



# **TEAMSTERS CANADA RAIL CONFERENCE DIVISION 320**



**Social and Communications Office  
20358-118<sup>th</sup> Ave  
Maple Ridge, B.C.  
V2X 2M4**

**April 5, 2009**

**Dear Brothers and Sisters,**

**As most of you are aware we received our PIP (goalshare) bonuses recently. A problem that has been discussed is that no information was supplied via bulletins, or pay stubs that advises you of the percentage you got. Furthermore nobody seems to know exactly what wages the percentage was based on.**

**If this is of concern to you, and you want to make sure you received the proper amount, please e-mail the employer via the link in the PDF document from the TCRC General Chairmen titled “pip calculation request.” Make sure you ask exactly what % you received, and what 2008 earnings the PIP was based on.**

**One concern that has been discussed is if you received less than the 4% allotted, but don't know why, how can you improve upon for goalshare for 2009?**

**In Solidarity,**

**Murray Douglas  
320 S&C Officer  
604-312-1074  
murraydouglas@shaw.ca**

**TCRC RTE PIP PROGRAM UPDATE JULY – December, 2008**

**TCRC RTE PIP Plan 2008 Jul - Dec**

<b>Category</b>	<b>Objective</b>	<b>Target</b>	<b>Maximum Payout</b>	<b>Results to Date</b>
<b>Corporate - Financial</b>	Operating Income	\$1.229 billion	1.00%	Payout on corporate performance (January 1, 2008 – December 31, 2008)  Did Not Meet.
<b>Personal - Safety</b>	Personal accountability			Payout on individual basis (July 1, 2008 – December 31, 2008)
	no CRV's	0	0.25%	
	no FRA Personal Injuries	0	0.25%	
	no FRA Train Accidents (Human Error)	0	0.25%	
	no non-FRA Train Accidents (Human Error)	0	0.25%	
<b>Personal Attendance</b>	Individual attendance better than Service Area average.	Service Area average	1.00%	Payout on an Individual basis (July 1, 2008 – December 31, 2008)
	Alberta	97.89%		
	BC Interior	97.65%		
	Manitoba	97.37%		
	Montreal	97.95%		
	NOSA	98.28%		
	SOSA	97.75%		
	Vancouver	97.35%		
	Saskatchewan	97.05%		
<b>Supply Departure Variance</b>	Crew Supply - Departure target for each service area.	Service Area Average (hrs:min)	0.50%	Payout on Service Area basis (July 1, 2008 – December 31, 2008)
	Alberta	1:24		1:20 exceeding target
	BC Interior	1:21		1:17 exceeding target
	Manitoba	1:09		1:21 not meeting target
	Montreal	2:07		2:12 not meeting target
	NOSA	1:09		1:13 not meeting target
	SOSA	1:41		1:40 exceeding target
	Vancouver	1:25		1:18 exceeding target
	Saskatchewan	1:25		1:29 not meeting target

<b>Consist Accuracy Exceptions</b>	Consist Accuracy target set for each service area. (Dangerous commodity only)	Service Area Based	0.50%	Payout on Service Area basis (July 1, 2008 – December 31, 2008)
	Alberta	5%		4.19% exceeding target
	BC Interior	5%		2.00% exceeding target
	Manitoba	5%		4.02% exceeding target
	Montreal	5%		5.94% not meeting target
	NOSA	5%		1.54% exceeding target
	SOSA	5%		4.10% exceeding target
	Vancouver	5%		3.15% exceeding target
	Saskatchewan	5%		3.18% exceeding target
<b>Fuel Conservation</b>	fuel consumption in liters per 1000 GTM.	4.5	1.00%	4.5 met target (Jul-Dec)
			5.00%	

Note: Payout is based upon the year end results and not monthly results.



# Teamsters Canada Rail Conference

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Dave Able  
General Chairman  
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Dave Olson  
General Chairman  
Conductors, Trainmen & Yardmen

March 20, 2009

Local Chairmen, LE West/CTY West  
Teamsters Canada Rail Conference

Dear Sirs and Brothers,

This office has been made aware by the Local Chairs of many requests from the members on how their PIP was calculated and if they were deducted on what, where and why they feel they were not paid a full percentage.

This office has received an email address that the members can contact to find out the details of their individual payout. The Company requests that as many details as possible be included in the email.

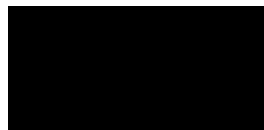
[Incentive\\_Comp@cpr.ca](mailto:Incentive_Comp@cpr.ca)

We encourage all members who feel that the PIP number is incorrect to contact the above mentioned email address.

Fraternally



Dave Able  
General Chairman LE West



Dave Olson  
General Chairman CTY West