

**TRAINMEN WEST**

**RATES OF PAY**

**1.01 PASSENGER SERVICE**

(1) The rates of pay for trainmen on trains propelled by steam or other motive power shall be:

<b>Effective January 1, 2006</b>				
<b>Step Rates</b>				
<b>Per Mile</b>	<b>85%</b>	<b>90%</b>	<b>95%</b>	
<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	
Conductor	106.27	90.33	95.64	100.96
Asst. Conductor	92.33	78.48	83.10	87.71
Baggageman	87.07	74.01	78.36	82.72
Brakeman	85.72	72.86	77.15	81.43
<b>Effective January 1, 2007</b>				
<b>Step Rates</b>				
<b>Per Mile</b>	<b>85%</b>	<b>90%</b>	<b>95%</b>	
<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	
Conductor	109.46	93.04	98.51	103.99
Asst. Conductor	95.10	80.84	85.59	90.35
Baggageman	89.68	76.23	80.71	85.20
Brakeman	88.29	75.05	79.46	83.88
<b>Effective January 1, 2008</b>				
<b>Step Rates</b>				
<b>Per Mile</b>	<b>85%</b>	<b>90%</b>	<b>95%</b>	
<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	
Conductor	113.84	96.76	102.46	108.15
Asst. Conductor	98.90	84.07	89.01	93.96
Baggageman	93.27	79.28	83.94	88.61
Brakeman	91.82	78.05	82.64	87.23
<b>Effective January 1, 2009</b>				
<b>Step Rates</b>				
<b>Per Mile</b>	<b>85%</b>	<b>90%</b>	<b>95%</b>	
<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	
Conductor	117.26	99.67	105.53	111.40
Asst. Conductor	101.87	86.59	91.68	96.78
Baggageman	96.07	81.66	86.46	91.27
Brakeman	94.57	80.38	85.11	89.84
<b>Effective January 1, 2010</b>				
<b>Step Rates</b>				
<b>Per Mile</b>	<b>85%</b>	<b>90%</b>	<b>95%</b>	
<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	
Conductor	120.78	102.66	108.70	114.74
Asst. Conductor	104.93	89.19	94.44	99.68
Baggageman	98.95	84.11	89.06	94.00
Brakeman	97.41	82.80	87.67	92.54
<b>Effective January 1, 2011</b>				
<b>Step Rates</b>				
<b>Per Mile</b>	<b>85%</b>	<b>90%</b>	<b>95%</b>	
<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	
Conductor	124.40	105.74	111.96	118.18
Asst. Conductor	108.08	91.87	97.27	102.68
Baggageman	101.92	86.63	91.73	96.82
Brakeman	100.33	85.28	90.30	95.31
<b>Effective January 1, 2013</b>				
<b>Step Rates</b>				
<b>Per Mile</b>	<b>85%</b>	<b>90%</b>	<b>95%</b>	
<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	
Conductor	128.13	108.91	115.32	121.72
Asst. Conductor	111.32	94.62	100.19	105.75
Baggageman	104.98	89.23	94.48	99.73
Brakeman	103.34	87.84	93.01	98.17
<b>Effective January 1, 2014</b>				
<b>Step Rates</b>				
<b>Per Mile</b>	<b>85%</b>	<b>90%</b>	<b>95%</b>	
<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	<b>Cents</b>	
Conductor	131.97	112.17	118.77	125.37
Asst. Conductor	114.66	97.46	103.19	108.93
Baggageman	108.13	91.91	97.32	102.72
Brakeman	106.44	90.47	95.80	101.12



(2) On the Mountain, Shuswap, Arrow Lake, Okanagan, Boundary, Rossland, Slocan, Kaslo and Carmi Subdivisions and on the Princeton Subdivision between Penticton and Mileage 112.7 regularly assigned passenger trainmen who entered train service prior to December 1, 1959, shall have added to the rates shown in the proceeding table a differential of:

Conductors -	0.92 cents per mile
Asst. Conductors -	0.79 cents per mile
Baggagemen -	0.73 cents per mile
Brakemen -	0.63 cents per mile

(3) In all passenger service the earnings for each day service is performed (straight-away or turnaround) shall not be less than:

Effective January 1, 2006				
Step Rates				
	85%	90%	95%	
Conductor	\$106.27	\$90.33	\$95.64	\$100.96
Asst. Conductor	\$92.33	\$78.48	\$83.10	\$87.71
Baggageman	\$87.07	\$74.01	\$78.36	\$82.72
Brakeman	\$85.72	\$72.86	\$77.15	\$81.43
Effective January 1, 2007				
Step Rates				
	85%	90%	95%	
Conductor	\$109.46	\$93.04	\$98.51	\$103.99
Asst. Conductor	\$95.10	\$80.84	\$85.59	\$90.35
Baggageman	\$89.68	\$76.23	\$80.71	\$85.20
Brakeman	\$88.29	\$75.05	\$79.46	\$83.88
Effective January 1, 2008				
Step Rates				
	85%	90%	95%	
Conductor	\$113.84	\$96.76	\$102.46	\$108.15
Asst. Conductor	\$98.90	\$84.07	\$89.01	\$93.96
Baggageman	\$93.27	\$79.28	\$83.94	\$88.61
Brakeman	\$91.82	\$78.05	\$82.64	\$87.23
Effective January 1, 2009				
Step Rates				
	85%	90%	95%	
Conductor	\$117.26	\$99.67	\$105.53	\$111.40
Asst. Conductor	\$101.87	\$86.59	\$91.68	\$96.78
Baggageman	\$96.07	\$81.66	\$86.46	\$91.27
Brakeman	\$94.57	\$80.38	\$85.11	\$89.84
Effective January 1, 2010				
Step Rates				
	85%	90%	95%	
Conductor	\$120.78	\$102.66	\$108.70	\$114.74
Asst. Conductor	\$104.93	\$89.19	\$94.44	\$99.68
Baggageman	\$98.95	\$84.11	\$89.06	\$94.00
Brakeman	\$97.41	\$82.80	\$87.67	\$92.54
Effective January 1, 2011				
Step Rates				
	85%	90%	95%	
Conductor	\$124.40	\$105.74	\$111.96	\$118.18
Asst. Conductor	\$108.08	\$91.87	\$97.27	\$102.68
Baggageman	\$101.92	\$86.63	\$91.73	\$96.82
Brakeman	\$100.33	\$85.28	\$90.30	\$95.31
Effective January 1, 2013				
Step Rates				
	85%	90%	95%	
Conductor	\$128.13	\$108.91	\$115.32	\$121.72
Asst. Conductor	\$111.32	\$94.62	\$100.19	\$105.75
Baggageman	\$104.98	\$89.23	\$94.48	\$99.73
Brakeman	\$103.34	\$87.84	\$93.01	\$98.17
Effective January 1, 2014				
Step Rates				
	85%	90%	95%	

Conductor	\$131.97	\$112.17	\$118.77	\$125.37
Asst. Conductor	\$114.66	\$97.46	\$103.19	\$108.93
Baggageman	\$108.13	\$91.91	\$97.32	\$102.72
Brakeman	\$106.44	\$90.47	\$95.80	\$101.12

except that for regularly assigned Passenger Trainmen entitled to the differential specified above, the earnings for each day service is performed shall not be less than:

	Effective				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
	Jan. 1, 2006	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009				
Conductor	\$107.19	\$110.38	\$114.76	\$118.18	\$121.70	\$125.32	\$129.05	\$132.89
Asst. Conductor	\$93.12	\$95.89	\$99.69	\$102.66	\$105.72	\$108.87	\$112.11	\$115.45
Baggageman	\$87.80	\$90.41	\$94.00	\$96.80	\$99.68	\$102.65	\$105.71	\$108.86
Brakeman	\$86.35	\$88.92	\$92.45	\$95.20	\$98.04	\$100.96	\$103.97	\$107.07

A minimum of:

