

Saskatoon Terminal Traffic Coordinators Spareboard Agreement (Page 1)

The following terms and conditions will apply with respect to the operation of the Traffic Coordinator's Spareboard for the Saskatoon Terminal.

It is agreed, that effective with signing, positions established on the Traffic Coordinator's Spareboard under this Spareboard Agreement, will be considered as permanent assigned positions.

Upon the signing of this agreement, an initial bulletin calling for applicants to positions on the Traffic Coordinator's Spareboard will be issued in accordance with Article 4.5 of the 4.2 Collective Agreement.

1. The Traffic Coordinator's Spareboard will be regulated by the Local Chairperson or Vice-Local Chairperson, and the Company. The Traffic Coordinator's Spareboard will be adjusted according to the following formula.

For each five spare Traffic Coordinator shifts or less in the previous board adjustment week, one Traffic Coordinator will be set up on the Traffic Coordinator's Spareboard. For example:

- **i)** 1 spare shift, divided by five = 0.2; Therefore 1 Traffic Coordinator will be set up on the Traffic Coordinator's Spareboard.
- **ii)** 5 spare shifts, divided by five = 1; Therefore 1 Traffic Coordinator will be set up on the Traffic Coordinator's Spareboard.
- **iii)** 8 spare shifts, divided by five = 1.6; Therefore 2 Traffic Coordinators will be set up on the Traffic Coordinator's Spareboard.

Note: The number of employees assigned to the Spareboard may be further adjusted in consultation with the Local Chairperson or Vice Local Chairperson, to reflect known employee absences and/or returns which will affect the upcoming work week.

2. Vacancies for the Traffic Coordinator's Spareboard will be advertised at each change of timetable, other than the initial bulletin. Qualified employees who bid and were not awarded a position on the Traffic Coordinator's Spareboard at the change of timetable will be placed on a "Preference List" in seniority order (senior to junior). Thereafter, the Spareboard will be adjusted each week from the resulted "Preference List" in accordance with items 1 and 2 of this agreement. Qualified employees absent for any reason for the entire period the bulletin is advertised, must within seventy - two (72) hours of returning from such absence, if choosing to bid, declare their intention in writing to the CMC with a copy to the Local Chairman.

3. When the number of positions on the Traffic Coordinators Spareboard is increased:
 - **a)** The names of qualified employees who have bid the Traffic Coordinator Spareboard and are therefore on the "Preference List" will be canvassed, in seniority order, to determine if they wish to go to the Traffic Coordinator's Spareboard. If the employee chooses the Traffic Coordinator's Spareboard, they will be placed to the Spareboard on a "time in principle".
 - **b)** Employees declining to go to the Spareboard will lose their "Preference List" entitlement until the next change of time table.
 - **c)** If no employee's bid the Traffic Coordinator's Spareboard, and as a result a "Preference List" does not exist. Then the junior (qualified) unassigned employee will be forced.
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4. When the number of positions on the Traffic Coordinator's Spareboard is decreased, the employees on the Spareboard will be removed in the following order:
 - **a)** Traffic Coordinators forced to the Spareboard, in seniority order (from senior to junior)
 - **b)** When no employees have been forced to Traffic Coordinators Spareboard positions, employees will be reduced, in reverse seniority order (from junior to senior).
 - **c)** Employees that are placed on the Traffic Coordinators Spareboard from the "Preference List" will not be considered as forced.
5. Employees that are placed on the Traffic Coordinator's Spareboard shall not be removed from the Spareboard midweek prior to the following weekly board change.
6. The Spareboard work week will commence 00:01 Monday and end 23:59 Sunday as per Article 3.8 of the 4.2 Agreement.
7. Employees assigned to the Traffic Coordinator's Spareboard will be called on a first in/first out basis for all 4.2 vacancies. Calls off the Traffic Coordinator's Spareboard will only be for 4.2 vacancies.
8. Employees assigned to the Traffic Coordinator's Spareboard upon completion of a tour of duty, may book rest in whole hours, not less than three (3) nor more than twelve (12) hours, exclusive of call time.

9. In accordance with Article 4.12 of the 4.2 Agreement, Traffic Coordinators must protect all relief work and extra service as Traffic Coordinator or Assistant Traffic Coordinator in the yard in which employed. With a two-hour call, the calling procedures will be as follows:
- **Step 1)** the employee first up, at straight time, on the Traffic Coordinator's Spareboard.
 - **Step 2)** the senior regularly assigned Traffic Coordinator available to be paid at overtime as per Article 7 of the 4.2, if none;
Note: Employees must markup daily
 - **Step 3)** the senior qualified unassigned Traffic Coordinator available at straight time in yard service, if none;
Note: This may include laid off 4.3 employees
 - **Step 4)** the senior qualified unassigned Traffic Coordinator assigned to yard service, at overtime, if none;
Note: Employees must markup daily.
 - **Step 5)** the senior qualified unassigned Traffic Coordinator occupying a position on a road service/joint Spareboard, if none;
Note: The Traffic Coordinator accepting a call under this item will be permitted to "maintain his/her turn" on the Road Spareboard.
 - **Step 7)** the senior qualified unassigned Traffic Coordinator working in road service, when it can be determined that the Traffic Coordinator position to be filled will not interfere with the employees' normal assignment, or the employees' ability to protect a schedule or operating window where a scheduled environment exists.

Guaranteed Hours & Signatures (Page 3)

10. Traffic Coordinators assigned to the Spareboard who are available for duty seven (7) consecutive days of the work week, and where no more than 12 hours rest was taken after each Traffic Coordinator shift, will be guaranteed as follows:
- **a)** 0 shifts worked; will be paid 5 basic daily Traffic Coordinator's rates.
 - **b)** 1 shift worked; will be paid 4 basic daily Traffic Coordinator's rates.
 - **c)** 2 shifts worked; will be paid 3 basic daily Traffic Coordinator's rates.

- **d)** 3 shifts worked; will be paid 2 basic daily Traffic Coordinator's rates.
- **e)** 4 shifts worked; will be paid 1 basic daily Traffic Coordinator's rate.
- **f)** 5 shifts worked; will be paid 0 basic daily Traffic Coordinator's rate.

Note: Five straight time shifts in a seven (7) day period will constitute a work week.

11. In the calculation of the guarantee payments provided herein, all compensation paid shall be used to make up the guarantee. An employee shall not be entitled to any form of guarantee payment if the total money earned (excluding holiday pay) by the employee is equal to or is greater than the monetary equivalent of the respective guarantee, and shall be based on the time frame set out in Article "10" of this agreement.
12. The Guarantee will be reduced proportionately by each tour of duty the employee would have earned had they been available, and for each call missed.
13. Traffic Coordinators assigned to the Spareboard for a portion of the seven-day work week, will receive a pro-rated portion of the guarantee according to the number of complete days that the employee was on the Traffic Coordinator's Spareboard and available.
14. Traffic Coordinators assigned to the Spareboard who miss a call for any of the three (3) "call times" prior to each regularly assigned shift, or are unavailable for 24 hours, will be dropped to the bottom of the Traffic Coordinator's Spareboard.
15. Should operational changes or otherwise, necessitate amendments to this Spareboard Agreement, the parties agree to meet within 30 days of notification by either party.

Signed at Saskatoon Yard on: **Day 6 Month October, 2017**

Name	Title
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Gerald Guest	Superintendent of Transportation Saskatoon Terminal
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Ray Donegan	General Chairperson TCRC - CTY
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Dale Bayda	Local Chairperson TCRC - CTY Division 715 Saskatoon
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