

AGREED PRACTICE IN EFFECT AT REVELSTOKE, B. C., BETWEEN CANADIAN  
PACIFIC RAILWAY AND THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS  
DIVISION 657

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LIMITATION OF AGREED PRACTICE/APPLICATION OF COLLECTIVE  
AGREEMENT

- A) This Agreed Practice is supplemental to the Collective Agreement and, except as necessary for the implementation of this agreed practice, the Collective Agreement will apply.
- B) This Agreed Practice is effective October 27/96 and supersedes all previous Agreements concerning the Seven Day Board System. This practice will remain in effect until cancelled either in whole or in part. upon thirty (30) days notice from one party to the other.

SEVEN DAY BOARD SYSTEM

Annual Vacation

Manning of Vacancies

Appendix I : Yards and Assigned Freight

Appendix 2 : Assigned Work Trains and Snow Plows

INTERPRETATIONS

Assigned Work trains and Plows

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Men off for Miles

You can use the Bid card to;

You can not;

SEVEN DAY BOARD - Questions and Answers

BID CARD PREFERENCE EXAMPLES

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AGREED PRACTICE #1 - SEVEN DAY BOARD SYSTEM

Bid cards can be changed at any time but must be done by 00:01 Friday to apply for next weeks changes. Index

Annual Vacation :

1. A. V. will start 00:01 Monday and end at 23:59 on Sunday.
2. Authorized changes to A. V. can be made but must be done by 00:01 Friday.
3. Engineers will be placed on A. V. on their respective dates, being removed from the board at 22:01.
4. Engineers due back from A. V. will establish their turn at the bottom of the freight pool or on their assignment as of 22:01 on Sunday. They will pick up their turn or assignment when they book O.K. for duty. Spare Engineers will be placed at the bottom of the spare board when they book O.K. for duty.
5. Holiday vacancies occurring during part of a week shall be considered spare work. This only occurring when AV is granted on compassionate grounds. Index

#### Manning of Vacancies :

1. All new runs will be bulletined with bids to close at 00:01 Friday. Known 7 day vacancies on assigned Jobs to be posted in advance to allow Engineers to change bid cards.
2. All vacancies and subsequent vacancies will be filled as per the bid cards in seniority order.
3. Engineers will remain with the vacancy unless promoted or demoted at 22:01 Sunday as per the bid cards.
4. Board changes to be posted by 18:00 Friday.
5. All Engineer board changes will take place at 0001 Sunday. Placement will be based on the following:

OK Engineers will be placed to their respective boards based on their last switch time.

Engineers working at the time of change will be placed at the bottom of the respective pool on arrival.

Other Engineers will be placed at the bottom of their respective boards in

the following sequence:

1. Engineers off for miles based on last arrival time.
2. OLA. unfit and other book off based on last arrival time.
3. Returning from AV based on seniority. Index

#### Appendix I : Yards and Assigned Freight (**revised March 27, 2001**)

1. For regularly assigned yard engineers a work week shall be as described in article 4.02 (2) of the current collective agreement, which reads;

The term "work week" for regularly assigned yard Engineers shall mean a week beginning on the first day on which the assignment is bulletined to work.

For the purpose of this agreement all assigned freight Jobs will begin at 0001 Monday and end at 2359 Sunday regardless of the days off. Index

#### Appendix 2 : Assigned Work Trains and Snow Plows

1. For the purpose of this agreement all assigned work trains and snow plows will begin at 0001 Monday and end at 2359 on Sunday regardless of the days off.
2. If the work train is not to work a full " work week " it will be abolished on Sunday.
3. Once a work train has started a " work week " it will not be abolished. Engineer will be paid as per the collective agreement.
4. When the bids close the successful applicant will be placed on the job immediately and will work the job the next shift that he is available for.
5. The successful applicant's former Job will be worked from the spare board until the next 7-day change at which time the vacancy will be filled as per the rules.
6. In cases where no bids are received the job will be worked from the spare board until the next 7-day change at which time it will be filled as per the rules. Index

#### SEVEN DAY BOARD - INTERPRETATIONS

Yards and Road Switchers:

All Yards and Road Switchers will start their work week at 0001 Monday regardless of their days off.

This allows all annual vacation vacancies to begin Monday and

end Sunday.

This also resolves the conflict with Article 4 (b) #2 in the Yard. allowing you to move from one assignment to another in different work weeks and not having to re-establish your qualification for a sixth shift.

This also permits you to claim overtime when working a second shift between tours of duty or on your assigned rest day. Index

#### Assigned Work trains and Plows

To work under this system these trains must exist for the entire work week this would include days off and paid " as required" days.

