

REVISED APRIL 18, 2000

MEMORANDUM OF UNDERSTANDING
BETWEEN
VANCOUVER SERVICE AREA
CANADIAN PACIFIC RAILWAY COMPANY
AND
THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS
DIVISION 320
SEVEN DAY BOARD SYSTEM

Seven Day Board System Rules will apply to all positions at Roberts Bank and Coquitlam in conjunction with the Vancouver Territory Promotion Agreement, and the Local Rules in effect. The handling of Vacancies temporary and permanent, between Roberts Bank and Coquitlam. The movement of manpower between Roberts Bank and Coquitlam will be governed by the VTP Agreement and Seven Day Board Agreement.

For the purposes of this agreement all known vacancies of a duration of seven days or more will be considered as Temporary Vacancies.

SEVEN DAY BOARD SYSTEM

Bid Submission:

Bid cards can be changed at any time but must be done by 06:00 Friday to apply for the next weeks changes.

If a fax transmission confirmation is not readily available for bids sent to crew change, an Engineer may call the crew change clerk to verify if the fax was received. In the event that no crew change clerk is available, leave a voice message and the clerk will return the call if the bid was NOT received.

Bid Cards

You can use Bid Card to:

- 1) Change your preference in assigned vacancies,
i.e. Bid a new vacancy if on an assigned vacancy
Bid an assigned vacancy if in pool service
- 2) Change your preference of Pool vacancies,
i.e.. Delete Pool vacancies if you no longer want them
Add Pool vacancies if you now want them
- 3) Change preference of jobs when a new job is set up,
i.e.: Pool to Spareboard or vice versa, Pool to Pool
Assigned service to unassigned service

- 4) Bid for newly advertised positions.
- 5) At the General Advertisement of Assignments all 7-Day bid preferences must be included on Bids. General Ad Bid Card must reflect all permanent and temporary vacancy preferences, this will ensure your bid card reflects the new position codes and protect your preferred placements. General Advertisement bids will be used for the future seven day board placement until a new seven day bid is submitted.

Note: All Engineers must submit a bid at each General Advertisement.

Annual Vacation:

1. Engineers in assigned and unassigned service will start A.V. at 00:01 Monday and end at 23:59 on Sunday.
2. Authorized changes to A.V. must be submitted by 06:00 Friday.
3. The Crew Management Center must be notified in writing, by 0600 Friday when a LOA has been approved to coincide with A.V.
4. Engineers will be placed on A.V. on there respective dates, being removed from the board at 22:01.
5. Engineers due back from A.V. and placing in unassigned service will be placed at the bottom of the board at 22:01 the tie breaker being their last OMTS. As per Local Rule 8
6. When a General Holiday coincides with A.V., if no other arrangements are made, AV. period will be extended by the amount of General Holidays involved.
(General Holiday must be observed on date it falls or deferred to another already scheduled AV period)

Note: Engineers not returning on scheduled date must make necessary arrangements with the CMC (Article 28 or 28a).

Temporary Vacancies:

Vacancies may be claimed at anytime during the vacancy. Employees may vacate a vacancy at any time by submitting a bid card to return to their permanent position, a new permanent position, another existing vacancy, or a new vacancy occurring the following week.

When you are replaced by the regular Engineer, or displaced by a senior man, you will then be placed as per your current bid card.

Manning of Vacancies:

1. All new runs will be bulletined with bids to close at 06:00 Friday. Known 7 day vacancies on assigned jobs to be posted on previous weeks Crew Change Notice to allow Engineers to change bid

cards.

2. All permanent and temporary vacancies and subsequent vacancies will be filled as per the bid cards in seniority order.
3. Engineers will remain with the vacancy unless promoted or demoted at 22:01 Sunday as per the bid cards. Engineers may take another temporary vacancy or revert to their permanent job by revising their bid prior to 06:00 Friday.
4. Board changes to be posted by 12:00 Friday.
5. Engineers moving to Pool or Spareboard will be placed at the bottom of the board. Displaced Engineers will be placed as per their last OMTS. When times are identical seniority will govern in accordance with BLE Local Rules.

Assigned Vacancies:

Once you take an assigned vacancy you stay on that job until replaced by the regular Engineer or displaced by a senior Engineer desiring it, except that you may take another temporary vacancy in assigned service or unassigned service by changing your bid card.

You may also return to your current permanent position by changing your preference of bid card.

When you are replaced by the regular Engineer or displaced by a senior man you will then be placed as per your current bid card.

