



TEAMSTERS CANADA RAIL CONFERENCE

CONFÉRENCE FERROVIAIRE DE TEAMSTERS CANADA CPR EAST TRAINPERSON G.C. OF A

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To All Local Chairs CP East: Re: Layoff/Recall

All during yesterday's conference call with Labour Relations and the CTY/GC's, part of our discussions focussed on layoff/recall process. The following was agreed upon to clarify said process.

Layoff would follow the provisions of the Collective Agreement Article 109.

At the time layoff notice members have the ability to exercise their seniority to another Terminal where they stand for work or accept the layoff. If the member elects to exercise his seniority to another terminal and wants to be recalled to their "home terminal" which they just left they should be declaring same on their bid.

If a member is subsequently laid off after exercising his seniority to another terminal, the member can either elect to be recalled in the new terminal or his original home terminal. To clarify, employees will only be recalled from layoff to their designated home terminal.

Bid forms will be updated this week to reflect a designation of home terminal.

Q&A

- 1) I am working in London and receive notice of layoff. At time of layoff notice I exercise (bid) my seniority to Toronto, I have indicated on my bid that I wish to be recalled to London. While still in active service at Toronto my turn is recalled at London. Can I return?

Answer – Yes, under the CBA you would have up to 15 days to return to London or if needed immediately you could return in seniority order right away.

- 2) As shown in Q1 above I have been laid off at Toronto. They are now recalling at Toronto; will I be recalled to Toronto?

Answer – No, as you have on your bid shown recall to London you have declared London as your “home terminal” therefore you would stay in layoff status until recalled to London or Change of Card bidding process.

- 3) As per Q1 above I have not declared London as my “home terminal” and have now been laid off in Toronto, where will I be recalled to upon recalls taking place?

Answer – Toronto. you can only be recalled to Toronto as you have not declared London as your “home terminal”.

- 4) I am working in London and receive notice of layoff. At time of layoff notice I exercise (bid) my seniority to Toronto, I have indicated on my bid that I wish to be recalled to London. While at Toronto I receive notice of layoff and exercise my seniority (bid) to Montreal. I continue to show “recall to London. I am laid off in Montreal. where will I be recalled to.

Answer – London. Again, as you have shown London as your “home terminal” you would only be recalled to London.

- 5) As per Q4 when bidding to Montreal am, I allowed to change my “home terminal” to Toronto instead of London? Could I also make Montreal my “home terminal”?

Answer – Yes to both, if you made Toronto then you would only be recalled to Toronto now. If you made Montreal your “home terminal” you would (if laid off) only be recalled to Montreal or would just continue to work at Montreal. You can only declare one home terminal where you will be recalled.

- 6) As per Q&A 5 above, does the process start all over once laid off?

Answer – Yes

- 7) I am laid off in the East and exercise my seniority to a Western Terminal (only allowed if there are no laid off members at that Terminal) can I show my East Terminal I just left as my “home terminal” to be recalled to?

Answer – No, you can not be recalled from the West to the East once exercising your seniority under the layoff/recall process to the West.

Note: Current time lines in Article 109 have been temporarily suspended with the Covid19 Temporary Layoff/Recall Agreement which applies to all laid off members until June 30, 2020.

Further to clarify at the Change of Cards. If you wish to bid from East to West (or vice versa) this will be allowed providing there are no layoffs, or will not create a layoff, at the Terminal you are requesting transfer to