

LETTER OF UNDERSTANDING BETWEEN C.P. RAIL AND  
THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS  
DIVISION 510  
LOCOMOTIVE ENGINEERS SPAREBOARD REGINA

- 1) Effective at the next general change of timetable, a Locomotive Engineers Spareboard will be established at Regina Saskatchewan under the following terms.
- 2) Implementation of Remote Control Locomotive Systems and Beltpack Technology will be postponed at Regina for (1) one year from the effective date of this agreement.
- 3) Regina Spareboard Engineers work on a first in first out basis for the purpose of providing relief in both road and yard service for assignments and unassigned service which originate in Regina only.
- 4) Locomotive Engineers regularly set up on the Regina Engineers Spareboard who do not lay off of their own accord will receive a guarantee of 3500 miles monthly, and will be paid at the minimum freight rate on a prorated basis. Locomotive Engineers regularly set up on the Regina Engineers Spareboard for only part of the month will be credited for such time on the spareboard at a daily rate equal to 1/30th of the monthly guarantee for each day in the month regularly set up.
- 5) Locomotive Engineers on the Regina spareboard booking sick or unfit, taking leaves of absence or booking in excess of 12 hours rest between the hours of 2359, Thursday to 2359 , Sunday, will be subject to a penalty reduction of 100 miles. Engineers booking sick or unfit, taking leaves of absence or booking in excess of 12 hours rest at other times will be subject to a penalty reduction of 100 miles if they miss work as the result thereof. There shall be an additional penalty of 100 miles for each 24 hour period unavailable subsequent to the periods outlined above. Locomotive Engineers who are subject to more than three reductions in the amount of the guarantee payable in any month shall not be entitled to any guarantee payment for such month. Locomotive Engineers shall not be entitled to claim spareboard guarantee payments for periods within the month during which they have been off for miles, on annual vacation or on any other authorized leave.
- 6) Any or all miles which may be recaptured from the Lanigan/ Bulyea Agreement dated May 13th 1985, with respect to the work distribution and mileage equalization between Sutherland and Regina Locomotive Engineers, will be recaptured by the Regina Locomotive Engineers Spareboard.

- 7) If there are no Regina Spareboard Engineers available, Moose Jaw Engineers will provide relief in both road and yard service in Regina.
- 8) This Local Agreement will not supersede other Articles in the Collective Agreement nor the May 13, 1985 Agreement between C.P. Rail and The Brotherhood of Locomotive Engineers concerning the elimination of Regina as a Main Home Terminal, but will be in addition to said Articles.
- 9) This Agreement is made without precedence or prejudice to any other past, present or future local, regional or national Agreements concerning Guarantees for The Brotherhood of Locomotive Engineers.
- 10) This Agreement is subject to cancellation upon 30 days written notice by either party.

Signed This        Day of 1999.

For the Union

R.J. Birkett  
LC. Div. 510  
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For the Company

G.E. Johnson  
Service Area Manager  
C. P. Rail