

## Article 3.

Suspension or  
Dismissal

No Telegrapher shall be suspended (except for investigation), discharged or disciplined until his case has first been investigated and he has been proven guilty of the offence charged against him, the decision in such case to be arrived at within ten days from date of such suspension. If a Telegrapher is found blameless in the matter under investigation he will be paid at schedule rates for time lost and extra expenses while attending such investigation, if away from home, and be reinstated. If detained more than ten days awaiting investigation at the Company's instance he will be paid schedule wages for the time in excess of ten days whatever the decision may be. Telegraphers may have the assistance of a co-Telegrapher if they so desire.

Statement of  
Investigation

A written statement setting forth the result of an investigation and the reasons thereof will be furnished by the Company to the Local Board of Adjustment, if requested by it.

## Article 4.

School  
facilities, etc.

Lack of conveniences such as school facilities, etc., will be taken into consideration in locating Telegraphers, but only when this can be done without infringing on the rights of their seniors in the service.

## Article 5.

Relief to  
attend Boards  
of Adjustment

Telegraphers serving on Boards of Adjustment representing Telegraphers will be relieved without unnecessary delay (not to exceed ten days) and will be furnished free transportation for such purpose.