



Teamsters Canada Rail Conference

C.C.R.O.U. - LOCAL RULES - MANITOBA DIVISION

(These local rules have no application for employees represented by Winnipeg Yard Local 1894 UTU Y.)

Within these rules, when the male gender is used, it shall apply equally to the female gender.

PART ONE DEFINITIONS

CLAIMABLE VACANCIES

- in unassigned service, a vacancy which extends for the seven day set up period (excluding mileage vacancies).
- in assigned service, a vacancy which extends for the seven day set up period (excluding mileage vacancies).
- in yard service, a vacancy which extends for the seven day set up period, including days off.

ENGINEER

- refers to a Locomotive Engineer.

EMPLOYEE

- refers to an Engineer, Conductor, Brakeperson, Yard Foreperson, Yard Helper, Car Retarder Operator, and Yard Service Employee.

MAKE-UP TURN

- refers to a turn in unassigned service added to the pool when no established turns are available in the respective pool. A make-up turn is abolished on arrival at the home terminal.

PREFERENCE BID CARD

- a bid submitted in the prescribed manner in conjunction with the general change of assignments (or subsequently changed) in which an employee indicates:
- his preference of road or yard service (for Winnipeg employees except engineers);
- his preference of available positions in assigned and/or unassigned service;
- his preference for available positions in unassigned service; and
- his preference for relief work as a conductor.

DEFAULT PREFERENCE BID CARD

- a preference bid card provided by the CCROU which will be used should an employee not submit a preference bid card or have insufficient choices listed.

SEVEN DAY SET UP PERIOD

- from 0001 Monday until 2359 the following Sunday.

SHORT TRIP

- a tour of duty in unassigned service or a spare tour of duty in assigned road service or yard service which originated and ended at the same terminal, and for which 199 or less payable miles were claimed; or a tour of duty as Yardmaster.

NOTE: The 199 payable mileage restriction does not apply to a tour of duty which originates and ends at an away from home terminal.

OFF STATUS

- any status other than available, working or on rest (excluding mileage vacancies).

TRAINMAN

- refers to a Conductor, Brakeperson, and Baggage men.

VACANCY

- a vacancy in any service which is not a Claimable Vacancy, as defined above.

WAITING TURN

- any employee who is okay for duty but who is waiting until his turn arrives at the home terminal.

NOTE: Employees waiting turn will be called for duty in accordance with their seniority.

YARDMAN

- refers to a Yard Foreperson, Yard Helper, Car Retarder Operator, and Yard Service Helper and Utility Yard Employee.

WORKWEEK

- The workweek for regularly assigned Locomotive Engineers will be from 0001 Monday to 2359 Sunday regardless of days off.

PART TWO - JURISDICTION OF WORK

Jurisdiction of work:

WINNIPEG

Main Line Pool - Winnipeg to Brandon
 Emerson Pool - Winnipeg to Emerson (Engineers Only)
 Branch Pool - Locomotive engineers Winnipeg to Minnedosa
 - Conductors/Brakepersons all unassigned work on Subdivisions not pooled.

Separate trainperson's spareboard & yard person's spareboards will be maintained.

Spare locomotive engineers will man all Branch Lines in unassigned service.

The following rules will apply for manning the Winnipeg Terminal Engineer's Spareboard. (Two Tier Spareboard.)

- a) Spareboard Engineers will work first in, first out on the Yard Board.
- b) Engineers will then be placed on the Road Board in their turn.
- c) Engineer called off the Road Board for a tour of duty in the Yard will hold his turn on the Road Board.
- d) All available engineers on the Road Board must work their second yard assignment if required before the Engineer that is first out is called for a third tour of duty in the yard.
- e) Spare Engineers booking unfit, missing a call, returning from Annual Vacation or Leave of Absence will be placed to the bottom of the Yard Board, subject to rules governing placement on board.

- f) Spare Engineers returning from being off for miles will be placed to the bottom of the opposite board to their last tour of duty.

WINNIPEG YARD

Car Retarder Operators and Spare Car Retarder Operators positions will be established at the General Change of Timetable and will be subject to the following:

- 1) Yardmen who elect to work as Car Retarder Operators at the General Change of Timetable will remain in that class of service for the life of the timetable.
- 2) A Car Retarder Operator desiring to give up his seniority for the duration of the timetable will be required to give two weeks advance notice in writing before he is relieved of his assignment.
- 3) Temporary vacancies including those created by Annual Vacations can be taken by the senior Car Retarder Operator who applies, even if he is holding a permanent assignment.
- 4) At the General Change of Timetable, subsequent successful applicants for Spare Car Retarder Operators, will be placed on the board following those Car Retarder Operators on the board at that time.

