



TCRC - CFTC

BY-LAWS

BY-LAWS OF THE GENERAL COMMITTEE OF ADJUSTMENT C.P. EASTERN REGION - TRAINPERSONS

1. OFFICERS OF GCA - EASTERN REGIONS:

General Chairman

Vice General Chairman - Senior

Vice General Chairman - Junior

General Secretary and Treasurer

Note: One of the General Committee officer must be fully bilingual in French and English language.

2. MEMBERS OF GENERAL COMMITTEE - EASTERN REGION:

One delegate from each Local Committee of Adjustment of Teamsters Canada Rail Conference Division on Canadian Pacific Railway East of Thunder Bay, which has twelve (12) or more members paying G.C. of A. assessments. Each Local Committee of Adjustment under the jurisdiction of this General Committee of Adjustment shall be entitled to one (1) representative and one (1) vote on all matters brought before the Committee. Each delegate will be provided with a credential of the prescribed form (Appendix A). Throughout this document "Committee" will refer to the General Committee of Adjustment, Teamsters Canada Rail Conference, Canadian Pacific Railway East of Thunder Bay. (Conductor, Trainperson, Yardperson)

Officers elected at the quadrennial meeting of the Committee will assume office on the last day of the month following the month in which the election of officers is held. The General Chairman will devote his full time to the interest of the Committee.

The duties of the General Chairman shall be as indicated in Section 11 of the General Committee Rules (TCRC Bylaws), and such other duties as may be determined by the Committee. The General Chairman will submit a quarterly report to all Divisions within the Eastern General Committee. All grievances received by the General Chairman's office will be responded promptly and within time limits. The outgoing General Chairman is vested with the authority to bring in the General Chairman elect for a short period before the end of the month to familiarize the General Chairman elect with office procedure.

3. QUADRENNIAL MEETING

The General Committee of Adjustment will meet quadrennially (once each four (4)-year period) at such place and time as may be determined by the General Chairman and secretary-treasurer, or by a majority of the divisions.

- a. Each delegate to a meeting of the Committee must be provided with a credential of the prescribed form (Appendix A). On the credential the number of assessable members of the Delegates Division must be shown. (Assessable members are defined as members paying active or honorary dues)
- b. Divisions intending to introduce new business at a General Committee of Adjustment meeting:
 - (i) Must send their Submissions on the prescribed form (Appendix B) so that the Submissions are received in the office of the General Chairman at least thirty (30) days prior to the convening of the General Committee of Adjustment.
 - (ii) In questions of jurisdiction of territory and rights to runs, the affected Division(s) and the General Chairman must be notified by registered mail or electronic mail at least thirty (30) days in advance of the General Committee in Session by the Division presenting the Submission.
- c. When a decision has been rendered by the Committee on a dispute as to jurisdiction of territory or rights to runs, the General Chairman must advise the President and Secretary Treasurer of the Divisions concerned, by registered mail or electronic mail, of the decision rendered.
- d. All grievances must first be handled by the Local Chairman with the Manager of Operations of their respective Districts before presentation to the Committee. All appeal(s) of grievance(s) from Divisions must be mailed, or delivered to the General Chairman thirty (30) days prior to the opening session of the Committee meeting.

- e. Submissions received later than the above stipulation may be accepted for consideration with the approval of the majority of the Committee provided they are properly signed by the Secretary Treasurer and President of the Division.
- f. In the application of the foregoing Articles, mail/electronic mail means any mail service, courier service or electronic messaging which provides the sender with written confirmation of receipt.
- g. All Submissions introducing New Business or Appeals of Decisions made by the General Chairman must be properly signed by the Secretary Treasurer and President of the Division.
- h. Order of business;

The order of business for the General Committee while in session will be:

- (i) Appointment of Credential Committee and examination of credentials;
- (ii) Roll call of delegates;
- (iii) Report of General Chairman;
- (iv) Report of Vice-Chairmen;
- (v) Report of Secretary Treasurer of the General Committee;
- (vi) Appointment of other Committees;
- (vii) Presentation of Submissions;
- (viii) Election of Officers;
- (ix) Other Business

(Note: The Committee may change the order of business while in session)

4. SALARIES & EXPENSES OF COMMITTEE MEMBERS:

Members of the Eastern Regions General Committee shall be paid for each calendar day in the service of the Committee at the current daily rate that is applicable to Train Service Employees resulting from wage and Rules Movement in Canada (maximum of \$230.00 per day). These rates will be automatically increased by general wages increased negotiated in our Collective Agreement.

