

**LOCAL RULES AND AGREEMENTS
PERTAINING TO YARDPERSONS IN COQUITLAM AND VANCOUVER
REPRESENTED BY UTU LOCAL 422
ON CANADIAN PACIFIC RAILWAY, BC DISTRICT**

May 1, 1998

Rule 1) Article 7(k) “Temporarily forced off own assignment”

When a qualified foreman working as a helper is needed on days or afternoons, force, first from the job starting at the same time and same yard, then force from the closest following shift. e.g. To fill 0630 go to the 0635, to fill the 1430 go to the 1445 etc. To fill either the last shift on days or afternoons (1000 or 1600) must go to person with their name in on days off or to person available for doubling out.

On nights 2230 to 2359 force from the closest following, but if nobody available go back, e.g. to fill the 2355 go to the 2359, if helper is not qualified go to closest yard job prior to the 2355.

When practicable it is necessary to give a 2 hour call when forcing, if that person is NOT available move to next applicable person. Only after all attempts of the above will the employee be forced upon reporting for own assignment. SAP (soon as possible) may be used when forcing.

* Available is defined as available for 2 hour call *

* Exception to above *

When nobody is available, senior person working can take short call (SAP) to double out.

Rule 1) (a)

When forcing outside of regular start times an employee can only be forced up to 2 hours ahead or back from his/her regular assigned start time, for the purpose of filling extra yards. Any other extra yard will go to overtime on days off or doubling out.

Rule 2) Article 7 (j) “Forced to fill open assignment”

This article of the Collective Agreement will be fulfilled no SOONER than 48 hours after becoming an open assignment. During this 48 hour period standard methods will be used in the proper order as follows: Spareboard, forcing (Rule 1), extra work (Rule 3), doubling out (Rule 4).

THE FOLLOWING RULES, #3 AND #4 ARE APPLICABLE TO VACANCIES THAT THE COMPANY HAS DETERMINED ARE REQUIRED TO BE FILLED.

Rule 3) Extra work on days off.

Each Days Off an employee must notify the CMC of his/her desire to be available for "Extra Work". (This will be done by phone, the CD will enter the extra work qualification and expiry date in the employees master record).

The senior person available at call time will be called and given a 15 minute grace period to respond to call, i.e. answering machine, page etc. If the senior person misses a call there will be no grace period for 2nd, 3rd, etc.

Employee can specify what shift and or time (days/nights, etc) he/she wishes to work, also can specify yard (Coquitlam / Vancouver).

If employee misses or refuses a call, will be held off list until completion of tour of duty called for. If an employee, who submits his/her name for extra work, misses or refuses 4 consecutive calls, he/she will be held off the extra work list for a period of 30 days.

An employee will be called for overtime on days off, up to 8 hours prior to start time of regular assignment, however must be available to cover own job.

Any employee submitting his/her name for extra work on his/her days off, must have worked and or been available for his/her entire 5 preceding shifts on regular assignment. An exception to this is an employee returning from being booked off sick, authorized leave of absence or extended annual vacation due to general holidays.

When a Yard employee submits his/her name for extra work, they will be called on a seniority basis. After having worked their 1st overtime on days off in one weekend, he/she will go to the bottom of the list and will not be called again until every other employee has been called or is working his/her let shift on their days off. Only then will an employee be called to work a second overtime on his/her days off. Any tour of duty in Yard or Road service on an employee's days off will be considered an extra shift. Therefore, all tours of duty will be governed by this clause.

Rule 4) "Doubling Out"

An employee who works an overtime shift on his/her days off or between his/her regular shift, must double out, to own assignment, or may double out to another overtime, even if the times overlap, providing there is nobody else available.

An employee working in Yard service must fax to the CMC the applicable form stating his/her desire to double out. A copy of this must also be passed onto the Yard Local Chairperson.

This request, once submitted, will remain in effect until the desire to double out from one shift to another has changed, and the applicable form withdrawing his/her name, is received by fax in the CMC. This must also be forwarded onto the Yard Local Chairperson.

Yard employees requesting that they be called for doubling out, will not be penalized if missing or turning down a call.

As doubling out is between regular assigned starting times, the 2 hour call is not applicable, the senior available Yard employee with his/her name submitted in writing, will be called as long as the second shift does not interfere with the first.

Rule 5)

The CMC may at their discretion, call whomever they can get a hold of in the case of this rule, providing that all of the above requirements have been met.

Rule 6) Run Around or Called and Cancelled

As regular assigned yard employees being called on their days off, our doubling out are essentially spare, they will be compensated as per Article 18(c) and (e) respectively. Claims of this nature will be at the time and one half rate as defined in Article 1(i).

Rule 7) Holding turn 1st out.

An employee working on the Spareboard who is required to attend an investigation or other business as agreed to by both the Union and the Company, will be allowed to place their turn on hold when it comes to first out. Upon completion of the business, he/she can book up to 10 hours rest unless otherwise provided for.

Rule 8) Union Business

Local Union Representatives designated by the Union and recognized by the Company may book "Union Business" as required.

Rule 9)

To facilitate the Local Representatives mentioned above, in their duties, the Company will allow them to take their annual vacation when needed. Local Representatives will give as much notice to the applicable Company Supervisor as possible. This notice will include the length of annual vacation period taken.

Rule 10)

These rules and agreements may be amended or abolished with 30 days written notice from either party.