

AGREEMENT 28.2

Between

CN

And

**CANADIAN NATIONAL RAILWAYS
POLICE ASSOCIATION**

Respecting

Rates of Pay and Rules

Effective January 1, 2018

Through December 31, 2023

(Version française disponible sur demande)

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TABLE OF CONTENTS

ARTICLE		PAGE
1	Recognition and Scope	1
2	Definitions	1
3	Employees' National Executive	1
4	Rates of Pay	2
5	Uniforms.....	4
6	Hours of Service and Overtime.....	6
7	Rest Days.....	9
8	Bereavement Leave	9
9	Vacations	9
10	General Holidays	12
11	Seniority Groupings.....	14
12	Bulletining and Filling Positions.....	16
13	Staff Reduction and Recall to Service	18
14	Grievance Procedure.....	19
15	Arbitration.....	21
16	Held for Investigation or Company Business.....	21
17	Relief Work and Preservation of Rates.....	22
18	Service Letters	22
19	General	22
20	Association Dues	23
21	Free Freight Order	24
22	Employment Security and Income Maintenance	24
23	Sick Leave and Maternity Leave Benefits.....	47
24	Flexible Benefits Plan	49
25	Life Insurance Upon Retirement	50
26	Printing of Agreement.....	50
27	Loss of Wages in Emergency Situations	50
28	Use of Private Automobile	50
29	Contracting Out.....	51
30	Duration of Agreement	51

ADDENDA

ADDENDUM	PAGE
1 Uniform Equipment List Letter – October 4, 2013	55
2 Consolidation of seniority units Letter – June 15, 1988	57
3 Investigative Units Letter – June 15, 1988.....	59
4 Pass Transportation Benefits Letter – October 4, 2013	60
5 Creation and implementation of Sergeant position Memorandum of Agreement September 2, 2014	61
6 Constables exercising seniority rights to lower-rated positions pursuant to paragraph 22.38 Memorandum of Agreement - July 29, 1990	63
7-A Individual Corrective Action (ICA) Letter of Understanding – May 20, 2004 Addendum 7-A.....	64
7-B Formal & informal investigation procedure Memorandum of Agreement – July 29, 1990	67
7-C Employees who face disciplinary investigations being suspended without pay pending their hearings.	70
7-D Individual Improvement Process (IIP) Memorandum of Agreement – January 16, 2015	71
8 Employees on Employment Security required to fill non-scheduled positions Letter - November 26, 1992.....	76
9 Changes to the Employment Security and Income Maintenance Plan Letter - June 14, 1995	77
10 Relocation of mobile homes Letter - June 14, 1995.....	78
11 Length of entitlement to Employment Security Letter– June 14, 1995....	79
12 Protection for employees accepting expanded job opportunities Letter - June 14, 1995.....	80
13 Cellular phones / pagers – Call/Standby	81
13-A Company’s requirement to have employees be available for duty on an on call/stand-by basis at all time	82
14 Hiring of new Police Officers....	85
15. Legal representation for CNRPA members in the event of legal pursuit for Actions Performed at work	86

ADDENDUM	PAGE
16. Employment Equity audit Letter – May 20, 2004.....	87
17. CN Police training course for new hires entering the service of the Company after January 1 st , 2014 Letter – October 4, 2013.....	88
18. Possibility to take up to 80 hours of annual vacations to cover absences on daily basis Letter – February 20, 2015.	89
19. Arbitration under CROA&DR rules.....	91
20. Current Vacation Method for employees hired on or after January 1, 2017	93

INDEX

ARTICLE	PAGE
15	Arbitration 21
20	Association Dues 23
8	Bereavement Leave 9
12	Bulletining and Filling Positions 14
29	Contracting out 51
2	Definitions 1
30	Duration of Agreement 51
3	Employees' National Executive 1
22	Employment Security and Income Maintenance 24
24	Flex Benefit Plan 49
21	Free Freight Order 24
19	General 22
10	General Holidays 12
14	Grievance Procedure 19
16	Held for Investigation or Company Business 21
6	Hours of Service and Overtime 6
25	Life Insurance upon Retirement 50
27	Loss of Wages in Emergency Situations 50
26	Printing of Agreement 50
4	Rates of Pay 2
1	Recognition and Scope 1
17	Relief Work and Preservation of Rates 22
7	Rest Days 9
11	Seniority Groupings 14
18	Service Letters 22
23-A	Sick Leave and Maternity Leave Benefits 47
13	Staff Reduction and Recall to Service 18
5	Uniforms 4
28	Use of Private Automobile 50
9	Vacations 9

ARTICLE 1
RECOGNITION AND SCOPE

1.1 Pursuant to the certification order of the Canada Labour Relations Board issued September 25, 1974, the Company recognizes the Canadian National Railways Police Association as the sole collective bargaining agent for a unit comprising all employees of the Canadian National Railway in its Police Service across Canada classified as Investigator, Constable (unclassified), Constable, Sergeant and such other ranks or classes of employees as may be agreed upon by the parties, **excluding** Constables or Sergeants acting as Office Manager responsible for administration in the office of the Chief, CN Police, in Montreal and the office of each Divisional Inspector in the Champlain Division, the Great Lakes Division, the Prairie Division the Mountain Division and the Pacific Division, and one Constable in the Special Branch.

ARTICLE 2
DEFINITIONS

2.1 For the purpose of this Agreement:

- (a)** "Employee" means a member of the CN Police Service covered by the scope of this Agreement.
- (b)** "Company" means CN.
- (c)** "Association" means the Canadian National Railways Police Association.
- (d)** A "schedule" position means a position coming within the scope of this Agreement.
- (e)** An "excepted" position means a position, which is excluded from the scope of this Agreement.
- (f)** "Qualifications" means the ability, skill, experience and fitness, which must be fulfilled prior to an employee being assigned to a position.
- (g)** "Qualified employee" means an employee possessing qualifications as described in (f) above.
- (h)** "Divisional Office" means a main office as designated by the Company.

2.2 Employment Equity

- (a)** It is agreed by the Company and the Union that there shall be no discrimination or harassment towards an employee based on the employee's age, marital status, race, colour, national or ethnic origin, political or religious affiliation, sex, family status, pregnancy, disability, union membership, sexual orientation or conviction for which a pardon has been granted.

ARTICLE 3
EMPLOYEES' NATIONAL EXECUTIVES

3.1 The National Executive or its representatives delegated by it shall represent all employees governed by this Agreement in matters pertaining to rates of pay, working conditions and all other questions which arise respecting the application or interpretation of the provisions of this Agreement.

ARTICLE 4
RATES OF PAY

4.1 (a) Effective April 1st, 1991, positions of Lieutenant shall be reclassified to that of Constable and in consideration therefore, the following provisions will apply and existing rules or practices, which are in conflict therewith, will not apply:

(i) Positions covered by this Agreement will be bulletined as Constables.

(ii) Employees who were working as Constables under Agreement 28.2 prior to April 1, 1991 will continue to retain prior bidding rights, i.e. they will continue to hold seniority rights over employees appointed to a position of Constable on or after April 1, 1991.

(b) Employees hired into the Constable classification on or after January 1, 1998 will be compensated as follows:

EFFECTIVE
January 1, 2018

	Weekly \$	Hourly \$	Overtime \$
Starting Rate	888.22	22.21	33.30
After 9 months CCS	1008.58	25.21	37.82
After 1 year CCS	1114.25	27.86	41.78
After 2 years CCS	1283.98	32.11	48.14
After 3 years CCS	1457.78	36.44	54.67
After 4 years CCS	1629.96	40.75	61.12
After 5 years CCS	1852.32	46.31	69.46

EFFECTIVE
January 1, 2019

	Weekly \$	Hourly \$	Overtime \$
Starting Rate	905.98	22.65	33.97
After 9 months CCS	1028.75	25.72	38.58
After 1 year CCS	1136.53	28.41	42.61
After 2 years CCS	1309.66	32.75	49.11
After 3 years CCS	1486.94	37.17	55.77
After 4 years CCS	1662.56	41.56	62.34
After 5 years CCS	1889.37	47.23	70.85

EFFECTIVE
January 1, 2020

	Weekly \$	Hourly \$	Overtime \$
Starting Rate	924.10	23.10	34.65
After 9 months CCS	1049.32	26.23	39.35
After 1 year CCS	1159.26	28.98	43.47
After 2 years CCS	1335.85	33.41	50.09
After 3 years CCS	1516.68	37.92	56.88
After 4 years CCS	1695.81	42.40	63.59
After 5 years CCS	1927.15	48.18	72.27

**EFFECTIVE
January 1, 2021**

	Weekly \$	Hourly \$	Overtime \$
Starting Rate	947.20	23.68	35.51
After 9 months CCS	1075.56	26.89	40.33
After 1 year CCS	1188.25	29.71	44.55
After 2 years CCS	1369.24	34.24	51.34
After 3 years CCS	1554.60	38.86	58.30
After 4 years CCS	1738.21	43.46	65.18
After 5 years CCS	1975.33	49.38	74.07

**EFFECTIVE
January 1, 2022**

	Weekly \$	Hourly \$	Overtime \$
Starting Rate	970.88	24.27	36.40
After 9 months CCS	1102.44	27.56	41.34
After 1 year CCS	1217.95	30.45	45.67
After 2 years CCS	1403.48	35.10	52.62
After 3 years CCS	1593.46	39.84	59.76
After 4 years CCS	1781.66	44.54	66.81
After 5 years CCS	2024.72	50.62	75.93

**EFFECTIVE
January 1, 2023**

	Weekly \$	Hourly \$	Overtime \$
Starting Rate	1000.01	25.00	37.49
After 9 months CCS	1135.52	28.39	42.58
After 1 year CCS	1254.49	31.36	47.04
After 2 years CCS	1445.58	36.15	54.20
After 3 years CCS	1641.26	41.03	61.55
After 4 years CCS	1835.11	45.88	68.81
After 5 years CCS	2085.46	52.14	78.20

(c) Employees holding Sergeant positions will be compensated as follows:

Sergeant Rate of Pay

EFFECTIVE	Weekly \$	Hourly \$	Overtime \$
January 1, 2018	1917.19	47.93	71.89
January 1, 2019	1955.54	48.89	73.33
January 1, 2020	1994.65	49.87	74.80
January 1, 2021	2044.51	51.11	76.67
January 1, 2022	2095.63	52.39	78.59
January 1, 2023	2158.49	53.96	80.94

4.2 The hourly rate for a weekly-rated employee is computed by dividing the weekly rate by 40.

4.3 Employees will be paid every other Thursday.

4.4 **SHIFT DIFFERENTIAL**

(a) Employees who work a shift (or part shift in the case of an unassigned employee) of which the greatest number of hours worked falls between 1400 hours and 2159 hours shall be paid a shift differential of 75 cents per hour for all hours worked by them on that shift (or part shift in the case of an unassigned employee);

(b) Employees who work a shift (or part shift in the case of an unassigned employee) of which the greatest number of hours worked falls between 2200 hours and 0559 hours shall be paid a shift differential of one dollar (\$1.00) per hour for all hours worked by them on that shift (or part shift in the case of unassigned employee);

Overtime shall not be calculated on the shift differential nor shall the shift differential be paid for paid absence from duty such as vacations, general holidays, etc.

ARTICLE 5 **UNIFORMS**

(Refer to Addendum No. 1)

5.1 Employees governed by this Agreement shall be required to perform their duties in civilian clothes or in uniform as the Company may direct. When required under proper authority to work in civilian clothes, an employee shall receive an allowance of \$3.00 for each day so worked. The Company shall pay for any clothing damaged while in the performance of duty except in cases of personal negligence.

5.2 Uniform equipment will be furnished free of charge when deemed necessary by the Company. Employees shall be required to take precautions to preserve uniform equipment in order that it may present a good appearance at all times, and to ensure maximum service. Alterations or repairs will be effected when required. The onus for decision as to what items are replaced is on the employee.

5.3 Uniform equipment shall not be worn when employees are not on duty except from and to employees' homes when commencing or leaving duty if the employees so desire.

5.4 Any piece of uniform or equipment damaged, lost or stolen in the course of duty shall be replaced as soon as practicable at the expense of the Company except in cases of employee negligence.

5.5 All equipment furnished by the Company remains the property of the Company and shall be produced by employees when required for inspection. Upon leaving the service, employees shall return the last complete uniform and all equipment before receiving final settlement of wages due.

5.6 Intentionally left blank.

5.7 Employees shall be measured and fitted with uniform equipment during their tour of duty. The Service will designate the time and place for uniform fittings, as required.

5.8 Employees assigned to work Full time/Part time investigations positions shall be entitled to claim cost of clothing as follows:

Full time: \$800/year and
Part time: \$400/year.

Receipts must be provided. The subject amount will be deducted from the officer's yearly clothing entitlement. It is the responsibility of the Officer to maintain all uniforms in serviceable conditions.

5.9 (a) It is expected that all CN Police employees will have available a clean and neat issue of uniform equipment ready to wear at all times.

(b) Uniform items are loaned to the employee and are accounted for on his/her personal file. Such items must be returned to the Quarter Master stores at some future date. Some items, such as insignia, may be retained by employees on retirement in accordance with current policy.

(c) Employees will be credited with a uniform entitlement on January 1 of each year. From this annual uniform entitlement, an officer will be permitted to use part of his/her entitlement on optional uniform items. A departmental catalogue of optional items will be made available to employees.

(d) Uniform entitlement:

Effective...

January 1 2018	\$815 of which \$250 may be used as Optional dollar credit
January 1 2019	\$830 of which \$250 may be used as Optional dollar credit
January 1 2020	\$845 of which \$250 may be used as Optional dollar credit
January 1 2021	\$860 of which \$250 may be used as Optional dollar credit

5.10 CN Police recruits will receive a full set of uniform items in their first year of service in lieu of a Uniform Entitlement of optional dollar credit.

5.11 Approved body armor will be replaced once every five years and the replacement cost will be paid by the Service.

The aforementioned five year period is to start with the Company's issuance of the approved body armor.

5.12 (a) With this system an employee will know at all times his/her uniform entitlement. The year in which an officer orders the uniform equipment will be the year which will be used for credit purposes.

(b) Uniform entitlement and optional dollar credit balances will be adjusted during the month of January. New uniform entitlement dollars assigned will be added to the year-end balance from the previous year.

(c) Uniform entitlement and optional dollar credits have no monetary value and cannot be redeemed for cash.

5.13 It will be optional for employees to use their civilian clothing allowance (Article 5.1) in their uniform equipment credit bank. An irrevocable decision must be made by employees wishing to take this option at the beginning of the calendar year.

- 5.14 (a)** Optional uniform and equipment items may only be purchased using Uniform Entitlement or optional credit dollars.
- (b)** Only sworn-in CN Police officers may receive items, which constitute part of the official CN Police uniform. These restricted items also include optional equipment such as body armour vests, batons, etc., not regularly issued to officers but made available for CN Police duties.

ARTICLE 6
HOURS OF SERVICE AND OVERTIME

6.1 All employees will work in unassigned hours service. Eight hours shall constitute a basic day or tour of duty and such hours shall be consecutive unless otherwise required to meet the demands of the service; forty hours shall constitute a week's work. All employees will be allowed 30 minutes for lunch without deduction in pay, but must be available for immediate service during such period.

6.2 Employees of the Special Service Branch will arrange their own daily and weekly hours of work when employed away from their home location.

6.3 When employed away from their home location, Community Service Officers and Sergeants may arrange their own daily and weekly hours unless directed otherwise.

6.4 If and where required, duty rosters will be prepared and posted 72 hours prior to their effective date and will show tours of duty and starting times. Such duty rosters will cover a 4-week period and will include all tours of duty commencing 0001 hours on Sunday, up to and including 2359 hours on the fourth Saturday thereafter.

6.5 When a situation occurs where posted duty rosters have to be changed due to unforeseen circumstances, always give as much notice as possible to the employees concerned.

Overtime:

- 6.6 a)** Time worked by employees on regular assignments, continuous with, before, or after their regularly assigned hours of duty shall be considered as overtime and shall be paid at one and one-half times the hourly rate of pay. Every effort will be made to avoid the necessity for overtime; however, when conditions necessitate, employees will perform pre-authorized overtime work as directed by management.
- b)** There shall be no overtime on overtime. Time worked in excess of 40 hours in a work week shall be paid for at time and one-half, but overtime hours paid for under paragraph a) shall not be utilized in computing the 40 hours per week. However, up to eight hours paid for on holidays or when changing shifts may be so utilized.
- c)** Time worked in excess of the regularly assigned hours, due to changing shifts, shall be paid at hourly rates, if due to application of seniority rules or where such changes in shifts are locally arranged.
- d)** Employees will not be required to suspend work during regular hours to absorb overtime.
- e)** Overtime shall be worked only by direction of proper authority. Where advance authority is not obtainable, overtime will not be allowed unless claim is made to the proper authority within 72 hours from the time service is performed.

- f) Regularly assigned employees notified, or called to work not continuous with, before, or after their regular assigned hours, shall be allowed a minimum of three hours at one and one-half times the hourly rate for three hours' work or less, except that employees called to work and afterwards cancelled before leaving home shall be paid one hour at one and one-half times the hourly rate of pay.
- g) The hourly rate for weekly rated employees is computed by dividing the weekly rate by 40.
- h) Employees required to work on their assigned rest days or to attend court outside their regular hours as a result of legitimate action taken while on duty shall be paid at one and one-half times their hourly rate with a minimum of three hours for which three hours service may be required, except where such work is performed by an employee moving from one assignment to another in the application of seniority or as locally arranged.
- i) Overtime shall be equitably distributed based on local operational requirements as determined by management.
- j) Overtime worked will be computed in increments of 15 minutes.

Example: 1 hour and 10 minutes will be computed as 1 hour and 15 minutes; 1 hour and 20 minutes as 1 hour and 30 minutes, etc...

- k) Employees required to work overtime for two hours or more continuous with completion of a regular tour of eight hours' duty will be allowed 20 minutes for lunch as soon as practicable without loss of time.

6.7 (a) Notwithstanding that duty rosters may be prepared and in effect at certain location employees may be used off their assignments to meet the demands of the service. Unless otherwise requested by the employee(s) concerned, regular assignments or tours of duty will not be changed in cases of an employee's attendance at court on behalf of the Company or when a General Holiday falls on an employee's rest day.

(b) When employees are taken off their assignments as shown on the duty roster under the provision of sub-paragraph 6.7 (a), employees will not be required to work more than one short change of shift in one week.

In the situation where employees have a scheduled short change of shift in their assignment as shown on the duty roster, an additional short change of shift will not be required unless the employees have had at least 14 hours rest between short changes, unless mutually agreed.

This provision shall not apply in cases of emergency where there is no other staff available.

Away From Home:

6.8 Employees used at an away-from-home location will be credited for actual hours worked with a minimum of eight hours in each 24-hour period.

6.9 Employees used at an away-from-home location will be provided with lodging, meals, and transportation, or reasonable expenses in lieu thereof, in accordance with departmental policy. Where necessary, an advance may be requested to cover expected expenses.

6.10 Where employees are required to lay over at an away-from-home location the following provisions will apply:

- (a)** Employees shall, during such layover, be credited with eight hours for each 24-hour period so held and actual time of up to eight hours for less than a 24-hour period (time to be computed after 16 hours' layover in each 24-hour period). During the period for which they are compensated, employees' services may be utilized if required.

6.11 An employee directed to travel on passenger trains, freight trains, gas cars, patrol cars or other conveyances, will be considered as on duty, except payment will not be made between the hours of 2300 to 0700 when sleeping accommodation is furnished. Travel paid at time and one-half will be excluded from the computation of time for the purpose of this Article. While travelling, employees' service may be utilized, if required, and they may also be required to work immediately prior to or upon completion of the travelling.

6.12 Employees while employed away from their home terminal shall not receive less than their regular wages when paid under paragraphs 6.8, 6.10 and 6.11.

6.13 The Company will not use its supervisory employees to perform in the normal course any duties usually performed by employees of the bargaining unit so as to avoid the overtime provisions of this Agreement or so as to reduce the size of the bargaining unit. It is recognized, however, that in cases of legitimate demands of the service or emergency, the Company may temporarily assign supervisory officers if employees of the bargaining group are not available.

Training

6.14 Employees required to attend training classes shall be governed by the hours of service and overtime provisions of this Article except that such employees shall take the rest days of the training course in lieu of their regular rest days.

6.15 The Company may at its discretion offer employees the opportunity of attending courses which require them to be absent from their assigned position and employees who agree to such courses will be provided with lodging, meals and transportation, or reasonable actual expenses in lieu thereof, in accordance with departmental practice and will have their regular salary protected. It is understood by the Company and the Association that there is no entitlement to layover payments, as stipulated in Article 6.10, during such instances.

6.16 The Company may, at its discretion, offer employees the opportunity to act as Instructor for the Service which requires them to be absent from their assigned position. Employees who agree to do so will be provided with lodging, meals and transportation or reasonable actual expenses in lieu thereof, in accordance with departmental practice and will have their regular salary protected.

ARTICLE 7
REST DAYS

7.1 Employees shall be granted two rest days in each calendar week which will begin on Sunday and end the following Saturday. Such rest days shall be consecutive unless otherwise required to meet the demands of the service.

7.2 At locations where 5 employees or less are employed, rest days may be staggered to meet the demands of the service with the proviso that at locations where only two or three employees are employed, such employees may not be granted the same rest days.

ARTICLE 8
BEREAVEMENT LEAVE

8.1 An employee may, after having completed a minimum of two months' service, be allowed leave of absence with full pay to a maximum of one week in a calendar year in the event of a bereavement due to the death in the family (parent, employee's spouse, son, daughter, brother, sister, father-in-law, mother-in-law, grandparent, step-father, step-mother, step-brother, step sister) and illness in the family where the employee's presence is required by order of a medical practitioner.

NOTE: In the application of this Article "employee's spouse" means the person who is legally married to the employee and who is residing with or supported by the employee, provided that, if there is no legally married spouse, it means the person that qualifies as a spouse under the definition of that word in Section 2(1) of the **Canadian Human Rights Benefits Regulations**, as long as such person is residing with the employee.

8.2 Extension of leave of absence with pay in excess of the one-week period will be considered only in exceptional cases and will require the approval of the appropriate representative of CN Police Management.

ARTICLE 9
VACATIONS

Note: For employees hired on or after January 1, 2017, refer to Appendix 20 for revised paragraphs 9.1 to 9.5, 9.13 and 9.15. All other paragraphs below continue to apply to employees hired on or after January 1, 2017.

9.1 An employee who, at the beginning of the calendar year, is not qualified for vacation under paragraph 9.2 shall be allowed one working day's vacation with pay for each 25 days' cumulative compensated service, or major portion thereof, during the preceding calendar year, with a maximum of 10 working days until qualifying for further vacation under paragraph 9.2.

9.2 Subject to the provisions of Note (1) below, employees who, at the beginning of the calendar year, have maintained a continuous employment relationship for at least 2 years and have completed at least 500 days of cumulative compensated service shall have their vacation scheduled on the basis of one working day's vacation with pay for each 16-2/3 days of cumulative compensated service, or major portion thereof, during the preceding calendar year, with a maximum of 15 working days; in subsequent years they will continue vacation entitlement on the foregoing basis until qualifying for additional vacation under paragraph 9.3.

Note 1: Employees covered by paragraph 9.2 of this section will be entitled to vacation on the basis outlined therein if on their third or subsequent service anniversary date they achieve 750 days of cumulative compensated service; otherwise their vacation entitlement will be calculated as set out in paragraph 9.1. Any vacation granted for which the employees do not subsequently qualify will be

deducted from the employees' vacation entitlement in the next calendar year. If such employees leave the service for any reason prior to their next vacation, the adjustment will be made at time of leaving.

