

F. E. Munkin

**CANADIAN PACIFIC RAILWAY
COMPANY**

LINES EAST OF FORT WILLIAM

**RATES OF PAY AND RULES GOVERN-
ING THE SERVICE OF FIREMEN**

Effective

DECEMBER 1st, 1913

Franklin

Canadian Pacific Railway Company

LINES EAST OF FORT WILLIAM.

RATES OF PAY AND RULES GOVERNING THE SERVICE OF FIREMEN.

Effective December 1st, 1913.

ARTICLE 1.

The following rates of wages per day shall be paid:—

CARTIER AND WEST.

Passenger Service.

Mallet engines	\$4.00
Engines over 155%	3.10
Engines 125% to 155%	2.90
Engines 90% and less than 125%	2.80
All other engines	2.65

Freight Service.

Mallet engines	\$4.00
Engines over 155%	3.30
Engines 125% to 155%	3.10
Engines 90% and less than 125%	3.00
All other engines	2.75

Firemen on engines in M.1, M.2, M.3, D.9, and D.10 Classes, when running West of Cartier are to be paid the rates for engines of over 155%.

EAST OF CARTIER AND SAULT STE MARIE.

Passenger Service.

Mallet engines	\$4.00
Engines over 155%	2.85
Engines 125% to 155%	2.70
Engines 90% and less than 125%	2.60
All other engines	2.45

Freight Service.

Mallet engines	\$4.00
Engines over 155%	3.20
Engines 125% to 155%	3.10
Engines 90% and less than 125%	3.00
All other engines	2.75

ALL EASTERN LINES.

Oil Burners

In the event of oil being used on Locomotives, the rate in freight, mixed, work, gravel, wreck, pusher, snow-plow, and branch service (except mallet engines) will be Fifteen (15) Cents per Hundred (100) miles less than the rates in this schedule.

Switching Service.

Switching per day of Ten hours or less.

Switching	Engines over 140%	\$2.60
	Engines of 140% and less	2.50

Hostlers.

Hostlers per day of Twelve (12) Hours or less

Hostlers

If hostlers are employed in handling engines between passenger stations, and round-houses or yards, or on main tracks, they will be paid per day of Ten (10) Hours or less

If men are employed to assist hostlers in handling engines between passenger stations and round houses or yards, or on main tracks, they will be paid, per day of Ten (10) hours or less

Firemen on locomotives in pusher and helper service, mine runs, work, wreck, belt line and transfer service, and all other unclassified service, will be paid through freight rates according to the class of engine.

Pushers,
Helpers, Mine
Work, Wreck,
Belt Line,
Transfer

Firemen in way freight service will be paid Fifteen (15) cents in addition to through freight rates, according to class of engine.

Way Freight
Rates

For the purpose of officially classifying the locomotives, the Company will keep bulletins at all terminals showing accurately the weight on drivers, and the percentage of all engines in its service.

Percentage
Weight on
Drivers

Piloting.—Per One Hundred (100) miles, or per day of Ten Hours (10), Engineers' Minimum Passenger Rates.

Pilot

Special Services.

Dead heading on Company's orders: One Hundred miles or less, minimum passenger rate, actual mileage, and one half the minimum passenger rate for mileage in excess of One Hundred miles.

Dead Head

Watching and caring for engines, per hour.. .25c

Watching

Held for special service, if time lost, Ten (10) hours per day of Twenty-four (24) hours to be allowed, per hour..... .25c

Held for Service

Attending Court on Company's request, if time lost, Ten (10) hours per day of Twenty-four hours to be allowed, per hour..... .25c

Attending
Court

ARTICLE 2.

Ten (10) hours or less, One Hundred (100) miles or less, shall constitute a day's work in all classes of service, except as otherwise specified.

Day's Work

**Time
Commence**

The time for which fireman will be paid, shall begin at the time he is required to report for duty, and end when the engine is delivered at the point designated.

**Delay Initial
Terminal**

Firemen delayed two hours or over on their engines at Terminals, before commencement of trip, will be paid for same at schedule rates, such time to be deducted in computing overtime.

Round Trips

Round trips, where one way is One Hundred (100) miles or over, will be paid for as separate runs.

