

LOCOMOTIVE ENGINEERS WEST

RATES OF PAY

Diesel - Electric

Rates of pay per day of 100 miles:

1.01 Passenger Service

Effective Jan. 1, 2006

| | | Step Rates | | |
|--------------------------------------|---------------|-------------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$143.21 | \$121.73 | \$128.89 | \$136.05 |
| 2 units | \$145.08 | \$123.32 | \$130.57 | \$137.83 |
| 3 units | \$146.91 | \$124.87 | \$132.22 | \$139.56 |
| 4 units | \$148.37 | \$126.11 | \$133.53 | \$140.95 |
| 1 unit of 3000 H.P. or over | \$143.52 | \$121.99 | \$129.17 | \$136.34 |
| Add for each additional unit | \$1.37 | \$1.16 | \$1.23 | \$1.30 |
| Minimum rate where applicable | \$142.11 | \$120.79 | \$127.90 | \$135.00 |

Effective Jan. 1, 2007

| | | Step Rates | | |
|--------------------------------------|---------------|-------------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$147.51 | \$125.38 | \$132.76 | \$140.13 |
| 2 units | \$149.43 | \$127.02 | \$134.49 | \$141.96 |
| 3 units | \$151.32 | \$128.62 | \$136.19 | \$143.75 |
| 4 units | \$152.82 | \$129.90 | \$137.54 | \$145.18 |
| 1 unit of 3000 H.P. or over | \$147.83 | \$125.66 | \$133.05 | \$140.44 |
| Add for each additional unit | \$1.37 | \$1.16 | \$1.23 | \$1.30 |
| Minimum rate where applicable | \$146.37 | \$124.41 | \$131.73 | \$139.05 |

Effective Jan. 1, 2008

| | | Step Rates | | |
|-------------------------------|---------------|-------------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$153.41 | \$130.40 | \$138.07 | \$145.74 |
| 2 units | \$155.41 | \$132.10 | \$139.87 | \$147.64 |
| 3 units | \$157.37 | \$133.76 | \$141.63 | \$149.50 |
| 4 units | \$158.93 | \$135.09 | \$143.04 | \$150.98 |
| 1 unit of 3000 H.P. or over | \$153.74 | \$130.68 | \$138.37 | \$146.05 |
| Add for each additional unit | \$1.37 | \$1.16 | \$1.23 | \$1.30 |
| Minimum rate where applicable | \$152.22 | \$129.39 | \$137.00 | \$144.61 |

Effective Jan. 1, 2009

| | | Step Rates | | |
|-------------------------------|---------------|-------------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$158.01 | \$134.31 | \$142.21 | \$150.11 |
| 2 units | \$160.07 | \$136.06 | \$144.06 | \$152.07 |
| 3 units | \$162.09 | \$137.78 | \$145.88 | \$153.99 |
| 4 units | \$163.70 | \$139.15 | \$147.33 | \$155.52 |
| 1 unit of 3000 H.P. or over | \$158.35 | \$134.60 | \$142.52 | \$150.43 |
| Add for each additional unit | \$1.37 | \$1.16 | \$1.23 | \$1.30 |
| Minimum rate where applicable | \$156.79 | \$133.27 | \$141.11 | \$148.95 |

Effective Jan. 1, 2010

| | | Step Rates | | |
|-------------------------------|---------------|-------------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$162.75 | \$138.34 | \$146.48 | \$154.61 |
| 2 units | \$164.87 | \$140.14 | \$148.38 | \$156.63 |
| 3 units | \$166.95 | \$141.91 | \$150.26 | \$158.60 |
| 4 units | \$168.61 | \$143.32 | \$151.75 | \$160.18 |
| 1 unit of 3000 H.P. or over | \$163.10 | \$138.64 | \$146.79 | \$154.95 |
| Add for each additional unit | \$1.37 | \$1.16 | \$1.23 | \$1.30 |
| Minimum rate where applicable | \$161.49 | \$137.27 | \$145.34 | \$153.42 |

