



***Teamsters Canada Rail
Conference
Division 320***



May 23, 2015.

Members of Division 320 RE: Missed Calls ESB Work UPDATE

Brothers and Sisters,

Previously we notified you that the company was assessing missed calls to the first out available ESB when not answering a call for engineer work. We have since discovered that any and all ESBs will be assessed a Missed Call when not answering the phone for ESB work.

The first out ESB will be called 3 times and given 15 minutes to accept the call. All subsequent ESBs will be called once and once only, and will be assessed a missed call immediately if they do not answer.

We can only surmise that these missed calls will eventually lead to investigation and discipline.

We cannot stress enough how strongly we disagree with these draconian measure imposed by the company. They, so far, are unwilling to listen to reason. The Union will defend your rights to fullest extent, and will be there to represent you in any "investigation" into these fraudulently assessed missed calls.

Please report any missed calls for ESB work to your Union reps immediately. You can do this by printing a copy of your work history indicating the missed call, or by emailing or texting the information to us.

Thank you,

Your Local Chairs