

bulletined or verbally conveyed by the officers of the Company, unless such orders are contrary to law or to the provisions of this Agreement.

COMPLAINTS TO BE IN WRITING

10. All complaints to the Company brought against employees and resulting in suspension or dismissal (except as provided in Clause 7d) must be in writing, and the papers shall be open to the inspection of the officers of the Association.

PROMOTION

11. In accordance with the past policy of the Company, promotion will, as far as possible, and having due regard to the needs of the service, be governed by seniority and proficiency; but in all matters of promotion and appointments the Company reserves the right of absolute freedom in selection. When vacancies occur, notice of same will be given on the bulletin boards so that employees may make application for position.

HOLIDAYS

12. Monthly men shall be given two weeks' holiday each year after one year's service, and shall be paid for same. Public holidays not included in the two weeks.

PAYMENT OF WAGES

13. Payment of wages shall be made semi-monthly on the 6th and 13th of each month, or as near thereto as practicable, having regard to Sundays and holidays. Shortages and omissions caused by the fault of the office staff shall be paid by special cheque if requested by the employee. A clerk shall be employed in the New Westminster office to deal with adjustments of wages of employees on Interurban lines, Westminster City lines and in Westminster car shops. Cash to be available for paying cheques after banking hours.

CONCESSIONS

14. (a) Any employee covered by this Agreement will be entitled, on becoming a consumer, to gas concessions as heretofore, and to purchase electric light from the Company for the use of himself and his family only at four cents per kilowatt hour as indicated by meter, and subject to such regulations for the use of same as the