9.3 Subject to the provisions of Note 2 below employees who, at the beginning of the calendar year, have maintained a continuous employment relationship for at least 9 years and have completed at least 2,250 days of cumulative compensated service, shall have their vacation scheduled on the basis of one working day's vacation with pay for each 12-1/2 days of cumulative compensated service, or major portion thereof, during the preceding calendar year, with a maximum of 20 working days; in subsequent years, they will continue vacation entitlement on the foregoing basis until qualifying for additional vacation under paragraph 9.4.

Note 2: Employees covered by paragraph 9.3 of this section will be entitled to vacation on the basis outlined therein if on their tenth or subsequent service anniversary date they achieve 2,500 days of cumulative compensated service; otherwise their vacation entitlement will be calculated as set out in paragraph 9.2. Any vacation granted for which the employees do not subsequently qualify will be deducted from the employees' vacation entitlement in the next calendar year. If such employees leave the service for any reason prior to their next vacation, the adjustment will be made at time of leaving.

9.4 Subject to the provisions of Note 3 below, employees who, at the beginning of the calendar year, have maintained a continuous employment relationship for at least 19 years and have completed at least 4,750 days of cumulative compensated service shall have their vacation scheduled on the basis of one working day's vacation with pay for each 10 days of cumulative compensated service, or major portion thereof, during the preceding calendar year with a maximum of 25 working days; in subsequent years they will continue vacation entitlement on the foregoing basis until qualifying for additional vacation under paragraph 9.5.

Note 3: Employees covered by paragraph 9.4 of this section will be entitled to vacation on the basis outlined therein if on his their twentieth or subsequent service anniversary date they achieve 5,000 days of cumulative compensated service; otherwise their vacation entitlement will be calculated as set out in paragraph 9.3. Any vacation granted for which the employees do not subsequently qualify will be deducted from the employees' vacation entitlement in the next calendar year. If such employees leave the service for any reason prior to their next vacation, the adjustment will be made at time of leaving.

9.5 Subject to the provisions of Note 4 and Note 5 below, employees who at the beginning of the calendar year, have maintained a continuous employment relationship for at least 28 years and have completed at least 7,000 days of cumulative compensated service, shall have their vacation scheduled on the basis of one working day's vacation with pay for each 8-1/3 days of cumulative compensated service, or major portion thereof, during the preceding calendar year, with a maximum of 30 working days.

Note 4: Employees covered by paragraph 9.5 of this section will be entitled to vacation on the basis outlined therein if on their twenty-ninth or subsequent service anniversary date they achieve 7,250 days of cumulative compensated service; otherwise their vacation entitlement will be calculated as set out in paragraph 9.4. Any vacation granted for which the employees do not subsequently qualify will be deducted from the employees' vacation entitlement in the next calendar year. If such employees leave the service for any reason prior to their next vacation, the adjustment will be made at time of leaving.

Note 5: In the application of paragraph 9.5 the Company will have the option of:

- (a) Scheduling employees for five weeks' vacation and pay them for the sixth week at pro rata rates; or
- (b) Splitting the employees' vacation on the basis of five weeks and one.

9.6 Vacation days shall be exclusive of the assigned rest days and the general holidays specified in Articles 7 and 10 respectively.

9.7 Provided an employee renders compensated working service in any calendar year, time off duty account bona fide illness, injury, authorized pregnancy leave, to attend committee meetings, called to court as a witness, not exceeding a total of 100 days in any calendar year, shall be included in the computation of service in that year for vacation purposes on the basis of one such day being granted for each one and one-half days of compensated working service in that calendar year.

9.8 Employees will be compensated for vacation at the rate of the position, which they would have been filling during such vacation period.

9.9 Employees terminating their employment for any reason at a time when an unused period of vacation with pay stands to their credit shall be allowed vacation calculated to the date of their leaving the service, as provided for in paragraphs 9.1, 9.2, 9.3, 9.4, and 9.5, and, if not granted, will be allowed pay in lieu thereof.

9.10 Employees who are laid off shall be paid for any vacation due them at the beginning of the current calendar year and not previously taken, and if not subsequently recalled to service during such year, shall, upon application, be allowed pay in lieu of any vacation due them at the beginning of the following calendar year.

9.11 Employees who (1) leave the service of their own accord, (2) are dismissed for cause and not reinstated in their former seniority standing within two years of date of such dismissal, will, if subsequently returned to the service be required to again qualify for vacation with pay as provided in paragraphs 9.1, 9.2, 9.3, 9.4 and 9.5.

9.12 An employee who has become entitled to a vacation with pay shall be granted such vacation within a twelve-month period immediately following the completion of a calendar year of employment in respect of which the employee became entitled to the vacation. The Company shall make every reasonable effort to grant vacations between May 1st and October 15th in each year. For an employee's first choice, he or she may take a maximum of three (3) weeks' vacation consecutive during the summer months of July and August.

9.13 Applications for annual vacations from employees shall be filled prior to January 31st. (Allocation of vacations in January will be arranged on a regional basis.)

(Refer to Addendum 18)

9.14 (a) Applications filed prior to January 31st, insofar as is practicable to do so, will be allotted vacation during the summer season, in order of seniority of applicants, and unless otherwise authorized by the officer in charge, and subject to NOTE (5) of paragraph 9.5, the vacation period shall be continuous. Applicants will be advised in February of dates allotted them, and unless otherwise mutually agreed employees must take their vacation at the time allotted.

(b) When a scheduled vacation period becomes available, such vacation period shall be allotted to the senior applicant in descending seniority order from the employee vacating that scheduled vacation period.

9.15 Unless mutually agreed, employees who do not apply for vacation prior to January 31st shall be required to take their vacation at a time to be prescribed by the Company.

9.16 Employees who, while on annual vacation, become ill or **are** injured, shall have the right to terminate (temporarily) their vacation and be placed on sick leave with pay as outlined in Article 23. Employees who are again fit for duty shall immediately so inform the appropriate representative of CN

Police management. and will continue their vacation if within their scheduled dates. If the remaining vacation falls outside the employees' scheduled dates, such vacation will be rescheduled as may be mutually agreed between the proper officer of the Company and the authorized local representative of the Association.

9.17 Employees who, due to sickness or injury, are unable to take or complete their annual vacation in that year shall have the option of carrying such unused vacation over to the following year or receiving pay in lieu of such vacation. Should the employee opt to carry the unused vacation over to the following year, it shall be taken at a time mutually agreed to by the Company and the employee.

9.18 Employees who are entitled to vacation shall take same at the time scheduled. If, however, it becomes necessary for the Company to reschedule employees scheduled vacation dates, they shall be given at least 15 working days' advance notice of such rescheduling and will be paid at the rate of time and one-half their regular rate of wages for all work performed during the scheduled vacation period. The rescheduled vacation with pay to which they are entitled will be granted at a mutually agreed upon later date. Should the Company find it necessary to reschedule an employee's annual vacation it will first discuss the matter with the Regional Representative of the Association with a view to alleviating any serious hardship, which might result from such rescheduling. Reasonable expenses incurred, supported by receipts, will be paid by the Company.

9.19 Employees desiring an advance vacation payment must make application for same not later than five weeks prior to commencing their vacation. The advance vacation payment shall be 4% of the employee's previous year's earnings, less an appropriate amount (approximately 30%) to cover standard deductions.

9.20 When employees are required to attend court during their annual vacation as a result of legitimate action taken while on duty, they shall be paid a minimum of one regular day's pay and one day at pro-rata rates for each day so required. In addition, their vacation will be rescheduled on a day for day basis. Reasonable expenses incurred will be paid by the Company in accordance with departmental policy.

9.21 In the application of this Article, it is understood that vacations may be split. When vacations are split, employees will only be allotted a choice of vacation dates for the second split portion after all other employees have been allotted their first choice of vacation dates; and for the third split portion after all other employees have been allotted their second choice of vacation dates and so on.

ARTICLE 10 **GENERAL HOLIDAYS**

10.1 An employee who qualifies in accordance with paragraph 10.3 hereof, shall be granted a holiday with pay on each of the following general holidays, including a general holiday falling on an employee's rest day:

All Provinces:

New Year's Day

The day after that on which New Year's Day is observed, except when New Year's Day falls on a Friday this holiday will be observed on the following Monday.

Good Friday

Victoria Day

Dominion Day

Labour Day

Thanksgiving Day

Christmas Day

Boxing Day

All provinces except Quebec and Newfoundland

Civic Holiday (the First Monday in August)
Remembrance Day

Quebec:

Fête Nationale (St. Jean Baptiste Day)
First Monday in August

Newfoundland:

Remembrance Day
Discovery Day

In the event Parliament establishes "Heritage Day" (the third Monday in February of each year) as a statutory holiday this day will be substituted for the First Monday in August in the province of Quebec and for the day after that on which New Year's Day is observed in the other provinces.

If in any Province or part thereof a holiday is more generally recognized than any one of the general holidays specified above the signatories hereto will substitute such holiday therefore in the Province or part thereof. If the signatories hereto fail to agree that such holiday is more generally recognized the dispute will be submitted to arbitration for final decision.

10.2 Intentionally Left Blank

10.3 In order to qualify for any one of the holidays specified in paragraph 10.1, hereof, employees:

- (a) Must have been in the service of the Company and available for duty for at least 30 calendar days. This sub-paragraph (a) does not apply to employees who are required to work on the holiday;
- (b) Must be available for duty on such holiday if it occurs on one of their work days excluding vacation days, except that this does not apply in respect of employees who are laid off or suffering from a bona fide injury or who are hospitalized on the holiday, or who are in receipt of, or who subsequently qualify for, weekly sickness benefits because of illness on such holiday; regularly assigned employees who are required to work on such general holiday shall be given an advance notice of four calendar days, except for unforeseen exigencies of the service, in which case they will be notified not later than the completion of their shift or tour of duty immediately preceding such holiday that their services will be required;
- (c) Must be entitled to wages for at least 12 shifts or tours of duty during the 30 calendar days immediately preceding the general holidays. This sub-paragraph (c) does not apply to employees who are required to work on the holiday.

NOTE: Provided that an employee is available for work on the general holiday, absences from scheduled shifts or tours of duty because of bona fide injury, hospitalization, illness for which the employee qualifies for weekly sickness benefits and authorized maternity leave will be included in determining the 12 shifts or tours of duty referred to in this sub-paragraph (c).

Cumulative Time Off (CTO)

10.4 When a general holiday falls on an employee's rest day the employee may elect in writing to accept either an extra day's pay or one day off with pay in lieu thereof at a time mutually agreeable to him/her and the Company.

10.5 A qualified employee whose vacation period coincides with any of the general holidays specified in paragraph 10.1 shall receive an extra day's vacation with pay to which the employee is entitled for that general holiday, this to be taken at a mutually agreeable time.

10.6 Employees qualified under paragraph 10.3 and who are not required to work on a general holiday shall be paid eight hours' pay at the straight time rate of their regular assignment.

10.7 Employees who qualify in accordance with paragraph 10.3 and are required to work on a general holiday shall have the option of either being paid for such time worked on a general holiday at time and one-half or taking time off in lieu of payment for time worked on such general holiday at the rate of time and one-half hours off for every hours worked on the general holiday. Employees may accumulate up to **90** hours off as a result of general holidays. Employees will not be allowed to carry over any hours from one calendar year to the other.

10.8 For the purpose of paragraph 10.3, shifts or tours of duty commencing on or after 2000 hours on the eve of the general holiday and prior to 2000 hours on the night of the general holiday shall be considered as work on that holiday.

ARTICLE 11
SENIORITY GROUPINGS

11.1 For the purpose of seniority, all employees shall be grouped as follows:

Seniority Districts	Divisions
No. 1	Pacific Division
No. 2	Mountain Division
No. 3	Prairie Division
No. 4	Great Lakes Division
No. 5	Champlain Division

11.2 Separate seniority lists will be maintained for Constables on each seniority district. Should other classifications mentioned in the certification order be introduced, the matter of seniority grouping with respect to such employee(s) will be the subject of negotiation between the parties.

11.3 Seniority Lists will be posted in the respective seniority districts in January of each year. Such lists will show the name, position, location and seniority date of an employee in each group in which such employee holds seniority. Copies of seniority lists will be furnished to the all members of the Employees' National Executive.

11.4 Seniority will date from the date of last permanent entry into the service on a position in a seniority group covered by this Agreement. In the case of employees promoted from one seniority group to another covered by this Agreement, the date of first permanent service in the group to which promoted will apply.

11.5 Except when affected by a reduction in staff and unable to hold a position in their present rank on their basic seniority territory, employees who voluntarily exercise their seniority to a lower rank will forfeit their seniority in the higher rank, which they are leaving.

11.6 Employees accepting service in the Special Service Branch will continue to accumulate seniority on the seniority district from which transferred.

11.7 An employee having less that twelve months' accumulated work experience in any seniority group covered by this Agreement will be considered as on probation.

11.8 Protests in regard to seniority standing must be submitted in writing. When proof of error is presented by employees or their representatives, such error will be corrected and when so corrected, the agreed upon seniority date will be final. No change will be made in the existing seniority status of an employee unless concurred in by the Deputy Chief of CN Police and the National Representative of the Region concerned.

11.9 Employees who, while filling a position under this Agreement, are transferred to a position covered by another Wage Agreement not represented by the Association may continue to fill such position for a continuous period of up to six calendar months without loss of seniority, but must return to their former position at, or prior to, the expiration of such six-calendar-month period, provided there is work available for them in their own seniority territory or forfeit their seniority rights under this Agreement.

11.10 Paragraph 11.9 shall not apply to employees who, while holding seniority rights under another Wage Agreement, obtain employment and establish seniority under this Agreement. If such employees, while filling a position under this Agreement, exercise their seniority under the provisions of another Wage Agreement, their names shall be removed from the seniority list. An employee shall not be regarded as having exercised seniority rights when used for emergency service only.

11.11 Employees who accept a promotion or transfer from a position covered by this Agreement to a non-schedule position with the Police Service, are governed by the following:

- (a)** Employees, promoted temporarily to a non-schedule official or excepted position, will be subject to dues deductions while working temporarily on this non-schedule, official or excepted position.
- (b)** Commencing December 1, 2008, employees occupying a permanent non-schedule, official or excepted position and those thereafter promoted permanently to such a position will have the option of paying a union seniority maintenance assessment. Within thirty calendar days of commencing work on the non-scheduled official or excepted position, the employee must advise the Association of his/her desire to pay the union seniority assessment. The union seniority assessment referred to above shall be equal to the uniform monthly dues paid by employees represented by the CNRPA. Employees who elect to pay the assessment shall continue to accumulate seniority for a period of one year. Following this period, such employees will lose all seniority and their name will be removed from the seniority list. Employees who elect not to pay the union seniority assessment shall cease accumulating seniority and immediately be removed from the seniority list
- (c)** The names of employees who accept a promotion or transfer from a position covered by this Agreement to a non-schedule position with the CN Police Service will be continued on the seniority list for the seniority district from which transferred and shall retain their seniority rights and, subject to paragraph 11.11 (b) above, continue to accumulate seniority while so employed for a period of one year. Following this period, such employee will lose all seniority and their name will be removed from the seniority list. Such persons, when released from non-schedule employment, may within 30 calendar days of such release exercise their rights to any vacant position in their seniority district which they are entitled to under the qualifications and seniority provisions of paragraph 12.1, and failing to do so, shall forfeit their seniority, in which event their names shall be removed from the seniority list.

NOTE Intentionally left blank.

11.12 Employees who have been discharged and are subsequently returned to the service in a position covered by this Agreement, unless reinstated with their former seniority standing, will only be allowed seniority from the date of their return to the service. Employees who are not reinstated with

their former seniority standing within one year of the date of their discharge may only be so reinstated by agreement between the proper representative of the Company and the Association.

11.13 Employees, who, while laid off, accept work under this Agreement in another seniority district will acquire seniority in the new seniority district from the date of appointment therein and shall continue to accumulate seniority in the former seniority district. When recalled to service in their former seniority district, they shall respond or lose all seniority rights in the former seniority district. If they return to the former seniority district when called, their seniority rights in the new seniority district shall terminate.

11.14 When two or more employees commence work in the same seniority district on the same day, the procedure for establishing their relative seniority standing shall be determined as follows:

1. The employee with the greatest amount of prior police/peace officer service shall be senior;
2. If (1.) is the same, the employee with the greatest amount of prior service with CN shall be senior;
3. If (2.) is the same, the employee who first signed the Company's application form for employment shall be senior or;
4. If (3.) is the same, the employees' names shall be placed on the seniority list as mutually agreed upon by management and the CNRPA.

ARTICLE 12

BULLETINING AND FILLING POSITIONS

12.1 Appointments shall be made by the appropriate officer of the Company on the basis of the applicants' qualifications and seniority. Qualifications being equal, seniority will govern. The applicants' qualifications shall reflect not only the results of promotional examinations, but their skill and ability to perform the work required of the position to be filled in accordance with the provisions of paragraph 12.8.

12.2 Employees will be given opportunities periodically to establish, or improve, their qualifications. Results of all tests and examinations related thereto shall be made known to the employee within thirty days, unless impractical to do so.

12.3 Except for positions in the Special Service Branch, vacancies of a known duration of 90 days or more, which the Company requires to be filled, shall be bulletined in accordance with this Article. Where necessary, vacancies in the Special Service Branch may be filled by employees appointed by the Company from across the System.

12.4 Bulletins shall show location, territory normally covered, classification and rate of pay. Bulletins shall be posted for seven calendar days in places accessible to all employees affected. Bulletins for points where five employees or less are employed will indicate the territory regularly covered by such positions. Copies of all bulletins issued under this rule shall be furnished to the National President and Secretary of the Association.

12.5 Employees desiring such positions will, within the seven-calendar-day period specified in paragraph 12.4, forward to the designated officer their applications, in which they will clearly set out their qualifications.

12.6 In the event there are no applications in the seniority district in which the vacancy occurs, the junior qualified employee not regularly assigned in such seniority district will be appointed. In the event there is no junior qualified employee, the position will be offered to the qualified applicants in seniority order from other seniority districts under this Agreement.

In the event there is no senior qualified applicant under this Agreement, the position will be offered to the qualified employees in seniority order from Agreement 28.1 in the seniority district in which the vacancy occurs.

In the event there is no qualified applicant in the seniority district in which the vacancy occurs, the position will be offered to qualified employees in seniority order from other seniority districts under Agreement 28.1. In the event there are no qualified applicants from any seniority district, the Company shall make an effort to qualify applicants from all seniority districts.

Employees appointed to a position on a new seniority district shall be transferred with full seniority but employees so appointed cannot bid for vacancies in their new seniority district until a period of two years has elapsed except that such employees shall be considered senior to and may bid for vacancies ahead of new employees promoted or hired after the effective date of such transfer and ahead of employees similarly transferred after the effective date of such transfer. Simultaneous bulletining of all vacancies in all districts is not required if there is a junior qualified employee, not regularly assigned, available for appointment to the vacancy in the absence of applications.

Employees with less than one year of service shall be entitled to bid for positions within the seniority district only after system wide bulletins have been accepted.

This Article will not apply in respect of filling a seasonal or temporary position.

NOTE: For positions in Seniority District number 5, under Agreement 28.2, Seniority Districts numbers 5 and 6 of Agreement 28.1 will be considered as one.

12.7 The name of appointees and their appropriate seniority date shall be bulletined within seven calendar days after the closing date of the bulletin in the same manner as the position was bulletined. Employees who through no fault of their own are not permitted to take over a position to which appointed within 30 days from date of appointment will be paid the rate of the position to which they are appointed if higher than the rate of the position they are filling.

12.8 Employees who are assigned to positions by bulletin must demonstrate their ability to perform the work of the position within a reasonable period of time up to six months. Failing to demonstrate their ability to do the work satisfactorily, they shall be returned to their former position without loss of seniority. If employees are returned to their former position, the Company shall, upon the request of the employees concerned, notify the Association's President and shall furnish in writing the reason(s) for the employees' disqualification.

12.9 Employees who are awarded a vacancy of 90 calendar days duration or less may not be permitted to apply for any other temporary vacancy for a period of 90 calendar days from the date of assuming the position or vacancy.

12.10 Employees returning from leave of absence (including bona fide sick leave which extends over the duration of the bulletining period) shall return to their former position or may within 5 calendar days exercise their rights to any position bulletined during such leave of absence, provided they have the qualifications to perform the work. This same provision will apply in the case of employees returning from vacation. Employees thus displaced may exercise their seniority in their seniority district to any position they are qualified to fill.

12.11 Employees released by the Company from service in the Special Service Branch shall exercise their seniority on their former seniority district provided they have the qualifications to do the work. Any employee who requests release from service in the Special Service Branch will not be permitted to displace any regularly assigned employee but will be permitted to apply for any vacancies within his or her group.

12.12 Notwithstanding the conditions prescribed in Article 22 of this Agreement, the Company shall provide the National Representative of the Region and the National Secretary with notification in writing 7 calendar days in advance of any position covered by this Agreement being abolished.

ARTICLE 13
STAFF REDUCTIONS AND RECALL TO SERVICE

13.1 As much advance notice as possible will be given employees affected when reducing forces.

13.2 When reducing forces senior employees will be retained.

13.3 Employees whose positions are abolished or ones who are displaced may exercise their rights under the qualifications and seniority provisions of Article 12 to any position in their seniority territory before exercising system wide. Employees exercising seniority in accordance with this Article shall, within the five calendar days (excluding vacation days or while on authorized leave of absence) preceding the effective date of the abolishment of their position or displacement, make their choice in writing, and must commence work on the position of their choice within 30 calendar days, failing which they shall forfeit their seniority and their names shall be removed from the seniority list, unless they have been granted an authorized leave for vacation or a bona fide sickness attested to by a physician. The 30 calendar days may be increased by mutual consent between the Association President and the appropriate representative of CN Police management. Employees exercising their seniority under the provisions of this Paragraph must displace or exercise seniority onto a regular position and only thereafter will such employees be allowed to take temporary vacancies and/or temporary positions/ assignments.

Note 1: In the application of the second sentence of paragraph 13.3 above, employees whose positions are abolished or who are displaced as a result of a notice served pursuant to paragraph 22.38 of Article 22, will make their choice in writing within the 15 calendar days following their notification of displacement or of abolishment of their positions, rather than within the five calendar days preceding the effective date of the abolishment of their positions or displacement.

Note 2: In the application of this paragraph 13.3, employees unable to hold work on their seniority district may displace a junior employee assigned to the special branch from their seniority district. If, however, such employees are not suitable for work in the special branch, the Company may appoint another suitable employee from the seniority district for the special branch.

Note 3: It is understood that relocation benefits only apply to employees meeting the eligibility criteria as defined under the Employment Security and Income Maintenance provisions of Article 22.

13.4 The provisions of paragraph 13.3 will apply to employees who are on leave of absence at the time of displacement or abolishment of their positions from the expiry date of such leave of absence.

13.5 To be eligible for recall, laid-off employees must keep their Inspector informed of their current addresses.

13.6 Laid-off employees shall, if qualified, be returned to service in order of seniority when the staff is increased or when vacancies occur in their seniority district.

13.7 Laid-off employees who are not working for the Company must accept recall for any work within the CN Police and, non-scheduled positions, on their seniority district where a vacancy exists. A laid-off employee may refuse recall to a position, without loss of employment, provided that another junior, qualified laid-off employee is available. Employees recalled to temporary non-scheduled positions away from their home location will be entitled to the provisions of Addendum 8.

13.8 A laid-off employee who fails to report for duty after receiving notification by registered letter, or who fails to give satisfactory reason for not doing so within five calendar days of the date of such notification, shall forfeit his/her seniority rights and his/her name shall be removed from the seniority list.

13.9 During periods of layoff, employees may be required to accept recall for CN Police related training as directed by the Company or they will sever their employment relationship with the Company.

