

pits. It was further agreed by the management that conductors would only be required to take orders direct from despatchers in cases of emergency or where trains were being unduly delayed at points where no operators were available. The latter portion was not considered to be sufficiently definite, but the Vice-President assured the Committee that the term "emergency" would not be abused, and invited the Committee to reopen the question should we find further cause for complaint, which was finally consented to.

Your Committee believe that the declaration of the President, concerning the validity of schedule agreements, fully establishes the principle contended for, and that there should be no further difficulty in this connection.

The Company's concessions and assurances respecting efficiency tests and the handling of train orders by telephone will, we anticipate, be faithfully carried out, and should they not be observed by those charged with the operation of the various portions of the System, we are invited to so report to the management and to seek further redress. You will appreciate that it is impossible for the management of this System to at all times keep in touch with the details of operation, and to enable your Committee to intelligently represent you in these matters, we desire that each individual member advise his Local Chairman, giving particulars of any violation of the agreement or assurances outlined above, so that in the event of it being necessary to reopen any of these questions we may be in a position to fully establish our statements by evidence.

We earnestly urge all concerned to carefully guard against declining to carry out instructions given by an authorized officer of the Company, unless the provisions of agreement bearing on that particular question is so positive as to be beyond the possibility of doubt as to its meaning.

If all the rules and special instructions were strictly observed by the employees, the necessity for efficiency testing would be completely eliminated, and we would respectfully advise that this course be followed, and that each employee not only exert his best efforts to observe and comply with the rules himself, but that he also call to the attention of his fellow-employees any failure on their part which he may observe, to the end that all may join in an attempt to so fulfil their respective duties that there will be no necessity for efficiency testing on the part of the Company. This policy, if adopted and carried out, would establish confidence on the part of officers of the Company in the employees under them, and would also result in the cultivation of a harmonious relationship among the employees themselves.

For detailed information in regard to action taken on the several matters above mentioned, see minutes of meetings of Joint Committee, a copy of which is furnished each Lodge and Division concerned.

With best wishes, we are,

Fraternaly yours,

R. H. COBB,

General Chairman, Brotherhood of Locomotive Engineers,

GEO. K. WARK,

General Chairman, Brotherhood of Locomotive Firemen and Engineers,

W. G. CHESTER,

General Chairman, Order of Railway Conductors,

E. H. COOKE,

General Chairman, Board of Adjustment, Brotherhood of Railroad Trainmen,

G. D. ROBERTSON,

General Chairman, Order of Railroad Telegraphers.