions other than those listed below:

Albreda	Margo
Allanwater	Mountain Park
Ashcroft	Nechako
Biggar Yard	Oyen
Blackfoot	Redditt
Bulkley	Regina Terminal
Clearwater	Rivers
Craik	Rosetown
Cromer	Saskatoon Terminal
Drumheller	Skeena
Edmonton East Terminal	Sprague
Edmonton West Terminal	Telkwa
Edson	Tête Jaune
Fort Frances	Togo
Fraser	Vegreville
Gladstone	Wainwright
Glenavan	Watrous
Kashabowie	Winnipeg Terminal
Lakehead Terminal	Yale (incl. Lulu Island)
Letellier	

ARTICLE 16
Snow Plow and Flanger Service

16.1 Train Service Employees will not be required to ride in snow plow or flanger.

16.2 Plowing or flanging side tracks will be paid for at the rate of 12-1/2 miles per hour as per class of service in addition to pay for trip. Time so occupied will be deducted in computing overtime to avoid duplicate payment.

ARTICLE 16A
Definition of Work Train Service

16A.1 A train ordered or advertised for the sole purpose of switching, loading or unloading material for the maintenance, improvement, construction or reclamation of Company property, and wreck clearing operations. This will include a train exclusively engaged in handling Company material, empty equipment, boarding and/or outfit cars, road repair cars, or auxiliaries directly to or from loading sites or work sites.

16A.2 A train, other than one described in paragraph 16A.1 whose sole purpose on a tour of duty is hauling Company material, empty equipment, boarding and/or outfit cars, or auxiliaries from one terminal to another will not be considered in work train service.

ARTICLE 17
Basis of Pay - Work Train Service

17.1 Except as provided by paragraph 17.4, when an entire tour of duty is performed within working limits, train service employees will be paid time or miles, whichever is greater, with not less than 100 miles for the entire tour of duty.

17.2 Except as provided by paragraph 17.4, when a tour of duty includes running to and from working limits, train service employees will be paid on the mileage basis for the first trip to and the last trip from the working limits and in addition will be paid time or miles whichever is greater for the service performed within the working limits with not less than 100 miles for the entire tour of duty.

17.3 In the calculation of initial and final time, the terminal limits prescribed in paragraphs 36.2 to 36.12 inclusive will apply to work train service. Except as provided by paragraph 17.4, when work trains run 40 miles or more in one direction to or from loading or unloading point, train service employees will be paid time or miles, whichever is the greater, and in addition will be paid for the actual time loading or unloading with not less than 100 miles for the entire tour of duty.

17.4 Under paragraphs 17.1, 17.2 and 17.3, when the miles run exceed the total time on duty, train service employees will be paid on the mileage basis for the entire tour of duty.

17.5 Under paragraphs 17.1, 17.2 and 17.3, all time at beginning and at the end of the tour of duty will be used:

- (a) in determining if the entire tour of duty is to be paid for on a mileage basis; and
- (b) to the extent necessary to make up the 100 miles under paragraphs 17.1, 17.2 and 17.3.

Overtime - Work Train Service

17.6 Except as provided in paragraphs 17.7 and 17.8, all time paid for on the minute basis in excess of 8 hours in a tour of duty, excluding any preparatory time, shall be paid at an overtime rate per hour of 3/16ths of the applicable rate.

17.7 Under the provisions of paragraphs 17.1 to 17.5 inclusive, where compensation is on the basis of actual miles run, the time so occupied shall not be included in the computation of overtime.

17.8 In the application of paragraph 17.4 as it applies to hauls of less than 40 miles, a speed factor of 12-1/2 miles per hour shall be used to determine whether a trip, excluding any preparatory time, is to be paid for on a time basis or on a mileage basis. The overtime rate of 3/16ths of the daily rate shall apply only where such calculation determines that a trip is to be paid for on a time basis.

17.9 Examples of overtime payable in a tour of duty involving the application of paragraph 17.2:

- (i) Running to working limits - 30 miles (1 hr)
- Time at site - (10 hrs)
- Returning to tie-up point - 30 miles (1 hr)

Payment for the trip - 60 actual miles run, plus 8 hrs at 12-1/2 MPH, plus 2 hrs at 18-3/4 MPH - 197-1/2 miles.

- (ii) Running to working limits - 30 miles (1 hr)
- Time at site - (7 hrs)
- Returning to tie-up point - 30 miles (1 hr)

Payment for the trip - 60 actual miles run, plus 7 hrs at 12-1/2 MPH - 147-1/2 miles (no overtime).

17.10 Examples of overtime payable in a tour of duty involving the application of paragraph 17.3:

- (i) Operated 2 trips of 45 miles (total 90 miles) taking 4 hrs each between A and B - 8 hrs
- Total time at A and B - 4 hrs

Payment for trip - 8 hrs at 12-1/2 MPH - 100 miles, plus 4 hours at 18-3/4 MPH - 75 miles = 175 miles.

- (ii) Operated 2 trips of 45 miles (total 90 miles) taking 1 hr each between A and B - 2 hrs
- Total time at A and B - 10 hrs

Payment for the trip - 90 miles run, plus 8 hrs at 12-1/2 MPH - 100 miles, plus 2 hours at 18-3/4 - 37-1/2 miles = 227-1/2 miles

- (iii) Work Train ordered in multi yard Terminal A

Work Train ordered	7K
Crew on duty	7K
Switch, Make up, Air	8K
*Time at outer switch	9K
Run to work limits B	40 miles (1 hr)
Time at Work Site	10 hrs
Return to Terminal A	40 miles (1 hr)
*Time at outer switch	21K
Crew off duty	2130K

Payment for trip - 80 miles actual run, plus 8 hours at 12-1/2 MPH, plus 4 hours 30 minutes at 18-3/4 MPH - 264 miles.

***NOTE:** Road miles commence or cease at outer switch.

(iv) Work Train ordered in multi yard Terminal A

Work Train ordered	7K
Crew on duty	7K
Switch, Make up, Air	8K
*Time at outer switch	9K
Run to B	30 miles (1 hr)
Time at Work Site B	1 hour
*Run to C (Thru A)	40 miles (3 hours-2-1/2 hours running-30 minutes delay at "A"-Time absorbed in Road Miles)
Work at C	5 hours
Return to Terminal A	6 miles (30 minutes)
*Time at outer switch	1930 K
Crew off duty	2030K

Payment for trip-76 miles actual run, plus 8 hours at 12-1/2 MPH, plus 1 hour at 18-3/4 MPH-195 miles.

***NOTE:** Road miles commence or cease at outer switch.

(v) Work Train ordered in multi yard Terminal A

Work Train ordered A	7K
Crew on duty	7K
Switch, Make up, Air	8K
*Time at outer switch	9K
Run to B	45 miles (2 hrs)
Time at B	3 hrs
Run to A	45 miles (2 hrs)
*Time at outer switch	16K
Work at A	5 hours
Crew off duty	2130K

Payment for trip-90 miles actual run, plus 8 hours at 12-1/2 MPH, plus 2 hours 30 minutes at 18-3/4 MPH-237 miles.

***NOTE:** Road miles commence or cease at outer switch.

17.11 Examples of overtime payable in a tour of duty involving the application of paragraph 17.4:

(i) Operated 4 trips of 33 miles each between A and B (total of 132 miles) - 6 hrs
Total time at A and B - 4 hrs
Payment for the trip - 132 miles (no overtime involved)

(ii) Operated 2 trips of 35 miles taking 3 hrs each between A and B (total 70 miles) 6 hrs
Total time at A and B - 6 hrs

Payment for the trip - 8 hrs at 12-1/2 MPH - 100 miles, plus 4 hours at 18-3/4 MPH - 75 miles = 175 miles

ARTICLE 18
Station Switching When Other Crews Available - Work Train Service

18.1 Crews in work train service will not be used to perform station switching, when other crews are available.

ARTICLE 19
Piloting

19.1 Train Service Employees acting as pilots will be paid Conductor's rate.

19.2 When a conductor pilot is furnished the senior available conductor not working as such will be called.

19.3 A conductor in charge of a work train assignment will perform any necessary piloting of engines in connection with such assignment.

19.4 When pilots are furnished from the Greater Vancouver Terminal or Kamloops Junction for the piloting of passenger or freight trains the senior available conductor not working as such in either terminal will be called and, when necessary will work through Boston Bar in either direction, remaining with such train to the meeting point with conductor pilot belonging to the next subdivision.

19.5 When Pilots are supplied from Boston Bar for passenger or freight service, the senior available conductor not working as such, assigned on the subdivision where the detour will begin, will be called and will work through Boston Bar to be changed off with the first pilot met in opposite direction. Terminal payments to apply when piloting in freight service.

Note: In the application of this article, the number of trips over a particular territory during which a conductor is furnished a pilot before he is considered acquainted with such territory will be the subject of local agreement between the appropriate officer of the Company and the Local Chairperson of the Union. In the event the Local Company and Union officers cannot agree to the determination of such number of trips, the matter will be resolved by the District Manager and the General Chairperson of the Union.

Extended Runs

19.6

(a) To ensure employees are familiar with an extended run territory, implementation will be staggered so as to allow the conductor who is familiar with that portion of the run to serve as a pilot for the locomotive engineer who is unfamiliar with that portion of the run for three trips. This will be achieved by implementing the locomotive engineers' train runs one month prior to the implementation of the conductors' train runs. Upon completion of this phase, the locomotive engineer will serve as a pilot for the portion of the run that the conductor is unfamiliar with.

(b) Consideration will be given to training by the same classification on heavy grade subdivisions.

(c) The employee who performs the duties of the pilot during this implementation shall be paid in accordance with Article 108.2 (non extended run operation) over and above all other wages earned for that tour of duty.

ARTICLE 20

Home for Saturdays and/or Sundays and Guarantee - Work Train Service

20.1 Train Service Employees assigned to work trains for 5 days per week will be given transportation and allowed to go home for Saturdays and Sundays. When train service employees can go home for Saturdays and Sundays they will not be paid under paragraph 20.4.

20.2 Train Service Employees assigned to work trains in excess of 5 days per week will be given transportation and allowed to go home for Sundays. When train service employees can go home for Sundays they will not be paid under paragraph 20.4.

20.3 When required for operational purposes two 5-day periods may be combined into one 10-day period with 4 days off. Train service employees assigned to such work trains will be given transportation and allowed to go home for the 4 days off. When train service employees can go home for the days off specified herein, they will not be paid under paragraph 20.4.

20.4 Except as provided in paragraphs 20.1, 20.2 and 20.3, train service employees assigned to work train service will be allowed a basic day at minimum through freight rates for each 24 hours held and not used.

ARTICLE 21

Used Off Assignment - Work Train Service

21.1 Train service employees assigned to work train service will not be transferred or used in other service during a continuance of the assignment by a temporary suspension of the assignment for less than 3 days, excepting that when a congestion of traffic occurs, which the unassigned crews on the territory are unable to handle, work train crews may be used for that purpose.

ARTICLE 22

Guarantees - Road Service

22.1 Train service employees regularly assigned to Passenger service will be paid not less than the equivalent of 4500 miles at Passenger rates in any one month.

22.2 Train service employees regularly assigned to Road Switcher service will be paid not less than the equivalent of 2,600 miles at Road Switcher rates in any one month.

22.3 Train service employees regularly assigned to mixed and wayfreight train service will be paid not less than the equivalent of:

(a) 2,800 miles at the wayfreight rate in the month of February; and

(b) 3,000 miles at the through freight rate in any other calendar month.

22.4 Train service employees in through freight train service regularly set up will be paid not less than the equivalent of 3,000 miles per calendar month at the through freight rate.

22.5 Detention, switching and overtime may be used to make up the guarantees provided under the provisions of this article.

22.6 Train service employees on mixed trains may be run around chain-gang train service employees to make up their mileage on their own branch lines.

22.7 Train service employees who work or are available for duty only a portion of a month on any run which is regularly assigned or regularly set up will be paid their full proportion of the monthly guarantee provided for such run under the provisions of this article.

22.8 This article does not mean that 4,500, 2,600, 2,800 or 3,000 miles per month, as the case may be, is the maximum mileage that train service employees will be permitted to make.

22.9 See Appendix "D" for monetary value of monthly guarantees.

22.10

(a) Employees assigned to runs identified in article 36.2 or road or joint spare board at terminals that include extended run territory and who are available for duty for their entire mileage month will be entitled to:

4300 miles if working as conductor

Such guarantee will be prorated for each 14 day board adjustment period.

(b) The guarantee will be reduced proportionately by the number of miles in road service for each tour of duty the employee would have earned had they been available, and for each call missed.

An employee who misses more than 2 calls during the 14 day period will not be entitled to any guarantee unless the calls missed were for reasons satisfactory to the proper officer of the Company.

(c) An employee who books rest in excess of 14 hours will have their guarantee reduced in accordance with b) above except that an employee in road service who has been on a tour of duty away from their home terminal in excess of 24 hours, calculated from the on duty time at the home terminal until released from duty at the home terminal, will have the guarantee reduced only if rest booked is in excess of 16 hours unless not required for work.

(d) When a yard service employee is not promoted to road service as a result of a shortage of employees at that terminal and adjacent terminals are required to supplement employees for board adjustments, the employee withheld, whose earnings are adversely affected will be paid the difference between maximized earnings and the maximum mileage at the basic rate for the class of service from which withheld.

Note 1: Employees required to work in yard service as a result of the use of employees from adjacent terminals will be required to follow the conditions of their assignment and, provided such employees meet the requirements of their assignment, any additional earnings will not be used to offset the guarantee. In the application of the above, the guarantee will be reduced by 1/13 for each shift missed in the event the employee fails to protect service. Employees will be assigned in yard service on a senior may/junior must basis, with preference given to beltpack qualifications.

Note 2: In the application of paragraph (d) above, employees working in yard service receiving a road guarantee will not be considered as being adversely affected.

(e) An employee entitled to the guarantee under these provisions who is assigned to the spare board for only a portion of a board adjustment period will be paid a prorated guarantee according to the number of days the employee was entitled to the guarantee.

(f) In the calculation of guarantee payments all compensation, excluding general holiday pay, paid to the employee under Agreements 4.3, 4.2 and 1.2 will be used to offset any such guarantee payments.

ARTICLE 23
Preparatory Time

23.1 Train service employees of mixed, freight and snow plow trains will be on duty at initial terminal 15 minutes before time set for departure of train, and will receive pay for same at through freight rates.

EXAMPLE: If a crew is ordered for 0800 hours they will come on duty at 0745 hours and be paid from 0745 hours first preparing themselves for work and performing such duties as may be required of them during the 15 minutes preparatory time.

23.2 No preparatory time is allowed where crews perform switching and are paid switching from time they come on duty.

23.3 No preparatory time is allowed work trains except emergency work trains; unless train service employees notified to the contrary, they will report and then be paid preparatory time in accordance with paragraph 23.1.

ARTICLE 24
Time At Terminals and Turnaround Points - Freight Service

24.1 At initial terminals, train service employees will be paid on a minute basis from the time required to report for duty until the engine passes the outer switch. At the home terminal, employees will commence and complete their tours of duty at the same distinct designated location. The designated location will be the location where the employee's locker facilities are located unless another mutually agreeable location is designated.

24.2 In caboosless operations, when an incoming crew is performing a pull-by inspection and the locomotive has passed the designated point or outer main track switch, with part of the train remaining in the terminal, such inspection may require the train to back into the terminal to set off a bad order or if found malfunctioning, replace a TIBS unit. In such circumstances, the outgoing crew will remain on initial terminal time until the train actually commences its departure movement.

24.3 At final terminals, train service employees will be paid on a minute basis from the time the engine passes the outer switch until the conductor registers off duty. Should a train be delayed at the outer switch, train service employees will be paid on a minute basis from the time the engine reaches that point until the conductor registers off duty.

24.4 In the application of paragraphs 24.1, 24.2 and 24.3; the outer switch means the switch normally used in heading out of or into the yard and, road mileage commences and ends at the outer switch; the terminal or yard limits defined in paragraphs 36.2 to 36.12 inclusive, will be considered as the outer switch.

24.5 Train service employees switching or delayed at terminals or turn-around points will be paid for actual time so occupied at through freight rates. Train service employees required to perform yard service employees ' work in any one yard in excess of 5 hours in any one day will be paid at yard service employees ' rates per hour for the actual time occupied. This time will be in addition to mileage or hours made on the trip.

24.6 Train service employees required to load or unload wayfreight at terminal points will be paid at wayfreight rates for the time so occupied.

24.7 Assistant Conductors handling express, who are required to be on duty more than 15 minutes at beginning or end of trips, will be paid for all time held, handling express at overtime rates. Terminal time paid for under this paragraph will be deducted to avoid duplicate payment.

24.8 Train service employees called to perform an entire shift or tour of duty of 8 hours or more in yard service at a closed or open yard will be paid yard rates and punitive overtime for work in excess of 8 consecutive hours.

ARTICLE 25
Junction Switching

25.1 Through freight rates on the basis of 12-1/2 miles per hour will be paid train service employees in through freight service for all time occupied in switching at junction points, and this time will be paid in addition to pay for trip. Such time will be deducted in computing overtime for the trip, and this switching will not be regarded as constituting switching at an intermediate point under article 26.

25.2 Interrupted time of 30 consecutive minutes or more preventing continuance of switching operations will be deducted in computing time for switching at junction points.

25.3 Time switching at junction points will not be used for purpose of converting the rate of pay in through freight service to wayfreight rates under article 26.

25.4 When the rate of pay of a crew in through freight service is converted to wayfreight rates in accordance with article 26, switching at junction points will not be paid.

ARTICLE 26
Loading and Unloading Wayfreight and Switching En Route

26.1 Train service employees required to load or unload wayfreight, O.C.S. coal, or switch en route, will be paid overtime at wayfreight rates on the basis of 12-1/2 miles per hour for time so occupied but not in excess of wayfreight rates for the full trip, such time to be deducted in computing overtime.

26.2 Train service employees will be paid wayfreight rates over the full trip if they load or unload wayfreight or switch at 3 or more points, or a combination of both.

26.3 Paragraphs 26.1 and 26.2 do not apply to crews on through freight trains setting out or picking up cars belonging to their trains unless a switch has to be made to spot cars which are set out; that is, cars set out of a train will be placed for loading or unloading and this will not constitute switching unless the placing of same will necessitate the removal of car or cars from the track to which cars set out are destined. When picking up, any cars which are placed for loading must be re-spotted.

26.4 The handling of water cars for other than train purposes will be by wayfreight trains; if by through freight trains, wayfreight rates will be paid provided water is distributed at 3 or more points.

EXAMPLES:

(a) Leave A. 1000 hours

Switch or handle wayfreight at C. 1115 to 1130 hours and at E. 1230 to 1245 hours
Arrive G. 1800 hours (Distance 150 miles).
Allowed: 150 miles at through freight rates, 6 miles at wayfreight rates.

Total 156 miles.

(b) Leave A. 1000 hours

Switch or handle wayfreight at E. 1115 to 1145 hours
Arrive G. 1900 hours (Distance 150 miles).

Allowed: 150 miles at through freight rates, 6 miles at wayfreight rates.

Total 156 miles.

(c) Leave A. 1000 hours

Switch or handle wayfreight at E. 1130 to 1230 hours

Arrive G. 0000 hour (Distance 150 miles).

Allowed: 150 miles at through freight rates, 12-1/2 miles overtime at through freight rates, 12-1/2 miles overtime at wayfreight rates.

Total 175 miles.

(d) Leave A. 1000 hours

Switch load or unload wayfreight at E. 1130 to 1205 hours

Arrive G. 2000 hours (Distance 150 miles).

Allowed: 150 miles at wayfreight rates.

(e) Crew makes trip over subdivision A. to G.

Loads or unloads wayfreight at B.

Performs stations switching at C.

Picks up cars necessitating a switch at D.

Allowed: Wayfreight rates for full trip.

ARTICLE 26A

Picking Up and Setting Out Diesel Units in Road Service

26A.1 Conductors called for road service who assist the Locomotive Engineer to set out or pick up a diesel unit (or units) involving their locomotive consist will be paid an allowance of:

(a) Picking up one or more than one unit already coupled or setting out one or more than one unit together:

	EFFECTIVE		
23-Jul-19	23-Jul-20	23-Jul-21	
\$	\$	\$	
11.60	11.89	12.25	

(b) Picking up or setting out more than one unit not already coupled or setting out more than one unit where units must be uncoupled

	EFFECTIVE		
23-Jul-19	23-Jul-20	23-Jul-21	
\$	\$	\$	
19.24	19.72	20.31	

26A.2 The term “unit (or units)” refers to a unit which is coupled in the locomotive consist and is in charge of the Locomotive Engineer who is assisted by the Conductor making a claim under this article.

26A.3 Payments claimed pursuant to this article will not be allowed on shop tracks and/or at other locations where shop staff are on duty and available to perform the work required.

Note: In the application of this article, a Conductor who assists a Locomotive Engineer to pick up or set out a diesel unit(s) utilized in yard service, which cannot be multiplied with the road unit(s), and who is required to ensure that such unit(s) is prepared for dead haul or is properly secured when setting out, will be paid the allowance provided herein.

ARTICLE 27 **Industrial Spur Switching**

27.1 Train service employees required to switch industrial spurs en route, of over 1 mile in length, will be paid at the rate of 12-1/2 miles per hour as per class of service for all time so occupied in addition to pay for the trip provided such switching is performed at a distance of one mile or more from the mainline.

27.2 Time paid for under this article will be deducted in computing overtime to avoid duplicate payment.

ARTICLE 28 **Doubling**

28.1 Train service employees will be paid a minimum of 10 miles for each double, or actual mileage when this minimum is exceeded.

28.2 This article does not apply to work train service.

ARTICLE 29 **Work Train Service En Route**

29.1 Train service employees will not be paid for performing work train service en route unless time so occupied aggregates 1 hour, in which case they will be paid at work train rates for all time so occupied.

29.2 The following will be considered as work train service en route:

- (a) Unloading ballast, ties and rails;
- (b) Loading and/or unloading work equipment such as bulldozer, draglines, etc.;
- (c) Unloading shims, frogs, switch points, switch stands, track spikes, rail anchors, tie plates, track bolts, crossing planks, bridge material, telegraph poles, cross arms, right-of-way fencing and culverts, when such material is shipped in car load lots, or combination of these items in car load lots.

Note: Unloading small quantities of such material from wayfreight cars will not be considered as **work train service** en route.

- (d) Thawing out culverts;
- (e) Clearing rock slides and rock from right-of-way;
- (f) Rerailing cars;

- (g) Filling water barrels on bridges for fire protection;
- (h) Clearing cuts of snow where several back-up and forward movements are required at high speed to throw snow out of cuts;
- (i) Filling of propane tanks;
- (j) Filling fuel oil tanks.

29.3 The following will not be considered as work train service en route:

- (a) Replacing knuckles, brassing car, packing or otherwise attending to hot boxes on own train;
- (b) Waiting while road repair employee(s) repair bad order cars.

29.4 Where trains other than regularly assigned work trains, perform work train service in motion between certain points between terminals, the time occupied between such points in excess of an average speed of 12-1/2 miles per hour will be paid for at work train rates in addition to pay for trip.

EXAMPLES:

- (a) Train going from Winnipeg to Rainy River distributes ties between Paddington Junction and Lorette, a distance of 12-1/2 miles, leaves Paddington Junction 0900 hours arrives Lorette 1045 hours. Crew will be paid 45 minutes at work train rates in addition to pay for trip.
- (b) Train going from Winnipeg to Rainy River unloads material between Giroux and Vassar, a distance of 50 miles. Leaves Giroux 1200 hours arrives Vassar 1730 hours. Crew will be paid 1 hour and 30 minutes at work train rates in addition to pay for trip.

29.5 Time paid for under this article will be deducted in computing overtime to avoid duplicate payment.

29.6 Train service employees will not be called upon to handle heavy shipments of track and bridge material, except in cases of extreme emergency and consignments of heavy material, such as frogs, hand cars, etc. will be, so far as is possible, placed in separate cars to be set out at destination. However, train service employees are not relieved of the duty of unloading material such as is ordinarily loaded in way cars for distribution.

ARTICLE 30
Overtime

30.1 When any train other than a passenger train averages less than 12-1/2 miles per hour, overtime will be paid at the applicable rate on a basis of 12-1/2 miles per hour, except as otherwise provided for in article 17. Time to be computed from the time of departure of train until arrival at destination.

30.2 In computing overtime all mileage paid for, including doubling, will be allowed in the mileage, and unless otherwise provided, the time will not include time otherwise paid for.

ARTICLE 31
Short Runs

31.1 On short runs where the mileage of round trips is fifty (50) miles or less, one hundred (100) miles and terminal switching will be paid, as well as overtime.

31.2 Except as provided in paragraph 31.1 herein, short runs will be paid on the basis of one hundred (100) miles one way and mileage and terminal switching the other way, except in cases where overtime is made in either direction, when such overtime will be paid.

Note: This article does not apply to employees in road switcher or work train service.

ARTICLE 32 Called and Cancelled

32.1 Train service employees who are cancelled after accepting a call for road service will be paid for time held on duty at through freight rates, with a minimum of four hours, and will maintain their original standing on the working board. Train service employees who report for duty and are afterwards cancelled, will be permitted to book up to 8 hours rest at the home terminal and up to 6 hours rest at other terminals without affecting their turn.

32.2 Train service employees performing work after coming on duty will be entitled to minimum day and will maintain their original standing on the working board with the right of booking up to eight hours rest at the home terminal or up to six hours rest at other terminals, if desired. In the application of this paragraph, "performing work" will be interpreted as follows:

- (a) engine from shop track - taking engine from shop track to train yard; and
- (b) engine from designated track or change-off point -taking engine from such track to another track, or moving engine from change-off point to another point, for the performance of duties pertaining to their assignment; and
- (c) departing in crew van or taxi.

ARTICLE 33 Deadheading

33.1 Train service employees deadheading or travelling passenger will be paid at the same rates and mileage as earned by the corresponding Train service employees working the train on which they travel, except a Train service employee deadheading to take a preference run or promotion to which entitled by change of time table or permanent vacancy, or when returning from same on account of being displaced by reduction of crews, or when deadheading to or returning from a point for relief work which employee(s) took at their own request, will not be entitled to the deadhead mileage going or returning.

33.2 Train service employees bidding in regular passenger runs and having to go to the distant terminal for or to deliver their trains, will be paid deadheading for such trips to the extent of the mileage between the terminals of their assignment. This to apply both at the inauguration of, and completion of the assignment.

33.3 The Train service employees first out will deadhead, and will stand first out of these Train service employees at the other terminal. Train service employees will not be required to abandon caboose except to run passenger or official trains, or unless it is the intention to return them deadhead on passenger, when the caboose would be an encumbrance, in which case Train service employees will be advised number, date of, and departure of train they will be returned on before they are obliged to give up caboose. This paragraph, other than the first sentence, shall apply only to crews which have cabooses on an assigned basis.

33.4 On any passenger train, other than a first-class passenger train, caboose will be attached. This is not to be construed as to force Train service employees to give up caboose in order to deadhead them on passenger. This paragraph shall apply only to crews which have cabooses on an assigned basis.

33.5 Terminal payments will not be allowed crew deadheading, except when such payments accrue after the time set for the departure of the train upon which deadhead crew is to travel.

33.6 The crew to be deadheaded will be called for the time at which it is expected the train upon which they are to travel should be ready to leave.

33.7 The deadhead crew will have no claim under article 43, paragraph 43.2 for runaround.

33.8 The time of the deadhead crew ceases upon arrival at destination terminal, and any time earned by the working crew in yarding train, switching, etc., will not accrue to the employees deadheading.

EXAMPLES:

(A) Crew (first out) called to deadhead on through freight from Dauphin to Winnipeg - 177 miles. Crew (second out) to work train called to start work at 0700 hours, to leave at 0900 hours, Deadhead crew called for 0900 hours. Train leaves at 1000 hours, arrives Winnipeg 2200 hours. Times on duty: working crew fifteen (15) hours, deadhead crew thirteen (13) hours. Following will be allowed:

	Crew Working	Crew D. Hdg
2'00" terminal switching, through freight rates	25 m.	
1'00" terminal detention	12-1/2 m	12-1/2 m.
Mileage Dauphin to Winnipeg through freight rates	177 m.	177 m.
Total	214-1/2 m	189-1/2 m.

(B) Crew (first out) called to deadhead on through freight from Dauphin to Winnipeg - 177 miles.

Crew (second out) called to work train for 0900 hours. Train leaves 1000 hours, and arrives Winnipeg 2200 hours. Times on duty: working crew thirteen hours and thirty (13'30") minutes, deadhead crew thirteen (13) hours. Following will be allowed:

	Crew Working	Crew D. Hdg
15" preparatory time, through freight rates	6-1/4 m.	
1'00" terminal detention through freight rates	12-1/2 m.	12-1/2 m.
Mileage Dauphin to Winnipeg through freight rates	177 m.	177 m.
Total	195-3/4 m	189-1/2 m

33.9 When train service employees are temporarily sent out to perform work train service before the specified time for the bulletin to expire has elapsed, they will be paid for deadheading to the point of work and deadheading for returning after the assigned employees have arrived and taken over the assignment.

33.10 With the exception noted in paragraph 33.9 of temporary employees deadheading when relieved by assigned employees after expiration of the bulletin, an assignment will be considered as having been created when the bulletin is closed and all employees engaged on the work will be considered as working an assignment regardless of whether they applied for the work or not.

33.11 When assignment has been created by bulletin, no deadhead payments will be made to train service employees deadheading to the assignment.

33.12 No deadhead payments will be made to train service employees deadheading from a work train assignment, with the exception that deadhead claims will be paid when the work covered by the assignment is completed or discontinued at a point on the subdivision other than the point at which the assignment started, in which case deadheading will be paid to the terminal on the subdivision from where relief is provided.

33.13 No deadhead payments will accrue when train service employees deadhead to or from a work assignment for the purpose of relieving members of the crew as a result of exercising of seniority rights.

33.14 Deadheading in connection with the operation of rail detector cars will be treated the same as any other work train service deadheading.

33.15 When a Train service employee is displaced under the provisions of article 131 they will not be entitled to compensation for deadheading.

33.16 **Effective January 1, 1988**, when, under the terms of this article, a train service employee is entitled to compensation for deadheading, the Company will provide, or arrange for, the necessary transportation. When railway or public transportation is not available and a Train service employee is authorized by the Company to use their private automobile, employees will be reimbursed at the rate of 30 cents per kilometer for the kilometers travelled via the most direct highway route.

33.17 In the application of article 144 when train service employees are ordered to deadhead and instructed to pick up and/or deliver radio(s):

- (a)** Train service employees will not be required to pick up and deliver more than one radio each;
- (b)** at the home terminal, a payment of ten minutes will be allowed to employees who either pick up or deliver a radio which has been or will be in the care and for the use of such an employee during that tour of duty or an ensuing trip(s) or tour(s) of duty.

NOTE: In the application of sub-paragraph (b), employees otherwise compensated before commencing or after completion of a deadhead tour of duty (such as combined service and deadheading, transportation allowance agreements, taxi arrangements and so on) will not receive such payments if it results in duplicate payment.

33.18 Employees deadheading will not be entitled to the allowances set out in paragraph 13.14, sub-paragraph 15.2(b)(iv) or the Note of paragraph 13.3 and Item 1 of paragraph 13.4.

33.19 When combined service and deadheading involves a turnaround point, the provisions of Article 31 will not apply, but the time at the turnaround point will be paid for under Article 24. Such time will be excluded when computing overtime.

(Refer to Addendum 73)

ARTICLE 34
Held-Away-From-Home Terminal

Unassigned Service

34.1 Except as provided in paragraph 34.2, train service employees in unassigned service who are held at other than their home terminal longer than 11 hours, without being called for duty, will be paid 1/8th of the daily rate per hour (at the rate applicable to the service last performed) for all time held in excess of 11 hours.

34.2 In cases of wrecks, snow blockades or washouts on their own freight section or assigned territory (between the location at which held and the home terminal), train service employees in unassigned service who are held at other than their home terminal longer than 11 hours, without being called for duty, will be paid 1/8th of the daily rate per hour (at the rate applicable to the service last performed) for the first 8 hours in each subsequent 24 hours thereafter.

34.3 Time held under the provisions of paragraphs 34.1 and 34.2 will be computed from the time crew goes off duty, until the time required to report for duty prior to the departure of the train on which they resume duty.

34.4 When train service employees book rest of their own accord, time in excess of 8 hours so booked will not be included in computing time held away from home terminal.

34.5 Payments accruing under this article shall be paid separate and apart from pay for the subsequent service or deadheading.

34.6 For the purpose of applying this article, the Company will designate a home terminal for each crew in pool freight and unassigned service.

(Refer to Addendum 89)

Assigned Service

34.7 Train service employees in assigned service who are held at the away-from-home terminal of their assignment, are off duty and available for service, will be paid 1/8th of the daily rate per hour (at the rate applicable to the service last performed) for all time so held beyond a period of 5 hours after the advertised departure time, from that point, of the train they are assigned to operate. Time to be submitted on a separate time return. This provision shall not apply to assigned work train service, nor shall it apply in cases of wrecks, snow blockades or washouts (between the location at which held and the home terminal) on the territory to which such train service employees are assigned.

34.8 In order to avoid excessive held-away-from-home terminal time, the Company may deadhead the train service employees who are in assigned service to the home terminal of their assignment and use other train service employees to operate the assigned train.

ARTICLE 35
Booking Rest

At Terminals

35.1 Train service employees on arrival at terminals will not be called for immediate duty if they want rest. Train service employees will be judge of their own condition.

35.2 Required rest must be booked in whole hours on train register on arrival and will be given complete before being called. Rest may be booked by telephone where employees are released from duty at points other than where the train register is located.

35.3

(a) At the home terminal a train service employee will not be permitted to book less than 3 hours rest nor more than 24 hours rest.

(b) Regular assigned employees may not book rest around their assignment when there is at least a 10-hour interval preceding the next tour of duty.

35.4 At away-from-home terminals a train service employee will not be permitted to book less than 1 hour rest nor more than 8 hours rest. However, a train service employee on a train performing "grain block work" in excess of 4 hours en route will be permitted to book not more than 12 hours rest.

35.5 When a train service employee books rest of not more than 16 hours at the home terminal or not more than 8 hours at the away-from-home terminal, the crew will not be sent out until the rest period has expired.

35.6 When all members of a crew have rest booked in excess of 16 hours, the crew will not be sent out until the rest period has expired.

35.7 In the application of this Article, the rest period will commence from the time the last person is off duty, if the expiry time of his rest booked exceeds the rest booked by other members of the crew.

35.8 Rest booked to be exclusive of call time.

35.9 The provisions of paragraphs 35.1 to 35.8, inclusive, will apply to a person on a Joint Spare Board upon completion of a tour of duty in road service.

Rest En Route

General

35.10

(a) Train service employees who have been on duty 11 hours or more (10 hours or more, when operating with a reduced freight crew consist) will have the right to book rest en route, if they so desire, in accordance with the provisions of paragraphs 35.10 to 35.16 of this Article. Train service employees are to be the judges of their own condition.

Note: En route may also include the initial or final terminal.

(Refer to Addendum 92 (new addendum Nov 2019))

Extended Runs - Territory

- (b) In the application of Article 35.10 crews operating in an extended run territory will have the right to book rest as follows:

Winnipeg	-	Sioux Lookout	11 Hours
Vancouver	-	Kamloops	12 Hours
Kamloops	-	Jasper	12 Hours
Jasper	-	Edmonton	12 Hours
Edmonton	-	Biggar	12 Hours
Biggar	-	Melville	12 Hours
Melville	-	Winnipeg	12 Hours
Jasper	-	Prince George	12 Hours
Smithers	-	Prince George	12 Hours
Edmonton	-	North Battleford	12 Hours
Calgary	-	Kindersley	12 Hours
Edmonton	-	Ram River	12 Hours
Winnipeg	-	Fort Frances	10 hours
Fort Frances	-	Thunder Bay	11 hours
Edmonton	-	Calgary	10 hours
Smithers	-	Ridley Island & Prince Rupert	10 hours

Note: The hours on runs identified in this article may be increased, to a maximum of 12 hours, or decreased based on the principles set out in Appendix 65 of this Memorandum.

Notice

35.11

- (a) Not less than 3 hours notification of the desire to book rest will be given to the Train Dispatcher. Such notification shall include the number of hours rest required.
- (b) When proper notification of the desire to book rest has been given, and the Train Dispatcher orders the discontinuance of all work en route, the train may, at the train service employees' option, be taken through to the objective terminal or location where relief can be provided.
- (c) When proper notification of the desire to book rest is given, the Company will communicate the necessary information, including the discontinuance of work en route when applicable, to any other authority having responsibility over the train's run, such as the proper supervisory officer at the objective terminal, other Train Dispatchers, etc.

Rest Period

35.12

- (a) Train service employees may book a minimum of 4 and a maximum of 8 hours rest on the road. Rest booked must be in whole hours.
- (b) When one member of the train crew books rest en route, all other members of the train crew will be considered as on rest and automatically tied up. In such circumstances, Train service employees will not be considered as tied up between terminals and Article 35A shall not apply.
- (c) When the Locomotive Engineer books rest en route, Train service employees will, if they require rest, book rest at the same time. If rest is not required at that time, Train service employees will complete the tour of duty.

- (d) When rest is booked, the maximum number of hours rest booked by any one member of the train or engine crew shall be the number of hours rest for all other members of the train and engine crew.
- (e) Except as provided by sub-paragraph 35.14 (b) of this Article, when rest is booked, the rest period shall commence at the time all members of the train and engine crew go off duty.
- (f) All time off duty for rest shall be deducted in computing time for the continuous trip.

Arrangements

35.13

- (a) When rest is booked en route, Train service employees will, at the Company's option:
 - (i) be relieved of duty and provided with accommodations either in a Company facility or an available hotel or motel; or
 - (ii) be replaced and deadheaded immediately either to the point for which ordered or to the home terminal where they will be relieved of duty.

Note 1: When deadheaded in the application of sub-paragraph 35.13 (a)(ii), Train service employees will be compensated on a continuous time basis for service and deadheading (miles or hours whichever is the greater) as per class of service.

Note 2: In the application of sub-paragraph 35.13 (a) (ii), Train service employees who are returned to the home terminal after being replaced on a trip to the away-from-home terminal will be paid, in addition to the earnings specified in Note 1 above, the additional actual road miles they would have otherwise earned for the round trip had they not been replaced.

- (b) Except in circumstances beyond the Company's control, such as accident, impassable track, equipment malfunction, plant failure, etc., Train service employees will be relieved of duty by the time rest booked is due to commence.
- (c) Train service employees taking rest en route under the provisions of this Article will first arrange to clear trains which would otherwise be unable to proceed. This shall not be used as a means of relief from the requirement to have Train service employees relieved of duty in accordance with the provisions of sub-paragraph 35.13 (b).
- (d) Train service employees arriving at the objective terminal at the time rest booked is due to commence will, upon request, be relieved when there are yard assignments on duty.

Accommodations En Route

35.14

- (a) When accommodations are to be provided en route, the Train Dispatcher may instruct Train service employees to take rest prior to the expiration of the 10th hour on duty or the 11th hour on duty, as the case may be, so that accommodations can be readily provided. In such circumstances, Train service employees will not be considered as tied up between terminals and Article 35A shall not apply.

Note: The 10th and 11th hour has been modified as per Article 35.10 for crews operating in extended run territory.

- (b) Where accommodations are unavailable at the location where the crew ties-up or is relieved, the Train service employees will be transported to a location where accommodations are available. In such cases, the rest period will commence at the time accommodations are reached. If, in the application of this sub-paragraph 35.14 (b), this results in Train service employees being on duty

beyond the time rest booked is due to commence, they will be paid for such extra time on a minute basis (each 4.8 minutes to count as one mile), with a minimum of 12-1/2 miles for each hour or portion thereof, at the rate applicable to the service performed on the tour of duty, until such time as accommodations are reached. In the application of this sub-paragraph 35.14 (b), time occupied in travelling between locations shall not be considered deadheading, nor shall miles traveled be paid for.

35.15

- (a)** When accommodations are to be provided en route, such quarters shall be clean and sanitary. When available at the location, single room occupancy shall be provided. In determining the facilities where Train service employees are to be accommodated, preference will be given to accommodations where eating facilities are available; when not available, the Company will provide, arrange, or reimburse the Train service employees for transportation to an eating facility at that location. Claims for authorized transportation expenses must be submitted on CN Form 3140B accompanied by receipts.
- (b)** When accommodations are provided en route, Train service employees will be provided an allowance of \$9.50 where meals are not provided by the Company or at Company expense.
- (c)** When train crews are provided accommodations in the United States, they will be provided the allowance in U.S. funds where meals are not provided by the Company or at the Company's expense.

Resuming Duty

35.16

- (a)** When accommodations are provided en route and the train does not proceed, Train service employees will resume duty when the rest period has expired and will handle the train to the objective terminal.
- (b)** When accommodations are provided en route and the train proceeds without them, Train service employees will resume duty when the rest period has expired and will be deadheaded as soon as possible to the point for which ordered, or to the home terminal, at the option of the Company.

Note 1: When deadheaded in the application of sub-paragraph 35.16 (b), Train service employees will be compensated on a continuous time basis for service and deadheading (miles or hours whichever is the greater) as per class of service.

Note 2: In the application of sub-paragraph 35.16 (b), Train service employees who are returned to the home terminal when their train has proceeded to the away-from-home terminal without them, will be paid, in addition to the earnings specified in Note 1 above, the additional actual road miles they would otherwise have earned for the round trip had the train not proceeded without them.

ARTICLE 35A Tied-up Between Terminals

35A.1 Train service employees, other than those in wreck, work construction, snow plow and flanger service, may be tied up at any point between the initial terminal and the point for which called and the tie-up point shall be recognized as the final terminal. Train service employees so tied up shall be paid actual miles or hours to the tie-up point but not less than a minimum day of 100 miles, and from time tied up until again resuming duty will be compensated hour for hour on the basis of 1/8th of the daily rate for the first 8 hours in each 24 hours so held. When resuming duty, a new day will commence. In the application of this paragraph to train service employees ordered for a turn-around trip, the turning point or any intermediate point will be considered as being between terminal points.

35A.2 Train service employees on wreck, snow plow and flanger trains, after being on duty 12 hours, may be tied up for not more than 8 hours at any point between the initial terminal and the point for which called (the tie-up point to be recognized as the final terminal). Train service employees will be notified in writing that they are so tied up and shall be paid actual miles or hours to the tie-up point. When resuming duty, a new day will commence. In the application of this paragraph to train service employees ordered for a turnaround trip, the turning point or any intermediate point will be considered as being between terminal points.

35A.3 Train service employees in work or construction service may be tied up away from recognized terminal points and the point where the crew ties up for the night will be considered as the terminal point.

35A.4 Train service employees will not be tied up under this article except when it is possible for them to be relieved from duty, and sleeping accommodation is furnished by the Company, consideration also to be given to the availability of eating facilities at the point tied up.

Note: With respect to paragraphs 35A.1 and 35A.2, the payment of time and mileage will be taken into consideration in the application of article 31.

ARTICLE 36 Terminals Defined

36.1 The following stations constitute terminals within the meaning of the term, and may be eliminated or added to by giving the General Chairperson 30 days' notice in writing, and bulletining same on the Region affected, over the signature of the appropriate Company Officer.

Alliance	Kelvington
Amaranth	Kindersley
Arborfield	Kipling
Armstrong	Langruth
Atikokan	Leyland
Avonlea	Loverna
Beechy	McBride
Benbow	Melville
Bickerdike	Mirror
Biggar	Neepawa
Blue River	North Battleford
Boston Bar	Prince George
Brandon	Prince Rupert
Brazeau	Radville
Calgary	Rainy River
Canora	Regina
Carman	Riverhurst
Carrot River	Rivers
Coal Valley	Rocky Mountain House
Dauphin	Russell
Ear Falls	Saskatoon
Edmonton	Sioux Lookout
Edson	Smith
Endako	Smithers
Estevan	Stall Lake
Eston	Steep Rock
Fort Frances	Swan River
Glaslyn	St. Walburg
Grande Centre	Terrace
Grande Prairie	The Pas

Gravelbourg	Thunder Bay
Greater Vancouver Terminal	Vermilion
Gypsumville	Wainwright
Hanna	Watrous
Hudson Bay	Weyburn
Humboldt	Whitecourt
Jasper	Willowbunch
Kamloops Jct.	Winnipeg
*Kaybob	

*For unit sulphur trains originating or terminating at that point.

36.2

(a) Extended runs in through freight service will be established between the following home terminals:

Vancouver and Kamloops
 Kamloops and Jasper
 Jasper and Edmonton
 Edmonton and Biggar
 Biggar and Melville
 Melville and Winnipeg
 Winnipeg and Fort Frances
 Fort Frances and Thunder Bay
 Jasper and Prince George
 Prince George and Smithers
 Smithers and Ridley Island & Prince Rupert*
 Edmonton and North Battleford
 Edmonton and Calgary
 Kamloops and McBride

(b) Similar train runs are already in existence between:

Winnipeg and Sioux Lookout (current crewing arrangements will remain)
 Edmonton and Ram River **
 Calgary and Kindersley ***

* Employees operating between Smithers and Ridley Island or between Smithers and Prince Rupert shall be home terminalled at Smithers.

** Employees operating between Edmonton and Ram River are home terminalled at Edmonton

*** Employees operating between Calgary and Kindersley are home terminalled at Calgary.

Note 1: Employees operating between Fort Frances/Rainier, Minnesota and Thunder Bay shall be home terminalled at both Rainy River and Thunder Bay, Ontario.

Note 2: Employees operating between Winnipeg and Fort Frances/Rainier, Minnesota shall be home terminalled at both Winnipeg and Rainy River, Ontario.

(c) Employees home terminalled at Rainy River, Ontario in notes 1 and 2 above refers to employees home terminalled at Rainy River on or prior to 5 May 1995. Employees after 5 May 1995 will be considered home terminalled at Fort Frances.

(d) Separate pools for conductors will be established at each terminal listed in paragraph 36.2(a) except for Ridley Island and Prince Rupert.

36.3 The limits of Winnipeg Terminal will be:

Sprague Subdivision	Mileage 145.7 (Navin)
Redditt Subdivision	Beginning of Double Track East End of Transcona
Pine Falls Subdivision	Beach Junction
Rivers Subdivision	Mileage 7.7
Oak Point Subdivision	St. James Junction
Letellier Subdivision	Southward - West Switch, Portage Junction Northward - University Spur, Mileage 4.1

36.4 Limits of Thunder Bay Terminal will be defined as between M.10.3 Kashabowie Sub. and M.195.5 Kinghorn Sub., and includes Neebing, Thunder Bay North, Mission Yards, Current River Yards, and McKellar Island.

36.5 The limits of Rainy River Yard will be east switch at Rainy River and the west switch at Beaudette.

36.6 The limits of Regina Yard will be M.P. 4.5 Ross Industrial Lead and Warell, M.P. 3.4, Regina Terminal Subdivision.

36.7 The terminal limits for Qu'Appelle Subdivision crews will be Qu'Appelle Junction.

36.8 The limits of Saskatoon Yard will be Roskin Junction, Newcross and M.P. 0.3 Warman Subdivision.

36.9 The limits of Dauphin Yard will be the West Switch at the West Yard, Mileage 1.9, Togo Subdivision, and the East Station track switch at Main Street, Mileage 121.6, Gladstone Subdivision. Delays to Eastbound trains at North Junction will be paid for under article 24.

In the event a train is required to pick up or set off at B Yard or is delayed at Mountain or Broadway Avenues, then the East limit will be Mileage 120.7, Gladstone Subdivision.

36.10 The eastern limits of the Greater Vancouver Terminal will be the main line switch (M.P. 112.9) of the Surge Yard for trains required to pick up or set off at that yard. For trains not required to pick up or set off at the Surge Yard, the eastern limits will be the main line switch of Port Mann Yard (M.P. 113.9). The provisions of paragraph 24.4 of article 24 shall apply at the designated points herein named.

36.11 The limits of Edmonton Terminal for freight trains will be as follows:

Edson Sub	West Switch at Bissel
Sangudo Sub	Union Junction
Westlock Sub	Dunvegan Junction
Vegreville Sub	North Edmonton (North Switch Calder Yard)
Wainwright Sub	East Switch Clover Bar
Camrose Sub	East Edmonton for freight trains required to pick up or set off at East Edmonton - Bretville Junction for other freight trains.

Note: For crews operating to and from Westlock Subdivision, if they were required to pick up or set out cars at Dunvegan Yard, the terminal limit, in such circumstances, would be the north switch at Dunvegan Yard.

36.12 The limits of Canora Yard will be East switch, Mileage 124.68 Togo Subdivision, North switch, Mileage 1.71, Assiniboine Subdivision, West switch, Mileage 2.08 Margo Subdivision, and South switch, Mileage 54.66, Yorkton Subdivision.

36.13 The limits of The Pas Yard will be M.P. 85 Turnberry Subdivision and M.P. 0.2 Wekusko Subdivision.

36.14 The eastern limits of Kamloops Terminal will be the main line switch (M.P. 136.0) of the Clearwater Subdivision for trains required to pick up or set off at the Surge Yard. For trains not required to pick up or set off at the Surge Yard, the eastern limits will be the main line switch at Bungalow M (M.P. 137.4) on the Clearwater Subdivision.

ARTICLE 37
Set to Storage

ARTICLE 38
Set to Storage

ARTICLE 39
Set to Storage

ARTICLE 40
Overcoming a Shortage of Train service employees

40.1 At any time when the Company can foresee that a shortage of train service employees will exist at a home terminal, or a shortage of train service employees develops, the Company may in advance of actual requirements bulletin for 15 days to the Promotion District for Conductors or Assistant Conductors, as the case may be, who are prepared to proceed to the home terminal requiring additional employees on an if-and-when required basis.

40.2 The senior qualified applicant will be accepted when such will not, in the opinion of the Company, create a shortage of train service employees at their home terminal. Such applicant will be considered temporarily transferred.

40.3 A train service employee(s) on leave of absence or on vacation with pay during the period of bulletin referred to in paragraph 40.1, will be permitted to make application when they report for duty.

40.4 A successful applicant, providing they are able to hold work in the classification for which bid at the point where the shortage exists, will be required to respond when advised and must report at the point where the shortage exists as soon as practicable.

40.5 A successful applicant will not be subject to recall to their home terminal unless it would otherwise require the movement of a train service employee from another home terminal to the successful applicant's home terminal, otherwise they will remain at that point as long as the shortage exists or until the next change of card , whichever occurs first. In either case they will be returned to their originating home terminal.

40.6 If released prior to the change of card such release will be in reverse order of seniority. A train service employee released prior to the change of card will be subject to recall to the point from which released in seniority order to protect a position as train service employee until the next change of card.

40.7 A train service employee who moves from one home terminal to another under the provisions of paragraphs 40.1 to 40.6 inclusive will be entitled to Expenses Away From Home as provided in article 119 of this agreement.

40.8 Laid-off yard service employees may apply for shortage bulletins issued under the provisions of this article, however, should a laid-off yard service employee apply for a train service employee's shortage bulletin, they will not be allowed to enter road service at the shortage terminal until such time as all yard service employees, regularly assigned to yard service at the shortage terminal who have applied for road service in accordance with paragraph 107.22 have been released to road service. Such laid-off yard service employee's application will only be accepted when insufficient train service employees apply for shortages under this article. When employees are released from shortages, laid-off yard service employees who apply under the provisions of this paragraph will be the first employees released from the shortage to their original home terminal and will be subject to recall in accordance with paragraphs 40.6 and 89.15.

ARTICLE 41
Road Spare Board
DELETED

ARTICLE 42
Cancellation of Regular Road Assignments

42.1 Train service employees on regular assignments in road service will be given as much advance notice as possible when their assignments are cancelled.

42.2 Except in unforeseen circumstances, and emergencies such as accident, locomotive failure, washout, snow blockage or where the line is blocked, if less than 2 hours' notice of cancellation is given, prior to the advertised departure time of the assignment, train service employees will be paid, for each tour of duty lost, 100 miles at the minimum rate applicable to the class of service to which assigned. The provisions of this paragraph apply only at the home terminal of an assignment and do not apply where train service employees are deadheaded from the home terminal to the away-from-home terminal to handle the return trip of the assignment.

ARTICLE 43
Running of Chain-Gang Crews

43.1 Train service employees in chain-gang regularly set up will be called first-in first-out of terminal points on their respective sections.

EXAMPLE:

Crew "A" arrives at terminal 1030 hours, off duty 1230 hours;

Crew "B" arrives at terminal 1045 hours, off duty 1130 hours.

Crew "A" would be considered "first in" and would be called ahead of crew "B", providing that crew "A" is off duty and available for call at the time a crew is required. In other words, there may be a situation where a crew is required for 1330 hours which would necessitate calling this crew at 1130 hours, and since crew "A" is still on duty, it would be necessary to call crew "B".

43.2 In the application of this article and article 155 (with the exception provided in article 107), Train service employees in unassigned service will be called in their turn based on the time pay commences, for the trip or tour of duty.

EXAMPLE: Two crews are required for 2000 hours, one in freight service (pay commencing at 1945 hours) and one in work service (pay commencing at 2000 hours), crew first out will be called for freight service and crew second out will be called for work service.

43.3 Train service employees in chain gang crews in unassigned service will be assigned to regular subdivisions, and will be kept on those subdivisions, except in emergency on account of shortage of crews they may be required to go on another subdivision, in which case they must be changed off with the first unassigned train service employees on that subdivision met en route.

43.4 Train service employees arriving at their own subdivision terminal, when train service employees from another subdivision are about to be used, shall change off with said train service employees for the purpose of keeping train service employees on their own respective subdivisions, even though the train service employees about to be used have been called and started to work.

43.5 Paragraphs 43.2 and 43.4 will not be enforced when Train service employees require rest.

43.6 When a regular set up chain-gang crew is on the board and all members of the crew are off, and sufficient employee are not available to fill the crew, it will be taken off and held until the first regular employee reports for duty, when it will be placed in service at the bottom of the board.

ARTICLE 43A Definition of First-In First-Out

43A.1 Employees will retain their original turns in the sets of runs at the home terminal based on their relative standings at the home terminal at the time called. In the application of the foregoing sentence, such employees must be off duty and available for a two-hour call as provided by paragraph 106.1.

Note: When crews operate over more than one subdivision this paragraph would apply only when crews operate to the same destination or terminal.

ARTICLE 43B Through Freight Service Away From Home Terminal

43B.1 Notwithstanding their assignment out of the home terminal, conductors and assistant conductors will cycle independently out of the away from home terminal on a first-in, first-out basis in their respective classifications except that:

(a) When an assistant conductor is required and there are no assistant conductors available at the away-from-home terminal conductors will be called to work as assistant conductors back to the home terminal. Employees so used will be paid therefore at the conductor rate.

Note: When a conductor and assistant conductor are required for a train out of the away from home terminal and there are no assistant conductors available, the two conductors standing first out and available at the away-from-home terminal will be used and the senior employee will work as conductor.

(b) Qualified assistant conductors may be called, on a first-in first-out basis, to work as conductor back to the home terminal to meet the requirements of the service when there are no conductors available at the away-from-home terminal and will be paid therefore at the conductors' rate including, where applicable, the allowance set out in the NOTE following paragraph 13.3.

Note 1:When a conductor is required for a train out of the away-from-home terminal and there are no conductors available, the assistant conductor standing first out who is available and qualified will be used except that, when an assistant conductor is also required for the train, the senior qualified employee called will work as conductor.

Note 2: When a conductor and assistant conductor are required for a train out of the home terminal and the assistant conductor is not required for service out of the away-from-home terminal they will, dependent upon the requirements of service, work as an assistant conductor as follows:

- (a) work or deadhead ahead of that conductor, or
- (b) work or deadhead with that conductor, or
- (c) work or deadhead no later than 5 hours after that conductor reports for duty at the away-from home terminal.

ARTICLE 44 **Mileage Regulations**

44.1 The mileage for which Train service employees are paid will, as far as practicable, be limited by the Company to the following:

- service paid at passenger rates 6450 miles per month;
- service paid at freight rates 4300 miles per month.

44.2 Mileage made by Train service employees in different occupations and under different collective agreements will be combined in computing total accumulated mileage. Records will be maintained by the Company.

44.3 For the purpose of this article, a shift in yard service will be considered as 140 miles. Train service employees who transfer to yard service will continue to be governed by the mileage limitations provided for in this article for the balance of their mileage period in which they transfer. Yard service employees who transfer to road service will have 140 miles charged to their mileage records for each shift worked in yard service for the mileage period in which they transfer. Upon accumulation of the maximum monthly mileage during such mileage period, train service employees / yard service employees will advise the proper officer so that arrangement can be made to relieve them.

44.4 Train service employees will, on completion of each trip or day's work, book their correct total accumulated mileage for which they are paid from the beginning of their month, and shall report to the proper officer when the maximum mileage has been made, so that provision can be made to relieve them. Train service employees failing to book their accumulated mileage at the end of trip or day's work will not be permitted to perform further service until they have done so.

44.5 Train service employees working out of points other than their home terminals will maintain a record of the total accumulated mileage for which they are paid and will advise the proper officer sufficient time in advance to enable arrangement for relief when their maximum monthly mileage is reached.

44.6 If Train service employees exceed their maximum mileage in any month, such excess mileage will be added to their mileage for the following month except where excess mileage is made because of a shortage of employees at the home terminal. Upon accumulation of maximum mileage, or as soon as possible thereafter, Train service employees will be relieved at the point where relief is normally furnished. Train service employees who exceed the maximum mileage limitation due to incorrect reporting of their mileage will be penalized by the loss of two days for each 100 miles or major portion thereof, made in excess of the maximum.

44.7 In the application of this article mileage paid for as:

- (a) General Holiday;
- (b) Bereavement Leave;
- (c) Travel Allowance;
- (d) Annual Vacation;
- (e) Payment Received Pursuant to articles 124, 125 and 126;
- (f) Held-Away-From-Home Terminal pursuant to article 34 and Addendum 89
- (g) Runaround; and
- (h) Called and Cancelled;
- (i) pick up and or set out enroute premiums- Conductor only
- (j) pick up and or set out entire trains enroute
- (k) premium for switching own train at initial or final terminal-Conductor only

will not be charged against employee's mileage records. However, employees will not be permitted to stipulate the period off duty on account of mileage limitations as their annual vacation period. When the annual vacation date allotted in advance, as provided in article 127, paragraph 127.20 coincides with the time an employee is off duty because of mileage limitations, the date will not be changed and the employee will be allowed to commence vacation on the allotted date.

44.8 No part of this article shall be used against the Company in any manner whatsoever, either directly or indirectly, as a basis for a grievance or time claim by or on behalf of any employee.

44.9 In the regulation of boards and in booking individual mileage under the provisions of this article, all time paid for at straight or punitive rates will be calculated at 20 miles per hour in passenger service and at 12-1/2 miles per hour in all other classes of service.

44.10 Board adjustments shall become effective at 1200 on Fridays unless otherwise mutually agreed.

44.11 All articles dealing with board adjustments (pool and spare board) do not apply to runs identified in paragraph 36.2 including Articles 44.12 to 44.14

44.12 The following mileage figures are to be used when adjusting road and joint spare boards or pools on a 7-day basis:

- (a) Unassigned and assigned pools - 1125 miles
- (b) All road or Joint spare boards - 1078 miles

44.13 In the application of the foregoing exceptions may be made to cover local requirements where mutually agreed to between the appropriate officer of the Company and the Local Chairperson.

44.14 Should it be demonstrated that inequities exist in the adjustment of spare boards, e.g. there are insufficient employees on the spare board to protect the service or insufficient work is available to allow employees on road or joint spare boards to earn the average of 4300 miles per mileage month, the Local Chairperson and the appropriate officer of the Company will adjust these spare boards to protect the situation. Should they be unable to agree, the General Chairperson and the Vice-President, or his delegate, will meet on a timely basis to resolve the matter.

Extended Runs

44.15 The Company will use traffic forecasts in setting the boards. Boards will be adjusted every 14 days, with advice from the local chairperson, so as to enable employees to earn the maximum miles.

44.16

(a) In the application of paragraph 36.2, the workload between terminals will be divided based on the ratio of subdivision mileages. For this purpose, the subdivision mileages shall be the mileage

between the point where road miles commence at the initial terminal and the point where road miles cease at the final terminal prior to the implementation of this Agreement.

Example

Terminal "A" to Terminal "B"	112.8 miles	48%
Terminal "B" to Terminal "C"	<u>124.6 miles</u>	<u>52%</u>
	237.4 miles	100%

- (b) During board adjustments, the total miles earned during the checking period coupled with forecasted traffic requirements and employee availability will result in a specific number of employees being required to meet that workload. This total number of employees will be multiplied by the terminal's ratio to determine the number of employees required on the pool at that terminal.

Example

52 employees are required to meet the workload between Terminals "A" and "C".

Terminal "A"	52 employees × 48%	=	25 employees
Terminal "C"	52 employees × 52%	=	27 employees

In the application of this paragraph, the number of employees will be rounded to the nearest number.

- Note:** The workload allocation for crews home terminalled at Rainy River for work between Fort Frances and Thunder Bay and Fort Frances and Winnipeg will be determined prior to implementation of extended runs.

- (c) To meet service requirements at a terminal(s), adjacent terminal(s) may increase their complement of employees to satisfy service requirements. As employees become available at the terminal which created the necessity for the adjustment, the board will be adjusted reducing the employees filling the shortage at that location.
- (d) In the application of paragraph 36.2 the following will apply:
- (i) Employees arriving at their home terminal will be placed to the bottom of the pool based on the time in principle.
 - (ii) Away from home terminal employees will be placed onto the pool based on the time in principle. They will be matched with service requirements based on the time they become available at the away from home terminal.
 - (iii) Employees will be called from the pool on a first-in, first-out basis relative to other employees from the same home terminal.

ARTICLE 45

Promotion of Assistant Conductors to Conductors

45.1 Assistant Conductors will be examined for promotion to Conductor according to seniority on the Assistant Conductors' seniority list after 24 months' cumulative service as an Assistant Conductor and/or a Yard service employee, and must have completed a minimum of 200 shifts or tours of duty as an Assistant Conductor/Yard Service Employee at least 50 of which must be in road service or on joint spare board prior to qualifying as a Conductor. A record of such service will be maintained by the Company. The 50 tours of duty or shifts experience requirement will include all service as a train service employee /yard service employee on any seniority district governed by Agreement 4.3. In the application of this article and article 84, employees shall be examined simultaneously for the qualification of Conductor Road/Yard. Upon attaining the appropriate service requirements for Conductor (Yard) employees shall be deemed qualified as Conductor (Yard). Employees will be considered qualified Conductors (road and yard) on the successful

completion of the Company's training course. The training course duration will be a minimum of 6 months and maximum of 12.

45.2 When required to take examination for promotion to conductor a bulletin will be issued and a copy of such bulletin will be sent to each assistant conductor named therein. If for any reason they are not notified, they will not lose any rights under this article, provided they can pass the required examinations. Assistant conductors not promoted in order of seniority or if the examination is not satisfactory, will be advised the reason therefore in writing and will have the right of appeal.

45.3 Assistant conductors passing the required examination shall be given a certificate of qualification and when promoted to Conductor shall hold their same relative standing on the Conductors' seniority list in the group with which qualified. Any assistant conductor who, because of the 6-month road service/joint spare board requirement of paragraph 45.1, or who passes the second examination as provided in paragraph 45.4, is promoted to Conductor after Assistant Conductors junior to the employee have been promoted, shall, provided that they qualify at the first opportunity, rank on the Conductors' seniority list ahead of those junior Assistant Conductors who were promoted before them.

45.4 Assistant Conductors who fail on their first examination for Conductor and who do not request a second examination within 6 months, or who do request a second examination and fail thereon, will become permanent Assistant Conductors and the letter "p" will be placed against their names on the seniority list, designating them as such.

45.5 Assistant Conductors who refuse to take examination for Conductor in the group in which they are called will have the letters "RE" (refused examination) placed against their names on the seniority list. Such Assistant Conductors will not again be called to take examination for Conductor, but may make written application to take such examination prior to, or within 10 days, after the issuance of any subsequent bulletin issued under the provisions of paragraph 45.2. Such applicants will be permitted to take examination for Conductor with the group of Assistant Conductors notified by such bulletin, and if successful in qualifying as Conductor will rank for promotion to Conductor in accordance with their seniority standing in the group with which examined.

45.6 Conductors demoted to Assistant Conductors by action of the Company will retain their Assistant Conductor's seniority and be permitted to exercise same.

45.7 No Assistant Conductor will be deprived of their rights of examination or promotion in accordance with their relative standing on the seniority list because of any failure to take examination by reason of the requirements of the Company's service, by sickness, or by proper leave of absence, provided that on their return they shall be immediately called and required to take examination.

45.8 Assistant Conductors employed subsequent to October 26, 1975, shall not be permitted to refuse examination and shall be examined for promotion to Conductor as provided in paragraph 45.1. Such Assistant Conductors failing to pass first examination for promotion to Conductor shall be given another examination within 6 months, and should they fail to pass on second examination, their names shall be placed at the foot of the Assistant Conductors' seniority list or their services dispensed with at the option of the Company and will have the right of appeal under the provisions of the Grievance Procedure.

45.9 Employees who do not qualify as locomotive engineers and who were in service under this agreement on July 1, 1978 will have preference, in seniority order, over engine service employees for the filling of conductors positions.

45.10 Preference rights established under the provisions of paragraph 45.9 will take precedence over preference rights established under the provisions of article 114 but do not apply when filling positions for which no applications are received.

ARTICLE 46
Cabooses - Road Service

46.1 A caboose track will be provided at terminals. Switching operations will not be performed with cabooses. Cabooses will be placed on caboose track as soon as practicable after arrival in yard. This paragraph does not apply to cabooses in pooled or through caboose operations.

46.2 Train service employees called out to fit up a caboose will be paid for time so occupied with a minimum of 3 hours at through freight rates.

46.3 Cabooses shall be utilized to meet the requirements of the service subject to the conditions set forth in this article. Cabooses may be assigned to crews, may be pooled, or may be used in through operation arrangements.

46.4 The Company shall furnish sleeping quarters at locations regularly used as away-from-home terminals, as specified hereunder, for employees in:

pooled caboose operations;
through caboose operations;
passenger service;
crews which have a caboose on an assigned basis but have been instructed by the Company that they are not to use the caboose as sleeping quarters at a specified away-from-home terminal.

(a) Where employees are accommodated in quarters provided by the Company, such quarters shall be comfortable and sanitary and, on the basis set forth in Executive Vice-President N.J. MacMillan's letter of November 29, 1966 to Vice-President G.C. Gale of the Union (see Addendum 3), shall be made to conform with the minimum standards outlined by the report referred to therein. Such accommodation shall be for the use of train service employees and locomotive engineers.

(b) Where employees are accommodated in other quarters (such as hotels or motels) and eating facilities are not available at time released or called, the Company shall arrange for provision of cooking facilities and utensils.

(c) The provisions of article 121 (Grievance Procedure) shall not apply to complaints or grievances concerning the interpretation or application of agreement provisions respecting bunkhouse accommodation, nor to complaints or grievances concerning the condition of such facilities. Such complaints or grievances may be referred to the District Manager by the General Chairperson for resolution.

Note: Where it is alleged that Company supplied "mobile" accommodation is not adequate, and failing resolution of such disputes, by the provisions of the above paragraph, such disputes may be submitted to step three of the grievance procedure and shall be limited to whether or not such quarters are comfortable and sanitary.

46.5 Locker space shall be furnished at the home terminal and at the away-from-home terminal for employees in pooled caboose operations and/or through caboose operations.

46.6 A caboose in road service shall be cleaned and properly supplied, including fresh water, at designated servicing points by personnel other than train service employees. However, train service employees shall be responsible for filling and caring for oilburning markers and lanterns when used and must ascertain that proper flagging equipment is available in the caboose.

46.7 Train service employees shall also be responsible for keeping the caboose in a clean and orderly condition en route between servicing points. On arrival at servicing points, conductors shall leave requisition (on forms provided by the Company) for normal supplies needed on the caboose and report any known defects in the caboose, in accordance with local instruction.

46.8 Where a caboose is assigned on a regular basis to a crew out of a point other than a servicing point, Train service employees shall be responsible for keeping the interior of the caboose in a clean and orderly condition and, where necessary, for placing the required supplies on the caboose. When a caboose so assigned is changed off, the replacement caboose shall be in a clean and orderly condition.

46.9 When a caboose assigned on a regular or temporary basis to a crew is to be used as sleeping quarters, it shall be equipped with spring beds and spring mattresses.

46.10 Where a caboose is assigned on a regular basis to a crew, such caboose shall not be taken away without the crew being notified so as to give them an opportunity to remove their effects. Except in an emergency situation, a caboose while so assigned shall not be used for other crews without the consent of the conductor of the crew to which assigned.

46.11 Not more than one crew shall be deadheaded in a pooled or through operation caboose occupied by a working crew.

46.12 A caboose in a pooled or through operation arrangement shall be supplied with the following equipment:

- 1 hot plate
- 1 water container (insulated, with spigot, or superior type container)
- 1 tea kettle
- 1 coffee pot
- 1 tea pot
- 1 small saucepan
- 1 frying pan (Cast Iron)
- 3 plates (Non-metal material)
- 3 coffee mugs (Non-metal material)
- 3 cereal bowls (Non-metal material)
- 3 knives and forks, 3 teaspoons, 3 tablespoons
- 1 paring knife
- 1 can opener
- 1 dish pan and dish mop
- paper towels
- laundry soap
- toilet soap
- 2 blankets to be placed in the stretcher cabinet

46.13 The provisions of article 121 of this agreement shall not apply to complaints or grievances concerning the interpretation or application of agreement provisions respecting bunkhouse accommodation, nor to complaints or grievances concerning the condition of such facilities. Such complaints or grievances may be referred to a committee composed of two officers of the Company at System Headquarters and two Union representatives. The committee shall examine the complaints or grievances referred to it and, where necessary, ensure suitable corrective action is taken.

46.14 A caboose or other accommodation will be provided for the use of train service employees employed on Sperry or Rail Detector Cars when they are released from duty at a location other than their home terminal. If a caboose is supplied, arrangements will be made to have it available for the employees when they are released from duty. If other accommodation is provided it will be in accordance with the provisions of sub-paragraphs (a) or (b) of paragraph 46.4.

ARTICLE 47
Meals - Road Service

47.1 Train service employees in road switcher (including road switcher type runs operating in turn-around service beyond a 30 mile radius), work train, snow plow, or snow spreader service, on regular wayfreight assignments, or on a train performing "grain block work" will have the opportunity of having a meal at a reasonable hour by previously advising the Train Dispatcher, or, when not under the jurisdiction of a Train Dispatcher, the proper supervisor.

Note: This paragraph 47.1 shall not apply to Train service employees in any other class of service who qualify for and are paid wayfreight rate of pay for a tour of duty pursuant to Article 26.

Through Freight Service

47.2 Trains will not be delayed nor train operations disrupted solely as a result of stopping the train to eat. Employees will report for work suitably prepared for a tour of duty recognizing that the opportunity to take a meal will be governed by the practicality of train operations.

47.3 All train consists with CN Locomotive Power will contain an operational Microwave in the lead unit.

47.4 A cross border train consist without CN power will obtain a properly equipped lead locomotive at the first locomotive power facility (Toronto, Montreal, Chicago (Woodcrest), Winnipeg and Vancouver.) All other trains will contain an operational Microwave in the lead unit.

47.5 The Company has the right to return the foreign power from the above recognized terminals, without microwaves.

Note: The parties commit to continue discussions regarding the integration of BC Rail power.

ARTICLE 48
Establishment of Seniority

48.1 Assistant conductors shall rank on the assistant conductors and yard service employees' seniority list from the date and time they complete the classroom portion of their assistant conductors/yard service employees' training.

48.2 New assistant conductors will be allotted seniority where practicable, on the basis of the date they signed the Company's application for employment with relative standing among the training class attended.

48.3 When two or more assistant conductors are allotted seniority as of the same date and time, the procedure for establishing their relative standing among the class attended shall be as follows:

- (a)** the assistant conductors, who are senior in the service of the Company, will rank senior on the seniority list and ahead of other assistant conductors allotted seniority on that date;
- (b)** when two or more assistant conductors have the same date, the assistant conductor who first signed the Company's application for employment shall be senior;
- (c)** Assistant conductors who transfer to Agreement 4.3, from other Agreements, or who have resigned and are rehired, will be allotted seniority on the basis of their relative standing among assistant conductors/yard service employees in training courses at the time of transfer or rehiring. If there are no training courses in progress at the time of transfer or rehiring, such assistant conductors will be allotted seniority status as of the date first placed on a working list or spare board; and

(d) when two or more assistant conductors who transfer or are rehired and have the same seniority status, their relative standing will be as outlined in sub-paragraph (b) above, when not given relative standing with a training course.

48.4 Assistant conductors will come within the scope of Agreement 4.3 at such time as they work their first shift or tour of duty.

ARTICLE 49
DELETED

ARTICLE 50
Lines Built or Acquired

50.1 Any lines built or acquired will be filled by the Train service employees on the Promotion District to which such lines are added, except that Train service employees on acquired lines will not be displaced.

ARTICLE 51
Uniforms

51.1 Except as provided in paragraph 51.2 regularly assigned passenger train service employees and train service employees assigned to a Conductor's spare board, a Assistant Conductor's spare board or a joint spare board and who are located at terminals where passenger crews are headquartered will be furnished with a passenger uniform free of cost to them. Employees who are supplied with a passenger uniform will be required to protect passenger service due regard being had to the "filling" provisions of Agreement 4.3.

51.2 Train service employees who have not completed the probationary period specified in article 108 of Agreement 4.3 will not be furnished with a uniform free of cost to them until such probationary period has been completed. In the interval and due regard being had to the "filling" provisions of Agreement 4.3 probationary employees will be required to protect passenger service and will be supplied with a uniform on a trip by trip basis.

ARTICLE 52
Not Required to Clean Coaches

52.1 Train service employees will not be required to clean coaches, but it will be their duty on trains on which train porters are not employed to keep the coaches in a tidy condition en route.

ARTICLE 53
Housing Freight

53.1 Train service employees will not be required to put freight in warehouses or sheds, except in cases of stress of weather or when the freight is perishable, or any exceptionally heavy piece. At all points where there are no agents, and shelter is provided, freight will be housed.

ARTICLE 54
DELETED

ARTICLE 55
Telephones

55.1 Train service employees will be required to use telephones or other methods of communication to:

- (a)** copy train orders where there are no other employees for that purpose on duty at the location where such is required; and
- (b)** give or receive information or instructions.

55.2 When operating on train order territory, train service employees in assigned work train service will not be required to copy train orders, except in cases of emergency.

ARTICLE 56
Assembling Short Hauls

56.1 At departure terminals, two or more cars consigned to an intermediate point forwarded on through freight trains, will be assembled on train in such a manner, with respect to other cars on the trains, as will cause only the minimum of switching when setting out at points of destination.

ARTICLE 57
DELETED

ARTICLE 58
Detoured Trains - Yale & Ashcroft Subdivisions

58.1 When necessary to detour CNR trains over CPR track between New Westminster and Basque and/or Page and Basque, conductors and train service employees will be paid for all time delayed at New Westminster, Page, Mission and Basque.

58.2 The Company will provide transportation for employees covered by the provisions of paragraph 58.1 North Bend to Boston Bar; terminal detention in accordance with agreement provisions will commence when train arrives North Bend and continue until conductor registers off duty at Boston Bar. The same conditions in reverse will apply to freight train crews ordered at Boston Bar to depart from North Bend.

ARTICLE 59
Held For Other Service And Not Used

59.1 Train service employees held for service other than that to which assigned and not used will be paid for time lost at agreement rates.

ARTICLE 60
Foreign Crews Used In Snow Plow Service

60.1 Foreign crews arriving at a distant terminal in snow plow service should be allowed to return over the same route in snow plow service, or caboose hop, when available, regardless of their turn. They should also be allowed to return over the shortest route back to their home territory in freight service, if necessary, but in which case, they would take their turn out of the terminal.

ARTICLE 61
Crew Used Off Assigned Territory

61.1 When crews are run off their assigned territory, they may be returned to their own territory with caboose only, and not wait to take their turn out of the foreign terminal which would be the case if they were required to handle a train out of the foreign terminal or to do any work on the line prior to arriving on their own territory.

ARTICLE 62
Not Required to Do Work Other Than That To Which Regularly Assigned

62.1 Train service employees assigned to regular trains will not be required to do other work than that to which they are regularly assigned, except in case of wrecks, when no other train service employees are available.

ARTICLE 63
Not Considered Absent

63.1 Train service employees assigned to regular runs unless they are advised that they will be required before their regular run, will not be considered absent from duty if required and not on hand. Train service employees will leave their proper addresses at terminals, and should they be absent from their regular residence they will leave word where they can be found if required.

ARTICLE 64
Tours Of Duty At Away-From-Home Terminal

64.1 An employee will not be held at the away-from-home terminal to make more than one round trip out of, or tour of duty at the away-from-home terminal.

64.2 In the event of an employee standing first-out after having worked the turnaround trip or tour of duty, away from the home terminal and another trip or tour of duty is to be made, the employee may elect as to whether or not they may make such trip or tour of duty, or require the employee standing behind them to do so, but when exercising this right paragraphs 43.1 to 43.3 inclusive of article 43 will not apply.

ARTICLE 65
Set to Storage

ARTICLE 66
Set to Storage

ARTICLE 67
Set to Storage

ARTICLE 68
**Closing Doors On Empty Cars, And Ascertaining Whether
Cars Are Loaded Or Empty**

68.1 At terminals where mechanical employees are employed the duty of closing doors on empty cars will be removed from the train crew, at all other points this work will devolve upon the train service employees, and it will also be their duty to ascertain whether cars picked up on the line are loaded or empty. It is the duty of the Conductor to ascertain from the assistant conductors whether cars picked up on the line are loaded or empty, and whether the doors have been closed on all empty cars in the train.

ARTICLE 69
Coupling Air Hoses & Air Test

69.1 At terminals where mechanical employees are employed and on duty they will couple hose and test air. Train service employees will have assistance rendered mechanical employees when same would avoid delay to train.

Note: This rule will not be used by Train service employees to delay their train.

ARTICLE 70
Handling Repair Cars

70.1 Repair cars moved 40 miles or less will be handled on head end of train.

ARTICLE 71
Handling Cars Behind Caboose

71.1 Under no circumstances will train service employees be compelled to handle cars behind caboose, other than official cars or flanger.

ARTICLE 72
Handling Defective Cars

72.1 Train service employees will not be compelled to handle cars in trains, the draft gear of which is defective and requires to be chained, other than to take care of perishable freight or livestock that may become disabled en route to the first terminal.

ARTICLE 73
Advice Re Removal Of Personal Effects From Caboose

73.1 Train service employees displaced will be notified in sufficient time to permit removal of their personal effects from caboose.

Failure after due effort to find the employee for purpose of notifying them of being displaced will not be justification for claim for compensation.

ARTICLE 74
Definition of Word "Train service employee"

74.1 The word "Train service employee" as used in this agreement will apply to conductors, baggage handlers and assistant conductors.

SECTION 2
YARD SERVICE

ARTICLE 75
Rates of Pay

75.1	Rate Per Hour		
	Rate Per Day \$	Pro-Rata \$	Time and One-Half \$
Classifications:			
Effective July 23, 2019			
Yard Operations Employee	318.20	39.78	59.66
Car Retarder Operator	321.40	40.17	60.26
Conductor Yard	308.94	38.62	57.93
Belt Pack Conductor	318.20	39.78	59.66
Belt Pack Helper	291.84	36.48	54.72
Yard Helper	282.61	35.33	52.99
Switchtender	308.94	38.62	57.93
Utility Person	308.94	38.62	57.93
Effective July 23, 2020			
Yard Operations Employee	326.16	40.77	61.15
Car Retarder Operator	329.43	41.18	61.77
Conductor Yard	316.66	39.58	59.37
Belt Pack Conductor	326.16	40.77	61.16
Belt Pack Helper	299.13	37.39	56.09
Yard Helper	289.68	36.21	54.32
Switchtender	316.66	39.58	59.37
Utility Person	316.66	39.58	59.37
Effective July 23, 2021			
Yard Operations Employee	335.94	41.99	62.99
Car Retarder Operator	339.32	42.41	63.62
Conductor Yard	326.16	40.77	61.16
Belt Pack Conductor	335.94	41.99	62.99
Belt Pack Helper	308.11	38.51	57.77
Yard Helper	298.37	37.30	55.95
Switchtender	326.16	40.77	61.15
Utility Person	326.16	40.77	61.15

- 75.2** The following will apply for successful completion of conductor (yard) only transfer movements:
one way transfer - \$13.00
two way transfer - \$23.00 additional

In the application of the foregoing a transfer is defined as handling railway equipment from an originating yard or interchange to the destination yard or interchange. The allowances shall be paid once per shift or tour of duty. The incidental use of another employee to assist a conductor (yard) only transfer will not preclude premium payment under this paragraph.