BRANDON

Mainline Pool - all work on the Broadview, Rocanville and Neudorf Subdivisions; except work on the Rocanville, and Neudorf Subdivision for Locomotive Engineers will be spare work.

South Pool - all work on the Arcola, Estevan, Lyleton, and Napinka Subdivisions; except work on the Lyleton Subdivision for Locomotive Engineers will be spare work.

Trainperson's common spareboard will be maintained.
Locomotive Engineer's spareboard will be maintained.

MINNEDOSA

East Pool - Minnedosa to Winnipeg Conductors/Brakepersons Only
West Pool - Minnedosa to Bredenburg including Russell Subdivision

Trainperson's Common Spareboard will be maintained.

OUTPOST ASSIGNMENTS

An employee successfully bidding any outpost Yard or Road Assignment at the semi-annual change of assignments will have protected status for the duration of the change, even if a senior man is set back or gets set back during the life of the change (provided this does not result in a senior man being laid off). An employee who has been awarded the Assignment will be required to man it for the entire change. This also applies to vacancies of more than 7 days.

The only exception would be when an employee is off account Bonafide Illness, Annual Vacation or Leave of Absence for the period covering the bulletin period for the semi-annual change of assignments, he would be able to displace the engineer provided he does so at the first opportunity.

PART THREE - UNASSIGNED SERVICE - INDEPENDENT (SEPARATE) LISTS

Separate lists for Engineers, Conductors, and Brakepersons will be maintained for each pool. The lists will operate independently of each other.

Increases or reductions in the lists will be handled as outlined in Part Four below.

PART FOUR - ORDERLY AND SCHEDULED MOVEMENT OF EMPLOYEES

A. SEVEN DAY SET UP SYSTEM

1. Increases or reductions in the unassigned freight pools and/or movement to/from claimable vacancies will be done at 2201 Sunday, to be effective at 0001 Monday.
2. Except due to unforeseen circumstances beyond the Company's control, establishment and/or abolishment of assigned road or yard service assignments will be done at 2201 Sunday, to be effective at 0001 Monday.
3. New assignments, abolishments, annual vacation vacancies or any other known vacancy will be communicated by 1200 Tuesday. Employees will be responsible to communicate their status prior to 0900 Tuesday of the preceding week when known in advance that they will be unavailable for the following 7 day bid period.
4. Should unforeseen circumstances arise which necessitate an increase or reduction in unassigned service, such increase or reduction may be done immediately in consultation with local

chairman and will be done in a manner consistent with the management of the seven day system. An example of an unforeseen circumstance would be line blockage which significantly impacted on the operation of a pool of employees.

5. Local officers of the Company and Union may where mutually agreed alter the date of the weekly seven day set up period to accommodate the orderly movement of employees to/from annual vacation in the month of December.
6. The effective date of the General Change of Assignments will be changed to 2201 Sunday, to be effective 0001 Monday.
7. Where mutually agreed on compassionate grounds, when annual vacation is changed or where leaves of absence are requested and granted, after 1000 Friday (for the following seven day period), turns will run spare.

B. PREFERENCE BID CARDS USED TO GOVERN MOVEMENT OF EMPLOYEES

1. At each general change of assignments each employee in all classes of service will submit a Preference Bid Card. If no Preference Bid Card is submitted, the Preference Bid Card in effect prior to the general change of assignments will be considered to have been re-submitted.
2. For employees moving between Engineer and Trainperson positions, prior to moving from one position to another, the employee must submit a Preference Bid Card prior to 1000 of the Friday preceding the movement from one position to another.
3. Pool and spareboard changes will be jointly determined by local Officers of the Company and CCROU by 1400 Thursday. A union mileage committee member will announce changes by means of a communication device such as a digital announcer voice recorded message for each home terminal.
4. Failure to submit a Preference Bid Card, or failure to indicate sufficient preferences of positions on the Preference Bid Card, will result in the employee being placed as per Default Preference Bid Card.
5. New Preference Bid Cards may be submitted at any time but must be submitted prior to 1000 Friday to be effective for the following seven day set up period. Employees who are unable to get a bid card in by 1000 Friday, due to circumstances beyond their control, may phone CMC and communicate changes to the bid card prior to 1000 Friday.
6. Subject to collective agreement provisions regarding the movement

of employees between road and yard service (which only has application for Winnipeg employees except Engineers), the latest Preference Bid Card on file will be used to award positions and claimable vacancies for the following seven day set up period.

