

TCRC T&E Employee FAQs
TCRC Memorandum of Settlement
Dated May 30, 2018

Employee Share Purchase Plan (MOS - Appendix A - page 22 of 30)

1. What is the Employer contribution element of the Employee Share Purchase Plan?
 - The Employee Share Purchase Plan attached to the MOS provides TCRC employees with a contribution from the Company. For every dollar invested by employees up to 6% of their earnings, the Company will provide an additional .33-cent match. This match does not exist today. This is the identical plan, provided to all employees including management.
 - It is also important to note that this is a non-negotiable benefit and is subject to CP Board recommendations, approval and application.
2. Why does the Employee Share Purchase Plan Letter not form part of the Collective Agreement?
 - The Employee Share Purchase Plan is subject to Board approval. Therefore, the Plan Terms and Conditions cannot be a negotiated item.

EDO Bridge (MOS – Quality of Life/ Fatigue Management - page 5 of 30)

1. When does an EDO bridge take effect?
 - 0001 local time.
2. Does this apply to employees in road, yard and assigned service?
 - Yes, it applies to all employees.

Courtesy Calls (MOS – Work Rules - page 14 of 30)

1. Today I have the ability to receive a courtesy call. Why are courtesy calls included in this agreement?
 - Courtesy calls have never formed part of the Collective Agreement. The Company and the Union agreed to add the provision to the Collective Agreement.

Medical Hold Turn (MOS – Work Rules - page 14 of 30)

1. How will appointments that imply a specific disability be handled to protect employees' privacy?
 - These requests will be handled through Health Services under the same requirements as established for Medical Hold Turn on page 14 of the MOS.

Directional Pools (MOS – Quality of Life/ Fatigue Management - page 6 of 30)

1. Are employees expected to keep themselves qualified or is the Company required to give them familiarization runs?
 - Employees are responsible to keep themselves familiarized on all subdivisions at their terminal. The parties will develop local rules to keep everyone familiarized.
2. Is there any change to road vs yard calling as a result of Directional Pools?
 - No, calling road employees for yard services is governed by the calling procedures.
3. Who is formulating the calling procedures? Will Superintendent be involved?
 - Local Union Representatives, Local Management, CMC and Labor Relations.
4. Will there be changes to existing locations that have directional pools in place?
 - No, page 6 of the MOS addresses that concern.
5. In locations where time pools are currently in place, will they be maintained with directional pool implementation?
 - Yes.
6. When will Local Agreements to manage familiarization be completed?
 - Within 60 days of ratification.

Heldaway (MOS – Quality of Life/ Fatigue Management - page 8 of 30)

1. Are employees still allowed to book rest using increments of minutes?
 - Yes.

2. Does the heldaway matrix apply to ESRs?

- Yes.

3. What are employees entitled to should they book between 6 and 8 hours rest.

- Regular heldaway as per the below chart from page 8 of the MOS:

Hours of Rest Booked at AFHT	Heldaway Commences at AFHT	Automatic Call or Heldaway – 18.75 miles/hour
0	10	14
00:01-1:00	10	14
01:01-2:00	10	14
02:01-3:00	10	14
03:01-4:00	10	14
04:01-5:00	10	14
05:01-6:00	10	15
06:01-7:00	11	N/A
07:01-8:00	11	N/A
*Mandatory rest	10	14

* In the application of this MOA, this also applies to the Belleville Run Through Pool.

4. In the above example, what am I entitled to after 10 hours when I booked 4 hours rest?

- 12.5miles per hour. After 14 hours the heldaway rate increases to 18.75 miles per hour including heldaway payments from the time on duty until taking control of their train.

Additional 48 Rest (MOS – Quality of Life/ Fatigue Management - page 8 of 30)

1. Will the previous 48-hour threshold(s) apply until new thresholds are ratified and in effect?

- Yes.

Yard Rest (MOS – Quality of Life/ Fatigue Management - page 9 of 30)

1. Are employees who elect to book rest after 10 hours when working in the yard entitled to a second lunch?

- Yes, there is no change to the current Collective Agreement, which allows employees a second lunch between the 9th and 10th hour of their shift.

2. Does the time required to advise an employee will book lunch differ from the current rules?

- No. There is no change to the requirement to give 2 hours' notice of the desire to book yard rest after 10 hours on duty.

Short Turn Rule (MOS – Work Rules - page 9 of 30)

1. How does the short turn rule work?

- When the employee gets their first short turn they (booking less than 10 hours rest and upon meeting all short turn conditions) can call in and be repositioned to their original turn. Employees will be placed at the foot of the pool or spareboard after the second consecutive short turn.

2. Does this rule apply to pool employees who are called for yard service, ad hoc road switchers?

- Yes provided they are not Conductors holding regular positions called for spare running.

3. Does the Short Turn rule apply to Conductors holding regular positions who are called for spare running?

- No.

4. Will the Short turn rule include unassigned turns and exclude TCS?

- Yes.

