

Subject: Train Length & Length of Run Payments - T&E Employees Hired after Jan. 1, 2008.

As per the updated Collective Agreement provisions, effective January 1, 2014, any T&E employee hired after January 1, 2008 who was previously not entitled to Train Length and Length of Run payments will now be eligible for those payments on a going forward basis. This entitlement will be based on the existing criteria specified in the Collective Agreement (see appended).

For employees hired **before** January 1, 2008, the CMA system auto-generates these payments based the employee's input on the tie-up and will continue to do so.

Until enhancements are made to CMA to auto-generate these payments for those hired **after January 1, 2008, it will be necessary for those newly eligible employees to manually input their claims in CMA as part of the tie up process.**

The claim codes to be used are:

CL - TRAIN LENGTH ALLOWANCE

LA - LENGTH OF RUN ALLOWANCE

Again, this applies only to those employees hired after January 1, 2008 who are not now receiving Train Length and Length of Run payments.

Employees will be advised once enhancements have been made so that CMA will auto-generate for these post January 1, 2008 employees. Please check your claims carefully to ensure that there is no double payment of the Train Length and Length of Run payments.

Moving forward, employees hired after January 1, 2014 will not be eligible for these premium payments.

Kent S. Cook
Manager Audit - CMC

For your reference, Collective Agreement provisions and rates are appended:

Train Length Allowance

TCRC West EN Art. 1.16

TCRC East EN Art. 1.13

On territories on which the Company has implemented Conductor-Only train operations, Engineers in any class of freight service will be entitled to an allowance, per tour of duty, based on the maximum train length, including the locomotive consist, hauled at any one time during the tour of duty between the initial terminal and the final terminal:

TCRC West CTY Art. 1.15

TCRC East CTY Art. 1.09

On territories on which Conductor-Only train operation has been implemented pursuant to Clause 10.09, Conductors and Brakepersons in any class of freight service will be entitled to an allowance, per tour of duty, based on the maximum train length, including the locomotive consist, hauled at any one time during the tour of duty between the initial terminal and the final terminal:

3801 to 5000 Feet	\$3.00
5001 to 6000 Feet	\$7.00
6001 to 7000 Feet	\$13.00
7001 to 8000 Feet	\$21.00
8001 to 9000 Feet	\$31.00
9001 to 10,000 Feet	\$43.00
10,001 Feet and Over	\$57.00

Length of Run Allowance

TCRC West EN Art. 1.17

TCRC East EN Art. 1.14

Engineers on trains on which no Brakeperson is employed will be paid the following allowance per tour of duty, according to the length of the run, over and above all other earnings for the tour of duty:

TCRC West CTY Art. 1.23

TCRC East CTY Art. 1.17

Conductors on trains on which no Brakeperson forms part of the crew consist will be paid the following allowance per tour of duty, according to the length of the run, over and above all other earnings for the tour of duty:

100 or Less Road Miles	\$12.00
101 to 150 Road Miles	\$15.00
151 to 200 Road Miles	\$22.50
201 or More Road Miles	\$30.00