7. Movement of yard employees exercising their rights under UTU Yard Article 7 (f) will be timed to coincide with the seven day set up period.
8. In the application of Article 7 (f) Yard Rules, an employee who will have held a regular position for all or part of at least four consecutive 7 day set up periods, will be permitted to move to another regular position at the beginning of the next 7 day period provided notice of such intent is given on or before 0900 on the Tuesday of the fourth or greater period.
9. At 2201 Sunday, employees who will be off for the next seven day set up period will be removed from the working lists.
10. At 2201 Sunday, all new positions, resulting vacancies, and claimable vacancies in road and yard service will be awarded to the senior man who applied for same.
11. An employee whose turn has been removed from the working lists account off sick when a planned date of return is known must advise the Company prior to 1000 Friday if the employee expects to return to active duty in the following seven day set up period. Failure to do so will result in a turn being added to the pool or spareboard (road or yard) the employee would have held had he so advised the Company, without any subsequent displacements. This is subject to mutual agreement between Local Chairmen and Manager of Operations.
12. Employees who own a turn as a trainman and who will be set up as a locomotive engineer in the next seven day period will have their trainman's turn removed from the working lists. However, this will not make the trainman's turn a permanent vacancy and these vacancies will be filled in accordance with the provisions of Article 9A(3).

TRAINMEN ONLY

13. A Trainman cannot take a temporary vacancy that he has previously passed up. If an employee passes up an opportunity to take road or yard work, he cannot move into a different class of service until he can hold same in his own right.

ENGINEERS ONLY

14. Subject to the provisions contained in this Section B, an engineer is permitted to take a temporary vacancy in any class of

service at any time. However, movement to a permanent position from Road to Yard or vice versa is permitted only when a set up or reduction has been made as provided for in Article 26(n)(1)&(2) BLE Collective Agreement.

C. PLACEMENT OF EMPLOYEES AFFECTED BY SEVEN DAY SYSTEM CHANGES

1. Employees moving from any road or yard assignment to any pool or spareboard and from any pool or spareboard to another pool or spareboard will have their turn established in the pool or spareboard in accordance with their last outer main track switch time (road), off duty time (yard). This provision is subject to the employee having worked their last trip.

Note: This provision applies to Trainmen and Engineers at Winnipeg ONLY.

2. Employees moving from any road or yard assignment to any pool or spareboard and from any pool or spareboard to another pool or spareboard will have their turn established at the bottom of the pool or spareboard.

Note: This provision applies to Trainmen and Engineers at Brandon and Minnedosa ONLY.

3. Employees returning to the working lists from an absence which resulted in the employee not having a turn in the previous seven day set up period will have their turn established at the bottom of the pool or spareboard to which they are moving.
4. Spareboard employees returning from off miles are placed at the bottom of spareboard, subject to Part 2 F for Winnipeg spare engineers.
5. Should more than one employee establish a turn at the bottom of a pool or spareboard (as per 2, 3, or 4 above), the employees will be placed at the bottom of the pool or spareboard in seniority order.
6. At the time of the weekly change should an employee not be available to occupy their turn in the pool account any off status, the turn will run spare. When the employee becomes available for their turn, if the turn is in, the employee will go in the turn; if the turn is out, the employee will go waiting turn for up to 24 hours (from time turn ordered for duty) or until the turn arrives (whichever is first).

When the turn is out at the time the employee becomes available, the employee will be responsible for determining whether it returns to the home terminal within the 24 hour period and if it has not the employee must notify the CMC to have the turn established as noted herein. Failure to notify will not result in any additional expense to the Company. This provision

has application only for the Sunday set up.

7. Should an employee be working at 2201 on Sunday, they will establish their turn at the bottom of the pool on arrival.
8. A claimable vacancy for trainmen in assigned freight service not filled by the Preference Bid Card will be filled by the senior qualified employee on the spareboard, subject to Article 37(f) for conductors, after all positions in the unassigned freight lists have been awarded.

A claimable vacancy for trainmen not filled by the Preference Bid Card, will be filled by the senior qualified employee on the spareboard subject to the application of Article 9A(3) UTU.

A claimable vacancy for locomotive engineers in assigned freight service not filled by the Preference Bid Card will be filled by the junior qualified employee after all positions in the unassigned freight lists have been awarded.

