

**(16) FIRST AID KITS —**

All gangs and departments will be provided with First Aid Kits.

**(17) COVERING FOR WAGGONS, AUTOMOBILES, ETC. —**

A suitable covering for waggons and automobiles will be furnished for protection in rough weather for all truck drivers, chauffeurs, troublemen, patrolmen and repairmen.

**(18) DEFINITION OF "JOURNEYMAN" —**

A "Journeyman" shall mean an employee who has had three years' experience in any one or all branches of the electrical trade. In the case of Station and Garage mechanics the term shall be four years. In all cases, however, length of service must be coupled with efficiency in order to ensure recognition as a "Journeyman," or in order to qualify for promotion.

**(19) DEFINITION OF "APPRENTICE" —**

An apprentice shall mean an employee engaged in learning the trade of lineman, trolleyman, wireman, meterman or operator and who has had less than three year's experience at such trade. In the case of Station or Garage mechanics the term of apprenticeship shall be four years.

In connection with apprentices it shall be understood that the System is under no obligation whatever to provide continuous employment. Where bona fide breaks occur in the apprenticeship service such time shall be added in computing the years of employment. It must, of course, be perfectly clear in the case of apprentices that length of service of necessity does not carry with it increased wages but only where this length of service is coupled with efficiency. The Management shall be the sole judge as to the suitability or otherwise of any employee for promotion. It shall at all times be optional with the Commissioners whether they will employ apprentices or helpers, but where apprentices are employed the rates of wages as set out in the schedule shall apply.

**(20) PERIODS OF ABNORMAL CONDITIONS DUE TO SLACKNESS, ETC. —**

During periods when the conditions on the System due to slackness of work or other abnormal circumstances are such as to render it commercially impracticable to keep the regular complement of men or number of gangs going on full time, notwithstanding anything contained herein the System shall be at liberty to change any wages expressed at a weekly rate to an equivalent hourly rate and pay only for the hours worked ac-