

Between : VIA Rail Canada Inc.

(hereinafter referred to as the «Corporation»)

AND : The Teamsters Canada Rail Conference

(hereinafter referred to as the «TCRC»)

WHEREAS the parties have agreed hereto review the On the Job (OJT) Locomotive Engineer training program

AND WHEREAS, the parties have agreed that a OJT locomotive engineer is expected to counsel and supervise the student in the handling of a locomotive and/or train and the observance of operating rules, timetables, special instructions and regulations to ensure safe operation. In addition, the OJT locomotive engineer must be available to meet manager to review student reports. Should an accident or mishap occur as a consequence of the student's action, no responsibility will be attached to the engineer if there is evidence that he took all reasonable and practical action to prevent the accident or mishap;

AND WHEREAS, the Corporation and the TCRC have agreed to shelve all applicable addendums once negotiated the terms and conditions applicable to the implementation and application of OJT program.

1. **Scope and purpose:**

The Corporation and the TCRC acknowledge the increased responsibility associated with training new Locomotive Engineers in passenger service at Via Rail Canada. Subsequently, VIA and the TCRC jointly agreed to have operating crews constituted of OJT Locomotive Engineer with the knowledge, skills and practical experience for the purpose of training and qualify selected successful applicants at VIA.

2. **Preferred Candidates:**

Selection of required and qualified OJT to be made by a bulletin in accordance with interview process.

Requirements:

1. Candidates to pass a complete interview process.
2. Knowledge and experience of minimum of not less than two (2) years' service as a VIA Rail qualified locomotive engineer, including at least three (3) months service in the area where the locomotive engineer is to give the on-job training.
3. Demonstrate Interest in teaching students.
4. Recognized credibility among managers and his peers.
5. Good verbal and written communication skills.
6. Clear discipline record will be an asset
7. Meets the CROR qualification requirement of a locomotive engineer with an overall mark of at least 90 per cent;
8. Bilingual for the language of work in designated locations in accordance with Corporation and Official language requirements

3. Training period:

It is anticipated that the training program will be comprised of fifteen (15) weeks of technical instructions and between eighty (80) to one hundred and ten (110) weeks of practical On Job Training (OJT).

It is expected that locomotive engineers will, at their discretion, permit student locomotive engineer to operate the locomotive and/or train during the tour of duty to maintain and further improve their level of skill and competence. In such circumstances, the OJT locomotive engineer will continue to be held responsible for the observance of operating rules, timetable special instructions and related regulations.

OJT locomotive engineer will remain on position for a period not exceeding six (6) months or until change of card period`

In the event an OJT wishes to quit position during the six (6) month period, he shall provide a sufficient notice to his manager but not less than ten (10) days.

4. Expectations of the On-Job Trainer:

1. Available to meet manager upon request prior or after on duty time
2. File student evaluation reports objectively in a timely manner by utilizing the electronic assessment tool.
3. Provide feedback to the student and the manager responsible for the OJT program
4. Encourage the development of the students
5. Report any incident/conflict with the students
6. Meet with the manager responsible for the OJT program on regular basis and/or when required
7. Participate in a 1 day training session for "coaching skills"
8. The OJT is solely responsible for the student.

5. Qualifications of SLE:

After analyzing the OJT evaluation reports and recommendations, management will certify the student as a Locomotive Engineer.

6. **Compensation:**

Considering that once a Locomotive Engineer is qualified as OJT, he will be entitled to the applicable OJT premium in addition to their other earnings for such tour of duty working with a Student Locomotive Engineer (SLE) as part of the crew.

Levels	# cumulative months	Assignments up to 6h00 mns	Assignments 06h01 mns and above
1	1 - 6	\$55	\$60
2	7 - 12	\$60	\$65
3	13 - 18	\$65	\$70
4	19 - 24	\$70	\$75
5	24 and more	\$80	\$85

Note: It is understood that this agreement does not apply to the familiarization of qualified locomotive engineers newly hired.

Note: it is understood that newly hired qualified locomotive engineers do not fall under this program.

Note: Future negotiated wage increase will apply to the above premiums.

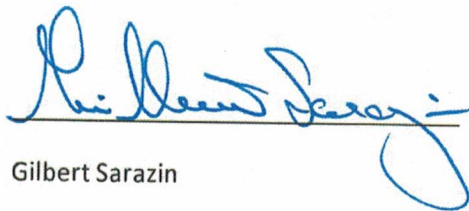
Note: The OJT process will be reviewed by both parties to ensure its efficiency.

Note: It is expected that the other locomotive engineer as part of the train crew will receive compensation if he wishes to participate in the process of familiarization of the student in accordance with the agreement on the familiarization.

In the event that the OJT process does not provide added value to the Corporation train operations, it can be cancelled by either parties with a thirty (30) days written notice.

Signed in **Montreal on May 16th 2017**

VIA RAIL Canada



Gilbert Sarazin

Senior Advisor, Employee Relations

VIA Rail Canada

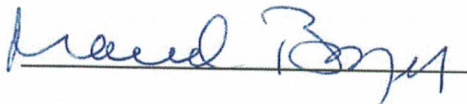
Teamster Canada Rail Conference



Phil Hope

General Chairman, Central Region

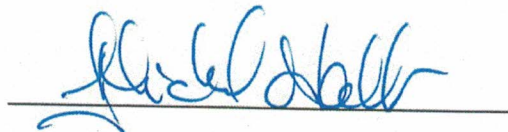
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Maud Boyer

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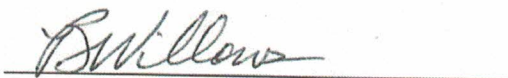
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General Chairman, Western Region

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