ARTICLE 3.

**Overtime except
Passenger**

Overtime in all classes of service, except passenger, will be paid for pro rata on the Minute basis. Except as otherwise specified, Ten (10) hours, or One Hundred (100) Miles will be the basis for computing overtime. Miles and Hours will not be counted together. When miles exceed hours, miles will be allowed and when the hours exceed miles, hours will be allowed.

**Overtime
Passenger
except Suburban**

Overtime in passenger service (except suburban service) will be paid at the rate of Thirty (30) Cts. per hour, on the basis of Twenty (20) miles an hour, computed on the minute basis. Five (5) hours or less, One Hundred (100) miles or less to constitute a day's work.

**Overtime
Suburban
Passenger**

On short turn around runs, no single one of which exceeds Eighty (80) miles, including suburban service, overtime shall be paid for all time actually on duty, or held for duty, in excess of Eight (8) hours (computed on each run from the time required to report for duty to the end of that run) within Twelve (12) consecutive hours, and also for all time in excess of Twelve (12) consecutive hours, computed continuously from the time first required to report to the final release at the end of the last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed one hour.

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ARTICLE 4.

Firemen held away from home station for engines will be paid 10 miles per hour at minimum passenger firemen's rates for last 10 hours or portion thereof in every 24 hours so held, less any mileage or time otherwise paid for during said 24 hours.

Laid Up at
other than home
Terminal

Except in cases of wrecks, washouts, snow blockades preventing firemen being returned to their home terminals, unassigned firemen laid up at other than their home terminal, longer than Eighteen (18) hours (exclusive of Sunday) without being called for duty, will be paid minimum passenger rates at Ten (10) miles per hour for the first Ten (10) hours, in each subsequent Twenty-four (24) hours thereafter. Time to be computed from the time firemen go off duty until one hour before the time ordered for the train on which they resume duty.

When the men book rest of their own accord, the time so booked will not be included.

Cleaning
Engines

ARTICLE 5.

Firemen will be relieved of cleaning engines. Lubricators will be filled, headlights, markers and other lamps cared for (including filling, but not lighting), and all supplies placed on engines at points where round house or shop force is maintained. The firemen shall not be relieved of responsibility of knowing that the engines, for which they are called, are properly equipped for service.

Attending
Lamps, &c.

ARTICLE 6.

Firemen tied up between terminals on account of Hours of Service Law, will be paid continuous time from the initial point to tied-up point. When they resume duty on a continuous trip, they will be paid

Tied Up
between
Terminal.

from tied-up point to terminal on the following basis:—For Fifty (50) miles or less, or Five (5) hours or less, Fifty (50) miles pay. For more than Fifty (50) miles up to One Hundred (100) miles, or over Five (5) hours and up to Ten (10) hours, One Hundred (100) miles pay. Over One Hundred (100) miles, or over Ten (10) hours, at Schedule Rates. This provision does not permit the running of firemen through terminal, or around other firemen at terminals, unless such practice is permitted under the pay schedule.

ARTICLE 7.

Doubling
Assisting

Time or mileage made doubling, or assisting other trains, en route, will be paid for at through freight rates in addition to trip.

ARTICLE 8.

Dead Engines

Firemen in charge of dead engines will be paid minimum firemen's freight rates and overtime.

Rotary Plows

Firemen on rotary plows will be paid maximum through freight rates.

Snow Plow
and Flanger

Firemen on snow plow and flanger trains will be allowed mileage for side tracks, plowed, or flanged out.

Tarpaulins

Engines propelling snow plows to be furnished with tarpaulins, and coal will be shovelled ahead on such engines for firemen, when required.

ARTICLE 9.

When distance between round house and train is one or more miles, firemen will be paid mileage therefor.

Mileage
Round House
and train.
Off Main Line

Mileage will be paid for when engines are run more than one mile off main line.

ARTICLE 10.

Firemen in work train service will be paid One Hundred (100) miles for each day held for such service. Men to be notified on Saturdays if required for the following day.

Firemen will be given transportation, and allowed to go home for Sundays, when such leave will not interfere with work service.

