

SYSTEM AGREEMENT – COMPENSATION DELIVERY

1. On and after January 1, 1997, employees covered by this agreement will receive pay by one of the following means:
 - a. paycheck delivered by U.S. Mail; or,
 - b. pay transferred electronically to the employee's financial account (hereinafter 'direct deposit').

Unless an employee requests direct deposit, the employee's paycheck will be delivered by U.S. Mail.

2. In recognition of the importance of this change to employees covered by this agreement, the parties agree to the following implementation procedure:
 - a. On or before September 1, 1996, all employees will be mailed an explanation of the new process for delivery of pay. The mailing will also contain an explanation of how to request the direct deposit option.
 - b. Every effort will be made to ensure that Carrier records reflect correct mailing addresses for employees.
 - c. Every effort will be made to quickly resolve any errors in delivery of pay, whether by U.S. Mail or direct deposit.