	Effective January 1, 2006				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
	Step Rates							
	85%	90%	95%					
Conductor	\$4,884.19	\$4,151.56	\$4,395.77	\$4,639.98	\$121.70	\$125.32	\$129.05	\$132.89
Asst. Conductor	\$4,244.33	\$3,607.68	\$3,819.90	\$4,032.11	\$105.72	\$108.87	\$112.11	\$115.45
Baggageman	\$4,000.14	\$3,400.12	\$3,600.13	\$3,800.13	\$99.68	\$102.65	\$105.71	\$108.86
Brakeman	\$3,894.36	\$3,310.21	\$3,504.92	\$3,699.64	\$98.04	\$100.96	\$103.97	\$107.07
	Effective January 1, 2007				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
	Step Rates							
	85%	90%	95%					
Conductor	\$5,030.72	\$4,276.11	\$4,527.65	\$4,779.18	\$121.70	\$125.32	\$129.05	\$132.89
Asst. Conductor	\$4,371.66	\$3,715.91	\$3,934.49	\$4,153.08	\$105.72	\$108.87	\$112.11	\$115.45
Baggageman	\$4,120.14	\$3,502.12	\$3,708.13	\$3,914.13	\$99.68	\$102.65	\$105.71	\$108.86
Brakeman	\$4,011.19	\$3,409.51	\$3,610.07	\$3,810.63	\$98.04	\$100.96	\$103.97	\$107.07
	Effective January 1, 2008				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
	Step Rates							
	85%	90%	95%					
Conductor	\$5,231.95	\$4,447.16	\$4,708.76	\$4,970.35	\$121.70	\$125.32	\$129.05	\$132.89
Asst. Conductor	\$4,546.53	\$3,864.55	\$4,091.88	\$4,319.20	\$105.72	\$108.87	\$112.11	\$115.45
Baggageman	\$4,284.95	\$3,642.21	\$3,856.46	\$4,070.70	\$99.68	\$102.65	\$105.71	\$108.86
Brakeman	\$4,171.64	\$3,545.89	\$3,754.48	\$3,963.06	\$98.04	\$100.96	\$103.97	\$107.07
	Effective January 1, 2009				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
	Step Rates							
	85%	90%	95%					
Conductor	\$5,388.91	\$4,580.57	\$4,850.02	\$5,119.46	\$121.70	\$125.32	\$129.05	\$132.89
Asst. Conductor	\$4,682.93	\$3,980.49	\$4,214.64	\$4,448.78	\$105.72	\$108.87	\$112.11	\$115.45
Baggageman	\$4,413.50	\$3,751.48	\$3,972.15	\$4,192.83	\$99.68	\$102.65	\$105.71	\$108.86
Brakeman	\$4,296.79	\$3,652.27	\$3,867.11	\$4,081.95	\$98.04	\$100.96	\$103.97	\$107.07
	Effective January 1, 2010				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
	Step Rates							
	85%	90%	95%					
Conductor	\$5,550.58	\$4,717.99	\$4,995.52	\$5,273.05	\$121.70	\$125.32	\$129.05	\$132.89
Asst. Conductor	\$4,823.42	\$4,099.91	\$4,341.08	\$4,582.25	\$105.72	\$108.87	\$112.11	\$115.45
Baggageman	\$4,545.91	\$3,864.02	\$4,091.32	\$4,318.61	\$99.68	\$102.65	\$105.71	\$108.86
Brakeman	\$4,425.69	\$3,761.84	\$3,983.12	\$4,204.41	\$98.04	\$100.96	\$103.97	\$107.07
	Effective January 1, 2011				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
	Step Rates							
	85%	90%	95%					
Conductor	\$5,717.10	\$4,859.54	\$5,145.39	\$5,431.25	\$121.70	\$125.32	\$129.05	\$132.89
Asst. Conductor	\$4,968.12	\$4,222.90	\$4,471.31	\$4,719.71	\$105.72	\$108.87	\$112.11	\$115.45
Baggageman	\$4,682.29	\$3,979.95	\$4,214.06	\$4,448.18	\$99.68	\$102.65	\$105.71	\$108.86
Brakeman	\$4,558.46	\$3,874.69	\$4,102.61	\$4,330.54	\$98.04	\$100.96	\$103.97	\$107.07
	Effective January 1, 2013				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
	Step Rates							
	85%	90%	95%					
Conductor	\$5,888.61	\$5,005.32	\$5,299.75	\$5,594.18	\$121.70	\$125.32	\$129.05	\$132.89
Asst. Conductor	\$5,117.16	\$4,349.59	\$4,605.44	\$4,861.30	\$105.72	\$108.87	\$112.11	\$115.45
Baggageman	\$4,822.76	\$4,099.35	\$4,340.48	\$4,581.62	\$99.68	\$102.65	\$105.71	\$108.86

Brakeman	\$4,695.21	\$3,990.93	\$4,225.69	\$4,460.45
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**Effective January 1, 2014**

	Step Rates			
	85%	90%	95%	
Conductor	\$6,065.27	\$5,155.48	\$5,458.74	\$5,762.01
Asst. Conductor	\$5,270.67	\$4,480.07	\$4,743.60	\$5,007.14
Baggageman	\$4,967.44	\$4,222.32	\$4,470.70	\$4,719.07
Brakeman	\$4,836.07	\$4,110.66	\$4,352.46	\$4,594.27

per month respectively, will be paid regularly assigned passenger trainmen exclusive of overtime, switching and initial and final terminal time.

(4) Except as specified in Paragraph 5, the passenger monthly guarantees divided by the mileage rates given the following monthly guarantees in round numbers.

**Effective January 1, 2006**

	Step Rates			
	85%	90%	95%	
Conductor	4,596	4,596	4,596	4,596
Asst. Conductor	4,597	4,597	4,597	4,597
Baggageman	4,594	4,594	4,594	4,594
Brakeman	4,543	4,543	4,543	4,543

**Effective January 1, 2007**

	Step Rates			
	85%	90%	95%	
Conductor	4,596	4,734	4,734	4,734
Asst. Conductor	4,597	4,735	4,735	4,735
Baggageman	4,594	4,732	4,732	4,732
Brakeman	4,543	4,680	4,679	4,680

**Effective January 1, 2008**

	Step Rates			
	85%	90%	95%	
Conductor	4,596	4,780	4,780	4,780
Asst. Conductor	4,597	4,780	4,781	4,781
Baggageman	4,594	4,778	4,778	4,778
Brakeman	4,543	4,725	4,725	4,725

**Effective January 1, 2009**

	Step Rates			
	85%	90%	95%	
Conductor	4,596	4,734	4,734	4,734
Asst. Conductor	4,597	4,735	4,735	4,735
Baggageman	4,594	4,732	4,732	4,732
Brakeman	4,544	4,679	4,679	4,680

**Effective January 1, 2010**

	Step Rates			
	85%	90%	95%	
Conductor	4,596	4,734	4,734	4,733
Asst. Conductor	4,597	4,735	4,735	4,735
Baggageman	4,594	4,732	4,732	4,732
Brakeman	4,543	4,680	4,680	4,680

**Effective January 1, 2011**

	Step Rates			
	85%	90%	95%	
Conductor	4,596	4,734	4,734	4,734
Asst. Conductor	4,597	4,735	4,735	4,735
Baggageman	4,594	4,732	4,732	4,732
Brakeman	4,543	4,680	4,680	4,680

For regularly assigned passenger trainmen who entered service prior to December 1, 1959, the passenger monthly guarantees divided by the mileage rates give the following monthly mileages:

(5) On the territory specified in Paragraph 2:

Effective				
Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009	Jan. 1, 2010	Jan. 1, 2011

Conductor	4,558	4,559	4,560	4,561	4,562
Asst. Conductor	4,559	4,561	4,562	4,562	4,563
Baggageman	4,557	4,558	4,559	4,561	4,561
Brakeman	4,511	4,512	4,513	4,514	4,515

When a run extends over territory covered by two rates of pay, the monthly mileage will be computed on a pro rata basis according to the miles operated in each territory.

