



**CANADIAN  
PACIFIC  
RAILWAY**

**Specific Fatigue Management Plan for CPR  
Laggan Subdivision Time Pools - Calgary**

*for*

**Canadian Pacific Railway**

*and the*

**Teamsters Canada Rail Conference**

*Running Trades Employees*

## **1.0 Introduction:**

### **SPECIFIC FATIGUE MANAGEMENT PLAN FOR LAGGAN SUBDIVISION TIME POOLS**

- 1.1 This plan is developed in accordance with the Work/Rest Rules for Rail Operating Employees and covers Operating Employees who operate on the Laggan Subdivision in assigned Time Pools as well as spare employees operating on this Subdivision. Time Pools have been successfully operated on the Laggan Subdivision since April of 1997.
- 1.2 Time Pools refer to a schedule designed to make work regular, predictable and closely matched to circadian rhythms. Time Pools are a scientifically based method of scheduling designed to reduce the effects of fatigue and maintain or enhance performance for Operating Employees and represent a fatigue countermeasure of the type contemplated in the Work/Rest Rules for Rail Operating Employees.
- 1.3 The intention of this plan is to continue the existing time pool operation on the Laggan Subdivision, under the new Work/Rest Rules.

## **2.0 Laggan Time Pools – Assigned**

- 2.1 The Laggan Pool will operate in Time pool operation at the home terminal. The time pools are identified as “Larks”, “Owls” and “Cats”
- 2.2 Assigned employees within each time pool have a fixed window of time for when they can be called for duty. Those windows are as follows,

<b>Time Pool</b>	<b>Overlap</b>	<b>Duty Period</b>	<b>Total Duty Cycle</b>
Lark	0500 – 0600	0600 – 1459	1 hour + 9 hours = 10 hour window
Owl	1400 – 1500	1500 – 2359	1 hour + 9 hours = 10 hour window
Cat	2300 – 0001	0001 - 0559	1 hour + 6 hours = 7 hour window

- 2.3 For example. A “Lark” protects the window from 06:00 to 15:00 on any particular day. This means the latest the “Lark” can be called to go to work is 12:59 for a 14:59 on-duty time. If the lark is not called by at least 12:59 they cannot be called until the next day at the start of their next duty window time at 06:00.
- 2.4 Assigned employees may book up to 24 hours rest at the home terminal.
- 2.5 Assigned employees may book collective agreement rest at the away from home terminal.

- 2.6 Assigned employees run first in, first out within their respective windows at the home terminal.
- 2.7 At the away from home terminal assigned employees run first in, first out.
- 2.8 For assigned employees, mandatory time on duty is regulated by the operation of time pool windows, mandatory circadian rest, and the application of protected and special protected zones as described under the terms of this specific plan. When so operating, the mandatory time off duty provisions of the Work/Rest Rules for Rail Operating Employees do not apply.
- 2.9 Each time pool will have a one hour “overlap” period where an assigned employee can be called when the immediately preceding pool has been exhausted. For example if the Lark time pool has run out of assigned employees an Owl can be called at 12:00 for 14:00 on duty time.

### **3.0 Laggan Time Pools – Spare Boards**

- 3.1 Spare boards servicing the Laggan Subdivision will be split into two equal windows of operation by craft.
- 3.2 The UTU spareboard windows are from 06:00–17:59 and from 18:00–05:59.
- 3.3 The Locomotive Engineer spareboard windows are 07:00-18:59 and 19:00-06:59.
- 3.4 For example, a UTU spare board employee in the 06:00 to 17:59 window protects this window on any particular day. This means the latest the spare UTU employee can be called is 15:59 for a 17:59 on-duty time. If the spare employee is not called by at least 15:59 that employee cannot be called until the next day, at the start of their next duty window time (06:00).
- 3.5 At the home terminal spare employees run first in, first out within their respective windows.
- 3.6 At the away from home terminal spare board employees run first in, first out.
- 3.7 Collective agreement rest provisions continue to apply to spare employees at the away from home terminal.
- 3.8 Spare board employees may book up to 24 hours personal rest at the home terminal.
- 3.9 All existing mandatory rules in the Work/Rest Rules for Rail Operating Employees continue to apply to spare board employees.

#### **4.0 Circadian Rest**

4.1 Each assigned time pool has a designated “recuperative zone”. This zone is a period of time when it would be likely that an employee on a given schedule would be able to sleep and obtain the most benefit and is based on scientific research.

4.2 Recuperative zones by pool are as follows:

<b>Pool</b>	<b>Recuperative zone</b>
Larks	17:00 – 09:00
Owls	20:00 – 12:00
Cats	08:00 – 21:00

4.3 Rest taken during the recuperative zones is called “Circadian rest”.

4.4 Circadian rest is mandatory for employees when it is predicted they will run into their “protected zone” at time of call. Mandatory Circadian rest is 3 hours plus call time.

#### **5.0 Protected Zone**

5.1 Each time pool has a “Protected zone”.

5.2 Protected zones by time pool are as follows,

<b>Pool</b>	<b>Protected Zone</b>
Larks	03:00 – 07:00
Owls	07:00 – 11:00
Cats	18:00 – 22:00

5.3 When trains are projected to run through a protected zone employees are mandated to take three hours Circadian rest prior to commencing duty and may nap enroute under the same provisions as the Special Protected Zone.

5.4 There are no restrictions when ordered time plus estimated run time on the Laggan Subdivision is less than the start of the “Protected zone”.

## **6.0 Special Protected Zone**

- 6.1 Each time pool has a “Special Protected Zone”. This zone is a specific period of time during the day when employee fatigue is of highest concern. Employees operating trains from other than home terminal which are projected to run through this zone or are delayed enroute and must operate into this zone have the option to demand nap enroute.
- 6.2 Special protected zones are as follows,

<b>Pools</b>	<b>Special Protected Zone</b>
Larks	01:00 – 03:00
Owls	04:00 – 07:00
Cats	04:00 – 08:00

- 6.3 Employees may request napping provisions when projected to run into or operating in this zone.

## **7.0 Opportunity Naps**

- 7.1 Assigned and Spare employees on the Laggan Subdivision may request opportunity naps.
- 7.2 An opportunity nap is any period of time when an employee may nap which does not delay the normal progression of the train.

## **8.0 Demand Naps**

- 8.1 Any period of time when an employee may, under certain conditions, nap and delay the normal progression of a train. Demand naps are limited to 35 minutes.

## **9.0 Lifestyle Training**

- 9.1 Lifestyle Training involves employee and family education of the problems of shift work and fatigue and practical strategies that help avoid or alleviate these associated problems.
- 9.2 Lifestyle Training has been delivered to employees working the Laggan Subdivision time pools and any updates will be incorporated as part of the education and training components of the General Fatigue Management Plan.