13.10 Subject to the provisions of paragraph 22.1, eighteen months after being laid off, employees who have not been recalled will have their benefits terminated. After eighteen months, such employees will be removed from the seniority list and their employment relationship with the Company will end.

ARTICLE 14

GRIEVANCE PROCEDURE

14.1 It is the mutual desire of the parties hereto that complaints of employees shall be adjusted as quickly as possible and preferably before entering the grievance process.

14.2 Any difference between the parties arising from the interpretation, application or alleged violation of this Agreement or involving an employee's unsettled complaint may be taken up as a grievance. Where applicable, the grievance should state the article(s) upon which it is based. The grievance must be filed in the Grievance Tracking System (GTS) and presented in the following manner and sequence:

Step Number One

An employee, who may be accompanied by his/her representative, may present the grievance in writing to the Chief of CN Police or his/her designate within 30 calendar days from the date of the cause of the grievance. The Chief, CN Police or other designated officer shall render a decision in writing within 30 calendar days after the date he/she received the grievance.

Step Number Two

If the decision of the Chief, CN Police is not satisfactory to the employee, an appeal may be made in writing on behalf of the employee by the appropriate representative of the Association to the Vice-President – Human Resources within 30 calendar days after the date he/she receives the decision of the Chief, CN Police under Step Number One. The Vice-President shall render his/her decision in writing within 30 calendar days after the date he/she received the appeal.

A grievance concerning the discipline of an employee will be processed at Step Number Two of the grievance procedure within 30 calendar days of the date the employee is notified of the discipline.

14.3 Failing settlement under Step Number Two any differences between the parties, except where an employee has less than six months' service in the department, may be taken to arbitration as provided in Article 15. If no written request for arbitration is received within 30 calendar days after the decision in Step Number Two is given, it shall be deemed to have been settled or abandoned.

14.4 Any difference arising directly between the Association and the Company may be submitted in writing by either party at Step Number One.

14.5 At any stage of the grievance procedure, including arbitration, the conferring parties may have the assistance of the employee or employees concerned and any necessary witnesses.

14.6 All decisions arrived at between representatives of the Company and representatives of the Association shall be final and binding upon the Company, the Association and the employee or employees concerned.

14.7 (SUSPENDED effective January 31 2015 – Refer to Addendum 7-D) Whenever employees are requested to appear at a hearing or requests a hearing on their own behalf for the purpose of answering to their alleged breaking of rules, they may be accompanied by one or two fellow employees who may be accredited representatives of the Association with the exception of any fellow employee who has notice or was a witness of the alleged breaking of rules. The employee or his/her representatives shall have the right to question attending witnesses in an orderly manner and they shall also be shown sufficient evidence related to the case. The employee shall be given at least three days' notice of such hearing and the reason(s) therefore. The officer conducting the hearing on the Company's behalf shall not be the same officer who was instrumental in reporting the employee for allegedly breaking the rules. In the application of this paragraph, the Regional National Vice-President will be provided with a simultaneous copy of all notices for hearings.

(See Addendum 7-A,7-B & 7-C)

14.8 (SUSPENDED effective January 31, 2015 – Refer to Addendum 7-D) When employees are required to attend a hearing for the purpose of answering their alleged breaking of rules, notes may be taken and recorded during such hearings. The employee(s) will not be asked to sign such documents.

14.9 In connection with investigation of alleged misconduct or the breaking of Company rules, no employee shall be required to submit to a polygraph (lie detector) test.

14.10 Should the employee be exonerated, he/she shall be paid at the schedule rate for any time lost as a consequence of any disciplinary action taken by the Company less any amount earned in other employment. If exonerated and, if at any stage of the grievance procedure, he/she is required by the Company to be away from his/her residence, he/she will be reimbursed upon production of receipts as required in accordance with Company practice for all necessary expenses incurred.

14.11 Both parties will make reasonable efforts to respond within the time frame provided. The time limits as provided in this Article may be extended by mutual agreement.

14.12 An employee held out of service pending investigation will be notified immediately of the reason for such action. The employee will be advised in writing of the reason(s) within seven calendar days after the date of such suspension. The employee will then be informed in writing of the Company's decision with respect to the alleged irregularity as soon as practicable but in any event within 14 calendar days of said suspension unless such time is extended in accordance with paragraph 14.11.

(See Addendum 7-C)

14.13 An employee's offenses when known by the Company will be brought to his/her attention as soon as appropriate following such occurrences.

14.14 An employee, other than a probationary employee, who is discharged, will be informed immediately in writing of the reason(s) for his/her discharge. The Chief of CN Police will notify the appropriate National Representative of the Association in writing of the name of the employee and the effective date of the discharge within five calendar days. If the employee considers that he/she has been unjustly treated, he/she may, within 14 calendar days of his/her discharge, submit a grievance in writing through the appropriate member of the Association. Such grievance should set forth the grounds upon which it is made and be submitted at Step Number Two of the grievance procedure. Failing settlement at the grievance procedure, the case may be submitted to arbitration.

14.15 The settlement of a grievance at any stage in the grievance procedure shall not involve retroactive payment in excess of 60 calendar days prior to the date on which the grievance was first submitted in writing.

14.16 Where a grievance other than one based on a claim for unpaid wages is not progressed by the Association within the prescribed time limits the grievance will be considered to have been dropped. Where a decision with respect to such a grievance is not rendered by the appropriate officer of the Company within the prescribed time limit the grievance will be processed to the next step in the grievance procedure.

14.17 When a grievance based on a claim for unpaid wages is not progressed by the Association within the prescribed time limits, it shall be considered as dropped. When the appropriate officer of the Company fails to render a decision with respect to such a claim for unpaid wages within the prescribed time limits, the claim will be paid. The application of this rule shall not constitute an interpretation of the Collective Agreement.

ARTICLE 15
ARBITRATION
(Suspended January 11, 2018 – Refer to Addendum 19)

15.1 When either party requests that any grievance regarding the interpretation or alleged violation of the terms or provisions of this Agreement, amendments, supplemental agreements or any unsettled complaint be submitted to arbitration, it shall make such request in writing to the other party of this Agreement. Such requests shall be made within 30 days from the date the decision was received under the final step of the grievance procedure set forth in Article 14.

15.2 The party requesting arbitration shall submit with its request the names of three arbitrators. If the other party does not agree to one of the nominees so proposed, it shall in its turn submit within ten calendar days to the other party a further list of three arbitrators. If the parties can still not agree upon the arbitrator to be appointed, the Minister of Labour shall be requested to select an arbitrator and his/her selection shall be final.

15.3 The decision of the arbitrator shall be rendered in writing to both parties within 30 calendar days of the completion of the arbitration hearings and shall be final and binding upon both parties.

15.4 Each party shall share equally the fee and expenses of the arbitrator.

15.5 The arbitrator shall not make any decision that subtracts from, modifies, rescinds or disregards any term or provision of this Agreement.

ARTICLE 16
HELD FOR INVESTIGATION OR COMPANY BUSINESS

16.1 Employees held for Company's investigations and no responsibility is attached to them in connection with the matter under investigation (i.e., not subject to discipline) or on Company business on the order of the proper officer will, if required to lose time by reason thereof, be paid for time lost. Reasonable expenses for transportation, necessary meals and lodging will be allowed by the Company.

ARTICLE 17
RELIEF WORK AND PRESERVATION RATES

17.1 When employees are temporarily assigned to a schedule position carrying a higher rate than their own, they shall receive the rate paid for the higher position. Employees temporarily assigned to a lower-rated position shall not have their rate reduced.

17.2 A temporary assignment contemplates the fulfillment of all the duties and responsibilities of the position during the time occupied. Assisting a higher-rated employee due to a temporary increase in the volume of work does not constitute a temporary assignment to a higher-rated position.

17.3 The rates of pay for new schedule positions shall be in conformity with the rates of pay for existing schedule positions of similar kind or class.

17.4 Established positions shall not be discontinued and new ones created covering relatively the same class or work for the purpose of reducing the rate of pay.

ARTICLE 18
SERVICE LETTERS

18.1 Persons entering the service of the Company will within 30 days from date of employment have returned to them all service cards and letters of recommendation which had been taken up for inspection by the Company, except those addressed to or issued by the Company.

18.2 An employee who is dismissed or leaves the service of his/her own accord after giving due notice will, upon request, be given the usual certificate of service and will be paid as soon as possible.

ARTICLE 19
GENERAL

19.1 Members of the National Executive of the Canadian National Railways Police Association shall be granted leave without pay to attend general meetings or other business of the Association. Certain officers and delegates of Local District groups will be granted leave without pay to attend general meetings or other business of the Association. Transportation will be furnished for such purposes in accordance with Company regulations.

19.2 Notices of interest to employees may be posted by the National Representative(s) at all points on the Company's property where employees occupying positions within the scope of this Agreement are employed. A proper notice board shall be supplied by the employees and shall be in keeping with the general furnishings.

19.3 An employee prevented from completing a shift due to a bona fide injury sustained while on duty will be paid for his/her full shift at straight time rates of pay, unless the employee receives Worker's Compensation benefits for the day of injury in which case the employee will be paid the difference between such compensation and payment for his/her full shift.

ARTICLE 20
ASSOCIATION DUES

20.1 The Company shall deduct on the payroll for the "established" second pay period of each month from wages due and payable to each employee coming within the scope of this Agreement an amount equivalent to the uniform monthly dues, subject to the conditions and exceptions set forth hereunder.

20.2 The amount to be deducted shall be equivalent to the uniform, regular dues payment of the Association signatory hereto, covering the position in which the employee concerned is engaged and shall not include initiation fees or special assessments. The amount to be deducted shall not be changed during the term of this Agreement excepting to conform with the change in the amount of regular dues of the Association in accordance with its constitutional provisions. The provisions of this Agreement shall be applicable on receipt by the Company of notice in writing from the Association of the amount of regular monthly dues.

20.3 Membership in the Association signatory hereto shall be available to any employee eligible under the constitution of the Association on payment of the initiation or reinstatement fees uniformly required of all other such applicants concerned. Membership shall not be denied for reasons of race, national origin, colour or religion.

20.4 Deductions for new employees shall commence on the first pay period, which contains the twenty-fourth day of the month.

20.5 If the wages of an employee payable on the payroll for the last pay period of any month are insufficient to permit the deduction of the full amount of dues, no such deduction shall be made from wages of such employees by the Company in such month. The Company shall not, because the employee did not have sufficient wages payable to him/her on the designated payroll, carry forward and deduct from any subsequent wages the dues not deducted in an earlier month.

20.6 Employees filling positions coming within the scope of more than one Wage Agreement in the pay period in which deduction is made shall have dues deducted from the Organization holding the Agreement under which the preponderance of their time is worked in that period. Not more than one deduction of dues shall be made from any employee in any month.

20.7 Only payroll deductions now or hereafter required by law, deduction of monies due or owing the Company, pension deductions and deductions for provident funds shall be made from wages prior to the deduction of dues.

20.8 The amounts of dues so deducted from wages accompanied by a statement of deductions from individuals shall be remitted by the Company to the officer of the Association concerned, as may be mutually agreed by the Company and the Association, not later than 40 calendar days following the pay period in which the deductions are made.

20.9 The Company shall not be responsible financially or otherwise, either to the Association or to any employee, for any failure to make deductions or for making improper or inaccurate deductions or remittances. However, in an instance in which an error occurs in the amount of any deduction of dues from an employee's wages, the Company shall adjust it directly with the employee. In the event of any mistake by the Company in the amount of its remittance to the Association, the Company shall adjust the amount in a subsequent remittance. The Company's liability for any and all amounts deducted pursuant to the provisions of this Agreement shall terminate at the time it remits the amounts payable to the designated officer or officers of the Association.

20.10 The question of what, if any, compensation shall be paid the Company by the Association signatory hereto in recognition of services performed under this Agreement shall be left in abeyance subject to reconsideration at the request of either party on 15 days' notice in writing.

20.11 In the event of any action at law against the parties hereto resulting from any deduction or deductions from payrolls made or to be made by the Company pursuant to the first Paragraph of this Agreement, all parties shall co-operate fully in the defense of such action. Each party shall bear its own cost of such defense except if at the request of the Association counsel fees are incurred these shall be borne by the Association so requesting. Save as aforesaid the Association shall indemnify and save harmless the Company from any losses, damages, costs, liability or expenses suffered or sustained by it as a result of any such deduction or deductions from payrolls.

20.12 The Company is to provide Association dues on employees' T-4 slips, subject to the following conditions:

- (a)** The amount of Association dues deducted must be "reportable union dues" as defined by the Income Tax Act. That is, the Association dues deducted by the Company must not contain amounts, which are considered unreportable by the Income Tax Act.
- (b)** The Association must provide a finalized certification not more than 15 days following receipt of Association dues deduction data from the Company.
- (c)** Only Association dues deducted directly through the payroll system will be reported on T-4's. The Association will be responsible for reporting any Association dues transactions outside the Company's control, such as adjustments between unions, direct pay by employee, and direct reimbursement to employee.

ARTICLE 21 **FREE FREIGHT ORDER**

21.1 The Company agrees to provide a free freight order to employees who elect to sever their employment and return to the original work location under agreement 28.02.

To be eligible the employee must have moved while exercising seniority either by displacement or bid under the CN Police Collective Agreement.

ARTICLE 22 **EMPLOYMENT SECURITY AND INCOME MAINTENANCE**

Definitions

The terms used herein will have the meanings as hereinafter provided:

- A.** "Employment Security" means that an employee who has eight or more years of Cumulative Compensated Service with the Company, and commenced service prior to January 1, 1992, will have Employment Security as provided in paragraphs 22.32 to 22.36.
- B.** "Eligible Employee" means an employee of the Company represented by the Association who is eligible for benefits pursuant to the eligibility requirements of paragraphs 22.1 to 22.11, paragraphs 22.20 to 22.31 and paragraph 22.51.
- C.** "Basic Weekly Rate" means the Basic Weekly Rate of pay applicable to the position held at the time of change. (Hourly rated employees, 40 X the basic hourly rate; spare employees, 80 per cent of average weekly earnings over the eight weeks preceding layoff.)

- D. "Seniority District/Territory" means that Seniority District/Territory as defined in the applicable collective agreement.
- E. "Cumulative Compensated Service" means:
- (i) One month of Cumulative Compensated Service which will consist of 21 days or major portion thereof.
 - (ii) Twelve months of Cumulative Compensated Service shall constitute one year of Cumulative Compensated Service calculated from the last date of entry into the Company's service as a new employee. For partial year credit, six or more months of Cumulative Compensated Service shall be considered as the major portion thereof and shall be counted as a year of credit towards computation of severance or layoff benefits. Service of less than six months of Cumulative Compensated Service shall not be included in the computation.
 - (iii) For an employee who renders compensated working service in any calendar year, time off duty, account bona fide illness, injury, authorized maternity leave, to attend committee meetings, called to court as a witness or for uncompensated jury duty, not exceeding a total of 100 days in any calendar year, shall be included in the computation of Cumulative Compensated Service.
- F. "Technological Change" means: the introduction by the employer into his/her work, undertaking or business of equipment or material or a different nature or kind than that previously utilized by him/her in the operation of the work, undertaking or business; or
- "Operational or Organizational Change" means: a change in the manner, method, procedure or organizational structure by which the employer carries on the work, undertaking or business not directly related to the introduction of equipment or material provided that any such change is not brought about by:
- (i) A permanent decrease in the volume of traffic outside of the control of the company; or
 - (ii) A normal reassignment of duties arising out of the nature of the work in which the employee is engaged; or
 - (iii) A normal seasonal staff adjustment.

NOTE: Any permanent shutdown or permanent partial shutdown of an operation, facility or installation, shall be considered as a Technological, Operational or Organizational change. Any permanent Company-initiated change, excluding changes which are brought about by general economic conditions, and which result from the reduction or elimination of excess plant capacity shall also be considered as Technological, Operational or Organizational changes.

Labour Adjustment Committee

22.1

- (a) The Labour Adjustment Committee shall consist of up to three representatives of management and up to three representatives of the Association. The Committee shall be co-chaired by the Chief, CN Police, or designate and the National President of the Association, or designate.

Part-time Association officers participating in Labour Adjustment Committee meetings will not lose any pay. The Company will reimburse any expenses incurred as per provisions of the Collective Agreement.

The Committee will meet quarterly or as often as is deemed appropriate by the Co-Chairpersons.

- (b)** The role of the Committee will be to:
 - (i)** Review the status of surplus employees as well as any initiative, which may impact employees represented by the Association.
 - (ii)** Mediate the item(s) remaining in dispute following the discussions held in accordance with Paragraph 22.1(c).
 - (iii)** Examine placement opportunities for surplus employees inside the Company system wide, as well as with external employers, where appropriate. The Committee will do everything possible to encourage surplus employees to accept employment opportunities identified by the Committee.
 - (iv)** Provide, where it deems appropriate, tuition assistance of up to \$3,000 to surplus employees. This assistance will be provided for training or education, which will assist the individual in accessing work opportunities inside the Company or with external employers. These expenditures may be advanced upon presentation of appropriate receipts and documentation to the Committee.

Dispute Resolution

- (c)** If the Labour Adjustment Committee is unable to resolve the differences within a fixed period of time to be determined at the commencement of its meetings, or some mutually agreed extension thereof, the matters in dispute may be referred for final and binding settlement to an Arbitrator as set out in paragraph 22.53 through 22.59, inclusive. The matters to be decided by the Arbitrator shall not include any question as to the right of the Company to make the change, which right the Association acknowledges, and shall be confined to items not otherwise dealt with in this Article 22.

Weekly Layoff Benefits and Severance Payments

Benefit Accumulation - Layoff Payments

22.2

- (a)** For each year of Cumulative Compensated Service (or major portion thereof) an employee will be allowed a gross layoff benefit credit of five weeks for each such year.
- (b)** Effective June 14, 1995, an employee with 8 years or more but less than 20 years of Cumulative Compensated Service (or major portion thereof), will be allowed a gross layoff benefit credit of six weeks for each such year.

NOTE: In arriving at net layoff benefits available for an employee, any previous layoff payments made under any other Agreement and this Article 22 must be taken into account on a "weeks of benefits paid" basis. For example, if an employee with 10 years Cumulative Compensated Service was laid off under the provisions of this Article, he/she would be treated as follows:

Gross weeks of layoff benefits entitlement - 10 (yrs) X 6 (weeks)	<u>60 weeks</u>
Less weeks of layoff benefits paid under the provisions of a previous Job Security Agreement, and/or this Article	<u>10 weeks</u>
Net Layoff Benefit available	<u>50 weeks</u>

- (c) Except as provided in paragraph 22.3, an Eligible Employee who is laid off, and whose layoff benefit credit is reduced due to weekly layoff benefit payment being made during the period of layoff in accordance with this Article 22, will, on recall, accumulate layoff benefit credits in accordance with the above provisions.

22.3 An employee who, at the beginning of the calendar year, has completed 12 years of Cumulative Compensated Service and subsequently receives weekly benefits due to layoff, in accordance with the provisions of this Article 22 shall, upon return to service after termination of layoff, be credited with the accumulated layoff benefit weeks he/she had to his/her credit at the time of layoff.

22.4

- (a) An employee who is not disqualified under sub-paragraph (d) hereof, shall be eligible for a benefit payment in respect of each full week of seven consecutive calendar days of layoff (herein called "a claim week") provided he/she meets all of the following requirements:

- (i) He/she has two years or more of continuous employment relationship at the beginning of the calendar year in which the period of continuous layoff in which the claim week occurs began (calendar year shall be deemed to run from January 1st to December 31st);
- (ii) For weekly layoff benefit payment, a continuous waiting period of seven days in the period of layoff has expired. Each period of layoff will require a new seven-day waiting period in order to establish eligibility for weekly layoff benefits, except that once an employee has been on layoff for more than seven days, and is recalled to work for a period of less than ninety calendar days, such employee will immediately become eligible for weekly layoff benefits upon layoff within such ninety days.
- (iii) He/she has made application for benefits in the prescribed form and in accordance with the procedures prescribed herein;
- (iv) He/she has exercised full seniority rights on his/her Basic Seniority Territory as provided for in the relevant collective agreement, except as otherwise expressly provided in sub-paragraph (d), clauses (ii) and (iii) of this paragraph 22.4.
- (v) Employees who elect layoff benefits under paragraphs 22.1 to 22.11, will forfeit their entitlement to a severance payment under paragraph 22.51.
- (vi) He or she has not applied for a severance payment under paragraph 22.51 within fourteen calendar days from the date of layoff.

- (b) Intentionally left blank

- (c) An employee who, on being laid off, does not qualify under clause (i) of sub-paragraph (a) of paragraph 22.4 shall, if still laid off in the next calendar year, qualify under said clause (i) if at the beginning of said next calendar year he/she has two years of continuous employment relationship. The seven-day waiting period and the thirty-day waiting period provided for in clauses (ii) and (iii), respectively of sub-paragraph (a) of paragraph 22.4 shall commence from the 1st day of January of that year.

- (d) Notwithstanding anything to the contrary in this Article, an employee will not be regarded as laid off:
- (i) During any day or period in which his/her employment is interrupted by leave of absence for any reason, sickness, injury, disciplinary action (including time held out of service pending investigation) failure to exercise seniority (except as otherwise expressly provided for in sub-paragraph (d) clause (ii) of paragraph 22.4, retirement, Act of God, including but not limited to fire, flood, tempest or earthquake or a reduction or cessation of work due to strikes by employees of the Company;
 - (ii) During any interval between the time that he/she is recalled to the service of the Company after a period of layoff, and the time at which he/she actually resumes work during any waiting period provided for in the relevant collective agreement; except that an employee who does not, as a consequence of the foregoing, return to service on the day work is available shall be governed by the provisions of paragraph 22.6 on the same basis as if he/she had returned to work on the date such work became available.
 - (iii) If he/she declines, for any reason, other than as expressly provided for in sub-paragraph (d) clause (ii) of paragraph 22.4, recall to work on his/her Basic Seniority Territory in accordance with the seniority provisions of the relevant collective agreement or, refuses recall to work for a non-scheduled position of any duration on his/her seniority territory.
 - (iv) In respect of any period in which he/she is receiving other payments of any kind or nature directly from the Company, except as otherwise expressly provided in paragraph 22.6.
 - (v) After his/her dismissal from the service of the Company.

Note 1: "Basic Seniority Territory" as referred to in sub-paragraph (a) clause (iv) and sub-paragraph (d) clause (iii) of paragraph 22.4, shall be as defined in paragraph 11.1 of the Collective Agreement. Basic seniority territories as they exist on the date of signing of this Agreement shall not be changed without mutual consent of the parties.

Note 2: Employees required to fill temporary non-scheduled positions away from their home location in accordance with sub-paragraph 22.4 (d) (iii) will be covered by the provisions of Addendum 8.

Claims Procedure

22.5 An Eligible Employee, as defined in paragraph 22.4 may, at the expiration of the seven-day waiting period specified in sub-paragraph (a) clause (ii) of said paragraph 22.4, make application to a designated officer in the form and manner prescribed by the Company, for a weekly layoff benefit as follows:

- (a) Employees with TWO or more years of continuous employment relationship and LESS THAN TWENTY YEARS' Cumulative Compensated Service:
 - (i) A weekly layoff benefit for each complete week of seven calendar days laid off following the seven-day waiting period referred to in paragraph 22.4 of an amount which, when added to unemployment insurance benefits and/or outside earnings in excess of those allowable under unemployment insurance for such week, will result in the employee receiving 80 percent of his/her Basic Weekly Rate at time of layoff.
 - (ii) During any week following the seven-day waiting period referred to in paragraph 22.4, in which an Eligible Employee is not eligible for unemployment insurance benefits account eligibility for such benefits having been exhausted or account such employee not being insured for unemployment insurance benefits, or account unemployment insurance waiting

period, such employee may claim a weekly layoff benefit for each complete week of seven calendar days laid off of the maximum unemployment insurance weekly benefit currently in force or such lesser amount which, when added to the employee's outside earnings for such week, will result in the employee receiving 80 percent of his/her Basic Weekly Rate at time of layoff.

