

## **Railway Weekend Booking Pay**

**The following is a proposed solution to the weekend loading issue regarding failures only.**

The proposal is to offer employees a guaranteed booking pay to encourage them to work weekends and compensate them when trains are delayed. The pay would be for 4 hours at 1.5 times their normal rate of pay in the case of failures. If the train shows, the employee would receive regular overtime for weekend loading, however would not receive the Booking Pay over and above the overtime.

### **Proposal**

#### **Weekend Loading Booking Pay (applicable to Grain Facility Employees Only)**

If an Employee is scheduled to work on a weekend (Saturday or Sunday) to assist with the loading of railcars and the Company does not advise of cancellation by the close of business Thursday, the Employee will receive Booking Pay of four (4) hours at one and one-half times (1 1/2 x) the Employee's regular rate of pay.

If the train arrives as scheduled, the Employee shall receive Overtime Pay as outlined in Article 18.4. The Employee will not receive the Booking Pay over and above the regular overtime pay for time worked.

The maximum number of employees by facility type that can qualify for the booking pay are as follows:

Moose Jaw / Saskatoon = 10 employees  
100 car loaders = 7 employees  
50 car loaders = 5 employees  
25 car loaders = 3 employees

### **The Process**

In the case of a weekend failure the Regional Coordinator will complete the attached form and submit to Rail Operations (Colan McCrum) via e-mail. Rail Operations will verify the failure and submit to payroll for payment.

#### **Additional Information regarding the program.**

- If an employee is scheduled to work on Saturday and the train fails requiring the employees to work Sunday they will receive the booking pay of 4 hours for Saturday and would be entitled to regular overtime pay for Sunday.
- Booking Pay is not part of regular work week hours and is not subject to averaging etc.

- If an employee was booked to work Saturday and the train failed and was scheduled for Sunday and failed a second time, the employee would receive the 4 hour booking pay for both Saturday and Sunday.
- In the case of a train being reasonably late on a scheduled weekend load the employee would not receive the booking pay but would receive regular overtime pay from the time they were scheduled to start that day. Ie; If employee was scheduled to start at 07:00 and train arrived 10:00 the employee would receive regular overtime pay for the 3 hour delay. If the train was delayed past noon the load time would roll to the next day and the employee would receive the 4 hour booking pay.
- The booking program is for regular salaried Viterra employees only.