

AGREEMENT
BETWEEN THE
SOO LINE RAILROAD COMPANY
(A wholly owned subsidiary of Canadian Pacific Railway)
AND THE
INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS

SUPERSEDES SCHEDULE OF MARCH 1, 1995

Effective Date: November 1, 2006

INDEX

	<u>Rule No.</u>	<u>Page No.</u>
Absence from Work.....	20	13
Absence, Leave of	19	13
Absorbing Overtime.....	12	9
Accident Benefits, Article VIII Off Track Vehicle	App. P	95
Accreditation Programs, Welding and Inspection	App. O	93
Agreement		
Effective Date and Revision of	55	37
Printing of	53	37
Applications	34	27
Apprentices, Employment of	33	23
Form of Indenture	33	25
Certificate of Apprenticeship	33	26
Assignment of Welding Work	48	33
Assignments of Work	28	17
Assignments, Holiday	9	8
Attending Court	22	14
Away From Home – Temporary Vacancies.....	13	9
Basic Day	1	1
Basis of Pay	1	1
Benefit Information, Employee	54	37
Benefit Plans	App. H	70
Bereavement Leave	41	29
Interpretations of	App. M	90
Bulletining Positions	16	11
Bumping	24	15
Certificate, Apprentices	33	26
Change in Rates	15	10
Changing Shifts	14	10
Checking In and Out.....	39	28
Classification of work.....	45	31
Claims and Grievances	30	18
Commencing Time, Uniform.....	6	5
Committees	32	23
Court, Attending	22	14

INDEX

	<u>Rule No.</u>	<u>Page No.</u>
Derailments, Work at Wrecks and	47	33
Deviation from Monday – Friday Week	2	2
Differentials	48	33
Discipline	31	20
Dismissal from Service	31	20
Disputes, Jurisdiction of work	App. Q	99
Distribution of Overtime	12	9
Dues Deductions	App. J, K	78, 81
Emergency Road Service	11	8
Employee Benefit information	54	37
Employee Information	43	30
Employees Laid off, Transfer of	25	16
Employment, Application of	34	27
Expenses		
Apprentices	33	23
Away from Home Point	13	10
Meals and Lodging	11	9
Mileage Allowance	11	9
Traveling Mechanics	App. R	102
Failure to Qualify	16	11
Faithful Service	21	14
Five – Day Positions	2	1
Force Increasing When Journeyman Machinist		
Not Available	49	34
Forces, Reductions and Restoration	24	14
Foremen –		
Promotion to	17	12
Temporary Promotion	29	18
Furloughed Employees	24	15
Gainsharing	App. S	111
Grievances, Claims and	30	18
Hearings	31	20
Right to	31	20
Waiver of	31	20
Helpers	46	33
Holiday Assignment	9	8
Holiday Provisions, Non-Op National	App. A	39
Holiday, Work	7	6
Hours of Service	1	1

INDEX

	<u>Rule No.</u>	<u>Page No.</u>
Incidental work	28	17
Indentures, Apprentices	33	25
Information, Employee	43	30
Information, Employee Benefits	54	37
Injuries.....	36	27
Inspectors.....	48	33
Investigation, Waiver of.....	31	20
Job Protection	App. D	50
Jurisdiction of work Disputes	App. Q	99
Jury Duty.....	42	30
Laid off Employees, Transfer of	25	16
Leased Power	App. D (SL4)	61
Leave of Absence	19	13
Return from Leave.....	16	11
Leave, Bereavement	41	29
Leave, Personal	40	28
Meal Period	10	8
One Shift	3	4
Two Shifts	4	5
Three Shifts.....	5	5
Working During.....	10	8
Mechanic-In-Charge.....	App. L	87
Mileage Allowance	11	9
National Agreements.....	50	36
Notices, Posting of	37	27
One Shift	3	4
Operational Change	App. D (SL9)	62
Overtime –		
Absorbing	12	9
Away From Home Point	13	10
Changing Shifts	14	10
Distribution of	12	9
Outside of Bulletined Hours.....	8	6
Rest Days and Holidays	7	6
Temporary Vacancies	13	9

INDEX

	<u>Rule No.</u>	<u>Page No.</u>
Pay, Rates of.....	51	36
Paying Off	23	14
Personal Leave Days	40	29
Qualifying Examples.....	App. N	92
Physical Examination	App. G	68
Positions, Bulletining	16	11
Posting notices.....	37	27
Preservation of Rates.....	15	10
Promotion, Temporary.....	29	18
Promotion to Foreman.....	17	12
Protection	38	28
Qualifications.....	44	31
Quitting, Uniform commencing and	6	5
Rate Progression	App. E	64
Rates, Change in	15	10
Rates of Pay.....	51, App. F	36, 67
Reduction, Hours and Forces.....	24	14
Regular Relief Assignments	2	2
Relieved from Positions		
Disqualified.....	16	11
Official or Supervisory	17	12
Rest Days – Work On.....	7	6
Restoration, Hours and Forces	24	15
Return from Leave of Absence.....	16	11
Revision of Agreement.....	55	37
Road Service, Emergency.....	11	8
Rosters	27	16
Sanitation	35	27
Scrapping.....	45	32
Seniority	27	16
Transfer – Other Point.....	18	13
Service, Faithful	21	14
Service, Hours of.....	1	1
Service on Rest Days.....	7	6
Seven – Day Positions	2	2

INDEX

	<u>Rule No.</u>	<u>Page No.</u>
Shifts –		
Changing	14	10
One	3	4
Two	4	5
Three	5	5
Shops Closed, Time Allowance	26	16
Shorter Workweek, Establishment of	2	1
Six – Day Positions	2	2
Starting Time –		
One Shift	3	4
Two Shifts	4	5
Three Shifts	5	5
Uniform	6	5
Subcontracting	App. D	59
Temporary Promotion	29	18
Temporary Vacancies	16	11
Temporary Vacancies – Outlying Points	13	9
Temporary Vacancy Away From Home Point	13	9
Three Shifts	5	5
Time Allowance – Shop Closed	26	16
Transfers, Furloughed Employees	25	16
Transfers, Other Point or Service	18	13
Transportation, Employees Laid Off	25	16
Travel Time – Emergency Road Service	11	8
Traveling mechanic	App. R	102
Two Shifts	4	5
Union Shop	App. I	71
Dues Deductions	App. J, K	78, 81
Upgrading	49	34
Vacancies Away From Home Point	13	9
Vacation Agreement	52	37
Vacation Agreement, National	App. B	42
Vacation Agreement, Split	App. C	49
Waiver of Formal Investigation	31	20
Work Assignment of	28	17
Work, Classification of	45	31
Work at Wrecks and Derailments	47	33
Work on Unassigned Days	2	4
Workweek	2	1
Wrecking Service Compensation	11	9