Firemen on work trains, when laid up at any other than regular round house, with regular shopmen, will be allowed actual time occupied in making necessary repairs, and getting engine ready.

Firemen on work trains will be given opportunity for meals at reasonable hours. Reasonable provision will be made for firemen on work trains to obtain meals.

Suitable sleeping accommodation will be provided for firemen on work trains.

Work Trains

Home Sunday

Repairs

Meals

Sleeping
Accommodation**ARTICLE 11.**

Firemen on freight trains will be paid for work train service en route, when time occupied exceeds One Hour, or when engine is taken away from train. Firemen will be paid actual time occupied in work service, and time so paid for will not be included in computing overtime.

Firemen on switch engines doing road service will be paid through freight rates for mileage, or time, according to percentage of engine.

Road Engines
doing work
en routeSwitch Engines
Road Service**ARTICLE 12.**

Road Firemen will be paid for switching at terminals at through freight rates, except on specified runs, and as otherwise provided for; time to count from time engine is ordered, for, until switching is completed, each six minutes to count

Road Firemen
Switching at
Terminals

as one mile; switching tickets to be certified to by Agent, Conductor or Yardmaster.

Way Freight Service

Ruling which Arbitrators are to give as to what constitutes a "Way Freight" train is to be accepted.

Same as engineers art 41.

ARTICLE 13.

Called and Cancelled

Firemen called for duty and afterwards cancelled or set back will be paid minimum through freight rates, with a minimum of Twenty-Five (25) miles. If held over Two and One-Half hours, firemen will be paid at rate of ten miles per hour.

ARTICLE 14.

Watching Engines

Firemen will be allowed time for watching engines, when no watchman is employed, but engineer and fireman will not both be paid for the same time. If required to watch more than one engine, the engines will be placed convenient to one another.

Housing and turning out

On runs of One Hundred miles or more, or when firemen perform work equivalent to One Hundred (100) miles or more, not specified, they will be paid Five (5) miles for housing engines, and Five (5) miles for taking engines out at points where they are required to do such work.

ARTICLE 15.

Time to report for duty

Firemen will appear on duty Forty-Five (45) Minutes before the departure time of trains, and will sign appearance book. Engines to be ready to go on passenger trains on arrival.

ARTICLE 16.

Firemen not assigned to regular trains, or engines, will run first in first out.

First in First
out

If run around avoidably at terminals firemen will be entitled to Fifty (50) miles for each time run around, at minimum passenger rates, with a maximum of One Hundred (100) miles for each Twenty-Four (24) hours, and will stand first out, when error is discovered.

Run Around

ARTICLE 17.

Time of Firemen will be returned by engineers, and a copy of ticket given to Firemen, who will be advised if mileage or time claimed is not allowed.

Time
tickets

The Company will get out a ticket to enable firemen to keep a record of their time. This ticket, however, will not necessarily be a copy of the engineers' ticket.

ARTICLE 18.

When firemen resign or are dismissed, they will be paid, and given a certificate of service within a reasonable time upon request.

Certificate of
Service

When an offence is placed to the discredit of a fireman he will be notified at the time, in writing.

Advise of
Offence

ARTICLE 19.

When a fireman is disciplined, suspended, or dismissed, he will be advised of reason for such action, and a full and impartial investigation will be held, and fireman will be advised of decision within ten days.

Dismissal
Suspension
Discipline

Firemen will be notified to be present at such investigation, and may be accompanied by another employee of their own selection. They will, if de-

Investigations

sired, be given a signed carbon copy of their signed evidence.

If found
blameless

Should the investigation prove them blameless, they will be reinstated and paid for time lost, one day for each consecutive Twenty-Four (24) hours at through freight minimum firemen's rates.

Appeals

Any appeal against such decision must be made in writing by the fireman through his Locomotive Foreman, within ten days after he has been advised of such decision. In case of doubt fireman will not be disciplined, suspended or dismissed, until his case has first been investigated.

ARTICLE 20.

Calling

Unless otherwise arranged, firemen living within one mile of round house will be called. Firemen on regular passenger and mixed trains, due to leave between Eight-Thirty A.M. and Ten-Thirty P.M. will not be called, unless such trains are more than One hour late.