Since mid week abolishment would not work under this system if the job is to end mid week the Engineer would be abolished the previous sunday and the job Worked spare. Index

#### Assigned Vacancies:

Once you take an assigned vacancy you stay on that job until replaced by the regular Engineer or displaced by a senior Engineer desiring it except that you may take a new vacancy that comes up in assigned service or from one pool to another by changing your bid card.

When you are replaced by the regular Engineer or displaced by a senior man you will then be placed as per your current bid card. Index

#### Forced Jobs:

Working Engineers may bid vacancies on an assigned job for which no bid has been received and a man is forced. He may then leave the vacancy again by changing his vacancy bid on his bid card. ie. he scratches the job from his bid card. Index

#### Medical Leave:

A man returning from medical leave in the middle of the week will be placed as per his current bid card.

If he is entitled to an assigned job or vacancy he will be placed on it and the displaced Engineer will be placed as per

his current bid card.

If he is entitled to a pool job or vacancy he will be added to the pool and the pool will be run with an extra turn until the next weeks change.

In all cases Engineers will only be displaced from assigned jobs or vacancies. No Engineer will be displaced from a pool until the next weekly change. Index

Men off for Miles:

All miles vacancies will be spare board work. Index

Bid Cards:

You can use the Bid card to;

1. Change your preference on assigned vacancies.  
ie.  
bid a new vacancy if on an assigned vacancy.  
bid an assigned vacancy if in pool service.
2. Change your preference of pool vacancies.  
ie.  
delete west vacancies if you no longer want them.  
add east vacancies if you now want them.  
delete all vacancies and stay on the spare board.
3. Change preference of pool jobs.  
ie.  
can move from pool to pool when a new job is set up. Index

You can not;

1. Create a subsequent vacancy by requesting to go to the East pool.  
  
you can not " trade " with someone in the east pool who has requested west vacancies,  
if 10 pool engineers are on AV then only that number of men can move from the West to the East Pool.
2. Leave yard service except to take holiday vacancies.
3. Move from assigned service to unassigned service except to take holiday vacancies.  
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SEVEN DAY BOARD - Questions and Answers

Q. What is my current bid Card ?

A. This is the information in the computer from the last bid form that was submitted before the deadline of 0001 on Friday. At 0002 all bid form information received will then be entered in the computer, this is your current bid card. Using this current bid card information the program will generate the job and vacancy changes for the next week.

Q. How often do I need to put in a bid form ?

A. You Only need to submit a bid form at the regular change of card. This is in order to establish your job and vacancy preferences. Thereafter you would only need to put to a new form to bid a new assignment, change your pool job preference, or change your assigned or pool vacancy preferences.

Q. How do I bid a new assigned job ?

A. You would submit a bid form indicating your preference for this job. When you bid a job you must also show it as a preferred vacancy to ensure you are placed on it. The computer program recognizes vacancy preferences over your regular job. This is necessary in order to allow any moves from a job to a vacancy. If you stand for a preferred vacancy as shown on your current card in the computer you would be placed on it instead of your new job.

Q. I am on a vacancy on the Wayfreight, a work train is coming up for bid. Can I bid the work train and continue to work my preference vacancy?

A. Yes.  
You would need to submit a bid form to bid the job. The program recognizes vacancies as preference to the job you own. If your current bid card shows the wayfreight as a preferred vacancy and it is vacant you would be placed on it even though you bid and got the new job. Ensure that you resolve any conflict with your vacancy preferences if you want to work the new job instead. This should be done on the same bid form by filling in the vacancy portion reflecting your preference to this job's vacancies ahead of others.

Q. My assignment is abolished and re-bulletined with a new starting time. Do I need to re-bid it ?

A. Yes. When the job changes the computer program will delete all job and vacancy references to the abolished assignment. It will then refer to the new job and vacancy references from the current bid cards and fill the job.

Q. I want to work the east pool only.  
Do I need to submit a bid form if this is what my seniority usually holds ?

A. Yes. First you must indicate your preference of pool jobs. You must then show your preference vacancies. If you want east pool vacancies you must show this on your form. This ensures that the computer understands your wishes. Otherwise the program will assume that you desire the spare board rather than east vacancies. West pool engineers should protect themselves by bidding east pool jobs and vacancies at a second preference as well as west vacancies lest they end up on the spare board for a week.

Q. Can I move from a west pool job to an east pool job ?

A. You can change your pool job preference on your bid card at any time by submitting a new form. You can not move until a new job is created.

