

(c) At the hearing or on the appeal the employe may be assisted by a committee of employes or by one or more duly accredited representatives.

(d) The right of appeal by an employe or representative in regular order of succession and in the manner prescribed up to and inclusive of the highest official designated by the railroad, to whom appeals may be made, is hereby established.

(e) An employe on request will be given a letter stating the cause of discipline. A transcript of evidence taken at the investigation or on the appeal will be furnished on request to the employe or representative.

(f) If the final decision decrees that charges against the employe were not sustained, the record shall be cleared of the charge; if suspended or dismissed, the employe shall be returned to former position and paid for all time lost.

(g) Committees of employes shall be granted leave of absence and free transportation for the adjustment of difference between the road and the employes.

Articles 12 and 13. Interpretation:—It is intended that for employes not already covered by schedule agreements the spirit of the regulations should be applied. See note under article 15.

Article 14—Rules for Application of this Order.—(a) It is not the intention of this order to change the number of days a month for monthly paid employes. The increases a month provided herein shall apply to the same number of days a month which were worked as of Jan. 1, 1918.

(b) The pay of female employes, for the same class of work, shall be the same as that of men, and their working conditions must be healthful and fitted to their needs. The laws enacted for the government of their employment must be observed.

Article 15—Interpretation of this Order.—The rates of pay and rules here established shall be interpreted into existing agreements, and into agreements which may be reached in the future on the several railroads, and should differences arise between the management and the employes of any of the railroads to to such interpretation, intent or application of this order, prior to the creation of additional railway boards of adjustment, such questions of difference shall be referred to the director of the division of labor for decision, when properly presented, subject always to review by the Director General. Agreements or practices, except as changed by this order, remain in effect.

Interpretation:—The Canadian Railway War Board has appointed a special committee, consisting of Geo. Hodge, Assistant to General Manager, Eastern Lines, C.P.R.; J. Coleman, Superintendent Car Department, G.T.R., and A. E. Crilly, Assistant to General Manager, Canadian Government Railways, to consider further interpretations of supplement 7 to general order 27 and make recommendations for uniform practice in connection therewith. If any questions arise on any railway as to the intent of this supplement or interpretations, no action should be taken until such questions have been referred to the Canadian Railway War Board. This committee will deal with these questions as submitted and copies of the questions and rulings thereon will be forwarded to all railways connected with the Canadian Railway War Board.

In the event of employes being unable

to adjust any differences with the heads of their departments in accordance with the method established by article 13, such differences may be referred to the Canadian Railway War Board for consideration and decision by this special committee.

C.P.R. Scholarships at McGill University.

Five free scholarships, covering four years' tuition in chemistry, civil, mechanical or electrical engineering at McGill University, Montreal, are offered, subject to competitive examination, to apprentices and other employes enrolled on the C.P.R.'s permanent staff and under 21 years of age, and to minor sons of employes. The competitive examination, which will be the regular entrance matriculation examination provided for in the University's annual calendar, will be held at the University, and at other centers throughout Canada, in June, 1919. The candidates making the highest average, and complying with the requirements of admission, will be awarded the scholarships and have the option of tak-

ing any of the above courses. Scholarship will be renewed from year to year, to cover a period not exceeding four years, if, at the close of each session, the holder thereof is entitled, under the rules, to full standing in the next higher year. In case a scholarship holder finds it necessary to interrupt his course for a year or more, notice must be given at the close of the session to the company and to the Dean of the Faculty of Applied Science of the University, in order that the scholarship may be open to other applicants. In order to establish prior claim to the next available scholarship, notice of the student's intended return must be given to the company and to the Dean of the Faculty of Applied Science, not later than Jan. 1, preceding the opening of the session in which such scholarship will be available. Applications for certificates entitling eligible persons to enter the competition should be addressed to C. H. Buell, Staff Registrar and Secretary, Pension Department, C.P.R., Montreal. Copies of the annual calendar, containing the conditions of admission and announcement of courses may be obtained upon application to the Registrar, McGill University, Montreal.

Canadian Pacific Railway's Honor Roll 38.