PART FIVE - HANDLING EMPLOYEES

A. ANNUAL VACATION AND AUTHORIZED ABSENCES FROM WORK

1. Employees in all classes of service will commence their annual vacation at 0001 Monday.

NOTE: Yardman may start annual vacation following rest days subject to sufficient manpower available and proper advance notification having been provided by 0900 of the Tuesday preceding the week in which the annual vacation is to commence. In such case, the job will run spare for the remainder of the week annual vacation is commenced and the start of the week annual vacation is completed.

2. Employees in road freight service who commence a tour of duty at an away from home terminal on Monday will commence their annual vacation on the first day following their return to the home terminal.
3. If one or more General Holidays fall within an employee's annual vacation period, one of the following electives may be taken:
 - 1) Take an extra day(s) annual vacation at the end of annual vacation period.
 - 2) Take an extra day(s) annual vacation prior to annual vacation period commencing.
 - 3) Bank a day(s) annual vacation to be taken at a later date, preferably in conjunction with a subsequent annual vacation period to be cleared prior to December of the current year.

4) If election is not taken default to (1) above.

NOTE: election must be made no later than four days prior to commencement of annual vacation.

- 4. Employees will take their annual vacation in multiples of seven days (five days plus two days off for Yard employees). If their annual vacation allotment is reduced such that the total allotment is not a multiple of seven days (five days for Yard employees), one unit of the annual vacation period will not be a multiple of seven days.
- 5. Personal leaves of absence of seven days or longer, which extend for the seven day set up period, will be claimable. Once granted, such leaves of absence must be taken for the period granted, unless the proper authority is advised prior to 1000, Friday, that the leave of absence falling within the subsequent seven day set up period will not be taken, in whole or in part. Failure to do so will result in a turn being added to the pool or spareboard (road or yard) the employee would have held had they properly notified the local authority, without any subsequent displacements. This is subject to mutual agreement between Local Chairmen and Manager of Operations.
- 6. Leaves of absence must be arranged prior to an employee being required for duty, and will be subject to the following approval:
 - i) Twenty-four (24) hours or less - C.M.C.
 - ii) More than twenty-four (24) hours - Local Officer.
 - iii) Seventy-two (72) hours or more - in writing to the Manager of Operations.

B. LEAVES OF ABSENCE FOR UNION OFFICERS

1. Local union officers will be granted leaves of absence for the reasons noted below. The union officer must clearly advise the CMC that the leave is for Union Business.

- President..... anytime to handle Union Business
- Secretary..... anytime to handle Union Business
- Local Chairperson..... anytime to handle Union Business
- Vice Local Chairperson anytime to handle Union Business
- Legislative Representative .. anytime to handle Union Business
- Any Elected Union Officer ... anytime to handle Union Business
- Member of the Health & Safety Committee... to attend H&S meeting
(Company business)

C. ESTABLISHING ORDER OF TURNS

1. Unassigned pools and spareboards will operate on a first in, first out basis at all terminals, except when short trip involved. Board placement time will be:
 - for employees operating freight trains - arrival time at the outer main track switch or designated point or first stop when held out.
 - for all other employees - off duty time.
2. If the board placement time for two or more employees is the same, the on duty time of that trip will be used to determine the board placement time. If the on duty time is identical, the previous board placement time will be used to determine the new board placement time. If the previous board placement time is identical, then the previous on duty time will be used, etc.

D. ORDERING EMPLOYEE TO DEADHEAD

1. When an employee in an unassigned freight pool is ordered to deadhead on a train, the following will apply:
 - out of home terminal: first employee deadheads, second works
 - out of away terminal: first employee works, second deadheads.

E. SHORT TRIP RULE AND CALLED & CANCELLED AFTER COMMENCING DUTY

NOTE: The short trip provisions do not apply to TCS.

1. Provided the criterion for a short trip (as defined) are met, an employee may claim a short trip subject to the following:
 - employee may book no more than twelve (12) hours rest;
 - employee must advise the CMC he is booking a short trip;
 - at the home terminal, employee may not book any more than one trip in succession. On completion of second short trip goes to bottom of board.
 - at the away terminal, employee may book two short trips, provided the employee books home only after the second short trip.
2. On booking a short trip, the employee will be placed back on his pool/spareboard in the employee's original position prior to

being called for the tour of duty which resulted in a short trip.

After a short trip off the yard side of the spareboard, engineer establishes his turn on the bottom of the road side of the spareboard. After a short trip off the road side of the spareboard, engineer will be placed in his original turn on the road side. The short trip off the yard side will not count as the engineer's first short trip.

