



Transportation – Line Operations

Crew Management Centre
5th Floor, Operations Bldg.
1, 10229 - 127 Avenue
Edmonton, Alberta
T5E 0B9

CMC File: 4464-24

LETTER OF UNDERSTANDING – Sioux Lookout Allanwater Subdivision

(Local No Scoop Agreement for CCROU 1.2 and 4.3 Employees)

Effective October 2, 2002 at 1201 the “No Scoop” rule will apply to crews in unassigned service on the Allanwater Subdivision travelling in either direction.

This rule will not apply to crews called in snow plow, work train, wayfreight, auxiliary or short turn around service.

Crews will regain their original turn at the away from home terminal, provided they have arrived and are off duty in sufficient time to take a two hour call. If they are unable to regain their turn at the away from home terminal, they may regain their original turn at the home terminal immediately, upon arrival, by notifying the Crew Management Centre. However, crews taking personal rest at the away from home terminal, who are scooped, will not request or be entitled to their turn at the home terminal or at the away from home terminal.

In the event there is more than one crew available at the same time at the away from home terminal, the order in which the crew was ordered from Sioux Lookout will apply.

The onus to advise the Crew Management Centre at the home terminal or the away from home terminal, if a scoop occurs will be with the crew members involved in the scoop.

**** Upon implementation, the provisions of this Letter of Understanding shall prevail notwithstanding the provisions of Agreement 1.2 or 4.3 which may be in conflict with this Letter of Understanding. The Company will not be subjected to any grievances or time claims resultant as a consequence of the implementation or application of this Letter of Understanding.**

Note: If trains are not in the effected terminals, the crews can be changed off within the yard office to maintain first in first out. No train delay to be activated.

Letter of understanding – Sioux Lookout (cont'd)

This local Agreement is subject to a fifteen (15) day written cancellation by either party.

***Brian Sitar
Transportation Supervisor
Sioux Lookout, Ontario***

***Alan (Gib) Ariano
Local Chairperson
UTU Local 1229
Sioux Lookout, Ontario***

***J.Lyon
Manager Operations -Prairie Division
CM Edmonton, Alberta***

***Roy Favot
Local Chairperson – Division 654
BLE Local 654
Sioux Lookout, Ontario***

, 1999
effective date

locaagree\SI1&4scoop.doc

RESCUE SERVICE REDDITT SUBDIVISION (Page 1)

UTU CONDUCTORS & ASSISTANT CONDUCTORS

1. All eastward trains rescued between Sioux Lookout and east of Redditt will be manned by Sioux Lookout spareboard conductors / assistant conductors.
2. Winnipeg conductors / assistant conductors available in Sioux Lookout will be called to rescue trains between Sioux Lookout and east of Redditt in the event there are no Sioux Lookout conductors / assistant conductors available. Upon return to Sioux Lookout the Winnipeg conductors / assistant conductors will retain their turn and will be called when available to accept a 2 hour call and able to meet the 11 hour extended run requirement.
3. Eastward trains that require rescue service west of Redditt, up to and including Redditt, will be manned by Winnipeg Sioux Lookout Pool conductors and assistant conductors from the Winnipeg spareboard (if required).

This local agreement is subject to a thirty day cancellation clause by any of the parties.

DATE: Jul 6/98

Name	Title
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D.W. Cox	Local Chairman, CCROU 4.3 Local 1874
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E.L. Ager	Local Chairman (T), CCROU 4.3 Local 1874
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A.R. Ariano	Local Chairman, CCROU 4.3 Local 1229
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D.L. Broshko	District Superintendent La Verendrye District
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J. Tytgat	Manager Workforce Strategies Edmonton
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RESCUE SERVICE REDDITT SUB. LOCOMOTIVE ENGINEERS (Page 1)

1. All eastward trains rescued between Sioux Lookout and east of Redditt will be manned by Sioux Lookout locomotive engineers.
2. Winnipeg locomotive engineers available in Sioux Lookout will be called to rescue trains between Sioux Lookout and east of Redditt in the event there are no Sioux Lookout locomotive engineers available. Upon return to Sioux Lookout the Winnipeg locomotive engineers will retain their turn and will be called when available to accept a 2 hour call and able to meet the 11 hour extended run requirement.
3. Eastward trains that require rescue service west of Redditt, up to and including Redditt will be protected by Winnipeg's Sioux Lookout Pool locomotive engineers.
4. With the signing of this agreement, Sioux Lookout domiciled locomotive engineers will not be called to operate trains Sioux Lookout to Winnipeg.