If round house is moved, firemen living within the calling limits at the time of removal, will be considered as still living within the limits so long as they occupy the same residence.

ARTICLE 21.

Rest

Firemen will not be required to leave terminals until they have had at least Eight (8) Hours' rest, if requested, but such rest must be booked on arrival.

Upon advice to Train Despatchers, trains may be laid up between terminals, for firemen to obtain rest, after being Twelve hours on duty.

Interpretation.

The meaning of the word "Terminals" in the first paragraph is the point from which crew starts, and the point to which the crew is destined.

For example: Farnham would not be considered a terminal for a crew leaving Outremont and destined to Sherbrooke, or Newport.

ARTICLE 22.

The running of trains, tender first, in severe weather or after dark will be limited as far as possible.

Run. Tender
First

ARTICLE 23.

When firemen are used as pilots, it will be in addition to engine crew.

Pilots

ARTICLE 24.

Engines running through terminals, where Round House staff is employed, whether on round trip, or over more than one Subdivision, will have coal shovelled ahead, and fire and ash pan cleaned by round house staff, when necessary. Coal will be broken to a reasonable size on all road engines.

Shovelling Coal

Cleaning Ash
Pan

ARTICLE 25.

When an engine to which a fireman is assigned is transferred, or taken to the shop for repairs, he will, without delay, if seniority entitles him, take the junior man's engine of the same class engaged in similar service.

Engine
Transferred

ARTICLE 26.

Firemen on freight trains will be given reasonable time for meals on advising Train Despatcher One Hour in advance.

Meals

Time occupied to be deducted in computing overtime.

Firemen on switch engines working within yard limits will not be required to remain on duty over

Six Hours without a meal, but if held longer, will first be allowed Thirty (30) minutes off, and paid for One (1) hour.

Switcher
Double Crewed

When switch engines are double crewed, firemen will work alternate weeks, day and night.

ARTICLE 27.

Permanent hostlers will be supplied from engineers and firemen, seniority to have preference.

Hostlers

When night and day hostlers are employed at a station, they will work alternate weeks day and night.

When firemen are used temporarily to relieve hostlers, the senior available man will be taken.

Hostlers will do round house and shop switching.

Duties

Hostlers will see that coal on tenders of outgoing engines is properly trimmed forward, and so as not to fall off.

Firemen called to do extra hostling will be paid for not less than Five (5) hours; over Five (5) hours, one day will be allowed.

Hostlers will be given reasonable time for meals at reasonable hours.

Men appointed to the position of permanent Hostlers will retain such position so long as their services are satisfactory.

Interpretation.

The interpretation of "Senior available man" in Paragraph 3 is, that he shall be the senior suitable spare man; failing him, the next senior suitable man will be taken. It is further understood in connection with this rule, that if a fireman accepts the position of permanent hostler, and that position is abolished, he shall retain his original seniority standing, as a fireman only, and shall be eligible for promotion after again serving for three months.

Shop switching in Fourth Paragraph means, except in case of emergency, switching incidental to the working of the shop on the shop tracks.

ARTICLE 28.

A list of firemen in promotion order, showing dates of their employment, as firemen, will be kept posted in each booking room, corrected to and issued in January and July of each year.

Promotion List

Firemen transferred from one division to another; from one promotion district to another, or from another Railway, will rank as junior men.

Transfers

Men loaned from one promotion district to another will be returned or properly transferred, within Nine months. If transferred, his seniority standing will be the date upon which application for transfer is made.

Men Loaned

In case of reduction of staff, hired engineers will not be classed as firemen ahead of men who were firing or hostling when they were hired.

Reduction Staff

Promoted engineers set back firing, on account of reduction of staff, will have choice of runs, according to seniority and fitness.

Hired and Promoted Engineers

ARTICLE 29.

Firemen shall rank on the firemen's roster from the date of their first service as firemen, when called for such service, and when qualified, shall be promoted to positions as engineers, in accordance with the following rules:—

Rank

Firemen shall be examined for promotion according to seniority on the firemen's roster; and those passing the required examination shall be given certificates of qualification, and when promoted shall hold their same relative standing in the service to which assigned.