3. If an employee is working a vacancy in a pool, the short trip does not apply to the vacant turn; the short trip will only apply to the employee's own turn in the pool/spareboard - the vacant turn goes to the bottom of the board. Note: if the turn of the employee working the vacancy goes out on the same short trip as the vacant turn, the turn of the employee working the vacancy will have the short turn rule applied. Example: a conductor is promoted to an ad hoc engineer position and makes a short trip. If the conductor's turn goes on the same trip, the short turn rule will apply to the conductor turn. It is the responsibility of the employee to advise the CMC of the application of this exception and failure to do so will not result in any additional expense to the Company.
4. If a spare running conductor or ESB is called on a short trip, that employee will return to own turn if own turn is in. If the employee's turn is out, the employee will go waiting turn 24 hours (from time turn ordered for duty) or until the turn arrives (whichever is first).

When the employee's turn is out on completion of the short trip, the employee will be responsible for determining whether it returns to the home terminal within the 24 hour period and if it has not the employee must notify the CMC to have the turn established as noted herein, failure to notify will not result in any additional expense to the Company.

F. CHOICE OF TRIPS

1. When two or more employees are called for their own turn in the same pool, or two or more employees called from the same spareboard for the same time, the first out employee will have the choice of trip. This does not apply to two or more straight away deadheads called to the same objective terminal.
2. This rule will only apply when it is known, at the beginning of the calling process, that the same pool or spareboard would be the employee source for the trips. In respect of spareboard employees, this will apply only to the filling of vacancies in the pool or assignments known to exist at the start of calling process as well as positions filled directly from the spareboard.

G. PERSONAL REST

1. The amount of rest booked will have no effect on board placement except in the application of the short trip rule.
2. Employees moving from one position to another in application of the seven day system will have their rest applied to themselves in their new position. (Rest stays with the employee.)
3. The minimum rest which may be booked at an away from home terminal by a trainman is 3 hours.
4. When an employee is called and cancelled after reporting for duty, the employee may book between five and eight hours rest at the home terminal and between three and eight hours rest at the away terminal.
5. This Provision applies to Brandon and Minnedosa ONLY. Should a Trainman work as a Conductor or Engineer any rest booked by the employee will not apply to their own unassigned pool turn. In these circumstances, while the employee is under rest, the employees own unassigned pool turn, will in its proper rotation, run spare.

NOTE: If the turn which the employee worked and their own unassigned pool turn both go out on the same tour of duty, the employees personal rest will apply to their own unassigned pool turn. Example: a conductor is called for an ad hoc tour of duty as an Engineer and the Employee's conductor turn is also used for the same tour of duty. The rest booked after returning from the ad hoc engineer trip will apply to the conductor and his own unassigned turn.

6. When an employee in the unassigned pool is under personal rest, the employee may change their status by doing the following:
 - a) employee must advise the Crew Dispatcher that they are under personal rest and the time when their rest expires;
 - b) employee must request that the Crew Dispatcher change the employee's status from available to the new status at the expiration of the personal rest;
 - c) Crew Dispatcher will effect the change of status at the expiration of the personal rest.

NOTE: Failure on the part of the employee to comply with (a) and (b) above will not constitute a basis for penalty payment should a run around occur.

H. STANDARD CALL

1. The standard call at all terminals will be two (2) hours.

I. MISSED CALL

1. The penalty for missing a call is to be held off the board for twelve (12) hours from the on duty time of the missed call. After twelve hours, the employee who missed the call will automatically be booked okay for duty. If employee's turn is in, employee will go in turn. If turn is out, employee will go waiting turn for 24 hours, from on duty time of turn missed, or return of turn, whichever is first.

When the employee's turn is out the employee will be responsible for determining whether it returns to the home terminal within the 24 hour period and if it has not the employee must notify the CMC to have the turn established as noted herein, failure to notify will not result in any additional expense to the Company.

For Winnipeg UTU Yard Spareboard employees missing calls, they will be placed on the board behind the employees who worked the shifts they missed the call for. (CMA will place the employee after 8 hours 15 minutes for the on duty time.)

2. At the expiration of the time of the penalty, the employee will be automatically booked okay for duty.
3. The following will bear the penalty for missing a call:
 - unassigned pool employee called for own turn which was the first out rested turn;
 - assigned rested employee called for their own turn;
 - first spareboard employee who is rested;
 - senior rested spare running conductor.
(Penalty provisions apply to the spare running list only.)
4. Any other employee who is not available for a call will have a notation made that an attempt was made to call them; however, they will not be penalized in accordance with Item #1 above for having missed the call.

J. CALLING EMPLOYEES BY PAGER

1. Fifteen (15) minutes will be considered a reasonable time to allow an employee to respond to a call through a paging device.

