

	01-Jan-07	other	01-Jan-08	01-Jan-09	01-Jan-10	01-Jan-11
<u>WAGES</u>						
General wage increase	3%		4%	3%	3%	3%
Yard rate increase				\$0.25/hour	\$0.25/hour	
Shift differential afternoon			\$0.75/hour			
Night			\$1.00/hour			
Retention bonus after 21 months			\$2,000			
Grandfather run & train length			X			
<u>PENSION</u>						
formula below YMPE			1.8%			
<u>BENEFITS</u>						
Life insurance		\$ 37,000	\$ 38,000	\$ 39,000	\$ 44,000	\$ 45,000
Life insurance work related		\$ 150,000				
WIB		\$ 590	\$ 600	\$ 610	\$ 620	\$ 640
Dental						
fee guides	current year		current year	current year	current year	current year
annual max			\$ 1,425		\$ 1,525	
waiting period reduction			6 months			
deductable \$35			eliminated			
co-payment of premiums			-10%			
option to buy benefits laid-off			12 months			
Extended health & vision						
massage therapy			\$ 500			
Chiropractor	stays \$500					
All other paramedicals capped			\$500 & \$1,500			
deductable \$100			reduced by \$25			
Co-payment of premiums			-10%			
Vision care \$200			\$ 225			\$ 250
waiting period reduction			6 months			
Drug card closed period review						
Health spending account Quebec						
<u>WORK RULES</u>						
Auto allowance			\$0.33 per KM			\$0.35 per KM

Work life Balance

Compassionate leave	3 months loan	
rest after safety meetings	10 hours	
LEEB board changes		
Annual vacation peak periods		1 extra slot 1 week restriction
Earned days off/banking payments		up to 12
Letter re: line ups		
Letter re: in/off 10 hours		

WORKING CONDITIONS

Yard lunch rooms	Minimum standards
Bunkhouse	Modernized standards
Letter re: layoff/recall	

ARBITRARY PAYMENTS/GUARANTEES

Spareboard guarantee	Bi-weekly	
Switching units		10 miles

HANDLING OF CREWS

Monthly mileage carry over	optional
Yard Utility	defined

SENIORITY

letter re: establishing seniority

Weekly crew change	Align rules with weekly crew changes
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Letter re: rewrite and clarify trainmen seniority

UNION-MANAGEMENT RELATIONS

Investigations and discipline	new process for harassment allegations
CMA committee	Terms of reference
Cab committee	clarify
Material change article	update amounts
Union security	clarify freezing

TRAINING

E-learning	pilot new learning opportunities
Discrimination & harassment	provide training for local Union officers
Advanced Engineer training	Updated language
Introduction of new equipment	Letter for consultation

AGREEMENT ADMINISTRATION

Abeyance code	letter describing process
AV-days worked available	letter clarifying formula
Payment-employees resigns/dismissed	mony paid out nest pay period
Commuter rates of pay	put rates in agreement
Yard second lunch	clarify language
Consolidate duplicate articles	no change in intent
Consistent terminology	Gender neutral language
Housekeeping	Archive or remove dated articles
Lockers and report location	update of language
Medical examinations	2 letters dealing with payment
Consolidated Collective Agreement	Letter re: completion and printing
Kawartha Lakes	Letter regarding this agreement
Local rules	letter clarifying company review
Estoppel issues	letter creating med/arb process for handling these disputes

List of Appendices

- 1 - Letter – New Hire Lump Sum Payment
- 2 - Letter - Benefits Union/Management Committee
- 3 - Letter – Drug Card
- 4 - Letter – Health Spending Account – Quebec
- 5 - Letter - Line ups
- 6 - Letter - In and off in 10 Hours
- 7 - Letter – Family Care
- 8 - Letter – Annual Vacation – Peak Vacation
- 9 - Letter - Earned Days off/Banking Non-Chargeable Miles
- 10 - Letter – Bunkhouse Committee.
- 11 - Letter – Automation of Trainmen Spareboard Guarantee Payments
- 12 - Letter – Monthly Mileages
- 13 - Letter – Layoff & Recall
- 14 - Letter – Seniority New Hires
- 15 - Letter – Seniority Rewrite
- 16 - Letter – Joint Investigation Training
- 17 - Letter – Held out of Service Pilot
- 18 - Terms of Reference – CMA Committee
- 19 - Letter – Cab Committee
- 20 - Letter – Union Security
- 21 - Letter – E-Learning
- 22 - Letter – Discrimination & Harassment training
- 23 - Letter - Introduction of New Equipment
- 24 - Letter – Development Payment Rate
- 25 - Letter - Process for Establishing Abeyance Code
- 26 - Letter – Days Worked & Available

- 27 - List of Deleted/Archived provisions
- 28 - Letter - Payment for periodic medical examinations – Lost wages
- 29 - Letter - Payment for periodic medical examinations – Clarification
- 30 - Letter – Consolidated Collective Agreement
- 31 - Letter – Kawartha Lakes
- 32 - Letter – Local Rules
- 33 - Letter – Estoppel Issues