Q. Can I be bumped from my east pool job by a man in the west pool ?

A. No, except as below.  
A west pool Engineer could change his preference of pool jobs. If another job is added to the east pool he would then be placed on it. If the pool is subsequently cut and you are the junior man with a job you would then get cut. Remember that most times when a west man goes east an east man would now be able to go west.

Q. I'm working west freight, a vacancy is coming up on the 0800 yard at Golden can I take that vacancy ?

A. Yes. but be specific about the vacancy wanted or you may end up on the 2359.

Q. I work the yard at Golden, can I work freight vacancies when my seniority allows ?

A. Yes. Article 26 (k) 2 allows the senior Engineer to take desired holiday vacancies. If these vacancies are on your current bid card it would be automatic or you may submit a new bid form indicating your new choice of holiday vacancies.

- Q. I work the yard at Golden, can I bid a new pool job ?
- A. Yes. Article 26 (n) 1 allows you to go into freight service if you could not hold it when you bid the yard.  
No. Article 26 (n) 2 restricts you to yard service if you took yard as preference, unless you are displaced. In this case eligibility will be determined before any information is entered into the computer.
- Q. I am on an assigned work train hauling rock. Washouts on another division require our work cars. What happens to me for the rest of my work week ?
- A. You would work all work train work on the subdivision for which your work train was bulletined. If there is no work train work you would be paid as per Article 8 (c) for days held for service.
- Q. The agreement states that we will get notice of vacancies on assigned jobs. how will this be done ?
- A. Each week when the new job and vacancy list is posted a list of those scheduled to go on AV the following week and their assignments will also be posted. This will allow you to change your card during the next week if you wish a particular vacancy. Index

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## BID CARD PREFERENCE EXAMPLES

### PREFERENCE EXAMPLE 1:

#### JOBS VACANCIES

1 WEST POOL 1 WEST POOL

2 #1 WEST ASSIGNMENT 2 #1 WEST ASSIGNMENT

3 EAST POOL 3 EAST POOL

4 SPARE 4 SPARE

RESULT: Engineer will remain on any JOB shown on the card if senior enough because JOBS and VACANCIES are bid the SAME. Index

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PREFERENCE EXAMPLE 2:

JOBS VACANCIES

1 WEST POOL 1

2 #1 WEST ASSIGNMENT 2

3 EAST POOL 3

4 SPARE 4

RESULT: Because NO vacancies were shown. Engineer will work any JOB listed on card if senior enough otherwise will be forced to a vacancy. Index

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PREFERENCE EXAMPLE 3:

JOBS VACANCIES

1 WEST POOL 1 EAST POOL

2 #1 WEST ASSIGNMENT 2

3 EAST POOL 3

4 SPARE 4

RESULT: Engineer will be placed on EAST POOL VACANCIES ahead of WEST POOL JOBS because WEST POOL VACANCIES were not listed. Index

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PREFERENCE EXAMPLE 4:

JOBS VACANCIES

1 WEST POOL 1 WEST POOL

2 #1 WEST ASSIGNMENT 2 #1 WEST ASSIGNMENT

3 SPARE 3 SPARE

4 EAST POOL 4 EAST POOL

RESULT: Engineer will be placed on SPARE BOARD ahead of EAST POOL JOBS or VACANCIES. Index

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PREFERENCE EXAMPLE 5:

JOBS VACANCIES

- 1 WEST POOL 1 WEST POOL
- 2 #1 WEST ASSIGNMENT 2 EAST POOL
- 3 EAST POOL 3 SPARE
- 4 SPARE 4

RESULT: If senior enough to hold JOB on #1 WEST ASSIGNMENT and a vacancy is available on EAST POOL. Engineer will be placed on EAST POOL VACANCY because #1 WEST ASSIGNMENT was not shown under vacancies. Index

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PREFERENCE EXAMPLE 6:

JOBS VACANCIES

- 1 WEST POOL 1 WEST POOL
- 2 #1 WEST ASSIGNMENT 2 #1 WEST ASSIGNMENT
- 3 EAST POOL 3 EAST POOL
- 4 4

RESULT: If Engineer is not senior enough for JOBS or VACANCIES shown they will be forced to a vacancy and not automatically placed on the SPARE BOARD because the SPARE BOARD preference was not shown on the card. Index

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R.J. Lewis  
Local Chairman BLE. Div-657 Revelstoke, B.C.

J.H. McFarlane Manager Road Operations Revelstoke B.C.

Signed this 22 day of October, 1996.