**1.02 (b) HANDLING LESS THAN CARLOAD MERCHANDISE**

(2) Each Passenger trainmen so designated will be paid:

Effective				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
Jan. 1, 2006	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009				
\$92.04	\$94.80	\$98.59	\$101.55	\$104.60	\$107.74	\$110.97	\$114.30

per weekly pay period for this service, except as otherwise provided in this clause (b).

**1.03 (c) HANDLING GOVERNMENT MAIL**

(1) Train baggagemen who receive, help to load or unload, handle for the purpose of checking, transfer or delivery, between or at terminals any sacks of Her Majesty's mail on runs which regularly handle same, will be paid the sum of:

Effective				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
Jan. 1, 2006	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009				
\$57.76	\$59.49	\$61.87	\$63.73	\$65.64	\$67.61	\$69.64	\$71.73

per bi-weekly pay period therefor.

(2) Train baggagemen who are only intermittently required to handle mail as described above, by reason of their being assigned to trains in pool or other service, some of which do not regularly carry mail will be compensated therefor on the basis of:

Effective				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
Jan. 1, 2006	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009				
\$6.24	\$6.43	\$6.69	\$6.89	\$7.10	\$7.31	\$7.53	\$7.76

per trip with a maximum of:

Effective				Jan. 1, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
Jan. 1, 2006	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009				
\$57.76	\$59.49	\$61.87	\$63.73	\$65.64	\$67.61	\$69.64	\$71.73

per bi-weekly pay period.

On short turnaround runs a round trip will be considered a trip within the meaning of this clause.

**1.04 COMBINATION RUNS**

Second Paragraph:

On the Westminister Subdivision for crews in assigned passenger, mixed and other services combined, 100 miles or less, eight consecutive hours or less to constitute a day's work, Conductors to be paid not less than:

Effective January 1, 2006			
Step Rates			
85%	90%	95%	
\$4,880.32	\$4,148.27	\$4,392.29	\$4,636.30
Effective January 1, 2007			
Step Rates			
85%	90%	95%	
\$5,026.73	\$4,272.72	\$4,524.06	\$4,775.39
Effective January 1, 2008			
Step Rates			
85%	90%	95%	
\$5,227.80	\$4,443.63	\$4,705.02	\$4,966.41
Effective January 1, 2009			
Step Rates			
85%	90%	95%	
\$5,384.63	\$4,576.94	\$4,846.17	\$5,115.40
Effective January 1, 2010			
Step Rates			
85%	90%	95%	

\$5,546.17	\$4,714.24	\$4,991.55	\$5,268.86
<b>Effective January 1, 2011</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$5,712.56	\$4,855.68	\$5,141.30	\$5,426.93
<b>Effective January 1, 2013</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$5,883.94	\$5,001.35	\$5,295.55	\$5,589.74
<b>Effective January 1, 2014</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$6,060.46	\$5,151.39	\$5,454.41	\$5,757.44

and Brakemen not less than:

<b>Effective January 1, 2006</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$4,011.85	\$3,410.07	\$3,610.67	\$3,811.26
<b>Effective January 1, 2007</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$4,132.21	\$3,512.38	\$3,718.99	\$3,925.60
<b>Effective January 1, 2008</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$4,297.50	\$3,652.88	\$3,867.75	\$4,082.63
<b>Effective January 1, 2009</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$4,426.43	\$3,762.47	\$3,983.79	\$4,205.11
<b>Effective January 1, 2010</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$4,559.22	\$3,875.34	\$4,103.30	\$4,331.26
<b>Effective January 1, 2011</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$4,696.00	\$3,991.60	\$4,226.40	\$4,461.20
<b>Effective January 1, 2013</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$4,836.88	\$4,111.35	\$4,353.19	\$4,595.04
<b>Effective January 1, 2014</b>			
<b>Step Rates</b>			
	85%	90%	95%
\$4,981.99	\$4,234.69	\$4,483.79	\$4,732.89

for calendar month. All time in excess of 224 hours in any month to be paid as overtime pro rata.

**1.05 FREIGHT SERVICE**

The rates of pay for trainmen in through and irregular freight, light running (engine and caboose), work (construction), work (construction), helper (pusher) service on trains propelled by steam or other motive power shall be:

East of Lake Louise and Nelson - Prairie Rates

		Effective January 1, 2006		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$148.08	\$125.87	\$133.27	\$140.68
Baggagemen and Brakemen	\$130.24	\$110.70	\$117.22	\$123.73
Required Brakeman	\$136.75	\$116.24	\$123.08	\$129.91
		Effective January 1, 2007		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$152.52	\$129.64	\$137.27	\$144.89
Baggagemen and Brakemen	\$134.15	\$114.03	\$120.74	\$127.44
Required Brakeman	\$140.86	\$119.73	\$126.77	\$133.82
		Effective January 1, 2008		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$158.62	\$134.83	\$142.76	\$150.69
Baggagemen and Brakemen	\$139.52	\$118.59	\$125.57	\$132.54
Required Brakeman	\$146.50	\$124.53	\$131.85	\$139.18
		Effective January 1, 2009		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$163.38	\$138.87	\$147.04	\$155.21
Baggagemen and Brakemen	\$143.71	\$122.15	\$129.34	\$136.52
Required Brakeman	\$150.90	\$128.27	\$135.81	\$143.36
		Effective January 1, 2010		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$168.28	\$143.04	\$151.45	\$159.87
Baggagemen and Brakemen	\$148.02	\$125.82	\$133.22	\$140.62
Required Brakeman	\$155.42	\$132.11	\$139.88	\$147.65
		Effective January 1, 2011		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$173.33	\$147.33	\$156.00	\$164.66
Baggagemen and Brakemen	\$152.46	\$129.59	\$137.21	\$144.84
Required Brakeman	\$160.08	\$136.07	\$144.07	\$152.08
		Effective January 1, 2013		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$178.53	\$151.75	\$160.68	\$169.60
Baggagemen and Brakemen	\$157.03	\$133.48	\$141.33	\$149.18
Required Brakeman	\$164.88	\$140.15	\$148.39	\$156.64
		Effective January 1, 2014		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$183.89	\$156.31	\$165.50	\$174.70
Baggagemen and Brakemen	\$161.74	\$137.48	\$145.57	\$153.65
Required Brakeman	\$169.83	\$144.36	\$152.85	\$161.34

From Lake Louise West and from Nelson West

		Effective January 1, 2006		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$148.08	\$125.87	\$133.27	\$140.68
Baggagemen and Brakemen	\$130.89	\$111.26	\$117.80	\$124.35
Required Brakeman	\$137.43	\$116.82	\$123.69	\$130.56
		Effective January 1, 2007		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$152.52	\$129.64	\$137.27	\$144.89
Baggagemen and Brakemen	\$134.82	\$114.60	\$121.34	\$128.08
Required Brakeman	\$141.56	\$120.33	\$127.40	\$134.48
		Effective January 1, 2008		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$158.62	\$134.83	\$142.76	\$150.69
Baggagemen and Brakemen	\$140.21	\$119.18	\$126.19	\$133.20
Required Brakeman	\$147.22	\$125.14	\$132.50	\$139.86
		Effective January 1, 2009		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$163.38	\$138.87	\$147.04	\$155.21
Baggagemen and Brakemen	\$144.42	\$122.76	\$129.98	\$137.20
Required Brakeman	\$151.64	\$128.89	\$136.48	\$144.06
		Effective January 1, 2010		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$168.28	\$143.04	\$151.45	\$159.87
Baggagemen and Brakemen	\$148.75	\$126.44	\$133.88	\$141.31
Required Brakeman	\$156.19	\$132.76	\$140.57	\$148.38
		Effective January 1, 2011		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$173.33	\$147.33	\$156.00	\$164.66
Baggagemen and Brakemen	\$153.21	\$130.23	\$137.89	\$145.55
Required Brakeman	\$160.87	\$136.74	\$144.78	\$152.83
		Effective January 1, 2013		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$178.53	\$151.75	\$160.68	\$169.60
Baggagemen and Brakemen	\$157.81	\$134.14	\$142.03	\$149.92
Required Brakeman	\$165.70	\$140.85	\$149.13	\$157.42
		Effective January 1, 2014		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$183.89	\$156.31	\$165.50	\$174.70
Baggagemen and Brakemen	\$162.54	\$138.16	\$146.29	\$154.41
Required Brakeman	\$170.67	\$145.07	\$153.60	\$162.14