Effective Jan. 1, 2011

| | | Step Rates | | |
|-------------------------------|---------------|-------------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$167.63 | \$142.49 | \$150.87 | \$159.25 |
| 2 units | \$169.82 | \$144.35 | \$152.84 | \$161.33 |
| 3 units | \$171.96 | \$146.17 | \$154.76 | \$163.36 |
| 4 units | \$173.67 | \$147.62 | \$156.30 | \$164.99 |
| 1 unit of 3000 H.P. or over | \$167.99 | \$142.79 | \$151.19 | \$159.59 |
| Add for each additional unit | \$1.37 | \$1.16 | \$1.23 | \$1.30 |
| Minimum rate where applicable | \$166.33 | \$141.38 | \$149.70 | \$158.01 |

1.02 Freight Service

Effective Jan. 1, 2006

| | | Step Rates | | |
|--|---------------|---------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$165.78 | \$140.91 | \$149.20 | \$157.49 |
| 2 units | \$169.73 | \$144.27 | \$152.76 | \$161.24 |
| 3 units | \$173.73 | \$147.67 | \$156.36 | \$165.04 |
| 4 units | \$177.02 | \$150.47 | \$159.32 | \$168.17 |
| 1 unit of 3000 H.P. or over | \$166.42 | \$141.46 | \$149.78 | \$158.10 |
| Add for each additional unit and/or activated robot car | \$2.94 | \$2.50 | \$2.65 | \$2.79 |
| Minimum rate where applicable | \$162.65 | \$138.25 | \$146.39 | \$154.52 |

Effective Jan. 1, 2007

| | | Step Rates | | |
|--|---------------|---------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$170.75 | \$145.14 | \$153.68 | \$162.21 |
| 2 units | \$174.82 | \$148.60 | \$157.34 | \$166.08 |
| 3 units | \$178.94 | \$152.10 | \$161.05 | \$169.99 |
| 4 units | \$182.33 | \$154.98 | \$164.10 | \$173.21 |
| 1 unit of 3000 H.P. or over | \$171.41 | \$145.70 | \$154.27 | \$162.84 |
| Add for each additional unit and/or activated robot car | \$2.94 | \$2.50 | \$2.65 | \$2.79 |
| Minimum rate where applicable | \$167.53 | \$142.40 | \$150.78 | \$159.15 |

Effective Jan. 1, 2008

| | | Step Rates | | |
|--|---------------|---------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$177.58 | \$150.94 | \$159.82 | \$168.70 |
| 2 units | \$181.81 | \$154.54 | \$163.63 | \$172.72 |
| 3 units | \$186.10 | \$158.19 | \$167.49 | \$176.80 |
| 4 units | \$189.62 | \$161.18 | \$170.66 | \$180.14 |
| 1 unit of 3000 H.P. or over | \$178.27 | \$151.53 | \$160.44 | \$169.36 |
| Add for each additional unit and/or activated robot car | \$2.94 | \$2.50 | \$2.65 | \$2.79 |
| Minimum rate where applicable | \$174.23 | \$148.10 | \$156.81 | \$165.52 |

Effective Jan. 1, 2009

| | | Step Rates | | |
|--|---------------|---------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$182.91 | \$155.47 | \$164.62 | \$173.76 |
| 2 units | \$187.26 | \$159.17 | \$168.53 | \$177.90 |
| 3 units | \$191.68 | \$162.93 | \$172.51 | \$182.10 |
| 4 units | \$195.31 | \$166.01 | \$175.78 | \$185.54 |
| 1 unit of 3000 H.P. or over | \$183.62 | \$156.08 | \$165.26 | \$174.44 |
| Add for each additional unit and/or activated robot car | \$2.94 | \$2.50 | \$2.65 | \$2.79 |
| Minimum rate where applicable | \$179.46 | \$152.54 | \$161.51 | \$170.49 |