This local agreement is subject to a thirty day cancellation clause by either party.

Date: Feb 23, 1996

Name	Title
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R.G. Lussier	Local Chairman Division 583 CCROU 1.2
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L. Fox	District Superintendent
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Sioux Lookout UTU Items (Page 1)

Alertness Assurance Implementation

7th Floor CN Tower Building

10004-104th Avenue

Edmonton, Alberta T5J 0K2

2001 MAY 11

LM Quilichini - Sr. Manager Rail Traffic Control Centre, Edmonton

JR Tytgat - Sr. Manager Crew Management, Edmonton

Subject: Sioux Lookout UTU items (call in window and SDM processes)

As a result of the recent joint AAP Steering/Implementation Committee Meeting, two items concerning Sioux Lookout terminal UTU employees have been addressed. Please arrange to implement the following procedures effective immediately.

Calling in Window at home terminal Sioux Lookout

In order for a Sioux Conductor to line up for the trip home from Winnipeg, calling procedures will be amended to call the Sioux Conductors in their window as a first priority. It is recognized that this may result in a longer layover for the AFHT Winnipeg Conductors at Sioux, or on occasion result in longer layovers for Sioux Conductors when they arrive at AFHT Winnipeg, but will be implemented on a trial basis.

There will be circumstances when Service disruptions as an example may warrant the Sioux crew being called closer to the end of their window, and the flexibility in these instances are still available for the MCO to utilize.

Guaranteed Start protection for Sioux Lookout Conductors during an SDM

The Sioux crews prior to scheduling were afforded a catch-up clause, which worked well in 24/7 pool service, but has a negative affect in a scheduled environment. If the catch up clause was used during a three or four day outage, by the time a scheduled crew returned home after their SDM trip, they would not be available for the next scheduled trip.

Therefore, for Sioux Lookout Crews the process during Service Disruptions will be as follows:

- During short term Service Disruptions, crews will be placed to an SDM board and used accordingly under the SDM guidelines.
- During long term Service Disruptions, crews will be placed to an SDM board and at the discretion of the Company (MCO) either be utilized after the Service Disruption,

or in cases where it is decided that the utilization of the crew is not required or will result in their missing their next scheduled start, will be paid a Guaranteed Start.

This applies only to Sioux Lookout Conductors regularly assigned to a schedule (either permanently or on a temporary basis) and available for a call for the entire calling window.

R.S. Fisher

for: J. Walker

Manager Crew Management Strategies

Cc

EM Storms - Operations Manager



Crew Scheduling-Service Design

25th Floor CN Tower Building

10004 - 104th Avenue

Edmonton, Alberta

T5J 0K2

2003 AUGUST 28.

CREW SCHEDULING NOTICE - CS-075/03

Subject: Rules and guidelines for Redditt sub schedules at Sioux Lookout

In reference to **COC-149/03**, the following pages are the interim rules and guidelines for the Operation of Extended Run Sioux Lookout UTU Crew Schedules on the Redditt extended run subdivisions. There are eleven pages to the document.

NOTE: The Interim Guidelines for Operation of Extended Run Schedules, date June 24, 1999 is provided for immediate reference, as required. Specific reference will be noted to those sections that will apply for the Sioux Lookout UTU.

General Operating Instructions

See: Interim Guidelines, General Operating Instructions, June 24, 1999

Home Terminal

Scheduled Sioux Lookout Crews will be assigned two eight-hour time windows daily at the home terminal.

Calling Procedures: See Home Terminal, Interim Guidelines, General Operating Instructions, June 24, 1999

Away from Home

Crew will be run first- in, first out relative to other employees from the same home terminal at the away from home terminal.

