

April 23, 2013

TO: BRANCHES AND FACILITIES

**Award Highlight 4 – TOIL and Care and Nurturing**

**TOIL**

Mr. Picher agreed with CATCA's position and directed **no change to article 20.02 (a) of the collective agreement which deals with TOIL**. Mr. Picher's award states, "we strongly recommend that the parties engage in a joint education program with respect to the proper administration of TOIL at all locations in the system, nationally". Dates for information sessions to be held across the country on TOIL will follow.

**Care and Nurturing**

Since reviewing Mr. Picher's award, some problems have been indentified and we have requested Mr. Picher clarify the intent of the changes. We believe the intent of the changes is as follows:

C&N requests are now divided into two types of requests. **If the request for C&N is for a period of less than 18 weeks and any of the requested dates fall between June 15<sup>th</sup> and September 15<sup>th</sup>, new rules will apply.** If both of the previous conditions do not apply, there is no change to article 26.09 and the process currently followed for C&N requests. The intent of the new rules for C&N requests that are 18 weeks or less and include dates between June 15 and September 15 are as follows:

- Requests are subject to operational requirements. No denial based on operational requirements shall occur until meaningful consultation between the GMFIR and the CATCA RVP has occurred.
- All requests must be submitted between March 1 and March 15,
- Granting of requests shall be by seniority,
- C&N period shall end on or before July 31 or commence after August 1,
- The period of C&N shall not commence before March 21.

**\*\*Note – it would be possible for a member to request a period of C&N that commences before March 21, for a period less than 18 weeks, which includes dates after June 15<sup>th</sup>. If such a request is made, it has been suggested that dates up to June 15<sup>th</sup> would be subject to the current rules of article 26.09 and approval for dates that fall after June 15<sup>th</sup> would be subject to the above modified rules. We are awaiting Mr. Picher's ruling on this.**

On behalf of the Contract Committee,

Greg Myles  
President

Doug Best  
Executive Vice President