ARTICLE 76
Shift Differential

- 76.1** **Effective January 1, 2004**, yard service employees (yard operations employees, conductors (yard), car retarder operators, yard helpers, utility person and switchtenders) who commence a shift between the hours of 1400 and 2159 shall receive a shift differential of 75 cents per hour and between the hours of 2200 and 0559 shall receive a shift differential of \$1.00 per hour. Overtime shall not be calculated

on the shift differential nor shall the shift differential be allowed for paid absences from duty such as vacations, general holidays, etc.

ARTICLE 77
Basic Day

77.1 Eight hours or less shall constitute a day's work.

ARTICLE 78
Rest

78.1 Yard service employees will have the right to book rest after 11 hours service upon two hours notice to the proper officer of the Company or their delegate.

78.2 When a yard crew works 8 hours and ties up, they will be entitled to book rest but in the event that it is necessary for them to work overtime, they may be required to work 11 hours from the time they started work before booking rest. Three hours is the minimum and fourteen hours the maximum rest that may be booked upon completion of a tour of service in yard service.

78.3 In the application of Article 78 conductors (yard) working a yard conductor only transfer movement will have the right to book rest after 10 hours service upon 2 hours notice to the proper Officer of the Company or delegate.

ARTICLE 79
Work Week

79.1 Unless otherwise provided in this article, a work week of 40 hours, consisting of 5 consecutive days of 8 hours each, is established, with 2 days off in each 7 except as provided in this article. The work week will be established in accordance with the Company's operational requirements.

Beginning of Work Week

79.2 The term "work week" for regularly assigned employees shall mean a period of five consecutive eight hour days. The work week shall commence at the starting time of the employee's first regular assigned shift. The term work week for spare employees shall mean a period of seven consecutive days starting at 0001 on Monday.

Employees who work more than five straight-time yard shifts in any classification in a work week shall be paid one and one-half times the straight-time rate for such shifts.

Accumulation of Days Off

79.3 At points where it is not practicable to grant 2 consecutive days off in a work week to regularly assigned or regular relief employees, agreements may be made to provide for the accumulation of days off over a period not to exceed 5 consecutive weeks.

Non-Consecutive Days Off

79.4 If the Company contends it is not practicable to grant 2 consecutive days off to a regularly assigned or regular relief employee and that it is necessary to establish non-consecutive days off, representatives of the Company and representatives of the employees will confer and endeavour to agree upon accumulation of days off or the establishment of non-consecutive days off. If such representatives fail to agree, the Company may nevertheless establish non-consecutive days off, subject to the right of the employees to

process the dispute as a grievance or claim under the rules agreements, and in such proceedings the burden will be on the Company to prove that it was not practicable to grant 2 consecutive days off.

Extra or Unassigned Employees

79.5 Extra or unassigned employees may work any 5 days in a work week and their days off need not be consecutive.

Relief Assignments

79.6 When service is required by the Company on days off of regular assignments it may be performed by other regular assignments, by regular relief assignments, by a combination of regular and regular relief assignments, or by extra employees when not protected in the foregoing manner. Where regular relief assignments are established, they shall, except as otherwise provided in this article, have 5 consecutive days of work. They may on different days, however, have different starting times, providing such starting times are those of the employee or employees relieved, and have different points for going on and off duty within the same seniority district which shall be the same as those of the employee or employees they are relieving, except that in a seniority district having more than one extra board, such relief assignments as are established will be filled from the territory allotted to a particular extra board.

79.7 Where regular relief assignments cannot be established for 5 consecutive days on the same shift, as provided for in paragraph 79.6 of this article, such assignments may be established for 5 consecutive days with different starting times on different shifts on different days, providing such starting times are those of the employee or employees relieved, and on different days may have different points for going on and off duty in the same seniority district which shall be the same as those of the employee or employees they are relieving, except that in a seniority district having more than one extra board, such relief assignments as are established will be filled from the territory allotted to a particular extra board.

79.8 Regular relief assignments for yard crews will be established for the crew as a unit. However, if an operational problem exists or arises which makes it impracticable to relieve regular or regular relief crews as a unit, or if either of the parties desires, the designated days off need not be the same for individual members of a crew.

79.9 Representatives of the Company and of the employees will co-operate in designating days off of individual members of a crew.

Note: It is recognized in the application of the foregoing that the nature of the work on certain assignments will require that some member or members of the crew have knowledge of the work of the assignment and that this will be considered an operational problem.

Deadheading In Connection With Application of Five-Day Work Week

79.10 When, in the application of the five-day work week, the Company is compelled to order yard service employees to go to a subsidiary or outlying point because (1) no spare board has been established there, and (2) sufficient regular relief assignments cannot be set up to take care of "all days off", resulting in excessive deadheading mileage being involved, representatives of the employees and representatives of management will co-operate in working out suitable arrangements in individual cases with a view to providing relief at minimum expense to the Company.

79.11 Effective January 1, 1988, when under the terms of paragraph 79.10, a yard service employee is entitled to compensation for deadheading, the Company will provide, or arrange for, the necessary transportation. When railway or public transportation is not available and a yard service employee is authorized by the Company to use private automobile, they will be reimbursed at the rate of 30 cents per kilometer for the kilometers travelled via the most direct highway route.

Employees On Joint Spare board

79.12 Employees on joint spare boards from which relief is drawn for employees in both road and yard service will not be permitted to work more than 5 straight-time eight-hour shifts in yard service in any work week if there are other spare board employees available who could be used at straight-time rates. In the application of this paragraph, it will be incumbent upon spare board employees or the Local Chairperson to notify the proper officer of the Company when they have completed 5 straight-time eight-hour shifts in yard service in any work week and failing to do so should they be used in excess of 5 days in yard service in any work week they will be compensated on the basis of straight-time rates for such excess work.

ARTICLE 80 Overtime

Assigned Yard Service Employees

80.1 Yard service employees assigned to regular shifts who are required to work in excess of 8 consecutive hours, or who are required to commence work on second tour of duty within 24 hours of the starting time of the preceding shift paid for at pro rata rate, will be paid for time worked in excess of 8 hours' continuous service and for the second tour of duty at one and one-half times the pro rata rate.

80.2 When spare yard service employees , or senior laid-off yard service employees willing to accept a call, are not available at straight-time rates, regularly assigned yard service employees will be given preference in filling shifts paid at overtime rates, provided they have previously advised the appropriate Supervisor of their desire to perform overtime work. This paragraph shall apply only at the following locations:

Thunder Bay	Regina
Winnipeg	Melville
Edmonton	Kamloops Junction
Vancouver	Prince George
Saskatoon	Prince Rupert
Calgary	

80.3 The punitive rate shall be paid to an assistant conductor yard who is assigned to a regular shift as an assistant conductor yard, when:

- (a)** the employees is required to commence work on a second tour of duty as a conductor (yard) within 24 hours of the starting time of the preceding shift, as an assistant conductor, paid for at the pro rata rate of pay;
- (b)** the employee returns to the assignment they are working as an assistant conductor after having been held back from their previous shift as an assistant conductor to fill a conductor (yard) position for one tour of duty and for which they were entitled to payment at the pro rata rate of pay; or
- (c)** the employee is required to work as a conductor (yard) on the sixth or seventh day of the work week of the assignment working as an assistant conductor after having completed 5 straight-time eight-hour shifts in their work week.

80.4 Under the provisions of paragraph 80.3, the Company shall not be obligated to use a yard service employee who would be entitled to payment at the punitive rate when there is another yard service employee available who could work at the pro rata rate of pay.

Unassigned Yard Service Employees

80.5 Spare employees who are required to work in excess of 8 consecutive hours in yard service, or who are required to commence a tour of duty in yard service within an interval of less than 8 hours from the completion of work on the previous yard job, will be paid for the time worked in excess of 8 hours continuous service and for such tour of duty at one and one-half times the pro rata rate.

Note: Nothing in this agreement shall obligate the Company to call a spare employee who would be entitled to payment at the overtime rate when there are spare employees available in yard service or on the joint spare board who could work at the pro rata rate.

80.6 Paragraphs 80.1, 80.2 and 80.5 shall not apply when changing off where it is the practice to work alternate days and nights for certain periods, working through 2 shifts to change off, where exercising seniority rights, or in the application of article 79, paragraphs 79.6 to 79.9 inclusive.

Days Off

80.7 Employees worked more than 5 straight-time eight-hour shifts in yard service in a work week shall be paid one and one-half times the basic straight-time rate for such excess work except:

- (a) Where days off are being accumulated under paragraph 79.3 of article 79;
- (b) When changing off where it is the practice to work alternately days and nights for certain periods;
- (c) When working through 2 shifts to change off;
- (d) Where exercising seniority rights from one assignment to another;
- (e) Where paid straight-time rates under existing rules or practices for a second tour of duty in another grade or class of service.

80.8 There shall be no overtime on overtime; neither shall overtime hours paid for nor time paid for at straight-time rates for work referred to in paragraph 80.7 of this Article be utilized in computing the 5 straight-time eight-hour shifts referred to in paragraph 80.7 of this Article, nor shall time paid for in the nature of arbitraries or special allowances such as:

- (a) attending court inquests
- (b) Company-initiated meetings
- (c) investigations
- (d) examinations
- (e) deadheading
- (f) jury duty
- (g) bereavement leave, etc.

be utilized for this purpose, except when such payments apply during assigned working hours in lieu of pay for such hours, or where such time is now included under existing agreement provisions in computations leading to overtime.

NOTE: Employees assigned to regular shifts who:

- (1) are not required to work on a general holiday falling on one of their regular assigned working days but qualify for general holiday pay; or
- (2) work the general holiday and are paid time and one-half for such work

will count such day's pay as a day worked in the computation of the 5 straight-time shifts in yard service.

80.9 In the event an additional day's pay at the straight-time rate is paid to a yard service employee during the course of their regular tour of duty, such additional day will not be utilized in computing the 5 straight-time eight-hour shifts referred to in paragraph 80.7 of this article.

80.10 Any tour of duty in road service shall not be considered in any way in connection with the application of the provisions of the five-day work week, nor shall service under two agreements be combined in any manner in the application of the five-day work week. However, service under 2 agreements, excluding road service, will be restricted to 5 days in work week when qualified relief employees who have not worked 5 days in the work week are available at pro rata rates.

80.11 Notwithstanding the provisions of paragraph 80.10, employees who have completed five straight-time shifts in their work week in any grade or class of yard service, either under Agreements 1.2, 4.2 or 4.3 or a combination of such Agreements, and are required to work one or more additional shifts in their work week under this agreement, shall be paid one and one-half times the basic straight rate for such work.

80.12 When employees are required to report prior to the starting time of an assignment in order to take Company training programs such as safety seminars, dangerous commodities instruction, careful car handling, etc., such reporting will not result in the tour of duty being compensated at time and one-half rates as outlined by paragraphs 80.1, 80.3 (a) or (c), 80.5 and 80.7. When required to report prior to the starting time for such training programs, employees will be compensated at one and one-half times the basic rate from the time required to report until the on-duty time of the assignment. Every effort will be made not to keep employees beyond the completion of their tour of duty solely for the purpose of training. In any case, such training will not exceed a period of one hour.

ARTICLE 81 Starting Time

81.1 Yard service employees shall be assigned for a fixed period of time which shall be for the same hours daily for all regular members of a crew. Such hours will be relaxed only to the extent provided in paragraphs 79.6 to 79.9 inclusive of article 79. So far as it is practicable assignments shall be restricted to 8 hours' work.

81.2 Regularly assigned yard crews shall each have a fixed starting time, and the starting time of a crew will not be changed without at least 48 hours' advance notice. When the starting time of a yard assignment is changed one hour or more, such assignment will be bulletined at the terminal in accordance with paragraph 107.78 of article 107.

81.3 Where three eight-hour shifts are worked in continuous service, the time for the first shift to begin work will be between 0600 and 0800 hours; the second 1400 and 1600 hours; and the third 2200 and 2400 hours.

81.4 Where 2 shifts are worked in continuous service, the first shift may be started during any one of the periods named in paragraph 81.3.

81.5 Where 2 shifts are worked, not in continuous service, the time for the first shift to begin work will be between the hours of 0600 and 1000 hours, and the second not later than 2200 hours.

81.6 Where an independent assignment is worked regularly, the starting time will be during one of the periods provided in paragraphs 81.3 and 81.5.

81.7 At points where only one yard crew is regularly employed, they can be started at any time, subject to paragraph 81.2.

81.8 At points where the time is changed, yard service employees will work on the time used by the community.

Note: Exceptions to the above may be made to cover local requirements in isolated cases, where mutually agreed to between the appropriate Officer of the Company and the General Chairperson. No change shall be made in the present established application of this article.

ARTICLE 82
Consist of Crews - Yard Service

82.1 A yard crew shall consist of not less than a conductor (yard) and two yard helpers, except as provided in article 83 or where special arrangements are made by the appropriate officer of the Company and the General Committee.

82.2 A conductor (yard) without yard helpers will be employed on Trackmobiles used for the purpose of moving cars within the area of the Transcona Main Shops, which area is defined as:

All trackage in the Transcona Main shop complex bounded on the west by the crossover between WP55 and WM01 and on the east by the WO75 and WO20 switches to WM01. This designated area will not include the use of Track WM01 or tracks south of Track WM01.

ARTICLE 83
Consist of Crews - Yard Service

83.1 The provisions of this article shall modify article 82 as it applies to yard service crews whether filled by yard/road service employees, and shall supersede any agreement provision in conflict therewith.

83.2 The Company shall notify the General Chairperson and the Local Chairperson of the Union in writing of its desire to meet with respect to reaching agreement on a reduced consist of one Conductor (Yard) and one Assistant Conductor for crews in any class of yard or transfer service. The time and place for the Company and Union representatives to meet shall be agreed upon within 15 calendar days from the date of such notice and the parties shall meet within 21 calendar days of the date of such notice.

83.3 The meeting shall be limited to a determination of whether or not adequate safety can be maintained with the proposed crew consist reduction. If the parties do not reach agreement or if the meeting referred to herein does not take place, the Company may, by so advising the General Chairperson and the Local Chairperson in writing, commence a survey period of 5 working days for the yard operations concerned, during which Union representatives may observe such operations. The survey period shall commence not less than 10 and not more than 20 calendar days from the date of the Company's advice with respect to the survey period.

83.4 If, after completion of the survey period, the parties do not agree that adequate safety can be maintained with the proposed crew consist reduction, the Union will, within 60 calendar days of the completion of the survey period, give the Company specific reasons in writing why, in their opinion, adequate safety cannot be maintained. The Company may, by so advising the General Chairperson in writing, refer the dispute or any part thereof to arbitration.

83.5 Failure to provide such specific reasons in writing within the time limit contained in paragraph 83.4 will indicate that the Union agrees that adequate safety can be maintained, such crews shall thereafter be considered "reducible crews" and the proposed reductions in the consist of such crews may be made subject to the conditions set forth in paragraphs 83.12 to 83.28 inclusive of this article.

83.6 The time limit specified in paragraph 83.4 may be extended by mutual agreement between the parties.

83.7 Arbitration shall be conducted by the Canadian Railway Office of Arbitration, unless:

there are disputes requiring final determination during a period in which there is no incumbent Arbitrator; or

the Canadian Railway Office of Arbitration is terminated; or

the Canadian Railway Office of Arbitration ceases to have jurisdiction to arbitrate such disputes.

In any of the above events the parties will within 15 days of the notice by the Company referring the dispute to arbitration, select an arbitrator to hear the dispute. If the parties fail to agree on a suitable candidate for arbitrator, the Minister of Labour shall be requested to appoint an arbitrator within 14 calendar days following receipt of such request.

83.8 The arbitrator shall be limited to making a determination of whether or not adequate safety can be maintained with the proposed crew consist reduction. The arbitrator's decision shall be rendered within 30 calendar days following the conclusion of the hearing and shall be final and binding on both parties.

83.9 Where arbitration is conducted by other than the Canadian Railway Office of Arbitration, the fees and expenses of the Arbitrator shall be shared equally by the parties.

83.10 Where it has been determined by agreement or arbitration that adequate safety can be maintained with a reduced crew consist, such crews shall thereafter be considered "reducible crews" and the proposed reductions in consist of such crews shall be made only in accordance with the conditions set forth in this article.

83.11 At a yard where there are reducible crews, an up-to-date list of such crews shall be posted and a copy supplied to the Local and General Chairpersons concerned.

83.12 An employee who meets one of the following qualifications shall, for the purpose of this article, be known and designated as a "protected employee":

an employee who has a seniority date as an assistant conductor prior to December 16, 1966; or

an employee who has a seniority date as a train service employee prior to December 16, 1966 on Train service employees' former Freight Promotion Districts 2, 3 or 4.

83.13 A protected employee shall have the right and obligation to perform service for which qualified, as provided in the collective agreement, to the extent that positions are available in the seniority district subject to the following:

(a) A protected employee shall not have any right to helper positions the Company discontinues pursuant to the provisions of this article except as provided in paragraphs 83.15 to 83.28 inclusive;

(b) A non-protected employee shall not have any right to assistant conductor positions the Company discontinues pursuant to the provisions of this article.

83.14 A protected employee moving from one yard to another shall retain their protected employee status.

83.15 One assistant conductor position in a reducible crew may be discontinued for each protected employee entitled to a regular position who is, subsequent to such crew being determined reducible, removed from the active working lists of Conductor (Yard/Road), Assistant Conductor (Yard/Road), other than by layoff, discharge or temporary promotion to Traffic coordinator or non-scheduled position and for each non-protected employee who is on a regular assignment or who has sufficient seniority to hold such an assignment.

83.16 Reductions in reducible crews on the basis of a non-protected employee who is holding or who is able to hold a regular assignment will not be made if such reduction would require a protected employee to move from a regular yard assignment in one starting time period to a regular yard assignment in another starting time period nor if such reduction would deprive a protected employee from exercising seniority from a regular yard assignment in one starting time period to a regular yard assignment in the starting time period of the reducible crew or crews. The starting time periods are those set out in article 81, paragraphs 81.3 to 81.6 inclusive.

83.17 Assistant Conductor positions shall be discontinued at the same yard at which the protected employees were removed from the active working lists or at which a non-protected employee is holding or is able to hold a regular position.

83.18 Should the number of reducible crews in any assistant conductor exceed the number of helper positions that may be discontinued under the terms of this article, the reducible assistant conductor positions to be discontinued shall be those filled by the junior protected employee filling such reducible positions. If the application of this paragraph involves the bulletining of positions, the bulletins shall be issued only to the yard concerned.

83.19 Where the removal of a protected employee from the active working lists by a permanent promotion to a Traffic coordinator or non-scheduled position has resulted in an assistant conductor position in a crew being discontinued at a yard, the return of such protected employee to the working lists shall result in one discontinued assistant conductor position being re-established at that yard. When a protected employee who was promoted to Traffic coordinator or non-scheduled position prior to the effective date of this article returns to the working lists and a protected employee is promoted as a result thereof, the provisions of paragraph 83.15 shall not apply.

83.20 When an assignment filled by a reduced crew is abolished, a like reduction may be made in another reducible crew subject to the provisions of paragraph 83.21.

83.21 Notwithstanding the provisions of paragraph 83.15, if a reduction in regular yard assignments at a yard will result in protected employees becoming reduced from regular assignments at that yard, a sufficient number of assistant conductor positions which are discontinued under the provisions of paragraph 83.15 shall be filled so as to avoid such reductions from regular assignments. The assistant conductor positions concerned shall be filled only until such time as the protected employees referred to can hold other positions in regular assignments at that yard.

83.22 The following guarantee shall apply at a yard where a crew or crews are operated with a reduced consist under the provisions of this article:

(a) At a location where a separate spare board for yard service is maintained:

Any protected employee on a yard service spare board, who is unable to hold a position in a regular assignment as a consequence of the discontinuance of assistant conductor positions under the terms of this article, shall, provided available for service, be guaranteed 40 hours per week, except that for any week in which one or more general holidays occur, the guarantee shall be reduced by 8 hours for each general holiday occurring in the week. In the event a protected employee on a yard service spare board entitled to the guarantee under the provisions of this paragraph 83.22 is assigned to such spare board for only a portion of the week, they will be paid their full proportion of the guarantee pro-rated according to the number of days assigned to such spare board as related to the number of days in the calendar week.

(b) At a location where a joint spare board is maintained:

A protected employee on a spare board from which relief for both road and yard service is drawn, who is unable to hold a position in a crew regularly assigned or regularly set up in road or yard

service at such yard as a consequence of the discontinuance of assistant conductor positions under the terms of this article, shall, provided available for service, be guaranteed the equivalent of 3,000 miles per month at the assistant conductor's through freight rate. In the event a protected employee on a spare board who is entitled to the guarantee under the provisions of this paragraph 83.22 is assigned to such spare board for only a portion of a month they will be paid their full proportion of the guarantee pro-rated according to the number of days on the spare board as related to the number of days in the calendar month. An employee who books 14 hours rest or less upon completion of a tour of duty shall not be considered unavailable, under this provision, because of such rest period. The guarantee provided herein shall be reduced by the equivalent of 100 miles at the assistant conductor's through freight rate for each call missed by a protected employee who is on the spare board and available for service.

- (c) If a crew or crews are operated with a reduced consist for only a portion of the guarantee period provided in sub-paragraphs (a) or (b) of this paragraph 83.22, the applicable guarantee shall apply on a proportionate basis for the portion of the guarantee period such crews were operated with a reduced consist as related to the guarantee period.

83.23 Notwithstanding the provisions of paragraphs 83.15 of this article, reducible crews will not be operated with a reduced consist if:

- (a) such operation would result in a protected employee at the yard having insufficient seniority to hold a position (including a spare board position) at that yard; or
- (b) there are protected employees laid off at the yard who are qualified and available for work as an assistant conductor.

Where in the application of this paragraph 83.23 the Company is required to fill an assistant conductor position in a reduced crew, the position shall be filled only until such time as the protected employee placed on the position by the Company can hold another position (including a spare board position) at that yard. While such crew is operating with two assistant conductors, temporary vacancies in the positions need not be filled except to the extent necessary to ensure that there is one assistant conductor in the crew. The filling of an assistant conductor position in a reduced crew under this paragraph 83.23 shall not obligate the Company to use the assistant conductor concerned on the 6th or 7th day of a work week.

83.24 At a terminal where there is a series of yards, such as Winnipeg, Edmonton and Vancouver, all yards in such terminal shall, in the application of this article, be considered as one yard.

83.25 In the application of paragraphs 83.15 to 83.25 inclusive:

- (a) the reference to "the yard service spare board" shall include a joint spare board from which relief for both road and yard service is drawn; and
- (b) references to "regular position", "regular assignment" and "regular assignments" shall include positions regularly assigned or regularly set up in road or yard service.

ARTICLE 83A

Consist of Crews - Conductor (Yard) only Transfer

83A.1 Notwithstanding the provisions of Articles 82 and 83 yard transfers may be operated with a conductor (yard) but without an assistant conductor provided that:

- (a) Such transfer movements are operated without a caboose;
- (b) At the originating yard or interchange, doubling is limited to that necessary to assemble the transfer movement for departure;

- (c) At the destination yard or interchange, doubling is limited to that necessary to store the transfer movement upon arrival;
- (d) Switching required for conductor (yard) only transfer will be limited to that necessary to meet the marshalling requirement, remove any mis-routed cars or set out bad order cars;
- (e) Such transfer movements will make no more than two stops en route, in any one direction, between the originating and destination yards or interchanges for the purpose of taking on and/or setting out a car or group of cars together;
- (f) Such transfer movements are not required to perform switching en route (i.e., between the originating and destination yards or interchanges) except as may be required in connection with the taking on or setting out of cars as, for example, to comply with the requirements of rules and special instructions which govern marshalling.

ARTICLE 84
Establishment of Seniority and Promotion

84.1 Assistant Conductors shall rank on the Assistant Conductors' seniority lists from the date and time they complete the classroom portion of their Conductors training.

84.2 New yard service employees will be allotted seniority where practicable on the basis of the date they signed the Company's application for employment with relative standing among the training class attended.

84.3 When two or more Assistant Conductors are allotted seniority as of the same date and time, the procedure for establishing their relative standing among the class attended shall be as follows:

- (a) the Assistant Conductors, who are senior in the service of the Company, will rank senior on the seniority list ahead of other Assistant Conductors allotted seniority on that date;
- (b) when two or more Assistant Conductors have the same date, the Assistant Conductor who first signed the Company's application for employment shall be senior;
- (c) Assistant Conductors who transfer to Agreement 4.3 from other Agreements, or who have resigned and are rehired, will be allotted seniority on the basis of their relative standing among Assistant Conductors in training courses at the time of transfer or rehiring. If there are no training courses in progress at the time of transfer or rehiring, such Assistant Conductors will be allotted seniority status as of the date first placed on the working list or spare board; and
- (d) when two or more Assistant Conductors transfer or are rehired have the same seniority status, the relative standing will be as outlined in sub-paragraph (b) above, when not given relative standing with a training course;
- (e) Assistant Conductors will come within the scope of Agreement 4.3 at such time as they work their first shift or tour of duty.

84.4 Assistant Conductors employed on or before February 16, 1959 will be examined for promotion to Conductor (Yard), in their respective yards, according to seniority and ability. Assistant Conductors who are not promoted, or who fail to qualify for promotion, will be promptly advised of the reason therefore, in writing, by the proper Officer of the Company.

84.5 Assistant Conductors covered by paragraph 84.4 who refuse to take examination for promotion to Conductor (Yard), or who fail to qualify for promotion, will retain their seniority standing as Assistant

Conductors. However, if such Assistant Conductors are subsequently promoted to Conductor (Yard), they will rank junior as Conductors (Yard) to the Assistant Conductors promoted ahead of them.

84.6 Assistant Conductors employed subsequent to February 16, 1959, will not be permitted to refuse examination and will be examined for promotion to Conductors (Yard) in their respective yards according to seniority on the Assistant Conductors' seniority list after 18 months' cumulative service as a yard helper and/or a train service employee. Such Assistant Conductor must have completed a minimum of 150 shifts or tours of duty as Yard Service Employee/Train Service Employee at least 50 of which must be in yard service or on joint spare boards prior to qualifying as a Conductor (Yard). Such Assistant Conductors failing to pass first examination for promotion to Conductors (Yard) will be given another examination within six months, and should they fail to pass on second examination, their names shall be placed immediately below Assistant Conductors junior to them on the Assistant Conductors' seniority list when such Assistant Conductors have passed the examination for promotion and their seniority date shall be revised accordingly, or their services may be dispensed with at the option of the Company. The 50 shifts or tours of duty experience requirement will include all service as a Train Service Employee/Yard Service Employee on any seniority district governed by Agreements 4.16 and 4.3. In the application of this article and article 45, employees shall be examined simultaneously for the qualification as Conductor/Conductor (Yard). Upon attaining the appropriate service requirements for Conductor, employees shall be deemed qualified as Conductor.

84.7 Train service employees hired on or before February 16, 1959 who were granted a seniority date of January 1, 1972 as assistant conductors will be permitted to refuse examination for promotion to conductors (yard) under paragraph 84.6. However, if they do so and are subsequently promoted to conductors (yard), they will establish their seniority standing and date as a conductor (yard) in the same manner as an assistant conductor who is covered by paragraph 84.6.

84.8 When Assistant Conductors qualify for promotion to Conductors (Yard) in accordance with the provisions of paragraphs 84.4 or 84.6, their names shall be placed on the Conductors (Yard) seniority list in the order in which they appear on the Assistant Conductors' seniority list. Such Assistant Conductors shall be accorded a Conductor (Yard) seniority date 18 months subsequent to their seniority date as an Assistant Conductor.

84.9 If Assistant Conductors covered by paragraph 84.5 qualify for promotion to Conductors (Yard), their names shall be placed on the Conductor (Yard) seniority list in accordance with their seniority standing in the group with which examined. Such Assistant Conductors shall be accorded a Conductor (Yard) seniority date related to the date on which they qualify but consistent with the standing on the Conductors (Yard) seniority list.

84.10 Any Assistant Conductor who, because of the 6-month yard service/joint spare board requirement of paragraph 84.6 is promoted to Conductor (Yard) after Assistant Conductor junior to them have been promoted, shall, provided that they qualify at the first opportunity, rank on the Conductors (Yard) seniority list ahead of those junior Assistant Conductors who were promoted before them.

84.11 Yard service employees who resign from the service of the Company will forfeit all seniority rights.

ARTICLE 85 Qualified Employees

85.1 Where in this agreement provision is made for an employee to fill a position, the employee must, in all instances, be qualified to fill the position.

85.2 A dispute concerning the application of this article may be processed as a grievance, within 30 days from the date of the cause of the grievance, under the terms of article 121 commencing at Step 2 of the Grievance Procedure.

ARTICLE 86
Set to Storage

ARTICLE 87
Deadheading - Yard Service

87.1 Spare employees required to go to a subsidiary station will be allowed payment at yard rates for the actual time occupied in deadheading from the terminal to the subsidiary station and in returning from the subsidiary station to the terminal when displaced. Such time may be used to make up the basic day.

87.2 Paragraph 87.1 will not apply to a spare employee who is exercising seniority, nor to a spare employee who has booked off for any reason at the subsidiary station and who is returning to the terminal.

87.3 Spare employees ordered by the Company to go to a subsidiary station will, when reasonably required, be furnished with sleeping quarters. When employees are accommodated in quarters owned by the Company, such quarters will be comfortable and sanitary.

ARTICLE 88
Set to Storage

ARTICLE 89
Displacement - Demotion - Layoff

89.1 Where in this agreement provision is made for an employee to displace a fellow employee, the employee who is exercising his seniority must, unless otherwise provided have sufficient seniority to do so.

89.2 A yard service employee exercising his seniority to a regular assignment or to a spare board position to another terminal on a permanent clearance shall be considered as regularly assigned to such other terminal.

89.3 A yard service employee transferring from one yard to another under the provisions of this article will be given, at his option, a temporary or permanent clearance which must be presented to the appropriate Company officer when reporting available for duty at the point to which transferred.

A yard service employee who elects to transfer on a temporary clearance will:

- (a)** keep the appropriate officer of the Company advised of his address in writing, in order that he may be readily located; and
- (b)** be recalled to his home terminal immediately that he is able to hold work as a yard service employee at such home terminal; and
- (c)** return to his home terminal upon recall when released, unless recall is refused, in which event he will be considered permanently transferred.

A yard service employee refusing to return when recalled must file his refusal in writing, with the appropriate officer of the Company, with a copy to the Local Chairperson, and will thereby forfeit his right to recall.

89.4 Notwithstanding the provisions of paragraph 89.9 a yard service employee covered by paragraph 107.25 of article 107 who has no choice but to exercise his seniority elsewhere on the seniority district, will be permitted to go on laid-off status at the terminal to which regularly assigned.

89.5 While on laid-off status at the terminal referred to in paragraph 89.4, such yard service employee will be required, should work become available, to exercise his seniority at that location and at stations subsidiary thereto.

89.6 The provisions of paragraphs 89.4 and 89.5 shall not interfere with the application of article 115 and an employee covered hereby will be required to return to the service, at any time, in accordance with that article.

89.7 The application of paragraphs 89.4 to 89.6 inclusive will not result in any expense to the Company.

89.8 Paragraphs 89.4 to 89.7 inclusive are applicable only at locations which are listed in article 112, paragraph 112.6.

89.9 When the number of employees is to be reduced, reduction will be made in seniority order commencing with the junior employee. Protected freight employees as defined by paragraph 15.1, will not be laid off. When unable to work at their home terminal employees will have the option to revert to the furlough board in preference to exercising their seniority on the seniority territory. When employees cannot hold work at the home terminal they will not be permitted to declare to the furlough board at another terminal. Employees electing to declare to the furlough board at their home terminal will be governed by the terms and conditions set out in Article 148.

89.10 At any time when the Company can foresee that a shortage of yard service employees will exist at a home terminal or a shortage of yard service employees develops, the Company may, in advance of actual requirements, bulletin for 15 days to the promotion district for Conductor (Yard) or Yard Helpers, as the case may be, who are prepared to proceed to the home terminal requiring additional employees on an if and when required basis.

89.11 The senior qualified applicant(s) will be accepted when such will not, in the opinion of the Company, create a shortage of yard service employees at his home terminal. Such applicant(s) will be considered temporarily transferred.

89.12 A yard service employee on leave of absence or on vacation with pay during the period of the bulletin will be permitted to make application when he reports for duty.

89.13 A successful applicant, providing he is able to hold work in the classification for which bid at the point where the shortage exists, will be required to respond when advised and must report at the point where the shortage exists as soon as practicable.

89.14 A successful applicant will not be subject to recall to his home terminal unless it would otherwise require the movement of a yard service employee from another home terminal to the successful applicant's home terminal, otherwise he will remain at that point until the shortage no longer exists or until the next change of card, whichever occurs first. In either case, he will be returned to his originating home terminal.

89.15 If released prior to the change of card, such release will be in reverse order of seniority. A yard service employee released prior to the change of card will be subject to recall to the point from which released in seniority order to protect a position as yard service employee until the next change of card.

89.16 A yard service employee who moves from one home terminal to another under the provisions of paragraphs 89.10 to 89.15 inclusive, will be entitled to expenses away from home as provided in article 119 of this agreement.

ARTICLE 90
Yard Spare Board

Establishment

90.1 Representatives of the Company and representatives of the employees will co-operate in the establishment of a spare board at each point where yard service is maintained so that relief service may be provided.

Operation

90.2 Spare yard service employees will be worked first-in first-out.

90.3 The number of employees on the yard spare board will be regulated between the Local Chairperson and the appropriate officer of the Company each Friday afternoon (or other day as mutually agreed to) to take effect at 0001 hours so that the average earnings of a Yard employee will not be less than the equivalent of 5 shifts per 7-day period in the following manner:

Add the total number of spare Yard employees used during the previous 7 days and divide by 5, that is for example:

100 spare yard shifts for the 7-day period divided by 5 equals 20 employees on the yard spare board.

90.4 No change will be made in the yard spare board between checking periods without the concurrence of the Local Chairperson.

90.5 In the application of the foregoing exceptions may be made to cover local requirements where mutually agreed to between the appropriate officer of the Company and the Local Chairperson.

90.6 Should it be demonstrated that inequities exist in the adjustment of spare boards, e.g. there are insufficient employees on the spare board to protect the service or insufficient work is available to allow employees on yard spare boards an average level of salary that equates to 5 shifts per 7-day period, the Local Chairperson and the appropriate officer of the Company will adjust these spare boards to protect the situation. Should they be unable to agree, the General Chairperson and the Vice-President, or his delegate, will meet on a timely basis to resolve the matter.

ARTICLE 91
Notice When Requesting Relief

91.1 Yard service employees regularly assigned, who request to lay off, will give the appropriate Company officer at least 3 hours' notice, and before resuming duty will also give the appropriate Company officer at least 3 hours' notice.

91.2 When relief is requested, yard service employees will be expected to give definite information, as far as possible, as to how long relief will be required.

ARTICLE 92
Utility Position

92.1 Utility positions may be established based on operational requirements. Utility positions will be assigned duties, which will facilitate train and yard operations. Such positions and duties will be governed by applicable yard rates and conditions.

ARTICLE 93
Medically Restricted Yard Service employees

93.1 For rehabilitation purposes, a yard service employee who has become incapacitated in the service of the Company and who is capable of performing the duties of a switchtender, will be permitted, when mutually agreed between the General Chairperson and the proper Officer of the Company, to displace an able-bodied person working as switchtender who is able to hold other work in yard or train service.

93.2 In dealing with incapacitated employees, seniority shall govern in respect of preference of shift and employment.

ARTICLE 94
Condition of Engines

94.1 Yard service employees will not be compelled to perform switching with any engine that is not properly equipped with footboards, grab-irons and head lights.

Engines equipped with operative uncoupling mechanisms, modified to enable uncoupling from the side step of the engine, need not be equipped with footboards.

Note: Footboards will be free of ice at beginning of each shift.

ARTICLE 95
Shelters and Lockers

95.1 At points where 2 or more yard engines are employed, suitable shelter will be provided to accommodate the number of yard service employees working, and will be equipped with lockers.

ARTICLE 96
Working Outside Switching Limits

96.1 This article is applicable only at locations which are listed in paragraph 112.6 of article 112.

96.2 Except as provided for by paragraph 96.3, yard service employees will not be worked outside of switching limits in road service where road crews are available, except in cases of wrecks and washouts.

96.3

- (a)** In order to provide timely transportation service, yard crews may be used within a distance of 25 miles outside the established switching limits.
- (b)** Yard crews used outside of established switching limits in such circumstances during their tour of duty shall be compensated on a continuous time basis at yard rates and conditions.
- (c)** The application of this paragraph 96.3 shall in no way have the effect of abolishing road switcher assignments.
- (d)** Yard crews may be used in excess of the miles outlined in sub-paragraph 96.3(a) only in accordance with the provisions of paragraph 96.2.

Rescue Service - Extended Runs

96.4

- (a) In order to provide rescue service to trains in extended runs, yard crews may be used within a distance of 50 miles outside the established switching limits.
- (b) When yard employees are used in rescue service it will be considered conductor yard only operation and the yard helper, if any, may be deployed at the discretion of the Company.
- (c) Crews will be called in rescue service utilizing any one of the following options:
- Yard crews within a distance of 50 miles outside established switching limits
 - Spareboard
 - Pool, extended run or single sub (when single sub crews are used they will be kept on their own territory).

ARTICLE 97 Supplying Caboose

97.1 Yard service employees will be furnished with a caboose, properly equipped, in transfer service, also on other extended runs justifying having same.

ARTICLE 98 Seal Records

98.1 Yard service employees will not be required to take seal records.

ARTICLE 99 Car Retarder Operators Employed in Hump Yard

99.1 Eight consecutive hours and time required for transfers will constitute a day's work for a car retarder operator. Overtime shall not commence until completion of a day's work.

99.2 Car retarder operators will be taken from the ranks of qualified yard service employees (who have written the "A" book).

99.3 Bulletins will be posted in the usual manner calling for applicants to train for car retarder operators' positions.

99.4 In advance of placing in operation of a new hump yard with automatic car retarders, a sufficient number of employees will be selected on a seniority basis to train as car retarder operators.

99.5 Applicants will be considered qualified on successful completion of the training period. If, during the training period, the Company determines that an applicant cannot qualify, training will be discontinued and the employee advised in writing the reason for disqualification.

99.6 Employees initially selected for training will be compensated for each day spent in training at the rate of pay of the regular assignment held by bulletin, except that road conductors and train service employees will be paid conductor (yard) an assistant conductor's rates respectively. Subsequent applicants for car retarder operator's positions will be required to qualify on their own time and must qualify within a period of 30 days.

99.7 Upon completion of training, applicants will be considered as on probation until they have completed 21 cumulative shifts as car retarder operators. If disqualified before completing 21 shifts, the reason for such disqualification will be given in writing. After completing 21 shifts as a car retarder operator, employees will not be disqualified without an investigation.

99.8 Subject to the provisions of paragraph 99.7, qualified car retarder operators shall be designated "CRO" opposite their name on the yard service employees 's seniority list.

99.9 For the first 4 years that a new hump yard is in operation, positions of car retarder operators employed in such yard will be bulletined once a year at the Spring change of timetable, and employees assigned to such positions must remain in such classification until the following Spring change of timetable. Thereafter car retarder operator's positions will be bulletined twice a year, at the Spring and Fall changes of timetable, and employees assigned to such positions must remain in such classification until the following change of timetable. An employee assigned to a car retarder operator's position must give 30 days' notice in writing to voluntarily vacate the assignment. The Company may, in its discretion, release such an employee from the position before the expiration of the 30-day period. Such employee will not again be permitted to make application for position of car retarder operator for a period of one year unless otherwise agreed between an appropriate Company Officer and the General Chairperson. The one year waiting period may be waived in the event there are no qualified car retarder operators available. A car retarder operator who accepts a promotion will not be deemed to have "voluntarily vacated" the assignment.

99.10 If no applications are received for a bulletined car retarder operator's position the junior qualified car retarder operator not working as such will be assigned.

99.11 A traffic coordinator working as such at change of timetable when positions are bulletined under paragraph 99.9, or who is subsequently promoted from a car retarder operator's position and who is later displaced, will, if qualified, be permitted to exercise seniority to a position of car retarder operator.

99.12 Employees qualified as car retarder operators who at the change of timetable when positions are bulletined under paragraph 99.9 do not apply for position of car retarder operator and employees who qualify subsequent to the change of timetable bulletins provided for in paragraph 99.9, except those covered by paragraph 99.10, will only be permitted to exercise their seniority on permanent vacancies or newly created positions. When seniority is exercised on permanent vacancies or newly created positions the employee will be subject to the conditions of paragraph 99.9.

99.13 When a temporary vacancy occurs the senior available car retarder operator not working as such will be called and will not be paid under the overtime provisions but will start a new day and will receive for the first 8 hours, pro rata rates. When returning to their own assignment the overtime provisions will not apply. The senior available employee qualified as a car retarder operator must protect the vacancy.

99.14 A qualified car retarder operator who refuses to fill a temporary vacancy when fit and available for duty will forfeit all right to work as a car retarder operator for a period of one year unless otherwise agreed between an appropriate Company Officer and the General Chairperson.

99.15 Car retarder operators will co-operate in keeping office or tower rooms in which they work clean and neat.

99.16 A car retarder operator will be allowed 20 minutes for lunch during their tour of duty, to be taken when operation requirements permit, and without deduction in pay.

99.17 The provisions of paragraphs 104.2, 104.3 and 104.4 apply to car retarder operators employed in Hump Yards under the provisions of this article 99.

ARTICLE 100
Lunch Time

100.1 Yard crews will be allowed 20 minutes for lunch between 4 and 5-1/2 hours after starting work, without deduction in pay.

100.2 Yard crews will not be required to work longer than 5-1/2 hours without being allowed 20 minutes for lunch, with no deduction in pay or time therefore.

100.3 When it is determined that more than 1 hour of overtime work is required, yard service employees will advise the traffic coordinator if they wish a hot meal. Upon receipt of such advice the traffic coordinator will arrange the work in such a manner that the crew will have the opportunity to have a hot meal at the completion of 9 hours of work. The crew will take their hot meal as a unit with the minimum time necessary to obtain a hot meal.

Note: This paragraph does not preclude the traffic coordinator advising the crew after the seventh hour that overtime will be required and the crew may be released by the traffic coordinator then or later for a hot meal. When so released it will not be necessary to provide an opportunity of obtaining a hot meal at the completion of 9 hours of work.

(Refer to Addendum 51)

ARTICLE 101
Pilots Within Yard Limits

101.1 When pilots are required within yard limits, yard service employees will be used and will receive conductor (yard) pay. Yard service employees will not be used outside of yard limits as pilots. This article shall apply only at locations which are listed in paragraph 112.6 of article 112.

Note: Traffic coordinators and Assistant traffic coordinators may be used in cases of extreme emergency.

ARTICLE 102
Yard Service Employees' Work Defined

102.1 Yard service employees will do all transfer, construction, maintenance of way, and work train service exclusively within switching limits, and will be paid yard rates for such service. Switching limits to cover all transfer and industrial work in connection with terminal. This paragraph shall apply only at locations which are listed in paragraph 112.6 of article 112.

ARTICLE 103
Switching Limits

103.1 The necessity of changing or re-establishing recognized switching limits, in order to render switching services required because of extension of industrial activities or territorial extension of facilities, must be recognized.

103.2 The present switching limits will be designated by general notice at all points where yard engines are assigned and will only be changed by negotiations between the proper Officer of the Company and the General Chairperson. The concurrence of the General Chairperson will not be withheld when it can be shown that changes are necessitated by industrial activities or territorial extension of facilities. Yard limit boards may or may not indicate switching limits.

ARTICLE 104
Special Duties

104.1 Yard service employees assigned to other than their regular duties will be paid the established rate for the service performed, but in no case shall the yard service employees so assigned be paid less than on the basis of their regular rates. This article shall have no application to work performed in road service.

104.2 Yard service employees will be required to report for duty 10 minutes prior to the starting time of their shift for which 10 minutes will be paid at the applicable pro rata rate of pay. Time paid for will be for performing duties in connection with registering, reading bulletins, checking watch, picking up radios, etc., and being prepared to commence work at the starting time of their shift.

104.3 Yard service employees upon completion of their shift will be allowed 5 minutes at the applicable pro rata rate of pay. Time paid for will be for performing duties in connection with completing reports, reporting car control data, returning radios, registering, etc.

104.4 Yard or transfer employees responsible for On Board Reporting Systems (OBRS) will be allowed an additional arbitrary payment of 5 minutes at the applicable straight time rate of pay

104.5 Time paid for under the provisions of paragraphs 104.2, 104.3 and 104.4 will not be used in the calculation of overtime or in the application of the overtime provisions of this agreement nor will it be used in the application of paragraph 128.7 of article 128, nor will such time be used in the application of articles dealing with Shift Differentials, Rest at Terminals, Yard Starting Time, Lunch Time, Calling, etc.

ARTICLE 105
Coupling Air and Steam Hoses

105.1 Yard service employees will not be required to couple or uncouple air or steam hose on cars or chain up cars in yard or on repair tracks where mechanical employees are employed.

NOTE: This rule will not be used by yard service employees to delay trains.

SECTION 3
GENERAL

ARTICLE 106
Calling

106.1 Except as provided in paragraph 106.2, employees will be called as far as practicable 2 hours in advance of the time required to report for duty, except in cases of emergency. Where telephone service is available employees will be called by telephone except that other means will be used in cases of telephone system failure when the calling distance is not over 2 miles from the crew office. Other means may also be used when employees are accommodated in facilities provided by the Company. If other than local telephone is used, employees will be required to accept long-distance charges. Except as otherwise provided in paragraph 106.3, in the application of this paragraph if employees in assigned service desire to be called on a regular basis, they will so request in writing.

106.2 In cases where an employee is accommodated in facilities where telephone service is not available to the employee, or its availability is limited to certain hours, and the calling distance is not over two miles from the crew office, the employee will be given a physical call. In such situations, the caller will be furnished with a book in which will be registered time train leaves and the employee will sign their name therein.

106.3 Train service employees on passenger and mixed trains timed to leave passenger station between 0800 and 2200 hours will not be called.

106.4 Train service employees on through passenger trains will be called for their assignment and advised the time required to report for duty, and shall not be set back more than once after being advised the time required to report for duty. The intent is that in the event of through passenger trains running late on their schedule, train service employees will, where conditions permit, be advised before leaving home that they are being set back. This, of course, will only be practicable of application in instances where assigned passenger train service employees live within the calling distance, or where their residence is equipped with telephone.

106.5 Train service employees will be notified when called as to the class of service for which ordered and the final destination for the tour of duty. Such notification will not be changed unless necessitated by circumstances which could not be foreseen at time of call, such as accident, engine failure, washout, snow blockade or such other like emergency.

106.6 A Train service employee returning from being "off for miles" or vacation will be considered available for call for a tour of duty or shift where the order time does not commence prior to the end of their mileage or vacation period.

ARTICLE 107
Filling Vacancies - Road and Yard

Terminals

107.1 Implementation for all terminals in Western Canada will be put in place as mutually agreed. Such agreement must take into consideration that all positions in Road and Yard Service at all terminals will be abolished and the newly established positions will be bulletined twenty (20) days prior to the "Change of Card" or as otherwise mutually agreed to.

Application

107.2 Under this agreement, there remains a distinct separation between Road and Yard Service. All employees by their selections, will be identified as either a Road or Yard preference employees.

Submitting 746 Forms

107.3 There will be four (4) Changes of Card for all employees and, unless mutually agreed, for a 13 week duration occurring on the Friday closest to:

- (i) March 15
- (ii) June 15
- (iii) September 15
- (iv) December 15

Note 1: The above dates may change as mutually agreed.

Note 2: In order to remain with the above dates, approximately every four years an adjustment to one change of card to provide for a 14 week duration will be necessary.

107.4 Except as provided for in Article 107.19, employees will only be permitted to alter their preference from Road to Yard or Yard to Road at the four (4) Changes of Card.

107.5 In conjunction with Article 107.4, employees will be required to select those positions in either Road Service or Yard Service prior to selecting the alternative class of service. For example, Road Preference employee's 746 Form will be submitted as follows:

- 1) Road Positions
- 2) Yard Positions

107.6 An employee desiring to exercise seniority to road or yard service under the provisions of this article and there being no such service at the terminal to which assigned, will be permitted to do so at the nearest terminal the desired service is operated as provided in sub paragraph (a) below:

(a) An employee in road service at the road terminals listed below desiring to exercise seniority to yard service will be permitted to do so at the respective yard terminals shown opposite each road terminal as follows:

Road Terminal	Closest Yard Terminal
Biggar	Saskatoon
Humboldt	Saskatoon
North Battleford	Saskatoon
Edson	Edmonton

107.7 Employees who do not record all available positions will, when unable to hold positions recorded, be considered assigned to an unfilled position, or the position held by the junior employee in that class of service, until such time as they can hold one of their recorded choices.

Note: Employees will not be assigned to the alternative service if able to hold any position within their preference service.

107.8 All Employees must submit their 746 Form indicating their choices which must be received by the Crew Management Centre, at least seven (7) days prior to the Change of Card.

Upon request the Local Chairperson(s) will be provided copies of employees 746 form via electronic transmission.

107.9 Where provision is made in this article for the senior qualified applicant to be assigned it will be subject to the preference rights on former Promotion Districts as provided in Article 114.

107.10 Except as provided for in Article 107.13 employees who do not submit their 746 Form at the initial Change of Card when this agreement takes effect, will be assigned to an unfilled position or to the position held by the junior employee in that class of service at the terminal for a period of four (4) weeks.

107.11 On subsequent Board Changes employees who do not submit a 746 Form, will continue to be assigned to an unfilled position or to the position held by the junior employee in that class of service at the terminal.

107.12 On subsequent Changes of Card, employees who do not submit a 746 Form, will then be assigned according to their previous choices, or as outlined in Article 107.10.

107.13 Employees who are off on annual vacation, authorized leave of absence, illness/injury or lay off status throughout the entire period of the Change of Card bulletin will submit a 746 Form prior to resuming duty.

107.14 Road preference employees placed in Road Service will automatically have their Yard choices de-activated if previously submitted.

107.15 Upon being placed in Yard Service, Road preference employees' previous yard choices will be re-activated for the next Board Change, or if none, they may submit their Yard choices at least 48 hours prior to a subsequent Board Change.

107.16 Road preference employees will suspend their road guarantee(s) while working Yard Service, if they have the seniority to hold any Road Service positions at their home terminal.

746 Modifications between Changes of Card

107.17 Employees will be permitted to insert new assignments to their 746 Form(s), without altering the sequence of previous choices. Employees who are off for miles, annual vacation, authorized leave of absence, illness/injury or lay off status throughout the entire bulletin period, will add to their 746 Form prior to resuming duty.

107.18 Employees will be permitted to delete choice(s) from their 746 Form(s) upon notice to the Crew Management Centre, at least 48 hours prior to a Board Adjustment. Any movement resulting from any deletions will coincide with Board Adjustment.

Note: Employees are not permitted to "add" choices that have been previously deleted from their 746 Form.

107.19 Road preference employees who occupy the joint spareboard and who are unable to hold any other Road position, may indicate their preference for Yard Service, with proper notification to the CMC. The employee will be placed in Yard Service in accordance with their 746 form or as outlined under Article 107.7 at the next Board adjustment. Except if notification is less than 48 hours prior to a Board Change, placement will occur at the following Board Change.

Note: Employees exercising this article will remain as a yard preference employee until next Change of Card and must resubmit Road choices at next change of card if exercising seniority to Road service due to deactivation of same.

107.20 The abolishment of any assignment will result in the corresponding "bid" being automatically removed from an employee's 746 Form(s). Re-establishment of any assignment is considered as a new assignment, and 746 Forms updated in accordance with Article 107.17.

Assigning of Employees

107.21 At each Change of Card, or Board Change, employees will be re-assigned on the "time in principle", in accordance with preferences submitted on their 746 Form or as provided for in Article 107.3-107.16.

Note: The "time in principle" for those employees being re-assigned from the Furlough Board, to the Working Board, is defined as the Board Change date and time (in seniority order) or if working, actual time-in.

107.22 Road preference employees unable to hold same at the Change of Card, will be placed in accordance with their Yard preferences indicated on their 746 Form in seniority order or as provided for in Article 107.7.

107.23 Yard preference employees unable to hold same at the Change of Card, will be placed in accordance with their road preferences indicated on their 746 Form in seniority order or as provided for in Article 107.7.

107.24 On Board Changes other than Change of Card, Road preference employees unable to hold Road Service, when initially placed to yard service, will be assigned to:

- (a) An unfilled position, there being none;
- (b) The position held by the junior employee in yard service.

107.25 On Board Changes other than Change of Card, Yard preference employees unable to hold a regular assignment at the terminal to which regularly assigned or station subsidiary thereto, will be assigned as follows:

- (a) Within 72 hours will be permitted to exercise their seniority in yard service on the seniority district. Employees failing to exercise their seniority within the time limits prescribed in this article will only be permitted to displace the junior regularly assigned yard service employee on the seniority district. Employees on leave of absence, vacation or on assigned days off at the time displaced will exercise their seniority when they report for duty.

Note: Employees may exercise seniority to another Terminal in accordance with Article 107.47.

107.26 If it is known at least 48 hours prior to a Board Adjustment date that an employee will be off the working board for the entire adjustment period, the employee will be unassigned at the Board Adjustment, and the next senior employee indicating their preference, will be assigned.

107.27 When it is known at least 48 hours prior to a Board Adjustment date that an employee who was previously unassigned, will become available within the next period, that employee will be re-assigned.

107.28 Employees unable to provide 48 hours notice of their return prior to a Board Adjustment date will be assigned in accordance with Article 107.29 or 107.31

107.29 Employees returning from assigned road service between Board Adjustment dates will be placed in accordance with their 746 Form to another Road assignment or as outlined in Article 107.31; unless they have advised the Crew Management Centre of their intent to transfer to another terminal.

107.30 A conductor who is displaced and unable to hold a conductor's position will be permitted to displace a junior conductor in other than passenger service on the promotion district.

- a) A conductor who is unable to hold work as a conductor at his home terminal and who desires to work as a conductor may transfer to another home terminal on a temporary or permanent clearance;

- b) an assistant conductor who is unable to hold work as an assistant conductor at his home terminal and who desires to work as an assistant conductor may transfer to another home terminal on a temporary or permanent clearance.

107.31 The pool or spareboard will absorb extra turns until the next board adjustment date. However, at the request of either party, an “automatic” Board Adjustment may occur during a regular work week (Mon. to Fri.) day shift, if a pool or Spareboard is deemed adversely affected, and the following guidelines are met:

- a) actual turns vary by approximately 25% of what board called for and;
- b) not less than 48 hours prior to a board change;

Returning from Vacation/EX-Miles

107.32 When it can be determined that employees will be unavailable for the entire seven day period beginning on Friday, and will not require a turn prior to the next Friday, their turn will be removed from the working board.

107.33 Employees scheduled for vacation who may be subject to commence a tour of duty that will not be completed prior to the board adjustment time may work that tour of duty, unless they voluntarily advise the Crew Management Centre to pull their turn prior to the commencement of that tour of duty. If an employee commences such tour of duty prior to board adjustment time, their vacation will commence on the day following the date of commencement of the return tour of duty.

107.34 An employee whose turn has been removed from the working board will, have their turn placed first out if returning coincident with the board adjustment time. If there is more than one employee returning they shall be placed in seniority order.

107.35 Employees whose vacation has concluded will, at board adjustment time, be placed first out in seniority order in their respective pool or spareboard.

107.36 Employees whose vacation will be concluded on a day other than the board adjustment day, will establish a turn at board adjustment time.

107.37 Spareboard employees not available at board change time who were off the board for reasons other than vacation will be returned to the spareboard when they become available, upon notification to the Crew Management Centre.

107.38 In the application of Article 44.1 an employee’s working month will commence and end at 0600 hours on the date set for that purpose.

107.39 In the application of Article 127 an employee’s annual vacation will commence and end at 0600 hours on the dates set for that purpose.

107.40 Employees returning from Miles or Vacation will be available to accept any call with an Order Time of 0600. This paragraph will not apply to employees covered by article 107.34 or 107.35.

Unfilled Positions

107.41 An unfilled position of Conductor/Yard Conductor, will be filled by the junior qualified Conductor/Yard Conductor not working as such who is working in Road/Yard service, or if none, the junior qualified employee at or out of the terminal from which the assignment operates at the time the bulletin closes.

- (a) In the application of this article employees who are assigned to an unfilled position on a road assignment and fail to respond when called will not be considered available for service in any capacity until such time as the train service employee used in their absence returns to the terminal unless there are no other qualified train service employees available. The maximum period that the employee will be considered unavailable is 24 hours.

Note: Forcing will occur within the same class of service first.

107.42 If no applications are received for a position of Assistant Conductor/Yard Assistant Conductor, the senior qualified laid-off employee at the terminal where the vacancy exists, or if none, the junior qualified employee who is working on the road/yard spareboard or joint spareboard at the terminal from which relief is drawn for the position will be assigned; if none

- (a) the junior qualified employee not working with a seniority date as an assistant conductor subsequent to June 29, 1990 on the Seniority Territory, if none;
- (b) employees with a seniority date after March 17, 1982 will be required to protect service at the following locations;

Home Terminal	Exercise Seniority To
Thunder Bay	Sioux Lookout, Ontario Fort Frances, Ontario
Sioux Lookout	Thunder Bay, Ontario Winnipeg, Manitoba
Rainy River	Thunder Bay, Ontario Winnipeg, Manitoba
Winnipeg	Rainy River, Ontario Sioux Lookout, Ontario Dauphin, Manitoba Brandon, Manitoba
Brandon	Winnipeg, Manitoba Melville, Saskatchewan
Melville	Brandon, Manitoba Canora, Saskatchewan Regina, Saskatchewan
Dauphin	Winnipeg, Manitoba Canora, Saskatchewan
Canora	Dauphin, Manitoba Melville, Saskatchewan Humboldt, Saskatchewan
Humboldt	Canora, Saskatchewan Saskatoon, Saskatchewan
North Battleford	Saskatoon, Saskatchewan Biggar, Saskatchewan

Saskatoon	Humboldt, Saskatchewan North Battleford, Saskatchewan Biggar, Saskatchewan Regina, Saskatchewan
Regina	Saskatoon, Saskatchewan Melville, Saskatchewan
Biggar	Saskatoon, Saskatchewan North Battleford, Saskatchewan
Edmonton	Edson, Alberta
Calgary	Edmonton, Alberta
Edson	Edmonton, Alberta Jasper, Alberta
Jasper	Edson, Alberta Kamloops, British Columbia
Kamloops	Vancouver, British Columbia Jasper, Alberta
Vancouver	Kamloops, British Columbia
Prince George	Smithers, British Columbia Terrace, British Columbia
Smithers	Prince George, British Columbia Terrace, British Columbia
Terrace	Smithers, British Columbia

Note: In the event any changes are made to the Regional boundaries, it is agreed that the Regional boundaries as they existed on January 1, 1992 will be used.

107.43 In the application of paragraph 107.42, a train service employee assigned to a work train assignment will be required to fill such assignment on the subdivision(s) assigned to the home terminal of the employee so assigned; the assignment will be similarly filled on the subsequent subdivisions shown in the original bulletin.

107.44 In the application of Article 107.41 and 107.42 an Assistant Conductor/Assistant Conductor Yard assigned at a subsidiary station will be exempt from assignment to the home terminal unless the vacancy would otherwise remain unfilled.

Employees Transferring into another Terminal

107.45 Employees moving into another terminal, who have not previously submitted a 746 form at that terminal, will be required to submit a 746 Form and will be permitted to submit a relief 746 Form upon arrival. Employees moving into a terminal will not be eligible to submit choices for positions in assigned "Road" service until the next Change of Card, unless they are unable to hold a position in assigned service at their former home terminal.

107.46 Employees who have moved into another terminal between Board Adjustment dates will be placed in accordance with Article 107.31.

107.47 Employees who indicate their intent to transfer to a terminal in unassigned service will advise the CMC in writing of their intent to be placed on a position when a pool is set up. Seniority permitting, the employee will be placed on a newly created position on the board adjustment date, and thereafter will be governed by Article 107.45. In addition, employees indicating their "Pool" preference will be assigned accordingly if possible.

107.48 In the application of this article laid-off train service employees will be considered as having applied for all vacancies at their home terminal and a junior train service employee will not be permitted transfer to a home terminal while a senior train service employee is on laid-off status at such terminal.

107.49 In the application of this article employees will be permitted up to fifteen days to report for duty. The union will be notified of all employees who transferred into their home terminal.

Transfer - Road

107.50 A train service employee who elects to transfer on a temporary clearance will:

- (a) keep the appropriate officer of the Company advised of their address in writing, in order that they may be readily located; and
- (b) be recalled to their home terminal immediately that they are able to hold work as a conductor or assistant conductor, as the case may be, at such home terminal; and
- (c) return to their home terminal upon recall when released, unless recall is refused, in which event they will be considered permanently transferred.

A train service employee refusing to return when recalled must file their refusal in writing, with the appropriate officer of the Company, with a copy to the Local Chairperson, and will thereby forfeit his right to recall.

107.51 A train service employee who transfers from one home terminal to another under the provisions of this agreement will:

- (a) obtain a proper clearance, i.e., permanent or temporary, at the home terminal from which transferred; and
- (b) deposit such clearance at the home terminal to which transferred.

107.52 Where practical, a clearance shall be accepted 24 hours per day. A clearance need only be issued between 0800 and 1600 hours, 7 days a week.

107.53 When an employee at a terminal not identified in paragraph 36.2 hereof applies to transfer to a location identified in paragraph 36.2 hereof which will create a shortage at the former location, such employee will be awarded the position, but may at the Company's discretion, be held at the former location for a period of up to 3 months. In this circumstance, the position will be awarded temporarily to the senior applicant at that location.

Transfer - Yard

107.54 A yard service employee exercising his seniority to a regular assignment at another terminal shall be considered as regularly assigned to such other terminal.

107.55 A yard service employee transferring from one terminal to another under the provisions of this article will be given a clearance which must be presented to the appropriate Company Officer when reporting available for duty at the point to which transferred.

107.56 If yard service employee is required to move from one terminal or yard to another terminal or yard they will be allowed to return to the former terminal or yard if they have sufficient seniority to hold a position at the former terminal or yard at a subsequent board adjustment date.

107.57 A yard service employee returning to the former terminal or yard under paragraph 107.56, will obtain a clearance and then exercise his seniority at such location.

107.58 A yard service employee who desires to return to his former terminal or yard under the provisions of paragraphs 107.56 and 107.57 must do so at the first opportunity.

Transfer – Surplus to Shortage

107.59 Employees may exercise their seniority on a permanent basis at each change of card from locations where a surplus of employees exists to locations where a shortage of employees exists provided that, in doing so, it will not result in a shortage of employees in other operating crafts. The date of release of employees is conditional upon the return to active duty of replacement employees. When such transfer requests are made, discussions with the General Chairperson's office will be held prior to concluding decisions regarding such transfers.

(Refer to Addendum 79)

Joint Spare Board

107.60 Employees on a joint spare board will be called first-in first-out for spare work, and those who lose their turn by not being available when called will drop to the bottom of the spare board. The employee first out on the joint spare board will be called for a vacancy in yard service and upon completion of such shift retain their position on the spare board with the notation "YD" marked against their name, such employee will not be called for another vacancy in yard service until all other employees on the spare board have similarly filled yard vacancies. The provisions of this paragraph shall also apply to qualified conductor (yard) who are not first out on the joint spare board but are called in their turn for a vacancy as a conductor (yard).

(a) ESE's working the joint spare board called to work as a locomotive engineer in yard service will hold their turn on the spare board and will have a yard marked against their name.

Assigned Road Service

107.61 New assignments, including Work Train Service, known to exist beyond 15 days will be bulletined over the Promotion District for 10 days, and the senior qualified applicant will be assigned.

(a) Assignments less than fifteen days will be bulletined for five days at the home terminal where relief is provided and the senior qualified applicant will be assigned.

(b) When a permanent change is made in a regular assignment;

(i) in the point of principal layover; or

(ii) in one or more of the terminals of the assignment; or

(iii) in passenger service the departure or arrival time at the home terminal of 6 hours or more;
or

(iv) the average mileage of a passenger run is increased or decreased 450 miles per month, the average mileage of a freight run 300 miles per month;

A train service employee holding a regular position on such an assignment will, if they so desire the new run, be required to make application for same while under bulletin. If such train service employee is not the successful applicant or does not make application, will exercise their seniority in accordance with their preference on the 746. The provisions of this paragraph do not apply to work train service or when train service is temporarily disrupted.

107.62 In the event an assignment does not commence within thirty (30) calendar days from the date a bulletin closes, the assignment will be re-advertised or abolished.

107.63 Terminals at their option may elect to include "four day Work Train" service as a selection on their 746 Form.

Assigned Road Service - Filling Vacancies

107.64 Employees wishing to provide relief for Conductors positions in assigned service must submit a relief 746 Form indicating their choices to be received by the CMC as outlined in Article 107.8 (7 days).

107.65 Employees may add new assignments to their relief 746 Forms prior to close of the bulletin advertising the new assignment(s). Employees will be called in seniority order.

Note 1: Once called, the employee will remain on the assignment unless displaced by the regularly assigned employee or a senior employee or called for a preference assignment off of their relief 746 form.

Note 2: In the application of paragraph of 107.64 and 107.65 the senior available qualified conductor entitled to fill such vacancies who is not called will be compensated as provided in paragraph 155.1 (a) of article 155.

107.66 Assistant Conductor's vacancy on a tour of duty basis will be filled from the Road or Joint Spareboard, or if none local calling procedures prevail.

Unassigned Road Service

107.67 Each Terminal will have separate pools as set out below:

- a) Conductor Pool
- b) Assistant Conductor Pool (where applicable)

Note: The Conductor and Assistant Conductor Pool (where applicable) will cycle independently from one another out of the Home Terminal and Away From Home Terminal.

107.68 At board adjustment, the number of Assistant Conductor positions (WHERE APPLICABLE) will equal the number of Conductor positions in the respective subdivision pools.

107.69 When a pool is reduced it will be in reverse seniority order. When a pool is increased it will be in seniority order in accordance with choices submitted on the 746 Forms on the "time in principle". If more than one employee is involved, their placement will be governed by their outer switch arrival time. If the outer switch arrival times are the same, the ordering time of their last trip at the home terminal will apply. If the ordering times of their last trip are the same, their placement will be governed by their seniority.

107.70 Employees with a seniority date on or prior to June 29, 1990 will not be laid-off. An employee who cannot hold work at their home terminal will be permitted to transfer to another terminal on a permanent basis, however, they will not be permitted to declare to the furlough board for a period of six (6) months unless subsequent to their transfer they are unable to hold.

Unassigned Road Service - Filling Vacancies

107.71 At terminals where a Conductors Spareboard is not maintained, a vacancy in unassigned service which occurs between board adjustment dates will be filled by the first available qualified conductor from the Spareboard and such conductor will be released upon arrival at the home terminal.

107.72 At a terminal where a Conductors Spareboard is maintained, a vacancy in unassigned service will be filled from the Conductors' Spareboard.

107.73 In the application of paragraphs 107.71 and 107.72 of this article if no qualified conductors are available in road service the junior qualified conductor in yard service not working as such will be used on a tour of duty basis.

107.74 Assistant Conductor's vacancy on a tour of duty basis will be filled from the Road or Joint Spareboard, or if none, local Calling Procedures prevail.

107.75 Boosting of Pools

- a)** Conductors in unassigned pools will only be boosted after all senior qualified Conductors in Road Service not working as such have been exhausted, including qualified laid-off employees who have indicated their availability in writing.
- b)** Assistant Conductor unassigned pools will only be boosted when no spare Assistant Conductor, or laid-off Assistant Conductor who have indicated their availability are available. When no Assistant Conductor is available, the first available Assistant Conductor in the pool will be called.
- c)** When a pool is boosted, the first vacant turn will be taken out with the working turn and be placed ahead of the working turn on arrival at the home terminal. A maximum of one turn will be taken out with the working turn.

Note 1: Employees who are not contacted in a "boosting" situation will not be penalized.

Note 2: This article will be incorporated in each Terminal's calling procedures as locally arranged with the CMC, keeping within the intent of this article.

107.76 When an employee fills a position in Engine Service or VIA work, on a tour of duty basis, their turn will be run spare. On return, the employee will be placed on their appropriate turn. If the turn is out, the employee will be shown as waiting turn. If the employee books rest they will not be placed on the turn until rest booked has expired.

Note: Spare Board employees will be returned to the spareboard on the "time in principle".

107.77An employee assigned to road service at the Change of Card who for any reason is displaced from his assignment or job may, within 72 hours:

- (a)** exercise their seniority in road service on their promotion district, or
- (b)** revert to the joint spare board at any terminal on their promotion district, or
- (c)** if unable to hold work in road service or on the joint spare board at the terminal or yard to which assigned, exercise their seniority in yard service at that terminal or yard, or
- (d)** if unable to hold work in road service or on a joint spare board on the promotion district, exercise their seniority in yard service in any yard on his promotion district.

Assigned Yard Service

107.78 Between Changes of Card, new assignments, will be bulletined to the Home Terminal for 5 days. Employees may insert the new assignment on their 746 Form. The successful applicant will be assigned at the next board adjustment.

107.79 Should no applicants be received for the assignment, the position(s) will be filled in accordance with Article 107.41 to 107.44 inclusive

107.80 Assignments will only be created and abolished on Board Adjustment dates unless necessitated by circumstances which could not be foreseen.

107.81 If a new assignment(s) is created on other than a Board Adjustment date, such assignment(s) will run off the appropriate Spareboard until the next board adjustment date.

107.82 If an assignment(s) is abolished on other than a Board Adjustment date, affected employees will be placed on the Spareboard on a "time-in-principle", as outlined in Article 107.31, or will be permitted, in seniority order, to work vacant and/or extra yard assignments ahead of the Spareboard, to make up the shift(s) lost.

107.83 An employee assigned to yard service at the Change of Card who for any reason is displaced from their assignment or job may, within 72 hours:

- (a)** exercise their seniority in yard service or on a joint spare board,
- (b)** if unable to hold work in yard service or on the joint spare board at the terminal, or yard to which assigned, exercise their seniority in road service at that terminal or yard, or
- (c)** if unable to hold work in yard service or on a joint spare board on the promotion district, exercise their seniority in road service on the promotion district.

Assigned Yard Service - Filling Vacancies

107.84 Yard Conductor's vacancy on a tour of duty basis will be filled as follows:

- a)** the senior available Conductor (yard) working as a Assistant Conductor in the crew in which the vacancy occurs, there being none;
- b)** the senior available Conductor (yard) under Article 107.82 who has requested same, there being none;
- c)** the senior available Conductor (yard) who is unable to accumulate ten shifts in a two-week pay period as a result of being displaced, there being none;
- d)** the first available Conductor (yard) on the spare board who has been off duty for a period of 8 hours, there being none;

Note: If more than one position in the crew is being filled off the spare board, the senior qualified employee will work as the Conductor (yard).

- e)** the junior available Conductor (yard) working as a yard helper on the same shift, there being none;

- f) the junior Conductor (yard) working in the terminal as an Assistant Conductor, who will have had 8 hours off duty, and is available for service 2 hours before required to report for duty, there being none;
- g) the senior qualified laid off employee who will have had 8 hours off duty, and is available for service 2 hours before required to report for duty, there being none;
- h) the senior qualified regular yard employee (including spare board) booked okay, daily, for extra work, there being none;
- i) by employees on the furlough board who are required to protect service, there being none;
- j) the junior available Conductor (yard) who is assigned to the road service spare board at the terminal, and who is not working as a Conductor, there being none;

Note: Employees so used who works one tour of duty in yard service will hold his/her turn.

- k) the junior available Conductor (yard) in unassigned through freight pool service, and who is not working as a Conductor.

Note: Employees so used will be returned to their regular service when released.

Note: This Article will be incorporated in each Terminal's calling procedures as locally arranged with the CMC, keeping within the intent of this article.

107.85 Assistant Yard Conductor's vacancy on a tour of duty basis will be filled in accordance with Article 107.82, or Article 107.84(c) or from the Yard or Joint Spareboard, or if none, local Calling Procedures prevail.

107.86 Employees called on a tour of duty of basis to fill an assignment at a subsidiary station will remain on the assignment until displaced or until the following board change.

107.87 When extra yard crews are required the positions of conductors / assistant yard conductors in such crews shall be filled in accordance with the provisions of this article.

107.88 Conductors yard/Assistant Conductors yard exercising seniority will accept the conditions of their choice(s).

Engine Service Employees

107.89 Engine Service Employees returning to Road/Yard Service at Board Adjustment date will be placed as follows:

- a) If an intervening Change of Card has not occurred since last set up as a Locomotive Engineer, they will be placed in accordance with their 746 Form, on a "time in principle".
- b) If a Change of Card has taken place, upon being advised by the Crew Management Centre, the employee will immediately submit a 746 Form and be placed accordingly.
- c) Engine Service Employees returning between Board Adjustment dates will be placed in accordance with the provisions of paragraphs a) and b) of Article 107.89.

107.90 The provisions of article 107.89 will also apply to an employee upon completion of training as a Locomotive Engineer when they are returning to a position under this Agreement 4.3.

ARTICLE 108
Training and Probation Period

108.1

- (a) Where an assistant conductor is required pursuant to paragraph 15.2, conductors will not be required to work without the assistance of an employee who has completed the Company training course for new train/yard service employees.
- (b) Conductors (yard) will not be required to work without the assistance of an employee who has completed the Company training course for new train/yard service employees.
- (c) The training course for new train/yard service employees shall consist of classroom training and 45 trial trips as a road/yard trainee of which 30 must be in road service and 15 must be in yard service.

108.2 A Conductor/Yard Conductor who during a tour of duty is required to assist in the training of road/yard trainees, shall be paid the following amount in addition to other earnings for such tour of duty:

	23-Jul-19	EFFECTIVE	
	Per Trip	23-Jul-20	23-Jul-21
	\$	Per Trip	Per Trip
		\$	\$
Conductors, Conductors (yard) non extended run operation	46.98	48.15	49.59
Conductors in extended run territory	63.60	65.19	67.15

108.3 During such trial trips the conductor/conductor (yard) will provide such advice, counsel and supervision as may be required to ensure safe operation and to assist the road/yard trainee in the improvement of their skill and competence.

108.4 Conductors and conductors (yard) will not be required to provide on the job training to more than one employee or more than one trainee at a time.

108.5 Conductors/conductors (yard) finding an assistant conductor/yard service employee or a baggage handler incompetent must so report complaint in writing to the proper officer of the Company. An investigation will be held before any decision is rendered or action taken, and if charges are not proven, the employee against whom charges were made, will be paid for time lost, if any. A conductor/conductor (yard) will not again be required to take out an incompetent assistant conductor/yard service employee unless the alleged incompetency is disproved.

108.6 An employee will be considered as on probation until they have completed 90 tours of service under this Agreement. If found unsuitable prior to the completion of 90 such tours, an employee will not be retained in service under this Agreement. Such action will not be construed as discipline or dismissal but may be subject to appeal by the General Chairperson on behalf of such employee.

ARTICLE 108A
Conductor Training Course

108A.1

(a) During the period of time an employee is assigned to the Company's Conductor Training Course, Trainees will be paid at the all-inclusive rate of per 40-hour week:

Classroom	Rate of Pay	\$900.00/week
Familiarization	Rate of Pay	\$900.00/week

(b) The rates of pay and conditions shall also apply to employees who transfer from other bargaining units, except that if the employee is governed by another collective agreement which has rates of pay for training which exceed those governed by this memorandum, then those rates will apply. Upon request, the General Chairperson will be provided with relevant information pertaining to employees who are attending the training course that are from another bargaining group.

108A.2 Away-from-home accommodation will be provided by the Company if the employee is required to remain at a location other than the employee's home terminal or normal place of residence.

108A.3 Employees who are provided away-from-home accommodation will be allowed meal expenses pursuant to article 119, when such are not provided by the Company or at Company expense.

108A.4 The principles contained in the provisions of Article 128 for yard service employees, shall apply to employees governed by this Memorandum.

108A.5 A conductor/yard conductor who, during a tour of duty, is required to assist in the training of employees as conductor and yard conductor pursuant to this Agreement shall be paid the following amount in addition to their other earnings for such tour of duty:

	23-Jul-19	EFFECTIVE	23-Jul-21
	Per Trip	23-Jul-20	Per Trip
	\$	Per Trip	Per Trip
		\$	\$
Conductors, Conductors (yard) non extended run operation	46.98	48.15	49.59
Conductors in extended run territory	63.60	65.19	67.15

Training

108A.6

(a) An individual commencing the training program outlined herein, will be required to qualify as a conductor / yard Conductor within six (6) months after commencing the Conductor Training program.

(b) The Company's Conductor training program shall consist of areas of instruction such as but not limited to, the Canadian Railway Operating Rules, Dangerous Goods Training, QSOC, SRS, CATS, Switching techniques, Job briefing, CLO training, Belt Pack training and Familiarization/experience training which may be expanded to address the requirements of local operations.

Classroom Training

108A.7

- (a) Each Trainee will be required to attend eight (8) weeks in the classroom training program, if successful the Trainee will be certified as a Conductor Trainee, herein after referred to as a Trainee.
- (b) A Trainee who fails to pass the classroom portion or rules examination may be offered assistance and be given a second opportunity to pass. Prior to the opportunity for the second examination the Trainee may be required to undergo an interview with the Course Co-ordinator who will determine if additional instruction is warranted. Should the Trainee be awarded a second opportunity and fail to pass on the second examination, their services shall be dispensed with. The General Chairperson shall be advised when a trainee's services are dispensed with.

Familiarization Training

108A.8

- (a) Following the classroom training program, the Trainee(s) will be provided with training tours in switching and road/yard operations, the mixture of which shall be locally determined by the appropriate officer of the Company and the Designated Trainer(s). The shifts or tours of duty to be worked shall be mutually agreed by the Local Company Officer and Designated Trainer(s) taking into consideration the purpose of maximizing the experience gained by the Trainee. Any dispute in the number of shifts or tours of duty to be worked shall not prevent the commencement of the training tours, and the issue shall be brought to the immediate attention of the Joint Review Committee for resolution. Trainee(s) shall also be provided experience tours at locations to which they would be assigned or in other services, such as, but not limited to passenger service, which shall consist of:
 - (i) A minimum of 45 trial tours of duty as locally arranged, followed by;
 - (ii) Certification as Conductor/Yard Conductor, followed by;
 - (iii) Successful completion of the Belt Pack and CLO training courses, followed by;
 - (iv) Collective Agreement probationary period.

Note: Notwithstanding the forgoing provisions, in the event a trainee who has been certified as a Conductor/Yard Conductor and is required to perform service in Road or Yard operations prior to the completion of Belt Pack and/or CLO training, the Collective Agreement probationary period will commence from the date the employee performs such service.
- (b) Trainees will receive on the job training in road/yard operations with a Designated Trainer. These employees will counsel, assist in the training of, and evaluate Trainees during the training process.
- (c) In addition, for familiarization training purposes, each Trainee will be assigned with a Designated Conductor Trainer(s), hereinafter be referred to as a Designated Trainers. Designated Trainer's will be mutually chosen from employees currently working the position of conductor/yard conductor. The designated trainer will submit to the Manager Train Service an evaluation on the Trainees' progress together with specific recommendations which will assist the Company in determining those areas where the candidate requires further assistance. Copies of these progress reports will also be supplied and reviewed with the Local Chairperson.
- (d) During such tours the Trainee will assume the Designated Trainer's Conductor / Yard Conductor position. The Designated Trainer will, consistent with the defined evaluation criteria, counsel, oversee the activities of and evaluate the Trainee. All crew members will continue to be held responsible for the safe observation of their train/ movement including the observance of such areas as operating rules, timetable special instructions and other related regulations.

