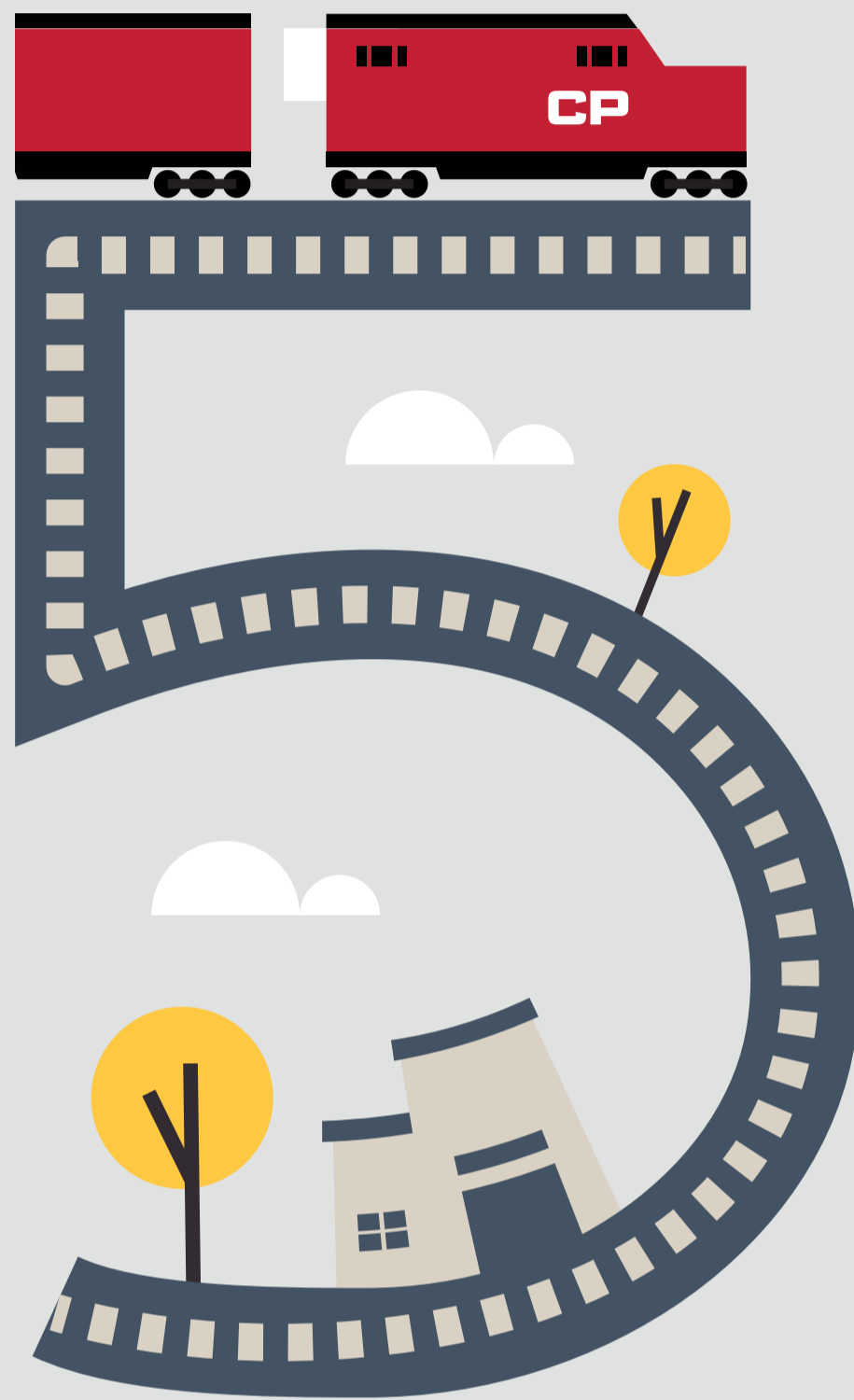


WORK/REST



Rest after every run

Engineers and conductors can schedule 8-hours (+2 hour call) after every train run to the away-from-home terminal. When at their home location, they can schedule up to 24-hours rest (+2 hour call). At certain mileage periods, they can also schedule up to 48-hours rest (+2 hour call). Employees who work at home in yard operations typically work 8-hour shifts.



Expecting the unexpected

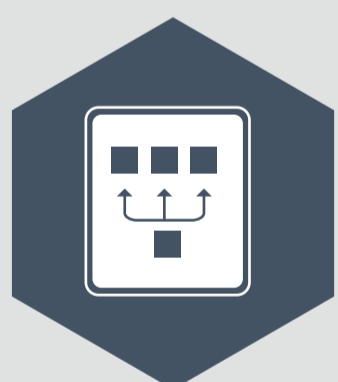
Anyone who has taken a commercial flight knows that weather happens. So do mechanical issues. The railway faces many of the same inevitabilities. Nevertheless, only 0.81% of runs exceeded 12 hours.



Additional ways to take time off

35% of the time, road conductors and engineers do not, by choice, take all the rest time available after each shift at the home terminal. At the Away from home terminal people do not take the rest they are entitled to almost 50% of the time. However, there are many other ways to take time off, including earned days off, personal leave, and vacation. Typically, they have many hours or days between shifts.

FIVE ESSENTIAL FACTS ABOUT REST AND PREDICTABLE WORK TIME.



No scheduled days

Road engineers and conductors do not have a scheduled shift length. By the 5-hour mark, they must inform the company if they are unwilling to work past 10 hours. This can make start times unpredictable for other employees when estimating when they will go to work.



No more than 12-hour days

91% of the time road engineers and conductors are on duty between 0–10 hours. For anything over 10 hours, CP pays a monetary premium in accordance with the collective agreement provisions.