(iii) Weekly layoff benefits provided for under paragraph 22.5 shall cease when an Eligible Employee has exhausted the benefit accumulation as specified in paragraph 22.1.

(b) Employees with TWENTY OR MORE YEARS' of Cumulative Compensated Service:

(i) A weekly layoff benefit for each complete week of seven calendar days laid off following the seven-day waiting period referred to in paragraph 22.4 of an amount which, when added to unemployment insurance benefits and/or outside earnings in excess of those allowable under unemployment insurance for such week, will result in the employee receiving 80 percent of his/her Basic Weekly Rate at time of layoff.

(ii) During any week following the seven-day waiting period referred to in paragraph 22.4, in which an Eligible Employee is not eligible for unemployment insurance benefits account eligibility for such benefits having been exhausted or account such employee not being insured for unemployment insurance benefits, or account unemployment insurance waiting period, such employee may claim a weekly layoff benefit for each complete week of seven calendar days laid off of an amount which when added to the employee's outside earnings for such week, will result in the employee receiving 80 percent of his/her Basic Weekly Rate at time of layoff.

(c) It shall be the responsibility of the employee to report for each week for which he/she is claiming a weekly layoff benefit under Article 22 any amounts received from the Canada Employment and Immigration Commission in respect of such week, as well as any wages earned during such week while employed outside the Company. In the event an employee does not report all such outside earnings for any particular week, this will be interpreted as notice from him/her that his/her outside earnings for such week are the same as those for the previous week.

22.6 No weekly layoff benefit will be made for parts of a claim week as defined in sub-paragraph (a) of paragraph 22.4 except that:

(a) **Recall not covered by paragraph 22.6 (b) below**

An employee who has qualified for weekly layoff benefits in accordance with sub-paragraph (a) of paragraph 22.4 and who returns to work for part of the last claim week and thereby receives earnings from the Company in that last claim week may make application for a partial weekly layoff benefit which, when added to the earnings received in that week and to unemployment insurance benefits and/or outside earnings in excess of those allowable under unemployment insurance for such week will result in the employee receiving 80 percent of his/her Basic Weekly Rate at time of layoff.

(b) **Temporary recall for less than five working days**

An employee who has qualified for weekly layoff benefits in accordance with sub-paragraph (a) of paragraph 22.4 will not have his/her weekly benefit payment reduced for any claim week during which he/she returned to the service temporarily for less than five working days.

Example of Payment for Part Week on Recall

22.7 Assume that an employee with a rate of \$15.00 per hour (\$120.00 per day, \$600.00 per week) is laid off Friday, April 16, 1993, (last day worked April 15th) and recalled to work Thursday, May 27, 1993. This is 41 days, or 5 weeks and 6 days.

For the purpose of this illustration, the employee's plan claim week is Friday to Thursday, and the unemployment insurance claim week is Sunday to Saturday.

In these circumstances the employee's benefit entitlement would be as follows:

Plan Claim Week 1

Nil (waiting period).

Plan Claim Week 2

- (a) Employee with less than 20 years of service - unemployment insurance maximum – \$425.00 (from Article 22)
- (b) Employee with 20 or more years of service - 80% of Basic Weekly Rate at the time of layoff - (80% X \$600) = \$480.00 (from Article 22)

Plan Claim Weeks 3, 4 and 5

80% of Basic Weekly Rate at the time of layoff – (80% X \$600) = \$480.00 (\$342 unemployment insurance and \$138 from Article 22)

Last Plan Claim Week (May 21 - May 27, 1993, inclusive)

For unemployment insurance purposes, employee works 2 days, (May 27 and 28 - both of which days fall in one unemployment insurance claim week) - Earnings	\$240.00
Deduct unemployment insurance allowable earnings (25% of employee's unemployment insurance entitlement of \$342)	<u>\$ 85.50</u>
Net earnings for unemployment insurance purposes	\$154.50
Unemployment insurance entitlement during last plan claim week - (\$342 - \$154.50)	\$187.50

In order to make up the 80% of his/her Basic Weekly Rate during the last plan claim week - i.e., \$480, the employee would receive:

One day's wages for Thursday, May 27, the last day of the plan claim week	\$120.00
Unemployment insurance entitlement	\$187.50
From Article 22	<u>\$172.50</u>
TOTAL	\$480.00

22.8 Intentionally left blank.

Special Provisions for Employees with 20 Years or More of Cumulative Compensated Service

22.9

- (a)** An employee with 20 years or more of Cumulative Compensated Service who, in any calendar year, is laid off and unable to hold work on his/her Basic Seniority Territory shall, upon return to work, count the period of layoff, up to a maximum of 100 days in any such calendar year from 1976 on, towards the qualifying period for vacation in the ensuing years; such period of layoff in one year shall, upon return to work, also count as service for determining the vacation entitlement in the following year. Layoff days credited for vacation purposes shall not be used in any other manner to obtain additional credit.
- (b)** An employee with 20 years or more of Cumulative Compensated Service who is laid off and unable to hold work on his/her Basic Seniority Territory will have his/her group life insurance continued during the period of layoff, up to a maximum period of two years from date of layoff.

22.10 Any agreement reached between the parties will not be valid in respect of benefits under this Article unless approved by the Canada Employment and Immigration Commission on the basis that no deductions will be made from the Government unemployment insurance payments by reason of supplemental unemployment benefits. Notwithstanding anything contained in this Article, no Eligible Employee will receive for any week a layoff payment under this Article in excess of that which can be allowed the employee without any reduction in his/her unemployment insurance payment.

22.11 An employee who is on layoff on the effective date of this Article and not receiving weekly layoff benefits but who now qualifies for benefit payments in accordance with the terms of this Article, shall be entitled to claim weekly layoff benefit payments for the period of layoff subsequent to the date such claim is received by the designated Company officer providing such claim is submitted within sixty calendar days of the effective date of this Article. The period of continuous layoff immediately prior to the date claim is received by the designated Company officer shall be applied to the waiting period defined in sub-paragraph (a) clause (ii) of paragraph 22.4. Such employee who fails to file a claim within sixty calendar days of the effective date of this Article will forfeit his/her right to any benefit payments unless subsequently returned to work and again laid off.

Training of Employees

22.12 An employee who has Employment Security under the provisions of paragraphs 22.32 through 22.37, inclusive who has his/her position abolished and is unable to hold work due to a lack of qualifications, will be trained for another position within his/her seniority group and, failing that, will be trained (if necessary) in order to fill a position in keeping with the provisions of paragraphs 22.32 through 22.37, inclusive. Training (if necessary) will be provided for a position for which he/she has the suitability and adaptability to perform the duties of that position. Such employee will receive the 40-hour straight time pay associated with his/her last railway classification during his/her period of training (hourly rated employees, 40 x the basic hourly rate; spare employees, 40 x the average hourly earnings over the eight weeks preceding layoff).

22.13 An employee who does not have Employment Security under the provisions of paragraphs 22.32 through 22.37, inclusive and has two or more years of Cumulative Compensated Service and:

- (a)** Has been laid off or who has been advised that he/she may be laid off and who is, or will be, unable to hold other work in the Company because of lack of qualifications, or,
- (b)** Will be adversely affected by a notice served pursuant to paragraphs 22.38 through 22.47, inclusive requiring an employee to relocate or suffer a substantial reduction in his/her rate of pay,

Will be considered for training for another position within or without his/her seniority group, providing he/she has the suitability and adaptability to perform the duties of that position and provided he/she has indicated a willingness to work in the job for which he/she may be trained whenever vacancies exist.

22.14 At the option of the Company training provided under the provisions of either paragraph 22.12 or 22.13 may be:

- (a) At training classes conducted by qualified Company personnel;
- (b) At classes conducted by an approved training agency.

The type of training for which an employee may apply must:

- (i) Qualify the employee for a recognized Company position;
- (ii) Offer a likelihood of employment in the Company on completion of the training period in a position for which the employee has been qualified; or
- (iii) In the case of employees with 20 or more years of Cumulative Compensated Service, include the possibility of qualifying the employee for employment within or without the railway industry.

22.15 An employee covered by the provisions of paragraph 22.13 will receive 80 per cent of the Basic Weekly Rate of his/her last job classification during his/her period of training. In addition, he/she will be provided for the training period with books, equipment and tools, and allowed other necessary supplementary expenses associated with the training program.

22.16 Should an employee covered by the provisions of paragraph 22.13 be recalled from layoff before the scheduled completion of training, the employee will be allowed to complete the program without forfeiture of pay or seniority rights.

22.17 Notwithstanding any agreement to the contrary, the Company may require an employee who has completed a training program to take a position for which he/she has been trained.

22.18 In addition, the Company, where necessary and after discussion with the Association, will provide classes (after work or as arranged) to prepare present Company employees for upgrading, adaptation to technological change and anticipated new types of employment in the Company. The cost of such retraining will be borne by the Company.

22.19 Upon request, the subject of training of an employee or groups of employees under any of the above provisions will be discussed by the appropriate National officer or equivalent and the appropriate officer of the Company either prior to or at the time of layoff or at the time of the serving of the notice pursuant to paragraphs 22.38 through 22.47, inclusive or as retraining under paragraph 22.18 is considered. Any unresolved differences between the parties concerning the usefulness of training for future Company service, the necessity for retraining, or the suitability and adaptability of an employee for training, may be progressed to arbitration in keeping with paragraphs 22.54 through 22.59, inclusive.

Relocation Expenses

Eligibility

22.20 To be eligible for relocation expenses an employee:

- (a) Must have been laid off or displaced, under conditions where such layoff or displacement is likely to be of a permanent nature, with the result that no work is available at his/her home location and, in order to hold other work in the Company, such employee is required to relocate; or
- (b) Must be engaged in work which has been transferred to a new location and the employee moves at the instance of the Company; or
- (c) Must be affected by a notice which has been issued under paragraphs 22.38 through 22.47, inclusive and he/she chooses to relocate as a result of receiving an appointment on a bulletined permanent vacancy which at the time is not subject to notice of abolishment under paragraphs 22.38 through 22.47, inclusive and such relocation takes place in advance of the date of the change, provided this will not result in additional moves being made; or
- (d) Must have Employment Security under the provisions of paragraph 22.32 through 22.37, inclusive and be required to relocate to hold work under the provisions of paragraphs 22.32 through 22.37, inclusive; or
- (e) Must have Employment Security under the provisions of paragraphs 22.32 through 22.37, and voluntarily relocate to fill a vacant position on another seniority district
 - (i) In order to hold work; or
 - (ii) In order to allow another employee who has Employment Security under the provisions of paragraphs 22.32 through 22.37, to hold work.
- (f) As per the current provisions of this Article, relocation benefits will only apply when an employee is required to travel an additional 25 miles to the new work location or the commuting allowance benefit will apply if the employee does not change the employee's residence but is required to travel an additional 15 miles to the new work location.

22.21 In addition to fulfilling at least one of the conditions set forth above, the employee:

- (a) Must have two years' Cumulative Compensated Service; and
- (b) Must be a householder, i.e., one who owns or occupies unfurnished living accommodation. This requirement does not apply to paragraphs 22.24, 22.25, 22.26 and 22.29; and
- (c) Must establish that it is impractical for him/her to commute daily to the new location by means other than privately owned automobile.

Relocation Benefits

22.22 Payment of door-to-door moving expenses for the Eligible Employee's household goods and his/her automobile including packing and unpacking, insurance and up to one month's storage; the mode of transportation to be determined by the Company.

22.23 Effective June 14, 1995, an allowance of up to \$750 for incidental expenses actually incurred as a result of relocation.

22.24 Effective June 14, 1995, reasonable transportation expenses from his/her former location to his/her new location by rail, or if authorized, by bus or employee-owned automobile, and up to \$190 for an employee without dependents, and that an additional amount of \$80 will be paid for each dependent for meals and temporary living accommodation. Receipts will be required for rail and bus transportation.

22.25 Upon authorization, an employee may drive his/her automobile to his/her new location at the allowance per kilometer specified in the current Collective Agreement.

22.26 In order to seek accommodation at his/her new location and/or to move to his/her new location, an employee will be allowed a continuous period of leave up to one week (seven consecutive calendar days). Payment for such leave shall not exceed one week's pay at his/her Basic Weekly Rate.

22.27

(a) Effective June 14, 1995, except as otherwise provided in sub-paragraph (c) of paragraph 22.27, reimbursement of up to \$12,000 for loss sustained on the sale of a relocating employee's private home which he/she occupied as a year-round residence. Loss sustained is determined as the difference between the value determined at the outset plus any real estate agent fees, legal fees, including those legal fees on purchase of a home at the new location, and any mortgage closure penalties, and the amount established as the selling price in the deed of sale.

(b) The procedure to be followed in respect of determining the loss, if any, on the sale of a home is described in paragraph 22.31.

(c) Notwithstanding the provisions of sub-paragraph (a) of paragraph 22.27:

(i) Should a change take place involving relocation of Company employees whereby the number of homes being listed for sale by such Company employees represent 15 per cent or more of the residential homes in the municipality, the employees required to relocate shall be reimbursed for the full loss on such homes, which loss shall be determined by the procedures described in paragraph 22.31. The number of Company employees' homes referred to above shall, for the purpose of establishing the 15 per cent, include the homes of all Company employees which are being offered for sale as a result of and at the time of the change; or

(ii) Effective June 14, 1995, should a change occur involving relocation of Company employees covered by this Article as well as Company employees covered by other collective agreements, the maximum amount of \$12,000 specified in paragraph (a) of this paragraph 22.27 shall be adjusted upward to equal the maximum amount paid account loss on sale of home to any employee covered by such other collective agreement.

(d) An Eligible Employee who desires to sell his/her house and receives any benefit to which he/she may be entitled under paragraph 22.27 must advise the Company's officer concerned accordingly within twelve months of the date the initial change takes place. No employee shall be entitled to any claim under paragraph 22.27 if the house is not listed for sale within sixty days of the date of the final determination of value and thereafter the house continues to be listed for sale. Any claim for reimbursement under paragraph 22.27 must be made within twelve months of the final determination of value.

NOTE: Notwithstanding other provisions of paragraph 22.27, special cases of loss on sale of homes may be submitted to the Company for adjudication, but such special cases will not be subject to arbitration.

22.28 Effective January 1, 2001, payment of the cost of moving a wheeled mobile home which the employee occupies as a year-round residence. This selection of the mover and the cost of moving the mobile home shall require the prior approval of the Company and shall not, in any event, exceed a total cost of \$7,000.

A mobile home will be considered not moveable if it is on a fixed foundation and on land owned by the employee. In such cases, homeowner provisions will apply.

22.29 Effective June 14, 1995, an employee, who is eligible for moving expenses does not wish to move his/her household to his/her new location he/she may opt for a monthly allowance of \$190) which will be payable for a maximum of 12 months from the date of transfer to his/her new location. Should an employee elect to transfer to other locations during such twelve-month period following the date of transfer, he/she shall continue to receive the monthly allowance referred to above, but subject to the aforesaid 12-month limitation. An employee who elects to move his/her household effects to a new location during the twelve-month period following the date of his/her initial transfer will only be eligible for relocation expenses under this Article for one such move and payment of the monthly allowance referred to above shall terminate as of the date of his/her relocation.

22.30

- (a) Alternatively to paragraph 22.27, the cost of terminating an unexpired lease and legal costs connected therewith up to a value of three months' rent where the relocating employee was renting a dwelling, will be paid. Should the law require payment of more than three months' rent in order to terminate a lease, such additional amount will be paid providing the employee first secures the Company's approval to pay in excess of the three months' rent.
- (b) Where a lease was entered into following the notice of the change without prior approval of the Company, no benefit will be provided. Such prior approval will not be unreasonably withheld.

Appraisal Procedure

22.31 When an Eligible Employee desires to sell his/her home, under the provisions of sub-paragraph (b) of paragraph 22.27, the following procedure will apply:

- (a) In advising the Company officer concerned of his/her desire to sell his/her house, the employee shall include pertinent particulars as outlined in clause (i) of paragraph 22.31, including his/her opinion as to the fair market value of his/her house.
- (b) This fair market price of the house shall be the price determined as of a date sufficiently prior to the date of the change in order that the fair value will be unaffected thereby.
- (c) Within 15 working days from date of receipt of employee's advice of his/her desire to make a claim, the Company officer shall advise the employee concerned whether the suggested fair market value is satisfactory and, if so, such price shall be the fair market value as contemplated by sub-paragraph (a) of paragraph 22.27.
- (d) If, however, the officer concerned is not satisfied that the price requested by the employee is the fair market value, then an effort shall be made to resolve the matter through joint conference of the officer and employee concerned and the appropriate Association representative if so desired by the employee; such joint conference to be held within 5 working days from date of advice to employee concerned as referred to in sub-paragraph (c) of paragraph 22.31.
- (e) If such joint conference does not resolve the matter, then within 5 days from the date of the final joint conference arrangements shall be made for an impartial appraisal to be undertaken as soon as possible by an independent real estate appraiser. The fair market price established by such appraiser shall become the fair market value for the purpose of this Article 22, and such price shall be binding on both parties.

Employment Security

Section A) System Requirements

22.32 When an employee who has eight or more years of cumulative compensated service, and commenced service prior to January 1, 1992, is affected by a change pursuant to Article 22.38, such employee is required to do the following in order to become eligible for the benefits contained in Articles 22.32 to 22.36:

- (a) Fully exhaust seniority in their own classification at their location; if unable to hold work,
- (b) Fully exhaust seniority in their own bargaining unit at their location; if unable to hold work,
- (c) Fully exhaust seniority in their own bargaining unit on their Basic Seniority Territory; if unable to hold work,
- (d) Accept work outside of CN Rail at the location as determined by the Labour Adjustment Committee; if unable to hold work,
- (e) Fully exhaust seniority in their own bargaining unit on the system; if unable to hold work,
- (f) Fill unfilled permanent vacancies in the clerical and running trades bargaining units, non-scheduled or management positions at the location, region, and system.

Note 1: For the purposes of this Article, “permanent vacancy” will mean any position of an expected duration of more than 90 days.

Note 2: The principles of this article are that, after exercising bargaining unit rights and before going to the basic seniority territory, an employee will have the right to accept, at the location, permanent vacancies in clerical and running trades bargaining units, non-scheduled or management positions or work outside of CN as determined by the Labour Adjustment Committee.

Note 3: If an employee has to displace to the region or to the system, such employee will have the same seniority rights at the region and system.

Note 4: Employees have the right to exercise their seniority rights within the bargaining unit from location, basic seniority territory, region and system in advance of 22.32(d) and (f) but are obligated to these provisions if no positions are available within the bargaining unit up to and including the system level.

22.33

- (a) Prior to an employee being required to fill a permanent vacancy or displace beyond the Region pursuant to Article 22.32, the Labour Adjustment Committee will meet and review whether any alternatives are available.
- (b) When displacing beyond the Region, the employee must displace the junior employee holding a permanent position at the location where the junior employee holding the position is located.
- (c) Relocation benefits will be triggered only when permanent vacancies are filled or when an employee displaces onto a permanent position.
- (d) Consolidated seniority (earliest date of entry in bargaining unit 28.2) will apply only in a displacement situation, including protection against displacement. Employees cannot use consolidated seniority to bid on positions. A new seniority date will be established on the seniority to which the employees displace/transfer to. The Labour Adjustment Committee will meet to develop the rules in regard to the application of this provision.

- (e) Employees will continue to hold and accumulate seniority on the list from which they have displaced or transferred from.
- (f) Employees must accept temporary vacancies within the Region in accordance with existing rules in their collective agreement, including expenses where such provisions exist.
- (g) Any outside earnings an employee was receiving prior to the date of the notice of permanent job abolishment will not be deducted from benefits received under this Article. In all other cases, outside earnings will be deducted.

22.34 If unable to hold a permanent position pursuant to Article 22.32, an employee shall receive the employment security benefits contained in Article 22.35, at their home location, until a permanent position becomes available under the above-stated obligations. At such time, the employee will be required to obtain a permanent position in accordance with the above-stated obligations and, if required to relocate, shall be eligible for relocation benefits.

22.35 The Employment Security Benefit entitlements under Section A), Articles 22.32 to 22.36 is as follows:

6 years at 90% of the employee's Basic Weekly Rate of pay of the last permanent position held. Employees will retain Dental, Health Care and Sick Leave Benefits.

22.36

- (a) Should an employee in receipt of employment security benefits be required to fill a permanent position in accordance with the above-stated obligations, the employee's employment security benefit entitlement shall be re-instated.
- (b) Employees required to relocate, that is, when they must travel an additional 25 miles from their principal place of residence to their new work location, pursuant to Section A), Articles 22.32 to 22.36, and who actually relocate, will be entitled to the relocation benefits pursuant to Articles 22.20 to 22.31 inclusive or, may choose a lump sum relocation benefit as follows:

Homeowner / Non-Homeowner

Within the Region	\$22,000 / \$12,000
Beyond the Region	\$45,000 / \$25,000

Note: Employees will be required to pay back one-half of the lump sum relocation benefit if they voluntarily cease their employment relationship, with the Company within two years of receiving the lump sum relocation benefit.

- (c) Employees electing to be covered by the benefits contained in Section A), Articles 22.32 to 22.36, who fail to fully exhaust their seniority in their basic seniority territory as defined in this collective agreement, shall forfeit their seniority and will forever forfeit entitlement to benefits under this Agreement.
- (d) Employees electing to be covered by the benefits contained in this Section A), Articles 22.32 to 22.36, who at any time, fail to meet the requirements outlined in Articles 22.32 (c), (d), (e), or (f) will forever forfeit entitlement to benefits under Section A), Articles 22.32 to 22.36. Such employees may however, at that time, opt to receive the benefits contained in Section B) of Article 22.37. Benefits will be reduced by any wages received under Section A), Articles 22.32 to 22.36.

- (e) Any employee who chooses to be covered by Section B) Article 22.37, prior to being affected by a permanent staff reduction will continue to be eligible for Section A), Article 22.32 to 22.36 coverage if at a future date such employee obtains a permanent position and is again affected by a change pursuant to Article 22.38.
- (f) Employees affected by a change pursuant to Article 22.38, must notify the Company within 15 days of receipt of the notification of that change whether they wish to be governed by the rights and obligations of either Section A), Articles 22.32 to 22.36 or Section B), Article 22.37.
- (g) Employees on Employment Security benefits as of **June 13, 1995**, and governed by the terms and conditions of Article 22 of the Collective Agreement revised November 26, 1992, will continue to be governed by those provisions subject to the following additional conditions or limitations which will come into effect on November 01, 1995.

The duration of Employment Security entitlement will be 6 years, commencing on November 01, 1995.

When employees have expended their Employment Security benefits and are not occupying a permanent position, such employees must occupy a permanent position pursuant to Article 22.32 or elect options 1 or 3 of Article 22.37 (b) Section B).

Employees currently in receipt of benefits who are in the transition period of 6 years outlined above, will be required, in addition to the requirements of Article 22 of the Former Collective Agreement, to fill permanent vacancies in clerical and running trades bargaining units, non-scheduled or management positions on the Region and accept work outside of CN Rail at their home location. Any outside earnings will be deducted from Employment Security payments.

- (h) With the exception of Option One of Article 22.37(b) employees eligible for early retirement are not entitled to the benefits contained in Articles 22.32 to 22.37. However, such employees will be entitled to the provisions of Articles 22.22 to 22.31 inclusive, relocation benefits, if required to relocate in order to hold a permanent position.