- (e) During the practical portion of the training program, each Trainee(s) progress will be monitored by the Designated Trainer's and reviewed on a regular basis with the appropriate Company Officer. Through feedback from the Supervisor and Designated Trainer(s), Trainees will be advised of their progress to date, and which specific areas, if any, that employees require additional effort or counselling. Where required, the Company will make the additional instruction available to the Trainee.
- (f) A Trainee who fails to demonstrate the ability to perform the duties associated with the position to the satisfaction of the appropriate officer of the Company or Designated Trainer, may be provided additional instruction or additional training tours. Any Trainee who fails to successfully qualify, upon completion of additional instruction or training, will be dispensed with.
- (g) After completing the shifts or tours of duty as outlined in the training program and upon recommendation by the Designated Trainer(s) and the appropriate Officer of the Company, the Trainee will be required to work a minimum of one tour of duty in road service and/or one shift in yard service during which they will be assessed by a Company Officer who will qualify the Trainee as a conductor/yard conductor consistent with the pre-defined criteria. Such Trainee will perform all duties of the regular employee when qualifying.

Note: A Trainee will not be classed as a qualified Conductor / Yard Conductor prior to the six month period defined in paragraph 6 without the concurrence of the Designated Trainer(s).

New employees with former Railway operating experience

108A.9

- (a) Former CN Rail employees or employees of other Railroads who have been previously qualified as a conductor or yard conductor within three (3) years of the date of hire may not be required to complete this course, but will be considered as qualified provided they can pass the necessary examinations. CLO and belt pack training will also be provided where necessary. They shall also be required to complete familiarization tours of duty in road and/or yard service prior to working either a reduced crew or in extended run service. The shifts or tours of duty worked shall, where feasible, include each operating area of the yard and where practicable, each subdivision at the home terminal.
- (b) Trainees outlined in paragraph 108A.9 (a) herein, will be provided with training tours in switching and road/yard operations, the mixture of which shall be locally determined by the appropriate officer of the Company and the Designated Trainer(s).

108A.10

- (a) Current employees who have not obtained the requisite 18 or 24 months service and/ or have not yet had the opportunity to qualify as Conductor / Yard Conductor will be provided an opportunity to be examined for promotion to Conductor/ Yard Conductor, as the operation permits. Employees who successfully pass the required examination will be considered as promoted to Conductor / Yard Conductor. Current employees who have not obtained the requisite 18 or 24 months service and/ or have not yet had the opportunity to qualify as Conductor / Yard Conductor will rank senior to employees with a seniority date subsequent to the signing date of this Agreement. Such employees shall be placed on the Conductor/Yard Conductor seniority list as per their relative standing on the applicable Trainperson/Yard helper seniority list.
- (b) The Conductor (Trainee) shall come within the scope of the Collective Agreement at such time as they work their first shift or tour of duty, at which time they will be ranked on the seniority list in the manner applied on each respective General Chairperson's territory. Trainees will be placed on the Conductor's seniority lists behind those employees already in service.

- (c) Conductor (Trainee's) governed by this agreement shall not be regarded as permanent until completion of the training program specified herein, including any probationary periods outlined in the Collective Agreement.
- (d) A Conductor (Trainee) governed by this Agreement will be considered as on probation until they have completed 90 tours of service. If found unsuitable prior to the completion of the training program or the 90 such tours, the Trainee will not be retained. The Trainee involved will be interviewed and explained the reason for termination. Such action will not be construed as discipline or dismissal but may be subject to appeal by the General Chairperson on behalf of such employee.

Note: In the application of this clause, each twenty four (24) hour period, or less, in which compensated service is performed shall be treated as a separate "tour of duty".
- (e) During normal hours of classroom instruction, the General Chairperson or delegate of the Teamsters Canada Rail Conference shall be allotted an amount of time to address the Trainees. This presentation time will be mutually agreed time and date.
- (f) A Joint Review Committee will be established, consisting of the General Chairpersons or their delegate, the System Director Operating Practices and another appropriate Officer(s), to review the various aspects of the training course following the completion of the first course and thereafter as the need arises.

ARTICLE 109
Discharged Employees Re-Entering Service

109.1 Employees who are discharged and not re-employed within 6 months will be regarded as new employee, except that an employee who has been discharged for more than 6 months may be reinstated when such action has been sanctioned by the appropriate officer of the Company and the General Chairperson.

ARTICLE 110
Seniority Lists

110.1 District Superintendent (Transportation) or Assistant Superintendent will, on request, furnish the Local Chairperson each month with the names of all employees promoted to conductor yard/road and employees hired as assistant conductor - yard/road during the month, giving dates.

110.2 Seniority lists, corrected to the end of the previous year, shall be posted at terminals prior to March 31 of each year. Separate lists shall be issued for conductors (yard), yard helpers, conductors and assistant conductors on the seniority district and each list shall contain the seniority number, name and seniority date for the employees shown thereon.

110.3 Seniority standings shall be subject to appeal for 60 days after seniority lists are posted. In the case of employees who are absent through sickness, or who are on leave, the 60-day limitation shall apply from the date of resuming duty.

110.4 A copy of each seniority list shall be furnished to the Local and General Chairperson concerned.

ARTICLE 111
**Seniority and Promotion District -
Road and Yard Service**

111.1 Subdivision:

Aberdeen	Margo
Albreda	Mountain Park
Allanwater	Nechako
Alliance	Oyen
Ashcroft	Preeceville
Assiniboine	Qu'Appelle
Blackfoot	Ram River
Blaine Lake	Rawlison
Brazeau	Redditt
Brooksby	Rivers
Bulkley	Robinhood
Camrose	Robson
Carberry	Rosetown
Central Butte	St. Brieux
Clearwater	Sangudo
Conquest	Skeena
Coronado	Sprague
Cowan	Stettler
Craik	Telkwa
Cromer	Tête Jaune
Demay	Three Hills
Drumheller	Tisdale
Edson	Togo
Elrose	Turnberry
Foothills	Turtleford
Fraser	Vegreville
Glenavon	Wainwright
Grande Cache	Warman
Kitimat	Watrous
Lac La Biche	Westlock
Letellier	Yale
Lewvan	Yorkton

Includes Thunder Bay.

Does not include Armstrong.

ARTICLE 112
Interchangeable Seniority Rights - Road and Yard Service

112.1 The name of each employee who has a seniority date as an assistant conductor (road) prior to January 1, 1972 shall be placed, in seniority order, on the seniority list for assistant conductors (yard) with a seniority date of January 1, 1972. Such an employee shall rank senior as an assistant conductor (yard) to other employees on that list who have a seniority date of January 1, 1972.

112.2 The name of each employee who has a seniority date as an assistant conductor (road) on or after January 1, 1972, shall be placed on the seniority list for assistant conductor (yard) with a seniority date identical to their seniority date as an assistant conductor (road).

112.3 The name of each employee who has a seniority date as an assistant conductor (yard) prior to January 1, 1972 shall be placed in seniority order, on the seniority list for assistant conductors (road) with a seniority date of January 1, 1972. Such an employee shall rank senior as an assistant conductor (road) to other employees on that list who have a seniority date of January 1, 1972.

112.4 The name of each employee who has a seniority date as an assistant conductor (yard) on or after January 1, 1972 shall be placed on the seniority list for assistant conductors (road) with a seniority date identical to their seniority date as an assistant conductor (yard).

112.5 Joint spare boards shall not be established to perform spare work in yard service within Thunder Bay, Winnipeg, Edmonton and Greater Vancouver Terminals. At other locations joint spare boards may be established to perform spare work in both road and yard service subject to the following limitation. Such spare boards shall not be established to perform spare work in Yard service at Saskatoon, Regina, Melville, Kamloops Junction, Prince George and Prince Rupert before the Fall change of timetable in 1978.

112.6 At the locations listed hereunder assignments in road service shall be filled from the conductors' and assistant conductors' seniority lists and regular assignments in yard service shall be filled from the Yard service employees's seniority lists:

Atikokan	Kamloops Junction	Sioux Lookout
Brandon	Melville	Thunder Bay Terminal
Calgary	Melfort	The Pas
Dauphin	North Battleford	Terrace
Drumheller	Portage la Prairie	Vancouver
Edson	Prince Rupert	Winnipeg
Edmonton	Prince George	Watrous
Fort Frances	Rainy River	Wainwright
Hudson Bay	Rivers	Yorkton
Hanna	Regina	
Humboldt	Smithers	
Kindersley	Saskatoon	

112.7 If joint spare boards are maintained to perform spare work in yard service at the locations listed in paragraph 112.6 they shall, as far as is practicable, be filled by employees from both the assistant conductors' and yard service employees' seniority lists. The ratio of assistant conductors to yard service employees filling such boards shall, as far as is practicable, be proportionate to the number of employees from the respective seniority lists actually required to perform the service rendered by the spare board during the previous semi-monthly checking period (15th and end of month). The ratio shall be preserved as close as is practicable, when the board is adjusted.

112.8 In the initial filling of a joint spare board at a location listed in paragraph 112.6, assistant conductors (road) and yard service employees shall, as far as is practicable, be uniformly distributed across the board. For example, if the board required 8 yard service employees and 4 assistant conductors (road), 2 yard service employees would be placed on the board, followed by one assistant conductor (road) and this sequence repeated until the board was filled.

112.9 At locations other than those listed in paragraph 112.6, road service and yard service assignments, as well as joint spare boards, shall be filled by road employees. The conductors' seniority list shall apply to the filling of conductors' (yard) positions and the assistant conductors' seniority list shall apply to the filling of assistant conductors (yard) positions. The filling of positions in yard service assignments shall be governed by the yard service provisions of this agreement. In the application of the yard service provisions to the filling of assignments at the Spring and Fall change of timetable classed conductors shall be considered conductors (yard) as well, and assistant conductors (road) shall be considered assistant conductors (yard) as well. Thereafter, until the next change of timetable, in the application of the yard service provisions to the filling of assignments, classed conductors assigned to yard service or assigned to joint spare boards shall

be considered as conductors (yard), and assistant conductors (road) assigned to yard service, assigned to joint spare boards or laid off shall be considered as assistant conductors (yard).

**ARTICLE 113
Set to Storage**

**ARTICLE 114
Preference Rights On Former Promotion Districts**

114.1 Train service employees with a seniority date prior to January 1, 1972 who maintain a continuous employee relationship with the Company shall have preference, in seniority order, over other train service employees in the filling of conductor's and assistant conductors' positions available to them as set forth hereunder:

- (a) Such train service employees whose names appeared on the seniority list for the former Promotion District No. 1 shall have preference for freight and mixed train service on the following territory:

Subdivisions:

Allanwater	Redditt
Carberry	Rivers
Fort Frances	Sprague
Gladstone	Watrous (between Melville & Watrous)
Kashabowie	Yorkton
Letellier	

Includes Port Arthur, Belmont and Watrous.
Does not include Armstrong.

- (b) Such train service employees whose names appeared on the seniority list for the former Promotion District No. 2 shall have preference for freight and mixed train service on the following territory:

Subdivisions:

Aberdeen	Preeceville
Assiniboine	Qu'Appelle
Blaine Lake	Riverhurst
Brooksby	Rosetown
Central Butte	St. Brieux
Conquest	Sherridon
Craik	Thicket
Cromer	Thomson
Elrose	Tisdale
Glenavon	Togo
Hartney	Turnberry
Herchmer	Warman
Imperial	Watrous (between Watrous & Biggar)
Lampman	Wawanesa
Lewvan	Wekusko
Margo	Weyburn
Meskanaw	Whitebear
Northgate	Winnipegosis
Paddockwood	

Includes Brandon and Dauphin.

- (c) Such train service employees whose names appeared on the seniority list for the former Promotion District No. 3 shall have preference for freight and mixed train service on the following territory:

Subdivisions:

Acadia Valley	Haight
Alliance	Kingman
Athabasca	Mantario
Battleford	Oyen
Blackfoot	Porter
Bodo	Red Deer
Bolney	Robinhood
Bonnyville	Sangudo
Brazeau	Sheerness
Camrose	Spondin
Coronado	Stettler
Cut Knife	Three Hills
Demay	Turtleford
Doddsland	Vegreville
Drumheller	Wainwright
Endiang	

Includes Biggar, North Battleford, Kindersley and Edmonton Terminals.

- (d) Such train service employees whose names appeared on the seniority list for the former Promotion District No. 4 shall have preference for freight and mixed train service on the following territory:

Subdivisions:

Albreda	Lumby
Ashcroft	Mountain Park
Bulkley	Nechako
Clearwater	Okanagan
Cowichan	Skeena
Edson	Telkwa
Foothills	Tête Jaune
Fraser	Tidewater
Kitimat	Yale

114.2 Conductors (yard) with a seniority date prior to January 1, 1972 who maintain a continuous employee relationship with the Company shall have preference, in seniority order, over other conductors (yard) in the filling of conductors' (yard) positions available to them as set forth hereunder; and yard helpers with a seniority date prior to January 1, 1972, who maintain a continuous employee relationship with the Company, shall have preference, in seniority order, over other assistant conductor (yard) in the filling of assistant conductors (yard) positions available to them as set forth hereunder:

- (a) Such yard service employees whose names appeared on the seniority lists for the former Seniority District A shall have preference in Winnipeg, Thunder Bay Terminal, Atikokan, Fort Frances, Sioux Lookout, Dauphin, Hudson Bay, The Pas, Brandon, Rainy River, Portage la Prairie and Rivers.
- (b) Such yard service employees whose names appeared on the seniority lists for the former Seniority District B shall have preference in Melville, Yorkton, Regina, Humboldt, Saskatoon, Watrous, Kindersley, North Battleford and Melfort Yards.

- (c) Such yard service employees whose names appeared on the seniority lists for the former Seniority District C shall have preference in Edson, Calgary, Hanna, Drumheller, Wainwright, and Edmonton Yards.
- (d) Such yard service employees whose names appeared on the seniority lists for the former Seniority District D shall have preference in Vancouver, Kamloops Junction, Prince George, Terrace, Smithers, and Prince Rupert Yards.

114.3 Unless otherwise arranged, mixed and freight train runs extending over more than one of the former promotion districts for mixed and freight service, as shown in paragraph 114.1, will be filled by conductors and train service employees from each of the former promotion districts involved proportionately, as nearly as possible, on a mileage basis. This provision shall apply only to the extent necessary to allow employees covered by paragraph 114.1 an opportunity to exercise the preference granted them by this article.

114.4 The relief work on a conductor's position in an assignment in passenger service which operates between Edmonton and Watrous shall be performed by employees from former mixed and freight Promotion Districts No. 2 and No. 3 on a mileage equalization basis. A Conductor who holds a regular assignment in passenger service shall not be permitted to perform relief work on such an assignment unless the assignment they vacate to perform the relief work can be filled by a Conductor from freight service on Promotion District No. 2 or No. 3. This provision shall apply only to the extent necessary to allow employees covered by paragraph 114.1 an opportunity to exercise the preference granted them by this article.

114.5 Conductors covered by paragraph 114.1 shall have preference, in seniority order, over other conductors for relief work on conductors' positions on assignments in passenger service which originate on the territory of their former freight Promotion District.

114.6 Preference rights established under previous agreements shall not be affected by this article.

114.7 Preference rights established under this article do not apply when:

- (a) filling positions for which no applications are received; and
- (b) considering senior applicants for training as provided in article 137.

ARTICLE 115 **Employees Laid Off**

115.1 An employee who is laid off will be given preference of re-employment when staff is increased on the seniority and promotion district and will be returned to the service in order of seniority.

115.2 A laid-off employee who desires to return to the service when work is available must keep the proper officer advised of their address, in writing, in order that they may be readily located.

115.3 A laid-off employee who is employed elsewhere at the time notified to report for duty may, without loss of seniority, be allowed 30 days in which to report, providing:

- (a) that it is definitely known that the duration of the work will not exceed 30 days;
- (b) that other laid-off employees are available;
- (c) that written application is made to the superior officer immediately on receipt of notification to resume duty.

115.4 A laid-off employee who fails to report for duty, or to give satisfactory reason for not doing so, within 15 days from date of notification, will forfeit all seniority rights.

ARTICLE 116
Certificate of Service

116.1 When an employee is discharged or resigns, they will, as soon as possible, be paid, and given a certificate on request, stating time of service and in what capacities they were employed.

ARTICLE 117
Discipline

117.1 No employee will be disciplined or dismissed until the charges have been investigated; the investigation to be presided over by the employee's superior officer. The employee may, however, be held off for investigation not exceeding 3 days, and will be properly notified, in writing and at least 48 hours in advance, of the charges against the employee. Investigations, as contemplated in Article 117.2, will only be scheduled to start between 0800 and 1700 hours, where employee being investigated normally reports for duty, or otherwise if mutually agreed upon between the Local Chairperson and the Company

117.2

- (a)** At the outset of the investigation, the employee will be provided with all evidence the Company will be relying upon, which may result in the issuing of discipline. The Company will provide sufficient time for the employee and his representative to review the evidence.
- (b)** Employees may have an accredited representative appear with them at investigations, they will also have the right to hear all the evidence submitted and will be given an opportunity through the presiding officer to ask questions of witnesses whose evidence may have a bearing on the employee's responsibility. Questions and answers will be recorded and the employee will be furnished with a transcript or recording of the statement taken at the investigation.
- (c)** At an investigation, the investigating company officer or the employees shall have the right to record, at their own expense, the investigation proceedings. This provision will not be used to delay or postpone the investigation proceedings.
- (d)** Employees under Company investigation and/or his/her accredited representative shall have the right to attend any Company investigation, which may have a bearing on the employee's responsibilities. The employee and/or their accredited representative shall have the right to ask questions of any witness/employee during such investigation relating to the employee's responsibilities.
- (e)** When a local Chairperson of the Union requests a copy of the discipline history of an employee who has a pending investigation, the discipline history shall be provided.

117.3

- (a)** Unless otherwise mutually agreed, employees must be advised in writing of the decision within 28 days from the date the employee's statement is completed. If a decision is not rendered within 28 days, the employee will be considered to be exonerated. When a request for an extension in the time limit is made, concurrence will not be unreasonably withheld.
- (b)** If not satisfied with the decision, employees will have the right to appeal in accordance with the grievance procedure. On request, the General Chairperson will be shown all evidence in a particular case.

117.4 In case discipline or dismissal is found to be unjust, the employee will be exonerated, reinstated if dismissed, and paid as follows:

- (a)** Employees who were assigned to a Traffic Coordinator/Yard/Road Switcher position(s) will be paid five (5) days per week (or six (6) days if applicable), or portions thereof – pro-rated, at the basic rate of the respective position held at the time the discipline or dismissal was assessed.
- (b)** Employees in all other Road Service will be paid 4300 freight miles per month or portions thereof – pro-rated, at the basic rate of the respective position held at the time the discipline or dismissal was assessed.

117.5 When employees are to be disciplined, the discipline will be put into effect within 30 days from the date investigation is completed.

117.6 It is understood that the investigation will be held as quickly as possible, and the layover time will be used as far as practicable.

117.7 Employees will not be held out of service pending rendering of decision except in cases of dismissible offences.

117.8 No fines will be imposed on employees.

117.9

- (a)** Employees will not be taken away from home terminal for investigation except when the situation renders such action unavoidable.
- (b)** An employee who is instructed to report for investigation at a location other than the home terminal whether or not responsibility in the matter under investigation is subsequently attached, i.e., subject to discipline, shall nevertheless be paid for actual time spent travelling hour for hour, up to a maximum cumulative total of 8 hours in each 24 hours, at a rate per hour of 1/8th of the daily rate for passenger service.

ARTICLE 118 **Work On Construction Lines**

118.1 Canadian National employees required to work on construction lines will be governed by the collective agreement governing the employees on the Canadian National Railways.

118.2 An employee who, with proper consent, temporarily works, for the construction department and is turned in by that department will have the right to place their case before the proper officer of the operating department, who will immediately institute enquiries, and if evidence obtained shows that dismissal is not warranted, the employee will be returned to service.

ARTICLE 119 **Expenses Away From Home**

119.1 Except as provided in paragraph 119.3 an employee who is required by the Company to move from a main (home) terminal to another main (home) terminal where a shortage of employees exists, will be allowed \$25.00 per day where accommodations with cooking facilities are provided, or \$40.00 per day where accommodations without cooking facilities are provided, for meals, where such are not provided by the Company or at Company expense.

119.2 The allowance will be paid for each calendar day such employee works or is available for work at or out of the point where the shortage exists provided such point is not the employee's normal place of residence.

119.3 This article does not apply to an employee moving on the seniority district in the exercise of seniority rights, or upon recall from layoff, or while filling vacancies at subsidiary or outpost stations to the main (Home) terminal except when entitled to the allowance at such main (Home) terminal.

NOTE: Train service employees or yard service employees who, through the application of seniority rules, are forced account no applications received to fill a position as train service employee or yard service employee on a regular or temporary assignment which is home terminalled at a location which is subsidiary or outpost to their home station will be permitted, if accommodation is required, to stay in Company rest house facilities at the location if available, and, if there are none, accommodation will be supplied. This arrangement will prevail providing the location of the assignment is not the employee's normal place of residence and the distance from the city or town hall at their home station to the location is 40 miles or more by the most direct highway route. Employees who are forced and receive accommodations under the terms of this Note will receive an allowance of \$25.00 per day where accommodations with cooking facilities are provided, or \$40.00 per day where accommodations without cooking facilities are provided, for meals for each day the employee is held at that location to protect the assignment.

119.4 Employees protecting shortages either through bidding or from furlough boards will be entitled to:

- (a) Transportation will be provided to the shortage location, including air travel where required as determined by the Company;
- (b) Employees will be provided with adequate accommodation and when required transportation to and from work;
- (c) Employees will be provided transportation to and from their home location as outlined in subparagraph 119.4(a) when off for miles in road service or on joint spare boards or upon the completion of 30 days in yard service at the shortage location;
- (d) Employees protecting shortages may have their monthly mileage date temporarily altered to regulate the release of employees off for miles at appropriate intervals.

ARTICLE 120

Submission of Time Return and Non-Allowance of Time Claimed

120.1 When the Company so requires, conductors and conductor (yard) will, on completion of shift or tour of duty, complete time return for themselves and crew and submit same to the proper officer of the Company.

120.2 When the Company so requires, employees will complete and submit time returns:

- (a) for General Holiday pay claims, provided the employee qualifies under the provisions of article 128, not later than 30 days following the date of such holiday;
- (b) for annual vacation pay claims, prior to commencement of such vacation;
- (c) in all other instances, not later than 30 days following the occurrence.

120.3 When there is a question regarding time or mileage to be paid for, any portion not in dispute will be paid and each member of the crew advised within 60 calendar days from the date of receipt of ticket regarding the portion which is not allowed together with reason why not allowed, otherwise such claim will be paid.

120.4 In cases where all time or mileage claimed on any time return is disallowed, such time return will be within 60 calendar days returned to the employee through the proper officer of the Company, otherwise such claim will be paid. When a time return is returned, each employee whose name appears thereon will also be advised.

120.5 The time limits specified in paragraph 120.2 will be extended when necessitated by an employee's absence due to bona fide illness or injury.

120.6

(a) An employee will be considered short paid when not in receipt of wages to which entitled on the designated pay day for the pay period in which the claim for such wages was submitted.

(b) An employee who has been short paid may request of the designated officer the issuance of a voucher to cover such shortage. Employees who are not required to submit time returns may make such request initially by telephone or faxmittal. The voucher will be issued within three working days (i.e., excluding week-ends and General Holidays) of the employee's request provided that:

(i) the amount short paid is equivalent to or more than a basic day;

(ii) the time return involved, if any, was submitted promptly in accordance with the provisions of this article; and

(iii) in the case of an initial request by telephone, the original of the written request has been received.

In the case of a request by faxmittal, a voucher will be issued within the three days referred to above. However, the original copy of the designated form must subsequently be forwarded to the designated officer.

(c) Vouchers will not be issued in respect to:

(i) maintenance of earnings claims;

(ii) claims arising out of an alleged violation of the Collective Agreement involving disputed wages.

ARTICLE 121
Grievance Procedure

121.1 A grievance concerning the interpretation or alleged violation of this agreement (including one involving a time claim) shall be processed in the following manner:

An appeal against discharge, suspension, restrictions, including medical restrictions, demerit marks in excess of 30, or demerit marks which result in discharge for accumulation of demerits, shall be initiated at Step 3 of this grievance procedure. All other appeals against discipline imposed shall be initiated at Step 2 of this grievance procedure.

(a) Step 1 - Presentation of Grievance to Immediate Supervisor

Within 60 calendar days from the date of cause of grievance the employee or the Local Chairperson may present the grievance in writing to the immediate supervisor, who will give a decision in writing within 60 calendar days of receipt of grievance. Time claims which have been declined or altered by an immediate supervisor or delegate, will be considered as being handled at Step 1.

(b) Step 2 - Appeal to District Superintendent (Transportation)

Within 60 calendar days of the date of the decision under Step 1, or in the case of an appeal against discipline imposed within 30 calendar days of the date on which the employee was notified of the discipline assessed, the Local Chairperson or the General Chairperson may appeal the decision in writing to the District Superintendent (Transportation).

The appeal shall include a written statement of grievance as it concerns the interpretation or alleged violation of the agreement, and identify the specific provisions involved. The written statement in the case of an appeal against discipline imposed shall outline the Union's contention as to why the discipline should be reduced or removed.

The decision will be rendered in writing within 60 calendar days of receipt of the appeal.

(c) Step 3 - Appeal to Vice-President

Within 60 calendar days of the date of decision under Step 2 the General Chairperson may appeal the decision in writing to the regional Vice-President.

The appeal shall be accompanied by the Union's contention, and all relevant information concerning the grievance and shall be examined in a meeting between the Vice-President, or delegate, and the General Chairperson. The Vice-President shall render his decision in writing within 30 calendar days of the date on which the meeting took place. Should the Vice-President consider that a meeting on a particular grievance is not required, he or she will so advise the General Chairperson and render the decision in writing within 60 calendar days of the date of the appeal.

NOTE: A grievance processed against Company practices and procedures that affect multiple members ~~to~~ will be initiated at Step 3 of the Grievance Procedure. (Item 19 – Nov 2019 MOA)

Final Settlement of Disputes

121.2 A grievance which is not settled at the Vice-President's Step of the grievance procedure may be referred by either party to the Canadian Railway Office of Arbitration for final and binding settlement without stoppage of work.

121.3 A request for arbitration shall be made within 60 calendar days from the date decision is rendered in writing by the Vice-President by filing written notice thereof with the Canadian Railway Office of Arbitration and on the same date a copy of such filed notice will be transmitted to the other party to the grievance.

(Supplemental Arbitration Process - Refer to addendum 94)

General

121.4 Any grievance not progressed by the Union within the prescribed time limits shall be considered settled on the basis of the last decision and shall not be subject to further appeal. The settlement of a grievance on this basis will not constitute a precedent or waiver of the contentions of the Union in that case or in respect of other similar claims. Where a decision is not rendered by the appropriate officer of the

Company within the prescribed time limits, the grievance may, except as provided in paragraph 121.5, be progressed to the next step in the grievance procedure.

Note: The Company must respond to the Union's grievance particulars at each step of the Grievance Procedure.

121.5 In the application of paragraph 121.1 to a grievance concerning an alleged violation which involves a disputed time claim, if a decision is not rendered by the appropriate officer of the Company within the time limits specified, such time claim will be paid. Payment of time claims in such circumstances will not constitute a precedent or waiver of the contentions of the Company in that case or in respect of other similar claims.

121.6 Where provision is made in this article for the appeal of a grievance to a designated Company Officer, the Company may substitute another Regional or Area Officer for the Officer designated by advising the General Chairperson concerned in writing.

121.7 The settlement of a grievance shall not under any circumstances involve retroactive pay beyond a period of 90 calendar days prior to the date that such grievance was submitted at the first applicable Step of the grievance procedure.

121.8 Time limits specified in this article may be extended by mutual agreement.

121.9 When a recorded conversation may be relevant to the disposition of a grievance, the Local Chairperson may make a request to hear a specific recorded conversation. Such requests must be made within 60 days from the date of the conversation. Arrangements will then be made to permit the Local Chairperson to listen to the recorded conversation. (Refer to Addendum # 57)

121.10 When it is agreed between the Company and the General Chairperson of the Union that the reasonable intent of application of the Collective Agreement has been violated an agreed to remedy shall apply. The precise agreed to remedy, when applicable, will be agreed upon between the Company and the General Chairperson on a case-by-case basis. Cases will be considered if and only if the negotiated Collective Agreements do not provide for an existing penalty. In the event an agreement cannot be reached between the Company and the General Chairperson as to the reasonable intent of application of the Collective Agreement and/or the necessary remedy to be applied the matter may within 60 calendar days be referred to an Arbitrator as outlined in the Collective Agreements.

NOTE: A remedy is a deterrent against Collective Agreement violations. The intent is that the Collective Agreement and the provisions as contained therein are reasonable and practicable and provide operating flexibility. An agreed to remedy is intended to ensure the continued correct application of the Collective Agreement.

ARTICLE 122 Imperfection of Sight or Hearing

122.1 An employee taken out of service on account of imperfection of sight or hearing will have an opportunity of re-examination in the presence of representatives of the Company and Union before an ear or eye specialist satisfactory to both parties, and if the specialist finds the employee's sight or hearing to be within the requirements of the Board of Transport Commissioners, the employee will be re-instated and paid for time lost.

ARTICLE 123

Held For Investigation Or Company Business

123.1 Employees held for Company's investigations or on Company business on the order of the proper officer, will be paid as provided in paragraphs 123.2 and 123.3.

123.2 Employees in assigned service will be paid for actual time lost; when no time is lost pay will be allowed hour for hour for the first 8 hours in each 24 hours so held (computed from time required to report or to deadhead) on the basis of 1/8th of the daily rate applicable to the service in which usually engaged.

123.3 Employees in unassigned service or on the spare board will be allowed pay hour for hour for the first 8 hours in each 24 hours so held (computed from time required to report or to deadhead) on the basis of 1/8th of the daily rate applicable to the service in which usually engaged, and if they lose their turn pay will be allowed for a full day of 8 hours or actual time lost when such time can be clearly determined. Employees who lose their turn will take their standing on the board as from the time they are released. When held under these provisions, employees may, as locally arranged, hold their turn on the working board. Employees will be afforded the opportunity to book up to eight (8) hours rest upon completion.

123.4 Actual reasonable expenses will be allowed when away from home terminal.

123.5 In the application of this article, no allowance will be made for deadheading.

123.6 Insofar as employees on joint spare boards are concerned, the applicability of this article and the daily rate to be applied shall be determined on the basis of the service last performed.

Company Initiated Meetings

123.7 When a Local Union officer is requested by a Company officer to attend a meeting on a matter initiated by the Company, such an employee will be compensated as follows on account of such attendance:

- (a)** where necessary to lose time, or a trip, reimbursement for actual time lost;
- (b)** where available between trips or on a designated rest day:
 - (i)** 75 miles or 4 hours if in passenger service; or
 - (ii)** 50 miles or four hours if in freight service; or
 - (iii)** 4 hours if in yard service; or
 - (iv)** for time in excess of four hours, pro-rata payment on a minute basis;
 - (v)** payment hereunder will be at the rate of pay for the position and the class of service last performed.
- (c)** When held under these provisions, employees may, as locally arranged, hold their turn on the working board. Employees will be afforded the opportunity to book up to eight (8) hours rest upon completion.
- (d)** where necessary for any official Union representative to travel from another terminal or if such employees' assignments are located at other than the location of the meeting attended, they will be reimbursed for actual reasonable expenses for meals, travelling costs and hotel/motel accommodation (in addition to payment outlined in paragraphs (a) or (b) above). Expenses claimed must be submitted on CN Form 3140B and receipts for each expense claimed must accompany such submission.

ARTICLE 124
**Employees Held Off Duty to Attend Court or Coroner's Inquests on Legal Cases
in Which the Company is Involved**

124.1 Employees held off duty by order of the Company's Officials to attend court or coroner's inquests on legal cases in which the Company is involved, or subpoenaed by the Crown in such cases, will be furnished with necessary transportation and paid as provided in paragraphs 124.2 and 124.3.

124.2 Employees in assigned service will be paid for actual time lost; when no time is lost they will be allowed hour for hour for the first 8 hours in each 24 hours so held (computed from time required to report or to deadhead) on the basis of 1/8th of the daily rate applicable to the service in which usually engaged.

124.3 Employees in unassigned service or on the spare board will be allowed pay hour for hour for the first 8 hours in each 24 hours so held (computed from the time required to report or to deadhead) on the basis of 1/8th of the daily rate applicable to the class of service in which usually engaged. If employees lose their turn pay will be allowed for a full day of 8 hours or for actual time lost when such time can be clearly determined.

124.4 Actual reasonable expenses will be allowed when away from home terminal.

124.5 In the application of this article no allowance will be made for deadheading.

124.6 Any court witness fees and mileage will be assigned to the Company.

124.7 Insofar as employees on joint spare boards are concerned, the applicability of this article and the daily rate to be applied shall be determined on the basis of the service last performed.

ARTICLE 125
Payment For Examinations

Periodic Medical Examinations

125.1 An employee required to take a periodic medical examination during off duty hours shall be allowed payment of six (6) hours on the basis of 1/8th the daily rate applicable to the service last performed.

Note: Employees will be required to advise their respective Crew Management Center sixty (60) days in advance of the date of their scheduled periodic medical. An employee will not be required to change their periodic medical and if it results in the employee having to lose time in order to undergo the examination, such employee will be paid pursuant to Article 123 of Agreement 4.3. If an employee voluntarily exercises his seniority within the sixty days, and misses work due to the medical appointment, payment will be made pursuant to Article 125 of Agreement 4.3.

(Refer to Addendum No. 17)

Periodic Rules Examinations

125.2 Employees required to take a periodic rules examination during their off-duty hours shall be allowed payment on the following basis:

(a) An employee required to take a periodic "B" or lower class rules examination in the Uniform Code of Operating Rules or its successor shall be allowed 3 hours pay on the basis of 1/8th of the daily rate applicable to the service last performed.

(b) An employee required to take a periodic examination in the subjects mandated by the Railway Employee Qualification Standards Regulations, including the Uniform Code of Operating Rules or its

successor, shall be allowed 8 hours pay on the basis of 1/8th of the daily rate applicable to the service last performed.

- (c) Payment will not be made to an employee directed to take such examinations as a disciplinary measure, nor will an employee be paid for taking such examinations which he or she fails to pass to the satisfaction of the Rules Examiner.

(Refer to Addendum No. 62)

ARTICLE 126 Jury Duty

126.1 An employee summoned for jury duty and who is required to lose time from their assignment as a result thereof shall be paid for actual time lost less the amount allowed for jury duty for each such day, excluding allowances paid by the court for meals, lodging or transportation subject to the following requirements and limitations:

- (a) An employee must furnish the Company with a statement from the court of jury allowances paid and the days on which jury duty was performed.
- (b) The number of working days for which jury duty pay shall be paid is limited to a maximum of 90 days in any calendar year.
- (c) No jury duty pay will be allowed for any day for which the employee is entitled to vacation or general holiday pay. An employee who has been allotted their vacation dates will not be required to change their vacation because they are called for jury duty.
- (d) Notwithstanding the provisions contained in the last sentence of sub-paragraph 126.1(c), an employee's annual vacation will, if requested, be rescheduled if it falls during a period of jury duty.

ARTICLE 127 Annual Vacation

127.1 An employee who at the beginning of the calendar year is not qualified for vacation under paragraph 127.2 will be allowed one calendar day's vacation for each 26 days worked and/or available for service, or major portion of such days during the preceding calendar year with a maximum of two weeks. Compensation for such vacation will be 4% of the gross wages of the employee during the preceding calendar year. This basis applies during subsequent years until qualifying for further vacation under paragraph 127.2.

127.2 Subject to the provisions of paragraph 127.3, an employee who, at the beginning of the calendar year, has maintained a continuous employment relationship for at least 3 years and who has rendered compensated service in 30 calendar months, calculated from the date of entering service, shall have vacation scheduled on the basis of one calendar day's vacation for each 17 days worked and/or available for service, or major portion of such days, during the preceding calendar year, with a maximum of three weeks. Compensation for such vacation will be 6% of the gross wages of the employee during the preceding calendar year. This basis applies during subsequent years until qualifying for further vacation under paragraph 127.4.

127.3 An employee covered by paragraph 127.2 will be entitled to vacation on the basis outlined therein if on their fourth or subsequent service anniversary date they have rendered compensated service in 40 calendar months; otherwise their vacation entitlement will be calculated as set out in paragraph 127.1. Any vacation granted for which the employee does not subsequently qualify will be deducted from the employee's vacation entitlement in the next calendar year. If such employee's employment relationship with

the Company is terminated for any reason prior to their next vacation, the adjustment will be at time of leaving.

127.4 Subject to the provisions of paragraph 127.5, an employee who, at the beginning of the calendar year, has maintained a continuous employment relationship for at least 9 years and who has rendered compensated service in 90 calendar months, calculated from the date of entering service, shall have vacation scheduled on the basis of one calendar day's vacation for each 13 days worked and/or available for service, or major portion of such days, during the preceding calendar year, with a maximum of four weeks. Compensation for such vacation will be 8% of the gross wages of the employee during the preceding calendar year. This basis applies during subsequent years until qualifying for further vacation under paragraph 127.6.

127.5 An employee covered by paragraph 127.4 will be entitled to vacation on the basis outlined therein if on their tenth or subsequent service anniversary date they have rendered compensated service in 100 calendar months; otherwise vacation entitlement will be calculated as set out in paragraph 127.2. Any vacation granted for which the employee does not subsequently qualify will be deducted from the employee's vacation entitlement in the next calendar year. If such employee's employment relationship with the Company is terminated for any reason prior to their next vacation, the adjustment will be made at time of leaving.

127.6 Subject to the provisions of paragraph 127.7, an employee who, at the beginning of the calendar year, has maintained a continuous employment relationship for at least 19 years and who has rendered compensated service in 190 calendar months, calculated from date of entering service, shall have their vacation scheduled on the basis of one calendar day's vacation for each 10 days worked and/or available for service, or major portion of such days, during the preceding calendar year, with a maximum of five weeks. Compensation for such vacation will be 10% of the gross wages of the employee during the preceding calendar year. This basis applies during subsequent years until qualifying for further vacation under paragraph 127.8.

127.7 An employee covered by paragraph 127.6 will be entitled to vacation on the basis outlined therein if on their twentieth or subsequent service anniversary date they rendered compensated service in 200 calendar months; otherwise their vacation entitlement will be calculated as set out in paragraph 127.4. Any vacation granted for which the employee does not subsequently qualify will be deducted from the employee's vacation entitlement in the next calendar year. If such employee's employment relationship with the Company is terminated for any reason prior to their next vacation, the adjustment will be made at time of leaving.

127.8 Subject to the provisions of paragraphs 127.9 and 127.10, an employee who, at the beginning of the calendar year, has maintained a continuous employment relationship for at least 28 years and who has rendered compensated service in 280 calendar months, calculated from date of entering service, shall have vacation scheduled on the basis of one calendar day's vacation for each 8-2/3 days worked and/or available for service, or major portion of such days, during the preceding calendar year, with a maximum of six weeks. Compensation for such vacation will be 12% of the gross wages of the employee during the preceding calendar year.

127.9 An employee covered by paragraph 127.8 will be entitled to vacation on the basis outlined therein if on their twenty-ninth or subsequent service anniversary date they have rendered compensated service in 290 calendar months; otherwise their vacation entitlement will be calculated as set out in paragraph 127.6. Any vacation granted for which the employee does not subsequently qualify will be deducted from the employee's vacation entitlement in the next calendar year. If such employee's employment relationship with the Company is terminated for any reason prior to their next vacation, the adjustment will be made at time of leaving.

127.10 In the application of paragraph 127.8, the Company will have the option of:

- (a)** scheduling an employee for five weeks' vacation with the employee being paid for the sixth week at pro rata rates; or
- (b)** splitting the vacation on the basis of five weeks and one week.

127.11 In computing service under paragraphs 127.1 to 127.9 inclusive, days worked in any position covered by similar vacation rules will be accumulated for the purpose of qualifying for vacation with pay.

127.12 Subject to the provisions of paragraphs 127.3, 127.5, 127.7 and 127.9, an employee who is retired, leaves the service of their own accord, is dismissed for cause, or whose services are dispensed with, shall be paid an amount appropriate to their service entitlement calculated as provided for in paragraphs 127.1 to 127.9 inclusive, for any vacation due up to the time of termination of service.

127.13 An employee who at the time of termination of their service has not qualified for vacation as provided for in paragraph 127.1 shall be paid 4% of their gross earnings for the calendar year in which service is terminated.

127.14 An employee who leaves the service of their own accord, or is dismissed for cause and not reinstated in the service within two years of date of such dismissal, will if subsequently returned to the service, be required to again qualify for vacation with pay as per paragraphs 127.1 to 127.9 inclusive.

127.15 In the event of death of an employee, vacation pay to which entitled up to the time of death will be paid to the estate of the deceased.

127.16 An employee who is laid off during the year and who has not been recalled at the beginning of the ensuing calendar year will have the right to request on two weeks' notice vacation pay due at any time during the ensuing calendar year prior to being recalled to service.

127.17 Time off duty because of layoff, bona fide illness, injury, or attendance to organization business (except on full-time basis) shall be included for qualification purposes in paragraphs 127.1 to 127.9 inclusive.

Note: The phrase "except on a full time basis" does not apply to employees granted a leave of absence pursuant to paragraph 130.1.

127.18

- a)** Time off due to layoff, bona fide injury or illness, maternity or paternity leave, or attendance to organization business shall be credited with such time as days worked and/or available for service during the preceding year when calculating vacation allotment.
- b)** When employees bid for Annual Vacation they shall choose between the vacation allotment reflective of their time worked/compensated in the previous calendar year or their vacation entitlement, without reduction

127.19 An employee who has become entitled to a vacation with pay shall be granted such vacation within a twelve-month period immediately following the completion of the calendar year of employment in respect of which the employee became entitled to the vacation.

127.20 Insofar as practicable, preference shall be given in order of seniority of the applicants where applications for vacation have been filed on or before January 15th of each year; such preference shall not be granted where applications have been filed after January 15th. Employees must take their vacation at the time allotted and those who do not apply for it prior to January 15th shall be required to take their vacation at a time prescribed by the Company.

127.21 The preference provided under paragraph 127.20 shall be based on the seniority of an employee in the service to which assigned as of January 15 of each year, i.e., road service or yard service. An employee who is in a different service at the time allotted for vacation than that assigned on January 15 shall forfeit the preference provided in this paragraph and shall take vacation at a time prescribed by the Company. For the purpose of this paragraph, service on a joint spare board will be considered road service. A Local Chairperson's and non full-time general committee executive's vacation will be scheduled outside of the normal scheduling that applies to other employees at the terminal, provided they have properly applied in accordance with terms of this article.

127.22 An employee who, while on annual vacation, becomes ill or is injured, shall have the right to terminate (temporarily) vacation and be placed on weekly indemnity. An employee who is again fit for duty shall immediately so inform the Company Officer in charge and will continue vacation if within scheduled dates. If the remaining vacation falls outside the employee's scheduled dates, such vacation will be rescheduled as may be mutually agreed between the proper Officer of the Company and the Local Chairperson of the Union.

127.23 An employee who, due to sickness or injury, is unable to take or complete annual vacation in that year shall, at the option of that employee, have the right to have such vacation carried to the following year.

127.24 An employee who is entitled to vacation shall take same at the time scheduled. However, if the Company reschedules an employee's scheduled vacation dates other than on request of the employee; by mutual agreement with the employee; or where the vacation is rescheduled under paragraphs 127.22 and 127.23, the employee shall be given at least 3 weeks' advance notice of such rescheduling and will be entitled to the following penalty payment:

For each calendar day during the originally scheduled vacation period on which the employee performs service or is available for service, one-seventh of 1% of the employee's gross wages during the preceding calendar year, payable during the period of rescheduled vacation dates.

The rescheduled vacation with pay to which entitled will be granted at a mutually agreed upon later date. This paragraph 127.24 does not apply where rescheduling is a result of an employee exercising seniority to a position covered by another vacation schedule.

127.25 Employees desiring an advance vacation payment must make application for same not later than five weeks prior to commencing their vacation. The advance vacation payment shall be 4% of the employee's previous year's earnings, less an appropriate amount (approximately 30%) to cover standard deductions.

ARTICLE 128 General Holidays

128.1 An employee who qualifies in accordance with paragraph 128.2 shall be granted a holiday with pay on the following general holidays:

- New Year's Day
- Good Friday
- Canada Day
- Victoria Day
- Civic Holiday (first Monday in August)
- Labour Day
- Truth and Reconciliation Day
- Thanksgiving Day
- Remembrance Day
- Christmas Day
- Boxing Day

NOTE: If the Government of Canada designates "Heritage Day" or such other day as a general holiday, the day so designated by the Government shall be substituted for January 2nd.

128.2 In order to qualify for pay on any of the holidays specified in paragraph 128.1, an employee shall have completed 30 days of continuous employee relationship and in addition:

- (a) shall commence a shift or tour of duty on the general holiday; or
- (b) except as provided by sub-paragraph (f), shall be entitled to wages for at least 10 tours of duty during the 30 calendar days immediately preceding the general holiday;

Note: Provided that an employee is available for work on the general holiday, absences from shifts or tours of duty because of bona fide injury, hospitalization, illness for which the employee qualifies for weekly sickness benefits and authorized maternity leave will be included in determining the 10 tours of duty referred to in this sub-paragraph (b); and

- (c) unless cancelled, shall be available for duty on such holiday if it occurs on one of their work days excluding vacation days.

This sub-paragraph (c) shall not apply in respect of an employee who is laid off or suffering from a bona fide injury or who is hospitalized on the holiday, or who is in receipt of or who subsequently qualifies for weekly indemnity benefits because of illness on such holiday.

Note: Assigned employees who are notified by bulletin that their assignment is to be cancelled on a general holiday, but who are later required on the holiday, will be notified prior to the completion of their last shift or tour of duty immediately preceding the holiday that their services will be required on the holiday. If not so advised and their assignment operates on the holiday, they will not be disqualified from general holiday pay as a result thereof, and their assignment will be filled from the spare board. No grievances or time claims will be entertained as a result of such use of spare board employees.

- (d) In the application of sub-paragraph (b) of this paragraph 128.2, a regularly assigned employee who has been cancelled on an assigned working day will count such day(s) as qualifying day(s) in the calculation of the required number of shifts or tours of duty during the 30 calendar days immediately preceding the general holiday.
- (e) In the application of sub-paragraph (b) of this paragraph, an employee assigned to a regular assignment who is available for such assignment throughout the entire 30-day period immediately preceding the general holiday will not be disqualified from general holiday pay on the basis of not accumulating the required 10 tours of duty on that assignment in the 30 calendar days.
- (f) In the application of sub-paragraph (b) of this paragraph, an employee who reaches their maximum monthly mileage during the 30 calendar days immediately preceding the general holiday, provided they available for work subsequent to their mileage date during the remainder of this 30-day period immediately preceding the general holiday and on the holiday, will not be disqualified from general holiday pay on the basis of not accumulating the required 10 tours of duty in the 30 calendar days immediately preceding the general holiday.
- (g) In the application of sub-paragraph (b) of this paragraph, an employee who is absent from a shift(s) or tour(s) of duty because of being granted leave for Union business to attend a Company initiated meeting, will include such days absent in the calculation of the required number of shifts or tours of duty during the 30 calendar days immediately preceding the general holiday.

(h) An accredited union representative who is attending the investigation of an employee under Article 117 on any of the holidays specified in Article 128.1 will be shown as available for the general holiday. If the Company subsequently cancels the investigation, the accredited union representative will still be shown as available for the general holiday, so long as he is available to go to work.

128.3 A qualified employee whose vacation period coincides with a general holiday specified in paragraph 128.1 shall be paid the amount specified for their classification in paragraph 128.5.

128.4 An employee who does not qualify under paragraph 128.2 with respect to pay for a general holiday and who is required by the Company to work on that day shall be paid in accordance with the provisions of this agreement.

128.5 An employee qualified under paragraph 128.2 and who is not required to work on a general holiday shall be paid in accordance with the following:

- (a)** an assigned yard service employee shall be paid 8 hours' pay at the straight-time rate of the position they would have filled had their assignment worked on the holiday;
- (b)** a spare yard service employee shall be paid 8 hours' pay at the assistant conductor (yard) straight-time rate.
- (c)** A Conductor, Baggage Handler or Assistant Conductor shall be paid an amount equal to their earnings, exclusive of overtime, for the last tour of duty worked prior to the general holiday, provided that in the case of an employee paid at passenger rates, if such amount is less than the equivalent of 150 miles at the rate applicable to passenger service, the equivalent of 150 miles shall be paid.

128.6 An employee qualified under paragraph 128.2 and who is required to work on a general holiday shall, at the option of the Company;

- (a)** be paid in addition to the pay provided in paragraph 128.5, at a rate equal to one and one-half times their regular rate of wages for the shift or tour of duty worked on that holiday. When more than one shift or tour of duty is worked by an employee on a general holiday, the provisions of this sub-paragraph (a) shall apply to the first shift or tour of duty only; or
- (b)** be paid for work performed on the holiday in accordance with the provisions of this agreement, and in addition shall be given a holiday with pay at the rate specified in paragraph 128.5 on the first calendar day on which the employee is not entitled to wages following that holiday;
- (c)** in the application of this paragraph, yard service employees shall be paid in accordance with sub-paragraph (a) and sub-paragraph (b) of this paragraph 128.6 will not apply to such employees.

128.7 Shifts or tours of duty commencing between 2400 hours and 2359 hours, both inclusive, on the general holidays specified in paragraph 128.1 shall be considered as work on that holiday.

128.8 For the purpose of payment provided in paragraph 128.5, an employee on a joint spare board will be compensated in accordance with sub-paragraph (b) of paragraph 128.5 if the last service performed prior to the holiday was yard service, and in accordance with sub-paragraph (c) of paragraph 128.5 if the last service performed prior to the holiday was road service.

128.9 For the purpose of this article "deadheading" for which compensation is paid shall be deemed to be a tour of duty worked.

128.10 The application of this article shall not result in a duplicate payment consequent upon the inclusion of a general holiday provision in any other agreement.

128.11

- (a) On runs specified in paragraph 36.2, employees will be entitled to book twenty-four (24) hours rest consecutive with their last tour of duty without affecting their entitlement to general holiday pay.
- (b) On runs not specified in paragraph 36.2, employees will not qualify for general holiday payment if rest booked falls on any portion of the holiday and the rest booked is more than twelve (12) hours rest consecutive with their last tour of duty.

128.12 Employees on Company business will have their General Holiday pay based on their last working tour of duty.

**ARTICLE 129
Bereavement Leave**

129.1 An employee who has not less than 3 months of cumulative compensated service shall:

- (a) due to the death of the employee's grandparent, grandchild, step-parent, mother-in-law, father-in-law, brother, sister, step-brother or step-sister, be entitled to three consecutive calendar days' bereavement leave. An employee will be compensated for actual time lost, exclusive of overtime, within such three calendar days.
- (b) due to the death of the employee's spouse, child, step-child or parent be entitled to five consecutive calendar days' bereavement leave. An employee will be compensated for actual time lost, exclusive of overtime, within such five calendar days.

129.2 Employees who are on vacation and qualify for bereavement leave will have their vacation suspended for the required number of days and will commence vacation again once the bereavement period has expired.

129.3 When bereavement occurs during an employee's vacation the employee will take their bereavement leave entitlement and be compensated for the applicable days in accordance with their vacation rate.

NOTE: In the application of this Article, "employee's spouse" means the person who is legally married to the employee and who is residing with or supported by the employee, provided that, if there is no legally married spouse, it means the person that qualifies as spouse under the definition of that word in Section 2 (1) of the **Canadian Human Rights Benefits Regulations**, as long as such person is residing with the employee.

(Refer to Addendum No. 56)

**ARTICLE 130
Leave Of Absence**

For Elective Union Positions

130.1 Employees elected to Grand Lodge Office or as a General or Local Chairperson, or as a delegate to any Union activity requiring leave of absence, shall be granted such leave for the term of the office or until completing the activity, as the case may be, for which leave of absence was granted. Application for, or renewal of such leave must be made by the Union to the Vice-President of the Region on which the applicant is employed. Pass transportation will be granted in accordance with Company policy.

For Appointive Union Positions

130.2 A leave of absence for appointed Council positions, such as Research Director or Special Representative, may, at management's discretion, be granted for the term of the office or until completing the activity, as the case may be, for which leave of absence was granted.

For Other Reasons

130.3 Leave of absence for other reasons, including personal, for a period not in excess of one year, may be granted at Management's discretion in accordance with Company policy.

130.4 All applications for leave of absence must be in writing and must state the reason for such leave and the period for which leave is requested, and must be made to the appropriate Officer of the Company in sufficient time to permit relief arrangements being made. Authorization for leave of absence must be obtained in writing.

130.5 Extension of leave of absence may be granted when supported by application in writing to the appropriate Officer of the Company. Such applications must be received in ample time to obtain authorization or, if authorization is not granted, to enable the employee to return to work at expiration of leave. Failure to obtain extension or to report for duty on or before expiration of a leave will cause the employee to forfeit all seniority rights.

Refer to Addendums 21 and 71

ARTICLE 131

Resuming Duty After Leave of Absence

131.1 Employees absent for any reason will report ready for duty at least three hours in advance of the starting time of their regular assignment. Employees will not be allowed to resume duty unless they have complied with the requirements of this paragraph.

131.2 If at the time a train service employee reports for duty after having booked off or upon returning from a leave of absence, their crew has made more than one round trip away from home, or has been more than 48 hours in work train service, the employee may be allowed to join the crew, and start work on the first tour of duty which commences subsequent to arrival at the work location. No payment for deadheading will be allowed in connection with the application of this paragraph 131.2.

131.3 In the event a crew in work train service has not tied up in 48 hours such train service employee may, upon arrival, change off with the displaced train service employee during that tour of duty. In that event, the names of both train service employees shall appear on the time return covering such tour of duty, and the earnings will be computed on the same basis as though the displaced train service employee had performed the entire tour of duty; the earnings therefore will be apportioned between the two train service employees on the basis of the service rendered, as they may mutually agree, otherwise the apportionment will be made on the basis of time actually on duty.

ARTICLE 132

Protection of Seniority

132.1 Employees on authorized leave of absence, filling excepted positions as Company Officers (except as provided in 132.2, 132.3 and 132.4), other non-schedule positions, or positions as Traffic coordinator or Assistant traffic coordinator with the Company, will retain and accumulate Conductors', Assistant Conductors' and Yard Service Employees' seniority rights.

132.2 Effective April 09, 2002 an employee, who is appointed to a permanent first level management position, shall continue to accumulate seniority for a period of one year. At the end of one year, such employee shall no longer accumulate seniority but shall retain the seniority rights already accumulated up to the date their seniority was frozen.

Note: For employees already filling a permanent first level management position prior to the ratification of this memorandum, the one year shall commence on the first day of the month following ratification.

132.3 Employees presently filling a permanent second level management position shall be removed from the seniority list one year from date of ratification of this memorandum. Thereafter employees will be removed from the seniority list upon promotion to a permanent second level management position.

132.4 All Company officers currently on the seniority roster and holding management positions on December 31, 2006 will be permanently removed from the TCRC seniority list(s).

- a) Any TCRC member who accepts a management position after the date of ratification will continue to accumulate seniority for up to one calendar year. Upon completion of one calendar year such employee will be permanently removed from the TCRC seniority list(s).
- b) In the application of sub-paragraph a) herein, any Company Officer who returns to the ranks and subsequently accepts a management position will be immediately and permanently removed from the TCRC seniority list(s).

NOTE: Any individual occupying an accommodated position in management may, at the Union's discretion, apply to have his/her seniority protected. The decision will be at the Union's discretion, and is not subject to appeal.

132.5 Should an exercise of seniority occur through the abolishment of a permanent management position and result in the lay-off of a non-protected employee with two or more years of service, the following will be offered in seniority order for a period of 30 days to the classification and terminal affected:

- 1. Early retirement, or;
- 2. Severance, or;
- 3. Relocation

**ARTICLE 133
DELETED**

**ARTICLE 134
Life Insurance Upon Retirement**

134.1 An employee who retires from the service of the Company subsequent to January 1, 2003 will, provided he is fifty-five years of age or over and has not less than ten years' cumulative compensated service, be entitled, upon retirement, to a \$7,000.00 life insurance policy, fully paid up by the Company.

**ARTICLE 135
Benefit, Dental and Extended Health Care Plans**

Benefit Plan for Train and Engine Service Employees

135.1 Benefits shall be available in accordance with the terms of the Agreement revised August 18, 1986, as amended. The Agreement of August 18, 1986 is not reproduced here.

Dental Plan

135.2 Benefits shall be available in accordance with the terms of the Agreement revised August 18, 1986, as amended. The Agreement of August 18, 1986 is not reproduced here.

Extended Health Care Plan

135.3 Benefits shall be available in accordance with the Extended Health Care Plan revised August 18, 1986, as amended. The Agreement of August 18, 1986 is not reproduced here.

ARTICLE 136 Electric Lanterns

136.1 Employees must provide themselves with a white electric lantern. The electric lanterns, bulbs and batteries must be of a standard prescribed by the Company, and the lanterns must be equipped with not less than 2 white bulbs for instant use and a provision for a spare white bulb to be carried in the lantern.

136.2 Employees will be furnished white electric lanterns by the Company upon signing a payroll deduction order for the actual cost of the lantern supplied, not including the cost of bulbs and batteries. Deduction will be made from their pay cheque on the current payroll.

136.3 Employees, who prior to June 1, 1959, have provided themselves with electric lanterns, may continue to use them until they are worn out, provided such lantern is of a satisfactory type and contains 2 serviceable white bulbs for instant use and a provision for carrying a spare white bulb in the lantern, as required under the provisions of paragraph 136.1.

136.4 When an employee leaves the service of the Company, whether voluntarily, discharged or by death, the lantern if in satisfactory condition, may be returned to the Company whereupon the amount of deposit, made when their lantern was issued, shall be refunded to the employee, or his estate.

136.5 Replacement of lanterns issued by the Company will be made without cost to the employee under the following conditions:

- (a)** when worn out or damaged in the performance of Company service, upon return of the lantern;
- (b)** when stolen while employee is on the premises of the Company without neglect on the part of the employee;
- (c)** when destroyed in the performance of duty.

136.6 The Company will maintain at convenient locations, a supply of bulbs and batteries, to be drawn as required upon presentation of those worn out or broken, without cost to the employee.

136.7 In the event that due to conditions beyond the control of the Company it becomes unable to obtain a sufficient quantity of such electric lanterns, bulbs or batteries for the purpose set forth herein, the Company shall thereby be relieved of compliance with the provisions of this agreement to the extent that such inability makes it impossible to comply herewith.

ARTICLE 137
Engine Service Employee

137.1 The conditions contained in this article will apply where the employees designated herein are used as a source of applicants for training as locomotive engineers.

137.2 Subject to the provisions of paragraph 137.3, senior classed conductors (road/yard) will be given full and unprejudiced considerations in the selection by the Company of candidates to accept training under the terms of this Article. Candidates in locomotive engineer training will normally be trained at their permanent home terminal except that, in order to ensure they are prepared for territory upon which they may be required to work once qualified, they may be trained at an alternative terminal for a portion of their training. When required to train at other than their permanent home terminal, the allowance under 137.10 (f) shall apply.

137.3 Conductors will be notified of the commencement of their SLE training course no less than 14 days in advance in advance of the course.

NOTE: However, an employee at their option may waive the 14-day notice should a course become available on short notice.

137.4 Intentionally left blank.

137.5 An employee who is trained as a locomotive engineer at a particular home station will, at the time they become qualified, establish that location as their home station as locomotive engineer.

137.6

(a) Candidates who, as a result of illness or injury, are unable to attend the SLE training course in their turn based upon their Conductor's seniority, will be required to attend the next available SLE training course and their Locomotive Engineers' seniority will be protected.

(b) Candidates whose seniority as locomotive engineers is protected in accordance with sub-paragraph 137.6 (a) will be so advised in writing. The names of such candidates will be recorded and kept on file. The General Chairperson and the Local Chairperson will be kept advised in writing on an on-going basis of the names of employees so recorded and the dates of the course from which held off.

(c) Deleted

(d) Deleted

137.7 Intentionally left blank.

137.8 Intentionally left blank

137.9 Candidates will be considered qualified as Locomotive Engineers on the successful completion of the Company's training course. If during the training course the Company determines that a candidate is not suitable for promotion to Locomotive Engineer, training will be discontinued and the employee will be advised in writing of the reason for disqualification.

137.10 During the period of time that a candidate is assigned to the Company's training course the following conditions will apply:

- (a) the employee will make himself available for training as required and will be paid a flat rate for each tour of duty worked while training as follows:

	EFFECTIVE		
	23-Jul-19	23-Jul-20	23-Jul-21
	\$	\$	\$
Runs between 1 and 170 miles	296.68	304.09	313.22
Runs between 170 and 300 miles	593.33	608.16	626.41
Runs between 301 and less than 385 miles	741.69	760.23	783.04
Minimum Weekly Rate	1,780.00	1,824.50	1,879.24

The above rates of pay will be paid for every tour of duty regardless of the type of service performed and/or miles run (SLE training / deadheading / freight / yard) and are subject to GWI.

Should runs greater than 385 miles be established, the parties agree to meet to determine a suitable rate for such runs based on the principles of this article.

~~Should runs greater than 300 miles be established, the parties agree to meet to determine a suitable rate for such runs based on the principles of this article.~~

NOTE: An SLE who remains available or works as scheduled shall not receive less than the average of the weekly classroom rate over a 28-day period. ~~An SLE who remains available or works as scheduled shall not receive less than the average of the weekly classroom rate over a 28 day period. GWI will apply.~~

- (b) the employee will not be considered as being in a road or yard service classification, and will be subject only to the provisions governing Vacations, Health and Welfare, and Bereavement Leave in this Agreement. The employee will also be subject to the Union Dues Agreement;
- (c) away-from-home accommodation will be provided when reasonably required;
- (d) the employee will be allowed \$6.00 per day for meals where such are not provided;
- (e) An SLE will be allowed an additional payment equivalent to the last training tour worked prior to any General Holiday, as payment for each General Holiday which falls during the period of time assigned to the Company's training course.
- (f) Employees required to take the classroom portion of their training away from home will be allowed meal expenses pursuant to article 119 at other than their home terminals, when such are not provided by the Company or at Company expense.

137.11 Candidates who have qualified as locomotive engineers shall thereafter be known as Engine service employees and shall be designated by the letters ESE which will be shown opposite their names on the seniority lists where their names appear.

137.12 Intentionally left blank

~~Junior engine service employees selected, trained and qualified pursuant to paragraph 137.4 will not be permitted to work as a locomotive engineer at any terminal other than the one for which selected where there are senior candidates to the same or a previous course not yet qualified as locomotive engineers. In this respect, the names of such engine service employees will be suitably noted on the seniority list until such time as all such senior candidates to the same or previous courses have similarly qualified as a locomotive engineer.~~

137.13 Intentionally left blank

~~Notwithstanding the provisions of paragraph 137.12, junior engine service employees may be permitted to work at such other terminal referred to in paragraph 137.12 when an additional shortage arises. In such cases, those senior candidates referred to in paragraph 137.12 shall be afforded loss of earnings in accordance with the following:~~

~~(a) — if such junior engine service employee is called to work as a locomotive engineer on a tour of duty basis, the candidate who, upon becoming qualified will be senior on the locomotive engineers' seniority list and who is available will be paid actual time lost.~~

~~**Note:**— In the application of sub-paragraph 137.13 (a), "actual time lost" is the difference between what the senior candidate available would have earned for that tour of duty or round trip had they been qualified as a locomotive engineer and what they actually earned, or could have earned had they not held themselves unavailable or booked in excess of 14 hours rest, on any tour or tours of duty commencing during the time that such junior employee was working as locomotive engineer.~~

~~(b) — if such junior engine service employees are set up on the locomotive engineers' working list, each senior candidate who would have been so set up will be paid:~~

~~(i) — if such engine service employee is set up on a regular assignment, the difference between locomotive engineer's earnings for the month, or portion thereof, and what such senior candidate actually earned during that period; or~~

~~(ii) — if such engine service employee worked as a locomotive engineer in unassigned service, the difference between an amount per month, or pro-rated portion thereof, equivalent to maximum mileage for unassigned locomotive engineers with an average weight on drivers of 700,000 to 750,000 pounds and what such senior candidate actually earned during that period.~~

~~**Note 1:**— All compensation paid to each senior candidate under this Agreement and Agreement 4.2 for the month, or portion thereof, that junior employees are set up on the locomotive engineers' working list will be used to offset any payments pursuant to the provisions of sub-paragraph 137.13 (b).~~

~~**Note 2:**— Should a senior candidate hold themselves unavailable, or book in excess of 14 hours rest thereby missing an assignment, any payment made pursuant to sub-paragraph 137.13 (b) will be reduced by the amount of the earnings they would otherwise have earned.~~

~~**Note 3:**— No deduction will be made pursuant to Note 2 for an assignment missed as a result of booking in excess of 14 hours rest in instances when such senior candidate earns their maximum monthly mileage. It is understood that senior candidates wishing the benefits of this Note 3 will not submit claims pursuant to sub-paragraph 137.13 (b) until the end of their mileage period.~~

~~**137.14** An engine service employee who is not working as a locomotive engineer may be held back from the position to which assigned to protect work as the second employee in the cab of a conventional passenger train. An employee not used on the assignment or time originally held for will be released. Employees held without being advised of an assignment and expected call time will be released eight (8) hours from the time of notification of being held. Once released, employees will be able to book a maximum of eight (8) hours rest~~

~~An engine service employee who is not working as a locomotive engineer may be held back from the position to which assigned to protect work as the second employee in the cab of a conventional passenger train. If so held and not used the employee will be paid the earnings of the position to which assigned, unless assigned to the spare board when the employee will be paid 100 miles for each 8 hours or part thereof and stand first out on the board (time held will be computed from the time compensation would have commenced on the tour of duty from which held back).~~

~~**137.15** An engine service employee who is not working as a locomotive engineer will be permitted to exercise seniority to any position governed by this agreement with due regard to the provisions of~~

paragraphs 45.9 and 45.10 of article 45. ~~Should an engine service employee be assigned to an assistant conductor's position in through freight service, they shall work on the position of Head-End Assistant Conductor, due regard being had to the preference of the senior assistant conductor in that crew. In the application of this paragraph, an engine service assistant conductor will not be required to work the Head-End position when in road switcher, wayfreight or work train service.~~

137.16 Engine service employees will submit a 746 at the time they become qualified for promotion to locomotive engineer and at each change of timetable. Engine service employees who do not desire to accept calls for work as a locomotive engineer on a tour of duty basis will so notify their supervisor in writing at the time they become qualified for promotion to Locomotive Engineer, at each change of timetable. Engine service employees who do not advise their supervisor in accordance with the previous sentence will, when available for service, be called as required in seniority order to protect work as locomotive engineers. If there are no such engine service employees available when service as a locomotive engineer is required, the junior available engine service employees who have advised their supervisor in accordance with the first sentence of this paragraph will be called and must accept such service. In the event that engine service employees fail to respond to a call on a tour of duty basis, they will not be considered as available for service in any capacity until such time as the employee accepting the call has returned and is released from duty at that terminal. The foregoing penalty provision will not apply when there are no other qualified employees available to protect a position on which the engine service employee can be used, nor will it apply when another employee accepts the call under the provisions of this article. Engine service employees working in assigned road or yard service will be considered as "scheduled" for the purposes of the provisions of Addendum 90. They will not be subject to calls as an engine service employee on their assigned days off or outside of their assignment. It is open to those engine service employees to accept calls if canvassed or marked up for such work.

Note: The maximum period that an employee will be considered as unavailable for service in any capacity, in accordance with paragraph 137.16, is 24 hours.

137.17 When an engine service employee who is not working as a locomotive engineer is held back from the position to which assigned to protect work as a locomotive engineer on a tour of duty basis, if so held and not used on the assignment or time originally held for will be released and . Employees held without being advised of an assignment and expected call time will be released eight (8) hours from the time of notification of being held. Once released, employees will be able to book a maximum of eight (8) hours rest be paid the earnings of the position to which assigned, unless they are assigned to the spare board when they will be paid 100 miles for each 8 hours or part thereof and will take their turn on the spareboard in relationship to other employees on the spareboard at the time so held (time held will be computed from the time compensation would have commenced on the tour of duty from which held back).

137.18 An engine service employee who is required to fill a position under the terms of paragraphs 137.14 or 137.15 will perform the duties required of them as a member of the train crew and will assist the locomotive engineer in engine service duties as required. Such an engine service employee will be paid a special allowance over the basic daily rate applicable to assistant conductors in the service performed of:

	EFFECTIVE		
23-Jul-19	23-Jul-20	23-Jul-21	
\$	\$	\$	
7.86	8.06	8.30	

137.19 An engine service employee will be required to perform service as a locomotive engineer, in accordance with the Agreement governing that classification, in preference to performing service in classifications covered by this Agreement, except as otherwise provided in paragraph 137.16. Should an engine service employee who has established seniority as a locomotive engineer lose such seniority for any reason they will also forfeit their right to work as an engine service employee.

137.20 An engine service employee may relinquish their status as such for justifiable cause only with the prior concurrence of the proper officer of the Company and the General Chairperson.

137.21 An engine service employee who, for any reason, forfeits or otherwise loses their right to work as such, will thereafter not be permitted to make application for selection as an engine service employee unless such application is agreed to by the proper officer of the Company and the General Chairperson.

137.22 Engine service employees while working as locomotive engineers will retain and continue to accumulate seniority under this agreement and their names will continue to appear on the appropriate seniority lists, provided seniority rights are asserted within 30 calendar days after release from employment as locomotive engineer.

137.23 The provisions of this article shall prevail notwithstanding provisions in this agreement which may be in conflict with or restrict the full application of the provisions hereof.

Engine Service Training - Extended Runs

137.25

- (a)** Upon graduation from the Company's locomotive engineer training school, those graduates whose seniority will allow them to hold work as road conductors, will revert to those positions. They will perform the duties of the conductor, and when those duties permit, they will receive on the job training to become qualified as locomotive engineers.
- (b)** Those graduates whose seniority does not allow them to hold work as road conductors at their respective home terminals will be trained and qualified as yard locomotive engineers. To become fully qualified, such employees must at first opportunity when their seniority allows, or at Company option, complete the road portion of the training. Employees who cannot hold work as road conductors and who, at the Company's option complete the road portion of the training will train as an additional employee in the cab and will be compensated pursuant to Article 137.10 (a) and in addition will be entitled to a \$6.00 per day meal allowance.
- (c)** Those graduates whose seniority does not allow them to hold work as road conductors at their respective home terminals and whose home terminals do not have yard assignments will train as an additional employee in the cab and will be compensated pursuant to Article 137.10 (a) and in addition will be entitled to a \$6.00 per day meal allowance.
- (d)** Qualified locomotive engineers who when cut back are working as Conductors, will be entitled to a special allowance of \$1.00 per hundred miles or portion thereof in addition to all other earnings for the tour of duty. This payment is for assisting with the engine service duties.

Conductors Operating Locomotives - Freight Road Service

- (e)** In addition to the regular locomotive engineer training program, a new abbreviated engine service training program will be conducted for Conductors hired prior to June 30, 1990, who do not wish to become fully qualified Locomotive Engineers. Such employees must accept training and be properly trained to qualify to operate a locomotive when accompanied by a Locomotive Engineer.
- (f)** Subject to the provision of this Article, and the CROR, senior classed conductors will be given full and unprejudiced consideration by the Company to accept training to become qualified to operate the locomotive, when other duties permit.
- (g)** Conductors who have successfully completed the modified Locomotive Engineers training course will be considered qualified and may operate a locomotive, when they are in the presence of a qualified Locomotive Engineer.

- (h) Working conductors who have completed the abbreviated engine service training program will be entitled to payment of \$1.00 per hundred miles or portion thereof, in addition to all other earnings and allowances specified in article 137.18 for the tour of duty. This payment is for assisting with the engine service duties.
- (i) The payment specified in paragraphs (d) and (h) will not apply to more than one member of the crew in which case the senior member of the crew will be paid.

(Refer to ADDENDUM NO. 64)

**ARTICLE 138
Engine Hostlers**

138.1 The conditions contained in this article will apply where the employees designated herein are used to fill positions of Engine Hostlers.

138.2 When the company requires the services of employees designated herein to work as Engine Hostlers, commonly known as Outside Hostlers, notice will be posted at the terminal where such services are required, calling for applications from employees who have written the "A" book of rules to train for Engine Hostlers' positions.

138.3 Applicants for training will be selected on the basis of their earliest seniority date on the assistant conductors' seniority list or yard helpers' seniority list.

138.4 Employees selected for training will be compensated 8 hours at the assistant conductor (yard) hourly rate of pay for each day spent in training.

138.5 Subject to meeting company's requirements and regulations and upon successful completion of the training, qualified Engine Hostlers shall have designated "EH" opposite their name on the assistant conductor (yard) seniority list.

138.6 Qualified applicants will be assigned in seniority order to permanent vacancies and new positions of Engine Hostlers on the basis of their seniority date specified in paragraph 138.5 hereof.

138.7 An employee assigned to a bulletined position of Engine Hostler must remain in such classification until the following change of timetable, or until displaced, in preference to performing service in any other classification.

138.8 An engine hostler will be compensated for such work at the rate of pay of:

EFFECTIVE		
23-Jul-19	23-Jul-20	23-Jul-21
\$	\$	\$
\$275.65	\$282.54	\$291.02

and, except as otherwise provided herein, the principles contained in the following articles governing yard service employees will apply to engine hostlers:

- Article 77 - Basic Day
- Article 78 - Rest
- Article 79 - Work Week
- Article 80 - Overtime
- Article 81 - Starting Time
- Article 84 - Seniority and Promotion/
- Article 85 - Employees Qualified to Fill Positions

Article 91	-	Notice when Requesting Relief
Article 93	-	Yard Service Employees Disabled
Article 100	-	Lunch Time
Article 104	-	Assigned to Other Duties
Article 106	-	Calling
Article 107	-	Filling Vacancies - Road and Yard
Article 109	-	Discharged Employees Re-entering Service
Article 110	-	Seniority Lists
Article 111	-	Seniority and Promotion District
Article 112	-	Interchangeable Seniority Rights
Article 113	-	Exercise of Seniority Rights in Road and Yard Service
Article 115	-	Employees Laid Off
Article 117	-	Discipline
Article 118	-	Work on Construction Lines
Article 120	-	Time Returns
Article 121	-	Grievance Procedure
Article 122	-	Imperfect Sight or Hearing
Article 123	-	Held for Investigation or Company Business
Article 124	-	Attending Court
Article 125	-	Pay for Examinations
Article 126	-	Jury Duty
Article 127	-	Annual Vacations
Article 128	-	General Holidays
Article 129	-	Bereavement Leave
Article 130	-	Leave of Absence
Article 131	-	Resuming Duty After Leave of Absence
Article 132	-	Protection of Seniority
Article 134	-	Life Insurance upon Retirement
Article 135	-	Benefit, Dental and Health Care Plans
Article 139	-	Material Changes in Working Conditions
Article 140	-	Appointing Traffic coordinators
Article 141	-	Interpretation of Agreement

138.9 If no applications are received from qualified employees for a bulletined Engine Hostler's position, the junior qualified Engine Hostler at the terminal not working as such will be assigned. An Engine Hostler assigned to an engine hostler's position under the provisions of this paragraph will, when a junior Engine Hostler becomes available, be permitted to exercise seniority, subject to the provisions of paragraph 138.16 of article 138, in accordance with the displacement provisions of article 89, except that such Engine Hostler may immediately return to the joint spare board if that was their position prior to being assigned the vacancy.

138.10 When a temporary vacancy occurs the junior Engine Hostler in the terminal not working as such, who will have 8 hours off duty and is available for service 2 hours before required to report for duty, will be called and must protect the vacancy. In the event such employee fails to respond when called for service as Engine Hostler, the employee will not be considered as available for service in any capacity until such time as the employee used as Engine Hostler in their stead completes the tour of duty.

138.11 An employee, filling a position of Engine Hostler, will retain and continue to accumulate seniority on the appropriate seniority list(s).

138.12 The status as Engine Hostler may be relinquished by an employee for justifiable cause only with the prior concurrence of the proper officer of the Company and the General Chairperson.

138.13 For rehabilitation purposes, an employee in road or yard service, who has become incapacitated in the service of the company and who qualified themselves for work as Engine Hostler, will be permitted, when mutually agreed between the General Chairperson and the proper officer of the company, to displace

an able-bodied employee working as an Engine Hostler who is able to hold other work in yard or train service. In dealing with incapacitated employees, seniority shall govern in respect of preference of shift and employment.

138.14 It is recognized that pursuant to the Collective Agreement between the Company and the Teamsters Canada Rail Conference:

- (a) an incapacitated employee who has seniority as a Fire Person/Helper, is permitted to exercise seniority as a permanent Hostler and is required to displace a Fire Person/Helper from a hostling position before being allowed to displace an employee from a forfeited position; and
- (b) a permanent Hostler who is unable to hold work as such at their home terminal is allowed to displace an employee from a forfeited position. In this regard, the representative of the Teamsters Canada Rail Conference will cooperate with all concerned in an endeavour to place the employee so restricted on a suitable hostling assignment.

138.15 The provisions of this article shall prevail notwithstanding provisions in agreements with Teamsters Canada Rail Conference which may be in conflict with or restrict the full application of the provisions hereof.

138.16 An Engine Hostler who desires to change from yard to road service, or is released from engine hostling services between timecard changes may, provided employee is capable of performing road service, submit preference for road service in writing to the appropriate supervisor at least 20 days prior to each intervening change of timetable. When such Engine Hostler is displaced or released from hostling service, they will exercise their seniority in accordance with the provisions of Article 107.

ARTICLE 139

Material Changes in Working Conditions

139.1 The company will not initiate any material change in working conditions which will have materially adverse effects on employees without giving as much advance notice as possible to the General Chairperson concerned, along with a full description thereof and with appropriate details as to the contemplated effects upon the employees concerned. No material change will be made until agreement is reached or a decision has been rendered in accordance with the provisions of this paragraph 139.1.

- (a) The company will negotiate with the Union measures other than the benefits covered by paragraphs 139.2 and 139.3 to minimize such adverse effects of the material change on employees who are affected thereby. Such measures shall not include changes in rates of pay. Relaxation in agreement provisions considered necessary for the implementation of a material change is also subject to negotiation.
- (b) While not necessarily limited thereto, the measures to minimize adverse effects considered negotiable under sub-paragraph (a) of this paragraph 139.1 may include the following:
 - (1) Appropriate timing
 - (2) Appropriate phasing
 - (3) Hours on duty
 - (4) Equalization of miles
 - (5) Work distribution
 - (6) Adequate accommodation
 - (7) Bulletining
 - (8) Seniority arrangements
 - (9) Learning the road
 - (10) Eating en route
 - (11) Work en route
 - (12) Layoff benefits

- (13) Severance Pay
- (14) Maintenance of basic rates
- (15) Constructive miles
- (16) Deadheading

The foregoing list is not intended to imply that any particular item will necessarily form part of any agreement negotiated in respect of a material change in working conditions.

- (c) The negotiations referred to in sub-paragraph (a) of this paragraph 139.1 shall be conducted between the regional Vice-President (or his delegate) and the General Chairperson and shall commence within 20 days of the date of the notice specified in this paragraph 139.1. If the negotiations do not result in mutual agreement within 30 calendar days of their commencement, the issue, or issues, remaining in dispute shall, within 7 days of the cessation of negotiations, be referred to the Assistant Vice-President, Labour Relations, of the Company and the Vice-President of the Union for mediation by a Board of Review composed of two senior officers from each party. Such referral shall be accompanied by a Joint Statement of Issue, or Issues, remaining in dispute together with a copy of the notices served by the Company on the Union under this paragraph 139.1 and a summary of the items agreed upon.

In the event neither party desires to submit the issue, or issues, remaining in dispute to a Board of Review the dispute shall be referred to the Arbitrator as provided in sub-paragraph (d) of this paragraph 139.1.

