



**Teamsters Canada Rail  
Conference  
Division 320**



April 20, 2015

## **MISSING CALLS FOR SPARERUNNING**

**Members of Division 320,**

**When the company implemented their new "Standardized" Calling order on November 2, 2014, they incorrectly implemented new rules with regards to Sparerunning, and made these calls optional.**

**As most of you are aware, these calls are not optional. The Collective Agreement requires you to accept these calls if you have submitted your name for sparerunning and are off rest.**

**With the recent manpower shortage, this problem has been magnified, with members choosing to only take certain calls, leaving senior members to be called for spare turns on Roadswitchers and Extras.**

**The company once again will be enforcing the provisions of the Collective Agreement:**

**An employee missing or refusing a call for sparerunning will have their records assessed with a missed call. I have been informed by Local Management that employees missing these calls will be subject to discipline, likely starting with an offered Admission of Responsibility for first time offences, and escalating from there.**

**The first out (senior employee) is to be called 3 times over a 15 minute period in order to give that employee time to accept the call or return a call to the CMC.**

**The applicable articles in the Collective Agreement are:**

**39.09 A Trainperson called from the Spareboard or in accordance with seniority provisions and not going will not be permitted to work until the Trainperson taking their place returns except if the relieving Trainperson does not return to the terminal within a period of 7 days they will thereafter be permitted to take the turn they did not fill.**

**20.03 Regularly assigned Trainpersons will not be regarded as subject to call for spare work during their layover periods unless they signify in writing their desire for spare work, but they will not be so used when spare employees are available, subject to the provisions of Article 39.06(1).**

**Anyone who has their name in for sparerunning is called in accordance with seniority provisions (Article 39.09). Anyone who has their name in for sparerunning is subject to a call on their layover periods as they have signified in writing their desire for spare work (Article 20.03).**

**If you feel that you cannot adhere to these conditions for sparerunning, please call the CMC and have them remove your name from the list of sparerunning conductors.**

**The company will be enforcing these provisions within the coming days.**

**If anyone has been assessed a missed call for sparerunning up to this point, please notify me.**

**Thank you,**

**Jason Hnatiuk  
Local Chair C/T  
TCRC Division 320**