

section hand & can look up to the foreman to get advice & information. If he is a bright, intelligent man, in the course of time he will become capable of taking charge of a section. Then, when he has charge of a section, he has the benefit of the experience of the roadmaster & can get information from him in regard to railway work which will help him very much in his progress. But when he gets to be a roadmaster he is in a different position altogether. I fail to see who we are going to look to to get any information from that will be of any benefit to us with regard to the practical side of our work. I do not wish to say anything that will seem to throw any reflection on superintendents or engineers, but as you all know, as a rule at least, superintendents, managers of roads & engineers & all such officials have not started at the foot & worked up. Of course there may be a few exceptions. I know of one at least who became manager of a road who started as a brakeman; & I know of one, in the United States, who reached the position of manager who started as a section hand. But that is not the rule. Our superintendents start as a rule as operators. From that they become despatchers, & from despatchers, trainmasters, superintendents, etc., but they never have any experience in connection with our work. On some roads roadmasters come directly under the engineer. The engineer, as a rule, has the theory of his profession from schools & colleges, but he has not practical experience, & therefore the roadmaster has no one to go to for advice in connection with his work, & for this reason I believe that this Association will open up a way in which roadmasters can get together & receive the benefit of the views & experience of other roadmasters who have perhaps been in the business many years longer & placed in such circumstances as to be able to gather together more information. Some roadmasters are placed off on side lines where there is no chance of seeing neighboring roadmasters, & cannot get information that they very often would like to have. I trust that this Association will, to a large extent, rectify that loss, & I think we will work together harmoniously & try to benefit each other, & that the Association cannot fail to result in a benefit to all of us. I do not think there are any of us who feel as though they had learned the whole business & cannot learn any more. There are none of us but can keep on learning from year to year. I would like to have our officials know that it is the object of this Association to improve roadmasters along these lines, & I think that when they know this they will only be too glad to assist us & to do all they can to further the objects of the Association. Now, there is another point I want to refer to, that is that roadmasters are, I think, tied up a little too closely. It is very seldom that a roadmaster gets out on another line to see how another man is doing his work. I think if a roadmaster could get out once or twice a year that he would take more pride in his own work & would certainly get the benefit of, perhaps, in a great many cases, more experienced men, men who have been in the business longer, & I think if our railway officials saw it in that light they would make it a point to let us get out a little more than in the past. I know that I never have passed over a line but I have noticed things that I did not consider any improvement on what we had on our own line, but, on the other hand, I never passed over another line but I saw improvements, & I think that as a rule roadmasters make a point to see how other roadmasters are doing their work when passing over other roads. There is another point, of course it would not affect all roadmasters, but in a great many cases it does, that is that roadmasters are kept in their offices doing office work when they should be out on the road. Of course there are a great many who have clerks, but a great many more

who have not. I think it is a mistake on the part of officials that roadmasters are not furnished with clerks, so that they can spend the whole of their time on the line, where they are supposed to be. In a great many cases roadmasters are kept in their offices for 2 or perhaps 3 days from the first of the month until returns are all in & work is completed. To my mind during these 2 or 3 days it is very easy to lose more to the company than it would cost to pay a clerk for the whole month. I would like to hear the opinion of other members regarding these matters.

MR. KELLY.—I think you have expressed our views so fully as to make it unnecessary for us to say anything more on the subject.

MR. J. GRAHAM.—Our company furnishes clerks.

MR. J. SHANKS.—What mileage has the Canada Atlantic?

MR. J. GRAHAM.—183 miles of track.

MR. LESLIE.—I have 130 miles, & am supplied with a clerk.

MR. MALLOY.—I would like to ask it it would be constitutional for roadmasters of electric railways to become members of this Association?

THE PRESIDENT.—On looking over the constitution I do not see anything to prevent this; it would entirely depend upon the definition of the word "railway;" but I think the duties of roadmasters on electric & steam railways are widely different.

The meeting then adjourned.

Constitution & By-Laws.

The following were adopted at the first meeting at Smith's Falls, Ont., Sep. 15, 1897:

The object of the organization is to secure more perfect harmony among roadmasters, to impart more general information, & to promote the general welfare of each other & of the roads represented by the members.