- (d) The Board of Review shall, within 20 days from the date of reference of the dispute, make its findings and recommendations. If the Board is unable to arrive at a decision within the time limits specified herein or such extended time limits as provided for in sub-paragraph (e) of this paragraph 139.1, or if its recommendations are not agreeable to either party, a Joint Statement of Issue, or Issues, remaining in dispute may be referred within 7 days by either party to a single arbitrator who shall be the person from time to time occupying the position of Arbitrator for the Canadian Railway Office of Arbitration.

In the event that the parties do not agree upon a Joint Statement of Issue, or Issues, remaining in dispute, either or each may submit a separate statement to the Arbitrator in accordance with the procedure outlined above for the Joint Statement and the other party will be provided with a copy thereof.

The Arbitrator shall hear the dispute within 30 days from date of the request for arbitration and shall render a decision together with reasons therefore in writing within 15 days of the completion of the hearing.

At the hearing before the Arbitrator, argument may be presented orally or in writing and each party may call such witnesses as it deems necessary.

- (e) Time limits specified in sub-paragraphs (c) and (d) of this paragraph 139.1 may be extended by mutual agreement, or upon request of the Arbitrator, in respect of time limits specified for the hearing and the rendering of the decision.
- (f) The decision of the Arbitrator shall be confined to the issue or issues placed before him/her which shall be limited to measures for minimizing the adverse effects of the material change upon employees who are affected thereby, and to the relaxation in agreement provisions considered necessary for the implementation of the material change, and shall be final and binding upon the parties concerned.
- (g) The Company and the Union shall respectively bear any expenses each has incurred in the presentation of the case to the Arbitrator but any general or common expenses, including the remuneration of the Arbitrator, shall be divided equally.

- (h) The appointment of the Arbitrator referred to in sub-paragraph (d) of this paragraph 139.1 may be revoked at any time by either party upon 60 days' written notice to the other and replaced by mutual agreement between the parties.
- (i) In the event either party serves notice as provided in sub-paragraph (h) of this paragraph 139.1 or the permanent arbitrator serves notice on the parties of his/her intention to terminate his/her appointment, and there are disputes requiring final determination during a period in which there is no permanent arbitrator, the parties will, within 27 days of cessation of negotiations at the regional level, agree upon an arbitrator to hear such dispute. If the parties cannot agree on the selection of an arbitrator, either party may immediately request the Minister of Labour to appoint an arbitrator to hear such dispute. Such ad hoc arbitrator will, in respect of hearing the dispute and rendering a decision, be governed by the time limits specified in sub-paragraph (d) and by the provision of sub-paragraph (f) of this paragraph 139.1.
- (j) Notwithstanding the provisions of this paragraph 139.1, changes involving the relocation of employees shall not be made earlier than 15 days following the decision of the Arbitrator.
- (k) This article does not apply in respect of changes brought about by the normal application of the collective agreement, changes resulting from a decline in business activity, fluctuations in traffic, traditional reassignments of work or other normal changes inherent in the nature of the work in which employees are engaged.
- (l) A dispute concerning the applicability of this article to a change in working conditions will be processed as a grievance by the General Chairperson direct to the regional Vice-President, and must be presented within 60 days from the date of the cause of the grievance.

Relocation Expenses

139.2 The benefits set forth in this paragraph 139.2 shall be allowed, where applicable, to an eligible employee. They shall apply to an eligible employee only once for each change.

(a) Eligibility

The eligibility of specific employees for relocation benefits specified below will be negotiated provided that in each case the following basic qualifications are fulfilled.

(b) An employee:

- (i) must have 24 months cumulative compensated service (to establish one month of cumulative compensated service, an employee must, for the purposes of this article, in that month have worked and/or been available for service on:
 - 30 days if in road service;
 - 21 days if in yard service; and
 - 25 days if in both road and yard service or major portion thereof);
 - (ii) must occupy unfurnished living accommodation to be eligible for benefits under sub-paragraphs (d), (h) and (i) of this paragraph 139.2;
 - (iii) must establish that it is impractical to commute daily to new location.
- (c)** Payment of door-to-door moving expenses for the eligible employee's household goods and his automobile, including packing and unpacking, insurance, and up to one month's storage; the mode of transportation to be determined by the company.

- (d) An allowance of up to **\$730.00** for incidental expenses actually incurred as a result of relocation.
- (e) Reasonable transportation expenses from their former location to the new location, by rail, or, if authorized, by bus or employee-owned automobile, and up to \$180.00 for an employee without dependents, and an additional amount of **\$80.00** will be paid for each dependent for meals and temporary living accommodations. Receipts will be required for rail or bus transportation. In the application of this sub-paragraph, a spouse will be considered as a dependent.
- (f) Effective January 1, 1988, upon authorization, an employee may drive his automobile to his new location at an allowance of 30 cents per kilometer.
- (g) In order to seek accommodation in the new location and/or to move to the new location, an employee will be allowed a continuous period of leave up to one week (seven consecutive calendar days). Payment for such leave will be a basic day's pay for each such day, up to a maximum of 5 days, at the rate applicable to the service last performed.
- (h) Reimbursement for loss sustained on the sale of a relocating employee's private home which the employee occupied as a year-round residence, provided that the company is given the right in priority to everyone else to purchase the home. Loss sustained is determined as the difference between the value determined in accordance with Appendix "A" of this agreement plus any real estate agent and legal fees, and the amount established as the selling price in the deed of sale.

The procedure to be followed in respect of determining the loss, if any, on the sale of a home shall be as described in Appendix "A" of this agreement.

Eligible employees who desire to sell their house and receive any benefit to which they may be entitled under this sub-paragraph (h) must advise the Company's Officer concerned accordingly within 12 months of the date the initial change takes place. No employee shall be entitled to any claim under this sub-paragraph (h) if the house is not listed for sale within 60 days of the date of the final determination of value and thereafter the house continues to be listed for sale. Any claim for reimbursement under this sub-paragraph (h) must be made within 12 months of the final determination of value.

- (i) Payment of the cost of moving a wheeled mobile home which the employee occupies as a year-round residence. The selection of the mover and cost of moving the mobile home shall require the prior approval of the Company and shall not, in any event, exceed a total cost of **\$5,750.00**. Receipts shall be required.
- (j) If an employee who is eligible for moving expenses does not wish to move their household to the new location, such employee may opt for a monthly allowance of **\$185.00** which will be payable, so long as they remain at the new location, for a maximum of 12 months from the date of transfer to the new location. An employee claiming under this sub-paragraph (j) may elect within such 12-month period to move their household effects, in which case the amount paid out under this sub-paragraph (j) shall not be deducted from the relocation expenses allowable.
- (k) Alternatively to sub-paragraph (h), the cost of terminating an unexpired lease and legal costs connected therewith up to a value of three months' rent, where the relocating employee was renting a dwelling which they occupied as year-round residence, except that where such lease was entered into following the notice of the change without prior approval of the Company no benefit will be provided. Such prior approval will not be unreasonably withheld. Should the law require payment of more than three months' rent in order to terminate a lease, such additional amount will be paid providing the employee first secures the Company's approval to pay in excess of three months' rent.

Early Retirement Allowance

139.3 An employee whose position is abolished by a change made under the provisions of paragraph 139.1 or who is displaced by a senior employee, such displacement being brought about directly by and at the time of implementation of such change will, if eligible to receive an early retirement pension with an actuarial cutback, be entitled to receive:

- (a) an allowance of \$60.00 per month commencing in the month immediately following the last month in which the employee received wages and continuing each month until the date at which he would have been eligible for the pension without a cutback. The maximum period for which the employee will be eligible for the allowance is 5 years; or
- (b) a lump sum payment calculated as follows:

Age at Retirement	Lump sum equivalent of the total value of monthly allowances they could have received under this provision
55	75% up to 60 months entitlement
56	80% up to 48 months entitlement
57	85% up to 36 months entitlement
58	90% up to 24 months entitlement
59	95% up to 12 months entitlement

An employee who elects benefits under this paragraph 139.3 will not be entitled to any other benefits provided elsewhere in this article.

The early retirement allowance will cease upon the death of the employee.

139.4 The benefits granted under this article shall be reduced in whole or in part in each case by any amount to which an employee is entitled from any other assistance program established for similar purposes.

Canada Labour Code

139.5 This article is intended to assist employees affected by any technological change to adjust to the effects of such change; and accordingly Sections 52, 54 and 55, Part 1 of the Canada Labour Code do not apply. The provisions of this article are intended as well, to minimize the impact of termination of employment on the employees represented hereby and Sections 214 to 226 inclusive of Part III of the Canada Labour Code do not apply.

ARTICLE 140 Appointing Traffic Coordinators

140.1 In the appointment of unassigned traffic coordinators full and unprejudiced consideration will, in all cases, be given employees at the terminal in which employed on the following basis:

At yards listed in article 112, paragraph 112.6, in accordance with their standing on the yard service employees' seniority list; and at other yards in accordance with their standing on the train service employees' seniority list.

140.2 The same consideration shall also apply to appointments to positions of traffic coordinator and assistant traffic coordinator which are not filled under the terms of Agreement 4.2.

ARTICLE 141 Interpretation of Agreement

141.1 Any question of interpretation of this agreement which may arise will be taken up by the General Chairperson with the proper Officer of the Company.

Labour Management Committee

141.2 Committee(s) consisting of the TCRC General Chairperson(s) (or his or her delegate), a TCRC Member appointed by the General Chairperson(s) and the Company's General Manager Operations and Director Labour Relations or their respective designates, two from each party, will be established. This committee will be known as the Labour / Management Committee, and may (at each parties' option) meet monthly, unless otherwise agreed, to review the application of the respective Collective Agreement.

ARTICLE 142

Filling of Assignments in Road and Yard Service in Case of Work Stoppage

142.1 The parties to this agreement agree that in the case of a work stoppage by employees in the railway industry which would cause a major disruption in road or yard service assignments, every effort should be made to avoid such disruptions.

142.2 To avoid such disruptions the following conditions will apply:

- (a)** Assignments will be abolished as necessary to meet the requirements of the service and will not be re-established until operations return to normal. In the interval, work which would have been performed by the abolished assignment will be absorbed into unassigned service or spare boards.
- (b)** Employees whose assignments are abolished will be permitted to exercise their seniority on a temporary basis in accordance with the displacement provisions of this agreement.
- (c)** When normal operations are resumed, an employee will return to the assignment, including temporary vacancy held at the time of the abolishment.
- (d)** In the application of this article the Company will arrange to return to their home terminal, employees tied up en route or at an away-from-home terminal because of a work stoppage by employees in the railway industry. In such case the deadhead provisions of this agreement will apply.

142.3 The provisions of this article shall prevail notwithstanding provisions in this agreement which may be in conflict with, or restrict the full application of this article.

ARTICLE 143
Printing of Collective Agreement

143.1 The Company undertakes the responsibility for the printing of Collective Agreement(s) as may be required from time to time and will absorb the cost of printing as well as the cost of delivery of sufficient copies to the Local Chairperson. This will include such costs incurred with the printing and delivery of updated pages.

ARTICLE 144
Use of Communication Systems

144.1 It is recognized that pursuant to the Canadian Railway Operating Rules and Special Instructions relating thereto, the use of the Railway radio communication system is a part of the duties of employees covered by this agreement.

144.2 In the application of this article employees will carry portable radios and use radios to give and take information as required in the performance of their duties.

144.3 Portable radios used and carried by yard service employees will not exceed 3 pounds in weight and will be equipped with a suitable holder which will firmly hold the radio close to the body, or will be of such size as to permit being placed in coat or trouser pockets.

144.4 The size and weight of portable radios used by train service employees will not exceed that presently in use and portable radios hereafter purchased for use in road service will be of the minimum size and weight necessary to ensure safe and adequate communication. This paragraph is not intended to require the purchase of radios weighing less than three pounds.

144.5 Subject always to the proper application of the Canadian Railway Operating Rules employees covered by this agreement will not be held responsible for accidents caused by failure of radio equipment to properly function.

144.6 At locations where radio is used sufficient frequency channels will be utilized to provide safe communication.

144.7 When radios are used by a yard or transfer crew in the performance of their duties each member of the crew will be supplied with a radio.

ARTICLE 145
Use of Masculine Gender

145.1 The use of the masculine gender in this agreement includes the feminine.

ARTICLE 146
Broken Time

146.1 Employees prevented from completing a trip or day's work due to illness, will be paid for actual time on duty if in yard service (including Car Retarder Operators, Switchtenders and Hostlers), or actual time on duty or mileage made, whichever is greater if in road service, up to the time relieved from duty.

146.2 Employees prevented from completing a trip or day's work due to injury sustained on duty will be paid for actual time on duty if in yard service (including Car Retarder Operators, Switchtenders and Hostlers), or actual time on duty or mileage made up to the time relieved from duty, whichever is greater if in road service, but not less than a minimum day in road service or a basic day's pay in yard service.

146.3 Employees called to relieve other employees for completion of trip or day's work due to illness or injury on duty will be paid not less than a minimum day in road service or a basic day's pay in yard service.

ARTICLE 147
Cabooseless Operations

147.1 Subject to the orders and regulations of the National Transportation Agency pertaining to the operation of cabooseless trains, a caboose shall not be required on any train or assignment provided always that the Company shall be in compliance with the operating conditions set out in paragraph 147.4 of this article. The provisions of this article shall not apply where cabooseless operations are not undertaken on any particular train or assignment.

147.2 Where the Company shall decide to operate any particular train or assignment without a caboose and has complied with all of the operating conditions set out in paragraph 147.4 of this article, it shall be exempted from the provisions of the collective agreements that govern cabooses.

147.3

(a) At least 90 days prior to the date on which the Company determines that a particular train or assignment is to be operated without a caboose, a notice shall be given to that effect to the General Chairperson with a copy to the Local Chairperson. The notice shall specify:

- (1)** which train or assignment is to be operated without a caboose;
- (2)** the type and class of train or assignment involved;
- (3)** the territory in which cabooseless operations will occur;
- (4)** when cabooseless operations are to be implemented;
- (5)** a statement that the Company has complied with all of the operating conditions prescribed for cabooseless operations.

(Refer to Addendum No. 58)

(b) With respect to yard movements (which are presently supplied with a caboose), assigned work trains, wayfreights and road switchers, snow plow or snow spreader trains, and self-propelled equipment, should the Union contend that any of these assignments are inappropriate for cabooseless train operations:

- (1)** because of the length and frequency of reverse movements; or
- (2)** due to some other circumstance that the Union considers would make cabooseless operations impracticable

the Union may so notify the Company within 30 days of receipt of notice that such trains or yard movements will be operated without a caboose outlining the particular operating conditions which, in the Union's opinion, necessitate the use of a caboose on such trains or yard movements.

(Refer to Addendum No. 58A)

(c) A meeting shall be convened between the appropriate Company and Union Officer within 15 days of receipt of notification from the Union under sub-paragraph 147.3 (b) above, to discuss the Union's claim. The meeting shall be limited to a determination of whether:

- (1)** the length and frequency of reverse movements are excessive;

- (2) any other particular circumstance makes cabooselless operations impracticable; and
 - (3) whether such operating procedures as may be proposed by the Company would constitute a suitable alternative to the use of a caboose.
- (d) If agreement cannot then be reached, the issue(s) in dispute may be referred within 10 days of the meeting referred to in sub-paragraph 147.3 (c) above, to a further meeting of the General Chairperson and the Chief of Transportation or their delegates for further consideration. A meeting to discuss such issue(s) will be convened within 10 days of receipt of such referral.
 - (e) Should agreement then not be reached, the issue(s) in dispute may, within 10 days of the meeting referred to in sub-paragraph 147.3 (d) above, be referred to the Canadian Railway Office of Arbitration for determination in accordance with the procedures contained in the Memorandum of Agreement dated September 1, 1971, as amended, with respect to the establishment of the Canadian Railway Office of Arbitration.
 - (f) The Arbitrator shall be limited to making a determination of whether or not the length and frequency of reverse movements are excessive or that any other particular circumstance would make cabooselless operations impracticable.
 - (g) For the purposes of the application of this article, impracticable means not reasonably capable of being done due to some condition that impairs an employee's ability to perform his duties but does not otherwise include considerations of safety.
 - (h) Failure by the Union to provide the Company with notification as provided in sub-paragraph 147.3(b) above or to further progress the matter pursuant to the provisions of this article will indicate that the Union agrees that the particular train or assignment referred to in sub-paragraph 147.3(b) above may be operated without a caboose.

(Refer to Addendum No. 58B)

147.4 Notwithstanding any of the above, no train or assignment shall be operated without a caboose unless the Company complies with the following operating conditions:

- (a) (1) In cabooselless train operations, conductors will position themselves in the operating cab of the lead locomotive. This shall, in no way, diminish the conductor's authority or responsibility.
- (2) Conductors shall have responsibility and obligation to:
 - (i) oversee the safe operation of their trains and related equipment and observance of the rules and instructions;
 - (ii) to ensure that the condition of their trains are visually monitored;
 - (iii) report car movements, such as set-outs, lifts, placement and so on, by means and in the manner prescribed by the Company.

(Refer to Addendum No. 58C)

- (b) (1) Conductors will be required, in respect of their train, to apply, test and remove the TIBS equipment and change batteries as required. This will not preclude the use of other qualified personnel. However, when a train is subject to a certified car inspection (C.C.I.), a qualified employee other than a conductor, if readily available, may be required to perform those duties. All TIBS equipment shall be identifiable by unit number.

- (2) The Company shall maintain performance records of each unit which shall be reasonably accessible to the conductor at all times.
- (c) Train service employees and yard service employees shall be advised of all calibration locations for distance measuring devices prior to implementation of caboosless train operations on each territory involved.
- (d) Each conductor and train service employee on a caboosless train shall be provided with an operational portable two-way radio, at least one of which shall have dispatcher tone capabilities before leaving a crew change point.

(Refer to Addendum No. 58D)

- (e) At points where maintenance staff is available, locomotives shall be dispatched in a clean condition and shall be supplied with adequate fuel, water, sand and drinking water. Cabs shall be maintained in a tight and comfortable condition. Crew members shall be otherwise responsible for keeping cabs in a clean and orderly condition en route between servicing points.
- (f) The lead locomotive cab of a caboosless train shall be equipped with a fold-out or permanent table sufficient in size and located in such a manner that the conductor shall be easily able to perform their clerical functions. The table shall be provided with lighting that will not require the cab ceiling light to be used to read documents and that will not interfere with the vision of the other crew members in that cab at night. In addition, a secure cabinet shall be provided in which to maintain documents, books, pens, pencils and other things that are essential to the work of the conductor.
- (g) Each occupied locomotive cab shall be provided with the following:
 - (1) Proper toilet facilities including a toilet which is of a self-contained chemical flush type, or equivalent, and a positive ventilation system;
 - (2) A refrigerator which is not less than two cubic feet in size with a capacity to maintain a temperature of 4 degrees celsius, or lower, and which is otherwise capable of maintaining perishable foods in a safe and sanitary manner;
 - (3) A single element electric hot plate suitable for cooking, mounted in such a way that it shall not interfere with the ordinary work functions in the cab;
 - (4) Sufficient seats will be provided for all crew members in the lead locomotive or trailing locomotives. Where there is a locomotive engineer trainee or road/yard trainee on board the conductor will deploy the necessary number of train crew members to trailing units. Seating will be provided for each employee required to deadhead on caboosless trains.

Note: The number of trainees on a train operated without a caboose will not exceed one per such train.

(Refer to Addendum No. 58E)

- (h) A train or assignment may be operated in yard or transfer service without a caboose or properly equipped locomotive cab where equivalent alternate shelter and other amenities are provided at a location in reasonable proximity to where the train or assignment is required to operate. In the event of a dispute about whether such alternate shelter and other amenities are equivalent, it may be referred directly to the Canadian Railway Office of Arbitration for determination upon notice by either party.

147.5 The lead locomotive shall be equipped with tools (including pinch bar, brake hose wrench, wrecking cable, spare knuckles, hammer and cold chisel) and first aid equipment (including a stretcher, first aid kit and blanket) and a broom, all of which shall be placed in a storage space that will preserve the integrity of the equipment and will not interfere with the duties of the crew members.

147.6 The conductor shall be provided with a train consist print out, or equivalent, which shall indicate the total length of that train with slack fully extended.

147.7 Train service employees and yard service employees required by the Company to be trained concerning the operation of cabooselless trains shall be paid for actual time in attendance at such classes at an hourly rate equal to one eighth of the daily minimum rate applicable to the class of service in which they are employed. In no case shall the payment be less than four hours. Spareboard conductors and assistant conductors shall be paid at the applicable through freight rate. Train service employees or yard service employees will not be taken away from their home terminal for training.

147.8 No train service employee shall be laid off as a direct result of operating cabooselless trains.

(Refer to Addendum No. 58F)

ARTICLE 148
Furlough Boards and Protecting Service

Furlough Boards

148.1 Furlough boards will be established and maintained at each home station to manage protected freight employees who are surplus but who, pursuant to paragraph 107.70 and 148.2, are not subject to being laid off.

148.2

(a) Protected freight employees in road service including those on joint spare boards on the implementation date of the Memorandum of Agreement dated January 15, 1992, will be entitled to occupy the furlough board. Such employees will be entitled to the monetary equivalent of up to 4300 miles per calendar month and in no case lower than the monetary equivalent of 4000 miles per calendar month at the assistant conductor's basic minimum through freight rate of pay while occupying the furlough board.

(b) Any other protected freight employee in other than road service on the implementation date of the Memorandum of Agreement dated January 15, 1992, will receive the following guarantee per calendar month while occupying the furlough board;

	EFFECTIVE		
23-Jul-19	23-Jul-20	23-Jul-21	
Per Month	Per Month	Per Month	
\$5,792.13	\$5,936.93	\$6,115.04	

(c) The provisions of sub-paragraphs (a) and (b) above are subject to the terms and conditions set out in this Article.

Note 1: In the application of the foregoing an employee's guarantee entitlement shall be calculated by using an amount equal to an employee's earnings in the previous 26 pay periods immediately preceding January 15, 1992.

Note 2: In the application of the foregoing an employee who returns to the furlough board from extended authorized leave of absence or dismissal will be entitled to a level of protection and guarantees based on the previous position held.

- (d) An employee assigned to the furlough board for only a portion of the calendar month will receive the full proportion of the guarantee payment to which entitled. The guarantee will be pro-rated according to the number of days in the calendar month that the employee was assigned to the furlough board.
- (e) Employees with a seniority date subsequent to June 29, 1990 in service at the date of implementation of the Memorandum of Agreement dated January 15, 1992 will, for the 4-year period immediately following January 15, 1992, be guaranteed the earnings of the previous 26 pay periods immediately preceding January 15, 1992, up to a maximum of \$36,400.00 per year;
- (f) Payments and guarantee entitlements will be made on the Company's bi-weekly payroll periods.
- (g) All compensation paid to an employee under this Agreement and Agreement 4.2 as well as compensation paid as locomotive engineer during the guarantee period or portion thereof that the employee is assigned to the furlough board will be used to offset the guarantee payment.
- (h) An employee as defined in sub-paragraph 148.2(a), who is subsequently forced to a position in yard service governed by this Agreement account no applications received will continue to be compensated at the guarantee specified in sub-paragraph 148.2(a) provided the employee accepts all service pursuant to this Agreement. In the event the employee fails to protect service the guarantee will be reduced by 1/20th of the monthly guarantee.
- (i) The entitlement to benefits already established pursuant to other agreements, such as those set out in Articles 5, 6 and 8 of the Memorandum of Agreement dated July 19, 1990 will continue.

NOTE: Employees who voluntarily exercise seniority to the furlough board will not be entitled to any maintenance of earnings payments pursuant to any other agreement between the parties signatory hereto.

148.3

- (a) A position on the furlough board will not be considered as being in either road or yard service;
- (b) Notwithstanding any provision of this Agreement, positions on the furlough board, when advertised, will be bulletined only to protected employees at the home station;
- (c) The temporary absence of an employee from their position on the furlough board, such as on annual scheduled vacation or as a result of being disabled or on authorized leave of absence, will not create a temporary vacancy.

148.4 Positions on the furlough board may be occupied only by protected freight employees except that:

- (a) a protected freight employee who is eligible for early retirement under Company pension rules may not occupy a position on the furlough board.
- (b) a protected freight employee may not occupy a position on the furlough board when it would result in a non-protected employee holding a position in any class of service including spare boards under this Agreement.

148.5 It will be incumbent upon each employee on the furlough board to:

- (a) report to the proper Company officer when disabled or unable to respond if required in accordance with paragraphs 148.2 to 148.11 inclusive;

- (b) to maintain rules and medical qualifications; and
- (c) to keep the proper officer of the Company advised of their address, in writing, so that the employee may be readily contacted.

Operation of Furlough Boards

148.6

(a) Upon establishment of the furlough board and at the following intervals:

- (i) First board adjustment after February 1st.
- (ii) Spring change of card.
- (iii) First board adjustment after August 1st.
- (iv) Fall change of card.

Positions on the furlough board will only be advertised to protected freight employees permanently assigned at the terminal. The bulletin will include the approximate number of positions on the furlough board.

- (b) Eligible protected freight employees may indicate their preference for the furlough board and employees electing to do so will indicate such preference on their change of card bid form.
- (c) When bid for, such positions will be assigned as locally arranged between the proper officer of the Company and the Local Chairperson on the basis of assistant conductors' seniority provided such employees are not required elsewhere at the terminal. If there are insufficient applications, the junior protected freight employee will be assigned.
- (d) When an excess of employees exists, an equivalent number of protected freight employees on the preference list (e.g., who indicated their preference for the furlough board in accordance with subparagraph 148.6(b) will be canvassed, in seniority order, to determine if they wish to go to the furlough board. If a protected freight employee wishes to go to the furlough board, it will be done immediately. Protected freight employees declining to go to the furlough board, will lose their preference entitlement until the next change of card. If an insufficient number of employees elect to go to the furlough board, the junior protected freight employees will be assigned.
- (e) All subsequent vacancies created as a result of employees going to the furlough board will be advertised to the home terminal only. Only protected freight employees working at that location are eligible to apply.

Protecting Service at the Home Station

148.7 Employees on the furlough board may bid on and be awarded any position, permanent or temporary, in either road or yard service.

148.8

(a) When employees on the furlough board are required to fill permanent or temporary positions advertised at the terminal for which no applications have been received, they will be afforded 72 hours notice to report for such.

Note: When it is necessary to increase the number of employees on the spare board, and employees on the furlough board are required to go to the spare board, their position on the spare board will be deemed to be a temporary assignment.

- (b) Employees failing to report at the expiration of 72 hours will forfeit any guarantee payments until such time as they report. At the expiration of 30 days, such employees will forfeit all seniority rights and their services will be dispensed with unless able to give a satisfactory reason, in writing, to account for their failure to report.

148.9 Local arrangements will be established between the Local Chairperson and the proper officer of the Company to allow for the use of employees on the furlough board on a tour of duty basis in the event the spare board is exhausted. Such arrangements will include a mechanism to reduce the furlough board guarantee by 1/20th of the monthly guarantee for employees who are not available in accordance with such local arrangements.

NOTE: For furloughed employees with a road guarantee working a yard spareboard who make themselves unavailable prior to the calling time of their next tour of duty will have their guarantee reduced by 1/28th.

NOTE: Employees on an active furlough board who book off in advance of a two hour call for the next potential tour of duty will have their guarantee reduced by 1/28th.

148.10 Employees on the furlough board will not be exempted from the terms and conditions governing their status as a qualified locomotive engineer or traffic coordinator except that:

- (a) They will not be required to accept calls for work, on a tour of duty basis, as a locomotive engineer pursuant to paragraph 137.16 except in accordance with such local arrangements as established pursuant to paragraph 148.9. In the event such employee fails to respond, the guarantee will be reduced by 1/20th of the monthly guarantee.
- (b) They will not be considered as available to accept calls as unassigned traffic coordinator pursuant to paragraph 3.1 of Agreement 4.2 except in accordance with such local arrangements as established pursuant to paragraph 148.9. In the event such employee fails to respond, the guarantee will be reduced by 1/20th of the monthly guarantee.
- (c) This paragraph 148.10 shall not circumvent any provision in either Agreement 4.3 or Agreement 4.2 which required that work be allotted to employees on the active working list at overtime.

Protecting Service on the Seniority Territory

148.11 When their services are required elsewhere on the seniority territory, employees on the furlough board will be required to respond in accordance with the following conditions:

- (a) Employees with a seniority date on or prior to March 17, 1982 will not be required to exercise their seniority rights outside of their home terminal or stations subsidiary thereto.
- (b) Employees with a seniority date after March 17, 1982 will be required to protect service at those locations identified in article 107.42.

Refer to Addendum 70

- (c) All employees with a seniority date subsequent to June 29, 1990 will be required:
 - (i) to protect all work in accordance with this article over the seniority territory governed by this Agreement and in addition they will be required to protect work governed by other Collective Agreements on the Region;
 - (ii) to accept and successfully complete training as a locomotive engineer or traffic coordinator and will not be permitted to relinquish traffic coordinator's seniority;

- (d) Employees with a seniority date subsequent to June 29, 1990 who fail to comply with the provisions of sub-paragraph (c)(i) above will, if failing to report at the expiration of 7 days following notification, forfeit any guarantee payments until such time as they report. Failure to comply with the provision of sub-paragraph (c)(i) above within 30 days of notification or, failure to comply with the requirement of sub-paragraph (c)(ii) above the employee will forfeit their seniority and their services dispensed with unless able to give a satisfactory reason, in writing, to account for their failure to report.
- (e) Employees on the furlough board will only be required to protect service elsewhere after all employees at the location have been recalled;
- (f) When it is necessary to protect service on the seniority territory employees will be utilized in the following sequence:
 - (i) the junior qualified employee not working with a seniority date as an assistant conductor subsequent to June 29, 1990 on the seniority territory, there being none;
 - (ii) employees with a seniority date after March 17, 1982 will be required to protect service at those locations identified in article 107.42.
- (g) When the junior employee as provided in sub-paragraph 148.11(f) does not report within a reasonable period of time, the next junior employee at the terminal will be required to protect service. When the junior employee becomes available they shall be sent to relieve the employee who failed the original requirement.
- (h) The junior employee as defined in sub-paragraph (f)(i) will be required to protect such service whether or not that employee is occupying a position on the furlough board. Employees failing to report at the expiration of 7 days will forfeit any guarantee payments until such time as they report. At the expiration of 30 days, such employees will forfeit all seniority rights and their services will be dispensed with unless able to give a satisfactory reason, in writing, to account for their failure to report.
- (i) The junior employee as defined in sub-paragraph (f)(ii) above who fails to protect service at the expiration of 7 days will forfeit any guarantee payment until such time as they report or until such time their services are not required at that or another location as specified in article 107.42
- (j) In addition to the provisions of paragraph 119.4 the provisions of Article 119 shall apply to employees required to protect service elsewhere in accordance with this provision.
- (k) Employees who are on the furlough board and who are advised by the Crew Management Centre that they will not be required for a specified period of time will not have their guarantee reduced in the event they are later required for service for that period of time.

**ARTICLE 149
Providing Relief**

When the supply of employees is exhausted at Terrace, Edson and Saskatoon relief on a tour of duty basis or for vacation and temporary vacancies will be provided as follows:

- (a) Relief for Terrace will be drawn from Smithers;
- (b) Relief for Edson will be drawn from Jasper or Edmonton, with first preference given to Jasper; and
- (c) Relief for Saskatoon will be drawn from Biggar

ARTICLE 150
Modified Duties

150.1 Payment for Modified duties will be established as follows:

- (a)** A period of 30 days immediately prior to the date of injury or illness will be identified. Any days off for miles, annual vacation, authorized leave of absence (including personal leave days) or bona fide illness will be excluded from the sampling period.
- (b)** The earnings during the above 30-day period will be identified and will be used in calculating a daily rate.
- (c)** To establish a daily rate, the earnings calculated in b) above, will be divided by 30 or prorated if reduced by a) above.
- (d)** The daily rate will be paid to employees based on a 7 days per week basis.
- (e)** Employees on modified duties will protect their work on a 5 days per week basis.

ARTICLE 151
Employment Equity

151.1 As a matter of principle and in compliance with the Employment Equity Act, the Company and the Union are fully committed, consistent with the application of the legislation, to achieving equality in the workplace so that no person shall be denied employment opportunities or benefits based on any of the prohibited grounds of discrimination. Employment Equity means treating people the same way despite their differences, and respecting their differences to allow them to participate equally.

ARTICLE 152
Workplace Environment

152.1 Management agrees it must exercise its rights reasonably. Management maintains it ensures a harassment free workplace environment. An employee alleging harassment and intimidation by management may submit a grievance to the General Chairperson to be progressed by the General Chairperson at his or her discretion. An employee subject to this agreement may, without prejudice, elect to submit a complaint under CN's Harassment Free Environment Policy.

ARTICLE 153
Time Off

153.1

- (a)** Employees in unassigned Road Service (including a joint spareboard) shall be entitled, without restriction, upon going off duty to book a minimum of 3 hours and a maximum of 48 hours time off, excluding call time, for each 1075 miles of compensated service.
 - 1.** Employees who desire to exercise this right must do so upon going off duty after having accumulated a minimum of 1075 miles of compensated service.
 - 2.** Employees who desire not to exercise the right to book time off in the application of item a) above will not again be entitled to book time off under this provision until a further 1075 miles of compensated service has been accumulated.

3. Employees shall give notice of their intent to exercise this right upon the commencement of each reset cycle of 1075 miles.

NOTE 1: Compensated service in the application of item a) herein shall mean those miles which are considered as “chargeable miles” in the application of Article 44 (4.3).

NOTE 2: For purposes of time off, the calculation of miles shall be reset to zero on the employee’s mileage date, upon return from annual vacation or following 48 hours absence for being unfit.

- (b) Employees in unassigned service other than as identified in item a) herein, shall be entitled, without restriction, upon going off duty to book a minimum of 3 hours and a maximum of 48 hours time off, excluding call time, for each 40 hours of compensated service as follows:

1. Employees who desire to exercise this right must do so upon going off duty after having accumulated a minimum of 40 hours of compensated service.
2. Employees who desire not to exercise the right to book time off in the application of item b) 1 herein will not again be entitled to book time off under this provision until a further minimum 40 hours of compensated service has been accumulated.
3. Employees shall give notice of their intent to exercise this right when called for the shift in which it is anticipated that they will achieve forty (40) hours.

NOTE 1: For the purposes of accumulating 40 hours, overtime shall be counted as straight time.

NOTE 2: For purposes of time off, the calculation of forty (40) hours shall be reset to zero on the employee’s mileage date, upon return from annual vacation or following 48 hours absence for being unfit.

- c) Employees on a joint spareboard, who work a tour of duty in Yard, Road Switcher, or as a Traffic Coordinator will, in the sole application of this article, apply the following conversion rule in the computation of the 1075 miles:

Hours to Miles

5 minutes	2.24 Miles
1 hour	26.87 Miles
8 hours	215 Miles

- d) Where miles or hours are applicable, under the terms and conditions of the Collective Agreement, such miles or hours, which ever is greater (as converted herein) shall apply.

- e) In the application of this provision, unassigned service is defined as service that does not incorporate scheduled or assigned days off.

ARTICLE 154
Personal Leave Days

154.1 Employees will, at their discretion, be entitled to take up to and including a maximum of 12 cumulative unpaid personal leave days per calendar year as provided herein. Personal leave days will be recognized, under this agreement, as active cumulative compensated service. However, personal leave days, when taken will not be used in the calculation of Guarantees and/or Maintenance of Earnings. Employees may, at their discretion, activate their entitlement to leave days, jointly or severally up to the cumulative maximum.

154.2 Notice in respect of this leave will be given as follows:

- i)** One day (24 hours) – upon four hours notification prior to the commencement of such leave time;
- ii)** Two or three consecutive calendar days – upon three calendar days notification prior to the commencement of the leave days;
- iii)** Four consecutive calendar days but less than seven consecutive calendar days – upon seven calendar days notification prior to the commencement of leave days;
- iv)** Seven consecutive calendar days or more – upon twenty-one days notification prior to the commencement of leave days.

NOTE 1: Employees in the application of this provision shall not be entitled to activate personal leave days between and including December 20th and December 31st.

NOTE 2: Personal Leave Days (allotments) shall be established at each terminal utilizing the following exemplified criteria:

Terminal X – $100 \text{ (Employees)} \times 12 \text{ (PLD)} / 353 \text{ (days)} = 3.4 \text{ daily allotments.}$
(In such calculations, numbers shall be rounded upward.)

ARTICLE 155
Runarounds

155.1 Train Service Employees who are assigned to Spareboards and Unassigned Pool Service which operate on a first in first out basis, who are first out and available for service and are runaround, will remain first out on their respective pools or spareboards, and will be paid as follows:

- a)** If call in road service, 100 miles at the basic rate of such trip per call missed to a maximum of 200 miles.
- b)** If call for a shift in yard service 8 hours at the straight time rate of such shift per call missed to a maximum of 16 hours.

155.2 Only the employee who is found to be first out and available on their respective pools or spareboards will be entitled to compensation under this Article. Payment will be made regardless as to who was called in the employee's stead.

155.3 When a regular employee lays off and does not give the Company 40 minutes notice before train for which called is ordered to leave, in which to call the spare person entitled to the run, the most available spare employees will be called and spare employees runaround under these circumstances will not be paid a runaround.

155.4 The first crew called out in unassigned service will take the engine first turned out in unassigned service. However when the first crew called out does not take the engine first turned out but leaves the

terminal in the order in which called such will not constitute a runaround. This paragraph applies when both trains are destined to the same point.

155.6 In respect to Article 137.16 engine service employees not called in their proper turn will be paid in accordance with item a) above. This applies only to the immediate employee affected, who was available for a call under the terms and conditions of Article 137.16.

155.7 Train service Employees in assigned service, including time pools, or those Train Service Employees subject to a call under Article 106 of the 4.3 Agreement under any condition, other than those described above, will not be considered as runaround, and may be made whole for any loss of earnings suffered as a result of being improperly called. This applies only to the immediate Train Service Employee affected.

(Refer to Appendix E (Q&A's))
(Refer to Addendum 9 (Run By Agreement))

ARTICLE 156 **Medical Certificate**

156.1 Employees, on resuming duty after sick leave, will not be required to produce a doctor's certificate except employees who are considered continual offenders, book sick when called or while on duty after being called may be required to produce a medical certificate within 48 hours of resuming duty and/or submit to an examination from a Company medical officer. Payment for taking such required examinations will not accrue to employees governed by the provision of this paragraph.

NOTE: The 48-hour requirement in paragraph 156 will exclude weekends and general holidays.

ARTICLE 157 **Work Boots**

157.1 Upon successful completion of their probationary period, employees required to wear protective footwear will be subsidized 50% of the cost, including taxes, for the purchase of safety boots.

ARTICLE 158 **Riding the Point**

158.1 Employees required to protect the point, including transfer or industrial service, that requires the riding of the side of a car for extended distances will be allowed to detrain and walk ahead of the movement or where there are public crossing(s) at grade they will be allowed to detrain and walk ahead of the movement. Employees have the right to occupy locomotive cabs for the purpose of protecting the point and/or to shelter themselves from inclement weather.

SECTION 4
DURATION OF AGREEMENT

Duration of Agreement

Subject to the provisions of the Memorandum of Settlement dated November 26, 2019, this collective agreement is in full settlement of all issues raised by either party on or subsequent to March 26, 2019, excepting only those issues identified in the Memorandum of Settlement which shall, without stoppage of work during the continuance hereof, be dealt with in the manner specified therein.

This collective agreement supercedes all previous agreements, rulings or interpretations which are in conflict therewith and shall remain in full force and effect until July 22, 2022, and thereafter, subject to 4 months notice in writing by either party to this agreement of its desire to revise, amend or terminate it. Such notice may be served any time subsequent to March 22, 2022.

FOR CANADIAN NATIONAL
RAILWAY COMPANY:

(Sgd) Douglas S. Fisher
For: K. Madigan
Senior Vice-President, Human Resources

(Sgd) Joe. Torchia
Director, Labour Relations

(Sgd) Kerry Morris
Senior Manager, Labour Relations

(Sgd) Maud Boyer
Senior Manager, Labour Relations

FOR THE TEAMSTERS CANADA
RAIL CONFERENCE

(Sgd) Jim. Lennie
General Chairperson – Central Region

(Sgd) Raymond Donegan
General Chairperson – Western Region

(Sgd) A. Gatien
General Chairperson – Eastern Region

(Sgd) Josh Hyde
General Chairperson – Former BCR

**SECTION 5
APPENDICES
AND
ADDENDA**

APPENDIX A

Appraisal Procedure

When an affected employee desires to sell his home under the provisions of sub-paragraph (h) of paragraph 139.2 of Article 139 of which this Appendix "A" forms part, the following procedure will apply:

- (a)** In advising the Company Officer concerned of his desire to sell his house, the employee shall include pertinent particulars as outlined in sample form attached, including his opinion as to the fair market value of his house.
- (b)** This fair market price of the house shall be the price determined as of a date sufficiently prior to the date of the change in order that the fair value will be unaffected thereby.
- (c)** Within 15 calendar days from date of receipt of employee's advice of his desire to make a claim, the Company Officer shall advise the employee concerned whether the suggested fair market value is satisfactory and, if so, such price shall be the fair market value as contemplated by sub-paragraph (h) of paragraph 139.2 of article 139.
- (d)** If, however, the Officer concerned is not satisfied that the price requested by the employee is the fair market value, then an effort shall be made to resolve the matter through joint conference of the Officer and employee concerned and the appropriate Union representative if so desired by the employee; such joint conference to be held within seven days from date of advice to employee concerned as referred to in Clause (c) of this Appendix "A".
- (e)** If such joint conference does not resolve the matter within five days from the date of the final joint conference arrangements shall be made for an impartial appraisal to be undertaken as soon as possible by an independent real estate appraiser. The fair market price established by such appraiser shall become the fair market value for the purpose of article 139 and such price shall be binding on both parties.
- (f)** The employee and Company Officer concerned shall endeavour to mutually agree upon the independent appraiser referred to in Clause (e). If they are unable to agree, then the Minister of Labour shall be requested to appoint such an independent appraiser.
- (g)** The residence shall not have been listed for sale with any appraiser appointed pursuant to the provisions of this Appendix "A", nor with such appraiser's employee, fellow employee or partner.
- (h)** The fees and expenses of any appraiser appointed in accordance with Clause (e) or (f) shall be paid by the Company.

(i) PARTICULARS OF HOUSE TO BE SOLD

Name of Owner

Address.....
No. Street City-Town

Type of House, i.e., Cottage
Bungalow
Split Level

Year Built

No. of Rooms..... Bathrooms

Type of Construction, i.e., brick, veneer, stucco, clapboard

Finished Basement: Yes . No.....

Type of Heating, i.e., oil, coal, gas, electricity

Garage: Yes..... No.....

Size of Lot.....

Fair Market Value: \$.....

Other Comments

Date Signature.....

APPENDIX B

Canadian National Railways Prairie & Mountain Regions

Questions and Answers regarding the application of the Five-Day Work Week for Yard Service Employees as agreed to with representatives of the Teamsters Canada Rail Conference:

1. **Q.** Is it permissible to include a second shift worked in a 24-hour period and paid for at time and one-half to make up the five-day work week?
A. No.
2. **Q.** An employee on an assignment at a subsidiary station is accumulating days off and after 3 weeks has accumulated 3 days and is then displaced or exercises his seniority on another assignment. Must the employee take the accumulated days off before taking up his new assignment?
A. Yes.
3. **Q.** Where days off are accumulated at subsidiary stations, can the relief work be performed by one relief man who will relieve the Foreman and Helper?
A. Yes.
4. **Q.** In a yard where a single shift is now working daily except Sunday, would it be permissible to assign such shifts with Saturday and Sunday as days off and require a road crew to perform necessary switching on Saturday?
A. No.
5. **Q.** An employee at a subsidiary point on a 7-day assignment accumulates 10 days off in a 5-week period. When should he return to his assignment? (a) after 10 consecutive days? or (b) after 14 consecutive days?
A. After 14 consecutive days.
6. **Q.** An employee relieving on an assignment at a subsidiary station for 14 consecutive days would accumulate 4 days. Should such relieving employee be required to take 4 days off before resuming his former assignment or the spare board?
A. Yes.
7. **Q.** Will it be permissible to assign regular relief jobs to include 2 or more yards not within the same terminal but on the same seniority district?
A. Yes, in accordance with Agreement provisions or practices.
8. **Q.** Under Article 81, paragraph 81.1 it states that "such hours will be relaxed only to the extent provided in paragraphs 79.6 to 79.9 inclusive of Article 79", does this apply to regular relief crews only?
A. Yes.

9. **Q.** A spare man working 5 straight-time eight-hour shifts in 3 calendar days will be considered as completing his 5-day work week?
- A.** Yes.
10. **Q.** A spare man having completed his work week of 5 straight- time, 8-hour shifts in 3 calendar days, will he be required to protect spare work on the remaining days of his work week, or is he to be considered as being on "days off"?
- A.** Will be on days off. This question and answer shall not apply at a location where a joint spare board is maintained.
11. **Q.** When an extra engine is called, will an employee on a regular or regular relief assignment be allowed to exercise seniority for such extra engine on the days off on his assignment?
- A.** No.

Signatures not reproduced.

Signed at Montreal, P.Q., this 3rd day of September 1952.

APPENDIX C

**Table Showing Time After Which Overtime Accrues
on Runs 100 Miles to 199 Miles in Length, on Speed Basis of 12-1/2 Miles per Hour.**

Distance Miles	Overtime Accrues After Hrs.	Distance Miles	Overtime Accrues After Hrs.	Distance Miles	Overtime Accrues After Hrs.
100	8.00	133	10.38	166	13.16
101	8.05	134	10.43	167	13.22
102	8.10	135	10.48	168	13.26
103	8.14	136	10.53	169	13.31
104	8.19	137	10.57	170	13.36
105	8.24	138	11.02	171	13.41
106	8.29	139	11.07	172	13.46
107	8.34	140	11.12	173	13.50
108	8.38	141	11.17	174	13.55
109	8.43	142	11.22	175	14.00
110	8.48	143	11.26	176	14.05
111	8.53	144	11.31	177	14.10
112	8.58	145	11.36	178	14.14
113	9.02	146	11.41	179	14.19
114	9.07	147	11.46	180	14.24
115	9.12	148	11.50	181	14.29
116	9.17	149	11.55	182	13.34
117	9.22	150	12.00	183	14.38
118	9.26	151	12.05	184	14.43
119	9.31	152	12.10	185	14.48
120	9.36	153	12.14	186	14.53
121	9.41	154	12.19	187	14.58
122	9.46	155	12.24	188	15.02
123	9.50	156	12.29	189	15.07
124	9.55	157	12.34	190	15.12
125	10.00	158	12.38	191	15.17
125	10.05	159	12.43	192	15.22
127	10.10	160	12.48	193	15.26
128	10.14	161	12.53	194	15.31
129	10.19	162	12.58	195	15.36
130	10.24	163	13.02	196	15.41
131	10.39	164	13.07	197	15.46
132	10.34	165	13.12	198	15.50
				199	15.55

**Table Showing Number of Minutes per Mile on a
Speed Basis of Twelve and One-Half Miles per Hour**

Minutes	Miles	Minutes	Miles
5	1	38	8
10	125	43	9
14	3	48	10
19	4	53	11
24	5	58	12
29	6	62	13
34	7		

APPENDIX D

Guarantees - Road Service

1. Equivalent of 4500 miles provided by paragraph 22.1 of article 22:

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	\$	\$	\$
Conductors	6,960.16	7,134.16	7,348.19
Baggage Handlers	5,703.96	5,846.56	6,021.96
Assistant Conductors	5,618.09	5,758.54	5,931.29

2. Equivalent of 2800 miles provided by sub-paragraph (a) of paragraph 22.3 of article 22:

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	\$	\$	\$
Conductors	6,312.68	6,470.49	6,664.61
Assistant Conductors	5,841.53	5,987.56	6,167.19

3. Equivalent of 3000 miles provided by sub-paragraph (b) of paragraph 22.3 and paragraph 22.4 of article 22:

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	\$	\$	\$
(a) Paid under Article 13.1 of Article 13			
Conductors	6,461.63	6,623.17	6,821.87
Assistant Conductors	5,684.64	5,826.76	6,001.56

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	\$	\$	\$
(b) Paid under Article 13.2 of Article 13			
Conductors	6,538.42	6,701.88	6,902.94
Assistant Conductors	5,775.35	5,919.74	6,097.33

4. Equivalent of 2600 miles provided by paragraph 22.2 of Article 22:

	23-Jul-19	EFFECTIVE 23-Jul-20	23-Jul-21
	\$	\$	\$
Conductors	7,721.10	7,914.13	8,151.55
Assistant Conductors	7,036.79	7,212.71	7,429.09

APPENDIX E

MAKE WHOLE VS RUNAROUND QUESTIONS AND ANSWERS

- (Q1) Employee A first out on the spareboard for a train ordered 1000. The Employee second out on the spareboard is called for train ordered 1000. Employee A is subsequently called for a train ordered 1100.
- (A1) Employee A would be entitled to one payment of 100 miles at the basic rate.
- (Q2) Employee A first out on the spareboard for a call for 1000. The Employee second out on the spareboard is called for train ordered 1000. The Employee third out on the spareboard is also ordered for a train for 1000. Employee A is subsequently called for a train ordered 1100.
- (A2) Employee A would be entitled to one payment of 100 miles at the basic rate. Multiple calls missed for the same ordered time are considered as one call missed.
- (Q3) Employee A first out on the spareboard for trains ordered at 1000 and 1100. The employee second out on the spareboard is called for 1000, and an employee off for miles is called for 1100. Employee A is subsequently called for a train ordered at 1200.
- (A3) Employee A would be entitled to two payments of 100 miles at the basic rate.
- (Q4) Employee A first out on the spareboard for trains ordered at 1000, 1100 and 1200. Employee second out on the spareboard is called for 1000, a Furlough Board employee is called for 1100, and an Employee off for miles is called for 1200. Employee A is subsequently called for a train ordered at 1300.
- (A4) Employee A would be entitled to two payments of 100 miles at the basic rate as the maximum of 200 miles has been reached.
- (Q5) Employee A books available from a leave of absence at 1200. The Company errs in not placing on their pool turn in the unassigned pool. Employee A subsequently would have been first out for a 1500 ordered time, but another pool employee was called instead.
- (A5) Employee A would be entitled to payment of 100 miles at the basic rate and retain standing on the board.
- (Q6) Employee A is first out on the Yard Spareboard. Yard vacancies for 1600, 1630 and 1800 were filled by furlough employees and overtime before the error is noticed.
- (A6) Employee A would be entitled to two payments of 8 hours each and retain standing on the board, with no yards charged against them.
- (Q7) Employee A is first out on the Yard Spareboard. Yard vacancy for 1600 filled by overtime employee. Employee A subsequently called for 1630.
- (A7) Employee A would be entitled to a payment of 8 hours for the call missed at 1600.
- (Q8) Employee A is assigned to train 403 which works on Monday Wednesday and Friday. When 403 is ordered on Wednesday Employee A is not called. The employee called earns \$500.00 returning at 0001.

- (A8) Employee A would be entitled to loss of earnings which under make whole would entitle Employee A to \$500.00.
- (Q9) Employee A is assigned to train 403 which works on Monday Wednesday and Friday. When 403 is ordered on Wednesday Employee A is not called. The employee called earns \$500.00 returning at 0001. Employee A subsequently accepts an emergency call prior to regular assignment returning, earning \$750.00.
- (A9) Employee A would be entitled to loss of earnings if any was incurred. As Employee A earned more there is no entitlement to further compensation.
- (Q10) Employee A is the senior available engine service employee to be called under the conditions of Article 137.16 for train 100 for 1000. A Junior engine service employee is called.
- (A10) Employee A would be entitled to payment of 100 miles at the basic rate.

ADDENDUM NO. 1

Union Dues Checkoff

- *1.** Subject to the conditions and exceptions set forth herein, such employees who, as of 0001 hour on the first calendar day of the month, are assigned to a working list of employees governed by Agreements 4.2, 4.3 or 4.16 will have deducted by the Company on the payroll which includes the 24th calendar day of each month from the wages due and payable to each employee coming within the scope of this agreement, monthly regular union dues of each Local of the United Transportation Union (U.T.U.).
- *2.** The amount to be deducted will not be changed during the term of the applicable Agreement excepting to conform with a change in the amount of regular union dues of the United Transportation Union in accordance with its constitutional provisions and will not include initiation fees or special assessments.
- *3.** The Union will forward a master computer tape list to the System Manager, Payroll Accounting, Montreal, Quebec, which will contain the employee's name, Personal Identification Number (PIN) and the amount to be deducted. This list will be submitted on or before the first Monday of each established second payroll period.
- (a)** A designated officer of the Union will arrange for necessary additions or deletions to the master computer tape list account change in work status, resignation, retirement, etc., on or before the first Monday of each established second payroll period.
- (b)** Any adjustments to the amount of the Union dues deducted from an employee will be adjusted directly between the employee and the U.T.U. However, if a dispute develops between the employee and the U.T.U. as a result of an error in the amount deducted, the principles of Item 10 will continue to apply.
- (c)** The Company will assume no responsibility for the late receipt or non-delivery of the computer tapes. In the event of late or non-delivery of computer tapes, the Company will use the last tape received and any adjustments required therefrom will be made by the U.T.U.
- 4.** Membership in the United Transportation Union shall be available to any employee eligible under the provisions of the constitution of the Union. Membership shall not be denied for reasons of sex, race, national origin, colour or religion.
- 5.** If the wages of an employee payable on the payroll for the period which includes the 24th day of any month are insufficient to permit the deduction of the full amount of dues, no such deduction will be made from the wages of such employee by the Company in such month. The Company will not, because the employee has insufficient wages payable to him on the designated payroll, carry forward and deduct from any subsequent wages the dues not deducted in an earlier month.
- 6.** Only payroll deductions now or hereafter required by law, deduction of monies due or owing the Company, pension deductions and deductions for provident funds will be made from wages prior to the deduction of dues.
- 7.** The amounts of dues so deducted from wages less sums which may be withheld pursuant to Item 8 hereof accompanied by a statement of deductions from individuals will be remitted by the Company to the designated officer or officers of the Union, as may be mutually agreed by the Company and the Union, not later than 40 calendar days following the pay period in which the deductions are made.
- 8.** The question of what, if any, compensation shall be paid the Company by the Union signatory hereto in recognition of services performed under this Agreement shall be left in abeyance subject to reconsideration at the request of either party on 15 days' notice in writing.

9. Not more than one payment of union dues shall be made by any employee in any one month. Employees filling positions coming within the scope of more than one wage agreement in a month, shall pay union dues to the union holding the agreement under which the employee was assigned as at 0001 hour on the first calendar day of the month. Where dues have been deducted from the wages of an employee pursuant to this Agreement, and dues are payable by such employee to another union in accordance with the foregoing, application to the Company for refund of dues deducted under this Agreement shall be made by such employee.

10. The Company will not be responsible financially or otherwise, either to the Union or to any employee, for any failure to make deductions, or for making improper or inaccurate deductions or remittances. However, in any instance in which an error occurs in the amount of any deduction of dues from an employee's wages, the Company will adjust it directly with the employee. In the event of any mistake by the Company in the amount of its remittance to the Union, the Company will adjust the amount in a subsequent remittance. The Company's liability for any and all amounts deducted pursuant to the provisions of this Agreement will terminate at the time it remits the amount payable to the designated officer or officers of the Union.

11. In the event of any action at law against the parties hereto resulting from any deduction or deductions from payrolls made or to be made by the Company pursuant to this Agreement, each party will bear its own cost of such defense except that if at the request of the Union counsel fees are incurred these will be borne by the Union. Save as aforesaid the Union will indemnify and save harmless the Company from any losses, damages, costs, liability or expenses, suffered or sustained by it as a result of any such deduction or deductions from payrolls.

12. This Memorandum of Agreement is effective August 1, 1975, and shall remain in effect subject to 30 days' notice in writing from either party of desire to cancel it. If this Memorandum of Agreement is cancelled the provisions of the Memorandum of Agreement signed at Montreal, Quebec, February 16, 1955 in respect of the payment of union dues as a condition of continued preference of employment with the railway company will automatically apply as from the first calendar day of the month following the expiration of 30 days' notice referred to in the first sentence of this item.

Signed at Montreal, Quebec, this 30th day of April 1975.

FOR THE COMPANY:

(Sgd) S.T. Cooke
Assistant Vice-President
Labour Relations

FOR THE UNION:

(Sgd) H.R. Burnett
General Chairman

(Sgd) G.E. McLellan
General Chairman

(Sgd) P. Larochelle
General Chairman

(Sgd) F.R. Oliver
Assistant General Chairman

APPROVED:

(Sgd) R.T. O'Brien
Vice-President

* As amended by the Memorandum of Agreement dated October 26, 1989.

ADDENDUM NO. 2

CANADIAN NATIONAL RAILWAY COMPANY Prairie Region

MEMORANDUM OF AGREEMENT between the Canadian National Railways, Prairie Region, and the United Transportation Union governing the working conditions of yard service employee employed as switchtenders at Symington Yard, Winnipeg.

1. Except as otherwise specifically provided hereunder switchtenders employed at Symington Yard are subject to all applicable provisions of Agreement 4.3.
2. Switchtenders' positions will be filled by **qualified** employees holding seniority as yard service employees in the Winnipeg Terminal, date of entry into service to govern.
3. "Successful applicants" for the positions of Switchtenders will be called on a seniority basis to receive training, and will be paid according to the assignment they vacate while training. After Symington Yard commences operation, subsequent applicants for the position of Switchtender will be required to qualify on their own time, spare yard service employee assigned to a vacant position under the conditions of Clause 6.(b) will receive on the job training if necessary.
4. The successful qualified applicants for Switchtenders' positions at Symington Yard will be required to remain as Switchtenders until the next semi-annual reassignment for yard service employee.
5. A yard service employee assigned to a regular Switchtender's position will not be displaced by a senior qualified yard service employee until the next semi-annual reassignment, unless such senior qualified yard service employee is demoted from a regular assignment and returned to the spare board.
6.
 - (a) When Switchtenders' positions are bulletined and no bids received the senior yard service employee on the yard service employee spare board will be assigned except that such senior man or men will be given the opportunity to remain on the spare board in preference to being assigned as a Switchtender if so desired.
 - (b) If all spare yard service employees indicate a preference to remain on the spare board, in lieu of accepting a regular Switchtender's position, the junior "B" Book spare yard service employee will be assigned to the vacant Switchtender's position.
 - (c) In the instance of senior spare yard service employees refusing assignment to Switchtenders' positions, they will not be allowed to displace junior yard service employees assigned as Switchtenders until the following semi-annual reassignment for yard service employees. Spare yard service employees accepting assignment to Switchtenders' positions will be governed by the conditions of Clause 4.
7. Switchtenders will co-operate in keeping office or tower rooms in which they work clean and neat.

Signed at Winnipeg, Man., this 18th day of July, 1962.

Signatures not reproduced.

ADDENDUM NO. 3

Canadian National Railways

N.J. MacMillan, Q.C.
Executive Vice-President

Montreal
November 29, 1966

Dear Mr. Gale:

The report on Bunkhouse Accommodation dated November 1966 only reached my desk yesterday and I have therefore not had adequate time to digest its contents. However, my frame of mind is still as it was when I provoked the study, which is that the bunkhouse accommodation on Canadian National will be upgraded to the point at which I shall have no occasion to be ashamed of it. Beginning in 1967 we shall inaugurate a programme to achieve that end. For obvious reasons, it may take quite some time for us to accomplish this project but it will be my intention to follow the priority tabulations determined upon by the Committee of gentlemen who participated in the preparation of the report.

Yours sincerely,

(Sgd) N.J. MacMillan

G.C. Gale, Esq.
Vice-President
United Transportation Union
Hayward Building
610 Broadway Avenue
Winnipeg, Manitoba

ADDENDUM NO. 4

AGREEMENT between the Canadian National Railway Company, and the United Transportation Union representing Conductors, Trainmen, Yardmen and Yardmasters in the Greater Vancouver Terminal.

PREAMBLE

Whereas the Company will implement and apply the decision of Arbitrator J.F.W. Weatherill dated June 18, 1969 so that all rail facilities west of mile 113.2 on the Yale Subdivision shall constitute a single terminal known as the Greater Vancouver Terminal, and the switching limits of the terminal shall be sited at mileage 113.2 of the Yale Subdivision.

And whereas the parties have agreed that under the provisions of Article 139 of the Agreement covering Conductors, Brakemen and Yardmen and Article 34 of the Yardmasters' Agreement, the measures to minimize adverse effects upon employees consequent upon the operational change referred to in the previous paragraph, in addition to those in the foregoing Articles, shall be as set forth in this Agreement.

Now it is agreed as follows:

1. The provisions of this Agreement will apply only to Conductors and Trainmen whose names appear on the 4th District Seniority List and to Yardmen who were, on April 23, 1969, employed at Vancouver and regularly assigned on that date to the Yale Subdivision Pool or were on the Yale Subdivision Spare Board, or, in the case of Yardmen, were in yard service at Vancouver and Port Mann terminals.
2. The names of the eligible Conductors and Trainmen (hereinafter referred to as "starred men") are shown in Appendix 1. Such men shall, subject as mentioned below, be given the opportunity to work in the Yale Subdivision Pool. If, as a result of the operational change referred to in the preamble to this Agreement, they are unable to hold a regular position in the pool and are compelled therefore to place themselves on the Yale Subdivision spare board, such men up to a maximum of twelve shall constitute an addition to, or "flooding" of, the spare board over and above the number of men who would otherwise in the normal process of spare board adjustment, be sufficient to protect spare and relief work in any relevant 10 day checking period. The number of crews in the Yale Subdivision pool reduced solely on account of the above mentioned operational change is agreed at four (4) crews.

At the conclusion of each 10 day checking period the Company shall tabulate the number of miles earned by the spare board and shall calculate the average mileage earned by each man on the spare board during the 10 day checking period. If the average mileage for each man on the spare board falls below 1433 miles per checking period, and there are one or more starred men on the spare board, there shall be added to each man's mileage a sufficient number of miles to give each man on the spare board a total of 1433 miles per checking period, provided that:

- (a) The total number of miles to be added by the Company to the total spare board miles shall not exceed the number of "starred" men "flooding" the spare board, as outlined in Section 2(c) below, in the relevant 10 day checking period, multiplied by 1433 miles, up to a maximum of 12 x 1433 miles in any given checking period.
- (b) Whenever there are fourteen (14) or more crews working in the Yale Subdivision pool the Company shall not be required to add any miles to the miles earned by spare board men during such period.
- (c) If in any given checking period the number of crews working in the Yale Subdivision pool is less than 14 crews, the spare board will be "flooded", over and above the number of men who would otherwise and in the normal process of spare board adjustment be sufficient to protect spare and relief work in any relevant 10 day checking period, by the addition of the

number of "starred" men in each crew reduced below the level of 14 crews, up to the aforementioned maximum of 12 men.

- (d) The number of starred employees will not be increased beyond 48 men, being the number appearing in Appendix 1, and will be reduced by permanent separations from the Yale Subdivision Pool or Spare Board.
- (e) When a reduction has taken place in a checking period as provided in Clause 4 Section 2(d) and miles have been added to the Spare Board by the Company in accordance with Clause 2(a) above, the number of miles so added by the Company will be pro-rated amongst all the men who worked off the Spare Board in such checking period according to the number of days each man was on the Spare Board during such checking period.

3. The miles paid as a Trainman in any checking period to each of the Conductors listed below, who may be reduced to Trainman status on account of the said operational change, will continue to be paid at the January 1, 1969 Conductor's basic rate in through freight service provided each man first accepts the highest rated position, running out of the Greater Vancouver Terminal to which his seniority and qualifications entitle him. The maintenance of Conductor's basic rate will continue until:

(a) general wage increases applied to the basic through freight Trainman rate equal or surpass the January 1, 1969 basic through freight Conductor's rate, at which time the incumbency differential shall be erased, and payment will be made at the through freight Trainman's rate;

OR

(b) such Conductor fails to exercise seniority to, or to accept, any position available to him the basic rate of which is higher than the basic rate of the position he is then holding running out of the Greater Vancouver Terminal either in relief or regular capacity,

OR

(c) the employee's services are terminated by discharge, resignation, death or retirement.

This incumbency differential shall only be applied to the actual miles paid at a basic rate of pay lower than the January 1, 1969 Conductor's basic through freight rate, up to a maximum of 4300 miles in each man's monthly checking period. Payment of the incumbency rate will be made monthly.

Name	Seniority Date
-------------	-----------------------

G.J. Reid	June 2, 1948
-----------	--------------

J.D.K. McLeod	July 16, 1949
---------------	---------------

4. The following provisions shall apply to the adjustment of crews in the Yale Subdivision Pool and the adjustment of Trainmen on the Yale Subdivision spare board when less than 14 crews are set up in the Yale Subdivision Pool, and there are one or more "starred" employees on the Yale Subdivision spare board.

1. **Yale Subdivision Pool Adjustment**

(a) The total miles run by unassigned crews in the Yale Subdivision Pool will be used in calculating the crew level at each 10 day checking period interval.

(b) The crews will be adjusted as near as practicable to the 4300 mile per month level.

- (c) While the normal crew adjustment will be on the 10-day checking period interval, the Company may adjust crews at any time when traffic levels decline abnormally.

2. Yale Subdivision Spare Board Adjustment

- (a) The total spare miles earned by all employees shall be used in the adjustment of the number of Trainmen required on the Yale Subdivision spare board, at the 10-day checking period interval.
- (b) The Trainmen on the spare board will be adjusted as near as practicable to 4300 miles per month. Paragraph 41.2 of Article 41 as it would apply at Vancouver is amended accordingly whenever less than 14 crews are set up in the Yale Subdivision pool.
- (c) The total miles earned by the "flooded" number of additional Trainmen on the spare board shall be added to the total miles earned by the number of spare board Trainmen who would otherwise, in the normal process of board adjustment, be sufficient to protect spare and relief work in the relevant 10-day checking period. When these total miles are divided by the number of spare board trainmen who are on the spare board by the normal spare board adjustment above referred to, and the average miles fall below 1433, a reduction in the number of spare Trainmen will be made accordingly.
- (d) Whenever a crew adjustment in the pool takes place as provided for in section 1(c) of this Clause 4, a corresponding reduction may be made in the number of spare Trainmen on the spare board.

- 5. For the purpose of Yardmen's Promotion Rights, all yards within the switching limits of the Greater Vancouver Terminal shall be considered as one original yard.

Relief and spare work will be provided from one spare board.

- 6. The Memorandum of Agreement signed at Winnipeg, Manitoba, June 3, 1954, respecting the merging of the names of Yard Foremen and Yard Helpers of the former Vancouver Terminal Railway into the seniority lists of Canadian National Yard Foremen and Yard Helpers on the Vancouver Terminal Division is cancelled.

- 7. Yard Foremen and Yard Helpers whose names appear hereunder shall retain their seniority as Yardmen on the British Columbia Promotion District and shall have preference over other Yardmen to Yard Foremen's and Yard Helpers' positions respectively in assignments which commence work at a location on the north shore of Burrard Inlet or at the Waterfront Yard in the Greater Vancouver Terminal.

Name	Date Employed as Yard Helper	Date Promoted to Yard Foreman
Forrest, J.H.	January 16, 1942	
Morgan, H.L.	August 10, 1945	
Weir, M.W	February 13, 1947	
Ashcroft, J	October 6, 1947	
McEachern, J.A	March 2, 1951	
Googal, J.W.	May 16, 1951	
Kennedy, W.H	June 28, 1951	
Morrison, J.A.	November 29, 1951	
Stevenson, G.	January 14, 1952	

8. Yardmen manning yard engines in the Greater Vancouver Terminal will be released from duty at the same yard in which they commenced duty, and if necessary, the Company will provide transportation free of charge back to the yard where such crew commenced duty.
9. Freight trains handled by unassigned crews will normally originate and terminate in the Port Mann Yard of the Greater Vancouver Terminal.
10. Should the Company operate a crew or crews in assigned freight service to handle a train or trains which originate and terminate at other than Port Mann Yard, such assignment or assignments will not cause the number of yard crews assigned in the Greater Vancouver Terminal to fall below the number assigned in the Terminal at April 23, 1969. Such assurance does not guarantee Yardmen against reductions in cases that may be brought about by reduced traffic levels.
11. Where a road crew travels between yards or stations in the Greater Vancouver Terminal because they are required to report for duty in one yard or station, and on return to the terminal are released from duty at another yard or station, such crew, where a travel allowance is specified below, will qualify for such travel allowance and be provided with transportation between the points concerned free of charge. Payments made under this Clause 11 shall be at the rate of pay of the service completed and shall not result in duplicate time payment.

Points between Which Travelled	Travel Allowance
Vancouver Passenger Station - Port Mann Yard	1 hour
Vancouver Main Yard - Port Mann Yard	1 hour
North Shore Yard - Port Mann Yard	1 hour

12. Where a road crew in the Yale Subdivision pool is required to report to the Vancouver passenger station to handle a passenger train, and requires transportation from Port Mann yard office, such crew will be provided with a travel allowance of 1 hour and with transportation to the Vancouver passenger station free of charge. On return to the terminal, if such crew is released from duty at other than the Port Mann yard, Clause 11 above will apply.

Payments made under this Clause 12 shall be at the rate of pay applicable for the service called for and shall not result in a duplicate time payment.

13. DELETED (Refer to Addendum No. 4A)
14. The letter dated March 2, 1922 addressed to General Chairmen H.E. Barker and A.J. Ryall of the Conductors' and Trainmen's committees which deals with protecting train movements out of Port Mann is hereby cancelled.

The letter dated September 5, 1958 addressed to General Chairman G.C. Gale which deals with deadhead payments between Port Mann and Vancouver is hereby cancelled.

15. Notwithstanding the provisions of sub-paragraph (b) (iii) of paragraph 139.2 of Article 139 of this Agreement and Article 34 of Agreement 4.2 will be interpreted by the Company so that it will be deemed impractical for a Conductor, Trainman, Yardman or Yardmaster who is regularly assigned, regularly set up or on the spare board at Vancouver on the effective date of this Agreement to commute daily to his new work location when;

(a) he has his residence in Vancouver west of Boundary Road, on Lulu Island west of Number 8 Road in West Vancouver or in North Vancouver west of Seymour Creek;

AND

(b) he is required to report for duty at Port Mann.

The Company shall have no obligation under Article 139 to assume any costs of relocating employees east of the western boundaries of the municipalities of Langley and Maple Ridge.

16. This Agreement shall become effective at a date, subsequent to the date hereof, to be determined by the Company but in any case not earlier than August 21. The Union will be given 7 days prior notice of such effective date.

17. This Agreement is in full and final settlement under the provisions of Article 139 of Agreement 4.3 and Article 34 of Agreement 4.2 of all measures to minimize the adverse effects upon the employees affected by the material change referred to in the preamble to this Agreement.

Signed at Montreal, Quebec this 4th day of August, 1969.

Signatures not reproduced.

APPENDIX I

D.J. McKenzie
V.M. McLeod
A. Ross
E.K. Anderson
D.K. Smith
W.G. Skerik
D.B. Carnahan
K.G. Manchester
P.H. Jeffery
B.K. MacRae
W.F. Romanow
A.F. Lindenbach
C.R. Memphis ESB
D.S. Bigelow
G.J. Reid
G.M. Baker
W.P. Campbell
C.F. Halicki
L.H. Manchester

W.W. Morwick
R.C. Wells
K.F. Taylor
J.G.R. Bastien
A.E. McDonald
E.K. Bray
J. Klikach
J.D.K. McLeod
W.J. Savage
A.N. Rita
J.B. Hein
G.E. Carlson
B.G. Gielens
J. Smith
W.F. Rykyta
R.A. Mogg
A.L. Bullock
P. Lawrence

This is Appendix I to Memorandum of Agreement dated August 4, 1969 re Greater Vancouver Terminal.

ADDENDUM NO. 4A

MEMORANDUM OF AGREEMENT between CANADIAN NATIONAL RAILWAY COMPANY and UNITED TRANSPORTATION UNION

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the United Transportation Union regarding the transportation arrangements for employees assigned to the Greater Vancouver Terminal as identified in Addendum No. 4 of Agreement 4.3.

IT IS AGREED that in order to adjust the employee share of the transportation cost in providing transportation in and around the Greater Vancouver Terminal, Addendum No. 4 of Agreement 4.3 shall be amended and the following provisions will apply to Conductors, Trainmen, Yardmen and Yardmasters assigned to the Greater Vancouver Terminal as herein described effective with the date of signing of this Agreement.

Item 13 of Addendum No. 4, Agreement 4.3 shall be deleted in its entirety effective with the signing of this Memorandum of Agreement and the following shall be substituted therein:

1. Conductors, Trainmen, Yardmen and Yardmasters who were permanently assigned to the Greater Vancouver Terminal on 23 April, 1969 as outlined in Appendix "A" of this Memorandum of Agreement shall continue to contribute 35 cents in each direction when they utilize the transportation service, except the transportation provided between Thornton Yard, New Westminster and Lulu Island which is free of charge.
2. Conductors, Trainmen, Yardmen and Yardmasters who are permanently assigned to the Greater Vancouver Terminal as of 8 July, 1988 and who were not eligible under the terms of Item 1 of this Agreement shall contribute \$1.25 in each direction when they utilize the transportation service, (except the transportation provided between Thornton Yard, New Westminster, and Lulu Island which is free of charge.) Such charge shall be subject to periodic re-negotiation should there be an increase or decrease in the basic public transit charge applicable to the Greater Vancouver Area.
3. Employees who come under the scope of Agreement 4.2 or 4.3 subsequent to 8 July, 1988 shall be required to provide their own transportation to and from their work location.
4. The routes, conditions and pick up points to be utilized by the transportation service shall be as follows:
 - a) On a 24-hour basis between Vancouver and Thornton Yard in both directions for employees required to report for duty at Thornton Yard or Vancouver (Main Yard, Coach Yard, Waterfront, VIA Depot). The route to be followed will be VIA Depot Main Yard, First Avenue, Highway 401, Canada Way, Eighth Street to McBride Blvd. over the Patullo Bridge to Thornton Booking In Room or Thornton Tower. Return via the same route except, when travelling from Thornton Yard to Vancouver employees may be dropped off at the Vancouver Main Yard, VIA Depot or Waterfront Yard.

The pick-up points when travelling between VIA depot and Thornton Yard shall be Vancouver Depot, Main Yard, 1st Avenue at Rupert, Canada Way at Sperling, Canada Way at Edmonds and Royal Square and the present Sky Train Station at New Westminster.

The pick-up points when travelling between Thornton Yard and Vancouver will be Thornton Yard, Royal Square and the present Sky Train Station at New Westminster, Canada Way at Sperling, Canada Way at Edmonds.

- b)** On a 24-hour basis between Thornton Yard and Lynn Creek Yard and return to Thornton Yard upon release from duty at Lynn Creek Yard. This transportation will be available to employees who are required to report for duty at the Lynn Creek Yard. The route to be followed will be Thornton Yard over Pattullo Bridge to Royal Square, Canada Way, Highway 401, 1st Avenue and Rupert Street, across the Second Narrows Bridge, along Main Street to the Lynn Creek Yard Office. Return via the same route.

The pick up points will be Thornton Yard, Royal Square, Canada Way at Edmonds, Canada Way at Sperling and First Avenue at Rupert Street.

- c)** On a 24-hour basis from Vancouver to Lynn Creek Yard and return to Vancouver upon release from duty at Lynn Creek Yard. This transportation will be made available only for employees who are required to report for duty at the Lynn Creek Yard. The route to be followed will be: VIA Depot, Main Yard, and First Avenue, across Second Narrows Bridge and along Main Street to the Lynn Creek Yard Office. The pick-up points will be the VIA Depot, Main Yard, the Depot, at 1st Avenue and Rupert Street.
- d)** On a 24-hour basis between Thornton Yard, Lulu Island, and Thornton Yard, and return. The route to be followed will be Pattullo Bridge to New Westminster Skytrain Station to Lulu Island. The pick-up points will be Thornton Yard, New Westminster Skytrain Station and Lulu Island. This service will be provided free of charge for all employees who are required to report for duty at Lulu Island covered by this agreement.
- e)** On a 24-hour basis between Vancouver and Lulu Island Yard and return to Vancouver upon release from duty at Lulu Island. This transportation will be available only to employees who are required to report for duty at Lulu Island. The route to be followed will be VIA Depot, Main Yard, to Lulu Island. The pick-up points will be VIA Depot and Main Yard.
- 5.** Departure time of Company sponsored transportation will be based on the route time required to ensure that employees will be able to report for duty in accordance with the Collective Agreement.
- 6.** Based on operating experience, adjustments will be made to the transportation travelling time between the originating points mentioned above.
- 7.** Employees will be advised through local instructions as to the methods of securing the transportation service.
- 8.** The method of transportation to be used, i.e., taxi, company operated bus, station wagon or comparable type of transportation, is at the discretion of the Company. It may be subject to such adjustments as may be deemed appropriate and is not for the sole use of the above employees.
- 9.** In the event public transportation service is expanded to provide service to Thornton Yard this agreement will be subject to further negotiation to take this factor into account.
- 10.** This agreement is subject to ratification by the employees affected the results of which will be communicated to the Company no later than March 2, 1989.

11. This Memorandum of Agreement shall be full and final settlement of company demand Item 16 contained in the Memorandum of Agreement pertaining to the settlement of Regional Proposals signed March 4, 1987 and the National Agreement signed at Montreal 17 February, 1988.

Signed at Edmonton, Alberta this 26th day of January, 1989.

FOR THE COMPANY:

(Sgd) K.G. Macdonald
For: Sr. Vice-President
Western Canada

FOR THE UNION:

(Sgd) L.H. Olson
General Chairman

APPENDIX "A"

List of Employees permanently assigned to the
Greater Vancouver Terminal on 23 April 1969

PIN	Employee
634045	Anderson J.I.
893909	Arthurs, W.B.
663025	Bartels, D.P.
634544	Blaschuk, W.
586108	Bray, E.K.
894075	Bridge, D.C.
893910	Campbell, K.
698891	Chikowski, J.E.
686508	Cook, C.P.
680036	Cooper, T.R.
668289	Culbert, H.D.
681903	Davis, J.E.
893328	Dunn, R.J.
685054	Evans, D.S.
893259	Fawdrey, J.D.
627604	Fox, R.M.
894329	Friesen, R.K.
596271	Gaidos, R.
591122	Halicki, J.J.
894321	Hargrove, R.A.
693555	Howe, E.A.
893957	Hynes, K.R.
893924	Jones, R.H.
686130	Kilthau, W.D.
686556	Latter, B.D.
669204	Lawrence, P.
695894	Lewis, C.S.
633115	Lindenbach, A.F.
591818	Lynch, J.F.
656585	Matysiak, E.J.
893589	Maxwell, A.K.
688193	McKay, J.
689292	Memphis, C.R.
597860	Mogg, R.A.
686452	Moore, E.A.
622948	Mychaluk, W.
685723	Palm, C.A.
894272	Patton, R.E.
683850	Rees, R.V.
650181	Robertson, R.S.

PIN

680944
567109
586158
694878
635676
634096
686402
676921
690248
680191
696432
686211
694883
693094
689938

EMPLOYEE

Rogers, T.F.
Romanow, W.F.
Rykyta, W.F.
Schofield, D.F.
Shoemaker, V.J.
Shore, L.
Smith, J.T.
Snook, H.D.
Stevenson, R.A.
Stushnoff, R.W.
Warner, K.A.
Werbowski, L.F.
Wheeler, L.C.
Wilkin, B.G.
Wills, B.T.

ADDENDUM NO. 5

August 4, 1969

Mr. J.S. Corbett
General Chairman
United Transportation Union
610 Broadway Avenue
Winnipeg, Manitoba

Dear Mr. Corbett:

In Clause 2 of the Agreement of August 4, 1969, providing measures to minimize adverse effects upon employees resulting from changed operating conditions at Vancouver and Port Mann, B.C., the words "on the spare board" appearing in the seventh line of the second paragraph, shall be construed to mean the regular position the "starred" man would hold had he been on the working spare board in the Yale Subdivision.

In Clause 3, paragraph (b) of the aforementioned Agreement, a Conductor who fails to exercise seniority to a position carrying a basic rate which is higher than the basic rate of the position he is then holding, shall have his incumbency reduced by the difference between the rate of pay of the position he holds and the position which he could have held. Failure to exercise seniority to a position of Conductor in freight service shall result in the incumbency being terminated.

Yours truly,

I CONCUR:
Signatures not reproduced.

