

**(10) GRIEVANCE COMMITTEE —**

At all times by appointment the General Manager will receive a Grievance Committee from any department. It is also understood that the business agent of the local or general officer of the organisation may be a member of the men's committee if desired by a majority of the men.

**(11) SUSPENSION OF EMPLOYEES —**

Any employee who may be suspended for any cause whatever and who after investigation is found not guilty of offence shall be reinstated in his former position and paid full wages for all lost time from the date of the discharge or suspension to date of reinstatement.

**(12) TEMPORARY FOREMEN, ETC. —**

In the case of men acting as temporary foremen or temporarily taking a higher position where such men are required to act for only a few days no change shall be made in their rate of pay, but where they are required to act for an entire week or longer they shall receive for such time as they are acting the foremen's or sub-foremen's rate of pay.

**(13) QUALIFICATION FOR PROMOTION —**

Seniority, other qualifications being equal, shall be the ground for promotion in the service.

**(14) DISCRIMINATION BETWEEN EMPLOYEES —**

There shall be no discrimination between Union or Non-Union Employees.

**(15) FIRST AID INSTRUCTIONS —**

A course of First Aid instructions will be provided under the direction of a competent instructor who will give instruction in First Aid and in the use of the Pulmotor. These classes will be scheduled at regular intervals after working hours throughout the year and so arranged that all employees will have an opportunity of receiving thorough instruction. Employees will be required to attend these lectures and will receive one hour's standard pay for each lecture attended in accordance with the schedule upon which their name will appear. Any employee not so attending when scheduled unless given written permission to absent himself shall be docked for one hour. Employees will have the privilege of attending other lectures up to the capacity of the room in which the lecture is held but will not be entitled to any compensation while attending same.