General Note

The intent of the aforementioned rules and guidelines is that the Sioux Lookout UTU crews will always be afforded the opportunity to have sufficient time to arrive at the objective terminal (Winnipeg), to protect the predicted/forecasted time frame that is not covered by the UTU Scheduled crews at Winnipeg

Service Disruption Management

Service Disruption Management (SDM) see: Interim Guidelines, General Operating Instructions, June 24, 1999.

Catch up Application (note: SDM Emergency Option 2)

Sioux Lookout scheduled crews will maintain the “catch up” agreement that ensures that they are afforded the equivalent of two trains or deadheads or Guaranteed Starts when operating circumstances limit the two train daily quota from the home terminal.

Filling Vacancies on a Trip by Trip Basis

See: Interim Guidelines, General Operating Instructions, June 24, 1999

Union or Company Business

See: Interim Guidelines, General Operating Instructions, June 24, 1999

Board Adjustments

Rules that apply to the A and B assignments at board adjustments:

- 1) Cannot move around within either the A or B.
- 2) Can move from one to the other. From A to B or B to A.
- 3) Bids must be A all together and B all together or vice versa, (cannot mix them up)
- 4) If deletes one or more choices within A then all A bids are deleted, and/or if deletes one or more choices within B then all B bids are deleted.

Alertness Assurance Project Interim Guidelines for Operation of Extended Run Schedules 24 June 1999

DEFINITIONS

Schedule:	The individual schedule that an employee follows between changes of card. Schedules will be based on core trains and will be set so as to provide the number of trips required to achieve mileage maximums.
Open Period:	Those parts of the schedule that are not limited by a time window. An employee protects the working board 24 hours a day in pool service with employees from the other Schedules that are in their open period. Open periods are used when necessary to increase participation rates in the schedules.
Guaranteed Starts:	Payment equivalent to the run miles (outer switch to outer switch) to the objective terminal and return for the run segment to which the schedule applies, payable at applicable through freight rates, when employees

regularly assigned to a scheduled start are not used under the provisions of the Interim Income Protection Agreement and these Operational Guidelines.

To qualify for guaranteed starts employees must be regularly assigned to a schedule (either permanently or on a temporary basis) and available for a call for the entire calling window.

Buffer An interim schedule established to address fluctuations in traffic levels.
Tracks: When established they will be provided guaranteed starts.

GENERAL OPERATING PROCEDURES

Based on train flow patterns, Circadian principles and workload allocation, schedules will be established for employees operating in extended run pool service.

When necessary to ensure the reliability and predictability of schedules or to ensure train operation requirements are met, interim schedule adjustments will be made. Crew scheduling will not preclude supplemental workforce adjustments from adjacent terminals where necessary.

Crew scheduling will not preclude supplemental workforce adjustments from adjacent terminals where necessary.

Calling Procedures - Home Terminal

Employees will be called from the appropriate time window based on the order time of the train, not the on-duty time.

Turns that are scheduled for the same time, on the same day will have their relative daily standing identified by number on the schedule.

Turns will be called in the following order:

- 1) Scheduled turns,
- 2) Buffer Tracks (when established)
- 3) Local calling procedures

The operation of schedules as provided herein will not constitute a run-around, however scheduled employees will be called in proper order in accordance with their relative daily standing as identified on the schedule.

Calling Procedures - Away From Home Terminal

Crews will be run first-in, first-out relative to other employees from the same home terminal. However, crews may be deadheaded home from the away from home terminal out of turn to protect home schedule and such will not constitute a run-around.

Filling Vacancies on a Trip by Trip Basis

Scheduled Spares

- 1) Spareboard
- 2) Local Calling Procedures

Note: Local calling procedures / issues to be reviewed on a case by case basis at individual terminals.

Union or Company Business

Employees occupying a portion of the schedule with scheduled days of work will follow their assigned schedule.

Extra Work

Employees assigned to schedules will not be called for extra work if it will interfere with their schedule. In the event there is a shortage of employees the Company may request an employee to take an extra trip that may interfere with his/her schedule. In such cases where a scheduled trip is missed due to late arrival, or account voluntary or mandatory rest, the employee would remain eligible for payment of a guaranteed start provided the employee's assigned turn is called for an order time within 12 hours from his/her off duty time.

