



TEAMSTERS CANADA RAIL CONFERENCE DIVISION 320



Social and Communications Office
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February 15, 2010

Subject: Voluntary Relocation questions and Answers

Dear Brothers and Sisters,

As you may be aware, CP has posted a bulletin looking for people who may be interested in applying for a voluntary relocation to Calgary or Saskatchewan. Many members have been asking questions about relocating. LC J. Hnatiuk has received some answers from General Chairman Dave Olson in this regard.

The Q&A are appended, as is the original bulletin for your information. If you have any other questions, please contact Brothers Hnatiuk Jason_Hnatiuk@tcrc320.org or Brother Rokosh Mike_Rokosh@tcrc320.org

In Solidarity,

Murray Douglas
TCRC Div 320
604-312-1074
S&C Officer

Q - I take a relocation, do my two years, how do I get back to my original location?

A **When taking a long term relocation you will only be able to move as per the provisions of the Collective Agreement, that is; at change of card, a permanent vacancy is biddable, lay off at the terminal you are working.

Q - I am currently laid off, I take relocation, work at that location for a year, my turn is recalled on the original location, can I exercise that recall, knowing I have pay back the allowance prorated?

A **There are no recall provisions as you will have been considered to exercise your seniority off of your seniority district.

Q- Is the relocation allowance taxed at source?

A **As has happened on other lump sum payments they have been taxed when paid out.

Q - I relocate and am subsequently laid off at that location, yet I am still laid off at the home location, can I still come back to the home location?

A **No, you would remain on layoff at the relocation location.

Q - Same as above (laid off at relocation) but my turn is now working at the home location, can I return?

A **Yes, you could go back to your old home terminal upon layoff at the relocation location, because you could hold a position in your own right, however when you can hold work again at the relocation location you would have to return there account if you did not return when you could again hold work you would be required to payback a prorated portion of the money. If the layoff at the relocation location was greater than 2 months then this pay back would not be required.

Attention: All CTY Canadian Terminals East and West

RE: Long Term Voluntary Relocation Opportunity to Calgary, Southern Saskatchewan & Northern Saskatchewan

This bulletin is to determine the potential interest of qualified Trainpersons, in permanently relocating to Calgary, Northern Saskatchewan or Southern Saskatchewan.

As per the Collective Agreement articles (below), the following approximate number of positions are available:

- 12 trainperson positions in Calgary
- 25 trainperson positions in Saskatchewan North
- 15 trainperson positions in Saskatchewan South

In accordance with East Article 41.04 and West Article 41.22 of the Collective Agreement between Canadian Pacific Railway and Teamsters Canada Rail Conference on behalf of Conductors-Baggage-men-Trainmen-Yardmen-Car Retarder Operators & Switchtenders which specifically provides:

Voluntary Relocation with Benefits

Voluntary relocation with benefits may be initiated by the Company from locations of surplus to location of shortage as identified by the Company on the following basis:

(i) Long term - Where initiated, a lump sum of \$8,000.00 will be provided to employees who move to a location of shortage. Selection will be made on a seniority basis. Should such employees choose to relocate from that location within 2 years, they will be required to reimburse the Company on a prorated basis. Such reimbursement will not apply in cases of lay off if an employee returns to the shortage location upon recall or if the lay off period is greater than 2 months at the location of shortage.

Per the provisions of Article 41.25 (CTY-W) and 41.05(3) (CTY-E) preference, in seniority order, will be given to those employees in the Western Region prior to offering long term relocation opportunities to employees off the Region.

Successful applicants who are currently working will have their release date determined by the requirements of their current terminal in order to protect the operation.

If you are interested in being considered for a permanent relocation as detailed above, please submit the following bid to the CMC by no later than **2359MT on February 19, 2010**.

If you have any questions regarding following terminals please contact the following:

Calgary – Stephen Greenaway - (403) 303-8722
Saskatchewan North – John Duncan - (306) 931-7478
Saskatchewan South – Justin Drover - (306) 693-5474