Section B) Enhanced Supplementary Unemployment Benefit and Alternative Options

22.37

- (a) Employees who have completed eight or more years of CCS and commenced service prior to January 1, 1992, and are affected by a change pursuant to Article 22.38 and elect not to fulfil the obligations under Section A), Articles 22.32 to 22.36, will be required to do the following in order to become and remain eligible for the benefits contained in Section B), Article 22.37.
 - (i) Fully exhaust seniority in their own classification at their location, if unable to hold work;
 - (ii) Fully exhaust seniority in their own bargaining unit at their location; if unable to hold work;
 - (iii) Fully exhaust seniority in their own bargaining unit on their basic seniority territory; if unable to hold work,

Relocation benefits will be triggered only when permanent vacancies are filled or when an employee displaces onto a permanent position.

Note: Any employee may choose Options 1, 2, or 3 prior to accepting work in another bargaining unit.

- (iv) Fill vacancies in the clerical and running trades bargaining units, non-scheduled or management positions at their home location; if unable to hold work;

Note: Any employee may choose Options 1, 2, 3 or 4 prior to accepting work outside CN

- (v) Accept work outside of CN Rail at the home location as determined by the Labour Adjustment Committee; if unable to hold work.

- (vi) After exhausting (i) through (v), the employee, if eligible, will be required to exercise one of the following options:

(b) Option One (Enhanced Early Retirement Separation Allowance)

Employees who are eligible for early retirement under the CN Pension Plans rules and who have 85 points will be entitled to a lump sum early retirement separation allowance. The separation allowance is to be calculated in accordance with the VIA formula.

Employees who elect to retire under this Option will have their life insurance and extended health care benefits continued until they reach age 65.

Option Two (Bridging)

Employees who will be eligible for early retirement under the CN Pension Plan(s) within 5 years (that is will have 85 points as defined by the Pension Plan(s) within 5 years) may elect to take a bridging package at 65% of the employees basic weekly rate with continued benefit plan coverage (Dental, Extended Health and Vision Care, and Group Life Insurance) until eligible for early retirement, at which time the employee will be given a separation allowance in accordance with Option One above.

If an employee is within 5 to 7 years of early retirement under the Pension Plan(s) rules (that is will have 85 points as defined by the Pension Plan(s) rules within 5 to 7 years), the employee may elect to take a bridging package at 65% of the employees basic weekly rate with continued benefit coverage until retirement, at which time the employee will be given a separation allowance in accordance with the following formula: (Dental continued until early retirement - Extended Health and Vision Care and Group Life Insurance continued until normal retirement).

Years of Cumulative Compensated Service	Number of Weeks Salary Credited for Each Year of Service Remaining to Normal
35 or more	4.5
34	4.4
33	4.3
32	4.2
31	4.1
30	4.0
29	3.9
28	3.8
27	3.7
26	3.6
25 or less	3.5

Note: A partial year of service remaining to normal retirement is to be expressed on a monthly basis, e.g. 4 years and 1 month (or major portion thereof) equals 4 1/12 (4.083) years.

Option Three (Severance Payment)

Employees may elect to take a lump sum severance payment of \$ 65,000.

Such employees shall be entitled to Group Life Insurance and Extended Health and Vision Care benefits fully paid by the Company for one year.

Option Four (Educational Leave)

Employees will be entitled to a leave of absence for educational purposes, with full pay for a period of up to three (3) years while attending an educational training program. The program must be approved by the Labour Adjustment Committee. Employees will be subject to be called to work while not attending courses. All outside earnings during this period of leave will be deducted from the employees' pay. Upon completion, the employee is to resign from Company service unless there is a permanent position available for which the employee is the qualified successful candidate. Such employee forfeits any future entitlement to Section A) Articles 22.32 to 22.36 or Section B) benefits.

Such employee will be treated as a new employee for the purposes of receiving benefits under this Plan and shall forfeit all seniority. However, the employee's prior service shall be recognized for the purposes of pension and vacations.

Option Five (Enhanced Supplemental Unemployment Benefit)

Elect to receive the following enhanced SUB provided the employee has fully exercised seniority on the basic seniority territory.

(i)	8 years or more but less than 23 years CCS	3 years entitlement
(ii)	23 years or more but less than 30 years CCS	4 years entitlement
(iii)	30 years or more CCS	5 years entitlement

Benefit Level:

Year 1	90 % of the Basic Weekly Rate of the last permanent position held;
Year 2	85 % of the Basic Weekly Rate of the last permanent position held;
Year 3	80 % of the Basic Weekly Rate of the last permanent position held;
Year 4	80 % of the Basic Weekly Rate of the last permanent position held;
Year 5	80 % of the Basic Weekly Rate of the last permanent position held.

Employees electing option 5 may elect, at the same time, to continue to be covered by any or all of the current benefits (Dental, Extended Health and Vision Care and/or Group Life Insurance) at their expense. The cost of such benefit will be deducted from the employee's SUB payment on a monthly basis. An employee's decision to elect one or all of these benefits will be binding for the duration during which the employee is in reception of SUB.

- (c) Employees required to relocate pursuant to Article 22.37 (a) and who actually relocate, will be entitled to the relocation benefits provided in Articles 22.22 to 22.31 inclusive or, in lieu, may choose a lump sum relocation benefit of \$22,000 for homeowners, or \$12,000 for non-homeowners.

Note: Employees will be required to pay back one-half of the lump sum relocation benefit if they voluntarily cease their employment relationship with the Company within two years of receiving the lump sum relocation benefit.

Transfer of Benefits

22.37

- (d) Where employees with 8 or more years of CCS and who commenced service prior to January 1, 1992, are affected by a change pursuant to Article 22.38 of this Agreement and are unable to hold a permanent position in their bargaining unit, Article 22.37(b), Options 1, 2 or 3 will be offered to senior employees in their bargaining unit in seniority order on the affected seniority list at the location of the affected employee or where the affected employee elects to displace, provided that the employee ultimately displaced and unable to hold a permanent position has 8 or more years of CCS and commenced service prior to January 1, 1992.
- (e) Should a senior employee at the location(s) referred to in Article 22.37(d) above, choose not to elect to receive the benefits contained in Article 22.37 (b), Options 1, 2 or 3, the benefits contained in Article 22.37 (b), Options 1, 2 or 3 will be offered to senior employees in the bargaining unit in seniority order on the affected seniority list on the Region the affected employee elects to displace, provided that the employee ultimately displaced and unable to hold a permanent position has 8 or more years of CCS and commenced service prior to January 1, 1992.
- (f) Should a senior employee at the location referred to in Article 22.37 (e) above, choose not to elect to receive the benefits contained in Article 22.37(b), Options 1, 2 or 3, the displaced employee will not be required to displace beyond the Region, if this would result in a junior employee with 8 or more years CCS and who commenced service prior to January 1, 1992 being unable to hold a permanent position. However, an employee may elect to displace under such circumstances. Article 22.37 (b), Options 1, 2 or 3 will be offered to senior employees in the bargaining unit in seniority order at the location on the affected seniority list.

Technological, Operational and Organizational Changes

22.38

- (a) The Company will not put into effect any Technological, Operational or Organizational change of a permanent nature which will have adverse effects on employees holding permanent positions without giving as much advance notice as possible to the National Representative or such other officer or as may be named by the Association concerned to receive such notices. In any event, not less than 120 days' notice shall be given, with a full description thereof and with appropriate details as to the consequent changes in working conditions and the expected number of employees who would be adversely affected.
- (b) Prior to implementing any other permanent change of a known duration of one year or more, which will have adverse effects on employees holding permanent positions, the company will provide the Association with as much advance notification as possible. The notification will contain a description of the change and the expected number of employees who will be adversely affected.

22.39 When a notice is issued under Article 22.38 (a) and it becomes known to the Company that the change will be delayed for reasons over which the Company has no control, advice will be issued to the National Representative, or such other officer as may be named by the Association concerned, explaining the situation and revising the implementation dates. If necessary, more than one such advice may be issued.

22.40 Intentionally left blank

22.41 Upon request the parties shall negotiate on items, other than those specifically dealt with in this Article 22, with a view to further minimizing the adverse effects on employees. Such measures, for example, may be related to exercise of seniority rights, or such other matters as may be appropriate in the circumstances, but shall not include any item already provided for in this Article 22.

22.42 If the above negotiations do not result in mutual agreement within thirty calendar days of the commencement of such negotiations, or such other period of time as may be agreed upon by the parties, the matters in dispute may be referred for mediation to a Board of Review composed of an equal number of senior officers of the Company and of the Association.

22.43 If the Board of Review is unable to resolve the differences within a fixed period of time to be determined at the commencement of its meetings, or some mutually agreed extension thereof, the matters in dispute may be referred for final and binding settlement to an Arbitrator as set out in paragraph 22.53 through 22.59, inclusive. The matters to be decided by the Arbitrator shall not include any question as to the right of the Company to make the change, which right the Association acknowledges, and shall be confined to items not otherwise dealt with in this Article 22.

22.44 Intentionally Left Blank.

22.45 In addition to all other benefits contained in this Article 22 which are applicable to all Eligible Employees, the additional benefits specified in paragraphs 22.46 and 22.47 are available to employees who are materially and adversely affected by technological, operational or organizational changes instituted by the Company.

Maintenance of Basic Rates

22.46 Employees whose rate of pay is reduced by \$11.00 or more per week, by reason of being displaced due to a technological, operational or organizational change, will continue to be paid at the basic weekly or hourly rate applicable to the position permanently held at the time of the change providing that, in the exercise of seniority, they:

- (a) First accept the highest-rated position at their location to which their seniority and qualifications entitle them; or
- (b) If no position is available at their location, they accept the highest-rated position on their seniority territories to which their seniority and qualifications entitle them.

The maintenance of basic rates will continue until:

- (i) The dollar value of the incumbency above the prevailing job rate has been maintained for a period of three years, and thereafter until subsequent general wage increases applied on the basic rate of the position he/she is holding erase the incumbency differential; or
- (ii) The employee's services are terminated by discharge, resignation, death or retirement.

An example of the application of sub-paragraph 22.46 (b) (i) follows:

Incumbency Date	Basic Rate \$	Level \$
October 1, 1988	500.00	550.00
January 1, 1989 (4.5%)	522.50	572.50
January 1, 1990 (4%)	543.40	593.40
January 1, 1991 (4.5%)	567.85	617.85
January 1, 1992 (3%)	584.89	617.85
January 1, 1993 (3%)	602.44	617.85
January 1, 1994 (3%)	620.51	Incumbency disappears

22.47 Intentionally left blank

Government Assistance Program

22.48 All payments under this Article 22 are to be reduced in whole, or in part, in each case by any amount payable for the same purpose under a Government Assistance Program.

Non-applicability of Sections 150, 152 and 153, Part V, and Sections 60.11 to 60.15 inclusive of Part III of the Canada Labour Code

22.49 The provisions of this Article 22 are intended to assist employees affected by any technological change to adjust to the effects of the technological change and Sections 150, 152 and 153, Part V, of the Canada Labour Code do not apply.

22.50 The provisions of this Article 22 are intended to minimize the impact of termination of employment on the employees represented by the Association and are intended to assist those employees in obtaining other employment and Sections 60.11 to 60.15 of Part III of the Canada Labour Code do not apply.

Severance Payment

22.51

(a) For each year of Cumulative Compensated Service or major portion thereof, an employee will be allowed credit weeks as follows:

Employees with less than eight years	One week's basic weekly pay for each year of Cumulative Compensated Service.
Employees with eight years or more	Two and one-quarter weeks' basic weekly pay for all years of Cumulative Compensated Service.

(b) An employee eligible for a severance payment and who resigns and who at a later date will become eligible for early retirement pension under the Company Pension Rules shall be entitled to receive the lesser of:

(i) His/her severance payment entitlement under Article 22; or

(ii) A lump sum amount equal to the basic pay he would have earned had he worked until eligible for an early retirement pension. The basic pay is to be calculated at the employee's Basic Weekly Rate in effect at the time of his/her resignation.

(c) In cases of permanent staff reductions, an employee who has two years or more of continuous employment relationship at the beginning of the calendar year in which the permanent reduction occurs may, upon submission of formal resignation from the Company's service, claim a severance payment as set forth above but such severance payment will not in any event exceed the value of one and one-half years' salary at the Basic Weekly Rate of the position held at the time of abolishment or displacement (calendar year may be deemed to run from January 1 to December 31).

(d) An employee will have fourteen calendar days from the date of layoff to decide to claim a severance payment under this Article.

(e) Notwithstanding any other provision in this Article, if upon the effective date of resignation from the Company's service, an employee is eligible for an early retirement pension, he will not be eligible for a severance payment under this Article.

Commencement

22.52 Payment of benefits under this Article 22 shall commence on March 1, 1988.

Grievance Procedure and Final Disposition of Disputes

22.53 Except as otherwise provided in Article 22, should any dispute arise respecting the meaning, interpretation, application, administration or alleged violation of Article 22, such dispute shall be progressed by the National representative of the Association in accordance with the provisions of the applicable collective agreement commencing at Step III of the grievance procedure.

22.54 Failing settlement of such dispute at the final step of the grievance procedure, should either party elect to progress the dispute it shall do so by referring it to Arbitration.

22.55 The parties shall submit a joint statement of issue or issues to the Arbitrator who shall be chosen as outlined in Article 15 of the Collective Agreement.

22.56 The Company and the Association shall respectively bear any expenses each has incurred in the presentation of the case to the Arbitrator, but any general or common expenses, including the remuneration of the Arbitrator, shall be divided equally.

22.57 In the event that the parties do not agree upon a joint statement of issue, or issues, remaining in dispute, either or each may submit a separate statement to the Arbitrator in accordance with the procedure outlined above for the joint statement and the other party shall be provided with a copy thereof.

22.58 The Arbitrator shall hear the dispute within 30 days from date of the request for arbitration and shall render his/her decision together with reasons therefore in writing within 30 days of the completion of the hearing.

22.59 When a question has been referred to an Arbitrator as provided for in paragraph 22.55 hereof, the Arbitrator's decision shall be final and binding upon the parties hereto. The Arbitrator shall have no power to add to, subtract from, or modify any of the terms of Article 22 or any other collective agreement.

Special Cases

22.60

(a) Notwithstanding any other provisions of this Article 22, the following types of cases not specifically covered by this Article may be the subject of discussions between the President of the Association and/or the appropriate National Representative and the Assistant Vice-President, Labour Relations, but such cases shall not be subject to arbitration:

(i) Special case(s) involving extenuating circumstances.

Note: If the extenuating circumstances involve the relocation of employees to the Metropolitan Toronto area, such employees, provided they are a homeowner and eligible for relocation benefits pursuant to the provisions of paragraphs 22.20 and 22.21 herein, will be allowed a special relocation allowance of \$18,000.

In the event such employees relocate to a location other than the Metropolitan Toronto area, the President of the Association and/or the appropriate National Representative may meet with the Assistant Vice-President, Labour Relations or designate, to discuss whether or not a special relocation allowance for such other location is required.

In such event, it is understood that the special relocation allowance with respect to the Metropolitan Toronto area will not be used by the signatories hereto as a guideline for adjudication.

- (ii) Special case(s) of temporary layoffs of not more than 16 weeks lending themselves to an orderly implementation of layoff procedures based on the principle of inverse seniority. Where it is agreed that such special case(s) exist(s), this principle is to be applied at the work location where the layoffs are occurring, and on an optional basis, after all employees with less than two years service have been laid off.
- (iii) Special cases(s) of permanent staff reductions lending themselves to special offers of optional early retirement separation allowances to employees eligible to retire under the Company pension rules so as to prevent the otherwise unavoidable relocation and permanent separation of employees with two or more years of service. The separation allowance to apply in each such special case of optional early retirement is to be a lump sum payment calculated on the basis of the following formula:

Years of Cumulative Compensated Service	Number of Weeks Salary Credited for Each Year of Service Remaining to Normal Retirement
35 or more	4.5
34	4.4
33	4.3
32	4.2
31	4.1
30	4.0
29	3.9
28	3.8
27	3.7
26	3.6
25 or less	3.5

Note 1: A partial of service remaining to normal retirement is to be expressed on a monthly basis, e.g. 4 years and 1 month (or major portion thereof) equals 4-1/12 (4.083) years.

Note 2: One week's salary shall be the employees' Basic Weekly Rate at the time of the change.

- (b) Such special case(s) may only be agreed upon provided there is observance of the following governing principles:
 - (i) Approval of such special case(s) shall not involve increasing the existing benefit levels in this Article 22.
 - (ii) Approval of such special case(s) shall not be incompatible with the terms of this Article 22.
 - (iii) Approval of such special case(s) referred to in sub-paragraphs 22.60 (a) (i) and 22.60 (a) (ii) above shall not involve costs higher than 90% of the costs which would otherwise have been incurred as a result of the standard application of this Article 22.
 - (iv) Approval of any special case(s) under paragraph 22.60 (a) (ii) shall be contingent upon notification by the Canada Employment and Immigration Commission that employees who avail themselves of such an inverse seniority layoff procedure will not be disqualified nor disentitled from unemployment insurance benefits for so doing.

- (v) Approval of such special case(s) shall not involve the modification of any Company plan or agreements dealing with such matters as pensions, health and welfare, etc.
 - (vi) Approval of such special case(s) involving special offers of optional early retirement separation allowances shall include the payment of money to the Pension Fund if it is demonstrated that such early retirements result in additional costs to the Pension Fund.
- (c) The foregoing procedures shall not alter the effective date of staff reductions.

Duration

22.61 Article 22 will remain in effect until revised in the manner and at the time provided for in respect of the revision of the Collective Agreement, which is current from time to time.

ARTICLE 23
SICK LEAVE AND MATERNITY LEAVE BENEFITS

23.1 An employee who is disabled through illness or off-duty injury is eligible for sick leave with pay as outlined in this Article, except that sick leave will not be allowed for absence because of pregnancy.

23.2 Employees covered by this Agreement will be eligible for sick leave in accordance with the following table:

Length of Service	Maximum Period of Sick Leave with Pay for Any 1 Absence of (subject to Para. 23.3)
2 months but less than 6 months.	1 wk at full pay followed by 14 wks at 70% of pay
6 months but less than 12 months	2 wks at full pay followed by 13 wks at 70 % of pay
1 year but less than 2 years	3 wks at full pay followed by 12 wks at 70 % of pay
2 years but less than 3 years	4 wks at full pay followed by 11 wks at 70 % of pay
3 years but less than 4 years	6 wks at full pay followed by 9 wks at 70 % of pay
4 years but less than 6 years	8 wks at full pay followed by 7 wks at 70 % of pay
6 years but less than 8 years	11 wks at full pay followed by 4 wks at 70 % of pay
8 years but less than 10 years	15 wks at full pay
10 years but less than 15 years	20 wks at full pay
15 years and over	26 wks at full pay

23.3 Eligibility for a maximum period of sick leave is not reinstated until four weeks after an employee's return to duty from sick leave and provided that during such four weeks he/she does not have a further absence because of illness or off-duty injury. Any absence because of disability occurring within such a four week period is to be considered as a continuation of the previous period of sick leave.

23.4 A doctor's note is to be submitted when continuous absence exceeds one week. The supervisor may request a medical certificate after a shorter period if he/she considers it necessary.

23.5 Employees going on Sick Leave must complete the **Employee's Statement** and his/her doctor completes the **Attending Physician's Statement**. The forms must reach Great-West Life within the number of days as prescribed by Great-West Life from the beginning of disability, unless it can be shown that it was not reasonably possible to do so.

An **Employer's Statement** must be completed by the supervisor and faxed to Great-West Life.

23.6 An employee who is laid off or whose services are terminated for any reason and who is on sick leave with pay at the time of layoff or termination is to receive payments in lieu of paid sick leave subject to the following conditions:

- (a) The employee continues to be disabled;
- (b) The sick leave began before notice of layoff or termination had been given or more than two months before the date of layoff or termination;
- (c) The employee had at the date of layoff or termination received less than 15 weeks of paid sick leave in respect of the disability.

23.7 Where payments are to be made in accordance with Paragraph 23.6 hereof, the following provisions apply:

- (a) The amount of payments is to be 70% of pay but not exceeding the maximum benefit payable under Unemployment insurance. (The current maximum should be confirmed with the Unemployment Insurance Commission.)
- (b) The duration of these payments is to be such that disability income is provided for a total of 15 weeks, inclusive, of the number of weeks of sick leave already granted in respect of the disability.
- (c) Payments are to be made by voucher (not through the payroll) by the office, which normally processes the payroll documents.

23.8 Employees who have been on sick leave for more than six months are to be declared fit to work by CN Occupational Health Services (OHS) or by a doctor designated by OHS prior to return to service. If an employee returns to service within six months, no medical examination is necessary unless some special circumstances or feature known to OHS indicate the necessity for re-examination.

Maternity Leave

23.9 An employee is eligible for the topping-up of Unemployment Insurance Maternity Benefits on the first day of the month following the particular month in which she has maintained a continuous employment relationship for at least 60 calendar days with the Company. Where payments are to be made to an eligible employee, the following provisions apply:

- (a) Effective July 1, 1995, for claims which originate on or after that date, an employee will have her Unemployment Insurance Maternity Benefits supplemented to equal 70% of her weekly base pay up to a maximum of \$480.00 or the Unemployment Insurance maximum weekly payment, whichever is greater, for those weeks during which she receives Unemployment Insurance Maternity Benefits, i.e. for a maximum of 15 weeks.

- (b) Effective January 1, 1996, for claims which originate on or after that date, an employee will have her Unemployment Insurance Maternity Benefits supplemented to equal 70% of her weekly base pay up to a maximum of \$490.00 or the Unemployment Insurance maximum weekly payment, whichever is greater, for those weeks during which she receives Unemployment Insurance Maternity Benefits, i.e., for a maximum of 15 weeks.
- (c) Effective January 1, 1997, for claims which originate on or after that date, an employee will have her Unemployment Insurance Maternity Benefits supplemented to equal 70% of her weekly base pay up to a maximum of \$500.00 or the Unemployment Insurance maximum weekly payment, whichever is greater, for those weeks during which she receives Unemployment Insurance Maternity Benefits, i.e., for a maximum of 15 weeks.
- 23.10** Payments are to be made by voucher (not through the payroll) by the office, which normally processes the payroll documents.

The employee should give to her immediate supervisor a copy of the "Canada Employment and Immigration-Benefit Statement-Notice to Claimant" (cheque stub) each time she receives an Unemployment Insurance Maternity payment.

23.11 On return to work an employee may apply for a maternity leave benefit for those days during the two-week waiting period for Unemployment Insurance Maternity Benefits, for which she did not receive earnings. The maximum amounts referred to in Article 23.9 apply to this benefit.

ARTICLE 24 **FLEXIBLE BENEFITS PLAN**

24.01 Effective January 1, 2009, all constables in active service are enrolled in the management Flexible Benefit Plan. The parties have agreed that constables shall be covered by the same terms and conditions as management, save and except for short term disability (STD) and long term disability (LTD) presently in effect for the bargaining unit, which shall continue unchanged.

Flexible Benefit Plan provides for Basic Coverage including:

- Provincial Health Insurance
- Out-of-country/Province Emergency Medical
- Basic Life Insurance
- Basic Accident Insurance

and, Benefit Options including:

- Extended Health Options
- Dental Options
- Optional Life Insurance
- Optional Accident Insurance

For further details on the Plan, please consult the Flex Guide available on the CNiNet at the following link:

Employee Services\People\Benefits and Programs\Flexible Benefits Plans(CA)\Flexible Benefits Guide

The management Flex Benefits Plan premiums and options may be altered as required by the Company during the life of the collective agreement in a fashion similar to any changes made that affect management employees. The Association also understood that it may only

opt out of the Plan and revert to the present benefits regime, effective upon the expiration of this collective agreement. The Association agreed that if it desired to opt out, it would provide the Company with a minimum 6 months advance notice of its intentions, in order to allow for an efficient transition from one plan to the other.