Bailey, Herbert M.	Car inspector	Hardisty	Presumed dead
Bain, Thomas	Porter	Fort William	Presumed dead
Banks, James	Car repairer	Toronto	Wounded
Bedford, Norman L.	Clerk	Winnipeg	Wounded
Breen, Joseph	Locomotive fireman	Kenora	Died of wounds
Bissett, Roderick	Wiper	Fort William	Died of wounds
Bugler, Herbert S.	Clerk	Ogden shops	Wounded
Buttimore, Thomas H.	Accountant	Banff	Wounded
Cable, Donald J.	Travelling pass. agent	Montreal	Wounded
Callard, Charles N.	Checker	Port McNicoll	Wounded
Cameron, Daniel G.	Clerk	Montreal	Wounded
Campbell, William	Section man	McTaggart	Wounded
Cassidy, Thos. J.	Porter	Campbell's Bay	Wounded
Caucutt, Edward	Yardman	Kenora	Wounded
Cleaver, Chas. H.	Section foreman	Furrer	Wounded
Comber, Ronald	Wiper	Moose Jaw	Wounded
Curtis, Bertie	Wiper	Fort William	Killed in action
Douglas, Archie	Coach carpenter	Winnipeg shops	Wounded
Drake, Leslie A.	Clerk	Montreal	Died of wounds
Duval, Leo M.	Draftsman	Kootenay Central Ry.	Wounded
Eaglestone, Edgar	Locomotive man	Winnipeg	Died of wounds
Elliott, George F.	Checker	Vancouver	Wounded
Falconer, Wm. L.	Assistant agent	Morden	Wounded
Ferrin, Wm. R.	Accountant	Calgary	Killed in action
Flynn, Edward	Wiper	Weyburn	Killed in action
Gibbon, Albert	Car checker	Fort William	Killed in action
Gough, Harry	Porter	Edmonton	Wounded
Gow, James	Bridgeman	British Columbia Dist.	Wounded
Griffiths, Jack B. M.	Shed foreman	Red Deer	Wounded
Hardy, Arthur T.	Waiter	B.C. Coast Strs.	Wounded
Hartley, Edmund H.	Section man	Manor	Wounded
Hutchison, W.	Clerk	Portage la Prairie	Died of wounds
Latimer, Hugh	Car repairer	West Toronto	Killed in action
Levinson, Percy	Clerk	Toronto	Wounded
McCreary, Harry E.	Sleeping car conductor	Montreal	Died of wounds
McDonald, Leonard H.	Clerk	Ottawa	Believed drowned
McFadden, Ernest V.	Clerk	Brandon	Wounded
McKay, Roderick	Locomotive man	Kamloops	Wounded
McLean, Gordon D.	Barrister	Calgary	Killed in action
McLeod, Benjamin	Constable	Winnipeg	Killed in action
McTague, Robert M.	Asst. extra gang foreman		
Malpass, Wilfred A.	Porter	Algoma District	Died of wounds
Metcalfe, Alex.	Porter	Vancouver	Died of wounds
Moody, Ernest	Helper	Medicine Hat	Gassed
Moore, Stanley G.	Operator	Soo	Wounded
Morrison, Alfred L.	Trainman	Esquimalt	Wounded
Nelson, Thos. Wm.	Trainman	Kenora	Wounded
Nickleby, Theodore P.	Wiper	Edmonton	Presumed dead
Preston, Samuel	Laborer	Roseberry	Died of wounds
Purchase, W. H.	Clerk	Parkland	Killed in action
Reid, Ephraim J.	Conductor	Vancouver	Wounded
Ritchie, John	Locomotive fireman	Sutherland	Died of wounds
Sansom, Joseph	Blacksmith's helper	Chapleau	Wounded
Scriven, Lorne	Shed foreman	Winnipeg	Wounded
Sellick, Wm.	Pipe fitter	Orillia	Wounded
Shipman, Lewis A.	Apprentice	Hochelaga	Died of wounds
Shrubshall, Frank	Hostler	Winnipeg shops	Believed drowned
Sinnock, Samuel	Fitter's helper	Lambton	Killed in action
Smith, Harold	Clerk	Winnipeg	Killed in action
Stubbs, Robert	Bridgeman	London, Eng.	Killed in action
Turiff, John G.	Assistant agent	Fort William	Wounded
Walker, Hugh C.	Clerk	Rapid City	Killed in action
Watthew, John	Fitter's helper	Winnipeg	Wounded
Wheeler, Hy. A.	Clerk	West Toronto	Killed in action
Willson, George H.	Wiper	London, Eng.	Killed in action
Wilson, William	Wiper	Moose Jaw	Wounded
Wren, Wm.	Sty. fireman	Medicine Hat	Wounded
		Ignace	Wounded

Shown on honor lists to date:—killed, 731; wounded, 1,575; total, 2,306.