Held out of Service CTY East (MOS – Letters of Understanding - page 24 of 30)

1. Does this apply to being medically held from service?

- No. There is no change to current practice. This simply extends the existing letter for the term of the Collective Agreement. This only applies to employees who are held out of service pending investigation as described on page 24 of the MOS.

Earned Days Off/ Mileage Dates (MOS – Work Rules - page 12 of 30)

1. Will employees know their new mileage dates prior to bidding vacation?

- Selections will coincide with annual vacation bidding following the issuance of the Consolidated Collective Agreement.

2. Will employees bid their EDO/Mileage dates according to their craft and how will that be determined.
 - Employees will bid according to their craft based on the annual vacation list they are on.
3. Will the Local Chairmen be involved in this process?
 - Yes, the Local Chairmen will work with the Company to ensure the process is completed. Any disagreements will be escalated the General Chairmen and the Director of Labour Relations.

AV Flatline 52 Weeks (MOS – Work Rules - page 12 of 30)

1. Do peak vacation weeks still apply?
 - Yes.
 - The December 25th week is in addition to the weeks outlined in the 2007 MOS Appendix 13 – Letter – Annual Vacation – Peak Vacation.
 - The only change to Appendix 13 is the additional slot provided to Sparwood and the reduction of a slot to Cranbrook / Fort Steele.

Annual Vacancy Procedure (MOS – Work Rules - page 13 of 30)

1. How does the Annual Vacancy Procedure proposal benefit me?
 - The inclusion of the Annual Vacancy Procedure allows employees the ability to bid on additional vacation slots that become vacant during the year.
2. Will vacation bulletins now be bulletined throughout the entire year?
 - Yes, in connection with the 52-week flatline, the Company will bulletin vacancies every month.

LTD Language (MOS page 14 of 30)

1. Does this language change the LTD plans as they exist?

No, this only confirms deduction of the premiums for the LTD plan will be administered by the Company.

2. Will the LTD plans continue as a Union Trust?

Yes.

TTJ (MOS – Payments/ Rules- page 17 of 30)

1. Will all employees now be entitled to time at a turn location and, if so, is switching required?

- Yes, all employees will be entitled to all time they are at a turnaround points regardless of whether switching is performed.

2. If an employee deadheads into, or out of, a turnaround point would they still be allowed to claim all time?

- Yes.

3. How will the time at the turnaround point be handled with respect to the minimum day?

- The time at the turnaround point is no longer required to make up a minimum day.

4. What would be an example of a turnaround claim?

- For example, a crew is called in turn service to relieve a train at location x and then return to the home terminal; this crew is entitled to payment for all time from arrival time at the turnaround point until they departed with the train.

5. If a Conductor-only crew performed switching at a turnaround, or junction point how would the TJ claims be applied?

- Conductor only crew arrives, performs a switch and departs junction or turnaround point in 40 minutes. The crew would input a 40-minute EC claim and would receive 1-hour payment and no T J payments would apply.
- Conductor only crew arrives, performs switching for 40 minutes and departs junction or turnaround point after a total of 1 hour and 20 minutes. The crew would input a 40-minute EC claim and a 20-minute T J claim for a total payment of 1 hour and 20 minutes.
- Conductor only crew arrives, performs switching for 1 hour 40 minutes and departs junction or turnaround point after a total of 2 hours. The crew would input a 1hr 40 min EC claim and a 20-minute T J claim for a total payment of 2 hours.

6. Will employees be entitled to claim turn time if called in straightaway service and turned enroute?

- No under these circumstances, the tour of duty is treated as if there was a straight-away trip to the turn point location. Accordingly, that location becomes a final terminal for that

tour of duty only. At this final terminal location, FT can be claimed from arrival time at this location until deadheading commences.

OM payments - they “will be paid for in addition to pay for the trip” (MOS – Payments/ Rules- page 17 of 30)

1. How will the off main payments be applied?
 - The off main payments are above all earnings for the trip. For example if a crew worked for 10 hours, the payment for the trip would be 10 hours x 12.5 miles totaling 125 miles. If the employee also had a claim for 6 hours of off main, they would be entitled to an additional 75 miles for a total of 200 miles.
2. Do off main claims reduce road overtime?
 - No, off main claims do not reduce overtime.

Material Change (MOS – Payments/ Rules - page 19 of 30 & Appendix F 28 to 30)

1. How do the Material Change provision changes benefit me?
 - The changes proposed now provide defined timelines on the implementation of a change; as well as new defined monetary benefit entitlements. These changes will expedite the handling of material changes and provide you with specified benefits to assist in making decisions for you and your family if you are affected by a Material Change. These changes are in line with provisions already found in the other Canadian Union Agreements.

General Questions

1. When will the Consolidated Collective Agreement be completed and made available to TCRC members?
 - The Company and the Union believe the Consolidated Collective Agreement should be made available to employees in the 4th quarter of 2018.