

Crow's Nest four hours and thirty minutes later, Jackson promptly lifted the car, as by instructions received, and on making inquiry of the Agent regarding the second brakeman, was advised that none had been supplied and that he had received no instructions in regard to the matter, but handed Jackson a telegram from Trainmaster which stated that no man was available.

Jackson then made inquiry and found that there were nine crews at Crow's Nest, the majority of which were available for service, some of them having been there for 23 hours. He then asked the Trainmaster to either supply a man or authorize him to proceed without one, which would have relieved him of responsibility of violating schedule and of working a train insufficiently manned, but neither was done. On wiring the Superintendent he received word to set out a dead head car, which he did, and train proceeded after a delay of 55 minutes.

On March 17th Jackson was advised that he was dismissed for causing unnecessary delay to train No. 314 at Crow's Nest on March 3rd. The matter was dealt with according to requirements of the constitution of his Organization, and appealed from one officer of the Company to another until a decision was given by the Vice-President, each decision upholding the action of the General Superintendent in dismissing Jackson, the officers consulted claiming that Jackson was dismissed for insubordination.

When this stage in the proceedings had been reached the General Chairman of the Conductors and Trainmen decided that this was a question which indirectly affected the membership of all Organizations in engine, train and telegraph service.

Accordingly, a letter was written to the General Chairman representing the Organizations named, setting forth the facts and requesting their views as to the advisability of a joint meeting, at which this and other questions of mutual interest might be discussed. A meeting of the General Chairmen of the five Organizations was arranged for at Winnipeg on August 2nd, when the facts in the Jackson case were given due consideration. As a result, it was decided that joint action would be taken in the matter and a conference was arranged with the officers of the Company on Western Lines.

Satisfactory results not having been obtained, the assistance of the Grand Lodge officers was requested, and the question was, on October 30th, again taken up jointly by the Grand Lodge officers and the General Chairmen representing the five Organizations.

The result of this further conference was that the officers of the Company offered to reinstate Jackson without pay, which offer the Committee declined. Appeal was made to the President, Sir Thomas Shaughnessy, on the question of Jackson's dismissal and the principle involved in connection with the validity of, and the carrying out, of the intent of schedules in effect.

Under date of November 18th, a communication was received from the President, in reply to our appeal, in which he made a positive declaration that schedules were binding on both parties alike, and that any evasion or misrepresentation on the part of a subordinate officer of the Company would not be tolerated.

He, however, specified that in the event of a wreck or other catastrophe that it was expected that men would not stand on schedule rights when this condition existed which was agreed to by the Committee, but there was, of course, no such circumstance existing in the Jackson matter, therefore the declaration covered it completely and exonerated Conductor Jackson from all blame, and placed the responsibility for removing him from service wrongfully, entirely on the Company's officers.

Sir Thomas stated that the Vice-Presidents must be the final tribunal in all matters of discipline. After due consideration had been given to the contents of the letter received from the President, the Committee,