ARTICLE 25
LIFE INSURANCE UPON RETIREMENT

25.1 Employees who retire from the service of the Company subsequent to January 1, 1991, will, provided they are fifty-five years of age or over and have not less than ten years' cumulative compensated service, be entitled, upon retirement, to a \$7,000 life insurance policy up to age 70, and \$5,000 thereafter, fully paid up by the Company.

ARTICLE 26
PRINTING OF AGREEMENT

26.1 The Company will undertake the responsibility for the printing of this Agreement as may be required from time to time and will absorb the cost of such printing. This will include the cost of printing updated pages. During the time that the Agreement, or the updated pages, are being printed, the Company will provide a draft copy to the National Executive Officers of the Association. The Company will also provide an appropriate electronic media version of the revised Agreement.

ARTICLE 27
LOSS OF WAGES IN EMERGENCY SITUATIONS

27.1 All employees are expected to make every effort to report for work on time, notwithstanding snow or storm conditions. However, employees who, because of severe snow conditions, either report late for work or are unable to report at all will be governed by the conditions outlined in Paragraphs 27.2, 27.3 and 27.4.

27.2 Employees who arrive late for their assignments, but report prior to the mid-point of their tour of duty, will be paid for the day provided such late arrival is directly attributable to the aforementioned severe snow conditions. Employees who report after the mid-point of their tour of duty will be paid one-half day.

27.3 With respect to employees who are unable to report for work due to the aforementioned severe snow conditions, or who report after the mid-point of their tour of duty, it is agreed that notwithstanding the provisions of the Collective Agreement, such employees may be given the opportunity to work additional hours at straight time rates in order to make-up part or all of such lost time. It is understood that such arrangements will only apply insofar as they do not conflict with the provisions of the Canada Labour Code.

27.4 The above policy only applies when the proper municipal authorities have requested the public to leave their motor vehicles at home and local public transportation services are not operating due to snowstorm.

ARTICLE 28
USE OF PRIVATE AUTOMOBILE

28.1 Where an automobile mileage allowance is paid, such allowance shall be 33 cents per kilometer.

ARTICLE 29
CONTRACTING OUT

29.1 Except in cases where time constraints and circumstances prevent it, the Company will hold discussions with representatives of the Association in advance of the date contracting out is contemplated. The Company will provide the Association a description of the work to be contracted out; the anticipated duration; the reasons for contracting out, and, if possible, the date the contract is to commence, and any other details as may be pertinent to the Company's decision to contract out. During such discussions, the Company will give due opportunity and consideration to the Association's comments on the Company's plan to contract out and review in good faith such comments or alternatives put forth by the union. If the Association can demonstrate that the work can be performed internally in a timely fashion as efficiently, as economically, and with the same quality as by contract, the work will be brought back in or will not be contracted out, as the case may be. Where a business case cannot be made to have the work performed in house under the existing collective agreement terms and conditions, the parties may, by mutual agreement, modify such terms and conditions in an effort to have the work performed in house.

ARTICLE 30
DURATION OF AGREEMENT

30.1 The Parties agree to resolve any matter that is a source of dissatisfaction to either Party, notwithstanding that the settlement of such disputes requires a change to the Collective Agreement. If any such matter or matters cannot be settled by mutual agreement during the term of this Collective Agreement, such matter or matters may be progressed during the next open period of the Collective Agreement in accordance with Paragraph 30.2.

30.2

(a) This agreement shall remain in full force and effect until December 31st, 2023 and thereafter, subject to 120 days notice in writing by either party to this agreement of its desire to revise, amend or terminate it. Such notice may be served any time subsequent to September 1, 2023.

Signed at Montreal, Quebec, this 11th day of January 2018.

FOR THE CANADIAN NATIONAL RAILWAY
COMPANY

(Sgd) Annick Daigle
For: Kim A. Madigan
Vice President – Human Resources

(Sgd) Stephen Covey
Chief of Police

(Sgd) Shawn Will
Assistant Chief, Ops Support

(Sgd) Annick Daigle
Manager, Labour Relations

(Sgd) Sylvie Grou
Sr Manager, Labour Relations

FOR THE CANADIAN NATIONAL
RAILWAYS POLICE ASSOCIATION

(Sgd) Wayne Telcs
For: Gerry St. George
National President

(Sgd) Wayne Telcs
National Secretary

(Sgd) Mark Eagles
General Chairman

(Sgd) Curtis Trotz
Local Chairman

ADDENDA

Addendum No. 1

October 4, 2013

Gerry St George
National President
Canadian National Railways
Police Association

Dear Mr. St George:

The letter dated November 26, 1992 with respect to the implementation of a Uniformed Upkeep System effective 1 January 1993, which was designed to allow an officer to manage uniform needs based on actual requirement is amended as follows:

“A prime consideration in the development of these processes is the simplification and rationalization of all functional steps, while placing the onus for decision as to what items are replaced on the officer.

The following procedure will govern how officers' uniform entitlement will be developed, how officers obtain items and how the Quarter Master will manage the system.

To develop an officers' uniform entitlement, a 1992 survey of CN Police personnel was conducted. The results were studied by a Quality Action Team comprised of two Association and two Management representatives. A consensus was reached and a basic list established with its cost prices to CN. This will form the basis of this procedure and in the future, actual cost prices to CN will be used to update the Uniform Entitlement list.”

The detail provisions pertaining to uniforms are stipulated in Article 5 – UNIFORMS of collective agreement 28.2.

Yours truly,

(Sgd) Stephen Covey
Chief Security Officer/Chief – CN Police

F. Uniform Entitlement List

<p>Forage Cap Hat, winter (tuque) Summer cap (Baseball Hat) - POLICE 3-in-1 Jacket (Winter) Tactical: Reversible High Vis Duty Jacket Tactical: Long Reversible High Vis Rain Coat Tactical: Reversible High-Vis Parka: Winter Rain pants Gloves, winter Shirts, long sleeve (2 tactical) Shirts, short sleeve (2 tactical) Trousers, uniform (2 Pairs of Pants) Sweater (V-neck) – wind/rain proof Turtleneck Shirt T-Shirts (pack of 3) Dress uniform (No. 1: Jacket and Pants/Sam Black Belt) 1 White Shirt for No. 1 Dress Lanyard (white for No. 1 dress) CN Police shoulder pins (2) Dog collars (2) 1 CN Police lapel pin 1 CN lapel pin 3 Challenge coins Crest (2) - velcro Belt for No. 1 (leather) Shoes, soft soles (No. 1 Dress) Boots, uniform (safety boots) White Gloves CN tie (blue) Winter boots Socks (3 pairs)</p>	<p>Thermal socks (2 pairs) Bullet Proof Vest and carrier Name plates, uniform (fabric) – 2 Name plates, uniform (metal) – 1 Wallet Inner & Outer Belt Notebook cover Gloves – protective (Kevlar) Gloves – protective (Kevlar) - winter Handcuffs Handcuffs case Poly Stinger Flashlight Flashlight Polystinger – holder Leatherman Multi-Tool Glove pouch (for Nylon gloves) Belt keepers (6) Double magazine holder O.C. spray holder Asp/Baton Baton scabbard (holder) Equipment bag (Patrol Bag) - Standard Equipment bag (emergency) - Standard Service Firearm & 3 magazines Firearm holster Gun safe + 2 locks Trigger lock Cable gun lock Firearm cleaning kit White Hard Hat Safety glasses (clear) CN 3M reflective sticker (for hard hat) High visibility Safety vest</p>
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NOTE: Brackets (), indicate officers are entitled to one or the other such item with the same number appearing beside it.

Addendum No. 2

15 June 1988

Mr. L.K. Myles
President
Canadian National Railway
Police Association
P.O. Box 1317
St. John, N.B.

Dear Mr. Myles:

This letter refers to negotiations to revise Agreements 28.1 and 28.2 as outlined in notices served by the parties on or subsequent to 1 October 1986. As a result of such negotiations, the parties entered into a Stand-by Agreement on 27 April 1988 concerning the application of the terms of the Arbitrator's decisions in the dispute between CN and the Associated Railway Unions (A.R.U.).

One of the items in dispute concerned the matter of complete regional seniority crossing bargaining agent seniority units. In this Award, Mr. Larson provided for the consolidation of seniority units on a regional basis for each of the bargaining agents.

This will confirm that on June 14 and 15, 1988, the consolidation of seniority units was discussed between representatives of the Canadian National Railways Police Association and Canadian National Railway Company to examine the existing bargaining units represented by the Association (Agreements 28.1 and 28.2).

As a result of such discussions, it was agreed that for the purposes of Employment Security, the following principles will be applied in the application of consolidated seniority units for Agreement 28.1 and Agreement 28.2.

1. All employees holding seniority within the scope of a collective agreement between the Canadian National Railways Police Association and Canadian National Railway shall, on a Region-by-Region basis, be deemed as having their seniority consolidated for the purpose of Employment Security, subject to the provisions of Article 22 of Agreements 28.1 and 28.2, this to include, for employees holding seniority under the scope of Agreement 28.1, the consolidation of Seniority District No. 5 and Seniority District No. 6 on the Atlantic Region. Such seniority (for the purpose of Employment Security) is established on the basis of the employee's first date of entry into a position in a CNRPA bargaining unit. Such date of entry shall not precede the employee's last date of entry into Company service.
2. An employee who is unable to hold work in his/her seniority group on his/her seniority territory as a result of a Technological, Operational and Organizational change and who is eligible for Employment Security, will be required to exercise his/her seniority, established pursuant to Item 1 hereof. Failure to exercise such seniority will result in the forfeiture of Employment Security.
3. These provisions shall operate over any clause in the Collective Agreement to the contrary.

Please signify your concurrence with the foregoing by signing in the space provided hereunder.

Yours truly,
(Sgd) C. St-Cyr
for: Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) L.K. Myles
President

(Sgd) R. Lizotte
National Secretary

(Sgd) D.N. MacWilliam
National Treasurer

(Sgd) F. Morgan
National Vice-President

(Sgd) R.R. McKay
National Vice-President

(Sgd) R.J. Teolis
National vice-President

(Sgd) G. Dunkley
National Vice-President

(Sgd) B. Trudeau
National Vice-President

Addendum No. 3

15 June 1988

Mr. L.K. Myles
President
Canadian National Railway
Police Association
P.O. Box 1317
St. John, N.B.
E2L 4H8

Dear Mr. Myles:

During the recently concluded round of negotiations, the Association submitted the following proposal concerning Article 6.13 of Agreement 28.2:

"The Company will not use management employees and/or members of Agreement 28.1 to perform, on the normal course, any duties usually performed by members of the bargaining unit as to avoid the overtime provisions of this Agreement or so as to reduce the size of the bargaining unit."

The disposition of the above Association demand was the subject of Appendix "B" to the Memorandum of Settlement between the Company and the Association, signed in Montreal on 26 February 1988. Appendix "B" provided, in part, that the parties would meet during the closed period of the contract and endeavor to reach a mutually acceptable resolution of the issue within 60 days from May 1st, 1988. It was, at that time, agreed that effective 14 March, 1988, the Company would not make use of the so-called "Investigative Units".

On June 1st, 1988, the parties met in Montreal and discussed this issue. At that meeting, it was mutually agreed that the following would constitute final resolution of the matter: The Company committed itself not to re-establish any of the so-called "Investigative Units"; the Association, concomitantly, withdrew the above proposal concerning Article 6.13 of Agreement 28.2.

If you concur that the above reflects the parties disposition of the matter, will you please so indicate in the space provided below.

Yours truly,

(Sgd) D.C. St-Cyr
For: Assistant Vice-President
Labour Relations

I CONCUR:

(Sgd) L.K. Myles **(Sgd) R.R. McKay**
President National Vice-President

(Sgd) R. Lizotte **(Sgd) R.J. Teolis**
National Secretary National Vice-President

(Sgd) D.N. MacWilliam **(Sgd) G. Dunkley**
National Treasurer National Vice-President

(Sgd) F. Morgan **(Sgd) B. Trudeau**
National Vice-President National Vice-President

Addendum No. 4

October 4, 2013

Gerry St. George
National President
Canadian National Railways
Police Association

Dear Mr. Brown:

This has reference to the matter of pass transportation benefits presently applicable to employees of Canadian National Railway Company (CN) represented by your respective organization, and the status of this benefit as to its future application on trains operated now and in the future by VIA Rail Canada Inc.

This will confirm that the matter of pass transportation benefits has been resolved on the basis that, subject to the demands of the traveling public, the present pass policies of CN will be maintained for employees represented by you who were in the service of CN on or prior to March 13, 1979, until the time notices are served on or subsequent to September 30, 2017, and thereafter until the provisions of Section 89 of part I of the Canada Labour Code have been complied with or until some other mutually satisfactory resolution of this matter is agreed.

Employees are required to return unused VIA Rail tickets to avoid unnecessary costs to CN. Employees, who do not return unused tickets, will be notified their transportation privileges will be subject to suspension pending the return of unused tickets to the Company, within 30 days. Where timely notification is not received by CN, individual transportation privileges will be suspended and the National President of the CNRPA will be notified.

For the purpose of this letter, the word "employees" includes pensioners.

Yours truly,

I CONCUR.

Kimberly A. Madigan
Vice-President
Human Resources

Gerry St George
National President

Addendum No. 5

MEMORANDUM OF AGREEMENT between the Company and the Canadian National Railways Police Association (the Association) concerning the creation and implementation of a new scheduled position of Sergeant coming within the scope of collective agreement 28.2.

Effective September 1, 2014:

1. Notwithstanding the scope definition as provided in Article 1 of collective agreement 28.2, it is agreed that a new classification of "Sergeant" will be recognized as a "scheduled" position coming within the purview of collective agreement 28.2 and will be represented by the Association.

2. Article 4 of collective agreement 28.2 will be amended to include the following classification:

4.1 (c) Employees appointed to the Sergeant classification will be compensated as follows:

	Weekly	Hourly Regular	Hourly Overtime
Effective September 1, 2014	1720.00	43.00	64.50
Effective January 1, 2015	1771.60	44.29	66.44
Effective January 1, 2016	1824.80	45.62	68.43
Effective January 1, 2017	1879.60	46.99	70.49

3. In general and without being limited thereto, the successful candidate will be expected to protect and promote CN's people, business and reputation by planning, coordinating and overseeing the day-to-day CN Police Operations, including conducting investigations into complaints against the railway and/or its employees.

4. Sergeant positions, when required to be filled by the Company, will be advertised in accordance with Article 12 of collective agreement 28.2 and will be awarded to the employee determined to possess the best qualifications for the job. Where qualifications are equal, the positions will be awarded in seniority order to applicants holding Constable seniority. The appointment of a Sergeant shall not be subject to appeal.

5. Applicants' qualifications will be evaluated by means of Supervisory reviews, tests and interviews. A representative of the Association will be given the opportunity to participate in interviews and to provide his/her recommendations on the selection of applicants. However, Management will be the judge of qualifications and will have the final decision on the selection of the successful applicant.

6. The requirements for qualifications, training and corresponding tests to be used will be established by the Company.

7. Any problem arising from the application of the terms of this agreement may be brought to the Chief of CN Police attention or his/her delegate. In such instances, the Chief of CN Police or his/her designate will, upon request, discuss the problem with the designate of the Association.

8. Problems or complaints arising from the application of this agreement are not considered as a difference between the parties as defined at Article 14 of collective agreement 28.2, hence they cannot be submitted to arbitration under the terms of Article 15 of the collective agreement.

Signed this 2nd day of September 2014 in Montreal, Quebec.

For the Company:

(Sgd) Denis Laurendeau
For: Kimberly A. Madigan
Vice-President
Human Resources

For the Association:

(Sgd) Gerry St-George
President - CNRPA

Addendum No. 6

CANADIAN NATIONAL RAILWAY COMPANY

MEMORANDUM OF AGREEMENT between Canadian National Railway Company and the Canadian National Railways Police Association to provide increased protection for Constables required to exercise their seniority rights to lower-rated positions.

IT IS AGREED that effective April 1, 1991, subject to ratification of this Memorandum of Agreement, and notwithstanding any other provision in this Agreement 28.2 to the contrary, the following provisions will apply:

1. Constables who, as a result of a notice served pursuant to Article 22.38 of Agreement 28.2, are required, in order to hold work, to exercise their seniority to a lower-rated temporary or permanent position will retain their Constable rank including the conditions, rates of pay and responsibilities related to such rank.
2. Constables, occupying lower-rated positions must, on a regional basis, exercise their seniority rights to any established Constable position bulletined in accordance with paragraph 12.3 of Agreement 28.2. Constables who fail to apply for such positions will forfeit their Constable rank, including the conditions, rates of pay and responsibilities related to such rank, while employed on lower-rated positions.
3. In the application of paragraphs 1 and 2 above, the provisions of paragraph 22.46 - Maintenance of Basic Rates of Agreement 28.2 will not apply.

Signed at Montreal, Quebec, this 29th day of July 1990.

FOR THE COMPANY:

(Sgd) M. Delgreco
For: Assistant
Vice-President
Labour Relations

FOR THE ASSOCIATION:

(Sgd) L.K. Myles
National President

(Sgd) B. Trudeau
National Secretary

(Sgd) D.N. MacWilliam
National Treasurer

(Sgd) F.J. Morgan
National Vice-President

(Sgd) R.R. McKay
National Vice-President

(Sgd) G. Dunkley
National Vice-President

(Sgd) R. Greer
National Vice-President

(Sgd) E.J. Kawecki
National Vice-President

Addendum No. 7-A

Effective January 31, 2015, paragraphs 14.7 and 14.8 of Article 14, Addendums 7-A and 7-B of Collective Agreement 28.2 are suspended and the procedure outlined in Addendum 7-D will apply in their stead.

May 20, 2004

Mr. F. Morgan
National President
Canadian National Railways
Police Association
6479 Miller's Grove
Mississauga, Ontario L5N 3E5

Dear Mr. Morgan:

As agreed during the closed period of the last contract, this letter will serve to confirm that the parties have agreed to implement the Individual Corrective Action.

This process presents an alternative to the traditional investigations and may be utilized when it is appropriate and acceptable to the employee, the Association and the Company, as per the parameters of the applicable collective agreement. The Association will participate with the Company in the administration of the alternate process.

Discipline Alternatives:

The focus of the alternate process is to encourage employees to recognize and change behaviours in themselves that may have been unsafe, inefficient, unproductive and/or unacceptable. The alternate methods to be employed in effecting such a change will include remedial training, management counseling and mentoring, and voluntary employee participation in constructive activity related to an incident.

Employees who have demonstrated through repeated behaviour that they will not benefit through the application of the individual corrective action process will be subject to the traditional discipline processes.

1. Application of the Policy:

- A. In every case, employees shall be entitled to and afforded due process under the applicable collective agreements unless and until they agree to waive their rights thereunder, and elect to be governed by the provisions contained in this Policy.
- B. The Policy is to take effect January 1st, 2004, subject to our commitment to provide training prior to implementation.
- C. This policy may be cancelled by either party upon 30 days advance notification. This policy may be amended or modified upon mutual agreement between the parties.

2. Individual Corrective Action (ICA) Process:

- A. Within 72 hours of an infraction becoming known, the Local CN Police Inspector and the CNRPA National President, or their designee, will communicate to discuss the incident. They will:
 - 1. Identify the specific rule(s), which are involved.
 - 2. Review the employee's record for repetitive similar infractions.
 - 3. Determine what monetary loss the Company incurred, if any.
- A. The Local CN Police Inspector and the CNRPA National President will classify the gravity of the infraction as "minor", or "serious requiring a formal investigation" according to the number of previous similar infractions, loss incurred by the Company, and the nature of the infraction.
- B. Infractions, other than those referred to the Paragraph 3 below, will be classified as "minor" unless any of the following criteria is applicable to the infraction:

Infraction is repetitive (more than 2 similar violations in a two-year period).

These types may be, but not inclusive of, attendance management, minor performance issues, lack of productivity with minimal business impact, etc.

3. Handling of Infractions:

A. Minor Infractions:

- 1. Within 72 hours of an infraction becoming known to the Company, the Local CN Police Inspector and the CNRPA National President will make a determination as to what "Individual Corrective Action" (ICA) should be taken. The employee will be notified and may elect the ICA, or may elect the traditional discipline process, within 72 hours of notification.
- 2. If the Local CN Police Inspector and the CNRPA National President are unable to agree, it will be escalated on the Company side to the CN Chief of Police, or his designate, for resolution.

B. Serious Infractions:

A first serious infraction within a two-year period will be handled as follows:

Within 72 hours of the infraction being known, the local CN Police Inspector shall notify the CNRPA National President. The employee may elect the traditional discipline process, or attend a voluntary meeting with the local CN Police Inspector, under the ICA process. In the meeting, the employee will be asked to identify his/her role in the incident, identify the contributing causes and suggest a personal ICA. The employee will submit a report of these findings to the Manager, Administration who will insure the ICA is accomplished. Discipline will be part of the individual's corrective actions process.

C. Infractions Requiring Formal Investigation:

Some infractions may be so serious as to warrant discipline up to, and including suspension or discharge. In such cases, the traditional discipline process must be utilized. The following are examples of serious infractions that are designated as infractions for which an employee may not opt for the ICA process, but is required to proceed under the traditional formal investigation:

(This list is for illustrative purposes only and it is not intended to be limited solely to the infractions used as examples; it is not exhaustive.)

1. Rule G and/or violations of the Company's Policy to Prevent Workplace Alcohol and Drug Problems
2. Insubordination
3. Harassment
4. Criminal acts

4. Administration of the Policy

The Chief of Police and the CNRPA National President are responsible for the fair and impartial administration of this policy. In cases where dismissal is determined to be appropriate, the Chief of Police will advise the CNRPA National President in advance of notifying the employee.

5. Individual Corrective Action:

In all cases, employees who perform "ICA" or attend the voluntary meeting with the CN Police Inspector will be compensated (including expenses, where applicable) for their attendance in accordance with the provisions of the applicable collective agreement.

If this reflects our discussions on this matter, please signify your concurrence by countersigning below.

Yours truly,

I CONCUR.

Régent St-Hilaire
Manager, Administration
CN Police

F. Morgan
National President
Canadian National Railways Police Association

Addendum No. 7-B

Effective January 31, 2015, paragraphs 14.7 and 14.8 of Article 14, Addendums 7-A and 7-B of Collective Agreement 28.2 are suspended and the procedure outlined in Addendum 7-D will apply in their stead.

CANADIAN NATIONAL RAILWAY COMPANY

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the Canadian National Railways Police Association respecting the introduction of formal/informal investigation procedures for Constables hired or promoted on or subsequent to April 1, 1991.

IT IS AGREED that:

1. Effective April 1, 1991, subject to ratification of this Memorandum of Agreement, paragraphs 14.7 and 14.8 of Agreement 28.2 are suspended in respect of those employees hired or promoted to a position covered by this Agreement on or subsequent to April 1, 1991, and the procedure outlined herein will apply in their stead:
2. **INFORMAL INVESTIGATION**
 - * **(a)** Subject to the provisions of sub-paragraph (a) (ii) of Item 3, minor incidents will be handled without the necessity of a formal investigation.
In such cases, employees shall be offered an irrevocable choice of either a formal or informal investigation. Employees will be asked to make their choice in writing.
 - (b)** Such incidents will be investigated as quickly as possible by a proper officer(s) of the Company and subsequently reviewed with the employee(s) concerned.
 - (c)** In cases where the assessment of discipline is warranted, the employee will be advised in writing within 14 days from the date the incident is reviewed with the employee. A copy of the Incident Report and a copy of the Form 780 issued will be sent to the appropriate member of the National Executive.
 - * **(d)** When an employee is notified of the conclusions reached by the Company, and of the discipline assessed, if any, he/she shall, if such is not acceptable to him/her, have the right to initiate an appeal of the discipline in accordance with the grievance procedure of the respective Collective Agreements, but commencing with Step Number Two.
3. **FORMAL INVESTIGATION**
 - (a)** A formal investigation will be held as soon as practicable;
 - (i)** in the case of an employee committing an alleged dismissible offence;
 - (ii)** when an employee is alleged to have committed a minor offence where the seriousness of such offence might warrant discipline to the extent that when added to his/her current discipline record could result in discharge for accumulation of demerit marks;
 - (iii)** when an employee is alleged to have been involved in a major incident;
 - (iv)** when an employee is involved in an incident where the need for information and appropriate documentation is required by order, regulation or Company requirements.

