

Union Leave

Division Officers

1. The Division Executive Board Officers are responsible to attend the regular Division Union meetings, and will be allowed to book off for Union Business to attend these meetings and to fulfill their obligations as provided herein;
2. The Union will supply the AVP Labour Relations with the Division regular meeting schedule, indicating the day of the week and the time of regular Division meetings and a list of Division Officers for each Division.
3. These meetings are scheduled every month end known in advance. The following lists the Division Executive Board Officers.
 - Division President
 - Vice President (book off through authorization of Division President)
 - Secretary Treasurer or alternate(s) (book off through authorization of Division President)
 - Each Local Chairman
 - Vice Local Chairmen (book off through authorization of the relevant Local Chair and notification to the Company at which time leave must be accepted by the Company)
 - Legislative Representative
4. In addition, except when called for duty or on duty, the Union's Local Chairmen, and Division Legislative Representative will be able to book off for Union leave upon notifying the Company. Vice Local Chairman will book off through authorization of the relevant Local Chairman and notification to the Company at which time leave must be accepted by the Company. The maximum number of Local Chairman/Vice Local Chairman per local committee off at any one time will be two. In the event circumstances necessitate the requirement for additional Vice Local Chairmen to off on Union business such leave will not be unreasonably withheld by the Company.
5. Division Officers not mentioned above will be able to book off for Union leave to fulfill their obligations upon authorization of the Division President, with no less than seven (7) days' notice, but in extenuating circumstances such as Special Union Meetings upon no less than 48 hours' notice to the Company. It is understood that such leave will not be unreasonably withheld.

Regional Officers

6. The elected Executive Officers of Provincial Legislative Boards (PLB) or General Committees of Adjustment (GCA), If not full time officers on leave, will be allowed to book off to fulfil their obligations. Absence to attend Regular meetings or absences of one week or longer should be communicated to the Company sufficiently in advance, with sufficient detail as to the filling of vacancy requirements. Absences due to extenuating circumstances will be communicated to the Company as soon as possible. The Union will supply the Company with a list of these Regional Executive Officers.

National Officers

7. The elected National Officers, If not full time officers on leave, will be allowed to book off to fulfil their obligations. Absence to attend Regular meetings or absences of one week or longer should be communicated to the Company sufficiently in advance of such leave. The Union will supply the Company with a list of these National Executive Officers.

In addition to Collective Agreement

8. The foregoing leaves are in addition to any leaves that may additionally be provided for in the relevant Collective Agreements.

Pensionable Service

9. It is agreed and understood that all absences for Union leave are considered as pensionable service with earnings reconstructed consistent with the CP Pension Plan Rules.

Health Care Benefits

10. Health Care Benefits will continue uninterrupted to these officers through their period of leaves, and should it become necessary to reconcile the cost for the periods of absence, it will be done annually. This is understood to be when the officer is absent from the Company payroll for one complete calendar month, the cost of benefits for that month will be at the same monthly rate as the full time Union officers.

Annual Vacation

11. All Local Chairmen can elect to schedule their annual vacation by way of separate list and allotment over the flat line number. The maximum number on Vacation within this separate list is two for any one week. All officers utilizing this separate list will schedule their annual vacation onto the list; with the understanding they

may change their scheduled vacation upon notice prior to the deadline for the relevant weekly crew change protocol.

Holding Turns

12. Division President, Secretary Treasurer, Local Chairmen and Legislative Representative whose attendance is required at Division Meetings may hold their turns in order to ensure attendance at these meetings, or for Local Chairmen (or designate Vice LC) to fulfill their additional responsibilities.

Administration

13. This Agreement has no Impact on the right of full time Union officers to be on Union leave for the duration of their term.
14. The Parties agree that communication with the Crew Management Centre (CMC) as to the anticipated length of any leave greatly enhances their ability to plan for and manage crewing relief, and every reasonable effort should be made by Union Officers to provide CMC with known dates or times of anticipated leaves and return from Union leave.
15. Any concerns or Issues with respect to the Interpretation or application of this Agreement shall be raised with the respective General Chairman and the Director of Labour Relations, and if such matters remain unresolved, it be elevated to the TCRC National President {or designate}, and to the AVP Labour Relations, or designate.