Once all temporary vacancies have been filled and you no longer stand for temporary vacancies you will revert to your permanent position.

Assignments, Annual Vacation, Vacancies:

New assignments, will be bulletined 7 days in advance and closing date of bulleting to coincide with 7 Day Board change, 0600 Friday. If new assignment is to commence prior to end of bulletin, job may run as temporary vacancy when job is to work seven days in next period.

Abolishments, annual vacation vacancies or any other known vacancy will be communicated by 1200 Tuesday. Employees will be responsible to communicate their status prior to 0600 Friday of the preceding week when known in advance that they will be unavailable for the following 7 day bid period.

Note: Once a job is abolished and re-advertised, you must bid that job again if you wish to work it, as a new 7 day code will be assigned.

Should unforeseen circumstances arise which necessitate an increase or reduction in unassigned service, such increase or reduction may be done immediately in consultation with Local Chairman and will be done in a manner consistent with the management of the seven day system.

An example of an unforeseen circumstance would be line blockage which significantly impacted on the operation of a pool of employees.

Assigned Work Trains, Snow Plows:

1. For the purpose of this agreement all assigned work trains and snowplows will begin at 0001 Monday and end at 2359 on Sunday regardless of the days off.
2. If a Work Train or Snowplow is abolished mid week, the displaced engineer will be paid at the class of service occupied for the remainder of the scheduled workweek.

Should unforeseen circumstances beyond the Companys control necessitate the abolishment of a Work Train or Snowplow the engineer will be placed in unassigned service as per their bid card or seniority.

Forced Jobs:

Engineers forced to a job may bid temporary vacancies on assigned jobs for which no bid has been received. When seniority permits and there are subsequent temporary vacancies, Engineers may leave the vacancy by the changing their preference bid.

Medical Leave:

An employee who has been removed from the working lists account off sick when a planned date of return is known must advise the Crew Management Center prior to 0600 Friday, if the employee expects to return to active duty in the following seven day set up period.

Failure to do so will result in the ~~the~~ engineer being placed in unassigned service as per their bid card or seniority.

Default Bid:

Insufficient entries on the Seven Day bid card will result in the displaced Engineer being placed on the junior BLE position at his/her home terminal. In the event that there is more than one engineer without a job due to insufficient bid entries, the senior of the ENG's being forced to the junior positions shall place according to seniority of the junior engineers holding such positions. If seniority does not allow engineer to hold junior position then default will be other terminal if seniority allows.

The junior position is to be determined by where the junior engineer is working at the time of placement. This applies for permanent and temporary vacancy placement.

This is subject to mutual agreement between Local Chairmen and Managers of Road & Yard Operations.

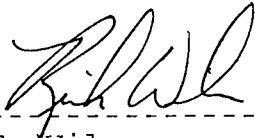
Men off for Miles:

All miles vacancies will be Spareboard work.

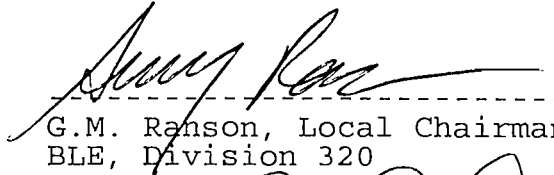
This Revised Memorandum of Understanding is effective on the 18 day of April, 2000, and supersedes all previous Local Agreements covering the Seven Day Board System of Locomotive Engineers in the Vancouver Territory.

Cancellation of this agreement after it becomes a Local Agreement will be subject to a 30 day written notice served by either party.

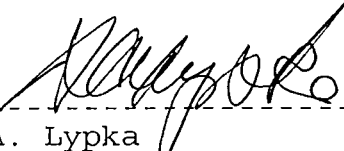
SIGNED:



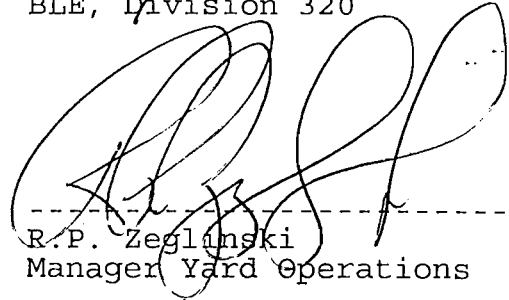
R.E. Wilson
General Manager, CMC/CMC



G.M. Ranson, Local Chairman
BLE, Division 320



D.A. Lypka
Manager Road Operations



R.P. Zeglinski
Manager Yard Operations