Rest

If after returning from a trip on a regular assigned schedule a subsequent scheduled trip is missed account voluntary or mandatory rest, a guaranteed start will be payable if the employee's assigned turn is called for an order time within 12 hours from his/her off duty time.

During the open period, employees must be available for a call for an order time 18 hours or later after their off duty time from a previous tour of duty.

Employees who miss a scheduled trip due to rest booked in excess of the above parameters will have the extended run guarantee reduced by the amount of the missed earnings.

Qualification for General Holidays

Article 128; paragraph 128.2 (e), of Agreement 4.3, and Article 79, paragraph 79.3 (e) of Agreement 1.2 are applicable to employees assigned to schedules.

Initial Bidding & Filling of Positions

Schedules will be bulletined for employees to insert choices accordingly.

For the purposes of 746, scheduled extended runs will be considered one pool. Employees will be entitled to bid the individual schedules in their order of preference, and are not required to bid every schedule. However, employees must block all their bids for a scheduled pool together on the bid card.

Example:

Description of jobs		746 Choice order
Switcher assignment		1
North Extended Run Pool (schedules)	Schedule 4	2
	Schedule 10	3
	Schedule 3	4
	Schedule 1	5
	Schedule 5	6
	Schedule 6	7
	Schedule 2	8
	Schedule 8	9
South Extended Run Pool		10
South Single sub Pool		11
Spareboard		12

NOTE: If the entire scheduled pool is not bid, it will affect your ability to place into the scheduled pool when an assignment is abolished. [Refer to “Displacements into Schedules” items a) and c) on page 4]

BOARD CHANGES

Deletions / Board Change movement

Employees assigned to extended run schedules will be permitted to leave their schedule by deleting. However, deleting one schedule results in ALL schedules being deleted from their bid card.

Deleting must be done through the Board Adjustment Team at the Crew Management Centre. (1-866-472-3072)

Employees assigned to a schedule will be permitted to move to a permanent position on a new assignment bulletined between changes of card.

Employees assigned to a schedule will not be permitted to move to another pool, or assigned T.V., at board changes.

UTU scheduled employees will not be allowed to provide relief on assigned conductor's positions. (Article 107.62 of Agreement 4.3).

Displacements into Schedules

Movement from one schedule to another within the same pool will not be allowed.

Note:

Employees from outside the extended run schedules will **not** be allowed to displace into the extended run schedules, except:

- a) Employees who were off for the duration of the bulletin, will **only** be allowed to displace the junior employee at the next board change if they want to bid in. In order to do so, employees must bid all schedules in that pool.
- b) **(UTU Only):** Employees otherwise unable to hold road service will be allowed to displace **the** junior employee prior to being forced into yard service or laid off status. **(BLE Only):** Employees otherwise unable to hold as an engineer, will be allowed to displace **the** junior employee prior to being forced to UTU service.
- c) If an assignment is abolished, the affected employee(s) from that assignment can displace into the schedules through the junior schedule position provided the employee bid all the schedules in that pool.

Assigning Vacancies

Vacancies will be filled with employees from outside the schedule pool on a temporary basis, based on their permanent 746 choices, in seniority order. Regularly assigned employees will return to their schedules when their turn is pulled (example returning from vacation). Employees regularly assigned to extended run schedule cannot move to another schedule within the same pool to fill in for vacation relief, etc.

A vacancy is a turn known to be vacant for the 7 days from board change to board change.

Note: The initial vacancies on schedules that offer only one scheduled trip in the first 7 day vacancy will not be assigned. (Will run spare)

Forcing

In the event that no application are received, employees that are forced to a schedule will be left on the same schedule if forced for more than one week.

Returning ex Miles or Vacation

Employees regularly assigned to extended run schedules will return to their schedules when their turn is pulled.

If turn not pulled employee follows schedule.

Employees returning to a portion of a schedule with scheduled days of work between the hours of 00:01 - 08:00 will be allowed to follow their assigned schedule by booking on with the desk Crew Dispatcher. (Applies when turn is not pulled)

An employee who's turn is pulled and who's schedule works between 0001 and board change time on the Friday of their return, can request to be given a turn with the board change **the week prior** to his/her return.