ADDENDUM NO. 6

**CANADIAN NATIONAL RAILWAY COMPANY
Mountain Region**

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company, and the United Transportation Union with respect to Switchtenders to be employed at the Transportation Control Centre in Calder Yard, Edmonton.

IT IS AGREED that the Switchtenders' positions to be established at the Transportation Control Centre in Calder Yard, on or about 1 June, 1971 will be classified as Senior Switchtenders and will be subject to the following rates of pay and working conditions, which will supplement Agreement 4.3 to the extent indicated:

1. The rate of pay of Yard Helper shall apply to the Senior Switchtenders' positions at the Transportation Control Centre, Calder Yard.
2. In the application of Article 86 of Agreement 4.3, permanent vacancies or new assignments will be bulletined at the Spring and Fall change of timetable.
3. Applicants for positions of Senior Switchtenders, permanent and spare, must be qualified to the satisfaction of the appropriate officer (who shall be the sole judge of qualifications).
4. Applicants for positions of Senior Switchtenders will not be considered unless they have had at least six months' experience as a Yard Helper.
5. Should no applications be received for a position of Senior Switchtender, the Junior Yard Helper, who has had six months' experience and who is qualified as a Senior Switchtender, will be assigned and will remain on such assignment for the life of the timetable, unless displaced by a senior employee who was working as a Senior Switchtender at the time the vacancy commenced.
6. Relief will be provided from the Yard Helpers' spare board on a first in, first out basis, by calling those employees qualified as Senior Switchtenders. Should the spare board be exhausted of such employees, the junior qualified Yard Helper will be used providing he has had eight hours off duty.
7. This Memorandum of Agreement shall remain in effect subject to sixty days' notice in writing from either party of its desire to cancel or revise same.

Signed at Edmonton, Alberta, this 31st day of May, 1971.

FOR THE COMPANY:

(Sgd) R.H. Menary
for Vice-President
Mountain Region

(Sgd) W.S. Mason
for Vice-President
Personnel & Labour Relations

FOR THE UNION:

(Sgd) H.R. Burnett
General Chairman

ADDENDUM NO. 7

Montreal, Quebec
15 February 1972

Mr. H.R. Burnett
General Chairman
United Transportation Union (T)
610 Broadway Avenue
Winnipeg, Manitoba
R3C 0W8

Dear Mr. Burnett:

This will confirm our understanding in regard to the Memorandum of Agreement signed today covering the training as locomotive engineers of certain employees represented by you, namely:

In the application of paragraphs 83.15 to 83.28 inclusive of Article 83, where the removal of a protected employee from the active working lists by a permanent promotion to a position as Locomotive Engineer has resulted in a helper position in a crew being discontinued at a yard, the return of such protected employee to the working lists shall result in one discontinued helper position being re-established at that yard. A promotion to a position of Locomotive Engineer shall be considered permanent when a protected employee has been assigned in that capacity for a period of ninety consecutive days.

Yours truly,

(Sgd)W.S. Mason
for Assistant Vice-President
Labour Relations

ADDENDUM NO. 8

April 21, 1972

Mr. H.R. Burnett
General Chairman
United Transportation Union
610 Broadway Avenue
Winnipeg 1, Manitoba

Dear Mr. Burnett:

This will confirm our discussion today respecting the problem that exists at Vancouver whereby trainmen on the spare board are not responding when called for service, and thereby thwarting the spirit and intent of the guarantee prescribed for their protection under the terms of the Agreement signed at Montreal, Quebec, August 4, 1969.

Hereafter a trainman on the spare board at Vancouver who misses a call during a checking period shall, for each calendar day on which a call is missed, have one hundred miles at the assistant conductor's through freight rate deducted from any amount he may otherwise be entitled to under the terms of the guarantee provided for in Clause 2 of the above-mentioned agreement. It is understood, of course, that 1433 miles specified in Clause 2 is for a ten-day checking period, and if a trainman is on the spare board for only a portion of a checking period, the guarantee shall apply on a proportionate basis for the portion of the checking period he is on the spare board.

Please confirm your concurrence to the foregoing by signing the attached copy of this letter in the space indicated below.

Yours truly,

Signatures not reproduced.

ADDENDUM NO. 9

APPLICATION OF HOURS OF SERVICE REGULATIONS

October-1998

Barry J. Henry General Chairperson

The following agreement is applicable at the home terminal only and is intended to conform to the intent of the Hours of Service Regulations. Should there be subsequent changes to the Hours of Service Regulations, the parties are committed to the resolution of any issues thereto.

1. In the application of the Hours of Service Regulations it is agreed that employees will be considered available provided they can comply with the requirements of Article 35.10 of Agreement 4.3.

Note: This will not preclude the calling of employees within the provisions of the collective agreements and requirements of the Hours of Service Regulations.

2. In the application of the Hours of Service Regulations an employee standing first out and otherwise available for service is not called, a penalty payment of \$70.00 will be payable for each time not used. Only one penalty payment will accrue for each ordering time. Such employees will retain their position on the working board and will not be called until they have had 6 hours off from completion of their last tour of duty.

Note: This last sentence may be modified to provide that employees will retain the opportunity to go to work within the first six hours, upon agreement between the CCROU General Chairperson and the proper officer of the company, with the understanding that the practice will be consistent in western Canada in either case.

3. The company will implement the necessary changes to auto-generate this payment, including, a notification process to affected employees, upon implementation.
4. Yard service will continue to be called as at present.

As agreed:

(SGD) B.J. Henry
General Chairperson

(SGD) J. Torchia
Director, Labour Relations

(SGD) M. Moroz
Manager, Workforce Strategies

ADDENDUM NO. 10

August 27, 1973
Our File: 8210-21

Mr. H.R. Burnett
General Chairman
United Transportation Union (T)
610 Broadway Avenue
Winnipeg, Man.

Dear Mr. Burnett:

On May 3, 1973, Mr. A.J Speare, General Chairman, B.L.E., in a letter to the Company requested that an understanding be reached on the application of the mileage regulation provisions when an engine service employee moves to or from a position of locomotive engineer. We understand you have received a copy of Mr. Speare's letter.

After reviewing Mr. Speare's request, we find that an inequity exists in the miles of an engine service employee upon promotion to a locomotive engineer. At present, when an ESB is promoted, he could find himself off for miles under the mileage regulations (Article 101 - B.L.E. collective agreement 1.2) if he had earned in excess of the maximum 3800 miles. Also when a locomotive engineer is demoted to an ESB, he could inflate his earnings while other train and yard service employees are limited in accordance with the applicable collective agreements.

Therefore, to overcome the inequity, we would suggest that the following understanding be implemented:

- (a)** When an engine service employee is promoted to a locomotive engineer's position, the employee's miles earned during that period will be decreased by 12%, i.e.,

Miles earned as ESB	
to date of promotion	- 3400 miles
Decrease of 12%	- 408 miles
Miles to be recorded	- 2992 miles

- (b)** When a locomotive engineer is demoted to an engine service employee, the employee's miles earned during that period will be increased by 12%, i.e.,

Miles earned as locomotive engineer	
to date of demotion	- 3600 miles
Increase of 12%	- 432 miles
Miles to be recorded	- 4032 miles

If you agree with the foregoing understanding, would you please so signify by signing this letter in the space provided and return two copies to this office.

This arrangement will be implemented when concurrence is also received from Mr. A.J. Speare, General Chairman, B.L.E., and you are so advised.

Yours truly,
(Sgd) W.S. Mason
for Assistant Vice-President, Labour Relations

I CONCUR:
(Sgd) H.R. Burnett
General Chairman

ADDENDUM NO. 11

CANADIAN NATIONAL RAILWAY COMPANY Prairie and Mountain Regions

MEMORANDUM OF UNDERSTANDING between the Canadian National Railway Company and the United Transportation Union respecting the application of the "NOTE" appended to Article 88.

It is understood:

- (1) When a yardman works in excess of ten straight time yard shifts in a two-week pay period, he will so notify his appropriate supervisor at the close of that period. Such yardman will be required to take the excess shift(s), or day(s), off from work as directed by the supervisor.
- (2) Notwithstanding the provisions of Articles 79 and 80 and paragraphs 90.2 to 90.5 of Article 90, a regularly assigned yardman, who is unable to accumulate ten shifts in a two-week pay period as a result of being displaced, will be permitted, in seniority order, to make up the shift(s) or day(s) lost, by working vacant yard assignments and extra yard assignments. He will work such vacant and/or extra yard assignments in preference to:
 - (a) sparemen; and
 - (b) regularly assigned yardmen referred to in paragraphs 80.2 and 80.5 of Article 80.
- (3) A yardman desiring to make up the shift(s), or day(s) lost pursuant to (2) above, will, at the close of the pay period, so notify his appropriate supervisor stating the shifts for which he will be available. A shift so worked will be paid at the straight time rate of pay and it shall not, directly or indirectly, form a basis for the payment of a tour of duty at the punitive rate of pay.
- (4) No part of this Memorandum of Understanding shall be used against the Company in any manner whatsoever as a basis for a grievance or time claim by or in behalf of any employee.
- (5) The appropriate Company supervisor and the Local Chairman will co-operate in the application of this Memorandum of Understanding.
- (6) The Memorandum of Understanding may be cancelled upon thirty days' notice in writing by either party to the other.

Signed at Montreal, Quebec, this 1st day of February, 1974.

Signatures not reproduced.

ADDENDUM NO. 12

CANADIAN NATIONAL RAILWAY COMPANY

Montreal, February 1, 1974

Mr. G.R. Ashman
General Chairman
United Transportation Union
Room 108
160 Eglinton Avenue East
Toronto 315, Ontario

Mr. H.R. Burnett
General Chairman
United Transportation Union
610 Broadway Avenue
Winnipeg, Manitoba
R3C OW8

Mr. P. LaRochelle
General Chairman
United Transportation Union
Rooms 108-109
978 St. Jean
Quebec 4, Quebec

Mr. G.E. McLellan
Asst. General Chairman
United Transportation Union
Room 108
160 Eglinton Avenue East
Toronto 315, Ontario

Gentlemen:

As you are aware, the Report of the Arbitrator dated January 16, 1974, pursuant to the Maintenance of Railway Operations Act, 1973, stipulates that when "Heritage Holiday" is established by law, it will be added to the list of holidays now provided for under the Master Agreements. The Report, in this respect, mentions Shopcrafts and Non-Ops employees.

This will confirm the understanding the Company gave you today that, when Heritage Holiday becomes effective for the above groups of employees, it will also be allowed to employees which you represent on CN.

Yours truly,

(Sgd) W.S. Mason
for Asst. Vice-President
Labour Relations

cc: Mr. G.C. Gale, Vice-President, U.T.U.
Mr. G.W. McDevitt, Vice-President, U.T.U.

ADDENDUM NO. 13

**CANADIAN NATIONAL RAILWAY COMPANY
Prairie and Mountain Regions**

MEMORANDUM OF AGREEMENT with respect to basis of granting annual vacations to Locomotive Engineers and Engine Service Employees, Prairie and Mountain Regions, who perform service in both occupational classifications during the preceding calendar year.

Effective January 1, 1974, it is agreed that employees who, in the application of seniority rules, are required to perform service, part as a Locomotive Engineer and part as a Conductor, Assistant Conductor or Yard Service Employee, will be allotted vacation period on a six-month basis; i.e., if the preponderance of work in the previous year was performed as a Conductor, Assistant Conductor or Yard Service Employee, the employee would be granted vacation date(s) on the appropriate Conductors', Assistant Conductors' or Yard Service Employees' vacation list; if the preponderance of work in the previous year was performed as a Locomotive Engineer, then the employee would be granted vacation date(s) on the Locomotive Engineers' vacation list.

Disputes from individual employees arising from this arrangement are to be settled by the proper Officer of the Company and the Local Chairman concerned.

The Memorandum of Agreement is subject to cancellation on 30 days' notice in writing from any of the signatories hereto.

Signed at Montreal, Quebec, this 14th day of February, 1974.

FOR THE COMPANY:

(Sgd) W.S. Mason
for Assistant Vice-President
Labour Relations

FOR THE EMPLOYEES:

(Sgd) A.J. Speare
General Chairman
Brotherhood of Locomotive Engineers

(Sgd) H.R. Burnett
General Chairman
United Transportation Union

ADDENDUM NO. 14

April 11, 1974

Mr. P. LaRochelle
General Chairman
United Transportation Union
Quebec City, Quebec

Mr. G.R. Ashman
General Chairman
United Transportation Union
Toronto, Ontario

Mr. H.R. Burnett
General Chairman
United Transportation Union
Winnipeg, Manitoba

Mr. G.E. McLellan
Asst. General Chairman
United Transportation Union
Toronto, Ontario

Gentlemen:

As you are aware, the calculation of compensation for vacation purposes is based on a percentage of the gross wages of an employee during the preceding calendar year. For purposes of reporting T-4 earnings, the calendar year has been defined as the dates encompassed by the regular 26 payroll periods. The difference between earnings as reported on T-4 slips and the earnings used for calculating vacation pay has been a source of confusion over the years. We are proposing, therefore, that, effective January 1, 1975, the calendar year's earnings for purposes of calculating vacation pay reflect gross wages as reported on T-4 earnings as "Total Earnings Before Deductions Less Taxable Allowances and Benefits". We believe this would benefit the employees in that they will be able readily to project their vacation pay entitlement. It will at the same time reduce the administrative burden on the Company.

If this arrangement is satisfactory to you, please indicate your concurrence by signing the five duplicates of this letter which are attached to Mr. LaRochelle's copy, in the space provided. We would then ask Mr. LaRochelle to kindly forward the five duplicates to Mr. Ashman for his signature, and likewise Mr. Ashman to Mr. McLellan and Mr. McLellan to Mr. Burnett for theirs, after which we would appreciate the return of the duplicates to this office.

If, on the other hand, you require further explanation, we would be prepared to do this at the meeting already scheduled for April 18.

Yours truly,

(Sgd) W.S. Mason
for Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) H.R. Burnett
General Chairman

(Sgd) G. Robt. Ashman
General Chairman

cc: Mr. G.C. Gale, Vice-President, U.T.U. Winnipeg, Manitoba

cc: Mr. G.W. McDevitt, Vice-President, U.T.U. Ottawa, Ontario

I CONCUR:

(Sgd) Paul LaRochelle
General Chairman

(Sgd) G.E. McLellan
Asst. General Chairman

ADDENDUM NO. 15

CANADIAN NATIONAL RAILWAY COMPANY Prairie Region

MEMORANDUM OF AGREEMENT between the United Transportation Union and the Canadian National Railway Company to provide for amendments to Article 99 of Agreement 4.3.

IT IS AGREED that effective 1 November 1976 the provisions of Article 99 are suspended as far as the Terminal of Winnipeg is concerned, and the following will be substituted in lieu thereof:

ARTICLE 99

Car Retarder Operators Employed in Hump Yards

99.1 In addition to this Article 99, the principles contained in the Articles listed hereunder will apply to Car Retarder Operators:

- Article 75 - Rates of Pay
- Article 76 - Shift Differential
- Article 78 - Rest
- Article 79 - Work Week
- Article 80 - Overtime
- Article 81 - Starting Time
- Article 89 - Displacement (Paragraph 89.2 only)
- Article 90 - Called and Cancelled for Spare Men
- Article 91 - Notice When Requesting Relief
- Article 104 - Paragraphs 104.2, 104.3 and 104.4 only
- Article 106 - Calling
- Article 109 - Discharged Employees Re-entering Service
- Article 110 - Seniority Lists
- Article 111 - Seniority and Promotion Districts
- Article 116 - Certificate of Service
- Article 117 - Discipline
- Article 119 - Expenses Away from Home
- Article 120 - Time Returns
- Article 121 - Grievance Procedure
- Article 123 - Held for Investigation or Company Business
- Article 124 - Attending Court
- Article 125 - Pay for Examinations
- Article 126 - Jury Duty
- Article 127 - Annual Vacations
- Article 128 - General Holidays
- Article 129 - Bereavement Leave
- Article 130 - Leave of Absence
- Article 131 - Resuming Duty After Leave of Absence
- Article 132 - Protection of Seniority
- Article 134 - Life Insurance Upon Retirement
- Article 135 - Benefit, Dental and Health Care Plans
- Article 139 - Material Changes in Working Conditions
- Article 140 - Appointing Yardmasters
- Article 141 - Interpretation of Agreement
- Article 142 - Manning; in case of work stoppages

99.2 Eight consecutive hours and time required for transfers will constitute a day's work for a car retarder operator. Overtime shall not commence until completion of a day's work.

99.3 Car retarder operators will be taken from the ranks of qualified yardmen working in yard or road service at the terminal (who have written the "A" book).

99.4 Bulletins will be posted in the usual manner calling for applicants to train for car retarder operator's positions.

99.5 In advance of placing in operation of new hump yard with automatic car retarders, a sufficient number of employees will be selected on a seniority basis to train as car retarder operators.

99.6 Applicants will be considered qualified on successful completion of the training period. If, during the training period, the Company determines that an applicant cannot qualify, training will be discontinued and the employee advised in writing the reason for his disqualification.

99.7 Employees initially selected and subsequent applicants for training will be compensated for each day spent in training at the rate of pay of the regular assignment held by bulletin, except that Road Conductors and Assistant Conductors will be paid Conductor's (Yard) and Yard Helper's rates respectively. Each trainee will receive a minimum of five (5) days of training. Following the training period they will qualify as per agreement.

99.8 Upon completion of training, applicants will be considered as on probation until they have completed 21 cumulative shifts as car retarder operators. If disqualified before completing 21 shifts, the reason for such disqualification will be given in writing. After completing 21 shifts as a car retarder operator, employees will not be disqualified without an investigation.

99.9 Subject to provisions of Article 99.8, qualified car retarder operators shall be designated "CRO" opposite their name on the yardmen's seniority list.

99.10 For the first 4 years that a new hump yard is in operation, positions of car retarder operators employed in such yard will be bulletined once a year, at the Spring change of timetable, and employees assigned to such position must remain in such classification until the following Spring timetable. Thereafter car retarder operator's positions will be bulletined twice a year, at the Spring and Fall changes of timetable, and employees assigned to such positions must remain in such classification until the following change of timetable. Employees who qualify subsequent to a change of card, and where there are vacant assignments they can hold, will be assigned and will be required to remain in such classification until the next change of timetable, unless displaced, or disqualified as per Article 99.8. An employee assigned to a Car Retarder Operator's position must give 30 days notice in writing to voluntarily vacate the assignment. The Company, may in its discretion, release such an employee from his position before the expiration of the 30-day period. Such employee will not again be permitted to make application for position of car retarder operator until the next change of timetable, unless otherwise agreed between an appropriate company officer and the General Chairman. The waiting period may be waived in the event there are no qualified car retarder operators available. A car retarder operator who accepts a promotion will not be deemed to have "voluntarily vacated" his assignment. However, a Car Retarder operator whose position is abolished may exercise his seniority with Paragraph 89.2 of Article 89.

99.11 If no applications are received for a bulletined car retarder operator's position, the junior qualified car retarder operator in yard service not working as such will be assigned.

99.12 Employees qualified as car retarder operators who at a change of timetable do not stand for a regular assignment as such, and employees who qualify subsequent to a change of timetable, will be required to protect spare work when fit and available and with the exception of those covered by Paragraphs 99.10 and 99.11 will only be permitted to exercise their seniority on permanent vacancies or newly created positions. For the purpose of this Article a newly created position would be a position not in existence at a change of timetable. Employees covered under this Paragraph would be permitted to exercise seniority over others in their own class. A car retarder operator who at change of timetable bids in all assignments as

such and who cannot hold same due to lack of seniority, shall not be deemed to have lost preference to such positions including temporary vacancies.

99.13 When a temporary vacancy occurs the junior car retarder operator in yard service not working as such whose starting time is the same as that of the vacancy to be filled, or if none available at the same time, the junior car retarder operator whose starting time is the closest thereto will be called and will be paid under the overtime rules. In the event that a vacancy can not be filled by qualified CRO's in yard service, the junior qualified CRO in road service will be called and must protect such vacancy.

99.14 Temporary vacancies of 3 days or less will be filled under Paragraph 99.13 for the first 3 days, and commencing on the fourth day will be filled by the senior assigned man desiring same. Should no applications be received for such vacancy, the junior car retarder operator in yard service not working as such will be assigned.

99.15 A car retarder operator filling a temporary vacancy will, if he desires any regular CRO assignment which may be bulletined while filling such temporary vacancy, bid for same and if assigned may, at his option, continue on the temporary vacancy until relieved.

99.16 A temporary vacancy occurs at the time a man is required to report for duty to replace a regularly assigned man, and ceases when the regularly assigned man declares that he is reporting to his assignment. An employee forced to protect such vacancy under Paragraph 99.13 and Paragraph 99.14, will upon completion of such temporary vacancy, return to his former assignment.

99.17 Where a regularly assigned car retarder operator vacates his assignment to take his vacation or because he had been granted leave of absence and it is known that the vacancy will exist for more than 3 working days, such temporary vacancy will be filled by the senior assigned car retarder operator who desires same, unless the vacancy is subsequently desired by a regularly assigned car retarder operator who is senior and who is off duty at the time the vacancy occurred. Should no applications be received for such vacancy the junior car retarder operator not working as such will be assigned.

99.18 A permanent vacancy or a newly created position will be bulletined for a period of 5 days and the senior qualified applicant assigned. Where no applications are received, the position will be filled by the junior car retarder operator in yard service not working as such, who will be assigned.

99.19 Employees bidding on regular assignments bulletined under this Article will make proper application to the proper authority and file a copy of such application with the Local Chairman. Such application may not be withdrawn or cancelled after the expiration of the bulletin.

99.20 An employee on vacation or leave of absence during the whole time a position covered by this Article is bulletined, may prior to resuming duty, exercise his seniority to any such position.

99.21 A qualified car retarder operator who does not bid in assignments at a change of timetable and who fails to protect a vacancy when he is fit and available for duty will forfeit all right to work as a car retarder operator until the next change of timetable. Employees qualified as car retarder operators who forfeit their right to work in two successive timetable changes will have their names removed from the list of car retarder operators and will not be allowed to work as such until they requalify as car retarder operators and will do so on their own time, unless otherwise agreed between an appropriate Officer of the Company and the General Chairman.

99.22 Car Retarder Operators will co-operate in keeping office or tower rooms in which they work clean and neat.

99.23 A Car Retarder Operator will be allowed 20 minutes for lunch during his tour of duty, to be taken when operation requirements permit and without deduction in pay.

This Memorandum of Agreement shall thereafter be subject to thirty (30) days' written notice from either party of its desire to revise it.

Signed at Winnipeg, Manitoba, this 23rd day of November 1976.

FOR THE COMPANY:

FOR THE UNION:

Signatures not reproduced.

ADDENDUM NO. 16

MEMORANDUM OF AGREEMENT between THE CANADIAN NATIONAL RAILWAY COMPANY and THE UNITED TRANSPORTATION UNION (T)

With respect to the terms and conditions applicable to employees represented by the United Transportation Union (T), and governed by Agreement 4.3 when trains are operated thru Fort Frances, Ontario, and delivered to or picked up from the Duluth, Winnipeg and Pacific Railway at Ranier, Minnesota.

IT IS AGREED that the following terms and conditions are applicable when trains are operated thru Fort Frances, Ontario, and delivered to or picked up from the Duluth, Winnipeg and Pacific Railway at Ranier, Minnesota.

Section I - Rules and Conditions

1. Through trains to or from the Duluth, Winnipeg and Pacific Railway will be delivered to or picked up at Ranier, Minnesota, by Canadian National Railway road crews.
2. Trains originating at Fort Frances destined to the D.W. & P. Railway at Ranier which are handled by D.W. & P. crews in interdivisional service and interdivisional trains terminated by D.W. & P. crews at Ranier, Minnesota, which are destined for Fort Frances will be handled by Canadian National Railway yard crews.
3.
 - (a) Canadian National Railway road and yard crews who deliver trains to or pick up from Ranier, Minnesota, are not permitted to perform any switching, spotting, or setting out of bad order cars at that point.
 - (b) Bad order cars, hold cars, shifted loads that are set off by D.W. & P. crews for return to Fort Frances, Ontario, will be handled by CN crews.
 - (c) Canadian National Railway road crews ordered at Rainy River to operate Rainy River - Fort Frances via Ranier, Minnesota, will return their caboose and locomotive(s) to Fort Frances, if required.
4. Subject to the provisions of the Letter of Understanding dated 29 October 1976 and attached hereto as Appendix "A", D.W. & P. crews who operate trains other than those in "interdivisional service" as referred to in paragraph 2 of this Section I, retain the right to terminate trains in Fort Frances, Ontario, without claim by Canadian National crews to that portion of work between Ranier, Minnesota, and Fort Frances, Ontario, or return.
5. The provisions of Article 24 of Agreement 4.3 will apply to Canadian National through freight crews operating in turnaround service Rainy River - Rainy River via Ranier when the train arrives at Mile 90.2, West Switch, Fort Frances yard, until departure from such point.
- 6.(a)
 - (i) Canadian National crews who deliver trains to the D.W. & P. at Ranier, Minnesota, and are terminated there will be paid in accord with Articles 14 and 24 of Agreement 4.3. When crews are tied up at Fort Frances after delivering their train to the D.W. & P. at Ranier, Minnesota, they will be considered as on detention until arrival at the Yard Office, Fort Frances, Ontario.
 - (ii) Canadian National crews who commence a tour of duty at Ranier, Minnesota, to operate between Ranier and Rainy River will be considered on detention until the train passes Mile

90.2, West Switch, Fort Frances Yard and will be paid in accord with Article 14, of Agreement 4.3.

6.(b)

- (i) When Canadian National crews are deadheaded to or from Ranier, Minnesota, the Company may direct the route in which the crew shall deadhead -i.e., Ranier - Rainy River via Fort Frances, Ontario, Ranier - Rainy River via Baudette, Minnesota, or Rainy River - Ranier via Fort Frances, Rainy River Ranier via Baudette, Minnesota.
- (ii) Canadian National crews who are deadheaded after delivering a train to Ranier, Minnesota, to Rainy River, Ontario, via Fort Frances, will be considered on detention between Ranier and Fort Frances Yard Office.
- (iii) A Canadian National crews deadheaded from Rainy River, Ontario, to Ranier, Minnesota, via Fort Frances to pick up a train at Ranier, Minnesota, shall be considered on detention between Fort Frances Yard Office and Ranier, Minnesota.

- 7. Subject to the limitations set out in Paragraph 2 and 3 of this Section I, the switching limits of Fort Frances Yard are extended from Duluth Junction to Ranier, Minnesota.
- 8. If it becomes necessary to tie Canadian National road crews up after delivering their train to the D.W. & P. at Ranier, Minnesota, the Company will supply transportation to and from hotel/motel accommodation at Ranier and/or the immediate vicinity thereof. If transportation is not available within thirty (30) minutes following the time the crew is released from duty, all time in excess of the thirty (30) minutes waiting transportation will be paid at the pro rata rate of the service last performed until transportation is provided.

Section II Relocation Benefits

- 1. The employees listed in Appendix "B", attached hereto, who work at Fort Frances, Ontario, as of 1 November 1976, who maintain a residence at that location and are qualified in accord with Article 139 - "Material Change in Working Conditions" will be personally interviewed and the provisions of Article 139 - explained.
- 2.
 - (a) The interviews will be conducted by a Company officer and the General Chairman and/or his representative.
 - (b) After the interview, each Yardman will, within fifteen (15) days, advise the proper officer (Trainmaster - Fort Frances) of the Company and the General Chairman in writing of his intentions.
 - (c) A "qualified" employee who elects to relocate (limited to the number of Yardmasters and Yardmen reduced as a result of abolishment of Yard assignments) to another terminal will be entitled to the benefits as provided by paragraph 139.2 of Article 139 or if he elects to commute to the new location, he may opt for the monthly commuting allowance as provided for in Clause (i) paragraph 139.2, Article 139.

Section III

This Memorandum of Agreement is pursuant to our letter dated 2 June 1976 issued in accord with Article 139, Agreement 4.3, and is in full and final settlement of all matters pertaining to the operation of trains thru Fort Frances, Ontario, and delivered to or picked up from the Duluth, Winnipeg and Pacific Railway at Ranier, Minnesota, and shall be effective 1 November 1976.

Signed at Winnipeg, Manitoba this 2nd day of December 1976.

FOR THE COMPANY:

(Sgd) J.D. Hedley
for Regional Vice-President
Prairie Region

(Sgd) D.C. Fraleigh
for Vice-President
Industrial Relations
and Organization

FOR THE UNION:

(Sgd) H.R. Burnett
General Chairman

APPENDIX "A"

29 October 1976

Files:R8300-377-(1)
R8300-377-(2)

Mr. H.R. Burnett
General Chairman
United Transportation Union (T)
610 Broadway Avenue
Winnipeg, Manitoba
R3C 0W8

Dear Mr. Burnett:

During the negotiations on the changes to the operation of trains through Fort Frances and delivered to or picked up from the D.W. & P. Railway at Ranier, Minnesota, a question was raised as to who would perform the work (snow plow, work train, etc.) between Fort Frances and the bridge (Canadian - U.S. border).

In the past, this work (whether snow plow, work train, etc.) has traditionally been performed by CN crews between Fort Frances Yard and the bridge with the remainder being performed by D.W. & P. crews (bridge to Ranier, Minnesota).

This will confirm that the work that was traditionally performed by CN crews (Fort Frances to the bridge) will continue to be performed in the manner as outlined above.

If the above accurately reflects the understanding reached, would you please sign the second copy of this letter and return.

Yours truly,

for: R.J. Hanson
Vice-President

I CONCUR:

(Sgd) H.R. Burnett
General Chairman
United Transportation Union (T)

APPENDIX "B"

Yardmasters & Yardmen

Borger, P.
Brunetta, A.F.
Gawryluk, A.
Grynoi, N.
Gustafson, R.E.
Kawulia, M.B.
King, D.W.
La Forest, M.
Lindberg, L.G.
Riddick, T.A.
Shaw, G.C.
Sigurdson, G.A.
Tremblay, W.L.

ADDENDUM NO. 17

April 27, 1978

Mr. H.R. Burnett
General Chairman
United Transportation Union
610 Broadway Avenue
Winnipeg, Manitoba R3C 0W8

Dear Sir:

During the recent round of negotiations, you requested that the Company clarify what payment an employee would receive if he had to lose time in order to undergo a medical examination.

During our discussions, you referred to instances where employees required to undergo periodic medical examinations cannot do so without losing time because their off-duty hours do not correspond with the business hours of the medical examination facilities. An example cited was that of an employee assigned to a day shift in yard service with Saturday and Sunday as days off who has to undergo his periodic medical examination at a CN Medical Clinic. Because of the business hours of the clinic, such employee might have to lose time in order to undergo the examination.

The Company advised you that wherever practicable an employee should take his periodic medical examination during his off-duty hours and in such cases the provisions of Article 125 of Agreement 4.3 would apply.

However, the Company agreed that in situations where this could not be done, then an employee required to undergo a periodic medical examination on proper authority from the Company during on-duty hours will be paid pursuant to the provisions of Article 123 of Agreement 4.3.

During these discussions you also raised a situation where an employee, while in service, may be required by the Company to undergo medical examinations at other than the prescribed intervals for periodic medical examinations. An example cited related to an individual who, as a result of a diagnosis during a periodic medical examination, is required by the Company to undergo a medical examination at more frequent intervals.

The Company stated that in such cases, an employee required to undergo such examination under proper authority from the Company during on-duty hours will be paid as outlined above.

The Company further agreed that any employee who is required to travel away from his home terminal to undergo medical examination with the proper authority of Company officers will be allowed actual reasonable expenses under the principle of paragraph 123.4 of Agreement 4.3 whether or not he loses time.

Yours truly,
(Sgd) D.C. Fraleigh
for Assistant Vice-President
Labour Relations

cc: Messrs.D.W. Blair, Vice-President, Moncton
Y.H. Masse, Vice-President, Montreal
A.R. Williams, Vice-President, Toronto
R.J. Hansen, Vice-President, Winnipeg
C.F. Armstrong, Vice-President, Edmonton

cc: Mr. P. Vaughan - Director of Medical Services, Montreal
cc: Mr. R.A. Walker - Chief of Transportation, Montreal

ADDENDUM NO. 18

**CANADIAN NATIONAL RAILWAY COMPANY
Prairie and Mountain Regions**

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the United Transportation Union with respect to the conditions which will apply to employees who are required to undertake the Company's training course for qualification and promotion to conductor.

IT IS AGREED that, effective June 1, 1978, the Memorandum of Agreement signed at Edmonton, Alberta, May 26, 1975, as amended, with respect to the conditions which apply to employees who are required to undertake the Company's training course for qualification and promotion to conductor or yard foreman is cancelled and the following is substituted therefor:

1. In the application of Article 45 - Promotion, of Agreement 4.3, assistant conductors will first be qualified as conductor in freight service and will upon successful completion of the Company's training course for qualification and promotion to freight conductor be considered as qualified in such service.
2. Within six months following qualification as freight conductor, employees located at terminals where passenger crews are headquartered will be required to undertake the Company's training program for qualification as passenger conductor. Employees located at terminals where passenger crews are **not** headquartered may be required by the Company to undertake training under the provisions of this Item 2.
3. In the application of Items 1 and 2 hereof, the provisions of paragraph 45.8 of Article 45 will apply with the understanding that the "second examination" referred to in paragraph 45.8 will apply only to that portion of the respective training program which the employee failed to pass.
4. The Company's training course for qualification and promotion to passenger conductor as referred to in Item 2 hereof will include two trial road trips in passenger service. The purpose of such trial trips is to provide the employee with the opportunity to gain experience as a conductor in passenger service under the direction of an assigned passenger conductor. Arrangements for such trips will take into consideration their purpose and will be arranged between the appropriate Company officer and the employee. While on such trial trips, the employee will be paid the all-inclusive training rate provided in Item 7 hereof pro rated on a daily basis.
5. Employees qualified as freight conductor under the provisions of Item 1 hereof and who are not stationed at a terminal where passenger crews are headquartered will be required to qualify as passenger conductor within four weeks following transfer to a location where passenger crews are headquartered.
6. An employee qualified, under Item 1 hereof and who has not yet qualified under Item 2 hereof, may be required to work as a conductor in passenger service if there are no other qualified conductors available for such service due regard being had to the "manning" provisions of Agreement 4.3.
7. During the period of time an employee is assigned to the Company's training course, he will be paid therefor at the all-inclusive rate per 40-hour week of:

	EFFECTIVE		
23-Jul-19	23-Jul-20	23-Jul-21	
\$	\$	\$	
1,349.04	1,382.77	1,424.25	

If the course is extended by the Company beyond 40 hours in any one week, or by any part of a week, he will be paid for such excess time at the pro rata hourly rate.

8. He will be allowed reasonable transportation expenses to and from the point where the training course is conducted provided such course is conducted at a location other than the employee's normal place of residence.
9. Away-from-home accommodation will be provided if the employee is unable to return home daily.
10. Employees who are provided away-from-home accommodation will be allowed meal expenses pursuant to article 119, when such are not provided by the Company or at Company expense, if employees are at a point other than their normal place of residence or work.
11. An employee who is required to lose a tour or tours of duty in order to travel between his normal place of residence and the location of the training course at the beginning and/or at the end of the course, will be paid a basic day at the straight time rate applicable to the class of service last performed for each tour of duty so lost.
12. In lieu of the provisions of the collective agreement with respect to general holidays he will be allowed an additional sum of money equal to one-fifth of the all-inclusive rate referred to in Item 7 for each general holiday which falls during the period of time he is assigned to the Company's training course.

Signed at Montreal, Quebec, this 9th day of May, 1978.

FOR THE COMPANY:

(Sgd) D.C. Fraleigh
for Assistant Vice-President
Labour Relations

FOR THE UNION:

(Sgd) H.R. Burnett
General Chairman

ADDENDUM NO. 19

**CANADIAN NATIONAL RAILWAY COMPANY
Prairie and Mountain Regions**

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the United Transportation Union.

IT IS AGREED that, effective June 1, 1978, the following conditions will apply with respect to qualified conductors who undertake "refresher training" under the Company's training program for passenger conductors.

1. Employees qualified as conductor prior to June 1, 1978 may be selected on a voluntary basis for "refresher training". The selection of such employees will be from terminals where passenger crews are headquartered.
2. During the period of time an employee is assigned to the Company's training course, he will be paid therefore at the all-inclusive rate per 40-hour week of:

	EFFECTIVE		
23-Jul-19	23-Jul-20	23-Jul-21	
\$	\$	\$	
1,480.99	1,518.02	1,563.56	

If the course is extended by the Company beyond 40 hours in any one week, or by any part of a week, he will be paid for such excess time at the pro rata hourly rate.

3. He will be allowed reasonable transportation expenses to and from the point where the training course is conducted provided such course is conducted at a location other than the employee's normal place of residence.
4. Away-from-home accommodation will be provided if the employee is unable to return home daily.
5. Employees who are provided away-from-home accommodation will be allowed meal expenses pursuant to article 119, when such are not provided by the Company or at Company expense, if employees are at a point other than their normal place of residence or work.
6. An employee who is required to lose a tour or tours of duty in order to travel between his normal place of residence and the location of the training course at the beginning and/or at the end of the course, will be paid a basic day at the straight time rate applicable to the class of service last performed for each tour of duty so lost.
7. In lieu of the provisions of the collective agreement with respect to general holidays he will be allowed an additional sum of money equal to one-fifth of the all-inclusive rate referred to in Item 2 for each general holiday which falls during the period of time he is assigned to the Company's training course.

Signed at Montreal, Quebec, this 9th day of May, 1978.

FOR THE COMPANY:

(Sgd) D.C. Fraleigh
for Assistant Vice-President Labour Relations

FOR THE UNION:

(Sgd) H.R. Burnett
General Chairman

ADDENDUM NO. 20

**CANADIAN NATIONAL RAILWAY COMPANY
Prairie and Mountain Regions**

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the United Transportation Union.

IT IS AGREED that effective June 1, 1978, the following conditions will apply with respect to employees who are required to undertake the Company's training course for qualification and promotion to yard foreman.

1. During the period of time an employee is assigned to the Company's training course, he will be paid therefore at the all-inclusive rate per 40-hour week of:

	EFFECTIVE		
23-Jul-19	23-Jul-20	23-Jul-21	
\$	\$	\$	
1,349.04	1,382.77	1,424.25	

If the course is extended by the Company beyond 40 hours in any one week, or by any part of a week, he will be paid for such excess time at the pro rata hourly rate.

2. He will be allowed reasonable transportation expenses to and from the point where the training course is conducted provided such course is conducted at a location other than the employee's normal place of residence.
3. Away-from-home accommodation will be provided if the employee is unable to return home daily.
4. Employees who are provided away-from-home accommodation will be allowed meal expenses pursuant to article 119, when such are not provided by the Company or at Company expense, if employees are at a point other than their normal place of residence or work.
5. An employee who is required to lose a tour or tours of duty in order to travel between his normal place of residence and the location of the training course at the beginning and/or at the end of the course, will be paid a basic day at the straight time rate applicable to the class of service last performed for each tour of duty so lost.
6. In lieu of the provisions of the collective agreement with respect to general holidays, he will be allowed an additional sum of money equal to one-fifth of the all-inclusive rate referred to in Item 1 for each general holiday which falls during the period of time he is assigned to the Company's training course.

Signed at Montreal, Quebec, this 9th day of May, 1978.

FOR THE COMPANY:

(Sgd) D.C. Fraleigh
For Assistant Vice-President
Labour Relations

FOR THE UNION:

(Sgd.) H.R. Burnett
General Chairman

ADDENDUM NO. 21

PERSONAL LEAVE

Toronto, Ontario, May 13, 2001

G. Halle CCROU Chairman
W.G. Scarrow CCROU Vice-Chairperson

Gentlemen:

During this round of negotiations the Council expressed significant concern about the issue of attaining personal leave. Although there were examples of past occurrences raised, pertaining to pre-planned significant personal events; the Council also focused on examples of employees who were in genuine need for time off to attend to personal matters.

The Company acknowledged that for such pre-planned events, time off without pay will be granted, provided employees give at least two weeks prior notice.

In so far as time off for other requests of a leave of absence, which may intermittently occur, the Parties acknowledge that it would be incumbent to ascertain that the granting of such leave would not impact the operation to such an extent that the timely movement of trains/ traffic would be jeopardized.

Prior to denying a legitimate and timely request for any leave of absence the local Company Officer and appropriate Local Union Officer will review arrangements to try to accommodate such time off.

Yours truly,

(Sgd) R.J. Dixon
Vice-President Labour Relations and
Employment Legislation

ADDENDUM NO. 22

TRAINING

October 1, 2010

Bryan Boechler
General Chairperson - TCRC-CTY
Teamsters Canada Rail Conference
White mud Business Park
9622 - 42 Avenue, Suite 300, Bldg, No.2
Edmonton, Alberta T6E 5Y4

John Holliday
General Chairperson - TCRC-CTY
Teamsters Canada Rail Conference
3394 William Avenue
North Vancouver, B.C.
V7K 2V6

James Robbins
General Chairperson - TCRC-CTY
Teamsters Canada Rail Conference
4 - 842 Upper Canada Drive
Sarnia, Ontario
N7W 1A4

Daniel Joannette
General Chairperson - TCRC-CTY
Teamsters Canada Rail Conference
1026 St Jean Street, Suite 200
Quebec, Qc
G1R 1R7

Subject: Training

Gentlemen:

During the negotiations for the renewal of collective agreements 4.16, 4.3 and the agreement covering employees on the former BCR territory, the company and the union expressed concerns regarding conductors' training and qualifications.

In order to address these concerns, the parties have agreed to meet during the closed period to review and update, where necessary, the provisions of the collective agreements related to the qualifications and training for newly-hired conductors.

I trust the foregoing reflects our understanding.

Yours truly,

(Sgd) K. A. Madigan
Vice President, Human Resources

ADDENDUM NO. 23

**CANADIAN NATIONAL RAILWAY COMPANY
Prairie and Mountain Regions**

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the United Transportation Union with respect to a trainer allowance to Conductors, Yard Foremen and Car Retarder Operators who are required to provide on-the-job training to employees training as Conductor, Yard Foreman or Car Retarder Operator on the Prairie and Mountain Regions.

IT IS AGREED that effective May 25, 1979 the Memorandum of Agreement signed at Edmonton, Alberta, May 26, 1975 with respect to a trainer allowance to Conductors, Yard Foremen and Car Retarder Operators who are required to provide on-the-job training to employees training as Conductor, Yard Foreman and Car Retarder Operator is cancelled and the following is substituted therefor:

A Conductor, Yard Foreman or Car Retarder Operator who, during a shift or tour of duty, is required by the Company to provide on-the-job training to an employee in training as Conductor, Yard Foreman or Car Retarder Operator will be paid the following allowance for such shift or tour of duty in addition to his other earnings:

	EFFECTIVE		
	23-Jul-19	23-Jul-20	23-Jul-21
	\$	\$	\$
	46.98	48.15	49.59

*Conductors and Yard Foremen will not be required to provide on the job training to more than one employee or more than one trainee at a time.

The training provided may consist of such activities as giving advice, counsel and supervision as required to ensure a safe and efficient operation; assisting the trainee in improving his skill and competence; the completion of progress reports as necessary.

Signed at Montreal, Quebec, this 23rd day of May, 1979.

FOR THE COMPANY:

(Sgd) S.T. Cooke
Assistant Vice-President
Labour Relations

FOR THE UNION:

(Sgd) L.H. Manchester
General Chairman

*As amended by the Memorandum of Agreement dated October 1, 1992.

ADDENDUM NO. 24

**CANADIAN NATIONAL RAILWAY COMPANY
Prairie and Mountain Regions**

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the United Transportation Union with respect to a trainer allowance to a conductor or yard foreman who during a shift or tour of duty provides on-the-job training to individuals on trial trips while in training as a new assistant conductor or yard helper.

IT IS AGREED that effective May 25, 1979 the Memorandum of Agreement signed at Montreal, Quebec April 27, 1978, with respect to a trainer allowance to a conductor or yard foreman who during a shift or tour of duty provides on-the-job training to individuals on trial trips while in training as a new assistant conductor or yard service employee is cancelled and the following is substituted therefor:

A conductor or yard foreman who, during a shift or tour of duty, provides on-the-job training to individuals on trial trips while in training as a new assistant conductors or yard service employee, as the case may be, will be paid the following allowance for such shift or tour of duty in addition to his other earnings,

EFFECTIVE		
23-Jul-19	23-Jul-20	123-Jul-21
\$	\$	\$
46.98	48.15	49.59

*Conductors and Yard Foremen will not be required to provide on the job training to more than one employee or more than one trainee at a time.

The training provided may consist of such activities as giving advice, counsel and supervision as required to ensure a safe and efficient operation; assisting the trainees in improving their skill and competence; the completion of progress reports as necessary.

Signed at Montreal, Quebec, this 23rd of May, 1979.

FOR THE COMPANY:

(Sgd) S.T. Cooke
Assistant Vice-President
Labour Relations

FOR THE UNION:

(Sgd) L.H. Manchester
General Chairman

*As amended by the Memorandum of Agreement dated October 1, 1992.

ADDENDUM NO. 25

February 13, 1998

Mr. B.J. Henry
General Chairperson
Canadian Council of Railway
Operating Unions
Edmonton, Alberta

Dear Mr. Henry

During national negotiations which culminated in the signing of the Memorandum of Settlement concerning Agreement 4.3 on February 13, 1998 it was agreed that we would provide you with a letter clarifying the intent of the agreement insofar as work required by train service employees upon arrival at the final terminal of their trip where yard engines are on duty.

During our discussions on the matter you confirmed that the Union was not seeking to change the accepted practice whereby the appropriate Company officer in charge of the operation of a terminal would designate the track on which a train is to be yarded. Your concern was that in some operations Company officers were instructing train service employees to marshall cars on arrival at terminals where yard engines are on duty.

The Company informed you that where yard engines are on duty, if employees in road service are instructed to yard their train in a particular track at a terminal and such track will not hold the entire train, they will double over surplus cars or a designated cut of cars to another yard track. In cases of yard congestion where there is insufficient room to double over all cars to one track it will be necessary to double over to more than one track, in the manner described above, to effectively yard the train. In order to meet operational requirements, employees in road service may be instructed to double over a designated cut of cars on their train to other tracks. Employees (including those working in a conductor only operation) required to double over designated cuts of cars will be paid 12 and 1/2 miles in addition to all other earnings for the tour of duty.

Except as provided in the foregoing paragraph, employees will not be required to marshall trains upon arrival at terminals (e.g., setting over 10 cars for one destination to one track, and 10 cars for another destination to another track).

We believe that generally speaking line officers are arranging work on arrival at terminals where yard engines are on duty along the foregoing lines. However we hope that the above clarification will clear up any misunderstandings in this regard.

Yours truly,

(Sgd) D.W. Coughlin
For: Assistant Vice-President
Labour Relations

ADDENDUM NO. 26

August 1, 1980
File: 8304-2

Mr. L.H. Manchester
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Dear Mr. Manchester:

We wish to confirm our recent discussions respecting the establishment of a guarantee for the road service spareboard at Grande Prairie.

You will appreciate that the nature of railway operations and traffic fluctuations at some locations, especially smaller terminals, make it very difficult to maintain an adequate relief capability for road service. When traffic levels are high, spareboards can be manned at a level sufficient to ensure a satisfactory relief capability together with a reasonable income level to meet an employee's needs and expectations. However, when traffic levels decline or are erratic, employees are faced with a layoff (which could involve relocating in the exercise of seniority) or at best a situation where earnings become uncertain.

In an effort to improve the situation to the mutual benefit of the Company and the employees, it was agreed that a guaranteed spareboard would be established at Grande Prairie subject to the conditions contained in this letter.

1. When the guaranteed spareboard is to be implemented, the Company will give at least 10 days prior notice to the Local Chairman. During the period that the guaranteed spareboard is in effect, paragraph 41.2 of Agreement 4.3 will be suspended.
2. An employee assigned to the road service spareboard who is available for duty for an entire calendar month will be guaranteed, for such a month, the equivalent of the miles set forth below at the assistant conductor's minimum through freight rate of pay:

month of February	- 2800 miles
all other months	- 3000 miles

 - (i) The guarantee will be reduced by the equivalent of 100 miles at the assistant conductor's through freight rate of pay for each calendar day or portion thereof on which the employee is not available for duty and for each call missed.
 - (ii) An employee on the spareboard who, while standing first out, misses a two-hour call on more than four occasions in a calendar month, will not be entitled to any guarantee under this provision unless the calls missed were for reasons satisfactory to the proper officer of the Company.
 - (iii) An employee on the spareboard who books rest in excess of 14 hours will have his guarantee reduced in accordance with the provisions of sub-paragraph (i) above except that an employee on a spareboard who has been on a tour of duty away from his home terminal in excess of 24 hours, calculated from the time he reports for duty at his home terminal until he is released from duty upon return to his home terminal, will have his guarantee reduced only if he books in excess of 16 hours rest.

- (iv) An employee entitled to the guarantee under the provisions of this letter who is assigned to the spareboard for only a portion of a month will be paid his full proportion of the guarantee pro rated according to the number of days the employee was on the spareboard as related to the number of days in the month.
3. In the calculation of guarantee payments provided under the provisions of this letter, all compensation paid to the employee under Agreements 4.3 and 4.2, as well as compensation paid as a Locomotive Engineer during the month or portion of the month that the employee is assigned to the spareboard will be used to offset any such guarantee payments. Compensation earned outside the period of time the employee is assigned to the spareboard will not be used to offset the guarantee payments.
 4. Subject to the requirements of the service and the provisions in this letter, the Company will regulate the number of employees on the spareboard in accordance with its operational requirements. When the spareboard is regulated in accordance with the preceding sentence the Local Chairman or his delegate will be notified of the particulars at the time of regulation.
 5. The provisions of this letter will not be construed to mean that the earnings specified are the maximum which assistant conductors will be permitted to make.
 6. The provisions of this letter shall remain in effect subject to 60 days notice in writing from either party to the other of its desire to cancel or revise same.

Please confirm your agreement to the foregoing by signing the attached copies of this letter in the space provided and return them to the undersigned.

Yours very truly,

(Sgd) Ray St. Pierre

For R.A. Walker
Vice-President

I AGREE:

(Sgd) L.H. Manchester

General Chairman
United Transportation Union

ADDENDUM NO. 27

CANADIAN NATIONAL RAILWAY COMPANY Mountain Region

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the United Transportation Union with respect to the integration of certain employees of the former Northern Alberta Railways Company (N.A.R.) with those of the Mountain Region of C.N. Rail.

SENIORITY AND PROMOTION DISTRICT

1. The seniority territory for Trainmen and Yardmen of the former Northern Alberta Railways Company shall become part of the Seniority and Promotion District which is described in Article 111 of Agreement 4.3. The following subdivisions shall be added to those listed in Article 111:

Barrhead	Slave Lake
Grande Prairie	Smoky
Lac La Biche	Waterways
Peave River	Westlock

SENIORITY LISTS

2. The names of employees who, on January 1, 1981 (Appendices 1 and 2), hold seniority as a Conductor or Assistant Conductor under the terms of Agreement 4.23 (hereinafter referred to as N.A.R. employees) shall be added, in seniority order, to the bottom of the respective seniority lists for such classifications under Agreement 4.3. Such N.A.R. employees shall be accorded a seniority date on such seniority lists as of January 1, 1981.
3. The names of N.A.R. employees who hold seniority as Assistant Conductors under the terms of Agreement 4.23 shall also be added, in seniority order, to the bottom of the seniority list for Yard Helpers under Agreement 4.3. Such N.A.R. employees shall be accorded a seniority date on that seniority list as of January 1, 1981.
4. The names of N.A.R. employees who hold seniority as Conductors under the terms of Agreement 4.23 shall also be added, in seniority order, to the bottom of the seniority list for Yard Foremen under Agreement 4.3. Such N.A.R. employees shall be accorded a seniority date on that seniority list as of January 1, 1981.

PREFERENCE RIGHTS

5. N.A.R. employees who maintain a continuous employee relationship with the Company shall have preference, in seniority order, over other employees covered by Agreement 4.3 in the filling of positions which become available to them, which are filled by the exercise of seniority and which are identified herein as protected N.A.R. positions.
6. The preference rights provided in this document shall apply only to seniority covered by Clauses 2, 3 and 4 above.

REGULAR ASSIGNMENTS - FORMER N.A.R. TRACKAGE

7. When the preponderance of the distance to be travelled by a regular assignment is anticipated to be on former N.A.R. trackage, the positions on such assignment shall be considered protected N.A.R. positions. This clause shall not apply to yard service in Edmonton Terminal.

EDMONTON TERMINAL

8. The Superintendent of the Edmonton Terminal Division and the General Chairman of the Union shall identify one yard assignment in the Edmonton Terminal on which the Yardmen's positions shall be considered protected N.A.R. positions. It is understood that the parties may, from time to time, change the assignment to be identified under this clause.
9. A separate pool, to be known as the "N.A.R. Pool", shall be established to operate from the Edmonton Terminal for the purpose of permitting N.A.R. employees an opportunity to exercise their preference under Clauses 5 and 6 above. Positions in such pool shall be considered protected N.A.R. positions. The service to be performed by the N.A.R. Pool shall be limited to tours of duty in unassigned road service where the preponderance of the distance to be travelled is anticipated to be on former N.A.R. trackage. The N.A.R. Pool shall be maintained for the period that it is required to accomplish the above-mentioned purpose. Should the N.A.R. Pool, at any time, operate with no N.A.R. employees assigned to it for a continuous period of nine months, the Company may thereafter discontinue the N.A.R. Pool subject to the concurrence of the General Chairman of the Union.
10. A separate spare board to be known as the "N.A.R. Spare board" shall be established to operate from the Edmonton Terminal for the purpose of permitting N.A.R. employees an opportunity to exercise their preference under Clauses 5 and 6 above. Positions on such spare board shall be considered protected N.A.R. positions. The service to be performed by the N.A.R. Spare board shall be limited to providing relief on protected N.A.R. positions in road service which are covered by Clauses 7 and 9 above and shall be that which is identified as spare board work under the terms of Agreement 4.3.
11. Entitlement to positions on the N.A.R. Spare board shall be limited to N.A.R. employees who are assigned to the Edmonton Terminal and who have insufficient seniority to hold a position on a regular assignment covered by Clause 7 above, the yard assignment covered by Clause 8 above or the N.A.R. Pool covered by Clause 9 above. When such an employee has sufficient seniority to hold such a position on a regular basis he shall be required to leave the N.A.R. Spare board.
12. When there are no N.A.R. employees available on the N.A.R. Spare board to protect service assigned to that spare board, Trainmen from the C.N. East-End Spare board shall be called. When the N.A.R. Spare board is suspended or discontinued due to there being no N.A.R. employees with positions on it, the service covered by that spare board shall be performed by the C.N. East-End Spare board.

McLENNAN

13. All positions in unassigned pool service and on the spare board at McLennan shall be considered protected N.A.R. positions.

GRANDE PRAIRIE

14. In freight service operating between Grande Prairie and Dawson Creek the positions in one train crew shall be considered protected N.A.R. positions. If more than one train crew is operating on a regular basis on such trains, the crew to be covered by this clause shall be identified by the General Chairman of the Union and the proper officer of the Company.
15. The General Chairman of the Union and the proper officer of the Company shall identify one switcher type assignment at Grande Prairie on which the positions shall be considered protected N.A.R. positions. It is understood that the parties may, from time to time, change the assignment to be identified under this clause and that the assignment involved may work in the yard, on the road or in a combination of both such territories.

16. The application of Clause 7 above at Grande Prairie and to trackage between Grande Prairie and Dawson Creek shall be limited to assignments in work train service.

PROMOTION TO CONDUCTOR

17. N.A.R. employees with a seniority date as a Assistant Conductor prior to January 1, 1981 who have not yet qualified as Conductors, and who qualify as Conductors in accordance with Article 45 of Agreement 4.3 shall, from the date they so qualify, be afforded the same preference on protected N.A.R. positions as is afforded Conductors, who are covered by Clause 2 above, under the terms of Clauses 5 and 6 above.
18. In the application of Article 45.8 of Agreement 4.3 to employees whose names are listed in Appendix 2, the date of June 20, 1979 shall apply in place of the date of October 26, 1975.

BULLETINING OF PROTECTED N.A.R. POSITIONS

19. All protected N.A.R. positions shall be bulletined to the former N.A.R. terminals with appointments to be made effective at the Spring Change of Timetable 1981. Employees shall make selections of positions and service consistent with the provisions of Agreement 4.3. Thereafter, positions shall be bulletined and filled in accordance with the provisions of Agreement 4.3.

VACATION ALLOTMENT

20. In the application of Articles 127.20 and 127.21 of Agreement 4.3 to N.A.R. employees who are in protected N.A.R. positions as of January 15, of each year, their seniority standing on the list included as Appendix 2 shall govern. If such an employee is on a position other than a protected N.A.R. position at the time allotted for his vacation, he shall, in accordance with Article 127.21, forfeit his preference and take his vacation at a time prescribed by the Company.

TEMPORARY VACANCIES - GRANDE PRAIRIE

21. In the application of Article 38 of Agreement 4.3 to the manning of temporary vacancies in protected N.A.R. positions at Grande Prairie where the exercise of seniority is involved, N.A.R. employees at McLennan will be given preference over non-N.A.R. employees at Grande Prairie.

AGREEMENT 4.23

22. Agreement 4.23 between the former Northern Alberta Railways Company and the United Transportation Union shall be cancelled on the effective date of this Memorandum of Agreement.

EFFECTIVE DATE

23. This Memorandum of Agreement shall become effective with the 1981 Spring Change of Timetable on the Mountain Region which is presently expected to be on April 26.

EXERCISE OF SENIORITY ARRANGEMENTS IN ADVANCE OF EFFECTIVE DATE

24. The seniority arrangements provided under the terms of this document may be put into effect in advance of the effective date, provided in Clause 23 above, to the extent needed to allow employees to identify the positions to which they will be assigned on the effective date.

Signed at Edmonton, Alberta this 16th day of January, 1981.

FOR THE COMPANY:

(Sgd) Ray St. Pierre
For Vice-President
Mountain Region

APPROVED:

(Sgd) G.E. Morgan
For Vice-President
Labour Relations

FOR THE UNION:

(Sgd) R.T. O'Brien
Vice-President

(Sgd) A.R. Johnson
General Chairman

(Sgd) L.H. Manchester
General Chairman

APPENDIX 1

**NORTHERN ALBERTA RAILWAYS COMPANY
CN - Peace River Division**

Seniority List of Conductors as at January 1, 1981

Staff File	Rating	Name	Entered Train Service	Promoted	
S-4448	1	Walsh, J.S.	June 19, 1942	Dec. 31, 1948	R
S-4615	2	Howe, W.R.	Jan. 11, 1943	Jan. 1, 1952	R
S-4474	3	Jones, J.P.	July 19, 1944	Jan. 1, 1952	R
S-5754	4	Carley, P.F.	July 29, 1945	Jan. 1, 1952	
S-7350	5	McLaughlin, J.	Aug. 17, 1947	Jan. 1, 1953	R
S-7430	6	Donison, A.	Dec. 10, 1947	Jan. 1, 1953	
S-7544	7	McArthur, J.G.	Apr. 12, 1948	Jan. 1, 1953	D
S-5942	8	Lang, F.J.	Oct. 23, 1948	Dec. 16, 1955	RD
S-7876	9	Goriniuk, M.	Feb. 27, 1949	Jan. 1, 1956	RD
S-8591	10	Napier, D.F.	Sept. 14, 1951	Jan. 1, 1956	RD
S-8867	11	Russell, A.K.	July 21, 1952	Jan. 1, 1960	D
S-9421	12	Johnson, A.R.	Apr. 9, 1954	Jan. 1, 1963	R
S-9964	13	Boake, D.E.	Apr. 29, 1956	Jan. 1, 1964	
S-9146	14	Lloyd, R.A.	May 13, 1956	Jan. 1, 1964	
S-9641	15	Cwihun, N.P.	June 10, 1955	Jan. 1, 1966	
S-8945	16	Lawson, J.	Mar. 24, 1954	July 1, 1966	
S-10201	17	Krpan, F.	May 1, 1957	July 1, 1966	
S-10693	18	Hawthorne, D.L.	Sept. 27, 1961	July 1, 1966	
S-9657	19	Didow, E.J.	Nov. 18, 1964	Apr. 10, 1967	
S-7507	20	Paradis, J.P.R.	Feb. 23, 1965	June 19, 1970	D
S-12904	21	McDaid, E.C.	Apr. 2, 1965	June 19, 1970	
S-9714	22	Basarab, G.N.	July 8, 1965	June 19, 1970	D
S-12608	23	Labreque, L.J.	Feb. 21, 1967	Feb. 18, 1972	
S-12785	24	Sobolewski, J.P.	Mar. 18, 1969	Feb. 18, 1972	R
S-8404	25	Casault, L.	Oct. 20, 1969	Apr. 2, 1973	
S-13271	26	Gajewski, J.	May 27, 1970	May 17, 1972	
S-13290	27	Harper, D.G.	July 4, 1970	Sept. 10, 1973	
S-13326	28	Laurin, H.U.	Sept. 13, 1970	Mar. 19, 1973	
S-13432	29	Michael, C.R.	July 28, 1971	Mar. 27, 1974	
S-13477	30	Neggars, D.R.	Oct. 15, 1971	Sept. 10, 1975	
S-13327	31	Bolen, S.	Dec. 23, 1971	Aug. 2, 1973	
S-12068	32	Clark, D.R.	May 11, 1972	Dec. 8, 1973	
S-13545	33	Dubrulle, F.E.	June 27, 1972	Mar. 6, 1975	
S-13581	34	Sobota, G.	Aug. 29, 1972	Dec. 8, 1973	
S-13648	35	Boechler, B.	Apr. 1, 1973	Mar. 22, 1974	
S-13670	36	Daly, L.H.N.	May 16, 1973	July 15, 1977	
S-12925	37	Tanguay, L.S.	Feb. 14, 1974	June 28, 1977	
S-13861	38	Deines, R.B.	Feb. 25, 1974	Aug. 19, 1975	
S-13888	39	MacFarlane, J.A.	Apr. 5, 1974	May 10, 1979	D
S-13562	40	Clark, L.	July 31, 1974	July 15, 1977	
S-13726	41	Clemens, G.P.	May 23, 1975	Dec. 7, 1979	
S-14126	42	Golanowski, K.A.	June 11, 1975	Dec. 5, 1979	
S-14137	43	Bowker, R.P.	July 4, 1975	Dec. 5, 1979	
S-13976	44	Bayers, R.M.	June 4, 1976	Oct. 4, 1979	

Staff File	Rating	Name	Entered Train Service	Promoted	
S-10121	45	Chalifoux, E.	Aug. 16, 1976	Dec. 7, 1979	
S-14393	46	Lindsay, L.K.	Nov. 16, 1976	Dec. 7, 1979	
S-14419	47	Dent, D.R.	Feb. 12, 1977	Dec. 12, 1979	
S-14471	48	Kelly, Z.	May 30, 1977	Dec. 21, 1979	
S-14230	49	Kuziw, M.	June 29, 1977	Jan. 3, 1979	
S-14577	50	Beagan, W.D.	May 28, 1978	Apr. 2, 1980	
S-14423	51	Trzmiel, T.	July 9, 1978	Feb. 21, 1980	
S-13693	52	Paras, J.C.	Sept. 1, 1978	Dec. 12, 1979	RD
S-14629	53	Cock, J.D.	Oct. 24, 1978	Dec. 4, 1980	

- R - Reading Glasses
- D - Distance Glasses
- RD - Reading and Distance Glasses

Edmonton, Alberta
7 January 1981

APPENDIX 2

**NORTHERN ALBERTA RAILWAYS COMPANY
CN - Peace River Division**

Seniority List of Trainmen as at January 1, 1981

Staff File	Rating	Name	Entered Train Service		
S-4448	1	Walsh, J.S	June 19, 1942	q	R
S-4615	2	Howe, W.R.	Jan. 11, 1943	q	R
S-4474	3	Jones, J.P.	July 19, 1944	q	R
S-5754	4	Carley, P.F.	July 29, 1945	q	
S-7350	5	McLaughlin, J.	Aug. 17, 1947	q	R
S-7430	6	Donison, A.	Dec. 10, 1947	q	R
S-7544	7	McArthur, J.G.	April 12, 1948	q	D
S-5942	8	Lang, F.J.	Oct. 23, 1948	q	RD
S-7876	9	Goriniuk, M.	Feb. 27, 1949	q	RD
S-8591	10	Napier, D.F.	Sept. 14, 1951	q	RD
S-8867	11	Russell, A.K.	July 21, 1952	q	
S-8946	12	Lawson, J.	Mar. 24, 1954	q	
S-9421	13	Johnson, A.R.	April 9, 1954	q	R
S-9641	14	Cwihun, N.P.	June 10, 1955	q	
S-9964	15	Boake, D.E.	April 29, 1956	q	
S-9146	16	Lloyd, R.A.	May 13, 1956	q	
S-10201	17	Krpan, F.	May 1, 1967	q	
S-10693	18	Hawthorne, D.	Sept. 27, 1961	q	
S-9657	19	Didow, E.J.	Nov. 18, 1964	q	
S-7507	20	Paradis, J.P.R.	Feb. 23, 1965	q	D
S-12094	21	McDaid, E.C.	April 2, 1965	q	
S-9714	22	Basarab, G.N.	July 8, 1965	q	D
S-12608	23	Labreque, L.J.	Feb. 21, 1967	q	
S-12785	24	Sobolewski, J.	Mar. 18, 1969	q	R
S-8404	25	Casault, L.	Oct. 20, 1969	q	
S-13271	26	Gajewski, J.	May 27, 1970	q	R
S-13290	27	Harper, D.G.	July 4, 1970	q	
S-13326	28	Laurin, H.U.	Sept. 13, 1970	q	
S-13400	29	Brom, N.H.G.	June 24, 1971		
S-13432	30	Michael, C.R.	July 28, 1971	q	
S-13477	31	Neggers, D.R.	Oct. 15, 1971	q	
S-13327	32	Bolen, S.	Dec. 23, 1971	q	
S-12068	33	Clark, D.R.	May 11, 1972	q	
S-13545	34	Dubrulle, F.E.	June 27, 1972	q	
S-13581	35	Sobota, G.	Aug. 29, 1972	q	
S-13648	36	Boechler, B.	April 1, 1973	q	
S-13670	37	Daly, L.H.N.	May 16, 1973	q	
S-12925	38	Tanguay, L.S.	Feb. 14, 1974	q	
S-13861	39	Deines, R.B.	Feb. 25, 1974	q	
S-13888	40	MacFarlane, J.	April 5, 1974	q	D
S-13562	41	Clark, L.	July 31, 1974	q	
S-13726	42	Clemens, G.P.	May 23, 1975	q	
S-14126	43	Golanowski, K.	June 11, 1975	q	
S-14137	44	Bowker, P.R.	July 4, 1975	q	

Staff File	Rating	Name	Entered Train Service		
S-13976	45	Bayers, R.M.	June 4, 1976	q	
S-14277	46	Cote, C.E.	June 9, 1976		
S-10121	47	Chalifoux, E.A.	Aug. 16, 1976	q	
S-14393	48	Lindsay, L.K.	Nov. 16, 1976	q	
S-14419	49	Dent, D.R.	Feb. 12, 1977	q	
S-14471	50	Kelly, Z.	May 30, 1977	q	
S-14230	51	Kuziw, M.	June 29, 1977	q	
S-14577	52	Beagan, W.D.	May 28, 1978	q	
S-14423	53	Trzmiel, T.	July 9, 1978	q	
S-14486	54	Dubrulle, G.A.	July 15, 1978		
S-13693	55	Paras, J.C.	Sept. 1, 1978	q	RD
S-14629	56	Cock, J.D.	Oct. 24, 1978	q	
S-14692	57	Servant, A.	May 15, 1979		
S-14698	58	Dika, G	June 4, 1979		
S-14708	59	Garrick, T.J.	June 8, 1979		
S-14726	60	Reid, D.W.	July 9, 1979		
S-14735	61	Ammar, J.Z.	July 20, 1979		
S-14737	62	Kowalchuk, D.	July 28, 1979		
S-14447	63	McNeil, K.D.	Sept. 30, 1979		
S-14495	64	Napier, H.E.	Oct. 25, 1979		
S-14718	65	Dent, T.M.	Dec. 4, 1979		
S-14791	66	Armstrong, R.	Dec. 17, 1979		
S-14755	67	Penzie, P.C.	Jan. 15, 1980		
S-14806	68	Michaud, D.H.	Jan. 20, 1980		
S-14863	69	Maydonik, L.A.	May 30, 1980		
S-14874	70	McArthur, D.G.	June 15, 1980		
	71	Lemodges, M.	July 11, 1980		
S-14885	72	Busch, M.E.	July 16, 1980		
S-14887	73	Johnson, J.R.	July 22, 1980		
S-14888	74	Plociennik, S.	Aug. 2, 1980		
S-13537	75	McDonagh, W.	Aug. 15, 1980	q	
S-13857	76	Kluthe, D.L.	Aug. 23, 1980	q	
	77	Johnson, M.	Dec. 23, 1980		
S-14934	78	Sebo, R.A.	Dec. 23, 1980		

NOTE: R - Reading Glasses
D - Distance Glasses
RD- Reading and Distance Glasses
q - Qualified Conductor

ADDENDUM NO. 27A

January 16, 1981

Mr. L.H. Manchester
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Dear Mr. Manchester:

During our discussions concerning the integration of U.T.U. employees on the former Northern Alberta Railways Company with C.N. Rail, we agreed that a maximum of six employees at Edmonton may possibly be adversely affected because of the change whereby former N.A.R. crews will operate out of C.N.'s Edmonton Terminal, These six employees have been identified as:

Trainman	N.A.R. Seniority Date
T.M. Dent	December 4, 1979
R.C. Armstrong	December 17, 1979
P.J. Penzie	January 15, 1980
J.R. Johnson	July 22, 1980
W.C. McDonagh	August 15, 1980
D.L. Kluthe	August 23, 1980

It was also agreed that the protection to be afforded to these employees because of the possible adverse effects would be to provide them with a monthly guarantee as provided herein.

An employee whose name is listed above and who is available for duty the entire month will be guaranteed an amount equivalent to 2,600 miles at the Assistant Conductor's through freight rate of pay, subject to the following conditions:

1. The guarantee will be reduced by the equivalent of 100 miles at the Assistant Conductor's through freight rate of pay for each calendar day or portion thereof on which the employee is not available for duty and for each call missed.
2. Such an employee who misses a two-hour call on more than four occasions in a calendar month, will not be entitled to any guarantee under this provision unless the calls missed were for reasons satisfactory to the proper officer of the Company.
3. Such an employee who books rest in excess of 14 hours will have his guarantee reduced in accordance with the provisions of sub-paragraph (1.) above except that an employee who has been on a tour of duty away from his home terminal in excess of 24 hours, calculated from the time he reports for duty at his home terminal until he is released from duty upon return to his home terminal, will have his guarantee reduced only if he books in excess of 16 hours rest.
4. In the calculation of guarantee payments provided under the provisions of this letter, all compensation paid to the employee under Agreements 4.3 and 4.2, as well as compensation paid as a Locomotive Engineer during the month will be used to offset any such guarantee payments.
5. The provisions of this letter will not be construed to mean that the earnings specified are the maximum which Assistant Conductors will be permitted to make.

Please confirm your agreement to the foregoing by signing the attached copies of this letter in the space provided and return them to the undersigned.

Yours very truly,

(Sgd) Ray St. Pierre
for: Vice-President

Attach.

I AGREE:

(Sgd) L.H. Manchester
General Chairman
United Transportation Union

ADDENDUM NO. 27B

January 16, 1981

Mr. L.H. Manchester
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Dear Mr. Manchester:

In our discussions today with respect to the integration of certain employees of the former Northern Alberta Railways Company with those of Mountain Region of C.N. Rail, you expressed concern as to the location of the terminal limit at Dunvegan Junction for Westlock Subdivision crews.

The Company indicated that for crews operating to and from Westlock Subdivision, if they were required to pick up or set out cars at Dunvegan Yard the terminal limit, in such circumstances, would be the north switch at Dunvegan Yard.

Please confirm your agreement with this arrangement by signing the attached copies of this letter in the space provided.

Yours very truly,

(Sgd) Ray St. Pierre
for: Vice-President

I AGREE:

(Sgd) L.H. Manchester
General Chairman
United Transportation Union

ADDENDUM NO. 28

1 March 1988

Mr. L.H. Olson
General Chairman
United Transportation Union

Dear Sir:

This has reference to the application of paragraphs 35.5 and 35.6, Article 35, Agreement 4.3, as it applies to crews arriving at a terminal and booking in excess of 16 hours rest.

This is to advise that the Company is prepared to apply the above mentioned paragraphs as follows:

1. In the application of paragraph 35.5 when trainmen book different amounts of rest i.e., some book more than 16 hours while others book 16 hours rest or less, or no rest, the crew will not be called until the rest period expires of the crew member booking 16 hours of rest, or the most amount of rest under 16 hours as the case may be.
2. In the application of paragraph 35.6, when all regularly assigned members of a crew, who arrive on the crew, book in excess of 16 hours rest, the crew will not be called until the crew member booking the least amount of rest in excess of 16 hours expires.

Please confirm your agreement to the foregoing by signing the attached copies of this letter in the space provided below.

Yours very truly,

(Sgd) K.G. Macdonald
For R.A. Walker
Vice-President
Mountain Region

(Sgd) D.W. Coughlin
For F.D. Campbell
Vice-President
Prairie Region

I AGREE:

(Sgd) L.H. Olson
General Chairman
United Transportation Union

ADDENDUM NO. 29

29 June 1981

Mr. L.H. Manchester
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Dear Mr. Manchester:

This will acknowledge our discussions of June 29, 1981, concerning the application of Articles 45 and 84 of Agreement 4.3 as they apply to employees attending training courses for promotion to a Conductor or Yard Foreman.

During our discussions, it was pointed out that because the examinations for promotion are the same whether an employee is being promoted to a Conductor or Yard Foreman, it was not necessary that he be examined twice prior to being considered qualified in both classifications.

Once an employee is classed in one such classification, he will, when he has accumulated the necessary service to qualify in the other classification, be considered classed in that classification. If, at the time of examination, the employee has accumulated the necessary service to qualify in both classifications, he will be considered classed as both a Conductor and a Yard Foreman.

If the above accurately reflects our understanding of the method of qualifying as a Conductor and Yard Foreman, would you please so indicate by signing the attached copy of this letter in the space provided.

Yours truly,

(Sgd) Ray St. Pierre

For R.A. Walker
Vice-President
Mountain Region

(Sgd) J.A. Cameron

For R.J. Hansen
Vice-President
Prairie Region

I CONCUR:

(Sgd) L.H. Manchester

General Chairman
United Transportation Union

ADDENDUM NO. 30

December 22, 1981

Mr. A.J. Ball
General Chairman
Brotherhood of Locomotive Engineers
6 - 1630 Albert Street
Regina, Saskatchewan
S4P 2S6

Mr. L.H. Manchester
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

We have recently discussed measures designed to do away with the existing situation under which an employee who is an Engine Service Employee has the right to work under Agreement 1.2 at one terminal and the right to work under Agreement 4.3 at another terminal. It was our objective to establish an arrangement whereby such an employee would be in a position to perform service under both Agreement 1.2 and Agreement 4.3, in accordance with his seniority, at the terminal to which he was assigned. The parties agreed that, notwithstanding provisions of Agreement 1.2 and/or Agreement 4.3 which may be in conflict herewith, the following provisions shall become effective 1 February 1982:

1. These provisions shall apply only to qualified Engine Service Employees who hold seniority under both Agreement 1.2 (BLE) and Agreement 4.3 (UTU).
2. These provisions shall apply only to transfers or recalls between terminals which are both located within the boundaries of the same seniority district for Locomotive Engineers.
3. When the location of an employee's permanent clearance is changed under the provisions of Agreement 1.2 or Agreement 4.3, it shall be considered changed for the performance of service under both agreements.
4. When an employee's clearance is temporarily transferred from one location to another under the provisions of Agreement 1.2 or Agreement 4.3, it shall be considered temporarily transferred for the performance of service under both agreements.
5. When an employee's temporary clearance is cancelled as a result of recall under the provisions of Agreement 1.2 or Agreement 4.3, it shall be considered cancelled under the terms of both agreements.
6. An employee who, on the effective date of these provisions, has a permanent clearance for service under Agreement 1.2 at one terminal and a permanent clearance for service under Agreement 4.3 at another terminal shall declare within 30 days which of the two terminals he selects for the location of his permanent clearance under both agreements. Such an employee's failure to so declare shall result in his permanent clearance for service under both agreements being located at the terminal at which he was previously permanently assigned for service under Agreement 1.2.
7. An employee who, on the effective date of these provisions, is assigned to a terminal on a temporary clearance under Agreement 1.2 or Agreement 4.3 shall have such clearance applied for service under both agreements.

Please confirm your concurrence with the foregoing provisions by signing the attached copies of this letter in the space provided below and return them to one of the undersigned.

Yours very truly,

(Sgd) Keith G. Macdonald

For R.A. Walker
Vice-President

(Sgd) R.J. Wiebe

For R.J. Hansen
Vice-President
Prairie Region

I CONCUR:

(Sgd) A.J. Ball

General Chairman
Brotherhood of Locomotive Engineers

I CONCUR:

(Sgd) L.H. Manchester

General Chairman

ADDENDUM NO. 30A

March 17, 2006

Mr. Dan Shewchuk
General Chairman TCRC
Suite 310, Building No. 2
Whitemud Business Park
9622 – 42 Avenue
Edmonton, Alberta
T6E 5Y4

Mr. Bryan Boechler
General Chairperson UTU
214 – 9622 – 42 Avenue NW
Edmonton, Alberta
T6E 5Y4

Gentlemen:

This is in reference to our discussions surrounding the application of Addendum 45 of Agreement 1.2, and Addendum 30 of Agreement 4.3 relative to the transfer of employees between home stations.

The parties have agreed that the provisions of Addendum 45 of Agreement 1.2 and Addendum 30 of Agreement 4.3 are interpreted as follows:

1. These provisions shall apply only to qualified Engine Service Employees (ESE) who hold seniority under both Agreement 1.2 and Agreement 4.3.
2. When the location of an employee's permanent clearance is changed under the provisions of Agreement 1.2 or Agreement 4.3, it shall be considered changed for the performance of service under both agreements.
3. When the location of an employee's clearance is temporarily transferred from one location to another under the provisions of Agreement 1.2 or Agreement 4.3 it shall be considered as temporarily transferred for the performance of service only for the agreement under which the move was initiated.
4. It is understood that a UTU employee working in a terminal on a temporary clearance, may be required to perform service as a locomotive engineer on a tour of duty basis.
5. In the application of paragraph 131,16, Article 137 of Agreement 4.3, UTU employees on a temporary clearance will be required to declare as ESEN (No to ESE work) or ESEY (Yes to ESE work) upon arrival at the temporary location.

If the above accurately reflects our understanding please indicate your concurrence with the foregoing by signing the attached copies of the letter and returning to the undersigned.

Yours Truly

Peter Marshall
Sr. Vice-President

I concur,

Dan S. Shewchuk
General Chairman TCRC

Bryan Boechler
General Chairperson UTU

ADDENDUM NO. 31

EARLY RETIREMENT OPPORTUNITIES

NOTE: Early retirement opportunities shall be made available to protected freight employees under the terms and conditions set out in this Appendix. There shall be a minimum of 110 retirement opportunities which will be available to the seniority territory over the next 5 calendar years or until exhausted, whichever comes first.

January 15, 1992

J.W. Armstrong
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta T6E 5Z8

- (1) The parties recognize that the implementation of a conductor only crew consist trains and yard foreman only transfers in the manner set out in the Memorandum of Agreement signed in Montreal, Quebec on January 15, 1992 will render a certain number of employees surplus. The parties also recognize that the number of surplus employees will be reduced over time by means of attrition. Therefore, in order to accelerate the attrition of surplus employees, a number of early retirement opportunities will be made available at regular intervals equivalent to the number of surplus employees in the work force at the time. Such early retirement opportunities will be made available under the terms and conditions set out in this Appendix.
- (2) Protected employees who are eligible for early retirement under the CN Pension Plan(s) Rules and who have 85 points as defined by the Pension Plan(s) Rules may voluntarily elect to retire under the terms and conditions set out herein.
- (3) The initial number of early retirement opportunities to be made available will equate to the number of surplus positions on a terminal by terminal basis (existing assistant conductors' and yard helpers' positions determined to be non-essential assistant conductors' and non-essential yard helpers' positions plus 25% of such positions).
- (4) At each change of card or at such other intervals as may be agreed to by the parties, such early retirement opportunities will be made available, on a terminal by terminal basis, to protected employees working under Agreement 4.3. Except as provided by the NOTE to this paragraph (4), the total number of such early retirement opportunities to be made available will, in no case, exceed the remaining number of opportunities as calculated pursuant to paragraph (5).