1.06 West of Crowsnest to Nelson

West of Crowsnest to Nelson, Conductors, Baggagemen and Brakemen who entered train service prior



to December 1, 1959, will be paid a differential of 13 cents per 100 miles in addition to the above (prairie) through freight rates, making rates for:

	Effective				Jan. 1, 2011
	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009	Jan. 1, 2010	
Conductors	\$152.65	\$158.75	\$163.51	\$168.41	\$173.46
Baggagemen and Brakemen	\$134.28	\$139.65	\$143.84	\$148.15	\$152.59
Required Brakeman	\$140.99	\$146.63	\$151.03	\$155.55	\$160.21

**1.07 FREIGHT SERVICE BETWEEN LAKE LOUISE AND REVELSTOKE**

Conductors, Baggagemen and Brakemen who entered train service prior to December 1, 1959, will receive in addition to the above rates a differential of:  
Between Lake Louise and Revelstoke (Mountain Rates)

Conductors	\$1.32 per 100 miles
Baggagemen and Brakemen	\$1.30 per 100 miles

making rates for:

	Effective				Jan. 1, 2011
	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009	Jan. 1, 2010	
	Per 100 Miles	Per 100 Miles	Per 100 Miles	Per 100 Miles	Per 100 Miles
Conductors	\$153.84	\$159.94	\$164.70	\$169.60	\$174.65
Baggagemen and Brakemen	\$136.12	\$141.51	\$145.72	\$150.05	\$154.51
Required Brakeman	\$142.86	\$148.52	\$152.94	\$157.49	\$162.17

**1.08 FREIGHT SERVICE BETWEEN CASTLEGAR AND MIDWAY ON THE BOUNDARY SUBDIVISION**

Conductors, Baggagemen and Brakemen who entered train service prior to December 1, 1959, will receive in addition to the above rates a differential of:  
Between Castlegar and Midway on the Boundary Subdivision; on the Kaslo, Slocan, Rossland, Carmi Subdivisions and between Penticton and Brookmere on the Princeton Subdivision:

(Semi-Mountain Rates)

Conductors	\$1.13 per 100 miles
Baggagemen and Brakemen	\$0.96 per 100 miles

making rates for:

	Effective				Jan. 1, 2011
	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009	Jan. 1, 2010	
	Per 100 Miles	Per 100 Miles	Per 100 Miles	Per 100 Miles	Per 100 Miles
Conductors	\$153.65	\$159.75	\$164.51	\$169.41	\$174.46
Baggagemen and Brakemen	\$135.78	\$141.17	\$145.38	\$149.71	\$154.17
Required Brakeman	\$142.52	\$148.18	\$152.60	\$157.15	\$161.83

Miles in excess of 100 will be paid for at the mileage rates provided.

**1.09 WAYFREIGHT SERVICE**

The rates of pay for Trainmen in Wayfreight service on trains propelled by steam or other motive power shall be:

East of Lake Louise and Nelson - Prairie Rates

	Effective January 1, 2006			
	Step Rates			
	Per 100 Miles			
	85%	90%	95%	
Conductors	\$154.79	\$131.57	\$139.31	\$147.05
Baggagemen and Brakemen	\$135.57	\$115.23	\$122.01	\$128.79
Required Brakeman	\$142.35	\$121.00	\$128.12	\$135.23
	Effective January 1, 2007			
	Step Rates			
	Per 100 Miles			
	85%	90%	95%	
Conductors	\$159.43	\$135.52	\$143.49	\$151.46
Baggagemen and Brakemen	\$139.64	\$118.69	\$125.68	\$132.66
Required Brakeman	\$146.62	\$124.63	\$131.96	\$139.29
	Effective January 1, 2008			
	Step Rates			

		Per 100 Miles		
		85%	90%	95%
Conductors	\$165.81	\$140.94	\$149.23	\$157.52
Baggagemen and Brakemen	\$145.23	\$123.45	\$130.71	\$137.97
Required Brakeman	\$152.49	\$129.62	\$137.24	\$144.87

**Effective January 1, 2009**

**Step Rates**

		Per 100 Miles		
		85%	90%	95%
Conductors	\$170.78	\$145.16	\$153.70	\$162.24
Baggagemen and Brakemen	\$149.59	\$127.15	\$134.63	\$142.11
Required Brakeman	\$157.07	\$133.51	\$141.36	\$149.22

**Effective January 1, 2010**

**Step Rates**

		Per 100 Miles		
		85%	90%	95%
Conductors	\$175.90	\$149.52	\$158.31	\$167.11
Baggagemen and Brakemen	\$154.08	\$130.97	\$138.67	\$146.38
Required Brakeman	\$161.78	\$137.51	\$145.60	\$153.69

**Effective January 1, 2011**

**Step Rates**

		Per 100 Miles		
		85%	90%	95%
Conductors	\$181.18	\$154.00	\$163.06	\$172.12
Baggagemen and Brakemen	\$158.70	\$134.90	\$142.83	\$150.77
Required Brakeman	\$166.64	\$141.64	\$149.98	\$158.31

**Effective January 1, 2013**

**Step Rates**

		Per 100 Miles		
		85%	90%	95%
Conductors	\$186.62	\$158.63	\$167.96	\$177.29
Baggagemen and Brakemen	\$163.46	\$138.94	\$147.11	\$155.29
Required Brakeman	\$171.63	\$145.89	\$154.47	\$163.05

**Effective January 1, 2014**

**Step Rates**

		Per 100 Miles		
		85%	90%	95%
Conductors	\$192.22	\$163.39	\$173.00	\$182.61
Baggagemen and Brakemen	\$168.36	\$143.11	\$151.52	\$159.94
Required Brakeman	\$176.78	\$150.26	\$159.10	\$167.94

**From Lake Louise West and from Nelson West**

**Effective January 1, 2006**

**Step Rates**

		Per 100 Miles		
		85%	90%	95%
Conductors	\$154.79	\$131.57	\$139.31	\$147.05
Baggagemen and Brakemen	\$136.22	\$115.79	\$122.60	\$129.41
Required Brakeman	\$143.03	\$121.58	\$128.73	\$135.88

**Effective January 1, 2007**

**Step Rates**

		Per 100 Miles		
		85%	90%	95%
Conductors	\$159.43	\$135.52	\$143.49	\$151.46
Baggagemen and Brakemen	\$140.31	\$119.26	\$126.28	\$133.29
Required Brakeman	\$147.33	\$125.23	\$132.60	\$139.96

**Effective January 1, 2008**

**Step Rates**

		Per 100 Miles		
		85%	90%	95%
Conductors	\$165.81	\$140.94	\$149.23	\$157.52
Baggagemen and Brakemen	\$145.92	\$124.03	\$131.33	\$138.62
Required Brakeman	\$153.22	\$130.24	\$137.90	\$145.56

		Effective January 1, 2009		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$170.78	\$145.16	\$153.70	\$162.24
Baggagemen and Brakemen	\$150.30	\$127.76	\$135.27	\$142.79
Required Brakeman	\$157.82	\$134.15	\$142.04	\$149.93
		Effective January 1, 2010		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$175.90	\$149.52	\$158.31	\$167.11
Baggagemen and Brakemen	\$154.81	\$131.59	\$139.33	\$147.07
Required Brakeman	\$162.55	\$138.17	\$146.30	\$154.42
		Effective January 1, 2011		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$181.18	\$154.00	\$163.06	\$172.12
Baggagemen and Brakemen	\$159.45	\$135.53	\$143.51	\$151.48
Required Brakeman	\$167.42	\$142.31	\$150.68	\$159.05
		Effective January 1, 2013		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$186.62	\$158.63	\$167.96	\$177.29
Baggagemen and Brakemen	\$164.23	\$139.60	\$147.81	\$156.02
Required Brakeman	\$172.44	\$146.57	\$155.20	\$163.82
		Effective January 1, 2014		
		Step Rates		
		Per 100 Miles		
		85%	90%	95%
Conductors	\$192.22	\$163.39	\$173.00	\$182.61
Baggagemen and Brakemen	\$169.16	\$143.79	\$152.24	\$160.70
Required Brakeman	\$177.62	\$150.98	\$159.86	\$168.74

