

Wages of Clerical, Station and Similar Forces on Railways.

At a meeting of the Canadian Railway War Board's Administrative Committee Sept. 30 it was decided to put into effect as from Sept. 1, 1918, the rates of pay and conditions as outlined in Supplement 7 to General Order 27 of the Director General of the United States Railroad Administration, on the basis of the interpretations as outlined below. The supplement is subject to some further interpretations on points which are not yet altogether clear, but in order to avoid delay in applying increased rates of pay, the supplement is to be made effective as outlined, and employees have been advised accordingly.

CLERKS AND MISCELLANEOUS EMPLOYEES.

Effective Sept. 1, superseding General Order 27, and in lieu thereof, as to employees herein named, the following rates of pay and rules for overtime and working conditions for all clerical forces in all departments, and for certain employees in stations, storage and terminal warehouses, docks, storehouses, shops and yards, upon railroads under federal control, are hereby ordered:

Article 1—Rates of Pay.—(a) For all employees who devote a majority of their time to clerical work, of any description, including train announcers, gatemen, checkers, baggage and parcel room employees, train and engine crew callers, and the operators of all office or station equipment devices (excepting such as come within the scope of existing agreements or those thereafter negotiated with the railroad telegraphers), establish a basic minimum rate of \$62.50 a month; and to this basic minimum rate and all rates of \$62.50 and above, in effect as of Jan. 1, 1918, prior to the application of general order 27, add \$25, a month, establishing a minimum rate of \$87.50 a month.

Interpretation.—This clause includes:—All clerical forces, train announcers, station gatemen, freight shed checkers, car checkers, freight shed car service men, baggage and parcel room employees, train and engine crew supervisors. This clause does not include any employees covered in the telegraphers' schedule, clerical forces under 18 years of age, call boys (see article 6). Pending the receipt of more definite information, an increase of \$25 will be applied to the established rates of all positions as of Jan. 1, 1918. It is understood that in a few instances this may produce decreases from rates approved under the original application of general order 27.

(b) This order shall apply to chief clerks, foremen, sub-formen and other similar supervisory forces of employees herein provided for.

Interpretation.—This clause covers chief clerks, freight shed foremen, sub-formen, traffic supervisors, travelling auditors, travelling freight and passenger agents and positions of similar character.

(c) For office boys, messengers, chore boys, and other employees under 18 years of age, filling similar positions, and station attendants, establish a basic minimum rate of \$20 a month, and to this basic minimum rate and all rates of \$20 a month and above, in effect as of Jan. 1, 1918, prior to the application of general order 27, add \$25 a month, establishing a minimum rate of \$45 a month.

Interpretation.—This clause includes office boys, messengers, chore boys, clerical forces under 18 years of age, station

and waiting room attendants regardless of age. This clause does not include employees covered by telegraphers' schedule (see clause A, article 1), charwomen, "red cap" porters, call boys (see articles 6 and 9). This clause provides for an increase of \$25 a month over the rate in effect on Jan. 1, 1918, and establishes a minimum of \$45 a month.

(d) For all other employees, not otherwise classified, such as janitors, elevator and telephone switchboard operators, office, station and warehouse watchmen, establish a basic rate of \$45 a month, and to this basic minimum rate, and all rates of \$45 a month and above, in effect as of Jan. 1, 1918, prior to the application of general order 27, add \$25 a month, establishing a minimum rate of \$70 a month.

Interpretation.—This clause includes janitors, elevator operators, telephone switchboard operators, watchmen (office, station and warehouse). This clause provides for an increase of \$25 a month over the rates in effect on Jan. 1, 1918, and establishes a minimum of \$70 a month.

(e) The same increases provided for in sections a, b, c and d of this article shall apply to employees named therein paid on any other basis.

Interpretation.—This permits the continuation of the present practice of paying employees on monthly, daily and hourly or any other basis, provided that increases on the basis of \$25 a month, 96c a day or 12c an hour are added to the rates in effect at Jan. 1, 1918.

(f) The wages for new positions shall be in conformity with the wage for positions of similar kind or class where created.

Article 2, Stationary engineers (steam), firemen and power house oilers.—(a) For all stationary engineers (steam), establish a basic minimum rate of \$85 a month and to this basic minimum rate, and all rates of \$85 and above, in effect as of Jan. 1, 1918, prior to the application of general order 27, add \$25 a month, establishing a minimum rate of \$110 a month.

