

for promotion and very seldom get it. I have never found that specialization interferes with a man's ability and promotion if he is a first class man.

In addition to specializing work we have what is called a General Work Department and if any of the departments become congested with work, the work is handed over to the General Department to be attended to and help out.

In regard to the question as to how one can ascertain whether a man who applies for a position as a mechanic is an actually qualified machinist. I will guarantee that as soon as our foremen or men in charge of gang see a man handle his machinist tools they would know whether he was a mechanic or not. If he cannot handle the tools properly you will find he is not as a rule a very competent machinist. When you have ascertained he can do this, you are pretty safe to put him at any class of mechanical work. There may be some parts of it that he has specialized in that it would be an advantage to put him at. If not you can start and specialize him at once, and he will become thoroughly competent in a short time.

There are a number of the members who have never visited the shops at Stratford and I take this opportunity of extending an invitation to any who happen to be in the vicinity to call and go through our shops. While we have not the largest shop in America, we have one of the most up-to-date railway shops that is in working order at the present time.

Under our system of specialization the output is good and the employees earn good wages.

Mr. C. Geldart,—

I would like to try to answer Mr. Wright's question. He claims if a man is kept to one line of work too long it would be detrimental to him and cites the case of a man who could set up two sets of links to another man's one, he having been on link work for some years. That man I would say was not a first class mechanic.

Mr. J. Wright,—

He held a certificate covering seven years' apprenticeship in the shops of the London and Lancashire Railway.

Mr. C. Geldart,—

Well, if he was working for me, I would not consider him a first-class mechanic.

Mr. J. Wright,—

My experience has been different. In my opinion, if a man