1.10 West of Crowsnest to Nelson

West of Crowsnest to Nelson, Conductors, Baggagemen and Brakemen who entered train service prior to December 1, 1959, will be paid a differential of 13 cents per 100 miles in addition to the above (prairie) wayfreight rates making wayfreight rates for:

		Effective				
		Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009	Jan. 1, 2010	Jan. 1, 2011
Conductors		\$159.56	\$165.94	\$170.91	\$176.03	\$181.31
Baggagemen and Brakemen		\$139.77	\$145.36	\$149.72	\$154.21	\$158.83
Required Brakeman		\$146.75	\$152.62	\$157.20	\$161.91	\$166.77

1.11 Wayfreight Service Between Alyth and Revelstoke

Conductors, Baggagemen and Brakemen who entered train service prior to December 1, 1959, will receive in addition to the above rates a differential of:  
Between Lake Louise and Revelstoke

Conductors	\$1.32 per 100 miles
Baggagemen and Brakemen	\$1.30 per 100 miles

making wayfreight rates for:

		Effective				
		Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009	Jan. 1, 2010	Jan. 1, 2011
		Per 100 Miles	Per 100 Miles	Per 100 Miles	Per 100 Miles	Per 100 Miles
Conductors	\$160.75	\$167.13	\$172.10	\$177.22	\$182.50	
Baggagemen and Brakemen	\$141.61	\$147.22	\$151.60	\$156.11	\$160.75	
Required Brakeman	\$148.63	\$154.52	\$159.12	\$163.85	\$168.72	

Between Castlegar and Midway on the Boundary Subdivision; on the Kaslo, Slocan, Rossland, Carmi Subdivisions and between Penticton and Brookmere on the Princeton Subdivision:

Conductors	\$1.13 per 100 miles
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Baggagemen and Brakemen \$0.96 per 100 miles

making wayfreight rates for:

	Effective				
	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009	Jan. 1, 2010	Jan. 1, 2011
	Per 100 Miles	Per 100 Miles	Per 100 Miles	Per 100 Miles	Per 100 Miles
Conductors	\$160.56	\$166.94	\$171.91	\$177.03	\$182.31
Baggagemen and Brakemen	\$141.27	\$146.88	\$151.26	\$155.77	\$160.41
Required Brakeman	\$148.29	\$154.18	\$158.78	\$163.51	\$168.38

Miles in excess of 100 will be paid at the mileage rates provided.

1.12 ROAD SWITCHER SERVICE

Rate of pay for trainmen assigned to road switcher service shall be:

		Effective January 1, 2006		
		Step Rates		
		85%	90%	95%
Conductors	\$34.75	\$29.54	\$31.28	\$33.01
Brakemen	\$28.35	\$24.10	\$25.52	\$26.93
		Effective January 1, 2007		
		Step Rates		
		85%	90%	95%
Conductors	\$35.79	\$30.42	\$32.21	\$34.00
Brakemen	\$29.20	\$24.82	\$26.28	\$27.74
		Effective January 1, 2008		
		Step Rates		
		85%	90%	95%
Conductors	\$37.22	\$31.64	\$33.50	\$35.36
Brakemen	\$30.37	\$25.81	\$27.33	\$28.85
		Effective January 1, 2009		
		Step Rates		
		85%	90%	95%
Conductors	\$38.34	\$32.59	\$34.51	\$36.42
Brakemen	\$31.28	\$26.59	\$28.15	\$29.72
		Effective January 1, 2010		
		Step Rates		
		85%	90%	95%
Conductors	\$39.49	\$33.57	\$35.54	\$37.52
Brakemen	\$32.22	\$27.39	\$29.00	\$30.61
		Effective January 1, 2011		
		Step Rates		
		85%	90%	95%
Conductors	\$40.67	\$34.57	\$36.60	\$38.64
Brakemen	\$33.19	\$28.21	\$29.87	\$31.53
		Effective January 1, 2013		
		Step Rates		
		85%	90%	95%
Conductors	\$41.89	\$35.61	\$37.70	\$39.80
Brakemen	\$34.19	\$29.06	\$30.77	\$32.48
		Effective January 1, 2014		
		Step Rates		
		85%	90%	95%
Conductors	\$43.15	\$36.68	\$38.84	\$40.99
Brakemen	\$35.22	\$29.94	\$31.70	\$33.46

per day of 8 hours or less above the daily rate for wayfreight service.

1.17 YARD SERVICE

Effective January 1, 2006			
	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$216.31	\$27.039	\$40.559
Yard Foreman	\$207.95	\$25.994	\$38.991
Yardman	\$189.56	\$23.695	\$35.543
Switchtender	\$169.23	\$21.154	\$31.731
P&C Yard Service Employee	\$214.11	\$26.764	\$40.146
P&C Yard Service Helper	\$196.01	\$24.501	\$36.752
Step Rate - 85%			

	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$183.86	\$22.983	\$34.475
Yard Foreman	\$176.76	\$22.095	\$33.143
Yardman	\$161.13	\$20.141	\$30.212
Switchtender	\$143.85	\$17.981	\$26.972
P&C Yard Service Employee	\$181.99	\$22.749	\$34.124
P&C Yard Service Helper	\$166.61	\$20.826	\$31.239

Step Rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$194.68	\$24.335	\$36.503
Yard Foreman	\$187.16	\$23.395	\$35.093
Yardman	\$170.60	\$21.325	\$31.988
Switchtender	\$152.31	\$19.039	\$28.559
P&C Yard Service Employee	\$192.70	\$24.088	\$36.132
P&C Yard Service Helper	\$176.41	\$22.051	\$33.077

Step Rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$205.49	\$25.686	\$38.529
Yard Foreman	\$197.55	\$24.694	\$37.041
Yardman	\$180.08	\$22.510	\$33.765
Switchtender	\$160.77	\$20.096	\$30.144
P&C Yard Service Employee	\$203.40	\$25.425	\$38.138
P&C Yard Service Helper	\$186.21	\$23.276	\$34.914

Effective January 1, 2007

	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$222.80	\$27.850	\$41.775
Yard Foreman	\$214.19	\$26.774	\$40.161
Yardman	\$195.25	\$24.406	\$36.609
Switchtender	\$174.31	\$21.789	\$32.684
P&C Yard Service Employee	\$220.53	\$27.566	\$41.349
P&C Yard Service Helper	\$201.89	\$25.236	\$37.854

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$189.38	\$23.673	\$35.510
Yard Foreman	\$182.06	\$22.758	\$34.137
Yardman	\$165.96	\$20.745	\$31.118
Switchtender	\$148.16	\$18.520	\$27.780
P&C Yard Service Employee	\$187.45	\$23.431	\$35.147
P&C Yard Service Helper	\$171.61	\$21.451	\$32.177

Step rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$200.52	\$25.065	\$37.598
Yard Foreman	\$192.77	\$24.096	\$36.144
Yardman	\$175.73	\$21.966	\$32.949
Switchtender	\$156.88	\$19.610	\$29.415
P&C Yard Service Employee	\$198.48	\$24.810	\$37.215
P&C Yard Service Helper	\$181.70	\$22.713	\$34.070

Step rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$211.66	\$26.458	\$39.687
Yard Foreman	\$203.48	\$25.435	\$38.153
Yardman	\$185.49	\$23.186	\$34.779
Switchtender	\$165.59	\$20.699	\$31.049
P&C Yard Service Employee	\$209.50	\$26.188	\$39.282
P&C Yard Service Helper	\$191.80	\$23.975	\$35.963