Effective Jan. 1, 2010

| | | Step Rates | | |
|--|---------------|---------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$188.40 | \$160.14 | \$169.56 | \$178.98 |
| 2 units | \$192.88 | \$163.95 | \$173.59 | \$183.24 |
| 3 units | \$197.43 | \$167.82 | \$177.69 | \$187.56 |
| 4 units | \$201.17 | \$170.99 | \$181.05 | \$191.11 |
| 1 unit of 3000 H.P. or over | \$189.13 | \$160.76 | \$170.22 | \$179.67 |
| Add for each additional unit and/or activated robot car | \$2.94 | \$2.50 | \$2.65 | \$2.79 |
| Minimum rate where applicable | \$184.84 | \$157.11 | \$166.36 | \$175.60 |

Effective Jan. 1, 2011

| | | Step Rates | | |
|--|---------------|---------------|---------------|---------------|
| | | 85% | 90% | 95% |
| 1 unit | \$194.05 | \$164.94 | \$174.65 | \$184.35 |
| 2 units | \$198.67 | \$168.87 | \$178.80 | \$188.74 |
| 3 units | \$203.35 | \$172.85 | \$183.02 | \$193.18 |
| 4 units | \$207.21 | \$176.13 | \$186.49 | \$196.85 |
| 1 unit of 3000 H.P. or over | \$194.80 | \$165.58 | \$175.32 | \$185.06 |
| Add for each additional unit and/or activated robot car | \$2.94 | \$2.50 | \$2.65 | \$2.79 |
| Minimum rate where applicable | \$190.39 | \$161.83 | \$171.35 | \$180.87 |

1.03 CONDUCTOR - ONLY OPERATIONS IN FREIGHT SERVICE

On territories on which Conductor-Only train operations have been implemented, the following rates will be applicable in lieu of those quoted above.

Effective Jan. 1, 2006

| | | <u>Step Rates</u> | | |
|--------------------------------------|----------|-------------------|----------|----------|
| | | 85% | 90% | 95% |
| | \$172.92 | \$146.98 | \$155.63 | \$164.27 |
| Minimum rate where applicable | \$162.65 | \$138.25 | \$146.39 | \$154.52 |

Effective Jan. 1, 2007

| | | <u>Step Rates</u> | | |
|--------------------------------------|----------|-------------------|----------|----------|
| | | 85% | 90% | 95% |
| | \$178.11 | \$151.39 | \$160.30 | \$169.20 |
| Minimum rate where applicable | \$167.53 | \$142.40 | \$150.78 | \$159.15 |

Effective Jan. 1, 2008

| | | <u>Step Rates</u> | | |
|--------------------------------------|----------|-------------------|----------|----------|
| | | 85% | 90% | 95% |
| | \$185.23 | \$157.45 | \$166.71 | \$175.97 |
| Minimum rate where applicable | \$174.23 | \$148.10 | \$156.81 | \$165.52 |

Effective Jan. 1, 2009

| | Step Rates | | | |
|--------------------------------------|-------------------|------------|------------|----------|
| | 85% | 90% | 95% | |
| | \$190.79 | \$162.17 | \$171.71 | \$181.25 |
| Minimum rate where applicable | \$179.46 | \$152.54 | \$161.51 | \$170.49 |

Effective Jan. 1, 2010

| | Step Rates | | | |
|--------------------------------------|-------------------|------------|------------|----------|
| | 85% | 90% | 95% | |
| | \$196.51 | \$167.03 | \$176.86 | \$186.68 |
| Minimum rate where applicable | \$184.84 | \$157.11 | \$166.36 | \$175.60 |

Effective Jan. 1, 2011

| | Step Rates | | | |
|--------------------------------------|-------------------|------------|------------|----------|
| | 85% | 90% | 95% | |
| | \$202.41 | \$172.05 | \$182.17 | \$192.29 |
| Minimum rate where applicable | \$190.39 | \$161.83 | \$171.35 | \$180.87 |

1.04 Short Run Passenger Service

The rate per day of 100 miles of 8 hours or less for engineers in short run passenger service is:

Effective Jan. 1, 2006

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$145.60 | \$123.76 | \$131.04 | \$138.32 |

Effective Jan. 1, 2007

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$149.97 | \$127.47 | \$134.97 | \$142.47 |

Effective Jan. 1, 2008

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$155.97 | \$132.57 | \$140.37 | \$148.17 |