Promotion Examination

If for any reason the senior eligible firemen are not available, and a junior qualified fireman is

When Senior Man Not Available

promoted and used in actual service out of his turn, whatever standing the junior fireman so used, establishes, shall go to the credit of the senior eligible fireman. As soon as the senior fireman is available, he shall displace the junior fireman, who shall drop back into whatever place he would have held, had the Senior Fireman been available, and the junior fireman not used.

As soon as a fireman is promoted, he will be notified in writing, by the proper official of the Company, of the date of his promotion, and unless he file a written protest within sixty days against such date, he cannot thereafter have it changed. When a date of promotion has been established in accordance with regulations, such date shall be posted, and if not challenged in writing within Sixty days after such posting, no protest against such date shall afterwards be heard.

No fireman shall be deprived of his rights to examination, nor to promotion in accordance with his relative standing on the firemen's roster, because of any failure to take his examination by reason of the requirements of the Company's service, by sickness, or by other proper leave of absence, provided that upon his return he shall be immediately called and required to take examination, and accept proper assignment.

The posting of notice of seniority rank, as per Fourth Paragraph of this rule, shall be done within Ten (10 days following date of promotion and such notice shall be posted on every bulletin board of the seniority district, on which the man holds rank.

Firemen having successfully passed the qualifying examination, shall be eligible as engineers. Promotion, and the establishment of a seniority date as engineer, as provided herein, shall date from the first service as engineer, when called for such service.

A fireman failing to pass the required examination will retain his seniority rights as a fireman, and

Advice of
Promotion

Date
Promotion

Prevented
taking
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Seniority date
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will be given another opportunity of passing in his turn within from two to six months, and if successful will be placed on engineers' seniority list, as provided for in the preceding paragraph.

A fireman failing to pass the second examination will be placed at the foot of the seniority list, or his services dispensed with, at the option of the Company.

Firemen will not be considered as having failed until their papers have been passed upon by the Board of Examiners, it being understood that the present form of progressive examinations will be continued. In case of emergency, such as referred to in paragraphs Five and Eight of this article, examinations may be made by the district officers.

ARTICLE 30.

Firemen taken over with another road will hold their seniority rights with men on the promotion district to which said road has been added from date of entering the service of such other road as firemen.

Engineers taken over with another road and put back firing because of reduction of staff, will hold rights as firemen on the promotion district to which said road has been added from date of entering the service of such other road as firemen.

In the event of an engineer not having done any firing on such other road, he will be governed by the provision of the Fifth paragraph of Article 28 of this schedule.

Firemen employed by contractors will have no Seniority standing. Firemen assigned by the Company to contractors service will retain their seniority.

Preference in manning new lines, or extensions, will be given firemen on promotion districts, from which new lines divert. In future when new lines connects two promotion districts it will be manned by men taken equally from each district, having

Failure second
Examination

Papers passed
upon by Board
of Examiners

Taken over
with other
Roads

Engineers taken
with other
Roads

Engineer not
having Fired

Employed by
Contractors

Manning new
Lines

regard to seniority, dating from time of entering the service as firemen, and such men will then rank with the men on the promotion district to which they have been transferred, according to their seniority as firemen. Diversions of existing lines will not be affected by this article.

ARTICLE 31.

Return of
Firemen
Transferring
Engines

Firemen taking engines from one station to another will be furnished transportation to return home, and will not be required to run out of any other than their home stations, unless agreeable to them, or in case of emergency. In the latter case, they will not be held for more than one round trip. Firemen will not be run off subdivisions to which they are assigned, except in cases of emergency.

ARTICLE 32.

Working
Between
Assigned Runs

Firemen assigned to regular runs of One Hundred (100) Miles or over, or to yard service, will not be required to work between their assigned runs, or shifts, except in case of accident, or extra passenger service, and then only when no other man available.

ARTICLE 33.

Reporting Sick

A fireman sick will report same on report book, so that he may not be called. When he reports for duty he will go out on his assigned run, or in his turn. A fireman sent away from a terminal to relieve another fireman, will book in at terminal on his return.