- (b)** When required to attend a formal investigation, an member will be given at least 3 days' notice in writing. The notice will include the date, time, place and subject matter of the hearing.
- (c)** Where an member wishes to have one or two accredited representatives appear with him/her at a hearing and such representative cannot be made available for the time set for the hearing, the member, either directly or through an accredited representative, may seek a delay in the hearing sufficient for the Association to have an accredited representative made available. Concurrence to such a request will not be unreasonably withheld by the proper officer of the Company. Application of this provision will not result in a need for a second notice period under the terms of item (b) above.

The following Association officers will be considered accredited representatives:

Members of the National Executive of the Association and Executive members of Locals.

- ** (d)** Where an member so wishes, one or two accredited representatives may appear with him/her at the hearing. Upon being notified of the hearing, the member will be provided with a copy of all the written evidence as well as any oral evidence which has been recorded and which has a bearing on his/her involvement. This will not, however, prevent other new evidence from being introduced at the hearing. The member and his/her accredited representative will have the right to hear all of the evidence submitted and will be given the opportunity through the presiding officer to ask questions of attending witnesses (including Company officers where necessary) whose evidence may have a bearing on his/her involvement. The questions and answers will be recorded and the member and his/her accredited representative will be furnished a copy of the statement.
- (e)** If corrective action is to be taken, the member will be so notified in writing of the Company's decision within 14 days from the completion of the member's investigation. Such notification will be given at the same time or after the member is personally interviewed by the appropriate Company officer unless the member is not available for such an interview within the time limit prescribed.
- (f)** Employees will not be held out of service pending investigation unless:
 - (i)** The circumstances of the incident are such that there is reason to believe that the employee's continued performance on the job could constitute a hazard to himself/herself, other persons or the operations;
 - (ii)** The offence is considered sufficiently serious to warrant such action;
 - (iii)** It is essential to carrying out the investigation.
- (g)** Except as otherwise mutually agreed, the officer conducting the hearing shall be the individual who is in the best position to develop all of the relevant facts, provided such individual is not directly involved in the incident.
- (h)** In determining corrective action, only the employee's discipline record of the last five years prior to the incident under investigation will be considered.
- (i)** An employee who is held out of service while under investigation, except in cases where the offence with which charged is of a nature which may result in suspension or dismissal, will be paid for any loss of schedule wages. Suspension will commence from

the date the employee is removed from service. Dismissal will be effective on the date the decision is made to dismiss the employee.

(See Addendum 7-C)

- (j) Except in cases of dismissal, an appeal against discipline imposed may be initiated at Step Number Two of the grievance procedure. Should discipline after appeal be found to be unjust, resulting in cancellation of such discipline, the employee will be paid at schedule wages for each day lost, exclusive of any amount earned by whatever means. He/she will also be reimbursed for any reasonable expenses incurred if required to be away from home in connection with the investigation.
4. The time limits specified in this Memorandum of Agreement may be extended by mutual agreement of the parties.
5. This Memorandum of Agreement is subject to cancellation by the signatory parties to the Agreement on thirty days' written notice to the other party. If this Memorandum is cancelled, the provisions of the various articles of Agreement 28.2 referred to in Item 1 of this Memorandum of Agreement will automatically apply as from the first calendar day following expiration of the thirty days' notice referred to in the first sentence of this Item 5.

Signed at Montreal, Quebec, this 29th day of July 1990.

FOR THE COMPANY:

(Sgd) M. Delgreco
for: Assistant
Vice-President
Labour Relations

FOR THE ASSOCIATION:

(Sgd) L.K. Myles
National President

(Sgd) B. Trudeau
National Secretary

(Sgd) D.N. MacWilliam
National Treasurer

(Sgd) F.J. Morgan
National Vice-President

(Sgd) R.R. McKay
National Vice-President

(Sgd) G. Dunkley
National Vice-President

(Sgd) R. Greer
National Vice-President

(Sgd) E.J. Kawecki
National Vice-President

* Paragraphs amended by memorandum of agreement dated November 26, 1992.

** Paragraph amended by memorandum of agreement
dated June 14, 1995.

Addendum No 7-C

Revised ICA

September 3, 2008

Kelly Brown
National President
Canadian National Railways
Police Association
1701 Chappel Drive
Saskatoon, Saskatchewan S7M 5P5

Dear Mr. Brown:

This is with regards to concerns raised by the Association related to employees who face disciplinary investigations being suspended without pay pending their hearings.

While we agree with the legal premise of the presumption of innocence until proven guilty, there are certain circumstances where due to the nature of the allegations, it is prudent to remove the individual from the work place. This may be due to violence or perceived threats against the Company, its officers, employees or customers, or where the alleged offense is one involving trust or dereliction of duty.

By copy of this letter I wish to remind the parties involved in disciplinary proceedings that CN Chief of Police or his/her delegate is not to hold constables out of service pending investigation except in the most serious of cases. In such event, we shall advise the President of the CNRPA of the reasons.

If this reflects our discussions on this matter, please signify your concurrence by countersigning below.

Yours truly,

I CONCUR.

Kimberly A. Madigan
Vice-President
Labour Relations

Kelly Brown
National President

Addendum No 7-D

CANADIAN NATIONAL RAILWAY COMPANY

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the Canadian National Railways Police Association respecting the introduction of a new alternative to the application of the discipline procedure under two different regimes known as the Individual Corrective Action (ICA) and the Informal/Formal discipline process.

IT IS AGREED that:

1. Effective January 31, 2015, paragraphs 14.7 and 14.8 of Article 14, Addendums 7-A and 7-B of Collective Agreement 28.2 are suspended and the procedure outlined herein will apply in their stead:
2. **Individual Improvement Process (IIP)**
 - (a) Minor infraction/incidents will be handled through the **Individual Improvement Process (IIP)**.
 - (b) Infractions, other than those referred to in item (k) below, will be classified as "minor" unless they are repetitive i.e. more than 2 similar infractions in a two-year period
 - (c) These "minor" types of infractions may be such infractions as attendance management issues, minor job performance issues, lack of productivity with minimal business impact, etc.
 - (d) Within 120 hours (5 days) of a minor infraction/incident becoming known to the Company, the CN Police Inspector must notify the CNRPA National President or designee, and the employee of the infraction/incident under review. Such infraction/incident will be reviewed as quickly as possible.
 - (e) Within 120 hours (5 days) of being notified of the infraction/incident to be reviewed, the employee must irrevocably elect, in writing, to follow either the traditional Formal Investigation procedures or opt for the **Individual Improvement Review (IIR)** procedure.
 - (f) Should the employee elect the **IIR** procedure, the employee will meet with a CN Police Inspector to review the infraction/incident. In that meeting, the employee will be asked to identify his/her role in the infraction/incident and the contributing factors.
 - (g) The CN Police Inspector and the CNRPA National President or designee will confer and make a final determination as to what Improvement Measure must be taken and communicated to the employee within 30 days (*) from the date the infraction/incident has been reviewed with the employee. Under the **IIP**, any form of discipline is considered as an Improvement Measure. It is understood that any discussion concerning the determination of the Improvement Measure is without prejudice to either party's respective position. The maximum number of demerit marks to be assessed under the IIP will be 15 demerit marks (*).
 - (h) An employee, who elects to be dealt with under the Improvement Review procedure, must accept the Improvement Measure as agreed upon by the CN Police Inspector and The CNRPA National President or designee, without right of appeal.

- (i) However, if the CN Police Inspector and the CNRPA cannot come to an agreement on the Improvement Measure within 30 days (*) from the date the infraction/incident is reviewed with the employee, the CN Police Inspector will determine the Improvement Measure to be applied and will inform the employee. He/she can either accept, in writing, the Improvement Measure or appeal it directly at step II of the grievance procedure.
- (j) In all cases, employees who perform improvement review with the CN Police Inspector will be compensated (including expenses, where applicable) for their attendance at the IIR meeting in accordance with the provisions of the collective agreement.
- (k) Infractions Requiring Formal Investigation:

Some infractions may be so serious as to warrant discipline up to, and including suspension or discharge. In such cases, the traditional discipline process must be utilized. The following are examples of serious infractions that are designated as infractions for which an employee may not opt for the IIP, but is required to proceed under the traditional formal investigation:

(This list is for illustrative purposes only and it is not intended to be limited solely to the infractions used as examples; it is not exhaustive.)

1. Rule G and/or violations of the Company's Policy to Prevent Workplace Alcohol and Drug Problems
2. Insubordination
3. Harassment
4. Criminal acts
5. Illegal strike action

3. Formal Investigation

- (a) A formal investigation will be held as soon as practicable;
 - (i) in the case of an employee committing such an alleged offence;
 - (ii) when an employee is alleged to have committed a minor offence where the seriousness or the repetition of such offence might warrant discipline to the extent that when added to his/her current discipline record could result in discharge for accumulation of demerit marks;
 - (iii) when an employee is alleged to have been involved in a major incident;
 - (iv) when an employee is involved in an incident where the need for information and appropriate documentation is required by order, regulation, law or Company requirements.
- (b) When required to attend a formal investigation, an employee will be given at least 3 days' advance notice in writing. The notice will include the date, time, place and subject matter of the hearing.
- (c) Where an employee wishes to have one or two accredited representatives appear with him/her at a hearing and such representative cannot be made available for the time set for the hearing, the employee, either directly or through an accredited representative, may seek a delay in the hearing sufficient for the Association to have an accredited representative made available. Concurrence to such a request will not

be unreasonably withheld by the proper officer of the Company. Application of this provision will not result in a need for a second notice period under the terms of item (b) above.

The following Association officers will be considered accredited representatives:

Elected officers/representatives of the CNRPA National or his/her designate(s).

- (d) Where an employee so wishes, one or two accredited representatives may appear with him/her at the hearing. Upon being notified of the hearing, the employee will be provided with a copy of all the written evidence as well as any oral evidence which has been recorded and which has a bearing on his/her involvement. This will not, however, prevent other new evidence from being introduced at the hearing. The employee and his/her accredited representative will have the right to hear all of the evidence submitted and will be given the opportunity through the presiding officer to ask questions of attending witnesses (including Company officers where necessary) whose evidence may have a bearing on his/her involvement. The questions and answers will be recorded and the employee and his/her accredited representative will be furnished a copy of the statement.
- (e) If corrective action is to be taken, the employee will be so notified in writing of the Company's decision within 30 (*) days from the completion of the employee's investigation. Such notification will be given at the same time or after the employee is personally interviewed by the appropriate Company officer unless the employee is not available for such an interview within the time limit prescribed.
- (f) Employees will not be held out of service pending investigation unless:
 - (i) The circumstances of the incident are such that there is reason to believe that the employee's continued performance on the job could constitute a hazard to himself/herself, other persons or the operations;
 - (ii) The offence is considered sufficiently serious to warrant such action;
 - (iii) It is essential to carrying out the investigation.
- (g) Except as otherwise mutually agreed, the officer conducting the hearing shall be the individual who is in the best position to develop all of the relevant facts, provided such individual is not directly involved in the incident.
- (h) In determining corrective action, only the employee's discipline record of the last five years prior to the incident under investigation will be considered.
- (ii) An employee who is held out of service while under investigation, except in cases where the offence with which charged is of a nature which may result in suspension or dismissal, will be paid for any loss of schedule wages. Suspension will commence from the date the employee is removed from service. Dismissal will be effective on the date the decision is made to dismiss the employee.

While we agree with the legal premise of the presumption of innocence until proven guilty, there are certain circumstances where due to the nature of the allegations, it is prudent to remove the individual from the work place. This may be due to violence or perceived threats against the Company, its officers, employees or customers, or where the alleged offense is one involving trust or dereliction of duty.

CN Chief of Police or his/her delegate is not to hold constables out of service pending investigation except in the most serious of cases. In such event, he/she shall advise the President of the CNRPA of the reasons.

- (j) Except in cases of dismissal, an appeal against discipline imposed may be initiated at Step Number Two of the grievance procedure. Should discipline after appeal be found to be unjust, resulting in cancellation of such discipline, the employee will be paid at schedule wages for each day lost, exclusive of any amount earned by whatever means. He/she will also be reimbursed for any reasonable expenses incurred if required to be away from home in connection with the investigation.

The Chief of Police and the CNRPA National President are responsible for the fair and impartial administration of this policy. In cases where dismissal is determined to be appropriate, the Chief of Police or his or her delegate will advise the CNRPA National President in advance of notifying the employee.

- 5. Prior to implementation, the Company will provide appropriate training for both Company and Association officers directly involved.
- 6. The time limits specified in this Memorandum of Agreement may be extended by mutual agreement of the parties.
- 7. This Memorandum of Agreement shall become effective on the date of signing until December 31, 2015. The parties will meet thirty days before December 31, 2015, to review its application and discuss its continuity. In any event, this Memorandum of Agreement is subject to cancellation by the signatory parties to the Agreement on thirty days' written notice to the other party. If this Memorandum is cancelled, the provisions of the various articles and addendums of Agreement 28.2 referred to in Item 1 of this Memorandum of Agreement will automatically apply from the first calendar day following expiration of the thirty days' notice referred to in the first sentence of this Item 7 or January 1, 2016, unless it is carried over.

Signed at Montreal, Quebec, this 16th day of January 2015.

FOR THE COMPANY:

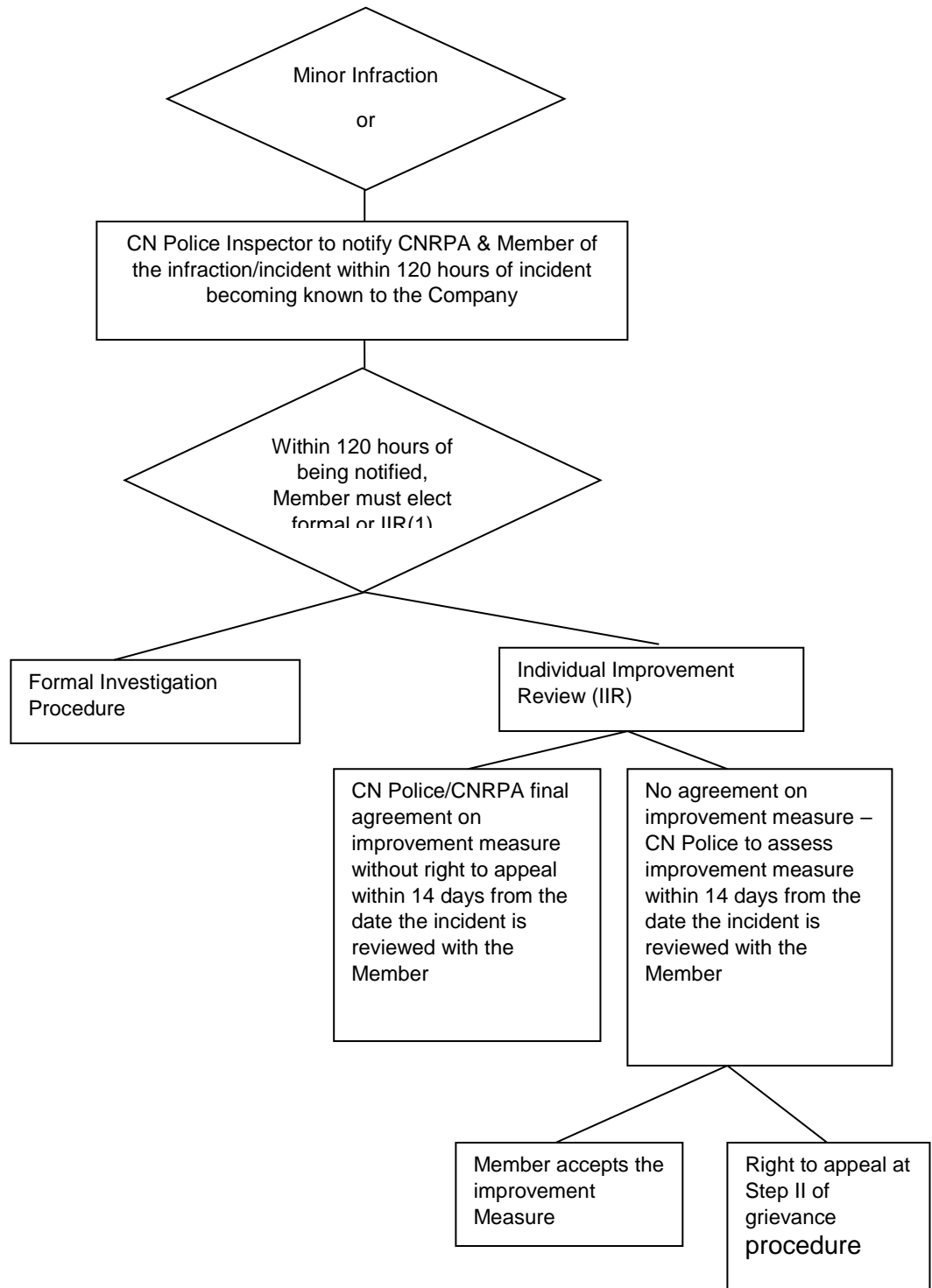
FOR THE ASSOCIATION:

(Sgd) Denis Laurendeau
For: Kimberly A. Madigan
Vice-President -
Human Resources

Gerry St. George
National President
CNRPA

(*) Amended in keeping with the Memorandum of Agreement dated January 11, 2018.

CN Police/CNRPA – Individual Improvement Process (IIP)



(1) Minor incidents will be handled through the **Individual Improvement Process (IIP)**. A Member who elects to go through **Individual Improvement Review (IIR)** must accept, without right of appeal, the discipline if CN Police and CNRPA agree on an Improvement Measure. However, if CN Police and CNRPA do not come to an agreement on the Improvement Measure, the Member could either accept the measure or appeal it at step II of the grievance procedure.

Addendum No. 8

November 26, 1992

Frank Morgan
President
Canadian National Railway
Police Association
7232 Corrine Crescent
Mississauga, Ontario
L5N 3P5

Dear Mr. Morgan:

During this round of negotiations the Association agreed to amend the provisions of Article 22, Employment Security and Income Maintenance, to provide that employees in receipt of lay off benefits or Employment Security status would be required to fill non-scheduled positions of any duration on their seniority territory.

The Association raised the concern as to whether employees filling temporary non-scheduled assignments away from their home location would be provided transportation, accommodation and meals while filling such assignments.

This letter will confirm that employees filling temporary non-scheduled positions pursuant to Article 22 of the collective agreement will be provided with transportation, lodging and meals in accordance with the policies and practices governing non-scheduled employees on the region to which they are assigned.

Yours truly,

(Sgd.) S. McConville
for: Assistant Vice-President
Labour Relations

cc: Mr. P. Danylewich
Chief, CN Police

Addendum No. 9

June 14, 1995

Mr. F. J. Morgan
President
Canadian National Railway Police Association
6479 Miller's Grove
Mississauga, Ontario
L5N 3E5

Dear Mr. Morgan:

The settlement between CN and your Association provides for extensive changes to the current Employment Security and Income Maintenance. The nature of collective bargaining is such that the new language needed to reflect such changes was developed under tight time constraints. While the parties made every reasonable effort to ensure that the revised wording truly reflects the intent of the changes agreed to, it is recognized that legitimate differences of opinion as to the proper application of the new rules can occur.

In handling such situations, it is agreed that the Labour Adjustment Committee established in the Employment Security and Income Maintenance Article would review any disagreement as to the application of the new rules.

It is understood that every practical alternative to resolve such disputes will be explored before resorting to arbitration. In the event arbitration is necessary, it will be on an expedited basis.

If the above reflects the understanding of the parties, please sign below.

Yours truly,

(Sgd) D.W. Coughlin
for: Assistant Vice-President
Labour Relations

I AGREE
(Sgd) F. Morgan
President
Canadian National Railway Police Association

Addendum No. 10

June 14, 1995

Mr. F.J. Morgan
President
Canadian National Railway Police Association
6479 Miller's Grove
Mississauga, Ontario
L5N 3E5

Dear Mr. Morgan:

During negotiation of the Employment Security and Income Maintenance Article, concerns were raised with regard to mobile homes not being moveable and the amounts payable for relocation purposes.

It was agreed that the current practice would be applied, whereby if it is determined by an independent appraiser that a mobile home is not moveable, homeowner provisions would apply.

Yours truly,

(Sgd) D.W. Coughlin
for: Assistant Vice-President
Labour Relations

Addendum No. 11

June 14, 1995

Mr. F.J. Morgan
President
Canadian National Railway Police Association
6479 Miller's Grove
Mississauga, Ontario
L5N 3E5

Dear Mr. Morgan:

During negotiation of the new Employment Security and Income Maintenance Article, concerns were raised by the Association in regard to the length of entitlement to employment security under Article 22.35 when an eligible employee has taken work outside the Company as determined by the Labour Adjustment Committee.

It is understood that an employee who receives less income while working outside the Company than the employee's employment security salary will have such income topped off to equal 100% of the employment security salary. It is also understood that the employee's employment security entitlement period will not be reduced by the number of weeks of top off received.

Yours truly,

(Sgd) D.W. Coughlin
for: Assistant Vice-President
Labour Relations

Addendum No. 12

June 14, 1995

Mr. F.J. Morgan
President
Canadian National Railway Police Association
6479 Miller's Grove
Mississauga, Ontario
L5N 3E5

Dear Mr. Morgan:

In negotiating expanded job opportunities for employees adversely affected by a change pursuant to a notice under Article 22.38, questions were raised in regard to the protection that would be afforded to employees who were required to accept any of the expanded job opportunities.

Employees who are required to relocate beyond the Region pursuant to Articles 22.32 to 22.37D inclusive, of the Employment Security and Income Maintenance Article, if adversely affected by a Technological, Operational or Organizational Change or laid off, regardless of the reason, within one year, will revert back to the benefits available under Articles 22.32 to 22.37D, without having to relocate for a period of two years. Prior to employees being required to accept such positions pursuant to Articles 22.32 to 22.37D, the Labour Adjustment Committee will assess, to the extent possible, the stability of such positions.

When an employee has relocated beyond the Region and such employee is subsequently affected by a permanent change within a two (2) year period, the employee will not be considered as having voluntarily ceased the employment relationship with the Company pursuant to Articles 22.36C and 22.37C. Employees who are required to accept positions within the operating group, where earnings are irregular, will have their earnings adjusted on a quarterly basis.

Yours truly,

(Sgd) D.W. Coughlin
for: Assistant Vice-President
Labour Relations

Addendum No. 13

January 11, 2018

Gerry St George
National President
Canadian National Railways
Police Association

Dear Mr. St George

This has reference to our discussions held during the current round of negotiations, with respect to the Company's requirement to have off-duty employees carry cellular telephones and/or pagers.

This requirement is driven by the need for the CN Police services to be aligned with our internal customers and to provide a timely response when required. To that end, there is a need to have off-duty employees carry cellular telephones and/or pagers and be available for duty on a call/stand-by basis at all times during regular work week, as well as a given number of employees on their days off and one-employee points.

In consideration of the above requirements placed on these employees, the parties have agreed to an allowance in recognition of these circumstances in the following manner.