2. This will apply to an employee in his own turn or the first available employee called to fill a spare turn.
3. In the event of a subsequent employee receiving a short call, they must make a reasonable effort to ensure the train is not delayed.

K. CLOSING TURNS

1. Turns will not be closed when qualified trainmen for UTU work and available set up locomotive engineers for BLE work are available to fill the vacancy.
2. Only the available turn standing first out will be closed and when closed, it will go with the employee closing the turn. On return, the closed turn will stand out ahead of the working employee's turn.
3. Should an employee, whose turn was closed, book okay for duty while the closed turn is out, he will go waiting turn for 24 hours (from time turn ordered) or until turn returns, whichever is first.

When the employee's turn is out the employee will be responsible for determining whether it returns to the home terminal within the 24 hour period and if it has not the employee must notify the CMC to have the turn established as noted herein, failure to notify will not result in any additional expense to the Company.

L. USE OF MAKE UP TURNS

1. At the home terminal, when all turns are on rest, make-up turns will be created as necessary to crew trains or deadheads.
2. At the away from home terminal, in Conductor-Only territory, when all the Conductor's turns are on rest, the first out Brakeman (if available and qualified), will be promoted to Conductor and where more than one brakeman is used to crew a train the senior of the two will work as conductor.

M. BOARD PLACEMENT WHEN RETURNING TO THE WORKING LISTS

1. When an employee in pool service returns from any off status to the working lists, if the employee's turn is in, the employee will go in his turn; if the employee's turn is out, the employee will go waiting turn and after expiration of 24 hours (from time turn ordered for duty) will be placed on bottom of the board.

The employee will be responsible for determining whether the turn returns to the home terminal within the 24 hour period and if it has not the employee must notify the CMC to have the turn established as noted herein. Failure to notify will not result in any additional expense to the Company. (Exception: When returning from off for miles, if turn is out, employee will be placed on the bottom of the board at 2201 and where multiple turns are involved, seniority governs.)

NOTE: Does not apply to engineers at Brandon and Minnedosa.

2. When an unassigned Engineer returns from any off status to the working lists (at the time of book on), a new turn will be set up on the bottom of the pool or spareboard and the old turn, if out, will be abolished on arrival, if in, abolished when book on occurs. (Exception: When returning from off for miles or bereavement, if turn is in, employee will be placed in his turn at 2201; if turn is out, employee will be placed on the bottom of the board at 2201 and where multiple turns are involved, seniority governs.) On return from Minimum Qualifications Training, if turn is in, employee will be placed in his turn when book on occurs.

NOTE: Applies to engineers at Brandon and Minnedosa only.

3. When a spareboard employee returns from any off status to the working lists, the employee will establish his turn at the bottom of the spareboard. If more than one employee establish their turn at the same time, seniority will govern, senior being first.
4. When an assigned road or yard employee returns from any status to the working lists, the employees will go to their assignment.
5. Employees who are off account personal leave, missed call, annual vacation, off for miles, and other statuses of specified periods of time will automatically be booked okay for duty at the expiration of the specified period of time.

NOTE: Bereavement will not generate automatic book on.

6. The specified period of time ends at 2201 of the last day of vacation or mileage period.
7. Employees who are off account sick, unfit (BLE only), or personal leave must be off a minimum of 12 hours. (Assigned yard employees would be off one shift minimum.)

N. NO SCOOP

1. Crews scooped by taxi or bus during their tour of duty or crews

scooped by another train will be given their original turn at the Home or Away from Home Terminal.

2. Under all circumstances the scooped crew must be available for a two hour call at the Home and Away from Home Terminal.
3. It will be the responsibility of the Train Crew being scooped to advise the crew dispatcher as to crew placement.
4. The Company will not be subjected to any additional expense as a result of this local rule.

O. HOLDING TURN WHILE ON UNION OR COMPANY BUSINESS

NOTE: The Holding Turn provisions do NOT apply to Trainmen at Brandon or Minnedosa.

1. In specific circumstances, an employee's turn in the unassigned pool or on a spareboard may be put on hold. When so done, the turn will move in its normal rotation to the top of the pool or spareboard until it is first out. The turn will remain first out until the employee books okay for duty. The turn will not be treated as a vacancy.
2. Turns may be placed on hold to attend to Company or Union business.
3. The employee, with the guidance of his local union officer, and the local officer of the Company will determine the circumstances when a turn will be placed on hold to attend to Company Business.

