



Office of the Division Manager

Saskatchewan Division

Moose Jaw, Sask.

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This is further to my bulletin of July 7th and our subsequent information sessions on this subject.

As outlined earlier the bulk of this award, and items agreed to during the mediation process, were implemented effective 0001, July 14th. Copies of the Turnaround Combination Service Synopsis and the CCROU Implementation Document are being made available at home terminals.

You will note in this documentation that the Turnaround Combination Service provisions are being implemented on a staged "pilot" basis. The Indian Head and Swift Current Subdivisions are a part of the initial pilot, other Saskatchewan locations will follow in due course.

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Implementation of Turnaround Combination Service

This is to advise that Turnaround Combination Service (TCS) will be implemented on July 18/95. Implementation is being staged with eight crew runs on July 18th and the balance of the system effective August 1/95. Runs subject o initial implementation are as follows:

Home Terminal	Away Terminal	Subdivision	RTC Office
London	Toronto	Galt	Toronto
Mactier	Cartier	Parry Sound	Toronto
Kenora	Ignance	Ignance	Winnipeg
Kenora	Winnipeg	Keewatin	Winnipeg
Moose Jaw	Broadview	Indian Head	Winnipeg
Moose Jaw	Swift Current	Swift Current	Winnipeg
Calgary	Red Deer	Red Deer	Calgary
Cranbrook	Golden	Windemere	Revelstoke

The appended Synopsis and Q&A's have reference to TCS. The Q&A's do not form a part of the recently signed memorandum of agreement between CP Limited and the CCROU but they will be used as guidelines to manage the work rules associated with TCS. A synopsis of other aspects of the agreement will be provided as a separate document in the near future.

TURNAROUND COMBINATION SERVICE

- Cannot be applied other than between the home and away from home terminal. Deadhead portion must be on other than a freight train.

- Crews employed in TCS must be called from and returned to the home terminal.

- Any combination of working and deadheading permitted within the 12 hours provided the employee begins and ends the day at the home terminal.

- Crews called in TCS to deadhead to the away from home terminal will not be provided information on the train they are tentatively scheduled to protect unless involving an unassigned work train in which case they should be advised accordingly.

Rest can be booked after 12 hours and penalty of 100 miles minimum payment for all deadheading applies if not returned to the home terminal within 12 hours. As with the 10 hour clause, we should target a return to home terminal within 12 hours to avoid penalty payment.

The deadhead portion of the tour of duty can be performed before or after working service. Crews can deadhead over and work back or visa versa. Any combination of working and deadhead service is acceptable.

Application is limited to freight service crews. Cannot be used to obtain relief for outpost yard, roadswitcher, wayfreight or assigned work trains. Roadrailer can be bulletined using the TCS concept.

Permitted to use TCS when requiring a crew at the away from home terminal for unassigned work train or terminal switching (when a yard engine is not employed).

The away from home terminal is considered a stop enroute for the purpose of conductor only switching restrictions. Payment will be for all time occupied, with a minimum of 1 hour if switching is performed. No duplicate payment at the away from home terminal.

Switching limited to present locomotive engineer rules at Montreal, Toronto, Thunder Bay, Winnipeg, and Calgary when work precedes deadheading.

First-in/ first-out rules continue to apply. A crew in TCS will not runaround straightaway crews at the away from home terminal unless said crews are on rest, mandatory time off or called for duty. One exception exists, when straightaway crews will not commit to protecting a train at the away from home terminal, it is permissible to deadhead TCS crew to cover the train. No runaround will be paid.

TCS crews will not be called from the home terminal when there is a sufficient number of straightaway crews at the away from home terminal to protect projected train movements.

TCS crew deadheaded to away from home terminal will be first out on arrival if no other crews are available. If straightaway crew(s) have become available, TCS crew can be held on duty to protect a subsequent train or released in which they will take a turn at the bottom of the away from home freight pool. If placed into the pool TCS crew will receive a minimum day for deadheading to the away from home terminal.

Crews deadheaded to the away from home terminal will contact RTC or designated supervisor immediately upon arrival to determine their status. Can be placed immediately into working service or held to go into working service for up to two hours in which case such time will be considered as deadheading.

All the time deadheading will be factored into the eight hour minimum day when computing the penalty payment should a TCS crew not be returned to home terminal within twelve hours.

Straightaway crews can be contacted while enroute to the away from home terminal to determine their intentions with respect to protecting return movements. Contact will include advise on the type of train to be protected, expected work enroute, their ETA at the away from home terminal and the ETA of the train that they are being requested to protect. Other than an unrestricted commitment to protect will be taken as a negative response and said crews will have no recourse if ran around by a TCS crew at the away from home terminal.

Straightaway crews who commit to protect will not have the opportunity to book rest at the away from home terminal providing that ETA of trains referred to in previous paragraph does not fall back no more than two hours. If more than two hours off such crews can book rest without fear of reprisal.

TCS crews called to work to the away from home terminal and deadhead home will be considered first out and turn at the away from home terminal unless a straightaway crew becomes available at said location prior to the arrival of TCS crew. On rest, mandatory time off or called for a train removes a straightaway crew from being considered available.

If a straightaway crew stands available at the away from terminal at the away from on arrival of the TCS crew, the TCS crew will be placed at the bottom of the away from home freight pool. In such case depending manpower requirements, the first out straightaway crew may or may not be required to deadhead home. If a decision is made to allow the first out crew to deadhead there is no need to conform with a standard call period. Straightaway crews called to deadhead home will receive no less than a minimum day.

TCS crews will have the opportunity to book rest at the away from home terminal in the event that they become subject to the circumstances referred to in the previous bullet.

Returning to Justice Adams for clarification of the term “special hardship”.