NOTE: If, during the two (2) years immediately following the effective date of the aforementioned Memorandum of Agreement, the service design specifications of a train or trains, previously identified as requiring a assistant conductor, are revised so that such train or trains meet the criteria for operation with a crew consist of a conductor only, the total number of existing early retirement opportunities to be made available at the terminal will then be increased by one for each such train. For each four opportunities increased, an additional opportunity will be added.

- (5) The number of early retirement opportunities will be reduced by one for each protected employee who is removed from the active working list (including employees who are removed from the working list as a result of accepting an early retirement opportunity) other than by discharge or promotion to yardmaster or locomotive engineer or an excepted position.
- (6) Such early retirement opportunities will continue to be offered until exhausted in accordance with this Appendix.

- (7) Subject to the provisions of this Appendix, an employee who is eligible for early retirement under the Company's Pension Plan(s) and who has 85 points as defined by the Pension Plan(s) Rules will be entitled to a lump sum payment equal to the present value of the monthly separation payment until age 65 as provided below, calculated on the basis of a discount rate of ten (10) percent per annum. The monthly separation payment which, when added to the Company Pension, would give the employee an amount equal to a percentage of their average annual earnings over their best five (5) year period, as defined under the 1959 Pension Rules in accordance with the following formula:

Years of Service at Time Employee Elects Retirement	% Amount as Defined Above
35 and over	80
34	78
33	76
32	74
31	72
30	70
29	68
28	66
27	64
26	62
25 or less	60

- (8) In the application of paragraph (7), an eligible employee, who is not a member of the 1959 Pension Plan will receive the lump sum payment calculated on the assumption that such employee did belong to the 1959 Pension Plan throughout the employee's career. Such employee will receive the payment due in accordance with paragraph (7) minus any pension payments which would have been due had that employee been a member of the 1959 Pension Plan.
- (9) The total number of employees electing early retirement and the lump sum payment cannot exceed the number of early retirement opportunities as determined pursuant to this Appendix.
- (10) An employee aged 55 or over who receives an early retirement opportunity in accordance with this Appendix shall be entitled to have group life insurance continued fully paid by the Company until age 65 at which time that employee will be provided a paid up life insurance policy, fully paid by the Company, in an amount equal to that in effect in existing collective agreements.
- (11) An employee aged 55 or over who receives an early retirement opportunity in accordance with this Appendix, shall be entitled to have Extended Health Care and Dental Plan Benefits continued fully paid up by the Company until age 65.
- (12) In order to be eligible for an early retirement opportunity as set out herein at a particular terminal, a protected freight employee must have been assigned to that particular terminal for a period of at least two calendar years at the date the early retirement opportunities are awarded.

Yours truly,
(Sgd) M.E. Healey
 For: Assistant Vice-President
 Labour Relations

I CONCUR:
(Sgd) J.W. Armstrong
 General Chairperson
 United Transportation Union

ADDENDUM NO. 31A

January 15, 1992

J.W. Armstrong
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

This is in connection with the Memorandum of Agreement in respect of the through freight trains with a conductor only crew consist and transfer movements with a yard foreman only crew consist.

As the Memorandum sets out, trains can only be crewed with a conductor only crew consist when they are operated without a caboose. During discussions leading up to the signing of the Memorandum, you were advised that, due to a number of factors, cabooseless operations have not been fully implemented on some territories. Cabooseless operation will, however, be expanded and, in the near future, through freight service will be entirely cabooseless.

Thereafter, if a train which would otherwise meet the criteria for conductor only operation is run with a caboose a assistant conductor will be called from the spare board in order to comply with the conditions attached to a conductor only crew consist operation.

It is understood the aforementioned would also apply to yard transfer movements.

Yours truly,

(Sgd) M.E. Healey
For: Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) J.W. Armstrong
General Chairperson
United Transportation Union

ADDENDUM NO. 31B

January 15, 1992

J.W. Armstrong
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

This is in connection with the Memorandum of Agreement in respect of the operation of through freight trains with a conductor only crew consist and confirms the Company's commitment to consult with the Union should the implementation of the Memorandum of Agreement require changes in Article 45 (Promotion of Assistant Conductors to Conductor) and Article 84 (Establishment of Seniority and Promotion) of Agreement 4.3 or the manner in which employees acquire the requisite tours of duty specified in that article.

Yours truly,

(Sgd) M.E. Healey
For: Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) J.W. Armstrong
General Chairperson
United Transportation Union

ADDENDUM NO. 32

**CANADIAN NATIONAL RAILWAY COMPANY
Prairie Region**

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the United Transportation Union with respect to Switchtenders' positions at "S" and "C" Towers, Symington Yard, Winnipeg, Manitoba.

Switchtenders' positions at "S" and "C" Towers, Symington Yard, will be classified as Senior Switchtenders and will be subject to the following working conditions, which will supplement Agreement 4.3 to the extent indicated:

- (1) The rate of pay of Yard Foreman shall apply to the Senior Switchtenders' positions at "S" and "C" Towers, Symington Yard.
- (2) Applicants for positions of Senior Switchtenders, permanent and spare, must be qualified to the satisfaction of the Superintendent of Symington Yard who shall be the sole judge of qualifications.
- (3) Applicants for positions of Senior Switchtenders will not be considered unless they have had at least six months' experience as a Yard Helper.
- (4) Should no applications be received for a position of Senior Switchtender, the junior Yard Helper, who has had six months' experience and who is qualified as a Senior Switchtender, will be assigned and will remain on such assignment for the life of the timetable, unless displaced by a senior employee who was working as a Senior Switchtender at the time the vacancy commenced.
- (5) Relief will be provided from the Yard Helpers' spare board on a first-in, first-out basis, by calling those employees qualified as Senior Switchtenders. Should the spare board be exhausted of such employees, the senior qualified Yard Helper will be used providing he has had eight hours off duty.
- (6) This Memorandum of Agreement becomes effective September 10, 1982 and shall remain in effect subject to sixty days' notice in writing from either party of its desire to cancel or revise same.

Signed at Montreal, Quebec this 27th day of August 1982.

FOR THE COMPANY:

(Sgd) G.E. Morgan
For Vice-President
Labour Relations

FOR THE UNION:

(Sgd) L.H. Manchester
General Chairman

ADDENDUM NO. 33

DELETED

ADDENDUM NO. 34

August 27, 1982

Mr. R.J. Proulx
General Chairman
United Transportation Union
Quebec, Quebec

Mr. G.E. McLellan
General Chairman
United Transportation Union
Toronto, Ontario

Mr. L.H. Manchester
General Chairman
United Transportation Union
Winnipeg, Manitoba

Mr. R.A. Bennett
General Chairman
United Transportation Union
Toronto, Ontario

Gentlemen:

This has reference to your proposal to limit the application of the terms, conditions and benefits of those Agreements negotiated as a result of a Company notice served in accordance with the Adverse Effects/Material Change provisions of your Collective Agreement or similar notices, i.e., in accordance with the VIA Special Agreement, to those employees appearing on your respective seniority lists with the exception of those employees denoted as occupying an "excepted" position as Company officers.

The Union acknowledged they did not intend to unduly restrict the opportunity of any employee appearing on the appropriate seniority lists to generally exercise their seniority rights in accordance with the seniority provisions. However, they did wish to avoid an employee occupying an "excepted" position to exercise seniority for the sole purpose of obtaining those terms, conditions and benefits flowing from Agreements negotiated to minimize adverse effects of material changes.

Accordingly, the Union and the Company have agreed that, in respect of notices served in accordance with the above, the terms, conditions and benefits applicable thereto will not apply to those employees who were occupying an "excepted" position as Company officers 30 days prior to the date of such notice of change.

Yours truly,

(Sgd) G.E. Morgan
For Vice-President
Labour Relations

cc: Mr. R.T. O'Brien, Vice-President,
United Transportation Union,
Ottawa, Ontario

ADDENDUM NO. 35

August 27, 1982

Mr. R.J. Proulx
General Chairman
United Transportation Union
Quebec, Quebec

Mr. G.E. McLellan
General Chairman
United Transportation Union
Toronto, Ontario

Mr. L.H. Manchester
General Chairman
United Transportation Union
Winnipeg, Manitoba

Mr. R.A. Bennett
General Chairman
United Transportation Union
Toronto, Ontario

Gentlemen:

During the National negotiations which culminated in the signing of the Memorandum of Settlement on March 17, 1982, the United Transportation Union asked that we provide a letter clarifying the intent of Agreements 4.16 and 4.3, insofar as the work required of Locomotive Engineers and Trainmen upon arrival at the final terminal of their trip where yard engines are not on duty.

During our discussions on the matter, you confirmed that you were not seeking to change accepted practices that presently exist but were concerned that at some locations Company officers were requiring their members, after turning their train over to the outbound crew, to take another engine from the shop track and perform industrial switching.

The Company informed you that your members will not be required to perform switching at the final terminal of the trip using another engine, after having turned over the engine consist on the train for which called to the outgoing crew except when switching is required in connection with the set off of their own train or in cases of necessity such as rerailling car, auxiliary service, handling stock or perishable traffic or where incoming power cannot be operated on yard or industrial track account track conditions.

We believe that generally speaking, line officers are arranging work on arrival at final terminals where yard engines are not on duty along the foregoing lines. However, we hope that the above clarification will clear up any misunderstandings in this regard.

Yours truly,

(Sgd) G.E. Morgan
For Vice-President
Labour Relations

cc: Mr. R.T. O'Brien, Vice-President,
United Transportation Union,
Ottawa, Ontario

ADDENDUM NO. 36

27 August 1982

Mr. R.A. Walker, Vice-President, Edmonton
Mr. R.J. Hansen, Vice-President, Winnipeg
Mr. G.A. Van de Water, Vice-President, Toronto
Mr. Y.H. Masse, Vice-President, Montreal
Mr. R.G. Messenger, Vice-President, Moncton

The Brotherhood of Locomotive Engineers and United Transportation Union submitted a proposal during National negotiations to prohibit the Company changing existing practice(s) or accepted interpretation(s) of collective agreement provisions.

As you are aware, collective agreements governing employees represented by these Unions presently contain provisions recognizing that questions of interpretation of any article will not occur without prior consultation with the appropriate General Chairman concerned.

During discussions, examples of changes to generally accepted interpretations were referred to notwithstanding that they were eventually resolved between the proper officers of the Company and the General Chairman affected.

Would you please draw this to the attention of your Regional officers.

(Sgd) W.H. Morin
Vice-President
Labour Relations

cc: Mr. J.C. Cann, Vice-President, Operations, Montreal
Mr. J.B. Adair, Vice-President, B.L.E., Ottawa
Mr. R.T. O'Brien, Vice-President, U.T.U., Ottawa

ADDENDUM NO. 37

August 27, 1982

In the application of certain revisions to Article 9 (Consist of Crews - Passenger Train Service) effective October 31, 1982.

1. Protected passenger Trainmen are employees who:
 - (a) held a regular position in passenger service at any time between October 1, 1981 and February 17, 1982; or
 - (b) who completed 52 tours of duty in the 52-week period immediately preceding February 17, 1982.
2. "Protected passenger Trainmen" will:
 - (a) be governed by the terms, conditions and benefits of the VIA Special Agreement of July 7, 1978, while such Special Agreement is in effect and will be shown on the list of "protected passenger Trainmen" in Item 7 of this Appendix; and
 - (b) shall have the right and obligation to perform passenger service, for which they are qualified, to the extent that positions are available to them at their home terminal.
3. If otherwise unable to hold work in passenger service at their home terminal, "protected passenger Trainmen" will be permitted to fill out the passenger crew consist in accordance with the following crewing levels:

Consist of Crews - Passenger Train Service

- (a) A passenger train operating West of Edson will have a Conductor, a Baggage Handler and two assistant conductors, and a passenger train operating East of Edson will have a Conductor, a Baggage Handler and a Assistant Conductor; should a passenger train East of Edson consist of eight or more cars, an additional Assistant Conductor will be used. When passenger trains do not handle checked baggage, it may be mutually agreed between the appropriate officer of the Company and the General Chairman that the services of Baggage Handlers will not be required on such trains.
- (b) When second Assistant Conductor is used on account of train having eight cars or more, he will go through to passenger terminal, except when train is reduced to less than eight cars, he may be returned in service from meeting point on first passenger train.
- (c) When a passenger train has cars to pick up en route, which will increase its number to eight or more, the second Brakeman will be taken from the initial terminal or from an intermediate point.
- (d) When an additional Brakeman is used, he will be compensated at freight rates when the other members of the train crew are paid freight rates; and at passenger rates when other members of the train crew are paid passenger rates.
- (e) In manning of Rail Diesel (Budd) cars, the crew consist will be:
 - (i) Single Car Service:

Conductor only, except that where checked baggage, royal mail or express is handled en route, a Baggage Handler will also be assigned.

- (ii) Two, Three and Four Car Service:
 - (1) Conductor and Baggage Handler where checked baggage, royal mail or express is handled en route.
 - (2) Conductor and one Trainman where no checked baggage, royal mail or express is handled en route.
 - (iii) More than Four Car Service:
 - (1) Conductor, Baggage Handler and one Trainman when more than four passenger carrying cars and baggage, royal mail or express is handled en route.
 - (2) Conductor and two Trainmen when more than four passenger carrying cars and no baggage, royal mail or express is handled en route.
 - (iv) eight or more cars and baggage, royal mail or express is handled en route, Conductor, Baggage Handler and two Trainmen.
4. "Protected passenger Trainmen" moving from passenger work from one terminal to another on their seniority district will retain their "protected passenger Trainman" status.
 5. "Protected passenger Trainmen" who voluntarily revert to freight service shall forfeit their status as a "protected passenger Trainman" and their name shall be removed from the protected list outlined in Item 2 hereof.
 6. The following provisions will apply if further reductions in passenger crew consists are required, except if such reductions are made pursuant to the VIA Special Agreement of July 7, 1978:
 - (a) The Company shall notify the General Chairman and the Local Chairman of the Union in writing of its desire to meet with respect to reaching agreement on a reduction in the crew consist provided by Article 9 for crews governed thereby.
 - (b) Reductions in the consist of a crew or crews, as the case may be, shall be subject to the two conditions set forth hereunder:
 - (i) that adequate safety can be maintained with the proposed crew consist reduction; and
 - (ii) that such reduction will not result in undue burden being placed on the reduced crews.
 - (c) The time and place for the Company and Union representatives to meet shall be agreed upon within 15-calendar days from the date of the notice referred to in paragraph 6 (a) and the Parties shall meet within 21-calendar days of the date of such notice. The time limits specified in this paragraph may be extended by mutual agreement between the Parties.
 - (d) The meeting shall be limited to a determination of whether or not the two conditions set forth in paragraph 6 (b) can be met with the proposed crew consist reduction. If the Parties do not reach agreement or if the meeting referred to herein does not take place, the Company may, by so advising the General Chairman and the Local Chairman in writing, commence a survey period of one-calendar week for the operations concerned, during which Union representatives may observe such operations. The survey period shall

commence not less than ten and not more than 20-calendar days from the date of the Company's advice with respect to the survey period.

- (e)** If, after completion of the survey period, the Union fails to agree that the two conditions set forth in paragraph 6 (b) can be met with the proposed crew consist reduction, they will, within 60-calendar days of the completion of the survey period, give the Company specific reasons in writing why, in their opinion, such conditions cannot be met. The Company may, by so advising the General Chairman in writing, refer the dispute or any part thereof to arbitration.
- (f)** Failure to provide such specific reasons in writing within the time limit contained in paragraph 6 (e) will indicate that the Union agrees that the conditions set forth in paragraph 6 (b) can be met, such crews shall thereafter be considered "reducible crews" and the proposed reductions in the consist of such crews may be implemented subject to the conditions set forth in paragraphs 6 (o) to 6 (u) inclusive of this Item 6.
- (g)** The time limits specified in paragraph 6 (e) may be extended by mutual agreement between the Parties.
- (h)** Arbitration shall be conducted by the Canadian Railway Office of Arbitration, unless:

 - (i)** there are disputes requiring final determination during a period in which there is no incumbent Arbitrator; or
 - (ii)** the Canadian Railway Office of Arbitration is terminated; or
 - (iii)** the Canadian Railway Office of Arbitration ceases to have jurisdiction to arbitrate such disputes.
- (i)** In any of the events referred to in paragraph 6 (h), the Parties will within 15 days of the notice by the Company referring the dispute to arbitration select an Arbitrator to hear the dispute. If the Parties fail to agree on a suitable candidate for Arbitrator, the Minister of Labour shall be requested to appoint an Arbitrator within 14-calendar days following receipt of such request.
- (j)** The Arbitrator shall be limited to making a determination of whether or not the two conditions set forth in paragraph 6 (b) can be met with the proposed crew consist reduction. The Arbitrator's decision shall be rendered within 30-calendar days following the conclusion of the hearing and shall be final and binding on both Parties.
- (k)** Where arbitration is conducted by other than the Canadian Railway Office of Arbitration, the fees and expenses of the Arbitrator shall be shared equally by the Parties.
- (l)** Where it has been determined by agreement or arbitration that the two conditions set forth in paragraph 6 (b) can be met with a reduced crew consist, such crews shall thereafter be considered "reducible crews" and the proposed reductions in the consist of such crews may be implemented subject to the conditions set forth in this Item 6.
- (m)** At a home terminal where there are reducible crews, an up-to-date list of such crews shall be posted and a copy supplied to the Local and General Chairmen concerned.
- (n)** An employee who has a seniority date as a Brakeman on or before December 31, 1968 shall, for the purpose of this Item 6, be known and designated as a "protected Brakeman".

- (o)** A protected Brakeman shall have the right and obligation to perform service for which he is qualified, as provided in the Collective Agreement, to the extent that positions are available to him in his seniority district subject to the following:

 - (i)** a protected Brakeman shall not have any right to positions the Company discontinues pursuant to the provisions of this Item 6 except as provided in paragraphs 6 (p) to 6 (t) inclusive; and
 - (ii)** a non-protected Brakeman shall not have any right to positions the Company discontinues pursuant to the provisions of this Item 6.
- (p)** A protected Brakeman moving from one terminal to another shall retain his protected Brakeman status.
- (q)** Reducible crews will not be operated with a reduced consist if by reason thereof a protected Brakeman would be on laid-off status.
- (r)** The following guarantee shall apply at a terminal where a crew or crews are operated with a reduced consist under the provisions of this Item 6:

 - (i)** a protected passenger Brakeman on a spare board from which relief for passenger train service is drawn, who is unable to hold a position in a crew regularly assigned or regularly set up in road or yard service at such terminal as a consequence of the discontinuance of Brakeman positions under the terms of this Item 6, shall, provided he is available for service, be guaranteed the equivalent of 3,000 miles per month at the Brakeman's through freight rate. In the event of a protected Brakeman on a spare board who is entitled to the guarantee under the provisions of this paragraph is assigned to such spare board for only a portion of a month, he will be paid his full proportion of the guarantee pro-rated according to the number of days he was on the spare board as related to the number of days in the calendar month. An employee who books 14 hours' rest or less upon completion of a tour of duty shall not be considered unavailable, under this paragraph, because of such rest period;
 - (ii)** if a crew or crews are operated with a reduced consist for only a portion of the guarantee period shown above, the guarantee shall apply on a proportionate basis for the portion of the guarantee period such crews were operated with a reduced consist as related to the guarantee period; and
 - (iii)** the guarantee provided herein shall be reduced by the equivalent of 100 miles at the Brakeman's through freight rate for each call missed by a protected Brakeman who is on the spare board and available for service.
- (s)** In the application of this Item 6, references to "Brakeman" shall include "Flagman", and references to "Brakeman position" or "Brakeman positions" shall include "Flagman position" or "Flagman positions" respectively.
- (t)** The reference in this Item 6 to "protected passenger Brakeman" shall apply only to protected Brakemen who by virtue of their seniority have entitlement to work in the group affected by the reduction.

ADDENDUM NO. 38

August 27, 1982

Mr. R.J. Proulx
General Chairman
United Transportation Union
Quebec, Quebec

Mr. G.E. McLellan
General Chairman
United Transportation Union
Toronto, Ontario

Mr. L.H. Manchester
General Chairman
United Transportation Union
Winnipeg, Manitoba

Mr. R.A. Bennett
General Chairman
United Transportation Union
Toronto, Ontario

Gentlemen:

During the 1979 National negotiations, one of the items submitted by the Union was:

"NEW RULE - Trainmen or Yardmen assigned or forced to outpost terminals will be provided with meals and lodging expenses".

Accordingly, it was agreed that effective May 24, 1979, a Trainman or Yardman who, through the application of seniority rules, are forced account no applications received to fill a position as Trainman or Yardman on a regular or temporary assignment which is home terminalled at a location which is subsidiary or outpost to his home station will be permitted, if accommodation is required, to stay in Company rest house facilities at the location, if available, and if there are none, he will be supplied accommodation.

This arrangement will prevail providing the location of the assignment is not his normal place of residence and the distance from the city or townhall at his home station to the location is 40 miles or more by the most direct highway route.

During the current round of negotiations, it was agreed that effective September 10, 1982, employees who are forced and receive accommodations under the terms of this letter will receive an allowance of *\$8.00 per day for meals for each day the employee is required to protect the assignment.

Yours truly,

(Sgd) G.E. Morgan
For Vice-President
Labour Relations

cc: Mr. R.T. O'Brien, Vice-President, United Transportation Union, Ottawa, Ontario

*Effective August 20, 2018, employees who are provided away-from-home accommodation will be allowed meal expenses pursuant to article 119, when such are not provided by the Company or at Company expense, if employees are at a point other than their normal place of residence or work.

ADDENDUM NO. 39

CANADIAN NATIONAL RAILWAYS Mountain Region

MEMORANDUM OF AGREEMENT between Canadian National Railways Company and the United Transportation Union, concerning the rates of pay and working conditions covering Trainmen on the Great Slave Lake Branch (G.S.L.B.) consisting of Manning, Meander River, and Pine Point Subdivisions.

IT IS AGREED that effective 1 March 1988, the following will apply:

SENIORITY LISTS:

1. For Subdivisions other than those named in Clause 2 of the Memorandum the seniority for G.S.L.B. protected brakemen as named in Appendix "A" of this Addendum will be as follows:
 - Brakemen/Yardmen - March 16, 1982, and will be afforded protected "B" status under Item 5(a) of Addendum 31 (Reduced Freight Crew Agreement).
 - Conductor/Yard Foreman - January 1, 1983, and will continue present standing relative to other Conductors/Yard Foremen as presently shown on January 1987 seniority list.

PREFERENCE RIGHTS

2. Protected G.S.L.B. employees listed on attached Appendix "A", who maintain a continuous employee relationship with the Company shall have preference, in seniority order, as shown in Appendix "A" over other employees covered by Agreement 4.3 in the filling of positions which become available to them, which are filled by the exercise of seniority and which are operated on the Manning, Meander River and Pine Point Subdivisions. It is also understood that these Subdivisions will be considered "B" protected territory under Addendum 31 (Reduced Freight Crew Agreement) of Agreement 4.3.

REGULAR ASSIGNMENTS FORMER G.S.L.B. TRACKAGE

3. When the preponderance of the distance to be travelled by a regular assignment or an unassigned pool crew is anticipated to be on G.S.L.B. trackage, the position(s) on such shall be considered protected G.S.L.B. positions.

VACATION ALLOTMENT

4. In the application of Articles 127.20 and 127.21, Agreement 4.3 to protected G.S.L.B. employees who are on protected G.S.L.B. positions as of January 15 of each year, their seniority standing on the list attached as Appendix "A" shall govern. If such an employee is on a position other than a protected G.S.L.B. position at the time allotted for his vacation, he shall, in accordance with Paragraph 127.21, forfeit his preference and take his vacation at a time prescribed by the Company.
5. It is further agreed that Collective Agreement 4.3, governing Trainmen on the Prairie and Mountain Regions, will apply to Trainmen on the G.S.L.B. with the following exceptions:

SECTION 1 - ROAD SERVICE

Article 13 - Rates of Pay

The rates of pay specified in Paragraph 13.1, Article 13, are not applicable.

Article 44 - Mileage Regulations

In the application of Paragraph 44.1, Article 44, as it applies to Trainmen operating on the G.S.L.B., service paid at freight rates will, as far as practicable, be limited by the Company to 4,800 miles per month.

Article 49 - Incompetent Brakemen

This article is not applicable.

SECTION 2 - YARD SERVICE

Article 83 - Consist of Crews - Yard Service

The reducibility provisions of this article will not apply to protected G.S.L.B. employees named in Appendix "A" of this Addendum on Subdivisions named in Clause 2 above.

Article 105 - Coupling Steam and Air Hoses

This article is not applicable.

SECTION 3 - GENERAL

Article 137 - Engine Service Brakemen

Add sub-paragraph (c) to Paragraph 137.3 as follows:

- (c)** Employees stationed at Roma Junction and Hay River will be given prior consideration for training on the 10th Seniority District for Locomotive Engineers and when qualified as Locomotive Engineers, will be placed on said seniority list.

SECTION 5 - APPENDICES

The letter dated December 22, 1981 concerning Engine Service Brakemen transferring between terminals is not applicable. (Addendum No. 30)

The "Note" in Item 6 of Addendum No. 31 of Agreement 4.3 (Memorandum of Agreement signed at Montreal on August 27, 1982, concerning the Reduced Freight Crew) will not apply to the Manning, Meander River or Pine Point Subdivisions.

The Memorandum of Agreement signed at Edmonton, Alberta, 17 December 1982, is cancelled and the provisions of this Agreement are substituted therefor.

Signed at Edmonton, Alberta, this 29th day of February, 1988.

(Sgd) K.G. Macdonald
For R.A. Walker
Senior Vice-President
Western Canada

(Sgd) L.H. Olson
General Chairman
United Transportation Union

(Sgd) D.C. Fraleigh
Asst. Vice-President
Labour Relations

APPENDIX "A"

PROTECTED GREAT SLAVE LAKE
BRANCH TRAINMEN

NAME & INITIALS	P.I.N.	SERVICE DATE MO/DY/YR	TRAINMAN DATE MO/DY/YR	
1. Hilton, R.C.	886866	05/04/70	05/04/70	ESB
2. Klem, G.	886878	05/25/70	05/25/70	ESB
3. Horton, G.W.	886893	06/08/70	06/08/70	
4. Sokoloski, M.P.	886886	06/09/70	06/09/70	ESB
5. Babkirk, R.A.	692192	11/29/65	06/10/70	ESB
6. Delorey, P.A.	886894	06/15/70	06/15/70	ESB
7. Wolansky, C.H.	681322	05/01/65	06/16/70	ESB
8. Delorey, F.H.	886906	06/24/70	06/24/70	ESB
9. Neufeld, B.N.	885893	10/15/70	09/24/71	
10. Herbison, D.	887125	05/26/72	05/26/72	
11. Vail, A.L.	815239	12/28/77	12/28/77	ESB
12. Summerfelt, I.L.	814604	05/17/79	05/17/79	ESB
13. Nixon, B.D.	815491	07/09/77	12/10/79	
14. MacLellan, A.C.	144372	03/02/81	03/02/81	

ADDENDUM NO. 40

April 20, 1983

Mr. R. Proulx
General Chairman
United Transportation Union
Quebec, Quebec

Mr. R.A. Bennett
General Chairman
United Transportation Union
Toronto, Ontario

Mr. D. J. Morgan
General Chairman
United Transportation Union
Winnipeg, Manitoba

Mr. W.G. Scarrow
General Chairman
United Transportation Union
Toronto, Ontario

Gentlemen:

This has reference to our meeting of April 20, 1983 wherein we discussed the problems that have arisen with the application of Addendum 63 relating to Article 11 of Agreement 4.16 and Addendum 37 relating to Article 9 of Agreement 4.3, all with reference to the consist of crews in passenger service.

During the past several months and again today you informed us that you take exception with certain of the Company's interpretations of the aforementioned provisions, particularly the Company's position that employees who were not protected passenger trainmen would not generally be awarded vacancies on non-reducible positions when protected passenger trainmen senior to such unprotected employees were filling reducible passenger positions. It was the Company's opinion that in order to achieve the foregoing, protected passenger trainmen could be forced from highly desirable runs to any positions of lesser preference at the home terminal in accordance with this position. This could mean for example forcing a protected passenger trainman from the Toronto - Montreal corridor runs to the Toronto - London runs. You explained that such was not your understanding of the provisions of the Reduced Passenger Crew Consist Agreement as appended to the Memoranda of Settlement of March 17 and June 27, 1982.

The Company reiterated its view that protected passenger trainmen had a primary requirement to fill non-reducible passenger positions pursuant to the "right and obligation" provisions of the Collective Agreements. Only thereafter can such employees elect to fill reducible positions, which could lead to non-protected employees being unable to exercise their normal seniority entitlement.

You informed the Company that a rigid application of the Company's position would lead to an undesirable situation insofar as your membership is concerned.

Following a thorough discussion and consideration of the parties respective positions, we agreed that a degree of ambiguity exists in the language of the Collective Agreement.

In an effort to resolve this misunderstanding, the Company informed you we were prepared to agree to the following understandings regarding the application of the "right and obligation" provisions of the respective Collective Agreements:

- (1) Protected passenger trainmen will not be allowed to fill out a reducible passenger position when such an employee is able to fill a non-reducible passenger position;
- (2) In the application of (1) above, protected passenger trainmen on reducible positions on passenger assignments in the same corridor or set of runs (zones), who are senior to the applicant who would otherwise be awarded a non-reducible position, will be assigned to such position commencing with the senior employee of the group;

- (3)** In the application of (2) above, and in keeping with the provisions with the respective agreement provisions referred to in the first paragraph of this letter, any employee who refuses to accept an assignment as prescribed will:
- (a)** forfeit his protected passenger trainman's status;
 - (b)** be removed from the reducible position occupied when assigned; and
 - (c)** be permitted to exercise seniority as though the position occupied when assigned was abolished.

For clarification of the parties intent, attached hereto as Appendix "A" are examples of the application of the foregoing understandings.

If you agree with the foregoing understandings please so indicate by affixing your signature in the space provided below.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

(Sgd) M. Delgreco
Senior Manager
Labour Relations

I CONCUR:

(Sgd) R.J. Proulx
General Chairman

(Sgd) R.A. Bennett
General Chairman

I CONCUR:

(Sgd) D.J. Morgan
General Chairman

(Sgd) W.G. Scarrow
General Chairman

cc: Mr. R.T. O'Brien
Vice-President
United Transportation Union
Ottawa, Ontario

APPENDIX "A"

Zone means a corridor or set of runs operating between two specific terminals.

Examples: Great Lakes Region

Toronto	-	Montreal
Toronto	-	Ottawa
Toronto	-	London

St. Lawrence Region

Montreal	-	Toronto
Montreal	-	Ottawa
Montreal	-	St. Albans

Atlantic/St. Lawrence Region

Charny	-	Campbellton
Charny	-	Montreal
Moncton	-	Campbellton
Moncton	-	Halifax

Mountain Region

Edmonton	-	Blue River
Edmonton	-	Watrous

Prairie Region

Winnipeg	-	Watrous
Winnipeg	-	Armstrong

e.g. Toronto - Montreal Zone

Train No.	Conductor	Brakeman	Reducible Brakeman
66/60	1	2P	12P Crew A
66/60	3P	4	14P Crew B
59/58	5	6P	16P Crew C
59/58	7	8P	18P Crew D

e.g. Toronto - Windsor Zone

Train No.	Conductor	Brakeman	Reducible Brakeman
71/78	25	26	30 Crew A
71/78	27P	28	Reduced Crew B if no applications received from a protected passenger trainman

e.g. Toronto - London Zone

Train No.	Conductor	Brakeman
667/664	60	64
667/664	65P	66

#3P retires, position bulletined

Train No.	Conductor	Brakeman	Reducible Brakeman
66/60	1	2P	12P
66/60	-	4	14P
59/58	5	6P	16P
59/58	7	8P	18P

If #9 applies, his bid is accepted and he fills the position.

If #17 applies, his application rejected and #12P is forced on the vacancy. If 12P refuses he loses his protected status and exercises seniority; 14P is then forced. If #12P accepts the position, his former position on 66/60 is bulletined.

#27P bids Train 66/60 vice #12P. Bid accepted, Train 71/78 advertised vice 27P. If #29 applies, bid is accepted. If #31 was the senior applicant for Train 71/78, his bid would be rejected and #30P would be forced.

If #30P accepts the position, his former position on Train 71/78 is bulletined. If 65P bids Train 71/78 bid accepted.

ADDENDUM NO. 40A

CANADIAN NATIONAL RAILWAY COMPANY

Consolidated list of questions and answers regarding the application of the Passenger Crew Consist Memorandum of Agreement of August 27, 1982 as agreed to between representatives of the United Transportation Union and the Company:

The Company and Union representatives in negotiating the Passenger Crew Consist Memorandum of Agreement of August 27, 1982, agreed that certain questions and answers pertaining to the memorandum would be required to ensure that the agreement is administered in keeping with the intent of the parties. These questions and answers form part of the Passenger Crew Consist Agreement of August 27, 1982. The consolidated questions and answers of September 9, 1982 are hereby cancelled. Reference herein to the Agreement will mean the Passenger Crew Consist Memorandum of Agreement signed August 27, 1982.

1) Q. For the purpose of the Agreement define:

- (i) passenger service;
- (ii) protected passenger trainmen; and
- (iii) a regular position.

A. (i) passenger service is the operation of passenger trains on behalf of CN, AMTRACK, VIA Rail Canada, including Commuter Services;

(ii) protected passenger trainmen are employees who:

- (a) held a regular position in passenger service at any time between October 1, 1981 and February 17, 1982 for Agreement 4.3 and between October 1, 1981 and August 27, 1982 for Agreement 4.16;

or

- (b) who completed 52 tours of duty in passenger service in the 52-week period immediately preceding February 17, 1982 under Agreement 4.3 and August 27, 1982 under Agreement 4.16;

(iii) a regular position is a permanent position in passenger service under Agreement 4.3 and a district position as defined by Agreement 4.16.

2) Q. Does the Agreement affect or supersede the agreement providing for a December 31, 1968 protected date for "protected Brakemen"?

A. No, the two Agreements are distinct and separate. Generally, the agreements may be described:

(a) the Memorandum of Agreement of May 29, 1969, among other things provides a procedure to reduce passenger crews, and designates brakemen in service on December 31, 1968 as "protected" brakemen with a **protected date of December 31, 1968**, and that such employees;

- will not be laid off, because of the implementation of reduced passenger crew consists;
- would be entitled to certain guarantees in certain circumstances;

(b) the Agreement of August 27, 1982 provides:

- **protected status** for employees assigned or who completed 52 tours of duty in passenger service as referred to in the answer to question 1) above;
- a basic crew consists of one conductor/one brakeman (except for single RDC's);
- additional members to be added to the basic crew consist, dependent on the train consist;
- the right of employees with protected status to work reducible positions;
- an obligation for protected employees to work non-reducible positions before exercising their right to reducible passenger positions.

3) Q. Do the manning provisions of the Agreement apply to mixed and combination assignments?

A. No.

4) Q. Do the manning provisions of the Agreement apply to "GO" Transit service?

A. No.

5) Q. What is the protected date for passenger trainmen pursuant to the Agreement?

A. There is no protected date pursuant to the Agreement. Protected passenger trainmen as provided by such Agreement have only "protected status" but not a protected date.

6) Q. Is an employee who held a regular position on a mixed or combination assignment or who completed 52 tours of duty on such assignment afforded protected passenger trainmen status?

A. Yes.

7) Q. A passenger train is operated with two working coaches, a working baggage car and five sleepers. What are the crewing requirements?

A. A Conductor, Brakeman and Baggage Handler as the train has a working baggage car and has more than 5 cars overall. (See Article 11 and Addendum 63 of Agreement 4.16 and Article 9 and Addendum 37 of Agreement 4.3.)

8) Q. A passenger train is operated with two working coaches and five sleepers. What are the crewing requirements?

A. Conductor and a Brakeman. (See Article 11.1 (c) and Addendum 63 of Agreement 4.16 and Article 9.1 (c) and Addendum 37 of Agreement 4.3.)

9) Q. A passenger train is operated with 4 working coaches and two deadhead coaches. What would the crewing requirements be?

A. Only working coaches come under the responsibility of the conductor for the collection of transportation. An assistant conductor is not required in this case; consequently only a conductor and a brakeman are required. (See Article 11.1 (c); Note to Article 11 and Addendum 63 of Agreement 4.16 and Article 9.1 (c); Note to Article 9 and Addendum 37 of Agreement 4.3.)

- 10) Q.** A passenger train is operated with a consist of five or more working coaches without a baggage car. What is the crewing requirements?
- A.** A Conductor, Assistant Conductor and a Brakeman. (See Article 11.1 (e) and Addendum 63 of Agreement 4.16 and Article 9.1 (e) and Addendum 37 of Agreement 4.3.)
- 11) Q.** Do the provisions of this Agreement apply to Rail Diesel Cars?
- A.** Yes, an RDC is considered a working coach except that the Agreement provides for a conductor only to man a single Rail Diesel Car. (See Article 11.1 (a) and Addendum 63 of Agreement 4.16 and Article 9.1 (a) and Addendum 37 of Agreement 4.3.)
- 12) Q.** Who would be eligible to fill the vacancy of a regularly assigned assistant conductor?
- A.** The first out qualified conductor from the spare board under Agreement 4.16 and the senior qualified conductor who made application on Form 746 under Agreement 4.3.
- 13) Q.** A train is operating on a reduced crew basis, (e.g. conductor and brakeman). It is necessary to provide an assistant conductor because of additional working coach(s) being added. How is this additional position filled?
- A.** The position will be filled from the spare board. However at Winnipeg and Edmonton the position will be first filled from the designated list. (See Article 9.3 (a) of Agreement 4.3 and Article 11.3 (a) of Agreement 4.16.)
- 14) Q.** An assistant conductor is required on a reduced passenger crew. Could this require the assistant conductor to work with one crew from the home terminal and a different crew from the away-from-home terminal?
- A.** Yes.
- 15) Q.** Who will fill an assistant conductor position when such is required on a tour of duty basis on a train not operating reduced?
- A.** The senior qualified brakeman on the crew excluding the baggageman. (See Article 9.3 (b) of Agreement 4.3 and Article 11.3 (b) of Agreement 4.16.)
- 16) Q.** On a crew not operating reduced where the assistant conductor's position is filled by the senior qualified brakeman in that crew, is the resultant brakeman's vacancy filled?
- A.** No. (See Article 9.3 (b) of Agreement 4.3 and Article 11.3 (b) of Agreement 4.16.)
- 17) Q.** If an assistant conductor is required on a train with a reducible position not yet operating reduced, could this require the assistant conductor to work with one crew from the home terminal and a different crew from the away-from-home terminal?
- A.** No, as the employee was promoted to the assistant conductor's position from within the crew and no replacement is called for the resultant vacancy, the assistant conductor will remain with the crew.
- 18) Q.** A passenger train operating reduced is required to pick up or utilize additional cars en route which will change the crewing requirements. Will it be necessary to fill out the crew?
- A.** Yes. When the pick up or utilization is unforeseen at the initial terminal, it may be necessary to man the position with a qualified employee at an intermediate terminal. Should a qualified employee not be available the crew will operate reduced through to the first point where a qualified employee is available.

- 19) Q.** If a baggageman is cycled independently from the rest of the crew, could this require the Baggage Handler to work with one crew from the home terminal and a different crew from the away-from-home terminal?
- A.** Yes. (See Note (d) to Article 9.1 of Agreement 4.3 and Note (d) to Article 11.1 of Agreement 4.16.)
- 20) Q.** Can an employee who does not have "protected passenger status" be awarded a non-reducible passenger position?
- A.** Yes. provided there is not a senior employee(s) on a reducible position in that zone.
- 21) Q.** What is a zone?
- A.** Zone means a corridor or set of runs operating between two specific terminals as per examples provided in Appendix A attached.
- 22) Q.** Can an employee who does not have "protected passenger status" be awarded a reducible passenger position?
- A.** No.
- 23) Q.** When would a protected passenger trainman not be allowed to remain on a reducible passenger position?
- A.** When able to hold a non-reducible passenger position in that zone at his home terminal excluding subsidiary stations.
- 24) Q.** May a protected passenger trainman be forced on a non-reducible passenger position?
- A.** Yes, as provided for by the Agreement and as referred to in questions 26, 29, 30, 31 and 33.
- 25) Q.** Will a protected passenger trainman be forced on a reducible passenger position if no applications received?
- A.** No.
- 26) Q.** A non-reducible passenger position is bulletined. Either a protected or a non-protected employee is the senior application for the position. A protected passenger trainman senior to the applicant is working a reducible position within that zone. Will such protected passenger trainman working the reducible position be forced onto the non-reducible position within that same zone?
- A.** Yes, pursuant to Item 2(b) Addendum 63 of Agreement 4.16 and Item 2(b) Addendum 37 of Agreement 4.3. Senior protected employees working reducible positions in that zone must protect the vacancy or forfeit their protected status. (See example in Appendix A).
- 27) Q.** Must protected passenger trainmen bid all passenger vacancies between time card changes?
- A.** No, except that senior protected passenger trainmen occupying a reducible position in the same zone must accept a vacancy on a non-reducible position when a junior employee whether protected or unprotected would otherwise be awarded that vacancy.

- 28) Q.** Under Agreement 4.16 all passenger positions are abolished at change of timetable and re-advertised. Are protected passenger employees who held passenger positions prior to the abolishment and readvertising of positions required to bid passenger service to maintain their protected status?
- A.** No. Employees in such circumstances will not be considered as voluntarily vacating passenger service.
- 29) Q.** If a protected passenger employee who is assigned to other than passenger service bids a temporary vacancy in passenger service would the employee forfeit his protected status if he voluntarily reverts to other service when able to hold other non-reducible temporary vacancies in that zone?
- A.** Protected passenger employees working other service who elect to fill temporary vacancies are required to remain in passenger service until such employee exhausts all temporary vacancies on non-reducible positions he is eligible to fill in that zone in accordance with the application of the Collective Agreement.
- 30) Q.** In the application of question 24, a junior employee protected or unprotected would be awarded a non-reducible position. What would be the mechanism of requiring a protected passenger trainman to man the non-reducible position?
- A.** All protected passenger trainmen on reducible positions within the same zone who are senior to the applicant, will be canvassed starting with the senior employee. Protected passenger trainmen on reducible positions who decline to accept the non-reducible position will forfeit their protected status and will be removed from the reducible position. The employees so removed will exercise their seniority as if the position(s) were abolished. The resultant vacancies will be advertised to the home station.
- 31) Q.** In the event no applications are received for a non-reducible position, how would the position be filled?
- A.** All protected passenger trainmen on reducible positions within the same zone will be canvassed starting with the senior employee. Protected passenger trainmen on reducible positions who decline to accept the non-reducible position will forfeit their protected status and will be removed from the reducible position. The employees so removed will exercise their seniority as if the position(s) were abolished. The resultant vacancies will be advertised to the home station.
- The normal forcing provisions of the Collective Agreement will apply after all protected trainmen in that zone have been canvassed.
- 32) Q.** A protected passenger trainman in passenger service is assigned to a vacancy in other than passenger service account no applications received. What is the status of his protected passenger rights?
- A.** His status is protected account the employee is not voluntarily reverting to other service. Similarly, if the application of a provision of another collective agreement requires that the employee take a position governed by **that** other collective agreement, the employee's protected status will be maintained.
- 33) Q.** What happens when a protected employee is released from other service as contemplated in question 32?
- A.** Such protected employee will be governed by the applicable provisions of the Collective Agreement. However, if the application of such provisions permit the employee to return to passenger service in the zone he left, he must do so or forfeit his protected status.

- 34) Q.** A tour of duty brakeman's vacancy occurs on a reducible position. Will the vacancy be filled?
- A.** Yes, on a first in, first out basis by protected passenger trainmen from the spare board. There being none, the train will operate reduced. At Winnipeg and Edmonton only protected passenger employees on the designated list will be so called.
- 35) Q.** A tour of duty brakeman's vacancy occurs on a non-reducible position. How will the vacancy be filled?
- A.** On a first in, first out basis by a qualified trainman from the spare board. Except that at Winnipeg and Edmonton employees on the designated list will be called first, there being none the first out employee on the spare board will be called.
- 36) Q.** A known temporary vacancy occurs on a reducible position. Would the temporary vacancy be advertised to the home terminal including subsidiary stations?
- A.** Yes, except that only protected passenger trainmen can apply. If no applications are received the position will not be filled.
- 37) Q.** A know temporary vacancy occurs on a non-reducible position. How will the temporary vacancy be filled?
- A.** It will be advertised in the normal manner and the same rules that apply for filling a permanent vacancy on a non-reducible passenger position will apply.
- 38) Q.** A reducible crew is due to operate and only the conductor is available for service for that trip. The non-reducible brakeman's position is vacant and the reducible brakeman's position is vacant. There are only 2 employees on the spare board or designated list. The employee first out is non-protected and the second out employee has protected passenger status. How would the crew be filled?
- A.** The employee first out has entitlement to non-reducible position whereas the protected employee has entitlement to the reducible position, consequently both employees would be called.
- 39) Q.** A reducible crew is due to operate and only the conductor is available for service for that trip. The non-reducible brakeman's position is vacant and the reducible brakeman's position is vacant. There are two employees on the spare board or designated list. The employee first out is protected and the second out employee is non-protected. How would the crew be filled?
- A.** The protected passenger employee would be called and the train would operate reduced.
- 40) Q.** A reduced crew is due to operate and only the conductor is available for service for that trip. The non-reducible brakeman's position is vacant and the reducible brakeman's position is blanked account no applications. There are only 2 employees on the spare board; the employee first out is non-protected and the second out employee has protected passenger status. Who would be called to fill a non-reducible position which is vacant on the reduced crew?
- A.** The employee first out would be called to fill the essential position and the crew would operate on a reduced basis. At Winnipeg and Edmonton, the senior employee on the designated list will be called and the train will operate reduced.

41) Q. A reducible crew is due to operate and none of the regular crew are available for service for that trip. There are only three employees on the spare board. The first two employees have non-protected status and are junior to the third out employee who has protected passenger status. How would this crew be manned?

A. Under Agreement 4.16 the senior qualified employee among the two employees first and second out would fill the conductor's position and the other employee would man the non-reducible brakeman's position. The third out protected employee would man the reducible position. To do otherwise would result in a non-protected employee working the reducible brakeman's position.

Under Agreement 4.3 the conductor's position would be filled as per Article 38. Assuming other employees had not applied for such relief work or were not available, and the positions were filled entirely from the spare board, the junior employee would be called to fill the conductor's position and the employee second out would fill the non-reducible position and the protected employee would fill the reducible position. However, at Winnipeg and Edmonton the vacancies will be filled from the designated list.

42) Q. If a protected passenger employee not working in passenger service transfers from one terminal to another, will he retain his protected passenger status?

A. Yes.

43) Q. What types of service are contemplated in the application of "freight service" as referred to in Items 5 of Addendum No. 37 of Agreement 4.3 and Addendum No. 63 of Agreement 4.16?

A. "Freight Service" is defined to include any service other than passenger service.

44) Q. A passenger position is abolished between timetable changes. How would the affected protected passenger employee be governed?

A. The affected employee must exercise his seniority within his zone or forfeit his protected status. If unable to hold a position within such zone the employee would be governed by the terms of the applicable collective agreement.

Signed at Montreal, Quebec, this 17th day of October 1983.

FOR THE COMPANY:

(Sgd) M. Delgreco
Assistant Vice-President
Labour Relations

FOR THE UNION:

(Sgd) R.A. Bennett
General Chairman

(Sgd) W.G. Scarrow
General Chairman

(Sgd) R.J. Proulx
General Chairman

(Sgd) D.J. Morgan
General Chairman

APPENDIX "A"

Zone means a corridor or set of runs operating between two specific terminals.

Examples: Great Lakes Region

Toronto - Montreal
 Toronto - Ottawa
 Toronto - London

St. Lawrence Region

Montreal - Toronto
 Montreal - Ottawa
 Montreal - St. Albans

Atlantic/St. Lawrence Region

Charny - Campbellton
 Charny - Montreal
 Moncton - Campbellton
 Moncton - Halifax

Mountain Region

Edmonton - Blue River
 Edmonton - Watrous

Prairie Region

Winnipeg - Watrous
 Winnipeg - Armstrong

e.g. Toronto - Montreal Zone

Train No.	Conductor	Brakeman	Reducible Brakeman
66/60	1	2P	12P Crew A
66/60	3P	4	14P Crew B
59/58	5	6P	16P Crew C
59/58	7	8P	18P Crew D

e.g.

Toronto - Windsor Zone

Train No.	Conductor	Brakeman	Reducible Brakeman
71/78	25	26	30 Crew A
71/78	27P	28	Reduced Crew B if no applications received from a protected passenger trainman

e.g.

Toronto - London Zone

Train No.	Conductor	Brakeman
667/664	60	64
667/664	65P	66

#3P retires, position bulletined

Train No.	Conductor	Brakeman	Reducible Brakeman
66/60	1	2P	12P
66/60	-	4	14P
59/58	5	6P	16P
59/58	7	8P	18P

If #9 applies, his bid is accepted and he fills the position.

If #17 applies, his application rejected and #12P is forced on the vacancy. If 12P refuses he loses his protected status and exercises seniority; 14P is then forced. If #12P accepts the position, his former position on 66/60 is bulletined.

#27P bids Train 66/60 vice #12P. Bid accepted, Train 71/78 advertised vice 27P. If #29 applies, bid is accepted. If #31 was the senior applicant for Train 71/78, his bid would be rejected and #30P would be forced.

If #30P accepts the position, his former position on Train 71/78 is bulletined. If 65P bids Train 71/78 bid accepted.

ADDENDUM NO. 41

January 8, 1986

Mr. R.A. Bennett
General Chairman
United Transportation Union
3341A Bloor St. W.
Toronto, Ontario
M8X 1E9

Mr. B. Leclerc
General Chairman
United Transportation Union
Suite 200
1026 St. Jean Street
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairman
United Transportation Union
486 North Christina St.
Sarnia, Ontario
N7T 5W4

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

During the conciliation proceedings which culminated in the signing of the Memorandum of Settlement, the Union raised a concern through the Conciliation Officer regarding the judgement of train dispatchers or other Company officers in permitting trainmen an opportunity to obtain a second meal pursuant to new Article 29.5 and 47.5 of Agreements 4.16 and 4.3, respectively.

The Union's concern specifically related to the application of sub-paragraph 29.5 (b) of Agreement 4.16 or sub-paragraph 47.5 (b) of Agreement 4.3 which affords the train dispatcher the prerogative to instruct trainmen to take the opportunity for a second meal, when such has been requested, prior to the expiration of the ninth hour in instances when the train is delayed or subject to delay. The Union sought the Company's assurance that good judgement would be exercised in applying the provisions of this particular sub-paragraph. It was the Union's wish to avoid situations where, despite giving sufficient advance notice, trainmen are not allowed to take their second meal even though the train is at a location where eating facilities are immediately accessible and even though the train is delayed long enough to allow trainmen sufficient time to eat.

The Company replied that, in its view, the provisions of the sub-paragraph in question will actually promote the exercise of good judgement. Nevertheless, in order to allay the Union's expressed concern in this respect, the Company agreed to draw the matter to the attention of its operating officers, including train dispatching offices. In so doing, emphasis will be placed on the need for all concerned to use the type of judgement that will minimize complaints without affecting efficient train operations.

Should specific problems arise in this respect, the matter may be discussed between the General Chairman and the District Manager. Furthermore, if the matter is not satisfactorily resolved between the General Chairman and the District Manager, the General Chairman may discuss specific problems with the Chief of Transportation.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

cc: Mr. J.A. Clark, Chief of Transportation, H.Q. Bldg., Floor 15

ADDENDUM 42

January 8, 1986

Mr. R.A. Bennett
General Chairman
United Transportation Union
3341A Bloor St. W.
Toronto, Ontario
M8X 1E9

Mr. B. Leclerc
General Chairman
United Transportation Union
Suite 200
1026 St. Jean Street
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Mr. W.G. Scarrow
General Chairman
United Transportation Union
486 North Christina St.
Sarnia, Ontario
N7T 5W4

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

During the current round of negotiations, the Union submitted the following proposal:

An employee shall lose his seniority if he accepts a managerial position with the Company and outside the bargaining unit in either an acting or permanent capacity.

During the ensuing discussions, the Company stated that it was not prepared to accede to this particular proposal. However, in those same discussions, it soon became apparent that one of the Union's main concerns involved the application of the terms, conditions and benefits of those Agreements negotiated as a result of a Company notice served in accordance with the Adverse Effects/Material Change provisions of your Collective Agreement or similar notices, i.e., in accordance with the VIA Special Agreement, to those employees appearing on your respective seniority lists with the exception of those employees denoted as occupying an "excepted" position as Company officers.

Accordingly, the Union and the Company have agreed that, in respect of notices served in accordance with the above, the terms, conditions and benefits applicable thereto will not apply to those employees who were occupying official or other positions not covered by any collective agreement within one year of the date of such notice of change.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

cc: Mr. R.J. Proulx, Vice-President, UTU, Ottawa

ADDENDUM NO. 43

**CANADIAN NATIONAL RAILWAY COMPANY
Prairie and Mountain Regions**

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the United Transportation Union in respect to allowances provided to employees protecting shortages pursuant to Article 40 of Agreement 4.3.

IT IS AGREED that effective January 22, 1986, employees protecting shortages pursuant to paragraph 40.2 of Article 40 of Agreement 4.3 will be entitled to the following allowances:

1. A meal allowance pursuant to Article 119.
2. Reasonable transportation expenses to the location.
3. Accommodations provided the location is not his normal place of residence.
4. All time spent travelling to the point where the shortage exists on the basis of 12-1/2 miles per hour at brakeman's passenger rates for miles up to 200 and 6-1/4 miles per hour for miles in excess thereof.
5. When deadheading on passenger trains, sleeping accommodations between the hours of 2200 and 0600 when such are available.
6. Reasonable transportation expenses when returning to his home location when off for miles or when released pursuant to paragraph 40.5 of Article 40.

IT IS FURTHER AGREED that if insufficient applications are received from employees in Road service, consideration will be given to yardmen who wish to respond to the shortage in which case the provisions of this Memorandum will apply. If released or recalled prior to the change of timetable, Yardmen will return to Yard service at their originating home terminal.

This Memorandum of Agreement is subject to cancellation on 30 days notice in writing from either of the signatories hereto.

Signed at Montreal, Quebec, this 8th day of January, 1986.

FOR THE COMPANY:

FOR THE UNION:

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

(Sgd) D.J. Morgan
General Chairman

ADDENDUM NO. 44

January 8, 1986

Mr. R.A. Bennett
General Chairman
United Transportation Union
3341A Bloor St. W.
Toronto, Ontario
M8X 1E9

Mr. B. Leclerc
General Chairman
United Transportation Union
Suite 200
1026 St. Jean Street
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairman
United Transportation Union
486 North Christina St.
Sarnia, Ontario
N7T 5W4

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

During the current round of negotiations, the parties agreed to revise the Experience Rules in Agreements 4.16 and 4.3. These rules now require a specified number of trial trips in road and yard service for new employees.

During the discussions, several areas of concern were raised relating to how the new rules would effect present employees. The first concerned current employees in yard service moving to road service who had not completed the tours of duty required for road service under the previous provisions. In resolution of this matter, the parties agreed that employees presently in yard service who do not have the requisite road trip qualifications pursuant to revised Articles 59 and 108 respectively, would be considered qualified for road service if he/she has acquired 30 tours of duty in road service.

The second area concerned employees who were hired in the recent past and who have not yet acquired the requisite number of trips to be considered experienced for road service. In this regard, the parties agreed that these employees would be considered experienced if he/she has acquired 30 tours of duty in road service.

It was further agreed that the previous Collective Agreement provisions in respect to experience for yard service would continue for those employees currently in service.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) R.A. Bennett
General Chairman

I CONCUR:

(Sgd) B. Leclerc
General Chairman

I CONCUR:

(Sgd) W.G. Scarrow
General Chairman

I CONCUR:

(Sgd) D.J. Morgan
General Chairman

ADDENDUM NO. 45

January 8, 1986

Mr. R.A. Bennett
General Chairman
United Transportation Union
3341A Bloor St. W.
Toronto, Ontario
M8X 1E9

Mr. B. Leclerc
General Chairman
United Transportation Union
Suite 200
1026 St. Jean Street
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairman
United Transportation Union
486 North Christina St.
Sarnia, Ontario
N7T 5W4

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

In the current round of negotiations, the Union submitted the following demand:

Amend the rehabilitation rules.

During discussions on this demand the Union indicated it was seeking a provision to protect the earnings of the senior employee who would be required to vacate his/her position to provide employment for a medically restricted employee. In response the Company indicated it was not prepared to pay employees an incumbency in such circumstances. Rather, the Company indicated that it was prepared to apply the provisions of Article 74 of Agreement 4.16 by designating positions on the seniority district as positions suitable for rehabilitation purposes. The Company was also prepared to extend the provisions of Article 74 to Agreement 4.3. As a consequence, the Company stated there was no need to accede to the Union's request for protection of an employee's earnings.

One of the specific concerns cited by the Union during these discussions involved medically restricted employees adversely affected by the implementation of a Material Change in Working Conditions pursuant to a notice served by the Company under Article 79 (139) of Agreement 4.16 (4.3). The Union explained that, as a result of such a Company-initiated change, a medically restricted employee could, in some circumstances, be unable to hold work at his/her home terminal. In such circumstances, the only recourse would then be an arrangement pursuant to Article 74.3 of Agreement 4.16 (11.1 and 93.1 of Agreement 4.3), allowing the junior medically restricted employee to displace a senior employee, not medically restricted, from a position suitable to such junior employee's medical restriction and the protection of such senior employee's earnings.

In response to this specific concern, the Company informed you that should such cases arise as a result of the implementation of a Material Change initiated pursuant to Article 79 (139), they would be discussed when negotiating measures to minimize the adverse effects of a Material Change in Working Conditions upon employees affected by the change.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

ADDENDUM NO. 46

January 8, 1986

Mr. R.A. Bennett
General Chairman
United Transportation Union
3341A Bloor St. W.
Toronto, Ontario
M8X 1E9

Mr. B. Leclerc
General Chairman
United Transportation Union
Suite 200
1026 St. Jean Street
Quebec, Quebec
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Mr. W.G. Scarrow
General Chairman
United Transportation Union
486 North Christina St.
Sarnia, Ontario
N7T 5W4

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

During the current round of negotiations the Union raised the concern that Car Retarder Operators who wished to maintain their Uniform Code of Operating Rules qualification on a current basis were not being compensated as provided in the Payment for Examination articles of the applicable collective agreements.

This will confirm the Company's commitment that those employees working as Car Retarder Operators who take the periodic examination in the Uniform Code of Operating Rules will be compensated as provided for in the Payment of Examination articles of their respective collective agreements.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

cc: Mr. J.A. Clark, Chief of Transportation, H.Q. Bldg., Floor 15

ADDENDUM NO. 47

January 8, 1986

Mr. R.A. Bennett
General Chairman
United Transportation Union
3341A Bloor St. W.
Toronto, Ontario
M8X 1E9

Mr. B. Leclerc
General Chairman
United Transportation Union
Suite 200
1026 St. Jean Street
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairman
United Transportation Union
486 North Christina St.
Sarnia, Ontario
N7T 5W4

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

During the current round of negotiations, the Union submitted the following proposal:

Leave of absence for Union purposes not to affect vacation entitlement.

During discussions on this proposal, the Company indicated that it was prepared to count time spent by Union officers on Union business as "days worked and/or available" for the purpose of calculating the number of days vacation entitlement. This would apply to Union officers elected or appointed to any of the full or part-time positions set out in paragraphs 80.1 and 80.2 of Article 80 of Agreement 4.16 and paragraphs 130.1 and 130.2 of Article 130 of Agreement 4.3. However, it was clearly stated that the calculation of actual vacation pay would still be confined to the wages actually paid by the Company as shown on Form T-4 issued by the Company.

The Union stated that this was fully understood.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

ADDENDUM NO. 48

January 8, 1986

Mr. R.A. Bennett
General Chairman
United Transportation Union
3341A Bloor St. W.
Toronto, Ontario
M8X 1E9

Mr. B. Leclerc
General Chairman
United Transportation Union
Suite 200
1026 St. Jean Street
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Mr. W.G. Scarrow
General Chairman
United Transportation Union
486 North Christina St.
Sarnia, Ontario
N7T 5W4

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

During the current round of negotiations, the Company submitted a proposal to accommodate the selection of locomotive engineer trainees for terminals where a shortage of locomotive engineers exists or is expected to exist.

While the parties were able to attain a successful and mutually satisfactory resolution of the matter, the Union expressed the concern that those revised provisions of Article 66 of Agreement 4.16, or Article 137 of Agreement 4.3, which allow for the selection of trainees for the so-called shortage terminals might be utilized in cases where no actual shortage exists or can be foreseen to exist.

In order to alleviate this particular concern, the Company gave you its assurance that, should some question arise as to the need to train locomotive engineers for a particular terminal, the District Manager or his designate would be prepared to meet with you to discuss the matter and provide the appropriate data on which the Company based its determination that additional locomotive engineers will be required at that terminal.

Yours truly,

(Sgd) J.A. Clark
Chief of Transportation

ADDENDUM NO. 49

January 8, 1986

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Dear Mr. Morgan:

During the current round of negotiations, the Company submitted a proposal to incorporate into the Collective Agreement, certain provisions going beyond those presently contained therein, which would establish a more effective mechanism to overcome shortages of Trainmen as they arise at various terminals in Western Canada.

The Company explained that, on an increasingly frequent basis, shortages were being experienced at various terminals even though there was often a surplus of employees at other terminals on the seniority territory. Simply stated, the provisions of Article 40 of Agreement 4.3 have been proven ineffective in overcoming these shortages. This was the reason for the Company's proposal which would enable the Company to force laid-off Trainmen to terminals where shortages exist.

For its part, the Union stated that the mechanism sought by the Company went far beyond what was actually required. In its view, the solution lay in an increase in the level of allowances presently provided by Article 119 along with certain other considerations that would overcome any financial disadvantages which might accrue to employees moving on a shortage bulletin. As they stand, the present level of allowances, in the Union's opinion, act as a disincentive.

The Company acknowledged that there was some merit to the solution proposed by the Union. However, the Company expressed some reservation that this solution would, in fact, alleviate the problem of shortages once and for all. Therefore, as resolution to this matter, the following alternative solution was proposed and agreed to.

The Company withdrew its proposal. In addition, the Company agreed to an increase in the level of allowable expenses along with certain other considerations. These, however, were not incorporated into the Collective Agreement but rather were effected by means of a Memorandum of Agreement containing a cancellation clause. In return, the Union acknowledged that further discussions would be required in the future should the Company's reservations prove true - that is, should the problem of shortages continue to exist.

Yours truly,
(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

I CONCUR:
(Sgd) D.J. Morgan
General Chairman

ADDENDUM NO. 49A

3 April, 1989

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Dear Mr. Olson:

This is further to Addendum 49 of Agreement 4.3 dated January 8, 1986.

During discussions in Montreal on April 3, 1989, concerning Regional proposals, the Union agreed that if Article 40 did not attract sufficient employees, it would not object to the Company providing ad hoc terms and conditions to any employee represented by the U.T.U. who is willing to temporarily relocate to protect the shortage. The Company would consult with the General Chairperson prior to entering into the ad hoc arrangements with the employees concerned.

Yours truly,

(Sgd) Keith G. Macdonald
for: Sr. Vice-President
Mountain Region

(Sgd) D.W. Coughlin
for: Vice-President
Prairie Region

I CONCUR:

(Sgd) L.H. Olson
General Chairperson
United Transportation Union

ADDENDUM NO. 50

January 8, 1986

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Dear Mr. Morgan:

During the current round of negotiations, the Company agreed to the Union proposal that the 10 hours referred to in Article 35.8 be increased to 16 hours effective January 1, 1986, and effective January 1, 1987, Article 35.8 would be deleted from the Collective Agreement. The Company however, expressed concern that the resultant extension of the rest provisions from the current levels could result in shortages of employees and the consequent disruption of operations unless the intent of this provision to take rest legitimately required by the employee is respected.

You assured the Company that should problems arise where unwarranted use is made of the rest provisions which results in shortages of employees, the matter would be discussed between the General Chairman and the respective District Manager with a view of resolving the problem. Should this not be possible, the matter would be subject to discussion between the Vice-President of the Union and the Assistant Vice-President, Labour Relations.

If this accurately reflects our understanding, would you please sign where indicated.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) D.J. Morgan
General Chairman

ADDENDUM NO. 51

February 12, 2005

Mr. John W. Armstrong
Vice-President
United Transportation Union
71 Bank Street, Floor 7
Ottawa, Ontario K1P 5N2

Mr. Raymond LeBel
General Chairperson
United Transportation Union
1026 St. Jean Street, Suite 200
Quebec, Quebec G1R 1R7

Mr. Rex Beatty
General Chairperson
United Transportation Union
421 Bay Street, Floor 2, Suite 207
Sault Ste. Marie, Ontario P6A 1X3

Mr. Bryan Boechler
General Chairperson
United Transportation Union
214 – 9622 – 42 Avenue NW
Edmonton, Alberta T6E 5Y4

Gentlemen:

During the recent round of Collective Bargaining, the Union raised the issue regarding lunch periods and breaks for yard service employees. You indicated that there have been problems where employees did not receive a sufficient enough time to have their lunch, and at times, employees were not permitted the opportunity to have a coffee break(s) when the operation permitted.

In view of this concern raised by the Union, this will confirm that employees will be provided the opportunity to have their lunch break in a designated facility as discussed among Messrs. Armstrong, Boechler, Harrison and Ms. Madigan. I also advised and committed that employees will be provided the opportunity for relief from the elements of weather and, subject to the requirements of service, they will be afforded the opportunity for breaks during their shift.

I further informed you, that we have made a commitment that this will happen and will ensure all officers of the Company are made aware of this commitment. If, in the future, you believe we are not living up to this assurance, then I ask you to bring such circumstance to the immediate attention of the Senior Vice President in charge of the region.

In addition to the above, and as mutually agreed between us, we will conduct a thorough and complete review of this matter commencing no later than 60 days following ratification / implementation of the Memorandum of Agreement. Further reviews will be undertaken every 90 days thereafter. These reviews will be conducted by myself, and the Senior Vice Presidents of the Company and the respective General Chairpersons and the Vice Presidents of the Union.

I trust this commitment and assurance will satisfactorily resolve the Union's concern.

Yours Truly,

(Sgd) E. Hunter Harrison

ADDENDUM NO. 52

January 8, 1986

Mr. R.A. Bennett
General Chairman
United Transportation Union
3341A Bloor St. W.
Toronto, Ontario
M8X 1E9

Mr. B. Leclerc
General Chairman
United Transportation Union
Suite 200
1026 St. Jean Street
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairman
United Transportation Union
486 North Christina St.
Sarnia, Ontario
N7T 5W4

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

During the current round of negotiations, the Union submitted a proposal to have T-4 slips placed in sealed envelopes and mailed to the employee's residence.

The Company indicated that, for the reasons discussed with you, it was not prepared to mail T-4 slips to employees' residences. However, this will confirm that the appropriate arrangements will be made to have T-4 slips placed in sealed envelopes and delivered to points where statements of earnings are distributed.

Yours truly,

(Sgd) J.A. Clark
Chief of Transportation

ADDENDUM NO. 53

January 8, 1986

Mr. R.A. Bennett
General Chairman
United Transportation Union
3341A Bloor St. W.
Toronto, Ontario
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Mr. B. Leclerc
General Chairman
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Mr. W.G. Scarrow
General Chairman
United Transportation Union
486 North Christina St.
Sarnia, Ontario
N7T 5W4

Mr. D.J. Morgan
General Chairman
United Transportation Union
779 Portage Avenue
Winnipeg, Manitoba
R3G 0N3

Gentlemen:

During the current round of negotiations, the Union raised several problems related to payment of guarantees.

The Company explained that the issues referred to by the Union were of a nature which could be resolved on the Region. It was therefore suggested that the General Chairman discuss these matters with the appropriate Company officer on the Region.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

cc: Mr. J.A. Clark, Chief of Transportation, H.Q. Bldg., Floor 15

ADDENDUM NO. 54

CANADIAN NATIONAL RAILWAY COMPANY

MEMORANDUM OF AGREEMENT between the United Transportation Union and the Canadian National Railway Company, providing for conditions and rates of pay which will apply to the classifications of Hump Foremen and Yard Operations Employees employed in Symington Yard.

1. In addition to this Memorandum of Agreement, the principles contained in the Articles of Agreement 4.3 listed hereunder will apply to Hump Foremen and Yard Operations Employees:

- Article 76 - Shift Differential
- Article 77 - Basic Day
- Article 78 - Rest
- Article 79 - Work Week
- Article 80 - Overtime
- Article 81 - Starting Time
- Article 84 - Establishment of Seniority and Promotion
- Article 85 - Qualified Employees
- Article 86 - Bulletining and Filling of Regular Assignments
- Article 87 - Manning Temporary Vacancies
- Article 88 - Regular and Regular Relief Assignments
- Article 89 - Displacement - Demotion - Layoff
- Article 90 - Yard Spare Board
- Article 91 - Notice When Requesting Relief
- Article 93 - Medically Restricted Yardmen
- Article 94 - Condition of Engines
- Article 95 - Shelters and Lockers
- Article 96 - Work Outside Switching Limits
- Article 97 - Supplying Caboose
- Article 98 - Seal Records
- Article 100 - Lunch Time
- Article 102 - Yardmen's Work Defined
- Article 103 - Switching Limits
- Article 104 - Special Duties
- Article 105 - Coupling Air and Steam Hoses
- Article 106 - Calling
- Article 109 - Discharged Employees Re-entering Service
- Article 110 - Seniority Lists
- Article 111 - Seniority & Promotion Districts - Road and Yard Service
- Article 112 - Interchangeable Seniority Rights - Road and Yard Service
- Article 113 - Exercise of Seniority Rights in Road and Yard Service
- Article 114 - Preference Rights on Former Promotion Districts
- Article 115 - Employees Laid Off
- Article 116 - Certificate of Service
- Article 117 - Discipline
- Article 118 - Work on Construction Lines
- Article 119 - Expenses Away From Home
- Article 120 - Submission of Time Return and Non-Allowance of Time Claimed
- Article 121 - Grievance Procedure
- Article 122 - Imperfection of Sight or Hearing
- Article 123 - Held for Investigation or Company Business
- Article 124 - Employee Held Off Duty to Attend Court or Coroners Inquest, etc.
- Article 125 - Payment for Examinations
- Article 126 - Jury Duty
- Article 127 - Annual Vacation

- Article 128 - General Holidays
- Article 129 - Bereavement Leave
- Article 130 - Leave of Absence
- Article 131 - Resuming Duty After Leave of Absence
- Article 132 - Protection of Seniority
- Article 134 - Life Insurance Upon Retirement
- Article 135 - Benefit, Dental and Health Care Plans
- Article 136 - Electric Lanterns
- Article 137 - Engine Service Brakemen
- Article 138 - Engine Hostlers
- Article 139 - Material Change in Working Conditions
- Article 140 - Appointing Yardmasters
- Article 141 - Interpretation of Agreement
- Article 142 - Manning of Assignments in Road and Yard Service in Case of Work Stoppage
- Article 143 - Printing of Collective Agreement
- Article 144 - Use of Communication Systems
- Article 145 - Use of Masculine Gender
- Article 146 - Broken Time

- *2. The crew consist for the hump assignments will be a Hump Foreman (Yard Operations Employee effective with the implementation of the Locomotive Control System) at the following rates of pay:

	Rate per Day \$	Rate Per Hour	
		Pro Rata \$	Time and One-Half \$
Effective July 23, 2019	318.20	39.78	59.66
Effective July 23, 2020	326.16	40.57	60.86
Effective July 23, 2021	335.94	41.38	62.07

3. Effective with the implementation of Locomotive Control System, Yard Operations Employees will, in addition to their other duties, also assume the duties required in connection with the remote operation of the Hump Locomotive(s) and will be compensated the rates of pay in Item 2 hereof. The rate per day will be subject to any negotiated wage increase(s) which the parties may agree to as a result of National Negotiations.
4. The Locomotives used by the assignments specified in Items 2 and 3 hereof will perform necessary work and be permitted access through necessary leads to the east end of all tracks in the East and West receiving yards, the East and West departure yards, the complex and run-through yards, the classification tracks, engine storage tracks to obtain or leave locomotives, and the local yard (including SA1 and SA3). These locomotives will not operate beyond the fouling point at the West end of any of the tracks described in the previous sentence.
5. The parties, prior to the implementation of the Locomotive Control System, will meet to determine the terms and conditions of training for employees to be engaged in operating the remote hump locomotive(s).
6. Consultation will take place between Local Company Officers and Local Union Officers at the Hump Yard regarding the physical conditions surrounding the Hump where Hump Foremen or Yard Operations Employees will be required to work. If unable to agree at the local level, the matter will be discussed between the General Superintendent of Transportation and the General Chairman.
7. Car Retarder Operators whose positions are abolished and are not now qualified under the Uniform Code of Operating Rules will be provided with up to five days' paid rule instruction during which they will be required to pass the appropriate Uniform Code of Operating Rules examination.

8. The provisions of the Memorandum of Agreement shall prevail notwithstanding the provisions of Agreement 4.3 which may be in conflict or restrict the full application of this Memorandum of Agreement.
9. This Memorandum of Agreement and the Agreement dated 24 January 1989 between the parties regarding conditions and benefits which apply to employees affected by the implementation of the Hump Yard Improvement Program, are in full and final settlement of the notice dated 3 March 1988, served pursuant to the provisions of Article 139 of Agreement 4.3.

Signed at Montreal, Quebec, this 24th day of January 1989.

FOR THE COMPANY:

FOR THE UNION

(Sgd) D.W. Coughlin

For: Vice-President
Prairie Region

(Sgd) L.H. Olson

General Chairman

(Sgd) D.C. Fraleigh

Assistant Vice-President
Labour Relations

*As amended by the Memorandum of Agreement dated October 1, 2010.

ADDENDUM NO. 54A

24 January 1989

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657-45th Avenue
Edmonton, Alberta
T6E 5Z8

Dear Mr. Olson:

As you will recall during our discussions preceding the signing of the Memorandum of Agreement dated January 24, 1988, the Union raised some concerns with respect to the Hump Foreman performing work in the area of Tracks SA1 to SA3 inclusive and L1 and L2.

The Union felt that protection was needed for this movement when work was being performed by the automated locomotive. In response, the Company indicated that the Uniform Code of Operating Rules were sufficient to protect any train or engine movement. However, to alleviate the Union's concerns, the Company provided assurances that when an automated hump consist operates in L and A yard, the Yardmaster would arrange the necessary protection for the automated locomotive. That is, when operating in tracks SA1 to SA3 inclusive and L1 and L2, the Yardmaster would ensure other train or engine movements will not conflict with the automated locomotive.

Yours truly,

(Sgd) D.W. Coughlin
for: Vice-President

ADDENDUM NO. 54B

24 January 1989

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657-45th Avenue
Edmonton, Alberta
T6E 5Z8

Dear Mr. Olson:

This is in response to the concerns raised with respect to the duties of the Hump assignments at Symington Yard. In this regard the Company will require these assignments to perform the following work:

- 1) Humping.
- 2) Pulling trains or cuts of cars to hump.
- 3) Setting out bad order and "Do Not Hump" cars.
- 4) Shove humped cars which failed to clear the lead.
- 5) Shove or kick cars with engine only to make room in the class tracks, provided protection pursuant to Rule 103 is provided by the Yardmaster.

Yours truly,

(Sgd) D.W. Coughlin
For: Vice-President

ADDENDUM NO. 54C

24 January 1989

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657-45th Avenue
Edmonton, Alberta
T6E 5Z8

Dear Mr. Olson:

During the discussions which culminated the Memorandum of Agreement dated January 24, 1989 the Union raised a concern that the Company would utilize other regular assignments at the hump with a one man crew.

This will confirm the Company's commitment that assignments with starting points at other than the hump and used at the hump will not be governed by the provisions in the Memorandum of Agreement referred to above. However, it is understood that extra assignments called to hump will be manned pursuant to the Memorandum of Agreement referred to above.

Yours truly,

(Sgd) D.W. Coughlin
for: Vice-President

ADDENDUM NO. 54D

24 January 1989

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657-45th Avenue
Edmonton, Alberta
T6E 5Z8

Dear Mr. Olson:

During the hearings which were held in Winnipeg pursuant to Article 139 of Agreement 4.3 concerning H.Y.I.P. in Symington, the U.T.U. expressed a concern to the Board of Review that the Company would use supervisors to supplement the crew on the hump operations.

This will confirm that the Company has no intention of utilizing supervisors to supplement schedule employees including the "Hump Foreman" in the normal performance of his or her duties.

Yours truly,

(Sgd) D.W. Coughlin
for: Vice-President

ADDENDUM NO. 54E

2 November 1990

Mr. J.W. Armstrong
General Chairman
United Transportation Union
9657-45th Avenue
Edmonton, Alberta
T6E 5Z8

Dear Mr. Armstrong:

This will confirm our discussions held in Winnipeg, Manitoba pursuant to Item 5 of the Memorandum of Agreement signed at Montreal, Quebec on January 24, 1989, which governs the conditions and rates of pay for Hump Foremen and Yard Operations Employee employed at Symington Yard in Winnipeg, Manitoba.

The parties have agreed that in the application of the aforementioned Memorandum of Agreement, a training program of a maximum of five days duration will be provided for employees who are required to qualify as Yard Operations Employee at Symington Yard. During negotiations, which culminated in the Agreement dated January 24, 1989, the matter of insufficient applications for training was discussed and both parties recognized that there must be a provision to assign sufficient employees to train to operate the belt pack locomotive. Accordingly, the following conditions will apply to employees who undertake such training:

- (1) Bulletins calling for applications for training as Yard Operations Employee will be issued to qualified Yard Foremen and Conductors working in Yard service in the terminal of Winnipeg.
- (2) Applicants for training will be selected on the basis of their earliest seniority date on the Yard Foremen's seniority list with preference being given in the following order:
 - (i) Employees currently working as Yard Operations Employee and qualified Yard Foremen and Conductors assigned to the Yard spareboard.
 - (ii) Other qualified Yard Foremen and Conductors working in Yard service.
- Note:** In the application of this paragraph, the Local Chairman and the District Superintendent of Transportation or his delegate may mutually agree to alter the preference for training to suit local conditions.
- (3) Should the number of applications received pursuant to Items 1 and 2 above be insufficient for the purpose of filling regular assignments and to provide relief work, a sufficient number of employees will be assigned to train as Yard Operations Employee. Such assignment will be made in reverse rank of seniority in the following order:
 - (i) Qualified Yard Foremen and Conductors assigned to the Yard spareboard.
 - (ii) Other qualified Yard Foremen and Conductors working in Yard service.
- (4) Should an employee be assigned a position as Yard Operations Employee account no applications received pursuant to Articles 86 or 87 of Agreement 4.3, and a junior employee in yard service subsequently becomes available, the senior employee may elect to be released at the first opportunity and the junior employee assigned.

- (5) Upon successful completion of the training course, employees qualified as Yard Operations Employee shall have the designation YOE placed opposite their name on the Yard Foremen's seniority list.
- *(6) During the period of time employees are assigned to the Company's training course, they will be paid therefore at the all-inclusive rate per 40-hour week of:

	Rate per Day \$	Rate Per Hour	
		Pro Rata \$	Time and One-Half \$
Effective July 23, 2019	318.20	39.78	59.66
Effective July 23, 2020	326.16	40.57	60.86
Effective July 23, 2021	335.94	41.38	62.07

- (7) If the course is extended by the Company beyond 40 hours in any one week, or by any part of a week, employees will be paid for such excess time at the pro rata hourly rate.
- (8) In lieu of the provisions of the Collective Agreement with respect to general holidays, employees will be allowed an additional sum of money equal to one-fifth of all inclusive rate referred to in Item 4 for each general holiday which falls during the period of time such employees are assigned to the Company's training course.