PART SIX - SYLVITE AGREEMENT

1. Train crews will be called for straightaway service from Brandon to Sylvite and from Sylvite to Brandon.
2. Train crews called straightaway to Sylvite and return must handle potash traffic on a portion of their trip.
3. Train crews released from duty at Sylvite will not then be called for other than a straightaway trip to Brandon.
4. Train crews requiring rest at Sylvite, will be accommodated at Rocanville, and the company will attempt to arrange transportation from Sylvite to Rocanville. If no transportation is available, train crew will be run with light engine to Rocanville. In either case, train crew will be paid according to the Schedule rates and conditions until arrival at

accommodations.

5. Train crew who booked rest at Sylvite will not be required to report for duty until the restaurant facilities are available at Rocanville.
6. Train crew who have booked rest at Sylvite will be called by the Company for trip Sylvite to Brandon.
7. Under normal conditions, train crews who are prepared to turn out of Sylvite will start a new tour of duty after their train has been yarded. However, this will not prevent other work being performed on final terminal time should operating conditions warrant.
8. Any change in this operation will be the subject of discussion between the Local Chairman and the Division Manager.
9. It is understood that the provisions of this Memorandum of Understanding are limited to the operation of trains to service PCS Rocanville at Sylvite and do not constitute a precedent in respect of train operations in other areas.
10. This Memorandum of Understanding may be cancelled or revised upon 30 days written notice by either party.

PART SEVEN - BIENFAIT COAL AGREEMENT

1. At the discretion of the Company, unit coal trains operating between Brandon and Bienfait may be crewed by one extra Conductor and Engineer.
2. A Conductor Pilot and an Engineer will be called to deadhead on the train Brandon to Bienfait.
3. The senior available spare running Conductor will be the Conductor Pilot and the first out available South Pool Engineer will be the deadheading engineer.
4. After the deadheading Conductor Pilot and Engineer have been called, the first out Conductor, Brakeman and the first out Engineer from the South Pool will be called to work the Brandon to Estevan.
5. On arrival at Bienfait, the working crew will be relieved by the Conductor Pilot and Engineer and will go off duty at Estevan.
6. The Conductor Pilot and Engineer will load the train and on completion of loading, will be relieved by the crew at Estevan,

start a new day, and deadhead to Brandon on the train. The relieving crew will operate the train Bienfait to Brandon.

7. When a crew is available in Estevan, the following procedure will apply:

- crew is called straight away Brandon to Estevan and on arrival at Bienfait will commence loading the train; go off duty at Estevan, take rest if required, and stand for work out of Estevan;
- the crew at Estevan will be called straight away to Brandon, complete loading of train if necessary, and operate train to Brandon.

PART EIGHT - APPLICATION OF REDUCED CREW AGREEMENT

In situations where there are more brakemen turns in a pool than there are conductor turns in the pool, the following will apply:

1. The number of brakeman turns less the number of conductor turns will determine the number of full crew conductors. This number will be determined for each seven day period and is the number of opportunities for full crew conductors for that seven day period.
2. In the first seven day period the appropriate number of senior conductors will be designated the full crew conductors. In the following seven day period, the appropriate number of next senior conductors will be the full crew conductors, and so on until all conductors have had the benefit of being full crew conductors.
3. When calling a crew for a full crew conductor, the first two available brakeman turns will be used.
4. Should one or both brakeman turns be vacant, the turn(s) will be operated in accordance with the collective agreement provisions governing reduced crews (and conductor only where applicable).

PART NINE - CAVEATS AND CANCELLATION CLAUSE

1. This agreement is supplemental to the Collective Agreement and, except as necessary for the implementation of these rules, the Collective Agreement will apply.
2. These local rules are effective 2359, January 01, 1996, supersede all previous local agreements governing the working conditions, and will remain in effect until cancelled, either in

part or in whole, upon thirty (30) days notice from one party to the other.

FOR THE UNION:

CCROU
Local Chairman
(Local 351 UTU)

CCROU
Local Chairman
(Local 1894 UTU Y)

CCROU
Local Chairman
(Local 548 UTU)

CCROU
Local Chairman
(Local 1234 UTU)

CCROU
Local Chairman
(Local 548 UTU Y)

CCROU
Local Chairman
(Local 1234 UTU)

CCROU
Local Chairman
(Division BLE No. 76)

CCROU
Local Chairman
(Division BLE No. 667)

CCROU
Local Chairman
(Division BLE No. 1234)

FOR THE COMPANY:

Division Manager
Manitoba Division

Manitoba Division Local Rules

Annex 1

Questions and Answers -

Part 1 Preference Bid Card

Q. Will the employee be permitted to change his status regarding spare or conductor's relief work during the life of the general advertisement of assignments?