Example - His/Her last day of vacation is on a Thursday.
However, his/her schedule works Friday in the 0300 -1100 window.
Normally employee is pulled under the 7 day pull procedures and given a turn at board change, and would miss the Friday 0300 -1100 schedule

If employee wants to work the Friday schedule on the day of the board change, he/she would have to notify the CMC Board Adjustment Team (1-866-472-3072) prior to cut off time for the board change **the week before (10 days prior to his/her return)**. CMC would then establish the employee's turn the week before his/her return, run the scheduled trips spare until the employee books on Thursday night to work in his/her Friday 0300-1100 schedule.

THE ONUS IS ON THE EMPLOYEE TO NOTIFY THE CMC BOARD ADJUSTMENT TEAM (B.A.T. — Formerly known as the 746 desk) THAT HIS/HER SCHEDULE WORKS THE FRIDAY AND WANTS TO HAVE A TURN ESTABLISHED THE WEEK PRIOR IN ORDER TO WORK HIS/HER FRIDAY SCHEDULE.

****NOTICE MUST BE GIVEN PRIOR TO BOARD CHANGE CUT OFF TIME THE WEEK BEFORE****

THE ONUS IS ALSO ON THE EMPLOYEE TO "BOOK-ON" THE THURSDAY NIGHT ON WHICH THEIR VACATION IS FINISHED. Book on must be done Thursday between 12:00 and 22:00 with the desk Crew Dispatcher to be made available for their Friday schedule.

Again, this only applies to Employees who return to a SCHEDULE that has a trip scheduled to start Friday between 0001 and the Board change time.
(Note: does not apply to open period)

GUARANTEED STARTS

The intent of the interim income protection agreement is to provide income protection for employees working in a scheduled environment. It should not in its application serve to enhance earnings.

Guaranteed starts are not applicable in the event of major traffic disruptions. Emergency Service disruptions are described as events such as accidents, washouts, snow blockade, strikes or where the line is blocked.

Guaranteed starts will introduce the required accountability to make the crew scheduling system successful. Accordingly, flexibility is required to improve the system should a scheduling problem become evident.

This arrangement applies only to crews that are in schedules on extended run territories and will take the form of guaranteed starts. Should "Buffer Tracks" be established to address fluctuations in traffic levels they will also be provided guaranteed starts. The application of this guaranteed start agreement will not replace the guarantee provided for in Item 1.4 Guarantees, of the Memorandum of Agreement dated 5 May 1995.

In the event a scheduled employee is not used in his/her assigned scheduled turn or is called and subsequently cancelled after reporting for duty but before departing the home terminal, a guaranteed start will be payable for the trip missed in an amount equivalent to the run miles (outer switch to outer switch) to the objective terminal and return for the run segment to which the schedule applies, payable at applicable through freight rates.

Note: In cases where scheduled employees are cancelled after going on duty but before departing the home terminal, actual on duty time will be paid for the class of service for which called, separate and apart from the additional guaranteed start payment, and the scheduled start will have been fulfilled.

To qualify for guaranteed starts employees must be regularly assigned to a schedule (either permanently or on a temporary basis) and available for a call for the **entire** calling window, except as provided under the Rest section, page 3.

Note: If the late arrival from a return trip on a regular assigned schedule results in the next scheduled trip being missed, a guaranteed start will be payable.

If there is no train for a scheduled start, the employee assigned to the schedule will, at the company's discretion, either be:

- a) deadheaded to the away from home terminal, or,
- b) not run and compensated a guaranteed start for the scheduled trip missed.

Guaranteed starts will be administered as follows:

- a) claimed by qualified employees using a designated claim code,
- b) charged to personal mileage record,
- c) counted as earnings in the calculation of guarantee and maintenance of earnings payments,
- d) will not be used for board adjustment purposes,
- e) claimed at the time each trip is missed and paid out in the same pay period as would the earnings if the employee had worked the trip,
- f) payments for guaranteed starts will not be used as a basis for claiming general holiday payments,
- g) on duty time paid for a cancellation in conjunction with a cancellation and guaranteed start as outlined above will not be used as a basis for general holiday payments.

