



David E. Guerin  
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September 30, 2018

**VIA EMAIL**

Greg Edwards  
General Chairperson – LE West  
Teamsters Canada Rail Conference  
101-10820 24 Street SE  
Calgary, AB  
T2Z 4C9

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381 Queen Street  
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Wayne Apsey  
General Chairperson – CTY East  
Teamsters Canada Rail Conference  
5334-361 Queen Street  
Smiths Falls, ON  
K7A 0A6

**RE: May 30, 2018 Memorandum of Settlement - Directional Pools**

Dear Sirs,

This has reference to various exchanges and conversations between the parties in connection with the establishment of directional pools (as outlined on page 6 of MOS) at the following locations:

- Calgary
- Fort Steele
- Kenora
- Lethbridge
- Medicine Hat
- Minnedosa
- Moose Jaw
- Revelstoke
- Winnipeg
- Chapleau
- Schreiber

The parties agreed that employees on Auxiliary Boards will only be called after cross pooling from the opposite pool(s) is fully exhausted. I have attached the current standard calling order that reflects this understanding for each directional pool scenario.



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In the interest of moving forward on the establishment of directional pools, it was also agreed that following the implementation of directional pools the parties will review the following remaining issues involving standardized decision rules, they are:

1. Waiting turn or missed calls
2. Where Conductor Spareboards are in place
3. Order of calling road employees in comparison to yard employees
4. Yard rules and overtime listed
5. Toronto – multiple boards
6. Yard employees and auxiliary boards in comparison to using road employees
7. Foreman rules and senior employees on yard spare board.

On September 14, 2018, the Union agreed to provide the Company with its position on the foregoing standardized calling orders for each scenario identified above along with references to the applicable Collective Agreement provision(s) and rationale for their desired placement within thirty days or by no later than October 13, 2018. Following receipt of this information the Company will review the Union's proposals and respond accordingly. Any remaining standardized calling issues in dispute can be presented to Arbitrator Kaplan for final determination as previously agreed to by the parties.

In order to establish directional pools at the terminals identified above, it will be necessary for the local chairpersons to first meet with the respective Superintendent to review pool setup requirements for each directional pool. As part of this process the parties will need to examine miles made in the previous week(s) for each direction along with any traffic forecasts. Once this process has been completed, the Crew Management Centre (CMC) will have to be contacted for final review and issuance of the weekly crew change bulletins for each terminal in conjunction with the next crew change. Lastly, please note that it will also be necessary for the CMC to build the applicable decision rules for each terminal where direction pools will be established.

Do not hesitate to contact me should you wish to discuss this matter further.

Sincerely,

David E. Guerin  
Senior Director, Labour Relations



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CC: Robert Johnson, Tony Marquis, Mark Redd, Myron Becker, Ben Serena, Gur Parmar

### Example of Rules in a Terminal with 4 Pools:

#### DECISION TABLE LISTING ENGINEERS

01 FIRST RESTED EN FROM EN-SB ROSTER: 1ST FROM SPAREBOARD  
02 FIRST RESTED EN FROM NP-POOL ROSTER: CLOSE POOL  
03 FIRST RESTED EN FROM EE-POOL ROSTER: OPPOSITE POOL (EAST)  
04 FIRST RESTED EN FROM SP-POOL ROSTER: OPPOSITE POOL (SOUTH)  
05 FIRST RESTED EN FROM WP-POOL ROSTER: OPPOSITE POOL (WEST)  
06 SENIOR RESTED EN ON AUXILIARY LIST: RQAE AUXILIARY LIST  
07 SENIOR RESTED DEMOTED EN ROSTER: SENIOR ESB  
08 JUNIOR RESTED DEMOTED EN ROSTER: JUNIOR ESB

#### DECISION TABLE LISTING CONDUCTORS

01 SENIOR RESTED DEMOTED CO ON ANY LOCAL ROSTER: SENIOR REQUESTING SPARE  
RUNNING (applies to West Region only)  
02 FIRST RESTED QUALIFIED CO FROM BK-SB ROSTER: 1ST FROM BK  
SPAREBOARD  
03 FIRST RESTED CO FROM NP-POOL ROSTER: CLOSE POOL  
04 FIRST RESTED QUALIFIED CO FROM YD-SB: 1ST FROM YARD SPAREBOARD (if  
applicable)  
05 FIRST RESTED CO FROM EE-POOL ROSTER: OPPOSITE POOL (EAST)  
06 FIRST RESTED CO FROM SP-POOL ROSTER: OPPOSITE POOL (SOUTH)  
07 FIRST RESTED CO FROM WP-POOL ROSTER: OPPOSITE POOL (WEST)  
08 SENIOR RESTED QUALIFIED BK ROSTER: SENIOR ON AUXILIARY LIST (RQAC)  
09 FIRST QUALIFIED CO FROM BK-SB ROSTER: BK SPAREBOARD >8 HRS REST - BREAK  
REST?