ARTICLE I.

Section 1. The name of the organization shall be the "Canadian Roadmasters' Association."

ARTICLE II.

Section 1. The officers of this Association shall be a President, Vice-President, Secretary & Treasurer, & Executive Committee of seven, including the President, Vice-President, & Secretary & Treasurer. The President shall be Chairman of the Executive Committee.

Sec. 2. All the officers shall be elected by ballot at the annual meeting. A majority of all the votes cast shall be necessary for a choice.

Sec. 3. The President, or, in his absence, the Vice-President, shall preside at all meetings. In case of the absence of both President & Vice-President, the members may elect a President to act pro tem.

Sec. 4. The Secretary shall keep the records of the Association & Executive Committee, audit all correspondence, & issue notice of all meetings of the Association & Executive Committee, & collect all fees & dues, pay them over to the Treasurer, taking his receipt therefor.

Sec. 5. The Treasurer shall keep the accounts & be charged with all the funds of the Association, & disburse them under the direction of the Executive Committee. He shall, at the annual meeting, or at any other time, if required by the Executive Committee, furnish a statement of funds, income & expenditures to the Association.

Sec. 6. All bills against the Association must be approved by three members of the Executive Committee before they shall be paid.

Sec. 7. The Executive Committee shall have the general management of the Association. Three members of this Committee shall con-

stitute a quorum at any regular or special meeting of the Committee.

Sec. 8. Vacancies can be filled pro tem by the President, or permanently by a majority vote of the members present at any regular or special meeting.

Sec. 9. All officers of the Association shall continue in office until the close of the meeting at which their successors are elected.

ARTICLE III.

Section 1. Regular annual meetings of the Association shall be held at some place in the Dominion of Canada, on the ... Special meetings may be called by the Executive Committee, or by vote of the members at any regular or special meeting. Seven members shall constitute a quorum of all meetings of the Association.

Sec. 2. The order of business shall be as follows:

1. Reading of minutes of last regular & intervening meetings of the Association.
2. Secretary's Report.
3. Treasurer's Report.
4. Roll Call.
5. Enrolment of New Members.
6. Reading of Communications.
7. Election of Officers.
8. Report of Committees.
9. Unfinished Business & Miscellaneous Business.

Sec. 3. The place of holding next annual meeting shall be decided by a vote of members present, or by the Executive Committee, of which all members shall receive due notice.

ARTICLE IV.

Section 1. Any Roadmaster or Assistant Roadmaster, in good standing on a regularly operated railroad in the Dominion of Canada, on securing the majority vote of the Executive Committee present at any meeting of that Committee, or majority vote of members present at any regular or special meeting of the Association, and signing the Constitution and By-laws, paying an entrance fee of two dollars, shall become a member of the Association, & shall remain so as long as he pays all dues and assessments promptly, unless expelled.

Sec. 2. Whenever the fee shall prove insufficient for the current & necessary expenses of the Association, then the Executive Committee shall cause to be levied on each member a further assessment, the whole to be approved by a majority vote of the members present at any regular or special meeting.

Sec. 3. Every member of this Association shall be notified by the Secretary at least two weeks previous to a special meeting of the Association & of his assessments; if he shall fail to pay the same on or before the next annual meeting, he shall then cease to be a member of this Association, unless his dues are paid or remitted by a vote of the members at any regular or special meeting.

Sec. 4. Any member may be expelled from this Association by a two-thirds vote of the members present at any regular meeting.

ARTICLE V.

Section 1. Any portion or the whole of these By-laws may be amended or others substituted instead, by a two-thirds vote of all members present at any regular or special meeting of the Association.

Canada Metal Co.—W. G. Harris, the enterprising proprietor of this Co., has shown commendable enterprise in restarting after the disastrous fire which destroyed the premises on William St., Toronto, on Sep. 18. The Co.'s 7 furnaces were buried under 15 ft. of debris, but are again in full blast, & the Co. will very soon catch up with its orders for solder, babbit, piano-key leads, stereotype, linotype, & monoline metal.