

Proposals submitted to Bombardier Transportation North  
America

By

Teamsters Canada Rail Conference

Division 660



October 29, 2009

The following is a list of the Union proposals in respect to revising, amending and renewing the current collective agreement and associated terms and conditions of employment between Bombardier and Teamsters Canada Rail Conference.

Although this list is extensive, it is not exhaustive and we reserve the right to amend this list, add to it or subtract from it. These proposals are submitted without prejudice.

## **1. Harassment**

Review the existing relationship within the shops, and the rail class of service, with respect to the manner in which the managers speak and address employees, and deal with charges of harassment. To review and renew the existing policy, practices and procedures to maintain dignity, respect and harassment free workplace.

## **2. Job Descriptions - Classifications**

Review, adjust and amend the existing language, as well as implement new clauses or articles, as it pertains to job descriptions, job classifications, pay grades, and wage parity.

## **3. Bargaining Unit Work**

Review, adjust and amend the existing language, as well as implement new clauses and/or articles to protect bargaining unit work and to end the use of anyone other than bargaining unit employees from performing any bargaining unit work; and to establish terms of when repair work may be sent off site, and to end all subcontracting of work regardless of duration.

## **4. General Holidays**

Review and improve the method of payment for General Holidays, and lieu day provisions. Add two fixed General Holidays to Article 24,

Remembrance Day

April 28, the National Day Of Mourning; which commemorates workers who have been killed, injured or suffered illness due to workplace related hazards and incidents.

## **5. Footwear:**

Adjust Article 26.6 to apply twice annually, per employee.

## **6. Benefits**

Review and improve the present benefits as contained within Article 29.1, establish coverage for massage therapy, and post retirement benefits.

Review and improve the present pension plan as contained within Article 29.2.

Review and improve the present annual clothing allowance so as to apply twice annually.

## **7. Training Programs**

Establish comprehensive training programs for all positions throughout the organization.

Establish an employer paid, union representative training program allowance.

## **8. Posting of positions and filling of vacancies**

Review, adjust and amend the existing language as contained within Article 13, as well as implement new clauses and/or articles that apply to the rail class of service which establishes a system of job assignment, exercise of seniority, establishment and filling of vacancies, and a regular process to which regular positions and vacancies are assigned and/or claimed respecting seniority in every case. Establish clear protocols for the spareboard and standby employees in rail class of service.

## **9. Grievance procedure**

Review adjust and amend the existing grievance procedure in its entirety.

## **10. Investigation and discipline**

Review adjust and establish appropriate methods, standards, training and payment of wages respecting formal investigations.

## **11. Rest and rest facilities**

Review and establish appropriate standards respecting facilities and the booking of rest for rail employees.

## **12. Employee and Family Assistance Program**

Establish a comprehensive program within the Collective Agreement.

## **13. Return to Work, duty to accommodate**

Establish a comprehensive program within the Collective Agreement.

## **14. Annual Vacation**

Review, adjust and amend the existing language and specifically reduce the period of qualification for annual vacation at every level of vacation entitlement.

## **15. Guarantees and overtime**

Review and establish daily, weekly, biweekly, and/or monthly guarantees throughout all classifications. Review and establish appropriate standards for the scheduling and payment of overtime.

## **16. Bargaining Unit elected officers**

All elected officers of the Division are entitled time off work as necessary to conduct the orderly business of the Union, and paid full wages by the employer during such absences.

The TCRC General Chair, or in his absence the Vice General Chair, shall be on full time and shall be paid by the Company, and the rate of pay will be no less than his regular position. In the event the bargaining unit membership exceeds 500, the Vice General Chair will be added unless or until it reduces to less than 500 members.

## **17. Wages and Term of the Agreement**

The term, along with increases in wages, premiums and any other forms of compensation throughout the Collective Agreement, including any related appendixes, to be determined through discussion.