Effective January 1, 2008

	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$231.71	\$28.964	\$43.446
Yard Foreman	\$222.76	\$27.845	\$41.768
Yardman	\$203.06	\$25.383	\$38.075
Switchtender	\$181.28	\$22.660	\$33.990
P&C Yard Service Employee	\$229.35	\$28.669	\$43.004
P&C Yard Service Helper	\$209.97	\$26.246	\$39.369

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Car Retarder Opr.	\$196.95	\$24.619	\$36.929
Yard Foreman	\$189.35	\$23.669	\$35.504
Yardman	\$172.60	\$21.575	\$32.363
Switchtender	\$154.09	\$19.261	\$28.892
P&C Yard Service Employee	\$194.95	\$24.369	\$36.554

P&C Yard Service Helper	\$178.47	\$22.309	\$33.464
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**Step Rate - 90%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$208.54	\$26.068	\$39.102
Yard Foreman	\$200.48	\$25.060	\$37.590
Yardman	\$182.75	\$22.844	\$34.266
Switchtender	\$163.15	\$20.394	\$30.591
P&C Yard Service Employee	\$206.42	\$25.803	\$38.705
P&C Yard Service Helper	\$188.97	\$23.621	\$35.432

**Step Rate - 95%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$220.12	\$27.515	\$41.273
Yard Foreman	\$211.62	\$26.453	\$39.680
Yardman	\$192.91	\$24.114	\$36.171
Switchtender	\$172.22	\$21.528	\$32.292
P&C Yard Service Employee	\$217.88	\$27.235	\$40.853
P&C Yard Service Helper	\$199.47	\$24.934	\$37.401

**Effective January 1, 2009**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$238.66	\$29.833	\$44.750
Yard Foreman	\$229.44	\$28.680	\$43.020
Yardman	\$209.15	\$26.144	\$39.216
Switchtender	\$186.72	\$23.340	\$35.010
P&C Yard Service Employee	\$236.23	\$29.529	\$44.294
P&C Yard Service Helper	\$216.27	\$27.034	\$40.551

**Step Rate - 85%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$202.86	\$25.358	\$38.037
Yard Foreman	\$195.02	\$24.378	\$36.567
Yardman	\$177.78	\$22.223	\$33.335
Switchtender	\$158.71	\$19.839	\$29.759
P&C Yard Service Employee	\$200.80	\$25.100	\$37.650
P&C Yard Service Helper	\$183.83	\$22.979	\$34.469

**Step Rate - 90%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$214.79	\$26.849	\$40.274
Yard Foreman	\$206.50	\$25.813	\$38.720
Yardman	\$188.24	\$23.530	\$35.295
Switchtender	\$168.05	\$21.006	\$31.509
P&C Yard Service Employee	\$212.61	\$26.576	\$39.864
P&C Yard Service Helper	\$194.64	\$24.330	\$36.495

**Step Rate - 95%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$226.73	\$28.341	\$42.512
Yard Foreman	\$217.97	\$27.246	\$40.869
Yardman	\$198.69	\$24.836	\$37.254
Switchtender	\$177.38	\$22.173	\$33.260
P&C Yard Service Employee	\$224.42	\$28.053	\$42.080
P&C Yard Service Helper	\$205.46	\$25.683	\$38.525

**Effective January 2, 2009**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$240.66	\$30.083	\$45.125
Yard Foreman	\$231.44	\$28.930	\$43.395
Yardman	\$211.15	\$26.394	\$39.591
Switchtender	\$188.72	\$23.590	\$35.385
P&C Yard Service Employee	\$238.23	\$29.779	\$44.669
P&C Yard Service Helper	\$218.27	\$27.284	\$40.926

**Step Rate - 85%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$204.56	\$25.570	\$38.355
Yard Foreman	\$196.72	\$24.590	\$36.885
Yardman	\$179.48	\$22.435	\$33.653
Switchtender	\$160.41	\$20.051	\$30.077
P&C Yard Service Employee	\$202.50	\$25.313	\$37.970
P&C Yard Service Helper	\$185.53	\$23.191	\$34.787

**Step Rate - 90%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
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Car Retarder Opr.	\$216.59	\$27.074	\$40.611
Yard Foreman	\$208.30	\$26.038	\$39.057
Yardman	\$190.04	\$23.755	\$35.633
Switchtender	\$169.85	\$21.231	\$31.847
P&C Yard Service Employee	\$214.41	\$26.801	\$40.202
P&C Yard Service Helper	\$196.44	\$24.555	\$36.833

**Step Rate - 95%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$228.63	\$28.579	\$42.869
Yard Foreman	\$219.87	\$27.484	\$41.226
Yardman	\$200.59	\$25.074	\$37.611
Switchtender	\$179.28	\$22.410	\$33.615
P&C Yard Service Employee	\$226.32	\$28.290	\$42.435
P&C Yard Service Helper	\$207.36	\$25.920	\$38.880

**Effective January 1, 2010**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$247.88	\$30.985	\$46.478
Yard Foreman	\$238.38	\$29.798	\$44.697
Yardman	\$217.48	\$27.185	\$40.778
Switchtender	\$194.38	\$24.298	\$36.447
P&C Yard Service Employee	\$245.38	\$30.673	\$46.010
P&C Yard Service Helper	\$224.82	\$28.103	\$42.155

**Step Rate - 85%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$210.70	\$26.338	\$39.507
Yard Foreman	\$202.62	\$25.328	\$37.992
Yardman	\$184.86	\$23.108	\$34.662
Switchtender	\$165.22	\$20.653	\$30.980
P&C Yard Service Employee	\$208.57	\$26.071	\$39.107
P&C Yard Service Helper	\$191.10	\$23.888	\$35.832

**Step Rate - 90%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$223.09	\$27.886	\$41.829
Yard Foreman	\$214.54	\$26.818	\$40.227
Yardman	\$195.73	\$24.466	\$36.699
Switchtender	\$174.94	\$21.868	\$32.802
P&C Yard Service Employee	\$220.84	\$27.605	\$41.408
P&C Yard Service Helper	\$202.34	\$25.293	\$37.940

**Step Rate - 95%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$235.49	\$29.436	\$44.154
Yard Foreman	\$226.46	\$28.308	\$42.462
Yardman	\$206.61	\$25.826	\$38.739
Switchtender	\$184.66	\$23.083	\$34.625
P&C Yard Service Employee	\$233.11	\$29.139	\$43.709
P&C Yard Service Helper	\$213.58	\$26.698	\$40.047

**Effective January 2, 2010**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$249.88	\$31.235	\$46.853
Yard Foreman	\$240.38	\$30.048	\$45.072
Yardman	\$219.48	\$27.435	\$41.153
Switchtender	\$196.38	\$24.548	\$36.822
P&C Yard Service Employee	\$247.38	\$30.923	\$46.385
P&C Yard Service Helper	\$226.82	\$28.353	\$42.530

**Step Rate - 85%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$212.40	\$26.550	\$39.825
Yard Foreman	\$204.32	\$25.540	\$38.310
Yardman	\$186.56	\$23.320	\$34.980
Switchtender	\$166.92	\$20.865	\$31.298
P&C Yard Service Employee	\$210.27	\$26.284	\$39.426
P&C Yard Service Helper	\$192.80	\$24.100	\$36.150

**Step Rate - 90%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$224.89	\$28.111	\$42.167
Yard Foreman	\$216.34	\$27.043	\$40.565
Yardman	\$197.53	\$24.691	\$37.037

Switchtender	\$176.74	\$22.093	\$33.140
P&C Yard Service Employee	\$222.64	\$27.830	\$41.745
P&C Yard Service Helper	\$204.14	\$25.518	\$38.277

**Step Rate - 95%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$237.39	\$29.674	\$44.511
Yard Foreman	\$228.36	\$28.545	\$42.818
Yardman	\$208.51	\$26.064	\$39.096
Switchtender	\$186.56	\$23.320	\$34.980
P&C Yard Service Employee	\$235.01	\$29.376	\$44.064
P&C Yard Service Helper	\$215.48	\$26.935	\$40.403

