

TCRC Division 320 Conductor Trainman Yardman Letter of Understanding
For The Weekly Placement Procedures At Coquitlam & Roberts Bank,
Terminals

*Local Rule Between The Canadian Pacific Railway Company And TCRC -
Division 320 On Handling The Weekly Placement Procedures at Roberts Bank
& Coquitlam Terminals.*

- 1.0 Modify items #6 of the Weekly Crew Placement. General Advertisement of Assignments (GAA) will coincide with the weekly crew change. At the GAA all C/T/Y will designate on their bid whether they are electing Road or Yard service, Roberts Bank or Coquitlam, as per Appendix A(1). The Corporation will keep a list, the Coquitlam Road Preference List, of all those C/T/Y who have selected Road Service as their preference and were unable to hold same resulting in their placement into Yard Service... The Yardmen on this preference list will be promoted to Road Service in seniority order when their turn comes up. Once this list is exhausted, and it is necessary to force Yardmen to the Road, the Corporation will start forcing, in reverse seniority order, from the junior yard employee. C/T/Y's may remove their name from the list by giving notice at any weekly crew change.
 - 2.0 Modify item 18 of the weekly placement process as follows. If a known vacancy is created of 5 days(Yard) or 6 days(road), after the deadline set out in the WPP agreement, it will be filled by the senior employee from the respective spareboard not otherwise set up on any other assignment, until the next Weekly Crew Change.
 - 3.0 If one or more General Holidays fall within an employee's annual vacation period, one of the following electives may be taken:
 - i) Take an extra day(s) annual vacation at the end of annual vacation period.
 - ii) Take an extra day(s) annual vacation prior to annual vacation period commencing.
 - iii) Bank a day(s) annual vacation to be taken at a later date, in conjunction with a subsequent annual vacation period prior to December of the current year, with prior approval of local Management.
 - iv) If election is not taken, the default will be as per(i) above.
- Note: Election must be made no later than 4 days prior to commencement of annual Vacation.
- 4.0 Modify items 9 & 19 of the weekly placement procedure. All subsequent vacancies created by the awarding of a permanent position or by the 30 day notice under article 44.06 will be filled within the same bulletin advertising the position.
 - 5.0 Employees returning from a bona fide illness, annual vacation, or leave of absence will be afforded the opportunity to submit a weekly placement bid sheet on their return as per the guidelines outlined in Item 14 for the following weekly change. As a result there will be no extra expense to the company.

6.0 In recognition of the unique relationship that exists between the two separate home terminals of Coquitlam and Roberts Bank, the following rules will apply when placing Conductors/Trainmen and Yardmen:

- 1) At each change of card Conductors/Trainmen and Yardmen will designate which home terminal, either Coquitlam or Roberts Bank, is their first choice to work at. Under the Coquitlam home terminal designation, the preference of either Road or Yard service must also be indicated. If no written notification is given at change of card, the position held by the Conductor/Trainman or Yardman and the terminal assigned to, on the day immediately preceding change of card will be used as first choice for class of service and home terminal.
- ii) The Corporation will maintain, between changes of card, a list (The Roberts Bank Preference List) of those Conductors/Trainmen and Yardmen who indicated Roberts Bank as their first choice for home terminal, but were unable to hold a position there at change of card, and are still working in the Vancouver Terminal Area.
- iii) Subsequent to change of card, when additional Conductors/Trainmen are needed at Roberts Bank, the Corporation will use the Roberts Bank Preference List, and ASK, in seniority order, whether the Conductor/Trainman still desires Roberts Bank as their home terminal. If the Conductor/Trainman agrees to relocate to Roberts Bank they will do so. If the Conductor/Trainman does not agree to relocate to Roberts Bank their name will be removed from the Roberts Bank Preference list and Coquitlam will become their first choice for home terminal.
- iv) If the Roberts Bank Preference List is exhausted and vacancies still remain to be filled at Roberts Bank, the junior qualified Conductor/Trainman or Yardman working in the Vancouver Terminal Area will be FORCED to work in Roberts Bank until such time as they are no longer needed, or a junior employee is available in the Vancouver Terminal Area, at which time said junior employee will replace the original junior employee. Forcing in the above manner will continue, in reverse seniority order, until all Roberts Bank vacancies are filled.
- v) When a Conductor/Trainman or Yardman is forced to Roberts Bank the Corporation will provide a payment of \$154.00/week, \$22.00/day, of car allowance, which will be submitted by the RTE on the applicable Company form.

7.0) It is agreed that during the life of this agreement the company will meet with the TCRC to examine the possibility of harmonizing the timelines for the respective weekly placement boards.

8.0) Modify item 14 to provide that the parties will meet within 60 days of implementation to review the timelines for the closing of bids.

9.0) Employee canceling his AV entitlement after 1000 Friday preceding his scheduled AV will revert to the default bid which can not result in a displacement or any additional cost to the company.

10.0) The company will explore the possibility of establishing a specific claim code to address CMC related claims arising from the weekly crew change that are resolved through the weekly review process with local representatives.

This agreement supersedes the signed weekly crew change agreement.

This Memorandum of Understanding is entered into without prejudice or precedent to any future implementations or agreements relative to the Weekly Placement Process.

This Memorandum of Understanding is signed the 31st day of May, 2005 and may be amended and/or cancelled upon (30) days written notice by either party.

For the Company:

For the Union:

Bob Zeglinski
Manager, Yard Operations
Vancouver, BC

Ray Hnatiuk
Local Chairman
TCRC – C/T

Chuck Dennison
Manager, Road Operations
Vancouver, BC

Jason Hnatiuk
Local Chairman
TCRC - Y

Dave Guerin
Manager, CMC