### Example of Rules in a Terminal with 3 Pools:

#### DECISION TABLE LISTING ENGINEERS

01 FIRST RESTED EN FROM EN-SB ROSTER: 1ST FROM SPAREBOARD  
02 FIRST RESTED EN FROM NP-POOL ROSTER: CLOSE POOL  
03 FIRST RESTED EN FROM EE-POOL ROSTER: OPPOSITE POOL (EAST)  
04 FIRST RESTED EN FROM SP-POOL ROSTER: OPPOSITE POOL (SOUTH)  
05 SENIOR RESTED EN ON AUXILIARY LIST: RQAE AUXILIARY LIST



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- 06 SENIOR RESTED DEMOTED EN ROSTER: SENIOR ESB
- 07 JUNIOR RESTED DEMOTED EN ROSTER: JUNIOR ESB

#### DECISION TABLE LISTING CONDUCTORS

- 01 SENIOR RESTED DEMOTED CO ON ANY LOCAL ROSTER: SENIOR REQUESTING SPARE RUNNING (applies to West Region only)
- 02 FIRST RESTED QUALIFIED CO FROM BK-SB ROSTER: 1ST FROM BK SPAREBOARD
- 03 FIRST RESTED CO FROM NP-POOL ROSTER: CLOSE POOL
- 04 FIRST RESTED QUALIFIED CO FROM YD-SB: 1ST FROM YARD SPAREBOARD (if applicable)
- 05 FIRST RESTED CO FROM EE-POOL ROSTER: OPPOSITE POOL (EAST)
- 06 FIRST RESTED CO FROM SP-POOL ROSTER: OPPOSITE POOL (SOUTH)
- 07 SENIOR RESTED QUALIFIED BK ROSTER: SENIOR ON AUXILIARY LIST (RQAC)
- 08 FIRST QUALIFIED CO FROM BK-SB ROSTER: BK SPAREBOARD >8 HRS REST - BREAK REST?

#### Decision Rules for 2 Pools Engineers

- 01 FIRST RESTED EN FROM EN-SB ROSTER: 1ST FROM SPAREBOARD
- 02 FIRST RESTED EN FROM POOL ROSTER: CLOSE POOL
- 03 FIRST RESTED EN FROM OPPOSITE POOL
- 04 SENIOR RESTED EN ON AUXILIARY LIST: RQAE AUXILIARY LIST
- 05 SENIOR RESTED DEMOTED EN ROSTER: SENIOR ESB
- 06 JUNIOR RESTED DEMOTED EN ROSTER: JUNIOR ESB

#### Decision Rules for 2 Pools Conductors

- 01 SENIOR RESTED DEMOTED CO ON ANY LOCAL ROSTER: SENIOR REQUESTING SPARE RUNNING (applies to West Region only)
- 02 FIRST RESTED QUALIFIED CO FROM BK-SB ROSTER: 1ST FROM BK SPAREBOARD
- 03 FIRST RESTED CO FROM NP-POOL ROSTER: CLOSE POOL
- 04 FIRST RESTED QUALIFIED CO FROM YD-SB: 1ST FROM YARD SPAREBOARD (if applicable)
- 05 FIRST RESTED CO FROM EE-POOL ROSTER: OPPOSITE POOL
- 06 SENIOR RESTED QUALIFIED BK ROSTER: SENIOR ON AUXILIARY LIST (RQAC)
- 07 FIRST QUALIFIED CO FROM BK-SB ROSTER: BK SPAREBOARD >8 HRS REST - BREAK REST?

#### YARD DECISION TABLE LISTING ENGINEERS





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- 01 FIRST RESTED EN FROM EN-SB ROSTER: 1ST FROM SPAREBOARD
- 02 FIRST RESTED EN FROM NP-POOL ROSTER: NORTH POOL
- 03 FIRST RESTED EN FROM EE-POOL ROSTER: EAST POOL
- 04 FIRST RESTED EN FROM SP-POOL ROSTER: SOUTH POOL
- 05 FIRST RESTED EN FROM WP-POOL ROSTER: WEST POOL
- 06 SENIOR RESTED EN ON AUXILIARY LIST: RQAE AUXILIARY LIST
- 07 SENIOR RESTED DEMOTED EN ROSTER: SENIOR ESB
- 08 JUNIOR RESTED DEMOTED EN ROSTER: JUNIOR ESB