The Secretary Treasurer of the General Committee will be paid \$150.00 per month to maintain an office and keep record of files.

Representatives performing service under the direction of the General Chairman will be provided a per-diem rate as follow;

In town per Diem; \$50.00 with receipt.
 Out of town per Diem; \$170.00.

They will also be reimbursed for the following expenses;

Travel:	Air plane – Train – Taxi – Bus fare. Receipt required
Car allowance:	\$0.385/km. Odometer reading required. Toll fees.
Communication:	Phone or cellular bill. Internet access.
Postal fees:	
Office supplies:	
Home office allowance:	In the eventuality that office is not available, a home allowance will be set at \$10.00 per day. While away from home, such allowance is not claimable.

The Junior Vice-General Chairman and the General Secretary will work, at least, one (1) day per month for the General Chairman's office for update on industrial relations, closed session negotiations, duties and general update of current events and affairs.

5. GENERAL COMMITTEE ASSESSMENT, SALARY AND BENEFITS FOR FULL TIME OFFICERS:

The General Chairman will work full-time for the General Committee. His salary will be set according to his deemed earning as established by C.P. Rail's pension department.

The Senior Vice-General Chairman will work full-time for the General Committee at the salary of \$72,100.00/year.

All salary, allowances, expenses and dues, will be increased by the same rate as any increases that are granted to Train/Yard Service Employees on the C.P. Rail Eastern Regions.

The General Chairman and Senior Vice-General Chairman in office will have all costs of Train and Engine Benefits Plan and annual vacation, as per Collective Agreement, paid on their behalf from the General Committee of Adjustment Fund.

6. COMMUNICATION

From time to time, the General Chairman may decide to communicate for decisions about special matters with the General Committee's members by;

the Committee in session or
by referendum ballot of Committee members or
by conference call or video conference and electronic voting

this to be determined by a majority of the Committee members.

Each Local Chairman, when asked, will have a right to vote and will be counted as one vote. In case of tie votes, the General Chairman will vote to break that tie.

Note: The Senior Vice-General Chairman will not have a right to vote, unless he is fulfilling the duties of a Local Chairman.

7. VACANCIES:

In the event that any member of the General Committee of Adjustments Executive Committee become permanently vacant through resignation, death or otherwise, such vacancy shall be filled through appointment from the General Chairman, with consultation with the remaining Executive Committee or through election. The direction as to appointment or election shall be made by the delegates of the General Committee of Adjustments.

8. SPECIAL FUND

A special fund of \$1.00 per member per month, from the General Committee assessment, will be established to promote events or other needs for the General Committee of Adjustment. This special fund may be modified or abolished depending of the overall General Committee funds. It will also be administrate by the executives of the General Committee.



"Appendix A"

DELEGATE CREDENTIAL
to the
GENERAL COMMITTEE
OF ADJUSTMENT
CANADIAN PACIFIC RAILWAY
Conductors - Trainpersons - Yardpersons

Representing _____ Division: _____ Location: _____

This is to certify that the bearer, Brother/Sister (_____), is our authorized delegate to represent us in all matters pertaining to the best interests of the General Committee of Adjustment of Teamsters Canada Rail Conference in Eastern Canada on CP Rail lines.

In accordance with provisions of the Teamsters Canada Rail Conference By-Laws and the By-Laws of this General Committee of Adjustment, we set below membership and other data:

Number of assessable members (assessable members are defined as members paying active or honorary dues) _____

Signature: _____
President of Local Committee of Adjustment (Local Chairman)

