

1.05 FREIGHT SERVICE

The rates of pay for trainmen in through and irregular freight, light running (engine and caboose), 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
Brakeman	\$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
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
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
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
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
Brakemen	\$152.46	\$129.59	\$137.21	\$144.84
Required Brakeman	\$160.08	\$136.07	\$144.07	\$152.08

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
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
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
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
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
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
Brakemen	\$158.70	\$134.90	\$142.83	\$150.77
Required Brakeman	\$166.64	\$141.64	\$149.98	\$158.31

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

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
Yard Foreman	\$207.95	\$25.994	\$38.991
Yardman	\$189.56	\$23.695	\$35.543
Switchtender	\$169.23	\$21.154	\$31.731

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$176.76	\$22.095	\$33.143
Yardman	\$161.13	\$20.141	\$30.212
Switchtender	\$143.85	\$17.981	\$26.972

Step Rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$187.16	\$23.395	\$35.093
Yardman	\$170.60	\$21.325	\$31.988
Switchtender	\$152.31	\$19.039	\$28.559

Step Rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$197.55	\$24.694	\$37.041
Yardman	\$180.08	\$22.510	\$33.765
Switchtender	\$160.77	\$20.096	\$30.144

Effective January 1, 2007

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$214.19	\$26.774	\$40.161
Yardman	\$195.25	\$24.406	\$36.609
Switchtender	\$174.31	\$21.789	\$32.684

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$182.06	\$22.758	\$34.137
Yardman	\$165.96	\$20.745	\$31.118
Switchtender	\$148.16	\$18.520	\$27.780

Step rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$192.77	\$24.096	\$36.144
Yardman	\$175.73	\$21.966	\$32.949
Switchtender	\$156.88	\$19.610	\$29.415

Step rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$203.48	\$25.435	\$38.153
Yardman	\$185.49	\$23.186	\$34.779
Switchtender	\$165.59	\$20.699	\$31.049

Effective January 1, 2008

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$222.76	\$27.845	\$41.768
Yardman	\$203.06	\$25.383	\$38.075
Switchtender	\$181.28	\$22.660	\$33.990

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$189.35	\$23.669	\$35.504

Yardman	\$172.60	\$21.575	\$32.363
Switchtender	\$154.09	\$19.261	\$28.892

Step Rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$200.48	\$25.060	\$37.590
Yardman	\$182.75	\$22.844	\$34.266
Switchtender	\$163.15	\$20.394	\$30.591

Step Rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$211.62	\$26.453	\$39.680
Yardman	\$192.91	\$24.114	\$36.171
Switchtender	\$172.22	\$21.528	\$32.292

Effective January 1, 2009

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$229.44	\$28.680	\$43.020
Yardman	\$209.15	\$26.144	\$39.216
Switchtender	\$186.72	\$23.340	\$35.010

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$195.02	\$24.378	\$36.567
Yardman	\$177.78	\$22.223	\$33.335
Switchtender	\$158.71	\$19.839	\$29.759

Step Rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$206.50	\$25.813	\$38.720
Yardman	\$188.24	\$23.530	\$35.295
Switchtender	\$168.05	\$21.006	\$31.509

Step Rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$217.97	\$27.246	\$40.869
Yardman	\$198.69	\$24.836	\$37.254
Switchtender	\$177.38	\$22.173	\$33.260

Effective January 2, 2009

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$231.44	\$28.930	\$43.395
Yardman	\$211.15	\$26.394	\$39.591
Switchtender	\$188.72	\$23.590	\$35.385

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$196.72	\$24.590	\$36.885
Yardman	\$179.48	\$22.435	\$33.653
Switchtender	\$160.41	\$20.051	\$30.077

Step Rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$208.30	\$26.038	\$39.057
Yardman	\$190.04	\$23.755	\$35.633
Switchtender	\$169.85	\$21.231	\$31.847

Step Rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$219.87	\$27.484	\$41.226
Yardman	\$200.59	\$25.074	\$37.611
Switchtender	\$179.28	\$22.410	\$33.615

Effective January 1, 2010

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$238.38	\$29.798	\$44.697
Yardman	\$217.48	\$27.185	\$40.778
Switchtender	\$194.38	\$24.298	\$36.447

