

Proposals submitted to
Bombardier Transportation North America

By

Teamsters Canada Rail Conference - Division 660



October 30, 2017

The following is a list of the Union proposals in respect to revising, amending and renewing the collective agreement 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.

CREATE NEW ARTICLES

- Training article in Maintenance
- Displacement article in Maintenance
- Assignment article in Rail
 - Codify Crewing Committee
 - Create definition for assigned hours
 - Protection for working awarded assignments
- Material Change provisions for all classifications of service
- Extra Work Article in Maintenance
- Definitions Article in Maintenance
- Regular Allowances
- Bargaining Unit Work - Rail

MISCELLANEOUS

- GO/UP Passes for all Maintenance & Rail employees and their families
- Company to provide parking at all duty locations at no cost to employees
- Correct spelling/grammar and citation errors across all articles and clauses of the agreement
- Review and update definitions under Article 4.0R

6.0M/7.0R - UNION ACTIVITIES

- Increase company contribution to General Chair's salary
- Add provision for notification to union of all info & documentation

8.0M/8.0R - GRIEVANCE AND ARBITRATION PROCEDURE

- Rewrite Article to streamline process and include mandatory time limits

9.0M / 9.0R - INVESTIGATIONS AND DISCIPLINE

- Review and update language

10.0M / 11.0R - PROBATIONARY EMPLOYEE

- 10.1M / 11.1R - delete last sentence

11.0M / 13.0 R - SENIORITY

- Add language regarding employees in military service
- Add language regarding non-bargaining unit positions to address company's sharp practices

12.0M / 14.0R - TERMINATION OF EMPLOYMENT

- Delete references to leave of absense and 3-day absense

13.0M - POSTING AND FILLING OF VACANCIES

- Rewrite article to include comprehensive system for posting, filling, restructuring and displacement

17.0M - BREAKS AND MEAL PERIODS

- 17.2 M - change uncompensated to compensated

19.0M / 18.0R - OVERTIME

- 19.0M - create dynamic rotating list for overtime calling, move to extra work article
- 19.3M - replace forty-four (44) hours with forty (40) hours
- 18.0R - clarify language to eliminate company's sharp practices

32.0M / 19.0R - WORKPLACE DIGNITY AND RESPECT

- Review and update language

20.0M - SHIFT PREMIUMS

- Migrate Article 20.0M to be included in Article 31.0M

33.0M / 20.0R - DUTY TO ACCOMMODATE

- Update language to reflect current practices and policy

22.0R - SPAREBOARD

- Remove option for accepting call early and obligation to declare intentions
- Add run-around language and penalty for all Rail classifications of service
- Add language for Crew Dispatcher spareboard
- Add language for transparency in applications and processes

23.0M / 38.0R - JURY DUTY

- Rewrite and rename article
- Modify language to provide for compensation based on actual lost earnings and benefits

24.0R - EXTRA WORK

- Add language for transparency in applications and processes

24.0M / 39.0R - RECOGNIZED HOLIDAYS

- Add Employee Birthday
- Add Remembrance Day
- Remove condition of mutual agreement for taking day in lieu when working on stat
- Increase in Floater Days

25.0R - POSTING POSITIONS

- Improve language to address company's sharp practices

26.0R - FILLING OF VACANCIES

- Improve and clarify language
- 26.1R- Calling Protocol - include protocol for canvassing terminal
- 26.2R - modify language to include all classifications of service
- 26.4R - clarify from qualified to familiarized

25.0M / 40.0R - VACATION

- STD/LTD/WSIB compensation to be included in calculation of AV entitlement
- Add language providing for optional roll-over of AV
- Increase in number of weeks / AV entitlement

26.0M / 44.0R - HEALTH AND SAFETY

- Review and update language
- 26.6M / 44.6R - increase footwear entitlement
- Add ability for employees to manage fatigue and book rest

27.0M - BARGAINING UNIT WORK

- Review and improve language for better transparency and accountability
- All current and future outpost work to be done by bargaining unit members

28.0R - OUTPOSTS

- Review and update 28.1R

29.0M / 47.0R - BENEFITS

- Life insurance - increase entitlements
- Remove language regarding integration with government benefit programs
- Improve annual amounts for Dental and Vision care
- Review and improve structure of benefit program
- Pension - review and improve structure of pension program
- Pension - company contribution increase, include contribution based on actual earnings
- Work Clothing - 47.3R - review, update, and improve

30.0M / 21.0R - PAYDAY

- Review and update language
- Modify 30.2M / 21.2R to ensure future compliance and understanding

30.0R - ACCOMMODATION

- Review and update language, modify title of Article to differentiate from Duty To Accommodate
- 30.3R - remove company election, add employee election

31.0R - TRAINING

- Add language containing mechanisms for review, including union rep participation
- Add language requiring timely publication of training schedule(s)
- Add prescribed notification period for employees before starting courses, in line with Art. 25.0R
- Training courses to be without interruption

32.0R - TRAINING PREMIUMS

- 32.6R - add GSR
- 32.3R - add CD

31.0M / 17.0R - CLASSIFICATION AND WAGE RATES

- Review and update classifications of service
- Review and update job descriptions
- Increase in all classification wage rates
- Add additional shift premiums
- Increase all shift premiums
- Add REO Classification of service

35.0R - CALLED AND CANCELLED

- 35.1R - change two (2) hours to four (4) hours

35.0M - ZONE AGREEMENT

- Migrate provisions of Article 35.0M within other Articles as appropriate

36.0R - MANDATORY TIME OFF DUTY

- Review and update language

41.0R - SICK LEAVE

- 41.1R - Delete

42.0R - MEDICAL EXAMINATIONS

- 42.2R - rewrite to provide for employees being booked off their assignment for the day, made whole

43.0R - COMPANY INITIATED MEETINGS

- Add reference to Outposts Article 28.0R, clause 28.1R

46.0R - CREW DISPATCHER

- 46.2R - Delete
- 46.3R - rewrite to allow flexibility while protecting earnings and hours
- 46.6R - review and update

LETTERS OF UNDERSTANDING AND APPENDICES

- Letter #1 Maintenance - Delete
- Letter #2 Maintenance - review, update and renumber as appropriate
- Letter #2 Rail - Review and rewrite with expiration date, full compliance with Article 12.0R
- Letter #3 Rail - Delete
- Letter #4 Rail - Renumber as appropriate
- Letter #5 Rail - Renumber as appropriate
- Appendix #1 Maintenance - review and update as appropriate
- Appendix #1 Rail - review and update as appropriate
- Appendix #2 Maintenance - review and update as appropriate
- Appendix #2 Rail - review and update as appropriate
- Appendix #3 Rail - Delete
- Appendix #4 Rail - Review, update, and renumber as appropriate
- Create new Appendices in compliance with Articles 32.M / 19.0R