Relieving

The Company will undertake to see that Locomotive foremen understand that in case of a fireman getting sick at his house, the fireman may telephone to the Locomotive Foreman instead of personally signing the report book, with the understanding, however, that the fireman must know

Telephone
Foreman if Sick

that he is speaking to the Locomotive foreman, or his regular representative. If it is found that this privilege is being abused, it will be rescinded.

ARTICLE 34.

Passenger trains hauling express freight will not be considered mixed trains.

Pass. Trains
Hauling Freight

ARTICLE 35.

Firemen called to clear main track in cases of accident, will be allowed meals in Auxiliary Boarding Car, and furnished sleeping accommodation, if available.

Meals in
Auxiliary

ARTICLE 36.

Firemen held off on Company's business will be allowed expenses when away from home.

Held off
O.C.S.

ARTICLE 37.

When trains are run part way as passenger, mixed, or through freight; and part way as way freight, mileage and overtime will be computed for each class of service.

Run part way
as Freight or
Passenger

ARTICLE 38.

From May 1st to October 1st of each year, firemen will be permitted to get ice from Company's supply to use in drinking water while on duty.

Ice Supply

ARTICLE 39.

Firemen will promptly call the attention of their locomotive foreman, district master mechanic, or Superintendent to any violation of the Articles of this schedule, and if necessary, refer the matter to the Master Mechanic, or later, if necessary, to the General Superintendent, in order to have the same remedied.

Violation of
Schedule

DUTIES OF FIREMEN.

- (1) To fill torches and oil feeders on all assigned engines, and to fill oil feeders on unassigned engines. (1)
- (2) To keep all tool boxes and equipment clean and orderly. (2)
- (3) At points where shop staff is not employed, to clean fires, and ash pans on switching and assisting engines. (3)
- (4) To comply with instructions with regard to economical firing of locomotive, and to do everything possible to prevent waste. (4)
- (5) To keep cab deck dampened and clean; wet the coal and keep it well raked in from sides of gangways. (4)
- (6) To obey the instructions of engineers, regarding their duties. (5)
- (7) To have the fire in readiness and good pressure of steam in boiler when train is ready to leave (6)
- (8) Firemen will remove flags from brackets at front and rear end of engine, when delivering engine to round house staff. (7)

Regulations Governing the Pooling of Engines.

- (1) Master Mechanics will decide which trains are to be handled by assigned engines, and which by pooled engines.
- (2) On Subdivisions on which pooling system is in effect all firemen in freight service will run first in and first out.
- (3) Senior men in pool to have choice of vacant engines, or runs caused by regular men laying off. In the event of regular men laying off for more than one round trip, or one day, the senior men in pool to be allowed to take engine or run when vacant.
- (4) Firemen in pooling service will be first out when rest is up, if their turn has arrived.
- (5) Firemen to be relieved of cleaning of tool boxes and equipment.
- (6) All work other than regularly assigned trains will belong to pool men.
- (7) Pools shall be regulated so that firemen will make at least three thousand miles per month.

LOCAL RULES, ATLANTIC DIVISION NEW BRUNSWICK SECTION.

A

McAdam Yard

Yard firemen for McAdam Yard will be drawn equally from the St. John Sub-Division and District No. 2.

B

**Choice of run at
Change of Time**

Firemen to have choice of assigned runs according to seniority at each change of time-table, choice to be made within 36 hours from the time the new time table takes effect.

When a fireman forfeits his run, or is promoted, men junior to him can take his run according to seniority.

Men not wishing to hold run they have taken cannot move a junior man to themselves from other assigned runs, but must drop back into the pool.

C

Firemen set back on account of being displaced by a demoted engineer will have choice of any run held by a junior man.

**Seniority
Choice**

Should a run be created, or a run vacated, during the life of a time-table, firemen will have choice of such runs according to seniority.

D

**Unassigned
Engines**

Unassigned engines will run first in, first out; when engines are pooled firemen to be run first in first out. All work other than regularly assigned trains will belong to unassigned men, unassigned men to be known as men not holding regular trains.

E

Firemen will be so regulated in all classes of service that they will not make less than 2,600 miles per month and not more than 3,000 miles per month, from May 1st until December 1st, and not less than 2,600 nor more than 3,500 miles per month from December 1st to May 1st, while there are firemen idle, but pay to this extent is not guaranteed.