**Effective January 1, 2011**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$257.38	\$32.173	\$48.260
Yard Foreman	\$247.59	\$30.949	\$46.424
Yardman	\$226.06	\$28.258	\$42.387
Switchtender	\$202.27	\$25.284	\$37.926
P&C Yard Service Employee	\$254.80	\$31.850	\$47.775
P&C Yard Service Helper	\$233.62	\$29.203	\$43.805

**Step Rate - 85%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$218.77	\$27.346	\$41.019
Yard Foreman	\$210.45	\$26.306	\$39.459
Yardman	\$192.15	\$24.019	\$36.029
Switchtender	\$171.93	\$21.491	\$32.237
P&C Yard Service Employee	\$216.58	\$27.073	\$40.610
P&C Yard Service Helper	\$198.58	\$24.823	\$37.235

**Step Rate - 90%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$231.64	\$28.955	\$43.433
Yard Foreman	\$222.83	\$27.854	\$41.781
Yardman	\$203.45	\$25.431	\$38.147
Switchtender	\$182.04	\$22.755	\$34.133
P&C Yard Service Employee	\$229.32	\$28.665	\$42.998
P&C Yard Service Helper	\$210.26	\$26.283	\$39.425

**Step Rate - 95%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$244.51	\$30.564	\$45.846
Yard Foreman	\$235.21	\$29.401	\$44.102
Yardman	\$214.76	\$26.845	\$40.268
Switchtender	\$192.16	\$24.020	\$36.030
P&C Yard Service Employee	\$242.06	\$30.258	\$45.387
P&C Yard Service Helper	\$221.94	\$27.743	\$41.615

**Effective January 1, 2013**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$265.10	\$33.138	\$49.707
Yard Foreman	\$255.02	\$31.878	\$47.817
Yardman	\$232.84	\$29.105	\$43.658
Switchtender	\$208.34	\$26.043	\$39.065
P&C Yard Service Employee	\$262.44	\$32.805	\$49.208
P&C Yard Service Helper	\$240.63	\$30.079	\$45.119

**Step Rate - 85%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$225.34	\$28.168	\$42.252
Yard Foreman	\$216.77	\$27.096	\$40.644
Yardman	\$197.91	\$24.739	\$37.109
Switchtender	\$177.09	\$22.136	\$33.204
P&C Yard Service Employee	\$223.07	\$27.884	\$41.826
P&C Yard Service Helper	\$204.54	\$25.568	\$38.352

**Step Rate - 90%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$238.59	\$29.824	\$44.736
Yard Foreman	\$229.52	\$28.690	\$43.035
Yardman	\$209.56	\$26.195	\$39.293
Switchtender	\$187.51	\$23.439	\$35.159
P&C Yard Service Employee	\$236.20	\$29.525	\$44.288



P&C Yard Service Helper                    \$216.57                    \$27.071                    \$40.607

**Step Rate - 95%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$251.85	\$31.481	\$47.222
Yard Foreman	\$242.27	\$30.284	\$45.426
Yardman	\$221.20	\$27.650	\$41.475
Switchtender	\$197.92	\$24.740	\$37.110
P&C Yard Service Employee	\$249.32	\$31.165	\$46.748
P&C Yard Service Helper	\$228.60	\$28.575	\$42.863

**Effective January 1, 2014**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$273.05	\$34.131	\$51.197
Yard Foreman	\$262.67	\$32.834	\$49.251
Yardman	\$239.83	\$29.979	\$44.969
Switchtender	\$214.59	\$26.824	\$40.236
P&C Yard Service Employee	\$270.31	\$33.789	\$50.684
P&C Yard Service Helper	\$247.85	\$30.981	\$46.472

**Step Rate - 85%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$232.09	\$29.011	\$43.517
Yard Foreman	\$223.27	\$27.909	\$41.864
Yardman	\$203.86	\$25.483	\$38.225
Switchtender	\$182.40	\$22.800	\$34.200
P&C Yard Service Employee	\$229.76	\$28.720	\$43.080
P&C Yard Service Helper	\$210.67	\$26.334	\$39.501

**Step Rate - 90%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$245.75	\$30.719	\$46.079
Yard Foreman	\$236.40	\$29.550	\$44.325
Yardman	\$215.85	\$26.981	\$40.472
Switchtender	\$193.13	\$24.141	\$36.212
P&C Yard Service Employee	\$243.28	\$30.410	\$45.615
P&C Yard Service Helper	\$223.07	\$27.884	\$41.826

**Step Rate - 95%**

	<b>Rate per Day</b>	<b>Pro Rata</b>	<b>Time &amp; One-Half</b>
Car Retarder Opr.	\$259.40	\$32.425	\$48.638
Yard Foreman	\$249.54	\$31.193	\$46.790
Yardman	\$227.84	\$28.480	\$42.720
Switchtender	\$203.86	\$25.483	\$38.225
P&C Yard Service Employee	\$256.79	\$32.099	\$48.149
P&C Yard Service Helper	\$235.46	\$29.433	\$44.150

**73.04 Spareboard Guarantee Reductions**

(1) Trainpersons on Road and Common Spareboards booking in excess of 12 hours rest between the hours of 2359, Thursday, to 1200 Noon, Sunday, will be subject to a reduction as outlined below:

<b>Effective</b>	<b>100%</b>	<b>95%</b>	<b>90%</b>	<b>85%</b>
January 1, 2006	\$227.96	\$216.56	\$205.16	\$193.77
January 1, 2007	\$234.80	\$223.06	\$211.32	\$199.58
January 1, 2008	\$244.19	\$231.98	\$219.77	\$207.56
January 1, 2009	\$251.52	\$238.94	\$226.37	\$213.79
January 1, 2010	\$259.07	\$246.12	\$233.16	\$220.21
January 1, 2011	\$266.84	\$253.50	\$240.16	\$226.81
January 1, 2013	\$274.85	\$261.11	\$247.37	\$233.62
January 1, 2014	\$283.10	\$268.95	\$254.79	\$240.64

(2) Trainpersons on Road and Common Spareboards who take in excess of 12 hours rest at other times AND who miss work as a result will be subject to a reduction of one day's pay at the Brakeperson's through freight rate as outlir

<b>Effective</b>	<b>100%</b>	<b>95%</b>	<b>90%</b>	<b>85%</b>
January 1, 2006	\$130.24	\$123.73	\$117.22	\$110.70
January 1, 2007	\$134.15	\$127.44	\$120.74	\$114.03
January 1, 2008	\$139.52	\$132.54	\$125.57	\$118.59
January 1, 2009	\$143.71	\$136.52	\$129.34	\$122.15
January 1, 2010	\$148.02	\$140.62	\$133.22	\$125.82
January 1, 2011	\$152.46	\$144.84	\$137.21	\$129.59
January 1, 2013	\$157.03	\$149.18	\$141.33	\$133.48
January 1, 2014	\$161.74	\$153.65	\$145.57	\$137.48

**73.08 Yard Spareboard Guarantee**

(2) An employee on a yard Spareboard who is available for duty for the full pay period will be guaranteed for such pay period a monetary value o

<b>Effective</b>	<b>100%</b>	<b>95%</b>	<b>90%</b>	<b>85%</b>
January 1, 2006	\$1,573.58	\$1,494.90	\$1,416.22	\$1,337.54
January 1, 2007	\$1,620.79	\$1,539.75	\$1,458.71	\$1,377.67

January 1, 2008	\$1,685.62	\$1,601.34	\$1,517.06	\$1,432.78
January 1, 2009	\$1,736.19	\$1,649.38	\$1,562.57	\$1,475.76
January 2, 2009	\$1,752.19	\$1,664.58	\$1,576.97	\$1,489.36 *
January 1, 2010	\$1,804.76	\$1,714.52	\$1,624.28	\$1,534.05
January 2, 2010	\$1,820.76	\$1,729.72	\$1,638.68	\$1,547.65 *
January 1, 2011	\$1,875.38	\$1,781.61	\$1,687.84	\$1,594.07
January 1, 2013	\$1,931.64	\$1,835.06	\$1,738.48	\$1,641.89
January 1, 2014	\$1,989.59	\$1,890.11	\$1,790.63	\$1,691.15

\* Special Yard Increase Calculated based on 8 hours \* \$0.25 \* 8 days (64 hours)

and subject to the following conditions:

**1.16 STUDENT TRAINING ALLOWANCE**

The allowance to be paid for student training pursuant to Clause 25.10 shall be:

	Effective	
	Upon Ratification	Jan. 1, 2006
Conductors or Yard Foreman	\$20.00	\$20.60
Brakeman or Yard Helper	\$13.00	\$13.39

per tour of duty or yard shift.