A. Yes, to the extent provided in the collective agreement. This provision does not contemplate extending any entitlement regarding spare conductors work over what is currently in effect.

Part 2 Jurisdiction of Work

Q. UTU Minnedosa and Winnipeg - Does the 60/40 division of work on the Minnedosa Subdivision continue to apply?

A. Yes, and the parties have agreed to continue discussion to find a resolution to the problems associated with the present mileage split.

Part 4 (A) (3)

3.1 Q. How will this information be communicated and by whom?

A. The information will be communicated in a circular and will be posted in the prescribed manner presently in effect.

3.2 Q. Will employees be able to make changes to their annual vacation after the Tuesday deadline?

A. Yes, but only up to 1400 Thursday preceding the seven (7) day set up period.

3.3 Q. How will these additional vacation vacancies be communicated?

A. The respective union officer will make every attempt to have

these vacancies voiced on the digital announcer by 1400 Thursday.

Part 4 (B) (1)

1.1 Q. If a bid card is not submitted at a general change of assignments will the existing bid card stand?

A. Yes, the bid will stand as previously submitted.

Part 4 (B) (4)

4.1 Q. Who will supply the default bid card?

A. The default bid card will be supplied by the local chairman of the respective locals.

4.2 Q. Under what circumstance will the default bid card be used?

A. In the event an employee has not submitted a preference bid card or the bid card on record does not contain sufficient choices to qualify an employee for a position. The default bid card will be used under these circumstances in the award of a position.

Part 4 (B) (5)

5.1 Q. Will the employee receive confirmation that his bid card has been received?

A. Yes, fax machines are equipped with confirmation features. The employee should depress the button marked "journal" on the fax machine and retain for his record the confirmation that is issued by the Fax Machine at the time of transmittal.

Part 4 (B) (10)

10.1 Q. How will annual vacation days short of the full seven (7) day set up period be handled (eg: general holiday in vacation period)?

A. The incumbent will remain in his turn, if the extra day(s) are taken in either seven (7) day period, the turn will run spare, ie. board placement will occur at 0001 Monday.

Part 4 (B) (14)

14.1 Q. Can an engineer move from one terminal to another under the seven day board system?

A. No. There has been no change to Article 26(M) of the BLE Collective Agreement.

Part 4 (C) (6)

6.1 Q. Does the 12 hour minimum off time apply?

A. Yes.

6.2 Q. Should the turn be ordered during the night (eg: 0200) is an employee expected to call the C.M.C. to establish a turn at the bottom of the board on the expiration of the 24 hours?

A. No, in the event the 24 hour period expires during the night hours the C.M.C. will accept notification prior to the employee retiring and it will become the C.M.C.'s responsibility to establish the turn at the appropriate time, should the turn not come in prior to the expiration of the 24 hour period.

Part 5 (A) (3)

3.3 Q. Can an employee take annual vacation that has been banked in single day intervals separate from an annual vacation period?

A. Yes, this provision only applies to banked annual vacation days and is subject to proper approval having been obtained from a company officer.

Part 5 (E) (4)

4.1 The provisions of Part 4(C)(6) Q & A No. 6.2 apply.

Part 5 (F) (1)

5.1 Q. If qualified Trainman are available to fill the vacancy, will the turn be closed?

A. No.

Part 5 (G) (2) & (5)

2.1 Q. If an employees' status changes at 0001 Monday how does the rest apply?

A. An employee promoted from Trainman to Conductor or Locomotive Engineer or one who has changed pools, or assignments rest will be considered absolute and turn will be ordered accordingly.

5.1 Q. Does the employee have to advise C.M.C.?

A. Yes, and the provisions of Part 4(C)(6) Q & A No. 6.2 apply.

Part 5 (G) (6)

6.1 Q. When will the 12 hour minimum off time commence?

A. On expiration of the rest booked.

6.2 Q. In the event the employee fails to provide advise pursuant to Clauses A and B, and the error is identified prior to the turn being called will the Crew Dispatcher rectify the situation?

A. Yes.

Part 5 (I) (1)

1.1 Second paragraph - The provisions indicated in Part 4(C)(6) Q & A No. 6.2 applies.

2.1 Third Paragraph

Q. Will this apply to Brandon Spareboard employees missing a Yard?

A. Yes.

Part 5 (J) (1)

1.1 Q. Does the fifteen (15) minute consideration apply to employees called on other than a paging device?

A. Yes, the current calling protocol is unchanged.

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