

<b>DATE:</b>	<b>February 20, 2013</b>	<b>TYPE:</b>	<b>Policy and Procedure</b>	<b>NUMBER:</b>	<b>007-13 COR 1</b>
<b>SUBJECT:</b>	Spare board Guarantees				
<b>TOPIC:</b>	Spare board Guarantees and Associated processes				

## DETAILS

---

All Train and Engine Personnel:

Recently, through an in-depth audit regarding Spare board guarantees and associated processes, it has come to our attention that we have been improperly applying the Trainman's Spare board guarantee provisions outlined in the Collective Agreements. The following will serve as notice of the Company's intent to administer Spare board guarantee payments consistent with the provisions provided within the 2007 MOS and Article 73 of the of the CTY - Collective Agreements, both East and West.

This change will properly apply the terms of the Collective Agreement when Spare board employees, working the Common Spare board, book 24 hours rest at the Home Terminal and consequently render themselves unavailable for work.

Specifically, the Company will enforce the application of the language of Appendix 12 (Letter – Home Terminal Rest) which specifically states that the change in Home Terminal rest will not result in any “additional expenses to the Company”, nor will it affect its “ability to operate trains”.

In addition, the Company will also enforce the application of Article 73 (3), as it pertains to Spare Board employees who have booked in excess of 12 hours rest. As such, the Company wishes to advise the Union that effective March 1<sup>st</sup> 2013, the Company will, in instances of crew shortages, call Spare Board employees after the expiration of 12 hours rest. In the event that an employee is called after the 12<sup>th</sup> hour of rest and is not available for duty, a penalty shall be applied against the Spare board guarantee.

This process change will take effect in line with crew change on March 4, 2013.

**John M Dorais** | Director – Crew and Network Management Workforce Planning

**Canadian Pacific**

## LINKS AND RESOURCES

---

[Archived Bulletins](#)