

Spare board Guarantee Off-Status – West

**CANADIAN
PACIFIC**

Off-status

Any status, other than available, that prevents an employee from taking a call for work.

Pro-rated VS Penalty

Pro-rated

Any status other than personal, miss call, or sick that causes an employee to not be available for work can be considered pro-rated off-status. These days are **not penalized** but instead are **prorated** and as such employees are **not entitled to spare board guarantee for that day**.

Some examples of common prorated statuses below:

Annual Vacation, Earned Day Off (EDO), Bereavement, Off Miles, Company Business, Union Business, Held Out Of Service, Investigation, On Duty Injury, Off Duty Injury (more than 3 days).

Note: Earnings while on a prorated status do not count against the guarantee unless earned via spare board work. I.e. The earnings from a general holiday ticket or late tie-up of a working trip would be counted.

Penalty

Reduction in spare board guarantee due to being unavailable for work as outlined in article **73.07** of the collective agreement. Statuses below

- **Miss Call**
- **Sick*** *Being off sick or personal for **36 hours**
- **Personal*** **or more counts as two penalties.**
- **Extended Rest** (see below)

Two or more penalties

If you incur two or more penalties you are not entitled to any guarantee payment for that period.

Extended Rest.

A **penalty** is assigned for rest booked in **excess of 12 hours** while on **brakeman spare board** and ***losing work** as a result. *Includes being asked to break rest after 12 hours and declining or not available.

A **penalty** is assigned for rest booked in **excess of 10 hours** while on **yard spare board**.

A penalty is assigned for any rest considered excess rest that is booked during weekend hours.

*Employees booking **24 hours rest** at home terminal **can also be called for work** while on rest. **Breaking rest** is not mandatory, however **refusing the call or not being available for the call** after **12 hours** on rest will result in a **penalty**¹.

¹ As per article 73.07 (3) of CA employees can incur up to 2 penalties (voiding guarantee) if 8 or more hours have transpired between similar instances.