

Between: VIA Rail Canada Inc.

(hereinafter referred to as the «Corporation»)

AND: The Teamsters Canada Rail Conference

(hereinafter referred to as the «TCRC»)

The Corporation the TCRC have discussed the cab dynamics between operating crews and thereby review the allocation of familiarization included in the collective agreement that they receive as part of their activity of familiarization of the territory.

Such familiarization of the territory is referred to qualified locomotive engineers from external railway in observation and compliance with operating rules, schedules, specific guidelines and regulations to ensure safe operation in the passenger train.

As a result, Addendum 106 is amended to reflect this letter of agreement until it is cancelled or renewed by the parties in future rounds of negotiations.

**Scope and purpose:**

The Corporation and the TCRC acknowledge the increased responsibility associated with training new qualified Locomotive Engineers in passenger service at Via Rail Canada. Subsequently, VIA and the TCRC jointly agreed to provide operating crews a premium during a tour of duty.

**Preferred Candidates:**

Selection of required Locomotive Engineers to be made jointly, when appropriate, by local Corporation officer and TCRC Union representative to ensure interest and appropriate participation.

**Requirements:**

1. 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 familiarization.
2. Demonstrate Interest in coaching newly hired qualified Locomotive Engineers.
3. Recognized credibility among managers and his peers.
4. Good verbal communication skills.
5. Meets the CROR qualification requirement of a locomotive engineer with an overall mark of at least 90 per cent;
6. Bilingual for the language of work in designated locations in accordance with Corporation and Official language requirements

**Expectations of Territory familiarization:**

Once both Locomotive Engineers have accepted to provide territory familiarization to newly hired qualified Locomotive engineers, they shall ensure that all operating requirements are met during their tour of duty.

**Qualifications of Locomotive Engineer:**

After analyzing the evaluation reports and recommendations of instructors, management will certify the Locomotive Engineer on the specific territory.

### **Compensation**

Considering that both Locomotive Engineers are participating in the territory familiarization, they shall be paid the following premium in addition to their other earnings for such tour of duty:

<b>On Duty Time</b>	<b>LE</b>
Less than 6 hours	\$35
More than 6 hours	\$45

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

**Note:** it is understood that Student Locomotive Engineers (SLE) do not fall under this program.

**Note:** The familiarisation process will be reviewed on a monthly basis by both parties to ensure its efficiency.

In the event that the familiarization 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 this day of February 14<sup>th</sup> 2017

VIA RAIL Canada:

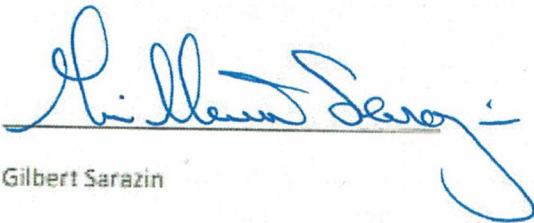


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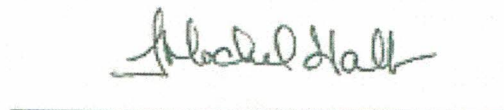


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Phil Hope

Interim General Chairman, Central Region

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General Chairman, Eastern Region

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