

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:

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 (Jerry Jensen) 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.