**Status: Pilot projects effective July 18th at 1200 local time. Broad implementation on
Broad implementation on August 1/95**

Q&A:

Q. Can a TCS crew be called to other than an away from home terminal?

A. No, the agreement only provides for use of this service between the home and away from home terminal.

Q: can a crew be called in TCS out of the home terminal if the away from is less Than 100 miles from the away from home terminal?

A: Yes, TCS can used between home terminals and away from home terminals regardless of distance.

Q. Does TCS have any effect on our ability to call crews from the home or away from home terminal in regular turnaround service.

A. No, crews can be called in regular turnaround service using a combination of working and deadheading. Regular rest rules apply and the only marked adjustment is the fact that deadheading is hourly based rather than miles.

Q: Does article 5(b) (6) still apply for locomotive engineers?

A: No, all deadheading whether before, during or after working will be hourly based, such time will be included in the calculation of a minimum day for all work performed.

Q: A straightaway crew is called enroute and asked to protect, what's their status if the locomotive engineer indicates a willingness and the conductor is noncommittal?

A: The entire crew must make a commitment to protect. Anything less will be considered as a negative response and the running around of said crew by a TCS crew will not result in any form of penalty payment.

Q. Should Transportation make a point of contacting straightaway crews to determine their intent to protect at the away from home terminals?

A. Yes, doing so will improve the rapport with running trades employees as will it in many cases, eliminate the need for a deadhead crew.

Q. If a crew is told that their train will arrive at 0100 how does the 2 hour window apply?

A. The train must arrive by 03 00 for the two hour window to apply.

Q. What time will be applied to determine if a TCS crew stands first out at the away from home terminal.

A. If it's a TCS crew that is working to the away from home terminal their status will be determined when deadheading commences (i.e. when they are set to enter the mode of transportation for the return trip home). A crew that's deadheading to the away from home terminal will have their turn based on the arrival time at said location.

Q. If an employee is ordered in Turnaround Combination Service and deadheads to the away-from-home terminal is he allowed to book rest upon arrival?

A. No.

Q. If an employee is ordered in Turnaround Combination Service and deadheads to the away-from-home terminal is he allowed to switch at that location?

A. Yes, as the away-from-home terminal is considered a stop enroute location. If no switching is performed the crew will be paid for all time occupied. if switching is performed, the crew will be paid for all time occupied, with a one hour minimum payment under the conductor only agreement. There will be no duplicate payment.

Q. Does Turnaround Combination Service replace Turnaround Service?

A. No, it is an additional option which may be used. Turnaround Service remains unchanged.

Q. Can a Required Brakeperson be called in TCS if the remainder of the crew is called in straightaway service?

A. No, we have committed to calling the entire crew in one classification of service or the other.

Q. How is the Conductor-Only length of run allowance applied in Turnaround Combination Service?

A. Length of Run applies only to working service, and specifically excludes deadheading.

Q. Is there any change for employees who handle radios or operating authorities while deadheading?

A. Yes, refer to section on Work Related Equipment.

Q. What is the definition of "special hardship"?

A. This entire matter is still under discussion between the Company and the CCROU. We are jointly in the process of returning to Justice Adams for clarification of his intentions. Any claims in this regard should be advanced to the Manager, Labour Relations.

Q. Can an employee be called in TCS if a need develops to replace another employee at the away from home terminal under unique circumstances?

A. This can be done in special circumstances when an employee books sick or is otherwise unavailable (for reasons other than rest) at the away-from-home terminal.

Q. A crew is deadheaded to the away from home terminal in TCS with the intent of handling a train home immediately upon arrival. A straightaway crew happens to arrive at the away from home terminal prior to the TCS crews departure and in doing so is in advance of the arrival of the train that the TCS crew is meant to protect. Can the straightaway crew remain available for duty, take the train in question and force the TCS crew to the bottom of the away from home pool or does the TCS crew remain with train they are intended to protect?

A: A TCS crew will only be displaced from their first out status subsequent to arrival at the away from home terminal if they are held in deadhead service and during such period a straightaway crew either comes off rest or arrives at the away from home terminal in time to take a standard call for the train in question. This circumstance can be avoided by placing the TCS crew in working service prior to a straightaway crew becoming available at the away from home terminal. In such case the TCS crew will remain with their train.

Q. Can employees in straightway deadhead service be called by the RTC or designated supervisor upon reporting for duty or while enroute to determine if they will protect a train at the away from home terminal?

A. Yes, however, in most instances it would seem more logical to call a TCS crew if the intent is to have them protect a return movement on arrival at the away from home terminal. Such a call would take place as far into the crew's trip as possible, so that the information provided is as accurate as possible, and the margin for error reduced.

Q. A crew called to work to the away from home terminal and deadhead home in TCS service is required to perform switching upon arrival at the

away from home terminal. Switching restrictions are in accordance with the conductor only agreement under stops enroute and payment will be for all time occupied with a minimum of one hour. Additional restrictions apply for locomotive engineers under articles 3 (d) (1) and 3(c) (3) at Toronto, Montreal, Thunder Bay, Winnipeg and Calgary. How will the crew be paid if they complete the work and upon commencing the deadhead portion of their tour of duty determine that they are not first out and that they must take a position in the away from home freight pool.

A. Such crews will be paid as though they were called in straightaway service with time at the turnaround point considered as final time. This interpretation should not be used as a sharp practice to have straightaway conductor only crews perform more work than required at final terminals.

Q. Can a crew in TCS service stop for a meal while deadheading or at the away from home terminal?

A. Not while deadheading but such crews will be permitted to take a meal at the away from home terminal as long as the RTC or designated supervisor has been contacted to determine that doing so will not result in delay to a train.
