

cluding Sundays however not to be considered excessive.

ARTICLE 14.

Watching Engines

Firemen will be allowed time for watching engines when no watchman is employed, but engineer and fireman will not both be paid for same time.

ARTICLE 15.

Held on Company's Business

Firemen held off on Company's business will be paid schedule rates for mileage lost, and extra men will be paid a minimum of 100 miles for each day of twenty-four hours so held, and will be reimbursed reasonable expenses when away from home.

ARTICLE 16.

Time of Firemen

Time of firemen will be returned by engineers. Firemen's tickets not allowed will be promptly returned. Tickets not returned will be paid for at face value, and shortages and omissions in firemen's pay will be paid by time check if requested by firemen.

The Company will provide a ticket to enable firemen to keep record of their time. This ticket will not necessarily be a copy of the engineers' ticket.

ARTICLE 17.

Discipline

When a fireman is disciplined or dismissed he will be advised of reason for such action and a full and impartial investigation will be held and fireman advised of decision within ten days.

Fireman will be advised to be present at such investigation, accompanied by another employee of his own selec-