Will you please confirm your concurrence with the foregoing by signing in the space provided below.

Yours truly,
(Sgd) D.W. Coughlin
 For: F.D. Campbell
 Vice-President

I CONCUR:
(Sgd) J.W. Armstrong
 General Chairperson
 United Transportation Union

APPROVED:
(Sgd) D.C. Fraleigh
 Assistant Vice-President
 Labour Relations

* As amended by the Memorandum of Agreement dated October 1, 2010.

ADDENDUM NO. 55

October 26, 1989

Mr. T.G. Hodges
General Chairperson
United Transportation Union
55 King Street, Suite 600
St. Catharines, Ontario
L2R 3H5

Mr. B. Leclerc
General Chairperson
United Transportation Union
Suite 200-1026 St. Jean
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairperson
United Transportation Union
988 Exmouth Street
Sarnia, Ontario
N7S 1W1

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Gentlemen:

This refers to discussions during negotiations relating to your demand on the condition of resthouses and yardmen's lunch rooms.

During the course of these discussions, you alleged that certain resthouses were not being maintained in a suitable condition.

It was agreed that should the union have any specific concern with respect to the condition or maintenance of any resthouse or yardmen's lunch room, the Local Chairman will bring it to the attention of the Superintendent in writing. The Superintendent will ensure that an investigation is made as soon as possible to determine what areas, if any, may require attention and, where necessary, the action needed to correct the situation. The Local Chairman will be advised of the results of this investigation in writing.

It was further agreed, that failing a resolution of the matters raised pertaining to the condition of these resthouses, unresolved issues would be brought to the attention of the General Chairmen and the District Manager for further handling.

Yours truly,

(Sgd) D.H. Grant
Chief of Transportation

ADDENDUM NO. 55A

Toronto, Ontario, May 13, 2001

D. Shewchuk General Chairman CCROU
B. Henry General Chairperson CCROU

Gentlemen:

During this round of negotiations the Council raised several issues with the Company with respect to issues surrounding Company owned/supplied accommodations. Specifically, the Council requested an expedited mechanism for resolution of issues surrounding crew facilities.

The parties agreed that the quickest method of resolution was an escalation process with defined time limits for resolving issues. Accordingly, the following process has been agreed to for resolution of issues related to Company supplied rest facilities:

1. Local Chairman/ Chairperson or his delegate to advise in writing the appropriate Company officer of the issue. Company officer to respond in writing within 14 days.
2. If response not received as outlined in the aforementioned item within 14 days, issue to be elevated to the Divisional Superintendent for resolution and response.
3. If response not received within 14 days of escalation to the Superintendent, the matter to be elevated to the General Chairman/ Chairperson and Divisional General Manager for resolution.

It is understood that crew facility issues of an urgent nature such as those that affect safety will take priority and will be addressed without delay.

Yours Truly,

Vice-President

ADDENDUM NO. 56

October 26, 1989

Mr. T.G. Hodges
General Chairperson
United Transportation Union
55 King Street, Suite 600
St. Catharines, Ontario
L2R 3H5

Mr. B. Leclerc
General Chairperson
United Transportation Union
Suite 200-1026 St. Jean
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairperson
United Transportation Union
988 Exmouth Street
Sarnia, Ontario
N7S 1W1

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Gentlemen:

During the current round of negotiations the Union submitted a demand to amend the Bereavement Leave provisions of the collective agreements in respect to the length of such leave. The amendment sought by the Union would have allowed the employee the entitlement to be paid for five working days exclusive of vacation and general holidays.

One of the reason behind this demand concerned road service employees who, as a result of being on bereavement leave, miss their assignment, or turn in the pool, which operates out of the home terminal on the third day of such leave.

Consequently, they are not in a position at the away from home terminal to work the return leg of that assignment. If the return leg operates on the following calendar day (i.e. on the day after bereavement leave has expired), these employees do, in fact, lose earnings.

While the Company would not accede to the Union's demand, it did agree that, in the circumstances described above, that is, if the return trip is on the day after bereavement leave expires the employee would be compensated pursuant to the bereavement leave provisions of the collective agreement. Therefore, an employee who misses a tour of duty out of the away from home terminal solely and directly as a result of having been on bereavement leave will be compensated notwithstanding that such tour of duty occurred outside the three calendar days specified in the bereavement leave provisions of the collective agreement.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

cc: R.J. Proulx, Vice-President, United Transportation Union

ADDENDUM NO. 57

October 26, 1989

Mr. T.G. Hodges
General Chairperson
United Transportation Union
55 King Street, Suite 600
St. Catharines, Ontario
L2R 3H5

Mr. B. Leclerc
General Chairperson
United Transportation Union
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Mr. W.G. Scarrow
General Chairperson
United Transportation Union
988 Exmouth Street
Sarnia, Ontario
N7S 1W1

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Gentlemen:

One of the demands submitted by the Union during the last round of negotiations concerned the matter of what the Union termed a comprehensive calling rule. In our discussions on the matter it became evident to both parties that a large percentage of the Union's concerns have arisen since the consolidation of crew offices into the regional Crew Management Centres. As a result, a meeting was convened with representatives of the crew Management Centres in attendance. In our opinion, this session allowed both the Company and the Union to frankly address a number of these concerns and thereby gain a fuller appreciation of the problems faced by both parties.

Discussion centred mainly on the following topics: telephone response; line-ups; the advertising of both temporary and permanent positions; local calling practices; tape recordings; and the handling of grievances.

The Union was brought up to date on a number of developments that will provide solutions to several of the problem areas identified. For example, a computerized voice synthesizer system known as CrewTalk will, when installed, allow employees to access the Transportation Manpower Operating System mainframe computer to obtain such routine information as their standing on the working board, existing vacancies and so on; in addition, line-up information will be available on CrewTalk. As the Union was informed, CrewTalk has recently been installed at the Toronto Crew Management Centre. As CrewTalk has been readily accepted by the employees at that location, plans are in place to expand the system to other Crew Management Centres across the system.

Besides the obvious benefits associated with CrewTalk, the system will also free crew dispatchers to more readily handle those tasks requiring direct interface with employees seeking information. In the Company's opinion, this will ameliorate the situation in respect to telephone response.

The Company recognized that a problem has existed, at least at some locations, in respect to the handling of job notices from a centrally located crew management centre to their posting in notice books in the field. Certain steps have already been taken to address this concern. In addition, the Union was also informed that the Company is presently testing a computer program, known as JobTalk, that will make this information readily accessible to the employees by telephone. We expect that this system will be ready for installation in the first Crew Management Centre before the end of the year.

In connection with the matter of local calling practices, the Union requested that each local chairman be given a copy of the crew dispatchers' desk manual which contains the local calling practices presently in effect for each particular terminal. The Company expressed a great deal of concern about the use to which these manuals would be put and reminded the Union that the instructions contained in these desk manuals did not take precedence over the terms of the collective agreement. The Union agreed that, although there

were many differences in calling practices from terminal to terminal, many of these practices could be standardized and indicated their willingness to resolve this matter. In order to facilitate this process, the Company agreed to provide a complete set of desk manuals to the General Chairman concerned.

In respect to the matter of tapes of telephone conversations, both parties agreed that the value of these recordings has been proven over time and, on this basis, the Company has agreed to increase the minimum retention period from 60 to 90 days. The Company also assured the Union that, in order to assist in the resolution of time claims or grievances, it was prepared to entertain requests from local chairmen for copies of specific taped conversations provided that the local chairman making the request can identify the date and approximate time of the purported conversation; the Company will review the tape for 30 minutes on each side of the time given by the local chairman. In addition, the Company indicated that it was prepared to respond to reasonable and specific requests from local chairmen for other information relevant to the disposition of a grievance. Requests that are not considered specific or reasonable or relevant to a particular grievance would not, however, be honoured.

We are confident that the foregoing measures will serve to eliminate a number of the irritants being experienced by both the employees and the staff of the Crew Management Centres.

Yours truly,

(Sgd) D.H. Grant
Chief of Transportation

ADDENDUM NO. 58

October 26, 1989

Mr. T.G. Hodges
General Chairperson
United Transportation Union
55 King Street, Suite 600
St. Catharines, Ontario
L2R 3H5

Mr. B. Leclerc
General Chairperson
United Transportation Union
Suite 200-1026 St. Jean
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairperson
United Transportation Union
988 Exmouth Street
Sarnia, Ontario
N7S 1W1

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Gentlemen:

During negotiations which culminated in the signing of the Memorandum of Settlement on August 29, 1989, the Union was advised of the Company's plan in respect to the implementation of caboosless operations and was given a copy of the schedule by which caboosless operations will be phased in across the system.

The Company's representatives explained that Phase 1 of the implementation plan encompassed Segments 1 to 7 which includes:

- (1) through freight operation on the transcontinental main line;
- (2) through freight operation between Winnipeg and Thunder Bay;
- (3) through freight operation between Jasper and Prince Rupert; and
- (4) terminal transfer operation in the Greater Vancouver Terminals.

Phase 1 is to be accomplished over a seven-month period beginning at the time that the 90-day notice period is fulfilled.

Phase 2 of the implementation plan encompasses Segment 8 to 12. Each of these segments involves a particular region beginning, in Segment 8, on the Mountain Region and ending, in Segment 12, on the Atlantic Region. Each such segment is divided into three distinct parts: A, B and C.

Segments 8-A to 12-A will be implemented over a five-month period beginning immediately after Phase 1 has been completed.

Part A of each segment encompasses through freight operation on lines not implemented in Phase 1. Part A of Segments 8 through 12 will be implemented in the same manner and under the same conditions as those trains involved in Phase 1.

However, certain through freight trains which have been identified as having specific operational peculiarities precluding the immediate implementation of a caboosless operation have been excluded from Part A and are scheduled for implementation in Part B of Segments 8 through 12. Such trains, therefore, are considered to be subject to the process set out in sub-paragraphs 90.3(b) to (h), inclusive, of Agreement 4.16 or sub-paragraphs 147.3(b) to (h), inclusive, of Agreement 4.3, as the case may be, and will

commence cabooseless operation only after the procedural requirements set out therein have been complied with. These trains are specifically identified in the implementation plan attached hereto as information.

Part B of each segment also encompasses 500 series trains except for certain trains which have been specifically identified in the implementation plan. Part B of Segments 8 through 12 will be implemented beginning in Month 12. Full implementation of Part B could take up to a year to be completed.

Part C of each segment encompasses those specifically identified 500 series trains not implemented in Part B and those yard assignments presently operating with a caboose. Its implementation will commence in Month 24.

Both Parts B and C of each segment encompass those trains which are subject to the process set out in sub-paragraphs 90.3(b) to (h), inclusive, of Agreement 4.16 or sub-paragraphs 147.3(b) to (h), inclusive, of Agreement 4.3, as the case may be.

I trust that this clarifies the Company's implementation plan.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

cc: D.H. Grant, Chief of Transportation, Montreal

FOR INFORMATION PURPOSES ONLY

IMPLEMENTATION PLAN

PHASE ONE

SEGMENT 1: BETWEEN VANCOUVER AND EDMONTON

COMMENCING MONTH 1: DAY 1

All trains in series 200, 300, 400, 700 and 800 will operate caboosless, including 700 and 800 series trains operating on the coal branch between Holloway and the various loading sites, and trains destined to and from Roberts Bank.

Terminal transfer movements operating within greater Vancouver terminal between Thornton and Lynn Creek, Thornton and Vancouver, Thornton and Sapperton, Lynn Creek and Sapperton, will also operate caboosless.

SEGMENT 2: BETWEEN EDMONTON AND WINNIPEG

COMMENCING MONTH 1: DAY 7

All trains in series 200, 300, 400, 700 and 800 will operate caboosless on the Wainwright, Watrous, and Rivers subdivisions.

SEGMENT 3: BETWEEN WINNIPEG AND TORONTO

COMMENCING MONTH 3: DAY 1

All trains in series 200, 300, 700 and 800 will operate caboosless.

SEGMENT 4: BETWEEN MONTREAL AND HALIFAX

COMMENCING MONTH 3: DAY 1

All trains in series 200, 300, 400, 700 and 800 will operate caboosless between Montreal and Halifax, via Joffre and Edmundston.

SEGMENT 5: BETWEEN WINNIPEG AND THUNDER BAY

COMMENCING MONTH 4: DAY 1

All trains in series 300, 400, 700 and 800, will operate caboosless, including trains destined to, or from, Ranier Minnesota.

SEGMENT 6: BETWEEN JASPER AND PRINCE RUPERT

COMMENCING MONTH 4: DAY 1

All trains in series 300, 400, 700 and 800 will operate caboosless, including coal trains operating between Jasper and Winniandy.

SEGMENT 7: BETWEEN MONTREAL AND TORONTO

COMMENCING MONTH 5: DAY 1

All trains in series 200, 300, 400, 700 and 800 with the exception of trains 317 and 318, will operate cabooseless.

PHASE TWO

SEGMENT 8: MOUNTAIN REGION

A: COMMENCING MONTH 7: DAY 1

All trains in series 200, 300, 400, 700 and 800, not implemented in segments 1 or 6, will operate cabooseless on all subdivisions.

B: COMMENCING MONTH 12: DAY 1

500 series trains will operate cabooseless, except as follows:

Train 510 Calder to Beamer
Train 516 Calder to Whitecourt
Train 528 Calder to Scotford
Train 585 Calder to Grand Centre
Train 542 Smithers to Houston

C: COMMENCING MONTH 24: DAY 1

500 series trains, or assignments, listed in "B" above, and yard assignments presently operating with a caboose will, where feasible, operate cabooseless.

SEGMENT 9: PRAIRIE REGION

A: COMMENCING MONTH 7: DAY 1

All trains in series 200, 300, 400, 700 and 800, not implemented in segments 2 or 5, will operate cabooseless on all subdivisions.

B: COMMENCING MONTH 12: DAY 1

500 series trains will operate cabooseless, except as follows:

Train 514 Sioux Lookout to Graham
Train 549 Dauphin to Swan River

C: COMMENCING MONTH 24: DAY 1

500 series trains, or assignments, listed in "B" above, and yard assignments presently operating with a caboose will, where feasible, operate cabooseless.

SEGMENT 10: GREAT LAKES REGION

A: COMMENCING MONTH 10: DAY 1

All trains in series 200, 300, 400, 700 and 800, not implemented in segment 3, including transfer movements in the Toronto area, will operate cabooseless on all subdivisions, except as follows:

Train 719 between MacMillan yard and Uthoff
Train 718 between Macmillan yard and Millikens
Train 442 between Branford and Toronto

B: COMMENCING MONTH 12: DAY 1

trains 719, 718, 442, 317, 318 and 500 series trains will operate cabooseless, except as follows:

Train 511 London to Sarnia
Train 516 Stratford to Owen Sound
Train 518 Belleville
Train 546 Oshawa to Pt. Union
Train 548 Oshawa to Whitby
Train 550 Merriton to Grimby
Train 554 Mimico to Clarkson
Train 564 Pt. Robinson
Train 567 Pt. Robinson
Train 580 Guelph to Fergus
Train 583 London to Woodstock
Train 585 London to Woodstock

C: COMMENCING MONTH 24: DAY 1

500 series trains or assignments, listed in "B" above and yard assignments presently operating with a caboose will, where feasible, operate cabooseless.

SEGMENT 11: ST. LAWRENCE REGION

A: COMMENCING MONTH 10: DAY 1

All trains in series 200, 300, 400, 700 and 800, not identified in segments 4 or 7 including transfer movements in the Montreal area, will operate cabooseless on all subdivisions.

B: COMMENCING MONTH 12: DAY 1

500 series trains will operate cabooseless, except as follows:

Train 518 Drummondville to Aston Jct.
Train 521 Joffre to Monk
Train 525 La Prairie to St. Constant
Train 526 St. Lambert to Varennes
Train 529 Ottawa to Pembroke
Train 536 Coteau to Valleyfield
Train 538 Coteau to Valleyfield
Train 539 Coteau to Hawkesbury
Train 547 St. Antoine to Sorel

Train 564 Val Royal to Doney Spur
Train 573 Senneterre to Matagami
Train 581 Senneterre to Matane
Train 588 Mont Joli to Matane

C: COMMENCING MONTH 24: DAY 1

500 series trains, or assignments, listed in "B" above and yard assignments presently operating with a caboose will, where feasible, operate cabooseless.

SEGMENT 12: ATLANTIC REGION

A: COMMENCING MONTH 12: DAY 1

All trains in series 200, 300, 400, 700 and 800, not identified in segment 4 will operate cabooseless on all subdivisions.

B: COMMENCING MONTH 14: DAY 1

500 series trains will operate cabooseless, except as follows:

Train 523 Stellarton to Trenton Spur
Train 523 Stellarton to Oxford Sub.
Train 536 Moncton to Deersdale
Train 546 Moncton to Island Park
Train 586 Campbellton to Brunswick Mine

C: COMMENCING MONTH 24: DAY 1

500 series trains, or assignments, listed in "B" above and yard assignments presently operating with a caboose will, where feasible, operate cabooseless.

ADDENDUM NO. 58A

October 26, 1989

Mr. T.G. Hodges
General Chairperson
United Transportation Union
55 King Street, Suite 600
St. Catharines, Ontario
L2R 3H5

Mr. B. Leclerc
General Chairperson
United Transportation Union
Suite 200-1026 St. Jean
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairperson
United Transportation Union
988 Exmouth Street
Sarnia, Ontario
N7S 1W1

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Gentlemen:

This has reference to the negotiations regarding caboosless operations and has particular reference to the operation of work trains and snow plows without cabooses.

You were advised during these negotiations that if it was the Company's intention to operate road switchers, wayfreights, work trains and/or snow plows and snow spreaders on a particular territory without cabooses, this would be identified in the notice. It was agreed that the manner in which such trains would operate or the appropriate arrangements for such operation could be discussed at that time pursuant to the provisions of Article 90 of Agreement 4.16 or Article 147 of Agreement 4.3, as the case may be, notwithstanding the fact that such trains might not be operated immediately upon the implementation of caboosless operations in that particular territory. It was further understood that the method of operation for planned work train assignments without cabooses would be discussed with the Local Chairman prior to bulletining such assignments.

By copy of this letter, the District Managers are being advised of this understanding in order that all Operating Officers will be made aware of it.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

cc: D.H. Grant, Chief of Transportation, Montreal
cc: District Managers

ADDENDUM NO. 58B

October 26, 1989

Mr. T.G. Hodges
General Chairperson
United Transportation Union
55 King Street, Suite 600
St. Catharines, Ontario
L2R 3H5

Mr. B. Leclerc
General Chairperson
United Transportation Union
Suite 200-1026 St. Jean
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairperson
United Transportation Union
988 Exmouth Street
Sarnia, Ontario
N7S 1W1

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Gentlemen:

This has reference to National Negotiations in respect to the terms and conditions governing the implementation and operation of caboosless trains, specifically the process set out in sub-paragraphs 90.3(b) to (h), inclusive, of Agreement 4.16 or sub-paragraphs 147.3(b) to (h), inclusive, of Agreement 4.3, as the case may be.

During our discussions on this matter, the Union expressed two areas of concern in respect to the aforementioned provisions.

The Union's first concern was that the aforementioned provisions, as written, could not be invoked in respect to the implementation of caboosless operations in through freight service during Phase 1 and Segments 8-A to 12-A, inclusive, of Phase 2 of the implementation plan. Situations were envisioned where, for example, because of a change in operations, a particular through freight train is required to perform frequent and/or lengthy back-up movements on a regular basis on certain segments of its run. It was the Union's understanding that, even in such a situation, the appeal process outlined in the aforementioned provisions could not be invoked since the train in question is operated in through freight service.

The Union's second concern involved situations where, in the Union's opinion, the operation of a particular train or assignment is changed, subsequent to it commencing caboosless operation, to the extent that such train or assignment is no longer considered to be appropriate for caboosless operation.

The Company, on the other hand, was equally concerned that, if provisions dealing with such principles were incorporated into the appeal process as set out in the aforementioned provisions, that process could then be invoked in a manner not contemplated by the parties and to the extent that the process itself would become ineffective and overly cumbersome.

The Union, however, was adamant that this would not be the case and assured the Company that its specific concerns involved only those genuine cases in which the appropriateness of a particular train or assignment for caboosless operation could reasonably be questioned. The Union further stated that it was not their intention to frustrate the process and again assured the Company they would use their best efforts to ensure this would not be the case.

In view of the Union's commitment, the Company confirmed that the process set out in paragraphs 90.3(b) to (h), inclusive or 147.3(b) to (h), inclusive, as the case may be, may be applied by the Union in the examples described above or in some other circumstance that the Union considers would make caboosless operations impracticable. It is understood that the time limits established by those provisions

must be adhered to by the Union. In addition, the Union must specifically outline the particular operating condition which, in its opinion, necessitates the use of a caboose on the particular train or assignment.

If the above properly reflects the substance of our discussion on this matter, please so indicate by signing in the space provided below.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) B. Leclerc
General Chairperson

(Sgd) M. Gregotski
For: General Chairperson

(Sgd) L.H. Olson
General Chairperson

(Sgd) W.G. Scarrow
General Chairperson

cc: D.H. Grant, Chief of Transportation, Montreal

ADDENDUM NO. 58C

October 26, 1989

Mr. T.G. Hodges
General Chairperson
United Transportation Union
55 King Street, Suite 600
St. Catharines, Ontario
G1R 1R7

Mr. B. Leclerc
General Chairperson
United Transportation Union
Suite 200-1026 St. Jean
Quebec, Quebec
L2R 3H5

Mr. W.G. Scarrow
General Chairperson
United Transportation Union
988 Exmouth Street
Sarnia, Ontario
N7S 1W1

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Gentlemen:

This has reference to the National Negotiations regarding caboosless operations and has particular reference to sub-paragraph 90.4(a)(2)(iii) of Agreement 4.16 and to sub-paragraph 147.4(a)(2)(iii) of Agreement 4.3 concerning the conductor's responsibility as it will continue to relate to the matter of car reporting.

During our negotiations, you were informed of the Company's plans to implement a system known as the Automated Work Order Reporting System or AWORS. This system will ultimately replace the traditional method of reporting under which a conductor reports car movements by means of train journal and/or switch list. Simply stated, from his position on the lead locomotive, the conductor will interface directly with the TRACS System using a portable, on-board computer terminal. It is intended that the conductor retain responsibility for the reporting of car movements under AWORS whether or not a train is operated without a caboose.

As you were informed, it is not possible to perform the reporting function under AWORS from any location in the train except the locomotive consist since the computer terminal relies on the locomotive's electrical system for its power. In recognition of this physical limitation, the Union agreed that, when a train is operated with a caboose and AWORS has been implemented, the conductor will position himself in the lead locomotive in order to perform his reporting duties under AWORS.

Please indicate your concurrence with the foregoing by affixing your signature in the space provided below.

Yours truly,

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) W.G. Scarrow
General Chairperson

(Sgd) M. Gregotski
For: General Chairperson

(Sgd) L.H. Olson
General Chairperson

(Sgd) B. Leclerc
General Chairperson

cc: D.H. Grant, Chief of Transportation, Montreal

ADDENDUM NO. 58D

October 26, 1989

Mr. T.G. Hodges
General Chairperson
United Transportation Union
55 King Street, Suite 600
St. Catharines, Ontario
L2R 3H5

Mr. B. Leclerc
General Chairperson
United Transportation Union
Suite 200-1026 St. Jean
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairperson
United Transportation Union
988 Exmouth Street
Sarnia, Ontario
N7S 1W1

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Gentlemen:

During the current round of National Negotiations in respect to caboosless train operations, the Union raised certain concerns regarding the type, weight, tone and channel capability of the radios to be supplied in accordance with sub-paragraph 90.4(d) of Agreement 4.16 or sub-paragraph 147.4(d) of Agreement 4.3.

In response to these concerns, the Company's representatives informed you that the so-called lunch-box type radios are currently being phased out and are being replaced with light-weight, hand-held, five watt radios equipped with dispatcher's tone call capability and the necessary channels for the territory on which they are to be used.

This replacement program shall be completed by the time that caboosless train operations have been fully implemented. In the meantime, when these new radios are not available, the necessary dispatcher tone call and channel capability will be provided utilizing radios presently in service that are so equipped such as the so-called red radio.

Yours truly,

(Sgd) D.H. Grant
Chief of transportation

ADDENDUM NO. 58E

October 26, 1989

Mr. T.G. Hodges
General Chairperson
United Transportation Union
55 King Street, Suite 600
St. Catharines, Ontario
L2R 3H5

Mr. B. Leclerc
General Chairperson
United Transportation Union
Suite 200-1026 St. Jean
Quebec, Quebec
G1R 1R7

Mr. W.G. Scarrow
General Chairperson
United Transportation Union
988 Exmouth Street
Sarnia, Ontario
N7S 1W1

Mr. L.H. Olson
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Gentlemen:

During the current round of National Negotiations in respect to the operation of caboosless trains, the Union sought a provision that would require each occupied road locomotive cab on a caboosless train to be equipped with a supply of running wash water, soap and a basin.

In response to this demand, the Company informed you that each occupied road locomotive cab would meet the standards established by the On Board Trains Occupational and Health Regulations made pursuant to the Part II (formerly Part IV) of the Canada Labour Code. The Company further explained that it was not feasible to provide running water and washing facilities in the cabs of existing road locomotives due to design limitations and the extraordinary expense associated with the complex retrofit required to overcome these limitations.

However, the Company agreed that it was feasible to incorporate such facilities in the design when new road service locomotives are ordered or when road service locomotives are retrofitted.

Based on current budget projections, it is expected that the Company will order or retrofit 80 road service locomotives beginning in 1991 at a rate of approximately 20 per year. You will be kept informed, of course, of our plans in this respect through the auspices of the System Cab Committee.

This letter serves to confirm the Company's commitment to provide washing facilities (cold) in the cabs of new road service locomotives ordered or road service locomotives retrofitted subsequent to the effective date of the Memorandum of Agreement amending Agreements 4.16 and 4.3.

Yours truly,

(Sgd) D.H. Grant
Chief of Transportation

ADDENDUM NO. 58F

**CANADIAN NATIONAL RAILWAY COMPANY
Prairie and Mountain Regions**

MEMORANDUM OF AGREEMENT between Canadian National Railway Company and the United Transportation Union with respect to certain separation opportunities.

IT IS AGREED THAT:

- (1) Subject to the provisions of this Memorandum of Agreement, a Trainman/Yardman working in a position covered by Agreement 4.3 and who is eligible for early retirement under the Company's Pension Plan(s) will be entitled to elect to take early retirement and receive a separation allowance as hereinafter provided.
- (2) (a) Subject to the provisions of this Item 2, an employee defined in Item 1 above who is eligible for early retirement under the Company's Pension Plan(s) and who has 85 points as defined by the Pension Plan(s)' rules will be entitled to a monthly separation allowance payable until the age of 65 (or time of death, if earlier) which, when added to his Company pension, will give the employee an amount equal to a percentage of his average annual earnings over his best five-year period, as defined under the 1959 Pension Plan rules in accordance with the following formula:

Years of Service at Time Employee Elects Retirement	Percentage Amount as Defined Above
35 & over	80
34	78
33	76
32	74
31	72
30	70
29	68
28	66
27	64
26	62
25 or less	60

- (b) An employee entitled to the monthly separation allowance as defined in Item 2(a) above may elect, in lieu of the monthly allowance, a lump sum payment which will be equal to the current value of such monthly separation allowance payments calculated on the basis of a discount rate of ten (10) per cent per annum.
 - (c) In the application of this Item 2, an eligible employee, who is not a member of the 1959 Pension Plan, will receive the monthly separation allowance or the lump sum payment which will be calculated on the assumption that such employee did belong to the 1959 Pension Plan throughout the employee's career. Such employee will receive the payments due him in accordance with Item 2(a) or (b) minus any pension payments which would have been due him had he been a member of the 1959 Pension Plan.
- (3) An employee who is in receipt of the separation allowance provided for in Item 2:
 - (a) shall be entitled to have his group life insurance coverage continued until age 65 and paid for by the Company;

(b) shall be entitled at age 65 to a life insurance policy, fully paid up by the Company, in an amount equal to that in effect under the then existing Collective Agreement.

(4) In the application of this Memorandum of Agreement, the maximum number of Trainmen/Yardmen who may elect the lump separation allowance as provided in Item 2 will be limited as follows:

1990	1991	TOTAL
16	8	24

(5) If the number of eligible employees who elect benefits under the provisions of this Memorandum of Agreement are less than the number of opportunities available, the number of unused opportunities may be carried over. Subsequent to January 1, 1991, any unused opportunities will be made available to eligible employees on an annual basis on January 1st of each year.

(6) Bulletins for applications from eligible Trainmen/Yardmen as defined in Item 1 for the benefits provided under this Memorandum of Agreement will be issued to the seniority district 60 days prior to March 1 for the year 1990 and thereafter 60 days prior to December 15 of the year prior to the year for which these opportunities are being made available. Applicants shall be selected on each seniority district on the basis of their seniority as a Trainman/Yardman.

(7) Employees occupying an excepted position as of August 29, 1989 will be governed by the terms and conditions of the letter dated January 8, 1986 (Addendum No. 42 of Agreement 4.3).

(8) It is agreed that the provisions of this Memorandum of Agreement satisfy the requirements of the Article 139 (Material Change in Working Conditions) of Agreement 4.3 with respect to any change in yard assignments which may result from caboosless train operation.

Signed at Montreal, Quebec this 26th day of October, 1989.

FOR THE COMPANY:

(Sgd) D.C. Fraleigh
Assistant Vice-President
Labour Relations

FOR THE UNION:

(Sgd) L.H. Olson
General Chairperson

ADDENDUM NO. 59

21 March 1990

Mr. J.W. Armstrong
General Chairman
United Transportation Union
9657 - 45 Avenue
Edmonton, Alberta
T6E 5Z8

Dear Mr. Armstrong:

This will confirm our recent discussions concerning claims submitted by regularly assigned Yardmen not called after having previously advised the appropriate supervisor of their desire to perform overtime work in accordance with the provisions of Article 80.2 of Agreement 4.3.

In view of the absence of any specified penalty in Article 80.2, the Company's position is that the "make whole" principle applies to regularly assigned Yardmen not called after making themselves available for extra work. The Union expressed the alternative position that successive amendments to the Article have resulted in regularly assigned Yardmen being entitled to a penalty payment of a basic day as though runaround.

The above notwithstanding, it has been a long standing interpretation and practice that in situations where seniority is used as opposed to a first in, first out basis for determining entitlement to work, that the "make whole" principle is used to compensate an employee who is deprived of earnings as a result of an error in calling. However, in view of the amendments made to Article 80.2 over time, the Company is prepared without prejudice to its position in this respect, to pay a runaround of a basic day (8 hours pay at straight time rates) to regularly assigned senior Yardmen who are entitled to man such vacancies and not called. Regularly assigned Yardmen will now be compensated on the same basis as senior laid-off Yardmen.

It is understood that regularly assigned Yardmen will not be considered available to perform overtime work if doing so will interfere with their ability to work their regularly scheduled assignment.

It is further understood that this agreement will not result in claims for multiple runarounds.

Will you please signify your agreement of the foregoing by signing in the space provided and returning one signed to the undersigned.

Yours truly,

(Sgd) Keith G. Macdonald
For: R.A. Walker
Senior Vice-President
Western Canada

(Sgd) D.W. Coughlin
For: F.D. Campbell
Vice-President
Prairie Region

I AGREE

(Sgd) J.W. Armstrong
General Chairman
United Transportation Union

WVS/sb

ADDENDUM NO. 60

**ESTABLISHMENT OF A GUARANTEE FOR FOUR
JOINT SPAREBOARD POSITIONS AT CALGARY**

July 23, 1990

Mr. J.W. Armstrong
General Chairman
United Transportation Union
9657 - 45 Avenue
Edmonton, Alberta
T6E 5Z8

Dear Mr. Armstrong:

This will confirm the agreement reached during Article 139 negotiations respecting the changes at Mirror and Hanna, AB and the establishment of a guarantee for the spareboard at Calgary, AB.

It is agreed that 4 (Four) guaranteed spareboard positions will be established at Calgary, AB subject to the conditions contained in this letter.

1. Regulations prescribed in Article 44 of Agreement 4.3 will apply in regulating the spareboard. However, there will not be less than 4 positions at any given time.

The following will apply to the four guaranteed positions.

2. An employee assigned to the joint spareboard who is available for duty for an entire calendar month will be guaranteed, for such a month, the equivalent of the miles set forth below at the Brakeman's minimum through freight rate of pay:

Month of February - 2800 miles
all other months - 3000 miles

- (i) The guarantee will be reduced by the equivalent of 100 miles at the Brakeman's through freight rate of pay for each calendar day or portion thereof on which the employee is not available for duty and for each call missed.
- (ii) An employee on the spareboard who, while standing first out, misses a two-hour call on more than four occasions in a calendar month, will not be entitled to any guarantee under this provision unless the calls missed were for reasons satisfactory to the proper officer of the Company.
- (iii) An employee on the spareboard who books rest in excess of 14 hours will have his guarantee reduced in accordance with the provisions of sub-paragraph (i) above except that an employee on a spareboard who has been on a tour of duty away from his home terminal in excess of 24 hours, calculated from the time he reports for duty at his home terminal until he is released from duty upon return to his home terminal, will have his guarantee reduced only if he books in excess of 16 hours rest.
- (iv) An employee entitled to the guarantee under the provisions of this letter who is assigned to the joint spareboard for only a portion of a month will be paid his full proportion of the guarantee pro rated according to the number of days the employee was on the spareboard as related to the number of days in the month.

3. In the calculation of guarantee payments provided under the provisions of this letter, all compensation paid to the employee under Agreements 4.3 and 4.2 as well as compensation paid as a Locomotive Engineer during the month or portion of the month that the employee is assigned to the spareboard will be used to offset any such guarantee payments. Compensation earned outside the period of time the employee is assigned to the spareboard will not be used to offset the guaranteed payments.
4. Subject to the requirements of the service and the provisions in this letter, the Company will regulate the number of employees assigned to the spareboard in accordance with its operational requirements. When the spareboard is regulated in accordance with the preceding sentence, the Local Chairman or his delegate will be notified of the particulars at the time of regulation.
5. The provisions of this letter will not be construed to mean that the earnings specified are the maximum which Brakemen will be permitted to earn.
6. The provisions of this letter shall remain in effect subject to 60 days notice in writing from either party to the other of its desire to cancel or revise same.

Please confirm your agreement to the foregoing by signing the attached copies of this letter in the space provided and return them to the undersigned.

Yours truly,

(Sgd) Keith G. Macdonald
For: R.A. Walker
Senior Vice-President
Western Canada

I AGREE

(Sgd) J.W. Armstrong
General Chairman
United Transportation Union

ADDENDUM NO 61

February 12, 2005

Mr. Bryan Boechler
General Chairperson
United Transportation Union
214 – 9622 – 42 Avenue NW
Edmonton, Alberta T6E 5Y4

Dear Mr. Boechler:

During the recent round of collective bargaining the Company committed that for a period of two (2) calendar years following ratification it will offer forty (40) Early Retirement Opportunities at surplus locations throughout Western Canada as determined between the General Chairperson and the Director of Labour Relations. These opportunities will be offered at each change of card or at such other intervals as may be agreed to by the parties. It is understood that these forty early retirement opportunities will be based on the Conductor Only formula. It is also understood that any unused early retirement opportunities will expire at the end of the two year period.

Yours truly,

I Concur,

(Sgd) Kim Madigan
Vice-President
Labour Relations - North America

(Sgd) Bryan Boechler
General Chairperson

ADDENDUM NO. 62

June 2, 1992

W.G. Scarrow
 General Chairperson
 United Transportation Union
 486 North Christina Street
 Sarnia, Ontario
 N7T 5W4

J.W. Armstrong
 General Chairperson
 United Transportation Union
 9657 - 45th Avenue
 Edmonton, Alberta
 T6E 5Z8

Raymond LeBel
 General Chairperson
 United Transportation Union
 200 - 1026 rue St-Jean
 Quebec, Quebec
 G1R 1R7

M.P. Gregotski
 General Chairperson
 United Transportation Union
 516 Garrison Road, Unit 5
 Fort Erie, Ontario
 L2A 1N2

This concerns the matter of training for periodic examination in accordance with the Railway Employee Qualifications Standards Regulations made pursuant to Section 46 of the National Transportation Act and Section 227 of the Railway Act.

The Company will provide training courses covering all required subject areas for the applicable occupational category and First Aid. When employees attend such training courses at the direction of the Company, they will do so in accordance with the following conditions:

1. (a) The location at which training courses are to be conducted will be determined by the Company. The General Chairpersons of the Union will, on an on-going basis, be provided with a copy of the training course schedule.
 - (b) Where the training location is at other than the employee's home terminal, the Company will arrange for and provide transportation. Employees authorized to use their personal automobile and who elect to do so will be paid the mileage allowance provided in the collective agreement in accordance with the conditions attached thereto.
 - (c) Where the training location is at other than the employee's home terminal and employees are required to travel to another terminal for training, time occupied in travelling will be paid for at the rate per hour of 1/8th the daily rate for passenger service, provided the distance between the two terminals is 40 miles or more by the most direct highway route.
 - (d) Where the training location is at other than the employee's home terminal, the Company will provide accommodation which may be in hotels, motels or in Company facilities. Such accommodation will be in clean, single occupancy rooms equipped with a writing table or desk, a chair and adequate lighting and, to the extent it is practical to do so, will include cooking facilities.
 - (e) Employees covered by paragraph 1 (d) above, will be paid an allowance for meals pursuant to article 119, on each day of the training program.
2. Employees attending a training program in accordance with this Letter of Understanding will be compensated on the following basis, according to the position regularly held at the time the training is taken, for each day in attendance on the training course:

	EFFECTIVE		
	23-Jul-19	23-Jul-20	23-Jul-21
Yardmaster Traffic Coordinator	355.36	364.24	375.17

Asst. Yardmaster Traffic Coordinator	339.03	347.50	357.93
Conductor/Yard Employee/Switchtender	302.82	310.39	319.70
Assistant Conductor / Baggage Handler/YardHelper	279.20	286.18	294.77

*Note: Employees attending QSOC training shall be entitled to the QSOC rate provided above or loss of wages whichever is greater.

3.
 - (a) In the event that an employee is removed from the working list on a day or days preceding attendance at a training course and, as a result, misses a tour or tours of duty which commence work on such days, he or she will be paid the amount specified in paragraph 2 for each tour of duty lost.
 - (b) Employees will not be removed from the working list on the day or days preceding attendance at a training course where, under normal operating conditions, they will be in and off duty at their home terminal by 2359 of the day preceding attendance at the training course.

NOTE: Time paid for in the nature of arbitrary payments, such as preparatory time and time paid for pursuant to paragraph 35.6 of Article 35 of Agreement 4.16 or paragraph 104.2 of Article 104 of Agreement 4.3 will not be taken into account in the application of this paragraph 3 (b).
 - (c) Regularly assigned employees, whose assignments go out prior to their release from the training course and who, as a result, miss the return trip out of the away from home terminal to the home terminal, will be paid the applicable amount specified in paragraph 2 for the return tour of duty lost.
 - (d) Employees will have their names restored to the working list as of completion of training on the last day of the training course. However, employees may elect not to accept calls for shifts or tours of duty commencing prior to, but no later than, 0600 of the day following the training course by advising the Crew Management Centre of the time at which they will be available. Employees who wish to exercise this option will so advise the Crew Management Centre at the completion of the training course.

NOTE: Time paid for in the nature of arbitrary payments, such as preparatory time and time paid for pursuant to paragraph 35.6 of Article 35 of Agreement 4.16 or paragraph 104.2 of Article 104 of Agreement 4.3 will not be taken into account in the application of this paragraph 3 (d).
 - (e) Regularly assigned employees who exercise the option set out in paragraph 3 (d) thereby causing the loss of a trip on their regular assignment will be paid the applicable amount specified in paragraph 2 for each tour of duty lost.
 - (f) Spare board employees who exercise the option set out in paragraph 3 (d) will hold their turn on the working board until 0600 of the day following the training course.
 - (g) For the purpose of clarity, the term "regularly assigned employee" includes employees in pool service and employees filling a temporary vacancy on a regular assignment or in pool service obtained through the exercise of seniority.
4. In the application of the mileage regulations of the collective agreement, any amount paid pursuant to the terms of this Letter of Understanding, whether expressed in monetary or mileage terms, will not be included in calculating an employee's total mileage in the working month.

5.
 - (a) Employees attending a training course who fail to qualify in accordance with the Regulations for their occupational category will not work until they become so qualified.
 - (b) To the extent that an instructor/examiner is available, instruction and/or re-examination, as desired by the employee, may be arranged outside the hours of the normal training course at no additional cost to the Company. Alternatively, and again dependent on the availability of a qualified instructor/examiner, the employee may arrange to qualify in whatever subject areas required at the home terminal or other location at no cost to the Company.
 - (c) The provisions of paragraphs 1 to 5 included will not again apply to employees taking subsequent training or instruction as a result of failure to qualify on their first attempt. Any further training, instruction or re-examination will be at the employee's own expense.
6. The provisions of this Letter of Understanding will only apply to employees directed to take training in connection with periodic examination in the subjects mandated by the Railway Employee Qualifications standards Regulations.
7. The provisions of the collective agreement dealing with payment for rules examination, specifically paragraph 71.2 of Article 71 of Agreement 4.16, paragraph 125.2 of Article 125 of Agreement 4.3 and paragraph 16.2 of Article 16 of Agreement 4.2 shall not apply to employees paid for instruction and examination pursuant to this Letter of Understanding.

(Sgd) J.B. Bart

For: Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) W.G. Scarrow
General Chairperson

(Sgd) J.W. Armstrong
General Chairperson

(Sgd) M.P. Gregotski
General Chairperson

(Sgd) R. LeBel
General Chairperson

*As amended by the letter dated August 20, 2018.

ADDENDUM NO.62A

June 2, 1992

W.G. Scarrow
General Chairperson
United Transportation Union
486 North Christina Street
Sarnia, Ontario
N7T 5W4

J.W. Armstrong
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Raymond LeBel
General Chairperson
United Transportation Union
200 - 1026 rue St-Jean
Quebec, Quebec
G1R 1R7

M.P. Gregotski
General Chairperson
United Transportation Union
516 Garrison Road, Unit 5
Fort Erie, Ontario
L2A 1N2

This confirms our mutual agreement that the daily rates of pay specified in paragraph 2 of the Letter of Understanding dated June 2, 1992 in respect to the conditions attached to training for re-qualification under the Railway Employee Qualification Standards Regulations will be subject to the same general wage increase agreed to between the parties in the current round of national negotiations.

(Sgd) J.B. Bart
For: Assistant Vice-President
Labour Relations

ADDENDUM NO. 62B

June 2, 1992

W.G. Scarrow
General Chairperson
United Transportation Union
486 North Christina Street
Sarnia, Ontario
N7T 5W4

J.W. Armstrong
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Raymond LeBel
General Chairperson
United Transportation Union
200 - 1026 rue St-Jean
Quebec, Quebec
G1R 1R7

M.P. Gregotski
General Chairperson
United Transportation Union
516 Garrison Road, Unit 5
Fort Erie, Ontario
L2A 1N2

During discussions which culminated in the signing of the Letter of Understanding, dated June 2, 1992 in respect to the matter of training and re-qualification under the Railway Employee Qualifications Standards Regulations, the Union expressed a concern about the effect that attendance on the training course would have in relation to the calculation of an employee's guarantee or an employee's incumbency.

This confirms that, in the calculation of either the guarantee or any incumbency pursuant to the maintenance of earnings provisions of various agreements, an employee in attendance on the training course will be deemed to be available for service. It is, of course, understood that earnings paid to an employee pursuant to the Letter of Understanding, dated June 2, 1992, will be used to offset payment of the guarantee or an incumbency.

(Sgd) J.B. Bart
For: Assistant Vice-President
Labour Relations

ADDENDUM NO. 62C

June 2, 1992

W.G. Scarrow
General Chairperson
United Transportation Union
486 North Christina Street
Sarnia, Ontario
N7T 5W4

J.W. Armstrong
General Chairperson
United Transportation Union
9657 - 45th Avenue
Edmonton, Alberta
T6E 5Z8

Raymond LeBel
General Chairperson
United Transportation Union
200 - 1026 rue St-Jean
Quebec, Quebec
G1R 1R7

M.P. Gregotski
General Chairperson
United Transportation Union
516 Garrison Road, Unit 5
Fort Erie, Ontario
L2A 1N2

During discussions which culminated in the signing of the Letter of Understanding, dated June 2, 1992 in respect to the matter of training and re-qualification under the Railway Employee Qualifications Standards Regulations, there was some discussion about the duration of the training course.

In this respect, the Company indicated that the course is presently structured in a four day format which includes First Aid training in addition to instruction and examination in the aforementioned Regulations. However, you were advised that changes to training methods or tools or revisions to course content might, at some time in the future, have some effect on course duration.

However, you were assured that any contemplated change to course duration will be communicated to the Union well before its implementation.

(Sgd) M.S. Fisher
For: Chief of Transportation

ADDENDUM NO. 63

May 5, 1995

Mr. J.W. Armstrong
General Chairperson
Canadian Council of Railway
Operating Unions
9665-45th Avenue
Edmonton, Alberta
T6E 5Z8

Mr. W.A. Wright
General Chairman
Canadian Council of Railway
Operating Unions
No. 2-3012 Louise Street
Saskatoon, Saskatchewan
S7J 3L8

Gentlemen

During negotiations which culminated in an agreement in Toronto in May 1995, there was some discussion on the conditions of locomotive cabs.

During our discussions the Company indicated it is committed to the Baultar, or equivalent, seat retrofit program which is presently ongoing on the road fleet of locomotives. This program is currently underway and is scheduled to be completed by May 5, 1997 with the exception of locomotives that will be phased out in the next several years.

One of the Council's demands during the current round of negotiations concerned the provision of a microwave oven on all road locomotives. It is our intention to order all new road locomotives and equip the existing road fleet with microwave ovens. Except for some locomotives that will be phased out in the next several years, all road locomotives will be equipped with a microwave oven by May 5, 1997. In the interim, when a locomotive consist has a unit equipped with a microwave oven it will be dispatched in the lead position when practicable.

(Sgd) K.L. Heller
Chief of Transportation

I Concur:

(Sgd) J.W. Armstrong
General Chairperson

(Sgd) W.A. Wright
General Chairman

ADDENDUM NO. 64

May 5, 1995

Mr. J.W. Armstrong
General Chairperson
Canadian Council of Railway
Operating Unions
9665-45th Avenue
Edmonton, Alberta T6E 5Z8

Mr. W.A. Wright
General Chairman
Canadian Council of Railway
Operating Unions
No. 2-3012 Louise Street
Saskatoon, Saskatchewan S7J 3L8

Gentlemen

During negotiations which culminated in an agreement in Toronto in May 1995, in respect to the matter of the modified engine service training program for conductors, there was some discussion about the course structure and intent.

In this respect, the Company indicated that it is necessary in an extended run environment to have two employees who can operate the locomotive. The intent of the course is to provide the conductor the ability to operate the locomotive under the guidance of a qualified locomotive engineer. This will not affect their present duties as the conductor is still in charge of the train and the locomotive engineer is still responsible for the operation of the locomotive.

The structure of the modified engine service training course is as follows:

Technical & Rules Training - Gimli Manitoba 14 Days

- Basic Air Brake training Program
- Motive Power
- Simulator Training - 10 structured hours

On Job Training

- Joint Selection Process On Job Trainer
- Training with credible On Job Trainer - 2 weeks
- Review of runs with local officer, trainee and OJT, using downloads and evaluation sheets.

Upon successful completion of this program conductors will receive an Operator's Permit which will allow them to operate the locomotive when accompanied by a qualified locomotive engineer. While attending the training program the conductor will not suffer any loss of wages.

The Company and local chairperson will jointly examine cases where individuals do not reach qualification status within certain parameters. If a remedy is not found it will be elevated to the General Chairperson and District Manager for resolution.

(Sgd) K.L. Heller
Chief of Transportation

I Concur:
(Sgd) J.W. Armstrong
General Chairperson

(Sgd) W.A. Wright
General Chairman

ADDENDUM NO. 65

May 5, 1995

Mr. J.W. Armstrong
General Chairperson
Canadian Council of Railway
Operating Unions
9665-45th Avenue
Edmonton, Alberta
T6E 5Z8

Mr. W.A. Wright
General Chairman
Canadian Council of Railway
Operating Unions
No. 2-3012 Louise Street
Saskatoon, Saskatchewan
S7J 3L8

Gentlemen:

During the mediation / arbitration process conducted by Mr. Justice Adams at Toronto in April and May 1995, which culminated in a mediated settlement on implementation of extended runs in Western Canada, a process for implementation and ongoing monitoring was established.

It was decided in order to protect employees and avoid restrictive work rules that a set of principles would be used to guide implementation and ongoing operation of extended runs. These principles are as follows:

Principles of Extended Runs

1. Will not reduce the level of safety.
2. Will enhance transit time, reduce initial and final terminal time and improve customer service reliability.
3. Employees will be provided accurate line-ups to allow sufficient rest prior to starting an extended run.
4. Employees will arrange to report for duty prepared to complete the assignment for which called.
5. At the crew ordering time extended run trains will be ready for the outbound crew to commence their duties which vary by terminal:
 - i.e.: power on train, brake test completed, train coupled, etc.
6. Extended run trains will normally operate as hook and haul, however will perform customer services when other train service is not practicable i.e.:
 - pick up a bad order
 - set out or pick up
 - provisions of conductor only agreement will apply
7. Conductors must be qualified to operate a locomotive when accompanied by a Locomotive Engineer.
8. Cab conditions of locomotives will be improved within defined time frames to provide a more suitable ergonomic environment.
9. Marshalling and customer service activity in extended run territory to be primarily performed by road switchers and wayfreights that will not be operated as extended runs.

It was agreed for these principles to be used, a set of measures and standards needed to be developed which tracked adherence to these principles. The measurement would be provided to the union and the company at regular intervals (monthly) and jointly reviewed on a regular basis. Both parties are committed to action when unacceptable deviation occurs.

The parties agreed to the following committee structure for implementation and ongoing monitoring of extended runs:

Regional Steering Committee - Permanent

Consisting of:

- 2 CCROU General Chairmen
- 2 Senior Company Officers such as the Senior Director Transportation Services and 1 District Manager.

Frequency:

- Must meet or conference call quarterly or more frequently if performance dictates.

Mandate:

- Review standards/measures
- Ensure acceptable performance
- Resolve performance issues.

Regional Implementation Committee - Temporary

Consisting of:

- 2 appointees by the CCROU General Chairmen - Mountain Region
- 2 appointees by the CCROU General Chairmen - Prairie Region
- 2 Senior Company Officers

Frequency:

- Full time until extended runs are implemented.

Mandate:

- Determine standards and measures
- Establish detailed implementation plans for Western Canada including points covered in Attachment A.

District Committee - Permanent

Consisting of:

- 2 appointees by the CCROU General Chairmen
- The District Superintendent Transportation
- One other Company committee appointee.

Frequency:

- Must meet or conference call quarterly or more frequently if performance dictates.

Mandate:

- Review district measures and standards
- Ensure acceptable performance
- Resolve performance issues
- Elevate to regional level performance issues that can not be resolved at a District level.

Extended run standards and measures will be distributed regularly to all employees involved with extended runs. Standards will be adjusted jointly on a needs basis (i.e., as cab conditions improve higher level of standard established, amount of on line work increased, not to exceed conductor only criteria, due to bona fide service plan need).

Prompt implementation would be jointly coordinated within defined time frames as defined in Attachment B.

Prior to the implementation, the parties agree that each affected terminal will be visited to explain extended runs to employees.

It is agreed that the appropriate Local Chairpersons will be assembled on each Region to explain the introduction of extended runs.

The parties agreed that employees will not be adversely affected by extended runs. However, in the unlikely event that there is an impact on employees which can be attributed to the introduction of extended runs, the Regional Steering Committee will address the matter and determine what remedial action, including any benefits covered by the Material Change provisions of the Agreements.

Crew sequencing and booking rest en route standards will be adjusted from time to time in keeping with extended run principles through the agreement of the Regional Steering Committee.

For the purposes of payment these committee meetings will be considered company initiated.

The overriding objective of the foregoing is to have extended runs function consistent with the least possible exceptions against the principles we have established.

If the aforementioned accurately reflects the parties conversation, please sign where indicated.

(Sgd) K.L. Heller
Chief of Transportation

I Concur:

(sgd) J.W. Armstrong
General Chairperson

(sgd) W.A. Wright
General Chairman

Attachment A

Examine and implement crewing, scheduling, and cycling of assignments.

Determine appropriate accommodation arrangements, including traveling to and from accommodations.

Predetermined criteria for reaching the objective terminal

- i. dangerous commodities
- ii. sufficient power
- iii. dimensional loads
- iv. restricted equipment
- v. etc.

Minimize / eliminate the need for relocation of employees

Ensure both employees are trained and familiarized/qualified prior to the implementation of extended runs.

Provide for work sharing initially recognizing the present terminal work (pro-rated)

Attachment B

Implementation schedule extended runs / Western Canada.

- Details to be determined by Regional Implementation Committee.
- Entire program must be completed by not later than April 1, 1996 but may be adjusted as necessary by the Regional Steering Committee.

ADDENDUM NO. 66

Montreal, Quebec, February 13, 1998

M. Simpson
General Chairman
Canadian Council of Railway
Operating Unions
No. 2 - 3012 Louise Street
Saskatoon, Sask. S7J 3L8

B.J. Henry
General Chairperson
Canadian Council of Railway
Operating Unions
8616 - 51 Avenue, Suite 309
Gallery 51
Edmonton, Alta. T6E 6E6

Gentlemen:

During this round of negotiations, the Parties met to discuss the issue of Crew Scheduling.

The parties mutually recognize the value of crew scheduling and the benefits derived therefrom. The crew scheduling provided under this initiative serves to enhance safety and to promote an improved lifestyle. To accommodate the benefits inherent in this initiative the parties are committed to work in a cooperative manner to achieve the effective implementation of this initiative.

Accordingly, the Parties recognize the need to address issues related to the implementation of crew scheduling during the closed period and to make adjustments or revisions to collective agreement articles directly affected by this initiative, as mutually agreed, subject to the following dispute resolution process:

1. The parties are committed to resolve issues arising from this agreement in an expeditious manner.
2. Should an issue arise concerning implementation and application of this agreement it will be addressed by the Steering Committee.
3. Failing resolve by the Steering Committee the parties may mutually agree to submit the issues to a mutually acceptable Mediator/Arbitrator for final and binding resolution.
4. It is agreed that costs and expenses of the Mediator/Arbitrator will be equally shared by the Company and CCROU (BLE & UTU).
5. Unless otherwise mutually agreed to between the parties, the Mediator/Arbitrator will be the same Arbitrator who is appointed to the Canadian Railway Office of Arbitration.

Yours truly,

(Sgd) Richard Dixon
Assistant Vice-President
Labour Relations and Employment Legislation

ADDENDUM NO. 67

Montreal, Quebec, February 13, 1998

R. LeBel
General Chairperson
C.C.R.O.U.
1026 St. Jean Street, Suite 200
Quebec, Que. G1R 1R7

R. Long
General Chairperson
C.C.R.O.U.
325 West Street, #200, Building A
Brantford, Ont. N3R 6B7

M.P. Gregotski
General Chairperson
C.C.R.O.U.
516 Garrison Road, Unit 5
Fort Erie, Ont. L2A 1N2

B.J. Henry
General Chairperson
C.C.R.O.U.
8616 - 51 Avenue, Suite 309 Gallery 51
Edmonton, Alta. T6E 6E6

B.E. Wood
General Chairman
C.C.R.O.U.
2 Dartmouth Road, Suite 210
Bedford, N.S. B4A 2K7

R. Dyon
General Chairman
C.C.R.O.U.
3610 Valiquette St., Suite 200
St. Laurent, Que. H4S 1X8

M. Simpson
General Chairman
C.C.R.O.U.
No. 2 - 3012 Louise Street
Saskatoon, Sask. S7J 3L8

Gentlemen:

This refers to the recently concluded negotiations and our discussion with respect to the Company's flex benefit plan and the possibility of employee paid supplements to the Weekly Indemnity Benefit Plan and the possibility of establishing an employee paid Long Term Disability Insurance Plan, the latter through payroll deduction.

It was agreed that representatives of the Company and the Council would meet to discuss these issues during the closed period of the contract. It was also agreed that the first meeting would be scheduled to commence at a mutually convenient time, no later than 120 days following the ratification of the Memorandum of Agreement.

Yours truly,

(Sgd) Richard Dixon
Assistant Vice-President
Labour Relations and
Employment Legislation

cc: W.G. Scarrow
G. Hallé
J.W. Armstrong

ADDENDUM NO. 68

Montreal, Quebec, February 13, 1998

M. Simpson
General Chairman
C.C.R.O.U.
No. 2 - 3012 Louise Street
Saskatoon, Sask. S7J 3L8

B.J. Henry
General Chairperson
C.C.R.O.U.
8616 - 51 Avenue, Suite 309
Gallery 51
Edmonton, Alta. T6E 6E6

Gentlemen:

During this round of negotiations, the Parties met to discuss Service Requirements at shortage terminals. The Parties have agreed to meet within 90 days of ratification during the closed period of the collective agreements to address the following issues:

- Craft to craft shortages.
- Yard versus Road shortages.
- Temporary versus Permanent Shortages.
- Examine bulletining criteria to address terminal specifics and appropriate time frames.
- Permanent relocation of employees to terminals experiencing chronic shortages.
- Use of employees at adjacent terminals.

Yours truly,

(Sgd) Richard Dixon
Assistant Vice-President
Labour Relations and
Employment Legislation

I concur:

(Sgd) M. Simpson

(Sgd) B.J. Henry

ADDENDUM NO. 69

October 1, 2010

Bryan Boechler
General Chairperson – TCRC-CTY
Teamsters Canada Rail Conference
Whitemud Business Park
9622 – 42 Avenue, Suite 300, Bldg, No. 2
Edmonton, Alberta T6E 5Y4

Daniel Joannette
General Chairperson – TCRC-CTY
Teamsters Canada Rail Conference
1026 St Jean Street, Suite 200
Quebec, Qc
G1R 1R7

James Robbins
General Chairperson – TCRC-CTY
Teamsters Canada Rail Conference
4 – 842 Upper Canada Drive
Sarnia, Ontario
N7W 1A4

SUBJECT: CLOSED PERIOD COMMITMENT ON SCHEDULING PILOT COMMITTEES

Gentlemen:

During this round of negotiations, the Union indicated a strong interest in employee scheduling. After lengthy discussions, the Company and the Union reached agreement that finding an appropriate scheduling solution would be appealing to the current employees, and would make careers at CN more attractive to new recruits. The TCRC argued that improvements in scheduling could address their concerns with board adjustments, the bulletining of assignments, and would decrease the uncertainty and inconvenience of being "on call" for undefined periods of time. The Company would like to find a way to schedule employees that is cost effective and more compatible (than the current situation) with running a precision operating plan.

Consequently, the parties agree to a closed period commitment where they would work together to accomplish these objectives in a spirit of cooperation for their mutual benefit. To that end, the parties will form committees to develop, test and validate pilot scheduling projects. The mandate of the committees (one in Eastern Canada and one in Western Canada) will be to develop pilot projects to achieve as many of the following goals as is mutually agreeable, respecting each others' objectives to the greatest extent practicable.

Scheduling Goals

- Establish time pools for road service and yard, road, traffic coordinators and joint spareboards as determined by the General Chairman and the Regional Senior Vice-President or their delegates
- Operate time pools and spareboards based on local requirements
- Time pools will be adjusted to ensure employees have the opportunity to earn 4300 miles in road service (including joint spareboards) and 5 shifts per week in yard and traffic coordinator service
- Continue to recognize existing workload allocations
- Establish time pools recognizing employees will be properly rested and available to protect their turn
- Establish a method to deal with service disruptions

Scheduling Committees

Scheduling committees shall be established in each applicable region and shall consist of two union representatives and two company representatives. One of the two union representatives shall be full time and appointed by the General Chairman; and the other shall be the local chairman (or designate) from the terminal being scheduled at the time. While working on the committee, the wages and expenses of the full time representative shall be paid by the Company. The local chairman (or designate) shall be removed from the working board and considered to be on Company business while working on the committee.

The scheduling committee shall identify and address rules that impede the ability to establish time pools in accordance with the agreed upon scheduling goals. No change to the existing collective agreement language may be effected without the express written concurrence of the General Chair responsible for the collective agreement for the union and the Director of Labour Relations for the company.

The scheduling committee shall identify concerns and issues that may arise during the implementation of time pools and work to resolve any such matters. Any matters that cannot be resolved will be directed to the Regional Vice-President or his delegate and the respective General Chairman or his delegate for their review. If not resolved at this level, the matter will be advanced to the Dispute Resolution process.

Regular Road Assignments - Agreement 4.3 only

Regular road assignments will be advertised to include the ordering time at the home and away-from-home terminal. Employees not ordered within 5 hours of the advertised departure time at the home terminal will either be deadheaded to the away from home terminal to work their assigned return trip or paid a basic day for each tour of duty of their regular assignment.

Road Switcher Assignments - Agreement 4.3 only

Road switcher assignments will be advertised with a regular start time. If not ordered within 5 hours of the advertised start time the employee will be paid a basic day, and will not be called prior to their next scheduled tour of duty. It is understood that the advertised starting time will not be advanced.

Dispute Resolution

Given the importance of this commitment, should there be any problems or issues arising that the parties are unable to resolve themselves, the parties agree to seek the assistance of the Federal Mediation and Conciliation Service in order to facilitate their discussions.

Joe Torchia
Director, Labour Relations

ADDENDUM NO. 70

October 1, 2010

Mr. B. Boechler
General Chairperson
Teamsters Canada Rail Conference
9622 – 42 Avenue, Suite 300, Bldg No. 2
Edmonton, AB
T6E 5Y4

Subject: Protecting Service on the Seniority Territory

Mr. Boechler,

This is in reference to our discussions during this round of bargaining concerning the application of paragraph 148.11 of Agreement 4.3.

This will confirm the parties understanding that employees with a seniority date between March 17, 1982 and June 29th, 1990, if required to protect work at locations identified in article 107.42 will have 7 days to report without affecting any guarantee payments. Employees reporting after 7 days will forfeit any guarantee payments until such time as they report. Employees failing to report at the expiration of 30 days will forfeit all seniority rights and their services will be dispensed with unless they are able to give a satisfactory reason, in writing, to account for their failure to report.

I trust this addresses your concerns.

Yours truly,

J. Torchia
Director, Labour Relations

ADDENDUM NO. 71

Leave of Absence for Urgent Personal Affairs

Memorandum of Agreement – March 28, 2000

The parties agree to reactive this program effective immediately as outlined below:

1. A maximum period of leave of three (3) months duration
2. Payment in the form of a repayable loan to the employee of the equivalent of 5 basic days at yard rates for each week of personal leave.
3. Re-payment of loan at 10% of gross earnings over a period of no longer than two (2) years.
4. A guarantee that such loan will be repaid in the event of the employee's death, dismissal or resignation. (An employee must sign an appropriate document outlining these terms).
5. A ceiling on the number employees on personal leave at any one time. (This will be determined by the Company) .
6. Applications for such personal leave to be made through the National President, TCRC
7. Such personal leave to be subject to approval by the Vice-President, Labour relations and Employment Legislation.
8. Approval of such personal leave to be at the discretion of the Company.

It is understood that the personal leave program will be designed for the purpose of granting employees time off to manage urgent personal affairs, such as immediate family problems in exceptional circumstances, and will not apply to employee illness, injury, etc., nor will it apply when an employee has unused annual vacation entitlement. The personal leave program will not, therefore, replace existing benefits, programs or government programs.

I Concur:

(Sgd) Richard Dixon
Vice-President, Labour Relations
and Employment Legislation

(Sgd) Gilles Halle
Canadian Director BLE

(Sgd) W.G. Scarrow
CCROU Vice-Chairperson
Signed May 13, 2001

ADDENDUM NO. 72

Sabbatical Leave

February 12, 2005

Mr. Bryan Boechler
General Chairperson
United Transportation Union
214 – 9622 – 42 Avenue NW
Edmonton, Alberta T6E 5Y4

Dear Mr. Boechler:

During this round of negotiations, the issue of sabbatical leave was discussed. The Parties have agreed to the introduction of sabbatical leave of absence with deferred salary.

Preamble:

Sabbatical leave of absence is to permit permanent employees, represented by the Union, the opportunity to take a leave of absence, which they personally finance through a deferral of salary. The Sabbatical leave may be for a period of not less than 3 months and not exceeding 9 months and will be awarded on the basis of seniority. The deferral years will not exceed 5 years. It is understood that Sabbatical leave of absence will not apply in situations where such requests are to go work elsewhere.

Definitions:

Sabbatical Leave of Absence:

Agreement between the Company and employees allowing such employees to defer a percentage of their basic Weekly Rate of pay for a period not exceeding 5 years to permit them to finance a leave of absence not exceeding nine months.

Deferral Years:

The year(s) during which employees are deferring their salary. The Sabbatical will be taken after the deferral years.

Sabbatical Leave:

Period during which the employee is on leave of absence. This "Sabbatical" will be of not less than 3 months and cannot exceed 9 months and will be compensated at the percentage of the basic weekly rate of their permanent assignment.

Contract:

Signed document between the Company and the employees covering the period of time including the deferral years and the Sabbatical.

General Application:

Sabbatical will be granted at the sole discretion of the Company. The Company decision will not be subject to appeal by the Employee nor by the Union. However, if the Sabbatical is refused, and upon request by the Union, the Company will supply a written confirmation of such refusal with an explanation of its decision.

It may be necessary in order to allot Sabbatical leave of absences that the normal manner in allotting vacations be modified to accommodate those wishing sabbatical leave. No Sabbatical leave will be taken between June 15 and September 15.

If the Sabbatical leave of absence is approved, it will be subject to the following conditions:

Any contract could not be for less than 1 year and cannot exceed 5 years and 9 months.

Example of contract:

If the deferral years are established at two years and the Sabbatical at 6 months, the contract will be for a period of 2 ½ years. During the two year deferral the applicants will be compensated at 80% of their basic weekly rate of pay. During their Sabbatical they will be compensated at 80%.

Hereunder, is a table explaining the various type of deferral years based on 9 months to 5 year periods and Sabbatical based on a Sabbatical of 3 to 9 months.

Deferral Period	Length of Sabbatical		
	3 Months	6 Months	9 Months
9 months	75%		
2 yrs	89%	80%	73%
3 yrs	92%	86%	80%
4 yrs		89%	84%
5 yrs		91%	87%

2. Except as provided below, employees under Contract will be afforded all work benefits normally afforded to other permanent employees including the accumulation of seniority and service.
3. Employees under Sabbatical will be paid through the Direct Deposit System.
4. General Holiday falling within the period of Sabbatical will be considered as making part of the Sabbatical and will not be reimbursed by the Company.
5. Employees on Sabbatical will count in the calculation of annual vacation for the following year and such time will count for Pension purposes.
6. Time spent on Sabbatical will count in the calculation of annual vacation for the following year and such time will count for Pension purposes.
7. At the completion of the Sabbatical, employees will be reinstated in accordance with terms and conditions of the Collective Agreement.
8. The concept of Sabbatical leave of absence should not be used as pre-retirement leave of absence nor should it be used as experience working for another employee.

Funding

9. Contributions retained by the Company, through payroll deduction will be held in trust in a Financial institution selected by the Company and any interest accumulated will be retained by the Company to offset any administrative fees or additional costs associated with payment of benefit premiums.

Withdrawal, Maternity Leave, Long Term Disability, Resignation, Dismissal, Jury Duty or Death:

Withdrawal

10. Employees who decide to withdraw from the Contract, during the deferral years, should advise the proper officer of the Company, in writing thirty (30) days prior to the effective date of their withdrawal.
11. Employees who decide to withdraw from the Contract, during the Sabbatical, should advise the proper officer of the Company at least ten (10) days prior to their return to work.

Maternity Leave

12. In cases of pregnancy where employees decide to request a maternity leave during the term of the Contract under this agreement, employees will have the following options:
 - postpone their Sabbatical leave until after their maternity leave, or
 - postpone their Sabbatical leave to another year. (This postponement can not exceed a period of five years and nine months from the date of signature of the Contract), or
 - abrogate their Contract under this agreement.

Long Term Disability

13. Should employees become disabled during the term of a Contract under this agreement, the agreement may be modified to cover the change, In cases where the employees decide to postpone their Sabbatical leave to another year, such postponement will not exceed a period of five years and nine months from the date of the signature of the Contract.

Resignation

14. Employees who decide to resign from the Company during the term of a Contract under this agreement, the Contract will terminate on the effective date of the resignation and all contributions will be reimbursed.

Dismissal or Death

15. In cases of dismissal of employees or the death of employees during the term of a Contract, the terms and conditions of the Contract will cease on the date of the event and all contributions will be reimbursed.
16. In situations covered in items 10 to 15 inclusive, the Company will have thirty (30) days to reimburse all moneys (without interest) due to employees.
17. Except in cases covered by items 12, 13, 14 or 15, employees under Sabbatical leave will not be permitted to terminate their Sabbatical leave.
18. It is understood that the terms of the Sabbatical leave program will not form part of the Collective Agreement.
19. The provisions of this agreement will override any other provisions in Agreement 4.3 to the contrary.

Yours Truly,

(Sgd) Myron W. Becker
Director, Labour Relations North America

ADDENDUM NO. 73

Deadheading

Toronto, Ontario, May 13, 2001

D. Shewchuk General Chairman CCROU
B. Henry General Chairperson CCROU

Gentlemen:

During this round of negotiations the Council requested clarification of Company commitments flowing from the implementation of extended runs in Western Canada and subsequent labour/ management meetings regarding guidelines for deadheading.

During these meetings the Company reaffirmed the commitment made during the implementation of extended runs to deadhead extended run crews by other than freight unless warranted by legitimate circumstance such as inclement weather, road accessibility, transportation availability, etc, in which case crews may be deadheaded by freight.

Notwithstanding the foregoing it was recognized that locally it may be mutually agreed upon to use freight service as the preference mode of deadheading.

It was further discussed that appropriate guidelines would be set at the local Divisional level regarding the quickest mode of transportation to be used (the example cited by the CCROU was the use of Express buses in preference to those that make frequent stops), and appropriate standards for delay at away from home terminals when pursuing opportunities to deadhead crews by bus or passenger train or multiple crews in a single vehicle, when it is known they will be deadheaded.

Yours Truly,

Vice-President

ADDENDUM NO. 74

Brown System of Discipline

February 12, 2005

Mr. Rex Beatty
General Chairperson
United Transportation Union
421 Bay Street, Floor 2, Suite 207
Sault Ste. Marie, Ontario P6A 1X3

Mr. Raymond LeBel
General Chairperson
United Transportation Union
1026 St. Jean Street, Suite 200
Quebec, Quebec G1R 1R7

Mr. Bryan Boechler
General Chairperson
United Transportation Union
214 – 9622 – 42 Avenue NW
Edmonton, Alberta T6E 5Y4

Gentlemen,

Re: Brown System of Discipline.

This will confirm discussions held during collective bargaining in 2004/2005 regarding the Company's approach to discipline.

To resolve the issue of discipline, for the life of the collective agreement(s) or until otherwise mutually agreed, the Company will utilize the Brown discipline system and standards in accordance with past practices and jurisprudence.

The Company and the Union agree that in the application of the Brown system of discipline, the Company may continue to issue discipline in the form of deferred suspensions (subject to Union appeal).

Grievances resulting from the issuance of deferred suspensions will be initiated at Step II of the Grievance procedure.

(Sgd) Kim Madigan
Vice-President, Labour Relations
North America

*Renewed as per Memorandum of Settlement dated ~~May 29, 2017~~. November 26, 2019

ADDENDUM NO. 75

Scheduling

February 12, 2005

Mr. Bryan Boechler
General Chairperson
United Transportation Union
214 – 9622 – 42 Avenue NW
Edmonton, Alberta T6E 5Y4

Dear Mr. Boechler :

During this round of negotiations, the issue of Assigned Service and Scheduling was discussed. The Parties have agreed to resolve the matter based on the following commitment.

Whereas the Union has several demands concerning time off and scheduling of runs to enhance the work environment and quality of life of its members;

And, further, the Union and the Company have entered into an agreement addressing time off;

The Parties also commit to meet during the closed period to discuss the implementation of assigned service/runs where deemed operationally feasible and appropriate by the Company and the Union.

Nothing in this letter restricts the implementation of scheduled/assigned runs adhering to current guidelines, before said discussions take place.

The Senior Oversight Committee for this implementation will be comprised of the Senior Vice President of the Company and the General Chairperson (or their respective delegate).

Yours Truly,

(Sgd) Kim Madigan
For: Ed Harris
Senior Vice-President
Operations

ADDENDUM NO. 76

Rules / Medicals Cards

Toronto, Ontario, May 13, 2001

D. Shewchuk General Chairman CCROU
B. Henry General Chairperson CCROU

Gentlemen:

During this round of negotiations the Council requested that CCROU employees be advised in advance of the expiration of their Rules or Medical cards.

The Company reaffirmed its position that employees are ultimately responsible to ensure that their Medical and Rules cards have not expired. The Company will provide notification 30 days in advance, however it was discussed and agreed that clear guidelines are required. Therefore employees who have not renewed their medical or rules card, will not be called when it can be reasonably expected that the employee cannot return prior to their card expiration. Such employee will be removed from service. Medical and Rules cards expire at 0001 on the date indicated.

In instances where CMC records indicate the employees rules/medical card has or is about to expire, and the employee has recently renewed their qualification, such employee will advise the CMC that they have a current card and may accept a call. Upon arrival at work and prior to going on duty the employee must fax the card to the CMC as proof of updated qualification.

Employees removed from service, due to the above, will not be entitled to compensation for lost tours as a result.

Yours truly,

(Sgd) K. Heller
Vice-President

ADDENDUM NO. 77

Recovery of Overpayments

Toronto, Ontario, May 13, 2001

D. Shewchuk General Chairman CCROU
B. Henry General Chairperson CCROU

Gentlemen:

During this round of negotiations the Council expressed concern with the manner of recovering money determined by the Company to be incorrectly paid pursuant to the collective agreement.

In recognition of this concern it was agreed the following guidelines would apply in the recovery of overpayments:

1. In instances where money is to be recovered from an employee and the amount exceeds 1/3rd of their gross pay for the period, the Company will contact the employee and establish a repayment schedule.

When establishing the repayment schedule, recovery will not exceed 33% of the employee's gross wages during any one-pay period, unless otherwise arranged with the affected employee.

2. In instances where entitlement to pay is not as a result of being incorrectly paid pursuant to the collective agreement, such as input errors, etc, the Company will recover the full amount forthwith.

Yours truly,

(Sgd) K. Heller
Vice-President

ADDENDUM NO. 78

Lockers

Toronto, Ontario, May 13, 2001

D. Shewchuk General Chairman CCROU
B. Henry General Chairperson CCROU

Gentlemen:

During this round of negotiations the Council raised several issues with the Company with respect to issues surrounding the removal of personal effects of employees from lockers. Specifically, the Council was concerned in instances where changes are made with respect to rest facilities, that employees were not afforded sufficient time to be able to clean out their lockers.

The Company assured the Council that it would provide 60 days notice, by means of a General Notice issued to the terminals affected, advising employees of the requirement for them to remove their personal effects from lockers at Company supplied rest facilities.

It was recognized that there might be instances such as unplanned renovation or repair to these facilities, where it is impractical to provide this notice. However, the Company is committed to providing as much advance notice as practical to employees in such instances

Yours Truly,

(Sgd) K. Heller
Vice-President

ADDENDUM NO. 79

Transferring

Toronto, Ontario, May 13, 2001

B. Henry General Chairperson CCROU

Dear Mr. Henry

During this round of negotiations a concern was raised regarding the ability to transfer under Article 107 at change of timetable. The concern specifically centered on the fact that employees may be prevented from transferring if a strict interpretation of the article was applied. In other words, an employee may be prevented from transferring as a result of a shortage or surplus at the recognized transfer periods and such conditions may not necessarily reflect the normal workforce requirements.

Therefore, it was agreed that when transfer requests are made, discussions with your office would be held prior to concluding decisions regarding such transfers.

Yours Truly,

(Sgd) K. Heller
Vice-President

ADDENDUM NO. 80

Commencing Vacation

Toronto, Ontario, May 13, 2001

D. Shewchuk General Chairman CCROU
B. Henry General Chairperson CCROU

Gentlemen:

During this round of negotiations the Council raised the issue of vacations commencing on board adjustment and the concern that employees may require, from time to time, the ability to commence their vacation on other than board change.

The Company recognizes the Council's proposal and reaffirms its commitment to give special consideration to employees, on an individual basis, in cases where there is a legitimate need for them to alter the start of their vacation. This will be done with due consideration to manpower availability and impact to the operation.

In addition, employees have the option of accepting a call on the day their vacation is set to commence up to the time the board change occurs in accordance with Article 63.14(b) of Agreement 1.2 or Article 107.33 of Agreement 4.3. When this is done, the employee's vacation will commence on the day following the date of commencement of the return tour of duty.

Yours Truly,

(Sgd) K. Heller
Vice-President

ADDENDUM NO. 81

February 5, 2014

Roland Hackl
General Chairman
TCRC – Western Region
610 - 3530 Millar Avenue
Saskatoon, SK
S7P 0B6

Dear Mr. Hackl

During this round of negotiations the parties discussed the application of the rest articles as they apply to rest booked enroute. The Union was concerned that there are instances of employees booking rest enroute not being relieved of duty in accordance with the applicable collective agreement rest provisions. As a result, it was stated that employees feel the Company is not making every effort in providing the respective relief in accordance with the provisions of the collective agreement.

During these discussions the Company reaffirmed its intent to comply with the enroute rest provisions as contained in Articles 35 and 78 of agreement 4.3.

The Company and Union are interested in and committed to establishing a better process to address this issue. The parties therefore have agreed that the following process will apply:

1. There shall be a 30 minute threshold. Any Company violations of the enroute rest provisions of the collective agreement at or under the 30 minute threshold shall not result in any payment as provided herein or grievance for such payment, without mutual consent.
2. For any Company violations of the enroute rest provisions as provided for in the Collective Agreement of more than the 30 minute threshold the following payment shall be made:
 - a. 50 miles at the applicable class of service for the first hour or portion thereof and,
 - b. an additional 50 miles* at the applicable class of service for all time over the first hour.

It is understood that such payments as provided herein are in addition to all other payments and/or earnings.

EXAMPLE:

10 Hour territory

10:30 – total time on duty-no payment

10:50 – total time on duty-50 mile payment

11:10 – total time on duty-50 miles + 50 miles (total 100 miles)

The Company agrees that it will track all instances of when the rest enroute provisions of the Collective Agreement have been exceeded and provide such to the Union on a regular basis.

Yours Truly,

(Sgd) Joe Torchia
Director, Labour Relations

* As amended by the Memorandum of Settlement dated May 29, 2017

ADDENDUM NO. 82

CATS Trainers

Toronto, Ontario, May 13, 2001

D. Shewchuk General Chairman CCROU
B. Henry General Chairperson CCROU

Gentlemen:

During the current round of negotiations the Council raised concerns regarding training in the CATS system.

As agreed at locations where a surplus of protected employees exists, a CATS Trainer Position will be bulletined. The successful applicant will be the training resource for the terminal and will be provided appropriate training to enable them to act as a resource to fellow employees. The Company will establish this position as required and it will be compensated at the applicable furlough board rate of pay.

Yours Truly,

(Sgd) K. Heller
Vice-President

ADDENDUM NO. 83

Work Trains

Toronto, Ontario, May 13, 2001

D. Shewchuk General Chairman CCROU
B. Henry General Chairperson CCROU

Gentlemen:

During this round of negotiations the Council raised a concern regarding employees other than CCROU-BLE operating locomotives. The Company also raised a concern that employees from different crafts working on/with a work train and governed by different rest/eating provisions hamper the effectiveness of the work train.

To address the concerns of both Parties the following was agreed for Work Train Service:

- All locomotives operating in Work Train Service will include a Locomotive Engineer and a Train Crew, one of which must be CLO qualified.
- Collective agreement provisions regarding booking rest will be amended to provide for booking rest after 12 hours on duty.
- Collective agreement provisions will be amended to provide that meals will be coordinated with other groups to accomplish the work at hand.
- Local arrangements by mutual agreement will be put in place to fill unassigned work trains.

