



POSTED: _____

DATE: _____

November 7th, 2014
Coquitlam/Roberts Bank, British Columbia
CMC 047-14

ATTENTION T&E PERSONNEL - COQUITLAM/ROBERTS BANK

SUBJECT: 91 Day Temporary Relocation to Fort Steele or Revelstoke

This letter is with regards to our on-going discussions relating to manpower issues at Fort Steele or Revelstoke and in addition to the hiring of new employees required to enhance staffing levels at this location. In the event the parties agree to apply this agreement to locations other than Fort Steele or Revelstoke, we agree to exchange a letter specifying the new locations and that these terms and conditions will apply. Successful applicants to this bulletin will be disqualified from applying to subsequent shortage bulletins during their initial 91 day period.

As per our discussions, the parties agree that the Company will issue a bulletin to Conductors, and Trainmen working in Coquitlam/Roberts, offering a maximum of **10** employees for the Terminals of Fort Steele or Revelstoke with the opportunity to temporarily relocate to Fort Steele or Revelstoke for a period of 91 days. Expenses, as per Collective Agreement (ie. Short Term / Temporary Relocation – accommodation of \$500/week), as well as Company supplied transportation to and from their home terminal and shortage location as well as between shortage accommodations and work location, will apply for the entire 91 day period. At the conclusion of the 91 days, employees accepting the terms of this agreement and completing the 91 day period, will receive a \$3,000 lump sum payment.

This process will not create a shortage of employees at the applicant's individual Terminal, and in the event there are more applicants than available positions then seniority shall govern.

Should it become necessary, the Company and General Chairman may release successful applicants from a particular location in the event the employee(s) wants to apply to subsequent shortage bulletins as outlined herein. In such case the employee shall be deemed to have satisfied the 91 day requirement in order to be eligible for the \$3,000 lump sum payment referenced above.

Reasonable requests for employees to return to their home location (i.e. visitation) will be granted after the first 42 day cycle. Leave granted in this regard will be no less than 2 calendar days (excluding travel days) and transportation including airfare to the home location and return will be provided by the Company.

For employees who are in temporary location at the time of General Advertisement, each employee will submit their bid as if they were in their home terminal. Employees are expected to contact the local Manager in their temporary location to ensure that they receive a copy of the bulletin(s) posted in their home terminal. In all cases employees must complete their entire cycle at the shortage location prior to being released. Once they are released, employees will go back to the position they were awarded through "Change of Card" process.

Local Managers and the Local Chairman (CTY) will meet without delay to discuss familiarization and board placement for employees who choose to take advantage of terms of this agreement. Successful applicants to the bulletin will be placed on the working list at the shortage location behind the home terminal employees at that location, in seniority order.

BID – VOLUNTARY RELOCATION FROM COQUITLAM/ROBERTS BANK TO FORT STEELE OR REVELSTOKE

Name: _____

Home Terminal: _____

Employee Number: _____

Please indicate by a “1” or “2” your preference of location. If you do not wish to go to one of the locations, please leave it blank.

Fort Steele

Revelstoke

Signature: _____

The deadline for this opportunity is 2359 November 16th, 2014.

CMC will be contacting all successful applicants with further details.

Please fax to CMC at 1-888-758-6880