



January 15, 2021

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Consolidated Collective Agreement – Article 28.02 & Letter Re: Calling Spare Board Employees After 8 Hours Rest

Gentlemen,

This is further to the March 15, 2019 errors and omissions letter pertaining to the Consolidated Collective Agreement.

On December 8, 2020, the Union notified the Company of an error regarding Consolidated Collective Agreement – Article 28.02 and Letter Re: Calling Spare Board Employees After 8 Hours Rest. On January 6, 2021, the Union notified the Company of an error regarding Consolidated Collective Agreement – Article 95.05. As such, the Consolidated Collective Agreement will be revised as follows:

ARTICLE 28 – FAMILIARIZATION TRIPS

28.02 Where an employee is forced from one terminal to another, or required to take familiarization because they do not work for 12 consecutive months or more, or required to take familiarization because they do not work for 12 consecutive months or more as a Locomotive Engineer, they will receive payment for familiarization tours of duty on the basis of the actual tour being performed, at the rate of pay associated with the service being familiarized for, e.g. Conductor, Yard Foreman, Locomotive Engineer, etc., but will not be entitled to any Conductor Only premiums when working with Conductor Only crews; shift differentials when working with yard crews; or other arbitrary payments to which the crew with whom they are working would be entitled to for the tour of duty.



ARTICLE 95 – YARD SERVICE – BASIC DAY AND OVERTIME

95.05 Work performed by regular relief employees on assignments which conform with the provisions of sub-clauses 96.15 and 96.23 West inclusive and 96.24 (6) to (13) East inclusive shall be paid for at the straight time rate.

Letter Re: Calling Spare Board Employees After 8 Hours Rest

This letter pertains to our recent discussions and understanding regarding the application of sub-clauses 111.04(3) (West) and 112.07 (1), (2), (3) (East) in the Consolidated Collective Agreement pertaining to the calling of spare board employees after 8 hours on rest in circumstances where the Company is short of crews.

If the foregoing accurately reflects your understanding, please provide your concurrence below.

Sincerely,

Lauren McGinley
Assistant Director Labour Relations
Canadian Pacific

I concur,

Greg Edwards
General Chair LE West

Dave Fulton
General Chair CTY West

Ed Mogus
General Chair LE East

Wayne Apsey
General Chair CTY East