Effective upon ratification:

The allowance to be paid for student training is as follows:

Conductors/Yardforemen or Trainmen/Yardmen who have been trained as Coaches and who are assigned as a coach shall receive two hours pay per tour of duty or yard shift a trainee is trained. This allowance will only be paid to one Coach per tour of duty or yard shift.

Trainmen not trained as a Coach will receive \$20 for Conductors/Yardforemen and \$13 for Trainmen/Yardmen per tour of duty or yard shift a trainee is trained. This provision shall also apply for Conductors/Yardforemen and Trainmen/Yardmen providing familiarization.

Upon completion of the tour of duty, Instructors are required to complete and submit evaluation forms to the appropriate Company officer as required. The proper submission of the evaluation form(s) is required to claim the allowance.

**1.21 TRAINPERSON/YARDPERSON/LOCOMOTIVE ENGINEER TRAINEES**

Trainman/Yardman/Locomotive Engineer trainees engaged in a training program, on a continuous training basis, shall be compensated as follows:

	WEEKLY RATE							
	2006	2007	2008	2009	2010	2011	2013	2014
New Hire to Trainperson/Yardperson	\$710.85	\$732.18	\$761.47	\$784.31	\$807.84	\$832.08	\$857.04	\$882.75
New Hire to Conductor/Yard Foreman	\$710.85	\$732.18	\$761.47	\$784.31	\$807.84	\$832.08	\$857.04	\$882.75
New Hire to Locomotive Engineer	\$710.85	\$732.18	\$761.47	\$784.31	\$807.84	\$832.08	\$857.04	\$882.75

**25.12 Rules Qualification Training and Examination**

(6) Employees attending a training program in accordance with this Clause 25.12 will be compensated on the following basis according to the position regularly held by that employee at the time the training is taken:

CLASS OF SERVICE	RQ/TRAINING DAY									
	Jan. 1, 2006	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009	Jan. 2, 2009	Jan. 1, 2010	Jan. 2, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
<b>Yard Service</b>										
Yard Foreman	\$207.95	\$214.19	\$222.76	\$229.44	\$231.44	\$238.38	\$240.38	\$247.59	\$255.02	Jan. 1, 2014
Yard Helper	\$189.56	\$195.25	\$203.06	\$209.15	\$211.15	\$217.48	\$219.48	\$226.06	\$232.84	
Yard Service Employee	\$214.11	\$220.53	\$229.35	\$236.23	\$238.23	\$245.38	\$247.38	\$254.80	\$262.44	\$262.67
Yard Service Helper	\$196.01	\$201.89	\$209.97	\$216.27	\$218.27	\$224.82	\$226.82	\$233.62	\$240.63	\$239.83
Car Retarder Operator	\$216.31	\$222.80	\$231.71	\$238.66	\$240.66	\$247.88	\$249.88	\$257.38	\$265.10	\$270.31
<b>Intermodal Conductor/Foreperson</b>										
Coquitlam	\$237.59	\$244.72	\$254.51	\$262.15	\$264.15	\$272.07	\$274.07	\$282.29	\$290.76	\$247.85
Calgary	\$223.17	\$229.87	\$239.06	\$246.23	\$248.23	\$255.68	\$257.68	\$265.41	\$273.37	\$273.05
<b>Road Service</b>										
Conductor, Roadswitcher	\$205.53	\$211.70	\$220.17	\$226.78	\$233.58	\$240.59	\$247.81	\$255.24		\$299.48
Brakeperson, Roadswitcher	\$183.27	\$188.77	\$196.32	\$202.21	\$208.28	\$214.53	\$220.97	\$227.60		\$281.57
Conductor, Freight	\$187.50	\$193.13	\$200.86	\$206.89	\$213.10	\$219.49	\$226.07	\$232.85		
Brakeperson, Freight	\$165.26	\$170.22	\$177.03	\$182.34	\$187.81	\$193.44	\$199.24	\$205.22		
<b>Commuter Service</b>										
Conductor (Vancouver)	\$263.33	\$271.23	\$282.08	\$290.54	\$299.26	\$308.24	\$317.49	\$327.01		
Conductor & Assistant Conductor		\$ Guarantee Rate								
Brakeperson & Baggageperson		\$ Guarantee Rate								

Employees will be paid the daily rate specified above for each day in attendance at the training program.

Should an employee attending a training course be subject to the step rate provisions contained in the Collective Agreement, the appropriate percentage of the above-noted rates will be paid.

25.13 Instruction Classes (Other than RQ Training)

Employees required by the Company to attend instruction classes other than Rules Qualification training during their off duty hours shall be paid for the actual time in attendance at such classes at the hourly rate specified below. In no case shall payment be made for less than 4 hours.

CLASS OF SERVICE	OTHER TRAINING, RATE PER HOUR - 4 HOUR MINIMUM									
	Jan. 1, 2006	Jan. 1, 2007	Jan. 1, 2008	Jan. 1, 2009	Jan. 2, 2009	Jan. 1, 2010	Jan. 2, 2010	Jan. 1, 2011	Jan. 1, 2013	Jan. 1, 2014
<b>Yard Service</b>										
Yard Foreman	\$25.99	\$26.77	\$27.84	\$28.68	\$28.93	\$29.80	\$30.05	\$30.95	\$31.88	\$32.84
Yard Helper	\$23.70	\$24.41	\$25.39	\$26.15	\$26.40	\$27.19	\$27.44	\$28.26	\$29.11	\$29.98
Yard Service Employee	\$26.77	\$27.57	\$28.67	\$29.53	\$29.78	\$30.67	\$30.92	\$31.85	\$32.81	\$33.79
Yard Service Helper	\$24.49	\$25.22	\$26.23	\$27.02	\$27.27	\$28.09	\$28.34	\$29.19	\$30.07	\$30.97
Car Retarder Operator	\$27.04	\$27.85	\$28.96	\$29.83	\$30.08	\$30.98	\$31.23	\$32.17	\$33.14	\$34.13
<b>Intermodal Conductor/Foreperson</b>										
Coquitlam	\$29.73	\$30.62	\$31.84	\$32.80	\$33.05	\$34.04	\$34.29	\$35.32	\$36.38	\$37.47
Calgary	\$27.89	\$28.73	\$29.88	\$30.78	\$31.03	\$31.96	\$32.21	\$33.18	\$34.18	\$35.21
<b>Road Service</b>										
Conductor, Roadswitcher	\$25.69	\$26.46	\$27.52	\$28.35	\$29.20	\$30.08	\$30.98	\$31.91		
Brakeperson, Roadswitcher	\$22.91	\$23.60	\$24.54	\$25.28	\$26.04	\$26.82	\$27.62	\$28.45		
Conductor, Freight	\$23.45	\$24.15	\$25.12	\$25.87	\$26.65	\$27.45	\$28.27	\$29.12		
Brakeperson, Freight	\$20.66	\$21.28	\$22.13	\$22.79	\$23.47	\$24.17	\$24.90	\$25.65		
<b>Commuter Service</b>										
Conductor (Vancouver)	\$32.92	\$33.91	\$35.27	\$36.33	\$37.42	\$38.54	\$39.70	\$40.89		
Conductor & Assistant Conductor	\$23.45	\$24.15	\$25.12	\$25.87	\$26.65	\$27.45	\$28.27	\$29.12		
Brakeperson & Baggageperson	\$20.66	\$21.28	\$22.13	\$22.79	\$23.47	\$24.17	\$24.90	\$25.65		

Should an employee attending a training course be subject to the step rate provisions contained in the Collective Agreement, the appropriate percentage of the above-noted rates will be paid.