Monthly
Mileage

In the event of a fireman being required to do spare running such mileage to be included, the men to keep check of mileage and report to Locomotive Foreman when the maximum mileage is made. From December 1st until May 1st, passenger trains will be manned by the youngest fireman having 19,500 miles' experience, unless senior men apply. This applies to the St. John Sub-Division.

Maximum
Mileage**F**

Firemen in all classes of service, except passenger, will be so regulated that each man will make not less than 2,600 miles per month, and not more than 3,000 miles per month while firemen are idle, but pay to this extent is not guaranteed.

Minimum
Mileage

Necessary deadhead mileage will not be paid for relieving men who have made the maximum mileage.

D. H. Mileage
Relieving

In the event of a fireman being required to do spare running such mileage to be included, the men to keep check of mileage and report to Locomotive Foreman when maximum mileage is made. This applies to District No. 2.

Spare running

G

When firemen on assigned runs are off for more than seven days the senior fireman desiring the run will be placed thereon. If less than seven days, it will be manned by the senior unassigned fireman available.

Assigned men
off 7 days or
more

H

Transportation

The Company will have due consideration for the men and will furnish transportation on the Atlantic Division to allow them to get home as much as possible.

I

Pooled men out of Bay Shore

Pooled men catching a regular run out of Bay Shore are to be considered as regular assigned men on that run until returned to Bay Shore.

J

Engineers set back take former run

Engineers taking assigned runs to fire at change of time-table, and afterwards used as engineers will, if set back firing during the life of a time-table, take the run from which they were promoted, if seniority entitles them to same.

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NOTE:—Above Rates and Rules and accompanying schedule of firemen's duties will not be changed unless on thirty days' notice.

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**LOCAL RULES, ATLANTIC DIVISION
MOOSEHEAD AND BROWNVILLE SUB-
DIVISION.**

A

Firemen regularly assigned on assisting engines out of Megantic, will work between Megantic and Holeb, and will be paid through freight rates with a minimum of ten hours per day. Road firemen assisting to Boundary may make one round trip from Megantic without losing their turn, provided they get back in time to receive the regular one and one half hour call for their trains, and will be paid a minimum of five hours.

Assisting out
of Megantic

Firemen not to be required to make more than one trip if there is another fireman available. All assisting to be done by men of the Atlantic Division, if available unassigned freight men to be given the preference.

B

Firemen shall have the choice of engines and assigned runs on the issue of the new time table according to seniority. This choice to be made within thirty-six hours from the hour the new time table takes effect. Men making such choice must hold same during the life of the time table.

Choice runs
and Engines

Men not wishing to hold such engines or runs must drop back and take the youngest man's engine, or in the pool in the event of engines being pooled.

Forfeited runs

INTERPRETATION of Local Rule "B"—
When a fireman forfeits his run, or is promoted, men junior to him can take his run according to seniority.

Men not wishing to hold runs they have taken cannot move a junior man to themselves from another assigned run, but must drop back into the pool.

C

Spare men out
of Brownville

Spare men taking engines or runs out of Brownville Junction will be considered as regular men on such engines or runs with rights only until returned to Brownville Junction. This not to apply to work trains.

It is understood that engines in irregular service (not pooled) will be manned by regular firemen, or pooled.

D

Way Freight
Rates

It is understood that when one or more freight or mixed trains are run any week day in either direction over the Moosehead Sub-Division the fireman on one of these trains will be paid way freight rate, and all firemen required for these trains will be notified when called and engines ordered for said run each day.

E

Unassigned
Engineer

Unassigned engines will run first in first out; when engines are pooled firemen to be run first in first out. All work other than regularly assigned trains will belong to unassigned men. Unassigned men to be known as men not holding regular trains.

F

Spare men

Spare men to be run first in first out. Spare men to be allowed to make not less than 3,000 miles per month.

Senior men
choice of
Engines

Senior men in pool to have choice of vacant engines caused by regular men laying off. In the event of the regular man laying off more than one round trip, senior men in pool to be allowed to take engine or run as soon as vacant.