Yours truly

(Sgd) K. Heller
Vice-President

ADDENDUM NO. 84

Operation of Single Unit

Toronto, Ontario, May 13, 2001

R. Leclerc	General Chairman CCROU
R. Dyon	General Chairman CCROU
D Shewchuk	General Chairman CCROU
R. LeBel	General Chairperson CCROU
R. Long	General Chairperson CCROU
R. Beatty	General Chairperson CCROU
B. Henry	General Chairperson CCROU

Gentlemen

During this round of negotiations the Parties discussed the operation of single unit trains and the CCROU's concern that such necessitated the operation of units with the long nose leading from time to time.

The Company recognized the CCROU's concern and will dispatch trains with the cab in the forward position. When locomotives are on line and required to operate with the cab in reverse, all efforts will be made to turn the locomotive enroute.

Yours truly

(Sgd) K. Heller
Vice-President

ADDENDUM NO. 85

Management performing Bargaining Unit Work

Toronto, Ontario, May 13, 2001

R. Leclerc	General Chairman CCROU
R. Dyon	General Chairman CCROU
D Shewchuk	General Chairman CCROU
R. LeBel	General Chairperson CCROU
R. Long	General Chairperson CCROU
R. Beatty	General Chairperson CCROU
B. Henry	General Chairperson CCROU

Gentlemen:

One of the Council's concerns during this round of negotiations was the utilization of management personnel when qualified CCROU employees are available for the service required to be performed at the time.

This will confirm the Company recognizes that the main function of management is to direct the work force and not engage in work currently or traditionally performed by employees in the bargaining unit when qualified CCROU employees are available. It is recognized management employees will accompany crews from time to time when required to perform refresher training.

Yours truly,

(Sgd) K. Heller
Senior Vice-President

ADDENDUM NO. 86

Turnaround / Rescue

Toronto, Ontario, May 13, 2001

B.J. Henry General Chairperson C.C.R.O.U.
D. Shewchuk General Chairman C.C.R.O.U.

Gentlemen:

During this round of negotiations the CCROU expressed concerns regarding the operation of turnaround service at the away from home terminal and the crewing of rescues as it relates to running crews off their assigned territory.

With respect to turn around service the CCROU expressed a concern that available crews were being 'scooped' at the away from home terminal by crews called in turnaround service. With respect to the second issue, the CCROU had a concern that other crews could be utilized in these situations.

The Company expressed its concerns regarding customer service commitments and the timely movement of traffic.

The Parties discussed that there was mutual ground on these issues and accordingly have agreed to meet and resolve outstanding grievances related to these matters within 90 days of ratification.

Yours truly,

(Sgd) K. Heller
Senior Vice-President

ADDENDUM NO. 87

Edmonton Taxi Agreement

Toronto, Ontario, May 13, 2001

B.J. Henry General Chairperson C.C.R.O.U.
D. Shewchuk General Chairman C.C.R.O.U.

Gentlemen:

One of the Council's concerns during this round of negotiations was the cancellation of the Edmonton Taxi agreement.

This will confirm the letter cancelling the Edmonton taxi agreement has been rescinded.

Yours truly,

(Sgd) L. Heller
Senior Vice-President

ADDENDUM NO. 88

Work Jurisdiction

Toronto, Ontario, May 13, 2001

G. Halle CCROU Chairman
W.G. Scarrow CCROU Vice-Chairperson

Gentlemen:

During this round of negotiations the Council raised concerns regarding the CCROU's jurisdiction to work performed within yards relative to that provided for in the collective agreements of other crafts.

Discussions between the parties recognized the work that has normally and historically been performed by the CCROU relative to other crafts. In this regard the Company affirms that switching activities performed in CN Yards and CN facilities will be performed by the CCROU, excluding shop track facilities as defined by shop track limits.

The parties recognized that this letter cannot serve to limit the rights of other crafts as contained in their respective agreements, such as the performance of duties incidental to their work. Nevertheless the Company will assign work to the CCROU consistent with the foregoing.

Yours truly,

(Sgd) Richard J. Dixon
Vice-President Labour Relations and
Employment Legislation

ADDENDUM NO. 89

Held Away Time

Application

This agreement applies to Single Subdivision and Extended Run crews operating in Unassigned Service in western Canada.

Single Subdivision Crew Runs – Main Line (Armstrong to Vancouver)

Applicable held away articles are hereby modified as follows.

- 1). Employees held at other than their home terminal longer than 9 hours will be paid on the basis of 12 ½ miles per hour for all time in excess of 9 hours up to 11 hours, at the minimum rate in the class of service last performed. Employees held longer than 11 hours will be paid on the basis of 25 miles per hour for all time in excess of 11 hours up to 14 hours, at the minimum rate in the class of service last performed. Employees will be called for duty 14 hours from the time pay ceases on the incoming trip and will thereafter be subject to the Hours of Service Regulations and/or rest provisions. Employees will not be called and cancelled to defeat the operation of this agreement.
- 2). Voluntary rest booked at the AFHT of up to 3 hours, will be added to the times above in the following manner:

Rest Booked (exclusive of call time)	Held Away 12½ miles/hr	Held Away 25 miles/hr	Called for Duty
0	9	11	14
1	10	12	15
2	11	13	16
3	11	14	17

If four or more hours rest is booked, this agreement will not apply and the employee will be governed by the provisions of Article 34.

This agreement will apply when Mandatory rest is required and will not have any bearing on the times outlined herein.

Those Single Subdivision Crew Runs on the BC North Line, Winnipeg-Thunder Bay and including the Branch Lines and Prairie North Line

Applicable held away articles are hereby modified as follows.

- 1). Employees held at other than their home terminal longer than 9 hours will be paid on the basis of 12 ½ miles per hour for all time in excess of 9 hours up to 14 hours, at the minimum rate in the class of service last performed. Employees held longer than 14 hours will be paid on the basis of 25 miles per hour for all time in excess of 14 hours up to 18 hours, at the minimum rate in the class of service last performed. Employees will be called for duty 18 hours from the time pay ceases on the incoming trip and will thereafter be subject to the Hours of Service Regulations and/or rest provisions. Employees will not be called and cancelled to defeat the operation of this agreement.

- 2). Voluntary rest booked at the AFHT of up to 3 hours, will be added to the times above in the following manner:

Rest Booked (exclusive of call time)	Held Away 12½miles/hr	Held Away 25 miles/hr	Called for Duty
0	9	14	18
1	10	15	19
2	11	16	20
3	11	17	21

If four or more hours rest is booked, this agreement will not apply and the employee will be governed by the provisions of Article 34.

If one member of the crew books voluntary rest, such rest will apply to all members of the crew for the purposes of this clause only.

This agreement will apply when Mandatory rest is required and will not have any bearing on the times outlined herein.

Extended Runs

Applicable held away articles are hereby modified as follows.

- 1). Employees held at other than their home terminal longer than 11 hours will be paid on the basis of 12 ½ miles per hour for all time in excess of 11 hours up to 15 hours, at the minimum rate in the class of service last performed. Employees held longer than 15 hours will be paid on the basis of 25 miles per hour for all time in excess of 15 hours up to 19 hours, at the minimum rate in the class of service last performed. Employees will be called for duty 19 hours from the time pay ceases on the incoming trip and will thereafter be subject to the Hours of Service Regulations and/or rest provisions. Employees will not be called and cancelled to defeat the operation of this agreement.

General Provisions

- 1). Where an opportunity exists to turn a single subdivision crew at the AFHT, the crew will be polled as to their rest intentions upon departure from the home terminal and advised of the intended order time for connection at the AFHT. Provided that conditions with respect to the planned connection at the AFHT do not vary by more than 3 hours, crews indicating a willingness to turn at the AFHT will be expected to do so.
- 2). Employees who reach the applicable maximum threshold under this agreement can be utilized on a train or deadheaded to their home terminal but are not subject to be tied up enroute if rest is booked enroute. Employees booking rest enroute will be returned to their home terminal in accordance with Article 35.13 (a) (ii). The parties fully recognize that the terms and conditions of Article 35A.1 and Article 34.2 remain applicable.
- 3). The parties agree that the Company will not order employees in advance of the time they would actually be required for the sole purpose of avoiding the payment of applicable rates. Disputes resolved under this principle will result in the payment at the applicable rates of pay for all time so held. This agreement will be included in Article 44.7 (f) of agreement 4.3.
- 4). This agreement is entered into within the context of the existing Hours of Work/Maximum Hours of Service Regulations. Should subsequent regulatory changes have a material impact, the agreement will be open to renegotiation to address the impact of such changes.

Implementation

- 1). This Memorandum of Agreement will form an addendum to the collective agreement.
- 2). Any issues and/or grievances arising after the implementation of this Addendum will be handled directly between the Chief of Transportation and the General Chair(s) or their delegate(s). Failing resolution between the aforementioned parties, it will be deemed to have been handled at Step III of the Grievance Procedure.

ADDENDUM NO. 90

Scheduling

The Company and the Union have worked together to create scheduling options which are positive steps in providing employees a scheduled work environment which protects their earning capability and allows that the parties can be assured that schedules are adjusted to fulfill Company and employee contractual obligations. The parties agree to the creation of an implementation committee for scheduling. The committee shall consist of one member from the Union, appointed by the General Chairman, and one representative from the Company. This committee shall be considered full time and both members shall be paid by the Company, and will implement scheduling, in accordance with the terms set out herein.

Once scheduling has been implemented, the committee will be disbanded. Scheduling will be implemented at locations as agreed to by the scheduling committee; should the scheduling committee not agree, scheduling will be implemented at locations as agreed to by the Vice-President and General Chairman. The scheduling committee shall establish key performance indicators (KPI) for scheduling to assess its impact on operations and issues such as costs, availability, miles worked vs guarantees paid, and overall effectiveness and satisfaction. The Vice-President and General Chairman shall meet no less than quarterly with the scheduling committee to review these KPI and the implementation of scheduling on their territory.

Any disputes that may arise at the committee will be referred to the General Chairman and the Vice-President, or their delegates, for discussion. The General Chairman and Vice-President may alter the parameters for scheduling (as set out below) upon mutual agreement. The General Chairman and Vice-President may also review additional scheduling options and/or agree to trial periods of such additional scheduling options as mutually agreed to. Any issues arising post-implementation shall be dealt with by the General Chairman and the appropriate Company Officer; such issues will be addressed no less than quarterly.

Should either party not be satisfied after scheduling has been implemented at a specific terminal or terminals, either the General Chairman or the Senior Vice President may inform the other of their desire to opt out of scheduling at that specific terminal or terminals upon 45 days advance notice in writing. The parties agree that such notice may not be given until a minimum of 6 calendar months have elapsed from the implementation at the terminal or terminals.

Note: Employees will not be required to protect any class of service outside of their designated schedule or window.

SCHEDULING

SPAREBOARDS WITH OPERATING WINDOWS

1. Calling windows will be between 8 and 12 hours and may overlap as determined by the Scheduling Committee.
2. In cases of overlapping windows, employees will be called based on the employee's last outer switch time, relevant to any other active windows.
3. Employees on a yard spareboard will be provided with a bi-weekly guarantee of the monetary equivalent of 10 shifts at conductor yard foreman rates.
4. On Yard Spareboards, the maximum amount of rest that can be booked is 10 hours. If an employee works more than one hour of overtime, he can book up to 12 hours rest without deduction on any applicable guarantee.
5. On Yard Spareboards, absences for any other reason from the calling window, other than absences due to rest, will result in a reduction of 1/10 of any applicable guarantee.
6. On road and joint spareboards employees will be provided with a guarantee to be paid and administered in accordance with Article 22 of Agreement 4.3, except as modified herein.
7. On road and joint spareboards, employees will be permitted to book up to 10 hours rest upon completion of a yard shift, however if employees work more than one hour of overtime, they can book up to 12 hours rest without deduction on any applicable guarantee.
8. On road and joint spareboards, employees who work single subdivision will be permitted to book up to 14 hours rest. However, employees who book more than 10 hours rest shall have their guarantee reduced by any loss of earnings.
9. On road and joint spareboards, employees who work extended run will be permitted to book up to 16 hours rest. However employees who book more than 14 hours rest shall have their guarantee reduced by any loss of earnings.
10. On road and joint spareboards, absences for any other reason than rest from the calling window, will result in the loss of earnings being deducted from any applicable guarantee.
11. Employees assigned under these provisions for less than a full bi-weekly period shall have their guarantee prorated daily.
12. All spareboards will be regulated in accordance with Article 44 (road and joint) and Article 90 (yard).
13. A mechanism will be in place to deal with service disruptions which will have an impact on schedules, as defined by the Scheduling Committee.
14. The conditions as contained in this article will not modify, amend, or supersede any provision of the collective agreement unless expressly modified herein.

**SCHEDULED TIME POOLS
ASSIGNMENTS IN EXTENDED RUN THROUGH FREIGHT SERVICE**

1. Schedules will be predicated on the ability of each employee to achieve 4300 miles and will be created to optimize productivity and minimize deadheading, layover and held away times. With the foregoing in mind, as many conductors as possible will be scheduled in time pools at terminals which employ this method, as determined by the Scheduling Committee.
2. A mechanism will be in place to deal with service disruptions which will have an impact on schedules, as defined by the Scheduling Committee.
3. Time pool schedules will be established by the Company. A draft schedule will be provided by the Company to the Local Chairman for review and input. The Scheduling Committee will then review, adjust and implement the final schedule as agreed by the Committee. Any dispute concerning the establishment of schedules, which cannot be resolved between the CMC and the Scheduling Committee will be elevated by the Scheduling Committee to the General Chairman and to the Senior Vice President (or his delegate) for resolution.
4. Overlapping time pools can be established by the Scheduling Committee.
5. Vacant turns at the home terminal will be filled by the applicable spareboard, except that vacant turns in one time pool may be filled by the employee assigned to a subsequent overlapping time pool provided the overlapping time pool is active.
6. Employees will be placed first-in, first-out at the away from home terminal.
7. Employees assigned to time pools will be provided a guarantee, paid and administered in accordance with Article 22 of Agreement 4.3.
8. Should the Company choose to bypass or otherwise not use an employee, he will be paid constructive miles for each tour of duty lost.
9. An employee who has booked 12 hours or less personal rest at the home terminal will be paid constructive miles if his turn operates without him as a result of such personal rest.
10. The provisions of Article 153 are not applicable to employees operating in scheduled time pools.
11. The conditions as contained in this article will not modify, amend or supersede any provision of the collective agreement unless expressly modified herein.

THROUGH FREIGHT POOLS WITH OPERATING WINDOWS

1. Calling windows will be between 8 and 12 hours and may overlap, as determined by the Scheduling Committee.
2. In cases of overlapping windows, employees will be called based on the employee's last outer switch time, relevant to any other active windows.
3. Employees on through freight pools will be provided with a guarantee to be paid and administered in accordance with Article 22 of Agreement 4.3
4. At the home terminal, employees working a single subdivision pool will be permitted to book a maximum of 14 hours rest; however employees booking more than 10 hours rest will have their guarantee reduced by any lost earnings.

5. At the home terminal, employees working extended run pools will be permitted to book 24 hours rest; however employees booking more than 16 hours rest will have their guarantee reduced by any lost earnings.
6. Absences for any other reason from the calling window will result in loss of earnings being deducted from any applicable guarantee.
7. Employees assigned under these provisions for less than a full bi-weekly period shall have their guarantee prorated daily.
8. A mechanism will be in place to deal with service disruptions which will have an impact on schedules, as defined by the Scheduling Committee.
9. All pools will be regulated in accordance with Article 44.
10. The conditions as contained in this article will not modify amend or supersede any provision of the collective agreement unless expressly modified herein.

Statutory Regulatory Changes

The parties believe that the Scheduling Agreement developed ought to be sufficient to address the current statutory and regulatory standards regarding hours of service.

However, in the event of statutory or regulatory changes that will impact upon hours of service or rest for running trades employees, the parties will meet in advance of the changes to discuss modifications to the Scheduling Agreement, in light of the impending changes. This "Initial Meeting" will take place no later than 30 days after the official government announcement.

If the statutory or regulatory changes will not result in a negative impact on cost or employee availability for the Company, or on employee earnings or guarantee payments, the Scheduling Agreement will continue to apply, as per the collective agreement or as otherwise mutually agreed by the parties.

FMCS

However, if either party believes that the changes will have a negative impact on cost, employee availability, employee earnings or guarantee payments, not contemplated when the parties agreed to the Scheduling Agreement, the VP's of Operations and the General Chairmen will meet with the assistance of FMCS, in an attempt to discuss equitable adjustments to the Scheduling Agreement. This meeting shall occur within 30 days of either party's request. The parties will meet with FMCS for a maximum period of 30 days.

Arbitration

If the parties are unable to come to a mutually satisfactory resolve with the assistance of FMCS, either party may refer the matter to final and binding interest arbitration under CROA.

The mandate of the Arbitrator will be to put the parties back in the position they were in or would have been in but for the statutory or regulatory changes, in terms of cost, employee availability, employee earnings or guarantee payments. For greater clarity, should the Arbitrator conclude that the statutory or regulatory changes have a negative impact, s/he may only cancel the new Scheduling Agreement; such cancellation shall only take place on the effective the date of the statutory or regulatory changes, or 10 days after the Arbitration decision, which ever comes later.

It is understood that this process and the Arbitrator's mandate will be limited to addressing any negative impact of the statutory or regulatory changes to the Scheduling Agreement; it shall not in any way allow for amendments or revisions to the Collective Agreements or the Scheduling Agreement.

The Arbitrator must render a decision within 30 days of the hearing.

The referral to Arbitration can be made by any party at any time after the FMCS process is completed.

ADDENDUM NO. 91

Time Between Trips and Layovers

February 5, 2014

Roland Hackl
General Chairman
TCRC – Western Region
610 - 3530 Millar Avenue
Saskatoon, SK
S7P 0B6

Dear Sir,

During this round of negotiations, the Union raised concern regarding the operation of assigned service as it relates to time between trips and the layovers at the away from home terminal.

With respect to time between trips, the Union advised that in certain circumstances, crews had limited time off between trips. With respect to the second issue, the Union had a concern that certain assignments were designed with extensive layover time.

The Company advised that assigned service was based primarily on customer service commitments and the timely movement of traffic.

To address the Union's concerns the Company committed to meet and discuss specific cases with the objective of reviewing alternative assignment schedules while maintaining customer commitments. In keeping with the foregoing, the General Chairman will progress concerns in this regard to the Sr. Vice-President's office for discussion.

Yours truly,

Mike Cory
Senior Vice-President, Western Region

ADDENDUM NO. 92

Rest

November 26, 2019

Mr. J Lennie
General Chairperson
Teamsters Canada Rail Conference – CTY

Mr. R. Donegan
General Chairperson
Teamsters Canada Rail Conference – CTY

Mr. J Hyde
General Chairperson
Teamsters Canada Rail Conference – CTY

Mr. A. Gatien
General Chairperson
Teamsters Canada Rail Conference – CTY

During negotiations we discussed the issues and concerns with respect to fatigue and the importance for employees to access their rest provisions within the collective agreement in a functional manner.

I understand those concerns and appreciate the need to address those concerns while ensuring that employee needs are balanced with safety and reasonable actions to minimize the impact upon operations and other employees. I will advise all company officers that we shall waive the work now grieve later principle if an employee seeks to book rest, where the employee is fatigued on the job and seeks to be relieved.

Employees will be relieved of duty in accordance with the provisions found in Article 122 of the former BCR Agreement, Article 35 of the 4.3 Agreement and Article 51 of the 4.16 Agreement. The company commits to making arrangements for having the employee relieved of duty in the most efficient, timeliest manner possible using forward planning.

(Sgd) J. Torchia
For: Rob Reilly
EVP & Chief Operating Officer

Addendum No. 93

TFSA

A Tax Free Savings Account mechanism will be offered to employees as a voluntary process

Addendum No. 94

Supplemental Arbitration Process

- a) The Parties agree to establish an Arbitration process that conforms to the respective Grievance Procedure(s) and CROA&DR rules and procedures.
- b) This process will be in addition to the present CROA&DR.
- c) The Arbitrators will be chosen from the following list on a rotation basis and in the event that the Arbitrator first up in the rotation is not available on the dates required the next arbitrator will be contacted. Dates will be scheduled well in advance and will be used for other cases if settled or withdrawn (all principles subject to final wording)
 - 1. Kaplan
 - 2. Schmidt
 - 3. Stout
 - 4. Clarke
- d) The Parties agree to schedule at least 4 days of Arbitration per calendar quarter that do not interfere with the CROA&DR scheduling. The hearing days per calendar quarter will normally alternate between Western Canada and Eastern Canada, however the locations and days scheduled for the hearings may be modified by mutually agreement.
- e) The parties may substitute arbitrators by mutual agreement in order to keep the roster full. In the event the parties cannot agree, each party will name three arbitrators and one (or more in the event more are required) will be selected by lot.



CANADIAN NATIONAL RAILWAY COMPANY

EXTENDED HEALTH CARE PLAN

FOR

**TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
REPRESENTED BY THE**

**TEAMSTERS CANADA RAIL CONFERENCE IN CANADA
(TCRC)**

Effective 2019-2022

TCRC
TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
EXTENDED HEALTH CARE PLAN

FOREWORD

This booklet explains the benefits available to you under the Benefit Plan for Employees Represented by the Teamsters Canada Rail Conference in Canada (TCRC) put in place as a result of negotiations between CN and your labour union.

The cost of the Extended Health Care Plan is currently paid by the Company and provides a wide range of medical benefits. It is administered by Green Shield Canada.

What follows is a summary of the main features of the Plan. While every effort has been made to ensure that this booklet is accurate, the Plan Contract "CNR-" is the governing document. The program is also intended to comply with all federal and provincial laws. In the event of any conflict, the terms of any applicable laws will govern.

Please read this booklet carefully and keep it as a reference. If any other information is required, contact the Benefits Administration Group at 1-800-363-6060 and follow the instructions.

NOTE: The Extended Health Care Plan for employees represented by a bargaining agent in Canada conforms to minimum requirements under applicable legislation.

TCRC
TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
EXTENDED HEALTH CARE PLAN

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TCRC
TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
EXTENDED HEALTH CARE PLAN

ELIGIBILITY

You and your eligible dependents are covered on the first day of employment.

Once you have established your eligibility under the Plan, you remain covered during each month in which you have compensated service until coverage terminates as explained in the "Termination of Coverage" section of this booklet.

Once you are eligible, enrolment in the Plan is automatic.

Eligible Dependents

The following members of your family are considered eligible dependents:

- your spouse (if you and your spouse are separated, your spouse must be supported by you in order to be considered eligible);
- your unmarried children (including your spouse's children and this includes children from your previous marriage) and dependent on you for financial support, and who are:
 - under age 21 and living with you or your eligible spouse (or shared custody);
 - under age 25 (under age 26 if a resident of Quebec), if registered as a full-time college or university student in an educational institution recognized under the Income Tax Act (Canada). A child who work less than 15 hours a week is also considered entirely dependent on the employee for financial support;
 - handicapped before age 21, continue to qualify as long as they
 - are incapable of self-support because of a physical or mental disability
 - depend on you for financial support and maintenance, and
 - remain unmarried.

TCRC
TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
EXTENDED HEALTH CARE PLAN

NOTE 1: “Spouse” means

- (i) The person who is legally married to the employee and who is residing with or supported by the employee; or
- (ii) if there is no legally married spouse that is eligible, the person, with whom the employee has been cohabiting for at least one year (sooner if a child is born of their union), and both are free to marry; or
- (iii) the person, with whom the employee has been cohabiting for at least three years (sooner if a child is born of their union) if one or the other is, by law, prohibited from marrying by reason of a previous marriage.

NOTE 2: The spouse of a CN employee who is covered under this Plan as an employee can be designated as a dependent of the employee under the Extended Health Care coverage if such spouse loses his or her own coverage.

PLAN PROVISIONS

The Plan provides you and your eligible dependents with financial assistance for medically necessary health care expenses not covered by your provincial or territorial hospital and Medicare plans.

Deductible

After an annual deductible of \$25 per family has been paid, the Plan reimburses eligible hospital, medical and vision care expenses.

The deductible is the amount of eligible expenses you pay each year before the Plan begins to reimburse you.

The deductible does not apply to hospital expenses in your province of residence.

TCRC
TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
EXTENDED HEALTH CARE PLAN

Covered Percentage

The Plan reimburses 100% of eligible hospital expenses in your province of residence and 80% of the eligible expenses you incur in excess of the annual deductible for major medical, prescription drugs and vision care, subject to applicable maximum eligible expenses or reimbursements.

For Quebec residents, the reimbursement level is increased to 100% once the out-of-pocket maximum for prescription drug expenses has been reached per adult, per year.

Maximum

Effective February 1, 2020, the current lifetime maximum that can be reimbursed to you or any of your eligible dependents is \$75,000. For drugs only, this provision is not applicable to Quebec residents.

Health Care Spending Account (HCSA) for Active Employees

HCSA employer contribution

A Health Care Spending Account will be created for each active employee.

A monthly fixed amount of \$25 will be allocated to the HCSA of each eligible employee (as described below), providing that the employee has achieved at least 1,100 miles at assistant conductor rate or monetary equivalent in that calendar month. For employees who become eligible after ratification of the parties' agreement, the employer contribution will begin the first day of the month following their eligibility.

Administration fees related to the HCSA will be paid for by CN. Provincial Retail Sales Taxes, where applicable, will be charged to the HCSA.

The HCSA is, and will be subject to the rules of the Income Tax Act. Should any provision of the HCSA be found in violation of any applicable federal law or regulation, then only that part, or those parts, that is in violation will be null and void.

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Eligibility Conditions

An active employee shall be an eligible employee for the HCSA benefit if he/she is active on or subsequent to February 1, 2020. Employees on leave of absence (authorized or unauthorized), will not be eligible to the HCSA, with the exception of the following:

- Employees who are in receipt of short and long-term disability benefits under CN plans or under provincial government programs;
- Employees who are in receipt of a disability benefit from a provincial entity providing Workers' Compensation benefits;
- Employees on maternity leave, parental leave, compassionate care leave, or caring for critically ill children as defined by Employment Insurance or Quebec Parental Insurance Plan.

Employees covered by these exceptions will not accrue benefits while on leave but will be able to use accumulated amounts. If an employee meets the eligibility conditions stated above, he/she will be able to use the amount accumulated in his/her HCSA, even if he/she is no longer accruing benefits.

The accrual and usage of benefits under the HCSA will be suspended immediately upon a layoff*, suspension*, strike* or lockout*, as well as upon an employee's leave of absence*, subject to the exceptions listed above.

* Benefits accrual and usage will be reinstated upon return to work.

The accrual and usage of benefits under the HCSA will be terminated and outstanding balance forfeited immediately upon an employee's termination (voluntary or involuntary), death or retirement (including disability pension).

Eligible Medical and Dental Expenses

The lists of eligible expenses are defined under the Income Tax Act. Those medical and dental expenses for you and your eligible dependents could be reimbursed under your HCSA.

Your HCSA money is non-taxable under the federal Income Tax Act, provided it is used to cover specified eligible expenses. Exception: This is a taxable benefit in the province of Quebec.

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Here is a partial list of eligible expenses:

- Medical and dental expenses, or portion of expenses, not reimbursed due to the application of a deductible under your group plan.
- The portion of eligible medical and dental expenses that you must pay due to a reimbursement percentage other than 100%, or a maximum reimbursement amount under your group plan.
- Eye exams, eyeglasses or contact lenses.
- Full-time services of medical attendants.
- Acquisition of special equipment for a visually impaired person.

Please refer to the income tax return guides for a more complete list of the medical and dental expenses that you can claim under your HCSA. You can also visit the Canada Revenue Agency and the Ministère du Revenu du Québec websites.

Carry-forward rule

Unused amounts earned in a given year and remaining in your account at the end of that calendar year will be carried over to the following calendar year in which they must be used, failing which they will be forfeited.

The fixed monthly amounts will be allocated from February 1, 2020 and shall continue until the end of this agreement. Unused amounts allocated in 2020 may be carried forward into 2021. Amounts left in your HCSA at the time of your retirement will be forfeited.

Hospital Expenses

In your province of residence, the Plan reimburses:

- 100% of the charges for the average cost of a semi-private room that exceed the amount paid by the government plan. There is no limit on the duration of the hospital stay;
- Out-patient services in a hospital.

Outside your province of residence, the Plan reimburses:

- 80% of the charges, in excess of the deductible, that exceed the amount covered by the provincial government plan, for the following services in case of emergency for up to 180 days per calendar year:
 - semi-private hospital room;

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- hospital out-patient services.

Outside Canada, for emergency medical treatment of illness or injury sustained while travelling outside of Canada, the Plan reimburses:

- 80% of the charges, in excess of the deductible, that exceed the amount covered by the provincial government plan, for the following services in case of an emergency for up to 180 days per calendar year:
 - semi-private hospital room;
 - other hospital services;
 - hospital out-patient services.

A hospital is defined as a legally-operated institution primarily engaged in providing medical, diagnostic and surgical facilities for the care and treatment of sick and injured persons on an in-patient basis and that provides such facilities under the supervision of a staff of doctors with a 24-hour-a-day nursing service by registered nurses.

Under this definition, none of the following is considered a hospital:

- a home for the aged;
- a rest home or nursing home;
- an institution providing psychiatric care;
- an institution for the treatment of substance abuse.

Prescription Drugs

If you live in a province where the provincial government provides a prescription drug plan, benefits under the Company Plan will be coordinated with the government plan.

You have a pay-direct card with Green Shield Canada (GSC). This card can be used for the purchase of medical supplies and equipment, health services, prescription drugs and vision claims. Present your Green Shield Identification card to your provider, and after you pay any applicable amount (deductible and/or co-insurance), they may bill GSC directly.

When you use your GSC card to pick up a prescription at the pharmacy, you will only have to pay 20% of the eligible drug cost and a \$5.00 charge for each prescription filled. The remainder of the cost will be reimbursed by GSC directly to the pharmacy.

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If your provider does not accept a pay-direct card, you will need to file a paper claim with Green Shield Canada.

Employees who have an eligible spouse and whose spouse also works at CN will be eligible for coordination of benefits.

The pay-direct drug card comes with cost-containment measures as described below.

1. Mandatory Generic Substitution

If an interchangeable generic version of the brand-name drug exists, the Plan will pay up to the price of the lowest cost generic drug unless the physician indicates "no substitution".

**If a person has allergies or suffers from a special condition, the physician may prescribe that no substitution be made. When indicated by the physician, the brand-name drug will be provided at no additional cost (the plan will reimburse based on the brand-name drug).*

2. Quantity Management

To reduce waste associated with first time prescriptions, the Plan will limit coverage to a 30-day supply for new (first time) prescriptions.

If a maintenance drug* is found to be appropriate after the initial fill (first time prescription), employees will be required to purchase 3-month supplies for maintenance drugs in order to reduce dispensing fees.

**Maintenance Drugs:* Drugs that are used to treat chronic or lifelong conditions such as cholesterol, diabetes, hypertension and cardiovascular conditions are typically referred to as "maintenance drugs". Drugs that are used to treat a one time or short term therapy condition are called "acute drugs".

3. High Cost Drugs - Utilization Management

Coverage for certain types of high cost drugs are subject to prior authorization and/or step therapy. Step Therapy requires the use of a first level at a lower cost before the cost of a second level drug is covered. Utilization Management is necessary to ensure appropriate use or the use of the most cost-effective drug for the employee's therapy prior to moving on to more expensive drugs. Green Shield Canada could require additional medical information about these prescription drugs.

Covered expenses:

- Drugs, serums and vaccines available only by prescription when prescribed by a physician or dentist for the treatment of an illness and dispensed by a licensed pharmacist;
- Diabetic supplies;
- Supplies for the treatment of parkinsonism and cystic fibrosis;

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- Colostomy supplies.
- Oral contraceptives
- Smoking cessation drugs, including nicotine substitutes, when prescribed by a physician.

For Quebec employees and their eligible dependents, any conditions under this plan that do not meet the requirements of the Quebec drug insurance plan are automatically adjusted to meet those requirements

Expenses not covered:

Payment is not made for:

- Drugs that can be purchased without a prescription, such as: patent and proprietary medicines, cough and cold medicines, baby foods and formula, minerals, vitamins, health foods and collagen treatments;
- Growth hormones;
- Any charge for the administration of serums, vaccines and injectable drugs;
- Anti-obesity treatments including drugs, proteins and dietary or food supplements, whether or not prescribed for medical reasons.

Vision Care

Covered expenses:

- Services of an ophthalmologist or a licensed optometrist, where not covered by Medicare, up to a maximum amount payable of \$25 per person in any two consecutive calendar years;
- Charges for contact lenses or eyeglasses (including frames, shatterproof lenses and sunglasses) and their replacement.

One claim for eyeglasses or contact lenses in any 12 month period for a person under age 18 or in any 24 month period for any other person up to a maximum reimbursement of \$250.

Supplies must be prescribed in writing by an ophthalmologist or a licensed optometrist and dispensed by such specialists or by a qualified optician.

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Expenses not covered:

Payment is not made for any device worn for the purpose of eye protection only, and not for vision correction.

Major Medical

Covered expenses:

➤ **Ambulance:**

Professional ambulance services not reimbursed by your government health plan for local transportation, including inter-hospital transfers to and from the nearest hospital able to provide essential care, when recommended by a physician as medically necessary. This includes, in case of emergency, air ambulance service or any other vehicle normally used for public transportation.

➤ **Private Duty Nurse:**

Services of a private duty registered nurse or a registered nursing assistant, other than a close relative, in the patient's home, when medically required, subject to a lifetime maximum of \$10,000 per person (effective September 1, 2017). Prior approval must be obtained from Green Shield Canada.

➤ **Laboratory Tests:**

Charges for laboratory tests done in a commercial laboratory for diagnosis of an illness, but excluding any tests performed in a pharmacy, subject to an annual maximum of \$500 per person (effective September 1, 2017).

➤ **Physiotherapist and Chiropractor:**

Care provided by a licensed physiotherapist or a licensed chiropractor are covered under the same maximum amount payable, for a combined maximum of \$2,000 per person in each calendar year (effective February 1, 2020).

➤ **Psychologist and psychotherapist:**

Effective February 1, 2020, care provided by a licensed psychologist or licensed psychotherapist are covered under the same maximum amount payable, for a combined maximum of \$500 per person in each calendar year.

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➤ **Accidental Dental:**

Dental treatment required for the repair of damage to natural teeth resulting from an accidental blow to the mouth that occurs while the person is covered under the Plan. Treatment must be approved in advance by Green Shield Canada and provided within six months of the accident.

➤ **Durable Equipment:**

Rental or, if the Company so chooses, purchase of a wheelchair, hospital bed, iron lung or other similar equipment for therapeutic use. Prior approval must be obtained by Green Shield Canada.

➤ **Hearing Aids:**

Hearing aids, not covered by Workers' Compensation, when prescribed in writing by an otolaryngologist. The maximum amount payable is \$300 per person in any five consecutive calendar years.

➤ **Orthopaedic Shoes:**

Orthopaedic shoes, when prescribed by a doctor, limited to one pair per person in each calendar year.

➤ **Support Stockings:**

Elastic support stockings prescribed by a doctor, up to a maximum amount of \$50 per person in each calendar year.

➤ **Mammary Protheses:**

Mammary protheses required as a result of surgery when ordered or provided by a Doctor, up to a maximum amount of \$200 per person in each calendar year.

➤ **Doctor's Fees:**

Charges for the services of a doctor for emergency medical treatment while you are outside your province of residence.

➤ **Prosthetic Appliances:**

Artificial limbs and eyes, including replacements when medically necessary.

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➤ **Supplies:**

Casts, splints, trusses, braces or crutches.

➤ **Transfusions:**

Oxygen, plasma and blood transfusions and their administration.

➤ **X-Rays:**

Diagnostic and X-ray services.

➤ **Convalescent Hospital:**

Charges for convalescent hospital confinement in your province or territory of residence. Such confinement must be ordered by a physician, be preceded by at least five consecutive days of hospital confinement, commence within 14 days of that hospital confinement and be for rehabilitation and not primarily for custodial care. The maximum amount payable will be \$20 per day for each period of disability for a maximum of 120 days of confinement.

A convalescent hospital is a legally operated institution which is entitled to a daily allowance under the hospital plan of the province where it is located.

EXPENSES NOT COVERED

Payment is not made for:

- The difference in cost between a semi-private and a private hospital room.
- Treatment by osteopaths, podiatrists and speech therapists.
- Orthopaedic mattresses, exercise equipment, air conditioning or air-purifying equipment, and whirlpools.
- Charges for experimental services and treatment, and those attributed to the application of new processes or treatment not yet in current use.
- Any expenses in excess of the reasonable and customary charges in the locality where the service is rendered.
- Injury you sustain while working for pay or profit other than with CN.
- Injury your eligible dependent sustains while he or she is working for pay or profit.
- Any portion of medical expenses covered under Workers' Compensation or similar program.

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- Services to which you or your eligible dependents are entitled without charge, or for which there would be no charge if you were not covered by this EHC Plan.
- Services, or portions of services, provided under government sponsored programs.
- A service covered by a government sponsored program which is suspended.

COORDINATION OF BENEFITS

If you and your spouse are covered for extended health care by more than one Plan, your benefits will be coordinated with the other Plan so that you may be reimbursed up to 100% of the expenses incurred. The combined benefits from the two plans cannot exceed the expenses actually incurred. They are coordinated as follows:

- Expenses incurred by your spouse are reimbursed first by your spouse's plan and then by the CN Extended Health Care Plan if a balance remains.
- Expenses incurred for eligible children are first reimbursed by the plan of the parent whose birthday falls earliest in the year and then by the other parent's plan.

TERMINATION OF COVERAGE

Your coverage and coverage for your dependents under the Extended Health Care Plan terminates as follows:

In the case of:

- (1) **resignation or dismissal**, on the date the employment relationship ends;
- (2) **retirement**, at the end of the month in which you retire under the pension plan rules;
- (3) **lay-off, suspension or voluntary leave of absence without pay**(unless otherwise indicated in the section called *Continuation of Coverage*); death at the end of the month in which the event occurs;
- (4) **strike or lock-out**, on the last day worked (for Quebec residents, plus 30 days for drugs only).

Coverage for dependents ends on the date your coverage ends (except in case of **death**, at the end of the month in which you die) or on the date the dependent ceases to meet the eligibility criteria outlined in the Eligibility section of this booklet.

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If you are transferred out of a bargaining unit covered by this Plan into another position in the Company, where the Plan does not apply, your coverage terminates on the last day of the month in which you work in the bargaining unit.

CONTINUATION OF COVERAGE

- 1) **In cases of leave of absence due to disability covered by Workers' Compensation Authority**, your coverage will be maintained by CN, at no cost to you, for the entire period during which you are receiving Workers' Compensation benefits and undergoing treatment and rehabilitation at the expense of a Workers' Compensation authority, but not beyond the end of the month in which you attain age 65.
- 2) **In cases of leave of absence due to disability, illness or injury off-duty**, not covered by Workers' Compensation Authority, coverage will be maintained by CN, at no cost to you, for the duration of leave from the end of the month in which the disability occurs, provided you are receiving Short-term Disability Benefits or Employment Insurance Sickness Benefits. If you are in receipt of long-term disability (LTD) benefits payments, continuation of medical coverage will be maintained by CN, at no cost to you, during the first five years of receiving LTD benefits payments, after which your coverage will be terminated.
- 3) **In cases of a maternity, parental or compassionate care leave**, your coverage will be continued by CN at no cost to you for the duration of the leave.
- 4) **In case of layoff and in any of the above cases**, an employee who continues on leave of absence after eligibility terminates may maintain coverage at their own cost, by signing and returning the premium repayment agreement form to CN within the required time limit. This option expires after a 12-month period following the end of the month in which leave of absence began.

NOTE: Details on premium repayment are outlined in the "Repayment of Premiums" section of this booklet.

REINSTATEMENT OF COVERAGE

You are automatically covered from the date you return to active work if your coverage has been terminated while you were on leave of absence, on strike, lock-out, suspended or dismissed but reinstated.

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If you are laid off and your coverage terminates, you will be covered automatically from the first day of the month in which you return to active work.

HOW TO MAKE A CLAIM

When you wish to file a claim:

A. Health Care Spending Account (HCSA)

Obtain the Green Shield general or HCSA claim form from CN's ePortal and send it to the address indicated at the bottom of the first page of the form.

- 1) If you want to coordinate your EHC expenses with your HCSA, please indicate your intention by checking the box under the fifth question in section 2 of the general claim form.
- 2) If you want to use your HCSA to be reimbursed for all other types of expenses (including dental), please complete the HCSA form.

Note that your account balance can also be obtained at any time on Green Shield website once you have registered yourself on-line.

For questions or assistance in submitting your claim, call Green Shield at 1-888-711-1119.

B. For Hospital Benefits:

1. Tell the hospital admitting staff that Green Shield Canada administers your Plan under Contract number "CNR-". Also, tell them your participant number ("CNR-" + your PIN).
2. The hospital may send the claim directly to Green Shield Canada or bill you directly.
3. If the hospital sends the claim directly to Green Shield Canada, you will receive a statement showing the amounts charged and the amounts reimbursed by the insurer. Please verify that the charges listed are for services actually rendered.
4. If the hospital is unable or unwilling to send the bill direct to Green Shield Canada, you are to make a claim to the insurer by following the procedures described below.

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C. For Extended Health and Vision Care Expenses:

1. Obtain the claim form from the CN's ePortal or your administrative office.
2. Complete all applicable sections on the claim form, attaching all applicable receipts.
3. Send the completed form to the Green Shield Canada office according to the type of expenses submitted (vision, drugs, etc...). Addresses are listed in the section of this booklet called "Green Shield Canada Claim Offices" or on the claim form.

NOTE: Green Shield Canada MUST receive your claim no later than 90 days after the end of the calendar year during which you incur the expenses.

You should make a claim only after you have accumulated receipts for eligible expenses totalling in excess of the deductible amount for the year.

Reimbursement of expenses for prescription drugs, vision care and major medical benefits will be sent direct to you or by direct deposit.

Reimbursement of hospital expenses will be made direct to the hospital or to you, depending upon the arrangements you have made with the hospital.

To benefit from direct deposit or other plan member services, you must register yourself on the Green Shield Canada Web site (www.greenshield.ca). For more information, contact Green Shield Canada at 1-888-711-1119.

Prompt Handling of your Claim

Did you answer every question on the claim form?

Did you, the employee, sign and date the claim form?

Did you attach all original receipts?

If you did, you will help Green Shield Canada to review your claim quickly and to process any reimbursement due to you.

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GREEN SHIELD CANADA CLAIM OFFICES

To claim professional services:

Green Shield Canada
P.O. Box 1699
Windsor, Ontario
N9A 7G6

To claim medical supplies:

Green Shield Canada
P.O. Box 1623
Windsor, Ontario
N9A 7B3

To claim vision and hospital charges:

Green Shield Canada
P.O. Box 1615
Windsor, Ontario
N9A 7J3

To claim for prescription drugs:

Green Shield Canada
P.O. Box 1652
Windsor, Ontario
N9A 7G5

To claim all other expenses:

Green Shield Canada
P.O. Box 1606
Windsor, Ontario
N9A 6W1

REPAYMENT OF PREMIUMS

If you are laid off or if you take a leave of absence during which the Company does not maintain your coverage in force without payment of premium, you may keep your coverage in force by signing and returning the repayment agreement form within the required time limit.

You should obtain from the Crew Management Centre a copy of the current year circular entitled *Benefits Coverage during a Leave of Absence* and carefully follow the instructions. This circular is also available on CN's ePortal.

DISPUTE OF CLAIMS

You are responsible for the completion of the claim forms and furnishing proof of expenses incurred as deemed necessary and appropriate by Green Shield Canada.

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If you are denied all or any part of a claim, you will receive a notice, in writing, giving the specific reasons for such denial and a description of any additional material necessary in support of the claim.

You have 60 calendar days from the day of denial in which to take action.

If the denial is on the basis of specific expenses, submit the necessary documentation to the appropriate Green Shield Canada claim office for review.

If denial is on the basis of eligibility, contact the Benefits Administration Group at 1-800-363-6060 and follow instructions. If they cannot resolve the issue within the 60 days, you may request that it be submitted by the union officers concerned to the CN's Benefits Administrative Committee for review.

SIGNATORY RAILWAY AND SIGNATORY UNION

Signatory Railway:

Canadian National Railway Company (CN)

Signatory Union:

Teamsters Canada Rail Conference in Canada (TCRC)



CANADIAN NATIONAL RAILWAY COMPANY

DENTAL PLAN

FOR

**TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
REPRESENTED BY THE**

**TEAMSTERS CANADA RAIL CONFERENCE IN CANADA
(TCRC)**

2019-2022

**TCRC –CTY
TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
DENTAL PLAN**

FOREWORD

This booklet explains the Dental Plan for railway employees represented by the Teamster Canada Rail Conference in Canada and their dependents, put in place as the result of negotiations between CN and your labour union. You are encouraged to make full use of the Plan in a program of regular dental care for you and your family.

The cost of the Dental Plan is currently paid by the Company and provides a wide range of basic and major restorative services. It is administered by Sun Life of Canada.

What follows is a summary of the main features of the Plan. While every effort has been made to ensure that this booklet is accurate, the Plan Contract **No. 025725** is the governing document. The program is also intended to comply with all federal and provincial laws. In the event of any conflict, the terms of the applicable laws will govern.

Please read this booklet carefully and keep it as a reference. If any further information is required, please contact the Benefits Administration Group at 1-800-363-6060 and follow the instructions.

**TCRC –CTY
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DENTAL PLAN**

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ELIGIBILITY

You and your eligible dependents are covered on the first day of employment.

Once you have established your eligibility under the Plan, you remain covered during each month in which you have compensated service until coverage terminates as explained in the "Termination of coverage" section of this booklet.

Once you are eligible, enrolment in the Plan is automatic.

Eligible Dependents

The following members of your family are considered eligible dependents:

- your spouse (if you and your spouse are separated, your spouse must be financially supported by you in order to be considered eligible);
- your unmarried children (including your spouse's children and this includes children from a previous marriage) and dependent on you for financial support), and who are:
 - under age 21 and living with you or your eligible spouse (or shared custody);
 - under age 25 (under age 26 if a resident of Quebec), if registered as full-time college or university students in an educational institution recognized under the Income Tax Act (Canada); a child who works less than 15 hours a week is also considered entirely dependent on the employee for financial support;
 - handicapped before age 21, continue to qualify as long as they:
 - are incapable of self-support because of a physical or mental disability.
 - depend on you for financial support and maintenance, and
 - remain unmarried.

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NOTE 1: “Spouse” means

- (i) the person who is legally married to the employee and who is residing with or supported by the employee, or
- (ii) if there is no legally married spouse that is eligible, the person with whom the employee has been cohabiting for at least one year (sooner if a child is born of their union) and both are free to marry; or
- (iii) the person with whom the employee has been cohabiting for at least three years (sooner if a child is born of their union) if one or the other is, by law, prohibited from marrying by reason of a previous marriage.

NOTE 2: The spouse of a CN employee who is covered under this Plan as an employee can be designated as a dependent of the employee under the Extended Health Care coverage if such spouse loses his or her own coverage.

PLAN PROVISIONS

The Plan provides you and your eligible dependents with financial assistance for charges for necessary dental care expenses not covered by your provincial government health plans. It provides reimbursement for charges of dentists, physicians or other qualified personnel under the direct supervision of the dental or medical profession, for example, dental assistants and dental hygienists. Also covered are charges for services provided by specialists, dental mechanics, denturologists, denturists, and denture therapists, who are permitted by law to deal directly with the public. If no fee guide is issued, the customary fees used by the insurer will be applied.

Deductible

After an annual deductible of \$35 per family has been paid, the Plan reimburses eligible dental expenses.

The deductible is the amount of eligible expenses you pay each year before the Plan begins to reimburse you.

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DENTAL PLAN**

Covered Percentage

The Plan reimburses 100% of eligible expenses for basic dental services, and 50% of the expenses you incur for major restorative and orthodontic services. The plan will also reimburse 80% of eligible expenses for periodontal treatments (gum and tissue treatments) and endodontics (including root canals).

Maximum

The combined yearly maximum per person that can be reimbursed for basic dental care services, endodontic and periodontal treatments and major restorative services will be as follow:

Effective February 1, 2020	\$2,050
Effective January 1, 2021	\$2,075
Effective January 1, 2022	\$2,100

If your coverage becomes effective July 1, or later in the year, the combined maximum per person payable before the end of the year will be \$1,025 for year 2020, \$1,037.50 for year 2021 and \$1,050 for 2022.

The 2019 provincial fee guide is used to determine the amount that is reimbursed to you.

If no fee guide is issued by a province, the customary fees used by the insurer will be applicable.

If you or your eligible dependents receive treatment outside Canada, reimbursement will be determined based on the fee guide under this Plan.

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DENTAL PLAN**

COVERED EXPENSES

Covered expenses are subject to the yearly deductible and the maximums. If more than one professionally adequate procedure is possible, the least expensive one will be considered the covered expense.

Basic Dental Care Services

(Reimbursed at 100%)

- Oral examinations, cleaning and scaling of teeth, fluoride treatments and bite-wing x-rays: ONCE EVERY NINE MONTHS;
- Full-mouth series of X-rays: ONCE EVERY 24 MONTHS;
- Extractions and alveolectomy (bone work) at time of tooth extraction;
- Dental surgery;
- General anaesthesia and diagnostic x-ray and laboratory procedures required for dental surgery;
- Amalgam, silicate, acrylic and composite fillings;
- Necessary treatment for relief of dental pain;
- Cost of medication when provided by injection in your dentist's office;
- Space maintainers for missing primary teeth and habit-breaking appliances;
- Consultations required by the attending dentist;
- Surgical removal of tumors, cysts, neoplasms;
- Incision and drainage of abscess;
- Pit and fissure sealants.

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DENTAL PLAN

Endodontic and Periodontal treatments

(Reimbursed at 80%)

- Endodontics, including root canal therapy;
- Periodontal treatment (gum and tissue treatment).

Major Restorative Services

(Reimbursed at 50%)

- Crowns and repairs of crowns;
- Inlays and onlays;
- Provision for an initial prosthodontic appliance (fixed bridge restoration, removable partial or complete dentures);
- Replacement of an existing fixed bridge or removable partial or complete denture in the following circumstances:
 - (a) it is over five years old and cannot be repaired;
 - (b) it replaces a temporary appliance installed while you were covered by the Plan. In this case, the replacement is considered permanent;
 - (c) it is required because of the installation of an initial opposing denture while you were covered by the Plan;
 - (d) it is required as the result of an accidental dental injury that occurs while you are covered by the Plan;
 - (e) if necessitated by the extraction of additional teeth, while you are covered by the Plan. If the existing appliance can be made serviceable, only the expense for the portion required to replace the teeth extracted is covered.
- Repairs to existing dentures, including relining, rebasing;
- Procedures involving the use of gold, only if the use of a reasonable substitute consistent with generally accepted dental practice would not result in a lower cost. If a less expensive substitute could have been used, only the lower cost is covered.
- Orthodontic treatment (braces and corrective devices) treatment will be available to the employee and his/her dependent(s). The Plan will reimburse up to 50% of the charges for treatment up to a lifetime maximum of \$1,000 per covered individual.

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TREATMENT PLAN FOR EXPENSES IN EXCESS OF \$400

For you and your dentist to know in advance how much the Dental Plan will reimburse, you must file a treatment plan whenever the total cost of the proposed dental work is expected to exceed \$400.

The plan describes the proposed treatment and its cost. Usually, the dentist completes the standard claim form, indicating the services to be performed and includes X-rays and laboratory fees, if necessary, and sends it to Sun Life, which determines the amount to be reimbursed under the Dental Plan. A list of their offices is outlined in the section entitled "Sun Life Claim Offices" of this booklet or on the claim form.

EXPENSES NOT COVERED

The Plan does not cover:

- Cosmetic treatment, dietary planning, plaque control, oral hygiene instruction, congenital or developmental malformation;
- Cost of dentures which have been lost, mislaid or stolen;
- Charges for missed appointments or for completion of claim forms required by Sun Life;
- Treatment received from a dental or medical department maintained by CN, a labour union, a mutual benefit association or similar type of group;
- Treatment that is free of charge or covered by a government or for which any government prohibits payment;
- Treatment required as a result of any intentionally self-inflicted injury, war, participating in a riot or insurrection;
- Services and supplies rendered for full-mouth or major reconstructions, vertical dimension correction or correction of a temporal mandibular joint dysfunction;
- Treatment not yet approved by the Canadian Dental Association or which is clearly experimental in nature;
- Treatment required as a result of an injury sustained while working for pay or profit other than for CN; or

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- Injury of an eligible dependent working for pay or profit;
- Any portion of dental expenses covered under Workers' Compensation or similar program.

COORDINATION OF BENEFITS

If you and your spouse are covered by **different** Dental Plans, the combined benefits from the two plans cannot exceed the expenses actually incurred. They are coordinated as follows:

- Expenses incurred by your spouse are reimbursed first by your spouse's plan and then by the *CN Dental Plan*, if a balance remains;
- Expenses incurred for eligible children are first reimbursed by the plan of the parent whose birthday falls earliest in the year.

TERMINATION OF COVERAGE

Your coverage and coverage for your dependents under the Dental Plan terminates, as follows:

In case of:

1. **resignation or dismissal**, on the date your employment relationship ends;
2. **retirement**, at the end of the month in which you retire under the pension plan rules;
3. **leave of absence**, on the last day worked (except as indicated in the next section entitled "Continuation of Coverage");
4. **lay-off, strike, lock-out or death**, on the last day worked.

Coverage for dependents ends on the date your coverage ends (except in case of **death**, at the end of the month in which you die) or on the date the dependent ceases to meet the eligibility criteria outlined in the "Eligibility" section of this booklet.

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If you are transferred out of a bargaining unit covered by this Plan into another position in the Company, where the Plan does not apply, your coverage terminates on the last day of the month in which you worked in the bargaining unit.

CONTINUATION OF COVERAGE

1. In cases of leave of absence due to disability covered by Workers' Compensation Authority, your coverage will be maintained by CN, at no cost to you, for the entire period during which you are receiving Workers' Compensation Authority benefits and undergoing treatment and rehabilitation at the expense of a Workers' Compensation Authority, but not beyond the end of the month in which you are age 65.
2. In cases of leave of absence due to disability, illness or injury off-duty not covered by Workers' Compensation authority, coverage will be maintained by CN, at no cost to you, for the duration of leave, provided that you are in receipt of Short-Term Disability benefits or Employment Insurance sickness benefits. Dental coverage terminates at the end of STD. There is no dental coverage during long-term disability (LTD).
3. In cases of maternity, parental, or compassionate care leave, your coverage will be continued by CN for the duration of the leave.

In cases of layoff, strike, lock-out and retirement (and for dependents, in the event of death), expenses for crowns, bridgework or dentures for which an impression was taken and the tooth or teeth prepared before your coverage terminates, and which are installed within 30 calendar days after the termination of your coverage, are considered eligible expenses.

REINSTATEMENT OF COVERAGE

You are automatically covered from the date you return to active work if your coverage has been terminated while you were laid off or on leave of absence, on strike, lock-out or dismissed but reinstated.

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HOW TO MAKE A CLAIM

When you wish to file a dental claim:

1. Obtain a dental form from CN's ePortal. You can also use the dentist's standard claim form; however, be sure to attach a completed Part 2 of the CN claim form.
 - a) Complete Part 2 of the claim form and ask your dentist to complete the appropriate sections;
 - b) Send the signed, fully completed form to the Sun Life office nearest to your official residence. The addresses are listed in the section entitled "Sun Life Claim Offices" of this booklet or on the claim form.
2. Your dentist may also submit your claim electronically by indicating 025725 as the policy number

NOTE: Sun Life must receive your claim no later than 90 days after the end of the calendar year during which you incur the expenses.

Sun Life will send the claim payment either to you or to your dentist, depending upon the arrangements you make with your dentist (see Part 1 of the claim form).

A separate claim form is required for each patient and you may claim as often as you have dental expenses covered by the Plan. You should complete and send in a claim form even if your first expense is less than the deductible of \$35.

When enquiring about a dental claim at Sun Life always quote your Plan no. 025725 as well as your member I.D. (1+ PIN).

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SUN LIFE CLAIM OFFICES

Sun Life of Canada
P.O. 11658, Station CV
Montreal, QC
H3C 6C1
Toll-Free: 1-800-361-6212

Sun Life of Canada
P.O. Box 2010, Stn Waterloo
Waterloo, Ontario
N2J 0A6
Toll Free: 1-800-361-6212

DISPUTE OF CLAIMS

You are responsible to complete the claim forms and to supply proof of expenses incurred as deemed necessary and appropriate by Sun Life.

If you are denied all or any part of a claim, you will receive a notice, in writing, giving the specific reasons for such denial and a description of any additional material necessary in support of the claim.

You have 60 calendar days from the day of denial in which to take action.

If the denial is on the basis of technique or treatment, work with your dentist to provide information and documentation and submit it to the appropriate Sun Life claim office for review.

If denial is on the basis of eligibility, contact the Benefits Administration Group at 1-800-363-6060 and follow the instructions. If they cannot resolve the issue within the 60 days, you may request that it be submitted by the union officers concerned to the CN's Benefits Administrative Committee for review.

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SIGNATORY RAILWAY AND SIGNATORY UNION

Signatory Railway:

Canadian National Railway Company (CN)

Signatory Union:

Teamsters Canada Rail Conference (TCRC)



Canadian National Railway Company

BENEFIT PLANS

Short-Term Disability Benefit

Maternity Leave Supplement Benefit

Long-Term Disability Benefit

Basic Life Insurance

Optional Life Insurance

Basic Accidental Death and Dismemberment Insurance

For

**Train and Yard Service Employees / Traffic Coordinators
Represented by the
Teamsters Canada Rail Conference (TCRC)**

Effective 2019-2022

TCRC TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS DISABILITY/MATERNITY BENEFITS AND LIFE INSURANCE

FOREWORD

This booklet explains the benefits available to you under the Benefit Plan for Employees Represented by the Teamsters Canada Rail Conference put in place as the result of negotiations between CN and your labour union.

The Plan provides for:

- short-term disability benefits in the event you become wholly and continuously disabled
- short-term disability benefits to supplement your Employment Insurance Sickness Benefits, your Employment Insurance Maternity Benefits
- basic life insurance (including a provision for accidental death)
- optional life insurance
- basic accidental death & dismemberment insurance

The cost of the Plan is currently paid by the Company (except for Optional Life Insurance). Short-Term Disability, basic and optional life insurance benefits are administered by Canada Life (formerly known as Great-West Life). Basic Accidental Death and Dismemberment Insurance is administered by AIG.

What follows is a summary of the main features of the Plan. While every effort has been made to ensure that this booklet is accurate, the official insurance contracts or collective agreements are the governing documents. This Plan is also intended to comply with all federal and provincial laws. In the event of any conflict, the terms of any applicable laws will govern.

Please read this booklet carefully and keep it for reference.

Please address any enquiry for further information about this Benefit Plan to the Benefits Administration Group at 1-800-363-6060 and follow the instructions.

**TCRC TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORRDINATORS
DISABILITY/MATERNITY BENEFITS AND LIFE INSURANCE**

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ELIGIBILITY

You are eligible to participate in the Benefit Plan for Employees Represented by the Teamsters Canada Rail Conference if you render compensated service under one or more of the operating Collective Agreements specified in the Master Agreements or Memoranda of Agreement or if you are a member of a bargaining unit which has been admitted to coverage under the Plan.

As a **new employee**, you are covered on the first day of the month following the first month in which you perform compensated service. If you are not actively at work on that day for a reason other than that it is a general holiday or an assigned rest day, your coverage will become effective on the day you return to active full-time work. If you are absent on the scheduled effective date because it is a general holiday or an assigned rest day, your coverage will begin on that day.

Coverage continues from the first day of each month provided you rendered compensated service in the preceding month.

No enrolment is required.

SHORT-TERM DISABILITY BENEFIT

Short-Term Disability is compensation you receive for loss of wages because of non-occupational accident, injury or illness **for which you are wholly and continuously disabled and have been seen and are being treated by a licensed medical doctor.**

Amount of Benefit

If you currently become disabled, the maximum Short-Term Disability benefit payable is:

Amount of your weekly base pay	Amount of short-term disability
\$120.01 or more	For a new claim starting on or after February 1, 2020, 70% of your weekly base pay up to a maximum of \$815 (*) or up to the Employment Insurance maximum weekly payment, whichever is greater.
\$120 or less	\$80 or 75% of weekly base pay, whichever is less.

(*) This amount will increase to \$830 for new claims starting on or after January 1, 2021, and to \$850 for new claims starting on or after January 1, 2022.

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Short-Term Disability Benefits are taxable income. For each day that you are entitled to these benefits, you will receive one-seventh of the weekly rate.

While you are in receipt of Short-Term Disability benefits, you will also receive benefits for a general holiday or an assigned rest day provided you do not receive pay for that day.

Short-Term Disability benefits are taxed on both the federal and provincial levels.

Starting Date of Benefit Payments

An employee must be under treatment by a physician to be eligible for Short-Term Disability payable from:

- the first day if your disability is caused by an accidental injury;
- the first day of sickness if you are hospitalized at any time for your disability. However, the benefit is payable from the fourth day if you have a recurrence of the same disability and you are not hospitalized for the second or subsequent period of disability;
- the first day of sickness if you have an operation on an outpatient basis and a regional (including epidural) or general anaesthetic is used. However, the benefit is payable from the fourth day if the outpatient operation involves a local anaesthetic (freezing);
- the fourth day in other cases of sickness, unless disability caused by a sprain, strain or hernia if seen by a physician and the physician confirms disability from the first day.

Duration of Benefit Payments

The maximum length of time you will receive Short-Term Disability benefits is as follows:

- 26 weeks for any one period of disability due to the same or a related cause, if you are not eligible for Employment Insurance Sickness Benefits;

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- If you are eligible for Employment Insurance Sickness Benefits:
 - (i) You will receive Short-Term Disability benefits for up to 15 weeks.

If your first 15 weeks benefit period ends on any day other than a Saturday, you will receive Short-Term Disability benefits until the next Saturday, following the end of the fifteenth week.
 - (ii) If you are still disabled after 15 weeks, you must apply to Service Canada for Employment Insurance Sickness Benefits for up to a maximum of 15 weeks.
 - (iii) If you are still disabled, when your Employment Insurance Sickness Benefits terminate, you may apply again for Short-Term Disability benefits for up to a maximum of 11 weeks.

See the Section "HOW TO MAKE A CLAIM".

Termination of Coverage

Your eligibility for Short-Term Disability coverage ends on the day:

- you go on strike, off duty because of mileage regulations, commence vacation, go on leave of absence (other than a leave of absence for which you receive Employment Insurance Maternity Benefits, or Short-Term Disability Benefits or Employment Insurance Sickness Benefits or Worker's Compensation Benefits), are laid off or are suspended. Short-Term Disability benefits are not paid during these periods;
- you retire;
- you cease to be eligible for this benefit for any other reason; or
- on which the Short-Term Disability Plan is terminated.

Leave of absence is a period approved by CN during which you make yourself unavailable for service of your own accord.

Your eligibility for Short-Term Disability benefits resumes on the day you return to work, provided you were eligible for coverage on your last day worked. Otherwise, coverage resumes on the first day of the month during which you return to work.

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Continuation of Coverage

If you become wholly and continuously disabled in the following situations and you are unable to return to work on the scheduled date because of your disability, your Short-Term Disability coverage will begin on the scheduled day of return to active full-time work had you not been disabled. In case of injury or sickness requiring hospitalization, benefits will begin the first day you would have returned to active full-time work, and in other cases of sickness, on the fourth day.

The situations referred to above are as follows:

- While you are on vacation with pay; however, you have the right to temporarily terminate your vacation and apply for Short-Term Disability benefits, immediately;
- While you are on approved leave of absence and undergoing treatment and rehabilitation at the expense of a Workers' Compensation authority;
- For up to 17 weeks (18 weeks in Quebec) while you are on a CN approved maternity leave;
- For up to 37 weeks while you are on a CN approved parental leave;
- While you are on bereavement leave, or CN compensated jury duty leave;
- While, as a union officer you are on temporary leave of absence to perform union duties, provided you have compensated service in the current month or previous month; or
- If you are laid off or granted a leave of absence, and in the same calendar month you are recalled to work, or, you are entitled to and bid and replace another employee or fill a vacancy, or you are due to return to work from leave of absence on the day agreed to in advance.

Your status as an eligible employee continues while you are entitled to Short-Term Disability benefits under this Plan or to Employment Insurance Sickness Benefits.

You may not continue Short-Term Disability coverage on an individual basis when your eligibility for coverage ceases.

If you are laid off **after** becoming disabled, Short-Term Disability benefits will continue to be paid for up to 15 weeks from the date your disability began.

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If you become disabled **prior to a strike or a lock-out**, Short-Term Disability benefits will continue to be paid while you remain disabled for up to 15 weeks from the date your disability began.

Limitations

Short-Term Disability Benefits **are not** payable:

- for any period of disability during which you are not wholly and continuously disabled and/or you have not seen and received treatment from a licensed medical doctor;
- for any period during which benefits are payable to you under Workers' Compensation legislation, unless such compensation is payable with respect to a previously incurred partial disability which permits continuation of your employment;
- for that portion of any period of disability during which you are in receipt of a retirement pension under the CN Pension Plan or general holiday pay or vacation pay;
 - ⇒ However, if you are injured or become ill during your annual vacation, you have the right to temporarily terminate your vacation and to apply for Short-Term Disability benefits.
- if you become disabled while on strike or during a lock-out;
- for any period during which you are engaged in any occupation for wage or profit;
- in respect of disability directly or indirectly due to or resulting from any of the following:
 - ⇒ intentionally self-inflicted injury while sane or insane;
 - ⇒ war, insurrection, hostile action of the armed forces of any country, or participation in any riot or civil commotion;
 - ⇒ bodily injury sustained while performing any act or occupation for wage or profit other than on behalf of the Railway;
 - ⇒ any cause for which indemnity or compensation is payable under Workers' Compensation legislation.

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- during any period for which you are eligible for Employment Insurance Maternity Benefits.
- for any period solely due to the abuse of alcohol and/or drugs unless you meet all the requirements listed in the Section of this booklet entitled *Benefits - Program of Rehabilitation for Alcohol or Drug Abuse*.

How to Make a Claim

A. Short-Term Disability Benefits - First 15 Weeks of Disability

It is very important that you file a claim for Short-Term Disability as soon as you are entitled to the benefit. **Do not delay.** The claim must reach Canada Life within 30 days from the beginning of your disability, unless it can be shown that it was not reasonably possible to do so.

Please contact your supervisor to initiate the Short-Term Disability claim process. These forms are also available on CN's ePortal. You must complete the *Employee's Statement* and your doctor must complete the *Attending Physician's Statement*. An *Employer's Statement* must be completed by your supervisor and faxed to Canada Life. Please return the forms to Canada Life or fax them for faster processing. Cheques from Canada Life will be mailed to you or benefits will be paid to you by direct deposit.

Any charge to complete the *Attending Physician's Statement* is the employee's responsibility.

The insurance company has the right to request you to be examined by their own doctor, in which case they will pay fees for examination.

B. Employment Insurance Sickness Benefits - Second 15 Weeks of Disability

If your disability is expected to continue **beyond 14 weeks**, you must apply to Service Canada for Employment Insurance Sickness Benefits. Contact the Crew Management Center (CMC) if your record of employment has not been submitted to Service Canada at the end of your 14th week of disability.

As you receive your cheques from Service Canada, detach the cheque stub and send it to Canada Life (only the first and the last one are necessary). If you are eligible to have your Employment Insurance Sickness Benefits supplemented, Canada Life will process your payment.

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If you do not keep your cheque stub, you will have to ask Service Canada to give you a letter showing the amount of sickness benefits you received each week.

If during a week you would normally receive Employment Insurance Sickness Benefits, you do not receive a benefit or you receive a reduced benefit because you have earnings during that week, you may not file a claim for Short-Term Disability benefits for that week.

C. Short-Term Disability Benefits - Next 11 Weeks of Disability

Five weeks before your Employment Insurance Sickness Benefits terminate, Canada Life will contact you and request more information (if necessary) to initiate the claim process for Supplementary Short-Term Disability benefits.

Cheques will be mailed to you directly from Canada Life or benefits will be paid by direct deposit.

If you receive a cheque or a direct deposit that covers a period for which you are not entitled to a Short-Term Disability benefit, return it immediately to Canada Life or contact them.

Any charge to complete the *Attending Physician's Statement* is the employee's responsibility.

Canada Life, as Plan Administrator, has the right to request you to be examined by its own doctor and at its own expense.

Second or Subsequent Periods of Disability

If, after being disabled, you return to work and become disabled again, the following will apply to the second period of disability:

It will be considered a continuation of the previous claim; **however:**

- If the second disability is **totally unrelated** to the first disability, it will be considered a new claim.
- If you have been back at work, **full-time, for two (2) consecutive weeks** following **total recovery** from the first disability, the second will be considered as a new claim.

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- If you have been back at work, **full-time, for four (4) consecutive weeks**, and you become disabled again from the same illness or injury, your second claim will be considered a new disability period.

When counting two weeks (14 days), assigned rest days and statutory holidays are included. Vacation days are not included.

Benefits - Program of Rehabilitation for Alcohol and Drug Abuse

While taking part in a program of rehabilitation, you may be eligible for Short-Term Disability benefits up to a maximum of 26 weeks, provided,

- You seek adequate treatment; and
- You are declared by your doctor or CN's Chief Medical Officer (or delegate) to be unable to perform your duties because of alcohol and/or drug abuse; and
- You are recommended by your employer's medical officer for a program of rehabilitation; and
- You are satisfactorily participating in a program of rehabilitation deemed appropriate by the Company.

If you return to work and **again participate** in a rehabilitation program, you will be eligible for Short-Term Disability benefits up to a maximum of 26 weeks, provided you have fulfilled the requirements listed above.

Calculation of Weekly Base Pay

- If you are **hourly rated**, your base pay will be your hourly rate multiplied by the number of regularly scheduled hours per week.
- If you are **daily rated**, your base pay will be your daily rate multiplied by the number of regularly scheduled days per week.
- If you are **monthly rated**, your base pay will be your monthly rate divided by 4-1/3.
- If you are paid on a **mileage basis**, your base pay will be calculated on the weekly average of the miles paid for within the six pay periods immediately preceding the date of your disability.

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- If you are a spare board, relief, casual or similar type of employee, your base pay will be calculated using your average weekly earnings during the six (6) consecutive complete pay periods (12 weeks) in which you received earnings immediately preceding the beginning of your disability.

MATERNITY LEAVE SUPPLEMENT

The Maternity Leave Supplement is an amount paid for up to fifteen weeks (17 weeks in Quebec) while you are on a Company approved leave of absence for maternity.

If you satisfy the eligibility requirements to participate in this Benefit Plan as described at the beginning of this booklet and you receive EI or QPIP Maternity Benefits, you are eligible to claim for the Maternity Leave Supplement.

Your EI or QPIP Maternity Benefits will be supplemented by this Plan so that you will receive, for new claims starting on or after February 1 2020, 70% of your base pay, up to a maximum weekly benefit of \$815 (*).

(*) This amount will increase to \$830 for new claims starting on or after January 1, 2021. The benefit increases to \$850 for new claims starting on or after January 1, 2022.

To file a claim, send to Canada Life the cheque stubs from your EI or QPIP cheques, as you receive them. Your claim will be processed by Canada Life and cheques will be mailed to you or benefits will be paid to you by direct deposit.

When you return to work with CN, you may apply to Canada Life for a maternity leave benefit for those days during the two-week waiting period for the EI or QPIP Maternity Benefits for which you did not receive earnings. The maximum amounts referred to above also apply to this benefit.

To determine your weekly base pay refer to the previous section of this booklet entitled *Calculation of Weekly Base Pay*.

LONG-TERM DISABILITY BENEFIT

The Long-Term Disability Plan provides benefits at the end of the Short-Term Disability period if you are still disabled.

For more information, please consult the LTD brochure on CN's ePortal.

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LIFE INSURANCE

BASIC LIFE INSURANCE

Basic Life Insurance is payable in a lump sum if, while insured, you die from any cause. If you are actively at work, the amount for which you are insured is as follows:

\$58,000	effective February 1, 2020
\$59,000	effective January 1, 2021
\$60,000	effective January 1, 2022

Provided you remain continuously covered.

Beneficiary Nomination

It is in your best interest to designate a beneficiary. In the absence of a beneficiary, the life insurance proceeds will be paid to your Estate. In the absence of a will, life insurance benefits will be distributed to your survivors in accordance with provincial laws, which may not reflect your intentions or wishes. In such cases, there are often disbursement handling fees, as well as a delay to the estate settlement process.

Beneficiary nomination forms are available on CN's ePortal.

Payment shall constitute a complete discharge of Canada Life's responsibility to the extent of the amount of the payment.

Termination of Coverage

Your basic life insurance will terminate at the end of the month in which you terminate your service with CN. Your service is considered terminated on the day you stop active work with CN. However, there are situations under which you may maintain life insurance coverage. These situations are outlined in the section entitled *Life Insurance, Continuation of Coverage*.

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Conversion

If you leave the service of CN or retire you may convert your basic life insurance to an individual policy. To do so, you must apply to Canada Life within 31 days of the date your basic life insurance terminates. No medical is required. When writing to Canada Life be sure to quote your name, address, PIN (employee no.) and Policy no. 155817.

In the event you die during this 31-day conversion period, the amount you were eligible to convert will be paid as a death claim.

Continuation of Coverage

Disability

If you become disabled, your basic life insurance will be maintained by CN, at no cost to you, **provided** you are receiving Short-Term Disability benefits, EI Sickness Benefits and have maintained employee status.

If you are still disabled, at the end of your STD period, and you have no gap in coverage, your basic life insurance, will be continued by CN, at no cost to you, during the first five years of receiving long-term disability (LTD) benefits payments.

If after the 5-year period, you are still disabled, your basic life coverage is continued by CN, at no cost to you, but reduces to \$7,000. This extended benefit period expires at the end of the month in which you turned 65 or until you retire whichever occurs first. The insurer will do on-going medical follow-ups.

Within 31 days of the termination or reduction of your basic life insurance coverage, you may apply to Canada Life to convert any amount of lost coverage to an individual policy. Should you decide to convert your basic life insurance into an individual policy you are not required to take a medical examination.

Workers' Compensation

As long as you are undergoing treatment and rehabilitation at the expense of the **Workers' Compensation Authority**, your life insurance coverage will be continued by CN, at no cost to you.

Your **coverage terminates** on the earliest of the following dates:

- your retirement date; or
- the date you leave the service of CN.

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Maternity Leave

Your coverage will be continued at no cost to you as long as you are receiving EI or QPIP Maternity Benefits. When you cease receiving EI or QPIP Maternity Benefits, you may continue your basic life insurance for up to a maximum of 12 months from the end of the month in which you last worked by signing and returning the Premium Repayment Agreement form. Contact the Workforce Management Group for the current year information circular entitled *Benefits Coverage during a Leave of Absence*. This circular is also available on CN's ePortal.

Layoff or Leave of Absence

In cases of layoff and leave of absence other than those mentioned above, basic life insurance coverage can be maintained by signing and returning the Premium Repayment Agreement form for up to 12 months from the end of the month in which you last worked. Contact the Workforce Management Group for the current year information circular entitled *Benefits Coverage during a Leave of Absence*. This circular is also available on CN's ePortal.

You may, after maintaining your coverage for 12 months by signing and returning the premium repayment agreement form, apply to Canada Life to have your life insurance converted to an individual policy. You have 31 days from the date your coverage terminates to write to Canada Life. No medical examination is required.

Reinstatement of Life Insurance

If your basic life insurance terminates while you are on layoff or leave of absence, it will be reinstated on the first day of the month following the month in which you return to active full-time work.

How to Make a Claim

Your beneficiary or executor should contact the Benefits Administration Group at 1-800-363-6060 to obtain a claim form. Once completed, the form should be returned to Canada Life

**TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
DISABILITY/MATERNITY BENEFITS AND LIFE INSURANCE**

ACCIDENTAL DEATH LIFE INSURANCE PROVISION

Accidental Death Life Insurance is in addition to your basic life insurance and is payable in a lump sum if you, while insured, die from accidental drowning or sustain accidental body injury which results directly and independently of all other causes in loss of life within 365 days after the date of the injury.

If you are actively at work, the amount for which you are insured is the same as your basic life insurance amount, provided your insurance has been maintained in force. The Accidental Death Life Insurance is payable to the same beneficiary as your basic life insurance.

Continuation of Coverage

Disability

If your basic life insurance is continued in force, then Accidental Death Life Insurance is also continued in force, but not beyond twelve (12) months from your date last worked.

Maternity Leave

If your basic life insurance is continued in force, then Accidental Death Life Insurance is also continued in force, but not beyond twelve (12) months from your date last worked.

Layoff or Leave of Absence

In cases of layoff or leave of absence other than those mentioned above, Accidental Death Life Insurance is continued in force if you maintain your basic life insurance in force by signing and returning the Premium Repayment Agreement form.

When your basic life insurance terminates, if you convert your basic life insurance to an individual policy, you automatically convert your Accidental Death Life Insurance.

**TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
DISABILITY/MATERNITY BENEFITS AND LIFE INSURANCE**

Termination of Coverage

Your Accidental Death Life Insurance provision terminates on the earliest of the following dates:

- The date you cease to be totally disabled;
- The end of the month in which you attain 65 years of age;
- The date your accidental death benefit ceases because of age or retirement;
- The date your life insurance terminates; or
- If you are disabled, at the end of the month in which your disability began plus twelve (12) months, provided you have signed and returned the Premium Repayment Agreement form within the required time frame.

Exclusions

Accidental Death Life Insurance is not paid for loss of life resulting wholly or partly, directly or indirectly from any of the following:

- intentionally self-inflicted injuries or attempted suicide, while sane or insane;
- drug overdose;
- carbon monoxide inhalation;
- flying in, descending from or being exposed to any hazardous incident with any kind of aircraft; if you:
 - (a) were receiving aeronautical instruction;
 - (b) had any duties to perform in connection with the aircraft;
 - (c) were being flown for a parachute descent;
 - (d) were a member of any armed forces and the aircraft was under the control or charter of such forces;
- the hostile action of any armed forces.

**TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS
DISABILITY/MATERNITY BENEFITS AND LIFE INSURANCE**

How to Make a Claim

Your beneficiary or executor should contact the Benefits Administration Group at 1-800-363-6060 to obtain a claim form. Only one claim form is required to make a claim for both the basic life insurance and the accidental death life insurance provision. Once the claimant has completed the form, it should be returned to Canada Life.

REPAYMENT OF PREMIUMS

If you are laid off or if you take a leave of absence during which the Company does not maintain your life insurance in force without payment of premium, you may keep your coverage in force by signing and returning the Premium Repayment Agreement form for up to 12 months from the end of the month in which you last worked.

If you are an employee of CN, you should obtain from the Workforce Management Group a copy of the current year information circular entitled *Benefits Coverage during a Leave of Absence* and carefully follow the instructions. The circular is also available on CN's ePortal.

OPTIONAL LIFE AND BASIC ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Optional Life Insurance - Policy No. 155818 with Canada Life

- The program allows you to purchase units of \$25,000 of term life insurance up to a maximum of \$250,000;
- Payments are made through monthly payroll deductions;
- Medical evidence of insurability will be required for initial purchases or for future increases in coverage.

Basic Accidental Death and Dismemberment Insurance (AD&D) - Policy No. BSC 902-45-89 with AIG

You are covered for \$100,000 of Basic Company-paid Accidental Death and Dismemberment Insurance coverage. If you are seriously injured while at work, the Accidental Death and Dismemberment (AD&D) Insurance will provide a percentage of the principal sum.

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TRAIN AND YARD SERVICE EMPLOYEES / TRAFFIC COORDINATORS DISABILITY/MATERNITY BENEFITS AND LIFE INSURANCE

For more information

For more information, please refer to the *Group Optional Life and Basic Accidental Death and Dismemberment Insurance Guide for unionized employees* available on CN's ePortal. The Company reserves the right to amend or terminate any of the plans described in this guide.

SIGNATORY RAILWAY AND SIGNATORY UNION

Signatory Railway

Canadian National Railway Company (CN)

Signatory Union

Teamsters Canada Rail Conference (TCRC)

