

REST/TIME OFF

◆ No employee ever has to work when they think they are too tired

All conductors and engineers are allowed to advise CP they are unfit to report for work without giving a reason.

◆ Home terminal rest

Upon arrival at their home terminal, employees can schedule up to 24-hours rest (+2 hour call).

◆ Away from home rest

An employee may schedule up to 8-hours rest (+2 hour call) upon arrival at an away-from-home terminal.

◆ Leave of absence/ personal leave

Employees may request an extended leave of absence or personal leave.

◆ Off for miles

At certain mileage periods, employees can schedule up to 48-hours rest (+2 hour call), twice per month. Additionally, after accruing the maximum monthly mileage amount, they can take the rest of the month off, plus additional rest time before returning.

◆ Bridge to earned day off

Employees may request additional time off to a bridge to their EDO so they do not have to work if their rest expires beforehand.

◆ Earned days off (EDO)

Employees can earn up to 12 additional days off each year. These can be taken 3-per-month or banked. Access to EDO cannot be denied.

◆ Rest after annual vacation

Following an annual vacation, employees may schedule up to 6-hours rest (+2 hour call) before starting work.

◆ Penalty rest

Should an employee work more than 10 consecutive hours, he or she can take extra time off at a rate of 3-to-1 for each minute worked over 10-hours with a minimum of 1-hour of additional rest opportunity.

◆ Rest after Engine Service Brakemen (ESB) is held to work as engineer and is not used

An employee may schedule up to 10-hours rest (+2 hour call) after being held for greater than 18 hours then released.

◆ Rules qualification rest

After qualifying for rules, an employee may schedule up to 12-hours rest (+2 hour call).