Effective February 1st, 2018 employees mandated to remain "on call/stand-by" shall receive a stand-by allowance of \$12.00 per day and this allowance will solely be paid to those employees required to be operationally "on call/stand-by as directed by management.

Effective the first of the month following ratification, employees on calls/standby status after completing their regular tour of duty who are called to service and attend work shall be paid as per the terms of the provisions of Article 6.6 of the Collective Agreement.

Effective the first of the month following ratification, employees on call/standby status, who, after completing their regular tour of duty, are called to service and do not attend work but deal with the call by telephone/cellular phone shall be paid for one hour for a call(s) handled within the first hour, and thereafter in equivalencies of thirty (30) minute increments. Payment is to be made at time and one half of the regular hourly rate.

It is also agreed that the present usage of cellular telephone and/or pagers at the various locations will not be changed unless it becomes necessary to do so in order to meet operational requirements. Should a change be necessary in line with the above, except in case of emergency, the Company will provide notification of thirty (30) days so that discussions with the CNRPA may be held in advance of the contemplated change.

It is also agreed that during the closed period of the contract the Company and the Association will meet to discuss and find solutions to minimize the usage of the on call/standby procedures.

If you agree that the above properly reflects the agreement reached, please so indicate by signing in the space indicated below.

Yours truly,

Kimberly A. Madigan
Vice-President
Human Resources

I CONCUR.

Gerry St George
National President

Addendum No. 13-A

September 3, 2008

Kelly Brown
National President
Canadian National Railways
Police Association
1701 Chappel Drive
Saskatoon, Saskatchewan S7M 5P5

Dear Mr. Brown:

This refers to our discussions held during current round of negotiations with respect to the Company's requirement to have employees be available for duty on an on- call/stand-by basis at all time.

The Association raised concerns with respect to the fact that employees on-call/stand-by status are required to be available 12 days out of 14 to provide timely response when required to support internal customers. As we discussed, one-employee (*) points were created to allow for faster response to request for police assistance. Additionally, those concerns also addressed certain work/life balance issues for our officers.

In our recent talks, the Association asked us to maintain local agreements at locations where employees have been on call/stand-by status at designated one-employee points and have been available on a "one week on/one week off" basis provided that, during the week an employee is not on call/stand-by, an employee from an adjacent territory is available to respond to calls at all times during the regular work week, after hours and during rest days, or other days away from work, on the assigned territory normally covered by the employee who is not on call/stand-by.

In the spirit of working together and as part of this early resolution to our negotiations, we agreed to a one week on/one week off call/stand by arrangement for all one-employee points on the following terms. Both parties agree that this arrangement has to be administered with the understanding that emergency calls must be covered. In other words, there cannot be a diminution of police service or response time to calls as a result of the implementation of this arrangement.

During the week when an employee at a one employee point is not on-call, the employee in the adjacent territory shall be expected to respond to calls on his/her behalf. The Inspector shall, if required make a determination as to whether or not an emergency has arisen that necessitates immediate response by the employee at a one employee point not on-call. An illustrative emergency call list is attached to this addendum.

In cases of emergency occurring on the territory normally covered by the regular one-employee point employee during the week he/she is not on-call/stand-by, he /she must respond to the emergency calls unless he/she is prevented from responding for valid and legitimate reasons. Employees shall notify their Inspector by phone when he/she is not available to take emergency calls during the week while not on call due to valid and legitimate reasons. Should an employee working one-employee point not respond, not be reachable or not be available when called to respond to two emergency calls, the Chief of Police or his/her designated representative may at his/her discretion revert the employee involved to a 12 days out of 14 on call/stand-by pattern until such time that the Chief of Police or his/her designated representative is satisfied that the CN operations will be fully protected

and secured. Employees will not be subject to the emergency list calls during the two rest days falling on the week that they are not on call.

Should employees working one-employee points from two adjacent territories not want to be available on "one week on/one week off" basis, they shall be placed on a 10/14 or 12/14 cycle on call/stand-by schedule by mutual agreement between the Association and the Company.

A one-employee point employee pairing up with another one-employee point employee will not be entitled to take vacation or leave of absence at the same time, unless otherwise mutually arranged between the Association and the Company.

If you agree that the above properly reflects the agreement reached, please so indicate by signing in the space indicated below.

Yours truly,

I CONCUR.

Kimberly A. Madigan
Vice-President
Labour Relations

Kelly Brown
National President

(* The *reference* to "man" changed to that of "employee" in keeping with the Memorandum of Agreement dated January 11, 2018

EMERGENCY CALL LIST

EMERGENCY WHEN NOT ON CALL
ACCIDENT WITH INJURIES OR FATALITIES
ALARM IN CN POLICE STATION AND vp RESIDENCE
ARSON ,B & E, THEFT AND VANDALISMIN PROGRESS ON CN PROPERTY
DERAILMENT IMPEADING TRAIN MOVEMENT ON MAIN LINE
EMERGENCY MEASURE PROCEDURE (IMPEADING TRAINS MOVEMENT)
DRUG & ALCHOOL AS REQUESTED BY THE INSPECTOR
DEATH OR INJURY ON CN PROPERTY
LABOUR DISPUTES
SHOOTING AT TRAINS BY FIREARMS
ALL OTHER EMERGENCY CALLS AS DESIGNATED BY THE INSPECTOR
EMERGENCY WHEN ON CALL
ACCIDENT WITH INJURIES OR FATALITIES
ALARM IN CN POLICE STATION AND VP RESIDENCE
ARSON ,B & E, THEFT AND VANDALISMIN PROGRESS ON CN PROPERTY
DERAILMENT IMPEADING TRAIN MOVEMENT ON MAIN LINE
EMERGENCY MEASURE PROCEDURE (IMPEADING TRAINS MOVEMENT)
DRUG & ALCHOOL
DEATH OR INJURY ON CN PROPERTY
LABOUR DISPUTES
SHOOTING AT TRAINS BY FIREARMS
ALL OTHER EMERGENCY CALLS AS DESIGNATED BY THE INSPECTOR
TRAINS DELAYS MORE THAN 30 MINUTES
TRESPASSERS (AFFECTING TRAINS MOVEMENT)
SUSPICIOUS PACKAGE AFFECTING TRAIN MOVEMENT
POLICE OFFICER NEAR OR ON TRACK
EMAIL
DEBRIS ON THE TRACKS
STONING OF TRAINS
NEAR MISS
SEAL EXCEPTIONS
TRESPASSER NOT AFFECTING TRAIN MOVEMENT

NOTE: If Communication Centre staff is unsure whether to call a constable for a specific incident, they must contact the Inspector to determine if the constable is required to be called.

Addendum No. 14

Hiring of New Police Officers

The following guidelines will apply if CN Police decides to hire persons with previous police experience and training.

- a) Previous experience shall be considered as the period from the date of commencement of employment with another Municipal, Provincial or Federal police service to the date of leaving the other police service.
- b) Provided applicants have been employed as police officers within three years of the date of commencement employment with CN Police, persons so hired will be paid as follows:
 - i) less than 12 consecutive months previous experience – probationary class rate.
 - ii) 12 consecutive months to 24 consecutive months – four class rate
 - iii) 24 consecutive months to 36 consecutive months – third class rate
 - iv) 36 consecutive months or more previous experience – second class rate
- c) A person, so hired, will:
 - i) If their service with another police service is continuous with service with CN Police, move to the next classification level, up to including 1st class on the anniversary of their date of hire with the previous police service;
 - ii) If their service with another police service is not continuous with CN Police, move to the next classification level up to and including 1st class on the anniversary date of hire with CN Police.
- d) A person, so hired, will be subject to a twelve (12) month probation period during which time they may be terminated without reference to seniority.
- e) Seniority shall be established from the date the employee first enters the service of CN Police.

Hiring of Peace Officers

The following guidelines will apply if CN Police decides to hire persons with “peace officer” experience and training.

- a) A candidate who presently holds the office of “peace officer” as defined by Section 2 of the Criminal Code of Canada.
- b) A candidate has held that office of peace officer continuously for a period of not less than three years.
- c) Provided the applicant has been employed as peace officer for at least three consecutive years continuous to the date of commencing employment with CN Police, persons so hired will be paid as follows:
 - Third class rate of a CN Police Officer
- d) A person, so hired, will be subject to a twelve (12) month probation period during which time they may be terminated without reference to seniority.
- e) Seniority shall be established from the date the employee first enters the service of CN Police.

Addendum No. 15

During the negotiations, concerns were raised with regard to legal representation for CNRPA employees in the event of a legal pursuit for actions performed at work.

It was agreed that the Company shall pay legal expenses for defence against any criminal charges, civil litigation and/or other court action taken against a CN Police officer acting lawfully in the performance of his/her duties, which have been initiated by any third party.

The Association will submit names of three Lawyers for the Company's consideration. The Company reserves the right to disagree with the initial submission and may propose alternate counsel.

Addendum No. 16

May 20, 2004

Mr. F. Morgan
National President
Canadian National Railways
Police Association
6479 Miller's Grove
Mississauga, Ontario L5N 3E5

Dear Mr. Morgan:

This has reference to the Employment Equity Audit performed in CN.

The parties have agreed to a closed period commitment to review the feasibility of implementing a feedback process for CN's Constables and any other employment equity principles agreed by the Employment Equity Audit action plan.

Should the parties be unable to agree on how to implement any specific action item identified in the Audit report, either party may refer the matter(s) outstanding, to final and binding arbitration.

If this reflects our discussions on this matter, please signify your concurrence by countersigning below.

Yours truly,

I CONCUR.

Kim Madigan
Vice-President
Labour Relations
North America

F. Morgan
National President
Canadian National
Railways Association

Addendum No. 17

October 4, 2013

Gerry St George
National President
Canadian National Railways
Police Association

Dear Mr. St George

This has reference to the CN Police training course for new hires entering the service of the Company after January 1st, 2014.

Effective January 1st, 2014, the Company has agreed to provide a structured basic police training course to new employees based on the following:

- ✓ New recruits (who have not already had basic police training from an accredited police service / college) will receive a structured basic recruit training course at a recognized police college, preferably at the Ontario Police College;
- ✓ Recruit will pay for the training and be reimbursed 25% of the cost per year over a four (4) year period as long as they remain in service with CN Police;
- ✓ Work with a coaching officer for 8 weeks upon successful completion of the basic recruit training;
- ✓ The twelve (12) month probation period begins after successful completion of the basic recruit training and coaching period with an officer.

This training offer does not apply to any future hires who have previously received recognized police training. These employees will receive a minimum of six weeks of orientation/patrolling with a CN Police "Coaching Officer". For these employees, the twelve (12) month probation period will start effective with the first day of work.

If this reflects our discussions on this matter, please signify your concurrence by countersigning below.

Yours truly,
Kimberly A. Madigan
Vice-President

I CONCUR.
Gerry St George
National President

Addendum 18

February 20, 2015

Gerry St George
National President
Canadian National Railways
Police Association

Dear Mr. St George

This refers to our discussions held during our meeting held on January 16, 2015, with regards to mutual understanding to review application of Attachment H of the October 4, 2013 Memorandum of Settlement with respect to employees being able to take up to 80 hours of annual vacation allotment to cover absences on a daily basis.

During the last round of negotiations, the Association had raised concerns seeking to allow members to take time off using annual vacation time on a daily increment basis, rather than only on weekly increments. The parties then agreed to the applicable conditions under Attachment H of the October 4, 2013, Memorandum of Agreement.

In accordance with the Memorandum of Agreement, the parties started discussions before the end of the year 2014 which concluded on January 16, 2015. It is mutually agreed that the trial experience proved to be successful. Accordingly, the parties are prepared to continue with the agreement under the following conditions:

1. Members must indicate on their applications for vacation, which must be filed prior to January 31st, that they want to use up to 80 hours annual vacation allotment to cover absences on a daily basis and the number of hours they will take;
2. A 72-hour notice must be provided to management before taking one day vacation. However, employees who intend to take vacation days under this agreement during the period from December 1 to December 31, 2015, must submit their request to management by November 1, 2015.

If those vacation days have been already granted to another employee in accordance with paragraph 9.14 (a) of Article 9 of collective agreement 28.2, the employee with remaining individual days will have to select another date before year end subject to item 3 of this letter.

3. Time off will be agreed through mutual agreement between the members and the management, providing it does not jeopardize the operational requirements of the Service;
4. All time declared on the vacation application must be taken before December 31 of each year. Should a member not use all vacation time by such a date, such member will forfeit any annual vacation allotment remaining and not taken, unless he/she was unable to take said vacation due to a bona fide illness or injury;

I This Memorandum of Agreement shall remain in effect until December 31, 2023 (*). However, if for valid and substantiated business reasons, it is determined that the allotment of up to 80 hours was not manageable, such number may be reduced to 40 hours for the remainder of the contract.

If this represents your understanding, please counter sign below,

Yours truly,

I CONCUR.

(Sgd.) Denis Laurendeau

For: Kimberly A. Madigan
Vice-President
Human Resources

(Sgd.) Gerry St George

Gerry St George
National President

(*): Text amended per Memorandum of agreement dated January 11, 2018.

Addendum 19

January 11, 2018

Gerry St George
National President
Canadian National Railways
Police Association

Dear Mr. St George

This refers to our discussions held during the current round of negotiations and the parties' desire to have future arbitrations conducted in accordance with the rules and procedures of the Canadian Railway Office of Arbitration and Disputes Resolution (CROA&DR).

To achieve that goal, the current provisions of Article 15 "Arbitration" are suspended for the duration of this Agreement and replaced with the following.

ARBITRATION

- 15.1** When either party requests that any grievance regarding the interpretation or alleged violation of the terms or provisions of this Agreement, amendments, supplemental agreements or any unsettled complaint be submitted to arbitration, it shall make such request in writing to the other party of this Agreement. Such requests shall be made within 30 days from the date the decision was received under the final step of the grievance procedure set forth in Article 14.
- 15.2** Within thirty (30) calendar days of date of receipt of a request for arbitration the parties shall endeavour to agree on the name of the arbitrator, it being understood that preference will be given to one of the arbitrators adjudicating disputes at the Canadian Railway Office of Arbitration and Disputes Resolution (CROA&DR). If an agreement on such an arbitrator is not reached, the party requesting arbitration may then request the Minister of Labour to appoint an arbitrator and advise the other party accordingly. Such request to the Minister of Labour must be made no later than fourteen (14) calendar days following the 30-day period referred to in this paragraph.
- 15.3** A Joint Statement of Issue containing the facts of the dispute and reference to the specific provision or provisions of the Collective Agreement allegedly violated, shall be jointly submitted to the arbitrator no less than 30 calendar days in advance of the date of the hearing. In the event the parties cannot agree upon such Joint Statement of Issue, either or both parties may submit a separate Statement of Issue to the Arbitrator no less than 30 calendar days in advance of the scheduled date of the hearing and must at the same time provide a copy of such statement to the other party.
- 15.4** Both parties agree that they (and their counsel if they are represented by counsel) will govern themselves in accordance with the Rules and Procedures of the Memorandum of Agreement establishing the Canadian Railway Office of Arbitration and Disputes Resolution.
- 15.5** The hearing shall be held by the Arbitrator in Montreal unless otherwise mutually arranged, or unless the Arbitrator deems it advisable, because of special circumstances, to hold the hearings elsewhere.

- 15.6** The decision of the Arbitrator shall be rendered in writing to both parties within 30 calendar days of the completion of the arbitration hearings and shall be final and binding upon the parties.
- 15.7** Each party shall bear their respective expenses incurred in the presentation of the case to the Arbitrator. The Arbitrator's fees and expenses will be equally shared between the parties.
- 15.8** The Arbitrator shall not make any decision that subtracts from, adds to, modifies, rescinds or disregards any term or provisions of this Agreement.
- 15.9** The time limits as provided herein may be extended by mutual agreement between the parties.
- 15.10** This Addendum is subject to cancellation on sixty (60) days' written notice to the other party.
- 15.11** If there is a conflict between the rules and policies governing the CROA&DR and this letter, this letter shall prevail.

Addendum 20

Vacation Entitlement (Current Vacation Method)

For employees hired on or after January 1, 2017, the provisions of this Appendix supersede any other provisions of Article 9 which may be contrary.

Note: It is understood that employees taking annual vacation under the Current Vacation Method, who are subsequently laid off, resigns or where the employment relationship is otherwise severed, may not have earned the annual vacation they have taken. This may also apply to employees who are on leave, off sick etc. and who subsequently do not return to work. Any vacation granted for which employees do not subsequently qualify will be deducted from their vacation entitlement in the current year. If a shortfall remains, the Company will make the appropriate deductions from outstanding wages as required and will advise the employee. If there are no outstanding wages, the employee will be required to pay the difference.

- 9.1 Employees who, at the beginning of the calendar year, are not qualified for vacation under paragraph 9.2, shall earn one working day's vacation with pay for each 25 days' cumulative compensated service, or major portion thereof, during the current calendar year, with a maximum of 10 working days until qualifying for further vacation under subparagraph 9.2.

For clarity, during the first year of service, an employee shall have his/her vacation entitlement pro-rated, based on date of hire.

- 9.2 Subject to the provisions of Note 1 below, employees who, at the beginning of the year, have maintained a continuous employment relationship for at least 2 years, and have completed at least 500 days cumulative compensated service, shall have their vacation scheduled on the basis of one working day's vacation with pay for each 16-2/3 days of cumulative compensated service, or major portion thereof, during the current calendar year, with a maximum of 15 working days; in subsequent years, the employee will continue vacation entitlement on the foregoing basis until qualifying for additional vacation under paragraph 9.3.

Note 1: Employees covered by subparagraph 9.2 will be entitled to vacation on the basis outlined therein if on their third or subsequent service anniversary date they achieve 750 days of cumulative compensated service; otherwise their vacation entitlement will be calculated as set out in paragraph 9.1.

- 9.3 Subject to the provisions of Note 2 below, employees who, at the beginning of the year, have maintained a continuous employment relationship for at least 9 years and who have completed at least 2,250 days of cumulative compensated service, shall have their vacation scheduled on the basis of one working day's vacation with pay for each 12-1/2 days of cumulative compensated service, or major portion thereof, during the current calendar year, with a maximum of 20 working days; in subsequent years, they will continue vacation entitlement on the foregoing basis until qualifying for additional vacation under paragraph 9.4.

Note 2: Employees covered by paragraph 9.3 will be entitled to vacation on the basis outlined therein if on their tenth or subsequent service anniversary date they achieve 2,500 days of cumulative compensated service; otherwise their vacation entitlement will be calculated as set out in paragraph 9.2.

- 9.4 Subject to the provisions of Note 3 below, employees who, at the beginning of the year, have maintained a continuous employment relationship for at least 19 years and who have

completed at least 4,750 days of cumulative compensated service, shall have their vacation scheduled on the basis of one working day's vacation with pay for each 10 days of cumulative compensated service, or major portion thereof, during the current calendar year, with a maximum of 25 working days; in subsequent years, they will continue vacation entitlement on the foregoing basis until qualifying for additional vacation under paragraph 9.5.

Note 3: Employees covered by paragraph 9.4 will be entitled to vacation on the basis outlined therein if on their twentieth or subsequent service anniversary date they achieve 5,000 days of cumulative compensated service; otherwise, their vacation entitlement will be calculated as set out in paragraph 9.3.

- 9.5 Subject to the provisions of Note 4 and Note 5 below, employees who, at the beginning of the year, have maintained a continuous employment relationship for at least 28 years and who have completed at least 7,000 days of cumulative compensated service, shall have their vacation scheduled on the basis of one working day's vacation with pay for each 8-1/3 days of cumulative compensated service, or major portion thereof, during the current calendar year, with a maximum of 30 working days.

Note 4: Employees covered by paragraph 9.5 will be entitled to vacation on the basis outlined therein if on their twenty-ninth or subsequent anniversary date they achieve 7,250 days of cumulative compensated service, otherwise their vacation entitlement will be calculated as set out in paragraph 9.4

Note 5: In the application of paragraph 9.5, the Company will have the option of:

- (a) Scheduling employees for five (5) week's vacation and pay them for the sixth week at pro rata rates; or
- (b) Splitting the employees' vacation on the basis of five weeks and one.

- 9.13 In the application of the Current Vacation Method, new employees hired after vacations have been allotted will be required within 60 days of their date of hire to schedule that year's vacation allotment in the available remaining periods.
- 9.15 Unless mutually agreed, employees who do not schedule their vacation within 60 days of their date of hire shall be required to take their vacation at a time to be prescribed by the Company.

LETTERS OF INTEREST THAT DO NOT FORM
PART OF THE COLLECTIVE AGREEMENT

Not to form part of the Collective Agreement

September 3, 2008

Kelly Brown
National President
Canadian National Railways
Police Association
1701 Chappel Drive
Saskatoon, Saskatchewan S7M 5P5

Dear Mr. Brown

During the discussions related to the renewal of the collective agreement, the Association raised concerns about retired members, being required to testify about investigations or incidents with which there were involved prior to retirement. Although the Association no longer represents those individuals, and has no legal relationship with them or obligations to them after they retire from active service, your concerns were clearly worthy of consideration.

In order to alleviate your concerns the following explains how the Company presently handles such matters, in a fashion acceptable to all. When a retired constable is required under subpoena to appear before a court of competent jurisdiction, labour board, tribunal or other judicial or quasi-judicial body, to offer testimony related to his or her duties while employed by CN as a Constable, the Company will provide the retired member with a lump sum of \$100 to cover his travel and meal expenses associated with such attendance. Should the retired officer be required to remain in court for an extended period of time, beyond three hours, the officer is to be provided with a payment for his professional services, at a rate equivalent to the then present rate of a constable, on a half-hour by half-hour basis (commencing after the completion of the third hour) until released by the court at the conclusion of that day's hearing. Should he/she be required to return to court on a subsequent occasion or occasions, the retired constable, on each such subsequent day, shall be provided with similar payment for each hour, from the moment when the presiding authority commences of the proceedings until the retired constable is released either at or prior to the conclusion of each day's proceedings. It is understood that travel time and time not spent outside of the court proceedings is not compensated. Any other related expenses, (travel, lodging, meals, etc) should be reimbursed as per Company policy.

The parties agree that this commitment does not form part of the collective agreement and its enforcement is not a matter that can be brought to arbitration by either party.

If hope this reflects your understandings,

Yours truly,

Serge Meloche
Chief CN Police

Not to form part of the Collective agreement

September 3, 2008

Kelly Brown
National President
Canadian National Railways
Police Association
1701 Chappel Drive
Saskatoon, Saskatchewan S7M 5P5

Dear Mr. Brown:

This refers to our discussions held during current round of negotiations with respect to constables being assigned away from their home location for a long period of time.

The Association raised concerns with respect to constables away from their home location for an extended period of time while other constables would have been available for replacement on rotation schedule. The company in an effort to comply with CNRPA's request is ready, when and where possible, to establish a rotation schedule for employees assigned away from their home location for a period of over 14 days.

Yours truly,

Régent St-Hilaire
Manager
CN Police Administration

Not to form part of the Collective Agreement

September 13, 2013

Gerry St George
National President
Canadian National Railways
Police Association

Dear Mr. St George

Upon retirement, members will be permitted to retain their last No. 1 dress uniform issued to them. A retired member will not be permitted to wear his/her No. 1 dress uniform in public without first receiving approval from CN's Chief of Police and/or his/her designate.

The Service will not be responsible, financially or otherwise for the up-keep of the No. 1 dress uniform.

The Service maintains the right to have the No. 1 dress uniform returned from the retired member upon request if not complying with the requirement to have appropriate approval from the CN's Chief of Police and/or his/her designate.

If this reflects our discussions on this matter, please signify your concurrence by countersigning below.

Yours truly,

I CONCUR

Kimberly A. Madigan
Vice-President
Human Resources

Gerry St George
National President