Effective Jan. 1, 2009

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$160.65 | \$136.55 | \$144.59 | \$152.62 |

Effective Jan. 1, 2010

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$165.47 | \$140.65 | \$148.92 | \$157.20 |

Effective Jan. 1, 2011

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$170.43 | \$144.87 | \$153.39 | \$161.91 |

1.05 SELF-PROPELLED PASSENGER SERVICE

The rate for self-propelled cars of a type used in passenger service either single or multiple unit, regardless of whether operated by gasoline, electricity or other motive power shall be:

Effective Jan. 1, 2006

| | <u>Step Rates</u> | | |
|----------|-------------------|------------|------------|
| | <u>85%</u> | <u>90%</u> | <u>95%</u> |
| \$142.30 | \$120.96 | \$128.07 | \$135.19 |

Effective Jan. 1, 2007

| | <u>Employees covered by Clause (f)</u> | | |
|----------|--|------------|------------|
| | <u>85%</u> | <u>90%</u> | <u>95%</u> |
| \$146.57 | \$124.58 | \$131.91 | \$139.24 |

Effective Jan. 1, 2008

| | <u>Step Rates</u> | | |
|----------|-------------------|------------|------------|
| | <u>85%</u> | <u>90%</u> | <u>95%</u> |
| \$152.43 | \$129.57 | \$137.19 | \$144.81 |

Effective Jan. 1, 2009

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$157.00 | \$133.45 | \$141.30 | \$149.15 |

Effective Jan. 1, 2010

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$161.71 | \$137.45 | \$145.54 | \$153.62 |

Effective Jan. 1, 2011

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$166.56 | \$141.58 | \$149.90 | \$158.23 |

1.06 Yard Service

Rate per day of eight hours or less is:

Effective Jan. 1, 2006

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$215.62 | \$183.28 | \$194.06 | \$204.84 |

Effective Jan. 1, 2007

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$222.09 | \$188.78 | \$199.88 | \$210.99 |

Effective Jan. 1, 2008

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$230.97 | \$196.32 | \$207.87 | \$219.42 |

Effective Jan. 1, 2009

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$237.90 | \$202.22 | \$214.11 | \$226.01 |

Effective Jan. 2, 2009

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$239.90 | \$203.92 | \$215.91 | \$227.91 |

Effective Jan, 1, 2010

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$247.10 | \$210.04 | \$222.39 | \$234.75 |

Effective Jan. 2, 2010

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$249.10 | \$211.74 | \$224.19 | \$236.65 |

Effective Jan, 1, 2011

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$256.57 | \$218.08 | \$230.91 | \$243.74 |

Engineer in charge of and responsible for more than one unit operated in his locomotive consist at any time during his shift will in addition to his other earnings for such shift be paid as follows:

| | Step Rates | | | |
|----------------------------|-------------------|------------|------------|--------|
| | 85% | 90% | 95% | |
| For 2nd unit | \$2.75 | \$2.34 | \$2.48 | \$2.61 |
| For 3 or more units | \$5.52 | \$4.69 | \$4.97 | \$5.24 |

1.08 Wayfreight Service

Engineer on regularly assigned wayfreight or switch train will receive:

Effective Jan. 1, 2006

| | Step Rates | | |
|--------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$6.36 | \$5.41 | \$5.72 | \$6.04 |

Effective Jan. 1, 2007

| | Step Rates | | |
|--------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$6.55 | \$5.57 | \$5.90 | \$6.22 |

Effective Jan. 1, 2008

| | Step Rates | | |
|--------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$6.81 | \$5.79 | \$6.13 | \$6.47 |

Effective Jan. 1, 2009

| | Step Rates | | |
|--------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$7.01 | \$5.96 | \$6.31 | \$6.66 |

Effective Jan. 1, 2010

| | Step Rates | | |
|--------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$7.22 | \$6.14 | \$6.50 | \$6.86 |

Effective Jan. 1, 2011

| | Step Rates | | |
|--------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$7.44 | \$6.32 | \$6.70 | \$7.07 |

per 100 miles or per day of eight hours, in addition to freight rates.