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$202.62	\$25.328	\$37.992
Yardman	\$184.86	\$23.108	\$34.662
Switchtender	\$165.22	\$20.653	\$30.980

Step Rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$214.54	\$26.818	\$40.227
Yardman	\$195.73	\$24.466	\$36.699
Switchtender	\$174.94	\$21.868	\$32.802

Step Rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$226.46	\$28.308	\$42.462
Yardman	\$206.61	\$25.826	\$38.739
Switchtender	\$184.66	\$23.083	\$34.625

Effective January 2, 2010

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$240.38	\$30.048	\$45.072
Yardman	\$219.48	\$27.435	\$41.153
Switchtender	\$196.38	\$24.548	\$36.822

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$204.32	\$25.540	\$38.310
Yardman	\$186.56	\$23.320	\$34.980
Switchtender	\$166.92	\$20.865	\$31.298

Step Rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$216.34	\$27.043	\$40.565
Yardman	\$197.53	\$24.691	\$37.037
Switchtender	\$176.74	\$22.093	\$33.140

Step Rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$228.36	\$28.545	\$42.818
Yardman	\$208.51	\$26.064	\$39.096
Switchtender	\$186.56	\$23.320	\$34.980

Effective January 1, 2011

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$247.59	\$30.949	\$46.424
Yardman	\$226.06	\$28.258	\$42.387
Switchtender	\$202.27	\$25.284	\$37.926

Step Rate - 85%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$210.45	\$26.306	\$39.459
Yardman	\$192.15	\$24.019	\$36.029
Switchtender	\$171.93	\$21.491	\$32.237

Step Rate - 90%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$222.83	\$27.854	\$41.781
Yardman	\$203.45	\$25.431	\$38.147
Switchtender	\$182.04	\$22.755	\$34.133

Step Rate - 95%

	Rate per Day	Pro Rata	Time & One-Half
Yard Foreman	\$235.21	\$29.401	\$44.102
Yardman	\$214.76	\$26.845	\$40.268
Switchtender	\$192.16	\$24.020	\$36.030

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:

Effective	100%	95%	90%	85%
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

(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 outline

Effective	100%	95%	90%	85%
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

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
New Hire to Trainperson/Yardperson	\$710.85	\$732.18	\$761.47	\$784.31	\$807.84	\$832.08
New Hire to Conductor/Yard Foreman	\$710.85	\$732.18	\$761.47	\$784.31	\$807.84	\$832.08
New Hire to Locomotive Engineer	\$710.85	\$732.18	\$761.47	\$784.31	\$807.84	\$832.08

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
Yard Service								
Yard Foreman	\$207.95	\$214.19	\$222.76	\$229.44	\$231.44	\$238.38	\$240.38	\$247.59
Yard Helper	\$189.56	\$195.25	\$203.06	\$209.15	\$211.15	\$217.48	\$219.48	\$226.06
Road Service								
Conductor, Roadswitcher	\$205.53	\$211.70	\$220.17	\$226.78	\$233.58	\$240.59		
Brakeperson, Roadswitcher	\$183.27	\$188.77	\$196.32	\$202.21	\$208.28	\$214.53		
Conductor, Freight	\$187.50	\$193.13	\$200.86	\$206.89	\$213.10	\$219.49		
Brakeperson, Freight	\$165.26	\$170.22	\$177.03	\$182.34	\$187.81	\$193.44		

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
Yard Service								
Yard Foreman	\$25.99	\$26.77	\$27.84	\$28.68	\$28.93	\$29.80	\$30.05	\$30.95
Yard Helper	\$23.70	\$24.41	\$25.39	\$26.15	\$26.40	\$27.19	\$27.44	\$28.26
Road Service								
Conductor, Roadswitcher	\$25.69	\$26.46	\$27.52	\$28.35	\$29.20	\$30.08		
Brakeperson, Roadswitcher	\$22.91	\$23.60	\$24.54	\$25.28	\$26.04	\$26.82		
Conductor, Freight	\$23.45	\$24.15	\$25.12	\$25.87	\$26.65	\$27.45		
Brakeperson, Freight	\$20.66	\$21.28	\$22.13	\$22.79	\$23.47	\$24.17		

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.