

(c) Employees unable to read and write English (or French in the Province of Quebec) need not be promoted.

(d) Employees leaving the service of the Company when their services are required, in event of re-employment will rank as new men.

(e) \*A list of all employees will be prepared for each Superintendent's division, and such lists will show the seniority standing of each employee. The lists will be revised from time to time to agree with length of service and promotions made, and copy will be furnished representative of employees. They will be open for correction on proper representation.

(f) \*In the event of reduction in the number of men employed, those longest in the service shall have preference of employment.

(g) \*The position of Switch Tenders, Track and Bridge Watchmen and Signalmen is not one subject to the general rules for promotion, being intended to take care of men in any department who become unfitted for other service.

Sec. 4. Employees suspended or dismissed will receive full and impartial hearings, and will be advised of decisions reached within fifteen (15) days from time of suspension or dismissal. Should investigation show suspension or dismissal was unjust, time will be allowed and employee reinstated. Appeals from decisions must be made in writing by the employee through his Roadmaster or Bridge and Building Master, fifteen (15) days after advised of such decision.

Sec. 5. \*Leave of absence and free transportation will be granted to members of duly appointed committees for the adjustment of matters in dispute between the Company and employees, so far as is consistent with good service within ten (10) days after request in writing has been made on the proper officer.

Sec. 6. \*Employees taken off their regular sections temporarily to work on Snow or Tie trains, or other work, will be compensated for the board and lodging expenses they necessarily incur.

\* Indicates change in rules.