



Teamsters Canada Rail Conference

General Committees of Adjustment
Canadian Pacific Railway
101-10820 24 Street SE
Calgary AB T2Z 4C9

403 640-4115
fax 640-4140
genchair@tcrcalgary.ca

Dave Able
General Chairman
Locomotive Engineers

Dave Olson
General Chairman
Conductors, Trainmen & Yardmen

April 26, 2011

Mr. Guido Deciccio, VP Operations
Canadian Pacific Railway
401 - 9 Avenue SW, Sixth Floor
Calgary, AB T2P 4Z4

Dear Sir,

This has reference to the enclosed Bulletin relating to System Special Instruction (SSI) to CROR Rule 34 Revised.

It is our understanding that the bulletin in this form has been issued at many locations covered by the jurisdiction of this office.

The bulletin refers to the "Working Conductor Locomotive Engineer Training Program." This office does not see this term anywhere in the Collective Agreements, all that is referred to "**On the Job Training**" (OJT).

Another concern with the bulletin is the "Exception: **Locomotive Engineers performing the duties of Conductor** in the Working Conductors Locomotive Engineer Training Program are not require to complete the CTC Signal Record form."

There is no provision in either Collective agreement stating that Engineers will be performing the duties of Conductor in the training program or for that matter any time. Further The Conductors Trainman Yardman collective agreement clearly states in Article 75.04:

Upon completion of the initial classroom and technical portion of the Locomotive Engineer Training Program, **trainees whose seniority permits them to hold work as a Conductor at their respective home terminal, will return to that position. They will perform the duties of Conductor and when those duties permit**, and they are working with a qualified trainer, they will receive on the job training to become qualified as a Locomotive Engineer.

Further, there appears to be no relief for the Conductor operating the train from the requirement to complete the CTC Signal Record form. This makes the circumstances extremely unsafe in our view.

As noted in past correspondence to your office we are of the position that due to the proven conduct of the Company in regard to the treatment of our members who make mistakes during a tour of duty when the Conductor is operating the train in OJT that we have no option but to advise our members of the direction of the Company in these matters and consequences that could have a detrimental effect to their chosen career.

As clearly stated in the past we will not advise our members to train or not to train OJT, but, by copy of this letter we are advising them of the dire consequences to them should a mistake be made by them during a tour of duty. There is no leniency given to them because they volunteered to perform training in the format the Company refers to.

The Company conduct and attitude in this regard was clearly exhibited in the dismissal from Company service of the Engineer and Conductor that was the subject of CROA 3965 and 3966.

It is our position that to exercise due diligence to protect our members in the case of Locomotive Engineer training, there needs to be a properly qualified Conductor as a third person on the crew to help ensure the safety of our members, Company assets and the public at large.

Thank you for your attention to this matter, I remain, I am available for discussion at your convenience.

Yours truly

A handwritten signature in black ink that reads "D.R. Able". The signature is written in a cursive, flowing style.

D.R. Able
General Chairman LE West

cc. All Local Chairman, Western Canada
Dave Freeborn, Manager Labour Relations

Enclosures

CANADIAN PACIFIC

PORT COQUITLAM, B. C., APRIL 25, 2011

POSTED: _____

DATE: _____

BC OPERATING BULLETIN NO. BCO-075/11

CONDUCTORS' & TRAINMEN'S
YARD FORMEN & YARDMEN'S:
BULLETIN BOOKS:

ALL POINTS
PACIFIC REGION

LOCOMOTIVE ENGINEERS'
BULLETIN BOOKS:

ALL POINTS
PACIFIC REGION

ENGINEERING SERVICES

ALL POINTS BC DISTRICT

SUBJECT: System Special Instruction (SSI) to CROR Rule 34 Revised

Effective immediately, the following exception is added to the System Special Instruction to CROR Rule 34:

Exception: Locomotive Engineers performing the duties of Conductor in the Working Conductor Locomotive Engineer Training Program are not required to complete the CTC Signal Record form.

The following contains the new SSI as well as previous:

CROR Rule 34(b) - Revised to include the SSI's as follows:

Crew members within physical hearing range must communicate to each other, in a clear and audible manner, the indication by name, of each fixed signal they are required to identify. Each signal affecting their movement must be called out *by the conductor and acknowledged by the person responsible for controlling the locomotive* as soon as it is positively identified, but crew members must watch for and promptly communicate and act on any change of indication which may occur. *In CTC (or at any other signal which is an advance signal to a signal in CTC), except as otherwise indicated in special instructions, when passing more than two controlled locations the conductor must complete the CTC Signal Record form immediately after the leading end of the movement has passed each signal subject to Rule 578. Exception: Locomotive Engineers performing the duties of Conductor in the Working Conductor Locomotive Engineer Training Program are not required to complete the CTC Signal Record form.*

The following signals/operating signs must be communicated:

- (i) Block and interlocking signals;
- (ii) Rule 42 and 43 signals;
- (iii) One mile sign to interlocking;
- (v) Stop sign;
- (vii) Red signal between the rails;
- (viii) Stop signal displayed by a flagman;
- (ix) A switch not properly lined for the movement affected;
In addition, each target of a switch specified in Item 6 of a clearance, whether or not it indicates that the switch is properly lined for the train or transfer affected.
- (x) One mile to Cautionary Limit Sign; and
- (xi) Cautionary Limit Sign.

Mark Rickerby
General Manager
Operations

Glyn Hughes
General Manager
Engineering Services