

DATE:	January 1 st , 2016	TYPE:	Information	NUMBER:	001-16
SUBJECT:	48 Hour Rest Guidelines				

DETAILS

Attention all T&E Employees:

This has reference to the December 7, 2015 award rendered by the Honourable George W. Adams and item 15 of his decision in particular that relates to 48 hours voluntary rest. The following guidelines are to be used in the administration of this provision:

48 Hours Voluntary Rest:

Up to 48 consecutive hours voluntary rest may be taken by all unassigned road service employees including spareboards each month at:

- 1) 1300/2600 miles (WEST CTY, WEST LE and East LE)
- 2) 1450/2900 miles (East CTY)

The status quo restriction on booking rest prior to an EDO may not be used to extend the 48 hours consecutive rest.

This award of up to 48 consecutive hours also applies to:

- 1) Belleville and to
- 2) ESR's unless the applicable ESR agreement excludes it.

- *However, the award of up to 48 hours consecutive rest does not apply to time pools. Implementation of this change shall be effective with the mileage date following January 1, 2016.*

Scenarios:

- 1) **Q:** Employee has an Earned Day Off (EDO) scheduled for the 18th at 08:00. The employee achieves the mileage threshold upon tie up at the home terminal on the 16th at 1130. Can the employee utilize the extended rest provision to book rest to into their EDO?

A: No. An EDO may not be used to extend the 48 hours of consecutive rest. The employee in question may book up to 48 hours rest (to 18th at 1130) and reschedule his EDO or may book

regular rest (up to 24 hours) and use his EDO, forfeiting his ability to take the 48 hours rest until the next mileage threshold.

2) **Q:** An employee reaches the mileage threshold upon tying up at the home terminal and books sixteen (16) hours of rest. Can the employee “*carry-over unused rest*” and book the extended rest upon his next tie up at the home terminal?

A: No The employee cannot bank the extended rest opportunity; they can only use it immediately upon tie at the home terminal once achieving the mileage threshold. The employee will not have another opportunity to book extended rest until the next mileage threshold is reached.

3) **Q:** Can an employee in a Time Pool (currently applies to Calgary LE and Fort Steele) utilize the extended rest provision upon reaching the mileage threshold?

A: No, employees in a Time Pool are excluded from utilizing the extended rest provision.

4) **Q:** Does an employee have to book only forty-eight (48) hours of extended rest?

A: No, an employee can book up to forty-eight (48) hours of extended rest. Once the employee’s decision is entered into CMA upon tie-up at the home terminal it will not be changed.

5) **Q:** If an employee is on a spare board and books forty-eight (48) hours rest, will any guarantee be affected?

A: Yes, any guarantee will be reduced in the same manner it is today when an employee books in excess of twelve (12) hours rest.

6) **Q:** Can an employee in an ESR pool utilize the forty-eight (48) hour rest option?

A: Yes, provided there are no restrictions contained in the ESR agreement.

7) **Q:** Does the forty-eight (48) hour rest provision apply to all employees?

A: The forty-eight hour rest option is **not** available to employees working in Wayfrieght, Road Switcher, Yard Service (i.e. regular assignments.) Employees working in a Time Pool are also excluded.

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