

Women's Advocacy Program at VIA Rail

This refers to our recent discussions at the bargaining table pertaining to unique situations faced by women in the workplace.

The parties recognize that female employees may sometimes need to discuss with another woman matters such as violence or abuse at home or workplace harassment. They may also need to find out about specialized resources in the community such as counselors or women's shelters to assist them in dealing with these and other issues.

Therefore, in addition to the current resources such as the Corporation-sponsored Employee Assistance Program, the Corporation and Union agree on a twelve-month trial basis, to implement the Women's Advocacy Program at VIA Rail subject to the following terms and conditions:

1. The Corporation agrees to a maximum of five (5) Women's Advocates positions, one per region. Consideration for the foregoing will include at least one (1) French-speaking advocate for the province of Quebec to be included in the total number of regional Women's Advocate's positions.
2. The Women's Advocates will be jointly selected by the Corporation and the Union from a group of female employees nominated by the Union.
3. The successful candidate(s) will agree to perform the Women's Advocate position for the duration of the twelve-month trial period.
4. The Women's Advocates will be afforded two (2) hours per week to perform her duties. This time will be mutually agreed upon between the Women's Advocate and her manager in advance. This time will be scheduled to ensure that it has the least impact to operation.
5. The Company agrees to provide the Women's Advocate with access to a confidential phone line to be used exclusively for the duties of the Women's Advocate. When a female member requests a meeting in person with the Women's Advocate at a VIA location, the Corporation will make its best effort to provide access to a private office so that confidentiality can be maintained when a female employee is meeting with the Women's Advocate.
6. The Corporation and the union will develop appropriate communications to inform employees about the advocacy role of the Women's Advocate and provide the contact number for the confidential phone line.

7. The Women's Advocate will participate in an initial forty(40) hours training program organized by the Union and annually a three(3) day training program including travel time. The Corporation may select a Corporate representative to participate in the aforementioned training (This is done separately for employer representatives).

8. The Women's Advocates may be called on to assist with other Corporate Programs including Mental Health and Wellness.

At the conclusion of the 12-month trial period, the Corporation and the Union will discuss any potential extension of this program; however, in no cases will it be extended beyond the length of the current collective agreement.

If you are agreeable to the above, please indicate your concurrence below.

FOR VIA RAIL CANADA INC.



Edward J. Houlihan

FOR UNIFOR



Brian Stevens