#### YARD DECISION TABLE LISTING

##### FOREMAN

- 01 PROMOTE HELPER ON JOB (if qualified as Foreman)
- 02 FIRST RESTED QUALIFIED CO FROM YD-SB: 1ST FROM YARD SPAREBOARD (if applicable)
- 03 FIRST RESTED QUALIFIED CO FROM BK-SB ROSTER: 1ST FROM BK SPAREBOARD
- 04 FIRST RESTED CO FROM NP-POOL ROSTER: NORTH POOL
- 05 FIRST RESTED CO FROM EE-POOL ROSTER: EAST POOL
- 06 FIRST RESTED CO FROM SP-POOL ROSTER: SOUTH POOL
- 07 FIRST RESTED CO FROM WP-POOL ROSTER: WEST POOL
- 08 SENIOR RESTED QUALIFIED BK ROSTER: SENIOR ON AUXILIARY LIST (RQAC)
- 09 FIRST QUALIFIED CO FROM BK-SB ROSTER: BK SPAREBOARD >8 HRS REST - BREAK REST?

#### YARD DECISION TABLE LISTING

##### HELPER

- 01 FIRST RESTED QUALIFIED CO FROM YD-SB: 1ST FROM YARD SPAREBOARD (if applicable)
- 02 FIRST RESTED QUALIFIED CO FROM BK-SB ROSTER: 1ST FROM BK SPAREBOARD
- 03 FIRST RESTED CO FROM NP-POOL ROSTER: NORTH POOL
- 04 FIRST RESTED CO FROM EE-POOL ROSTER: EAST POOL
- 05 FIRST RESTED CO FROM SP-POOL ROSTER: SOUTH POOL
- 06 FIRST RESTED CO FROM WP-POOL ROSTER: WEST POOL
- 07 SENIOR RESTED QUALIFIED BK ROSTER: SENIOR ON AUXILIARY LIST (RQAC)
- 08 FIRST QUALIFIED CO FROM BK-SB ROSTER: BK SPAREBOARD >8 HRS REST - BREAK REST?

#### LOCAL DECISION TABLE LISTING

##### ENGINEERS

- 01 FIRST RESTED EN FROM EN-SB ROSTER: 1ST FROM SPAREBOARD
- 02 FIRST RESTED EN FROM NP-POOL ROSTER: NORTH POOL
- 03 FIRST RESTED EN FROM EE-POOL ROSTER: EAST POOL
- 04 FIRST RESTED EN FROM SP-POOL ROSTER: SOUTH POOL
- 05 FIRST RESTED EN FROM WP-POOL ROSTER: WEST POOL
- 06 SENIOR RESTED EN ON AUXILIARY LIST: RQAE AUXILIARY LIST



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07 SENIOR RESTED DEMOTED EN ROSTER: SENIOR ESB  
08 JUNIOR RESTED DEMOTED EN ROSTER: JUNIOR ESB

**LOCAL DECISION TABLE LISTING**

**CONDUCTORS**

01 PROMOTE BRAKEMAN ON JOB (if qualified as Conductor)  
02 FIRST RESTED QUALIFIED CO FROM BK-SB ROSTER:1ST FROM BK SPAREBOARD  
03 FIRST RESTED CO FROM NP-POOL ROSTER: NORTH POOL  
04 FIRST RESTED CO FROM EE-POOL ROSTER: EAST POOL  
05 FIRST RESTED CO FROM SP-POOL ROSTER: SOUTH POOL  
06 FIRST RESTED CO FROM WP-POOL ROSTER: WEST POOL  
07 FIRST RESTED QUALIFIED CO FROM YD-SB: 1ST FROM YARD SPAREBOARD (if applicable)  
08 SENIOR RESTED QUALIFIED BK ROSTER: SENIOR ON AUXILIARY LIST (RQAC)  
09 FIRST QUALIFIED CO FROM BK-SB ROSTER: BK SPAREBOARD >8 HRS REST - BREAK REST?

**LOCAL DECISION TABLE LISTING**

**BRAKEMEN**

01 FIRST RESTED QUALIFIED CO FROM BK-SB ROSTER:1ST FROM BK SPAREBOARD  
02 FIRST RESTED CO FROM NP-POOL ROSTER: NORTH POOL  
03 FIRST RESTED CO FROM EE-POOL ROSTER: EAST POOL  
04 FIRST RESTED CO FROM SP-POOL ROSTER: SOUTH POOL  
05 FIRST RESTED CO FROM WP-POOL ROSTER: WEST POOL  
06 FIRST RESTED QUALIFIED CO FROM YD-SB: 1ST FROM YARD SPAREBOARD (if applicable)  
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