



# Teamsters Canada Rail Conference

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General Committee of Adjustment  
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## IMPLEMENTATION BULLETIN UPDATE

April 29, 2008

Dear Sisters and Brothers:

This Bulletin is to inform the membership of where we are in relation to the implementation of certain items from the ratified Memorandum of Settlement.

The Union and the Company met from February 25 to 29 and went through the issues with timelines that were agreed to in the Memorandum of Settlement. In attendance at the meeting from the TCRC were Dave Olson and Dave Fulton CTY West; Tim Beaver and John Campbell LE East; Dave Able and Harvey Makoski LE West; Butch Baillie and Bruce Hiller CTY East. This meeting covered all the issues in the MOS and implementation and scheduling. All timelines for meetings noted in the MOS have been followed.

The CMA issues and implementation had to be prioritized as there are a limited number of Computer Specialists employed. The priorities in order of importance, in the opinion of the General Chairs and the committees, are:

1. In and off in 10 hours and the penalties.
2. Home terminal rest.
3. EDOs.
4. Banking of payments.

The Union understood the impact of the changes agreed to in the MOS on the computer programs, as such we granted the Company's request for time to complete the changes. We think that a delay that allows the enhancements to be done correctly instead of piecemeal is a prudent decision.

### **Appendix 2 PIP**

The items discussed in the criteria agreed to safety service productivity and financials. The discussion revolved around what we felt that we have direct control over or that we can have an impact on. After much discussion, it was agreed that we would take back for further discussion:

- Event based
- Cardinal Rules violations;
- Operating income;
- Human error train accidents;
- Consist accuracy;
- Safest Railway.

The Company is in the process of seeing if these are traceable and we will meet again to set the percentages attached to each target should both agree on these as the criteria.

### **Appendix 3 Benefits Committee**

The Benefit Committee from the Western GCofA will be Brothers Dave Fulton and Harvey Makoski. They are experienced in the Benefits plans and dealing with Manulife and the Company on the benefits that affect our members. We are scheduling a meeting with Manulife to go through the issues that are important to our members. Should you have any Manulife issues, we request that you write them up to your Local Chair for forwarding to the General Chairs office.

### **Appendix 5 Drug Card**

There is a meeting being set up with Manulife to discuss the Drug Card. Trying to get the Manulife, CP and Union schedules to line up is the challenge at this time.

### **Appendix 7 Line Ups**

The Western GCofA representatives of the CMA and Line Up committee are: Brother Al Singer and Brother Ryan Finnon. The CMA/CMC issues are intertwined with the Line Ups. In order to have proper communication and flow between departments, the same people have been charged with both issues. There are further meetings scheduled for May 15.

### **Appendix 8 CMC Issues**

The CMA committee and the Company met on March 5 and 6 to identify and set the parameters mandated by Appendix 8. Some of the issues that were discussed at the initial meeting:

- CMC staffing issues:
- Call in wait times;
- Crew change enhancements
- Crew information access
- Calls to OM's,
- Railtown Lite access
- Privacy issues.

A plan is being developed on how to deal with the issues and a further meeting is scheduled for May 13, 14, 2008.

### **Appendix 9 in and off in 10 hours penalty**

As you are aware there is an abeyance code set up to cover the NR payment. The other enhancements to the tie up screen are being worked on by the computer staff. The Company understands that this is a priority and is taking every step that is available to implement this as soon as possible.

### **Appendix 10 Tracking NG**

The implementation for the tracking of NG code is in progress.

### **Appendix 12 Home terminal rest.**

The home terminal rest is being addressed. Medicine Hat, Moose Jaw and Winnipeg are the selected locations for the test pilot on the home terminal rest. Once the pilot has been in effect the Union and Company will meet prior to rolling out to other locations. There are software issues that are being worked out before implementation can take place.

### **Appendix 14 EDO and Banking of payments**

The EDO timeline was commenced on March 3, 2008. The Company and Local Union officers are in the process of meeting to set how the mileage dates will be distributed. Most locations have resolved how it will be done in their terminals.

### **Appendix 17 Monthly Mileages**

The implementation of the elimination of the carry over is being done at some locations. They are being administered locally.

### **Appendix 18 Layoff and Recall**

On March 31, 2008, a meeting was held between the Director and Manager of Labour Relations and the Eastern and Western CTY General Chairmen. Both parties advanced their positions on the interpretation of the layoff and recall Article. With the Company continuing to maintain the position that only one employee is entitled to receive a 10-day notice of layoff with any subsequent layoffs account seniority movement to another terminal not being eligible for notice, no resolve was achieved. The Company agreed to review the Union's position and we await their response for a follow up meeting.

### **Appendix 37 Local Rules**

We have had preliminary discussions on this issue. As noted above, we met with the Company February 25 to 29. There has been no selection of locations to start this project as of today. Your Local Chairs will be advised when the requested information will be supplied.

We thank you for your patience and understanding as these enhancements to improve our workplace come online.

Fraternally



Dave Able  
General Chairman



Dave Olson  
General Chairman

