

Article 1.A.2.b.(i) – DST Selection

(i) In designated Locations allocated and authorized by the Company, as part of the LD STK classification and position, employees may be utilized as Designated Station Trainers (DST).

(A) Once a year, full-time DSTs will be selected first through the Lead shift bid process from existing Leads, and interested candidates must meet all qualifications for the DST position as determined by the Company and pass a selection interview. A candidate's successful completion of the interview process will be considered valid for two years. The Company will offer full-time DST openings by Lead Bid seniority. The Union may select one available Storekeeper to participate in the interview process and provide input.

(B) If no candidates are successful from existing Leads, then the vacancy may be posted to the basic classification at the station. If an employee from the basic classification is acting in the capacity of a full-time DST, the employee will be paid a premium equivalent to Lead pay.

(C) Employees who act in the capacity of a DST on a part-time basis will receive a premium equivalent to Lead pay for the hours worked in the role. Part-time DST vacancies will be filled in the same way full-time DSTs are selected.

(D) Any performance matters of full-time DSTs will be addressed through the Lead performance track.