1.09 Road Switcher Service

Engineers operating road switcher runs will be paid:

Effective Jan. 1, 2006

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$28.44 | \$24.17 | \$25.60 | \$27.02 |

Effective Jan. 1, 2007

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$29.29 | \$24.90 | \$26.36 | \$27.83 |

Effective Jan. 1, 2008

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$30.46 | \$25.89 | \$27.41 | \$28.94 |

Effective Jan. 1, 2009

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$31.37 | \$26.66 | \$28.23 | \$29.80 |

Effective Jan. 1, 2010

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$32.31 | \$27.46 | \$29.08 | \$30.69 |

Effective Jan. 1, 2011

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$33.28 | \$28.29 | \$29.95 | \$31.62 |

per day of eight hours or less above wayfreight rates.

1.10 Work Train Service

Engineers in assigned or unassigned work train service will be paid:

Effective Jan. 1, 2006

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$11.62 | \$9.88 | \$10.46 | \$11.04 |

Effective Jan. 1, 2007

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$11.97 | \$10.17 | \$10.77 | \$11.37 |

Effective Jan. 1, 2008

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$12.45 | \$10.58 | \$11.21 | \$11.83 |

Effective Jan. 1, 2009

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$12.82 | \$10.90 | \$11.54 | \$12.18 |

Effective Jan. 1, 2010

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$13.20 | \$11.22 | \$11.88 | \$12.54 |

Effective Jan. 1, 2011

| | Step Rates | | |
|---------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$13.60 | \$11.56 | \$12.24 | \$12.92 |

per day of eight hours or less, in addition to freight rates.

1.11 Minimum Day in Passenger Service

In all passenger service the earnings from mileage overtime or other rules applicable for each day service is performed, shall not be less than:

Effective Jan. 1, 2006

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$145.78 | \$123.91 | \$131.20 | \$138.49 |

Effective Jan. 1, 2007

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$150.15 | \$127.63 | \$135.14 | \$142.64 |

Effective Jan. 1, 2008

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$156.16 | \$132.74 | \$140.54 | \$148.35 |

Effective Jan. 1, 2009

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$160.84 | \$136.71 | \$144.76 | \$152.80 |

Effective Jan. 1, 2010

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$165.67 | \$140.82 | \$149.10 | \$157.39 |

Effective Jan. 1, 2011

| | Step Rates | | |
|----------|-------------------|------------|------------|
| | 85% | 90% | 95% |
| \$170.64 | \$145.04 | \$153.58 | \$162.11 |

1.13 Valley Differentials

between

Alyth and Revelstoke
 North Star and Kimberley
 Kaslo and Nakusp
 Castlegar and Rossland
 Castlegar and Midway
 Chute Lake and Kirton
 Jura and Princeton
 Crowsnest and Castlegar
 South Slocan and Slocan City
 Revelstoke and Arrowhead
 Revelstoke and Vancouver
 Sicamous and Kelowna
 Midway and Chute Lake
 Kirton and Jura
 Princeton and Spence's Bridge
 Hope and Odlum
 Penticton and Osoyoos

and on the Esquimalt and Nanaimo Railway.

In passenger service:

| <u>Jan. 1,</u> <u>2006</u> | <u>Jan. 1,</u> <u>2007</u> | <u>Jan. 1,</u> <u>2008</u> | <u>Jan. 1,</u> <u>2009</u> | <u>Jan. 1,</u> <u>2010</u> | <u>Jan. 1,</u> <u>2011</u> |
|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| \$1.46 | \$1.50 | \$1.56 | \$1.61 | \$1.66 | \$1.71 |

and in freight service:

| <u>Jan. 1,</u> <u>2006</u> | <u>Jan. 1,</u> <u>2007</u> | <u>Jan. 1,</u> <u>2008</u> | <u>Jan. 1,</u> <u>2009</u> | <u>Jan. 1,</u> <u>2010</u> | <u>Jan. 1,</u> <u>2011</u> |
|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| \$1.72 | \$1.77 | \$1.84 | \$1.90 | \$1.96 | \$2.02 |

per 100 miles or less shall be added to the rates shown in the preceding table, according to class of engine; miles over 100 to be paid for pro rata.

calendar days.