OPEN PERIOD APPLICATIONS

In the event Open Periods are used in a schedule:

- a) guaranteed starts will apply if pre-determined number of trips required in Open Period are not achieved by end of open week,
- b) when applicable guaranteed starts will be claimed upon completion of the Open period,
- c) employees must maximize their earnings until required predetermined number of open period starts achieved,
- d) during the open period employees must be available for a call for an order time 18 hours or later after their off duty time from a previous tour of duty,
- e) employees may book off under special code once required number of open period starts achieved, provided next scheduled start protected. Such time will be deemed to be scheduled rest days.

SERVICE DISRUPTIONS

Locomotive Failure / Locomotive Availability

BLE

Upon at least 2 hours notice by the Company to the employee, the calling window may be extended by a maximum of 4 hours for locomotive failure or locomotive availability reasons. It is the intent of the parties that this provision only be used in very specific cases of locomotive failure/availability and not used in a manner that erodes the principles upon which scheduling is based.

UTU

The calling window may be extended by a maximum of 4 hours for locomotive failure or locomotive availability reasons. It is the intent of the parties that this provision only be used in very specific cases of locomotive failure/availability and not used in a manner that erodes the principles upon which scheduling is based. (Broadcast on Crewtalk)

Emergencies

Service disruptions will be determined jointly by the RTC and OMC. When a disruption to service occurs, Committee members and appropriate Local Chairmen will be notified. The following outlines the options for operating under service disruptions;

Option 1

The current schedules will be collapsed into the Service Disruption or "SDM" Board in the order they were scheduled to be called, followed by subsequent schedules as their time window becomes activated, until the disruption is over.

Employees on the SDM Board will be run first-in, first-out, required to protect on a 24-hour basis, and will be called as follows:

- 1) SDM Board,
- 2) Available Scheduled Turns,
- 3) Available Buffer Track turns (when established),

No scoop rule suspended for duration of SDM Boards.

Rest - rest rules during disruptions will reflect a non-schedule environment.

Notification: Upon at least 2 hours prior to the end of the window, notification will be broadcast by CREWTALK & Crew Dispatcher (UTU-Crewtalk, BLE phone call)

Employees on SDM will be notified by CMC when they are returned to their schedules.

Option 2

Option 1 is the preferred method of handling service disruptions, however, should it result in crew shortages all schedules may be completely collapsed into the SDM Board.

No scoop rule suspended for duration of SDM Boards.

Rest - rest rules during disruptions will reflect a non-schedule environment.

Notification: Broadcast on CREWTALK & CMC to notify employees. Discretion is to be used when notifying employees during normal sleeping hours.

Employees on SDM will be notified by CMC when they are returned to their schedules.

Workblocks

Option 1

The time windows may be extended up to 2 hours during workblocks as required for scheduled employees to make their scheduled run.

Notification: Employees will be notified prior to the start time of their time window. Broadcast on CREWTALK & Crew Dispatcher (UTU-Crewtalk, BLE phone call)

Option 2

The current schedules will be collapsed into the Service Disruption or "SDM" Board in the order they were scheduled to be called, followed by subsequent schedules as their time window becomes activated, until the disruption is over.

Employees on the SDM Board will be run first-in, first-out, will be required to protect on a 24-hour basis and will be called as follows:

- 1) SDM Board,
- 2) Available Scheduled Turns,
- 3) Available Buffer Track turns (when established),

No scoop rule suspended for duration of SDM Boards.

Rest - rest rules during disruptions will reflect a non-schedule environment.

Notification: Upon at least 2 hours prior to the end of the window, notification will be broadcast by CREWTALK & Crew Dispatcher (UTU-Crewtalk, BLE phone call)
Employees on SDM will be notified by CMC when they are returned to their schedules.

Option 3

Option 1 is the preferred method of handling service disruptions, however, should it result in crew shortages all schedules may be completely collapsed into the SDM Board.

Upon initial setup scheduled crews will be placed to the SDM Board in the order they were scheduled behind Open Period employees.

No scoop rule suspended for duration of SDM Boards.

Rest - rest rules during disruptions will reflect a non-schedule environment.

Notification: Broadcast on CREWTALK & CMC to notify employees. Discretion is to be used when notifying employees during normal sleeping hours.

Employees on SDM will be notified by CMC when they are returned to their schedules.

END

Manager,
Crew Management Centre