(b) This order shall apply to chief stationary engineers.

Interpretation.—For chief stationary engineers and all stationary engineers (steam), this clause provides for an increase of \$25 a month over the rates in effect on Jan. 1, 1918, and establishes a minimum of \$110 a month.

(c) For all stationary firemen and power house oilers, establish a basic minimum rate of \$65 a month, and to this basic minimum rate, and all rates of \$65 and above, in effect as of Jan. 1, 1918, prior to the application of general order 27, add \$25 a month, establishing a minimum rate of \$90 a month.

Interpretation.—For stationary firemen and power house oilers this clause provides for an increase of \$25 a month over the rates in effect on Jan. 1, 1918, and establishes a minimum of \$90 a month.

Article 3—Locomotive Boiler Washers. For all locomotive boiler washers who were on Jan. 1, 1918, prior to the application of general order 27, receiving less than 26c an hour, establish a basic minimum rate of 26c an hour, and to this basic minimum rate, and all hourly rates of 26c and above, add 12c an hour, establishing a minimum rate of 38c an hour, provided that the maximum shall not exceed 50c an hour.

Interpretation.—Covered by Canadian

Railway War Board Wage Agreement no. 1, article 7, clause B.

Article 4—Power Transfer and Turntable Operators.—For all operators of power driven transfer and turntables who were on Jan. 1, 1918, prior to the application of general order 27, receiving less than 21c an hour, establish a basic minimum rate of 21c an hour, and to this basic minimum rate, and all hourly rates of 21c and above, add 12c an hour, establishing a minimum rate of 33c an hour, provided that the maximum shall not exceed 45c an hour.

Interpretation.—Operators of power driven transfer tables are covered by Canadian Railway War Board Wage Agreement No. 1, article 7, clause E. For employees regularly assigned to operate power driven turntables, this clause provides for an increase of 12c an hour over the rates in effect on Jan. 1, 1918, and establishes a minimum of 33c an hour and a maximum of 45c an hour.

Article 5—Shop, roundhouse, station, storehouse and warehouse employees (except employees provided for in awards).—

(a) For all laborers employed in and around shops, roundhouses, stations, storehouses and warehouses (except employees provided for in harbor awards), such as engine watchmen, and wipers, fire builders, ashpit men, boiler washer helpers, flue borers, truckers, stowers, shippers, coal passers, coal chute men, etc., who were on Jan. 1, 1918, prior to the application of general order 27, receiving less than 19c an hour, establish a basic minimum rate of 19c an hour, and to this basic minimum rate, and all hourly rates of 19c and above, add 12c an hour, establishing a minimum rate of 31c an hour, provided that the maximum shall not exceed 43c an hour.

Interpretation.—This clause includes engine watchmen, engine wipers, fire builders, ashpit men, boiler washer's helpers, flue borers, coal passers, coal chute men, hostler's helpers, truckers, stowers, shippers, cooper's, derrick men (freight yard), car sealers, freight shed car service men's helpers, employed in and around shops, roundhouses, stations, storehouses and warehouses, and provides for an increase of 12c an hour over the rates in effect on Jan. 1, 1918, and establishes a minimum of 31c an hour and a maximum of 43c an hour.

(b) For all common labor in the departments herein referred to and not otherwise provided for, who were on Jan. 1, 1918, prior to the application of general order 27, receiving less than 16c an hour, establish a basic minimum rate of 16c an hour, and to this basic minimum rate and all hourly rates of 16c and above, add 12c an hour, establishing a minimum rate of 28c an hour, provided that the maximum shall not exceed 40c an hour.

Interpretation.—For all unclassified labor employed in and around shops, roundhouses, stations, storehouses and warehouses, this clause provides for an increase of 12c an hour over the rates in effect on Jan. 1, 1918, and establishes a minimum of 28c an hour and a maximum of 40c an hour.

Article 6—Monthly, Weekly or Daily Rates.—For all monthly, weekly or daily rated employees, in the departments herein referred to, and not otherwise provided for, increase the rates in effect as of Jan. 1, 1918, prior to the application of general order 27, on the basis of \$25 a