1.14 Engineer Instructors

The allowance paid to Engineer-Instructors shall be:

2 hours pay per tour of duty
at rate of class of service performed

Engineer Instructors training Locomotive Engineer trainees or providing familiarization shall receive two hours pay per tour of duty.

Upon completion of the tour of duty, Instructors are required to complete and submit evaluation forms to the appropriate Company officer as required. The proper submission of the evaluation form(s) is required to claim the allowance.

MISCELLANEOUS SERVICE

5.09 Rules Qualification Training and Examination

5.09(6) Employees attending a training program in accordance with this Clause (1) will be compensated on the following basis according to the position regularly held by that employee at the time the training program is taken:

| <u>CLASS OF SERVICE</u> | <u>RQ/TRAINING DAY</u> | | | | | | | |
|-------------------------|------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | <u>Jan. 1, 2006</u> | <u>Jan. 1, 2007</u> | <u>Jan. 1, 2008</u> | <u>Jan. 1, 2009</u> | <u>Jan. 2, 2009</u> | <u>Jan. 1, 2010</u> | <u>Jan. 2, 2010</u> | <u>Jan. 1, 2011</u> |
| Yard Service | \$215.69 | \$222.16 | \$231.05 | \$237.98 | \$239.98 | \$247.18 | \$249.18 | \$256.66 |
| Roadswitcher | \$224.95 | \$231.70 | \$240.97 | \$248.20 | | \$255.65 | | \$263.32 |
| Freight | \$215.39 | \$221.85 | \$230.72 | \$237.64 | | \$244.77 | | \$252.11 |
| Vancouver Commuter | \$302.89 | \$311.98 | \$324.46 | \$334.19 | | \$344.22 | | \$354.55 |
| Intermodal - Coquitlam | \$258.69 | \$266.45 | \$277.11 | \$285.42 | \$287.42 | \$296.04 | \$298.04 | \$306.98 |
| Intermodal - Calgary | \$244.29 | \$251.62 | \$261.68 | \$269.53 | \$271.53 | \$279.68 | \$281.68 | \$290.13 |

Employees will be paid the daily rate specified above for each day in attendance at the training program. Should an employee attending a training course be subject to the step rate provisions contained in the Collective Agreement, the appropriate percentage of the above-noted rates will be paid.

5.10 Instruction Classes (Other Than RQ Training)

5.10 (1) Employees required by the Company to attend instruction classes other than Rules Qualification training during their off duty hours shall be paid for the actual time in attendance at such classes at the hourly rate specified below. In no case shall payment be made for less than 4 hours.

| <u>CLASS OF SERVICE</u> | OTHER TRAINING, RATE PER HOUR - 4 HOUR MIN | | | | | | | |
|-------------------------------|---|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | Jan. 1, 2006 | Jan. 1, 2007 | Jan. 1, 2008 | Jan. 1, 2009 | Jan. 2, 2009 | Jan. 1, 2010 | Jan. 2, 2010 | Jan. 1, 2011 |
| Yard Service | \$26.97 | \$27.78 | \$28.89 | \$29.76 | \$30.01 | \$30.91 | \$31.16 | \$32.09 |
| Roadswitcher | \$28.14 | \$28.98 | \$30.14 | \$31.04 | | \$31.97 | | \$32.93 |
| Freight | \$26.93 | \$27.74 | \$28.85 | \$29.72 | | \$30.61 | | \$31.53 |
| Vancouver Commuter | \$37.86 | \$39.00 | \$40.56 | \$41.78 | | \$43.03 | | \$44.32 |
| Intermodal - Coquitlam | \$32.33 | \$33.30 | \$34.63 | \$35.67 | \$35.92 | \$37.00 | \$37.25 | \$38.37 |
| Intermodal - Calgary | \$30.54 | \$31.46 | \$32.72 | \$33.70 | \$33.95 | \$34.97 | \$35.22 | \$36.28 |

Should an employee attending a training course be subject to the step rate provisions contained in the Collective Agreement, the appropriate percentage of the above-noted rates will be paid.