G

Assigned trains
Brownville
Sub-Division

All regular or assigned trains on the Moosehead and Brownville Sub-Divisions and all way freights on the Moosehead Sub-Division will be manned by regular firemen.

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H

The order of promotion will be from pool service to switching service, from switching service to work train service, from work train service, to freight service, from freight train service to mixed train service, and from mixed train service to passenger service.

Order of
Promotion**I**

When crews are required to take engines out of McAdam, men doing spare work at Brownville Junction will be sent to do the same.

Crews out
McAdam**J**

Engineers who are, on account of reduced traffic, put back firing will be given spare running according to their seniority; no preference to be given any man who does not take a regular engine to fire. Firemen on assigned engines or runs being required to do spare running after five consecutive days, such runs or engines shall be declared vacant, and shall be open to choice according to seniority.

Engineers put
back Firing**K**

In the allotment of engines senior men to have preference.

Allotment
Engines**L**

Firemen in mixed, freight, work, or other irregular service will not exceed 3,000 miles per month between June 1st and November 1st, while there are firemen out of work.

Maximum
Mileage

In the event of firemen being required to do spare running such mileage to be included, men to keep check of mileage and report to the Locomotive Foreman. When the maximum mileage is made men will be held off.

Spare Running

M

Regular man's
Engines on
Assigned run

When a regular man's engine is required to go on an assigned run, said man shall take his place on the spare list as arrival is shown on inward report book. In the event of regular assigned man not wishing to take spare engine or runs, regular assigned men on said engine shall follow same.

N

Mileage of
Train

Regular passenger firemen will be allowed to make the mileage their trains call for.

O

Reductions of
Engine in
Pool

In the event of engines being pooled, no fireman shall be taken out of pool if he stands three times or less of being first out, without being allowed to make one trip. Pool shall be so regulated that firemen will make not less than 3,000 miles per month, between June 1st and November 1st and 3,500 miles between November 1st and June 1st, but pay to this extent is not guaranteed.

P

Assigned man
spare running

A man firing an assigned run held off to do spare running will retake the run that he left when set back firing again, providing there is not a senior man on same.

Q

Transfer men
from other
Sections

Firemen will not be brought from other divisions or sections while there are men sufficient to do the work. In the event of men being transferred from other divisions or sections they will rank junior to the men already on the Moosehead and Brownville Sub-Divisions.

Firemen will be allowed 117 miles for the trip from Brownville Junction to McAdam Junction or McAdam Junction to Brownville Junction.

R

NOTE: Above Rates and Rules and accompanying schedule of firemen's duties will not be changed unless on thirty days' notice.

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LOCAL RULES, EASTERN DIVISION.

A

Mileage between
Yards
Montreal
Terminals

Firemen pulling freight trains into Montreal Terminals destined Sortin, or Outremont, and required to go to Outremont, or Angus, Hochelaga or Place Viger, or vice versa, will be paid at the rate of ten miles per hour from the time of arrival at Sortin or Outremont.

B

Unassigned
Engines

Unassigned freight engines will run first in, first out, and where there are two or more spare men they will run first in, first out.

C

Rest
Sherbrooke
Quebec
Three Rivers
Outremont

Firemen booking rest at Sherbrooke, Quebec, Three Rivers or Outremont, and their engines going out, will be furnished with a pass to reach their engines, and men relieved to receive pass at their terminals; but neither the men relieved nor the men relieving will receive pay for such travelling.

D

Relief from
Work Train

When firemen on work trains between terminals require leave off or in promotion changes, transportation will be furnished; but neither the fireman who is relieved nor the fireman who is relieving will receive pay for such travelling.

E

Relieving at
Farnham

Sherbrooke and Megantic Sub-Division firemen sent through on Newport Sub-Division will be relieved at Farnham if they so desire and give sufficient notice, and will be allowed to take their engines at Farnham when ready for duty, such men

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to be entitled to mileage and overtime only. This rule will apply to Outremont men on Sherbrooke Sub-Division.

F

Firemen on switch engines may, on application, be transferred to road service; but it is understood that they will take the junior fireman's engine, unless there are vacancies, and will be entitled to promotion according to seniority. They will be required to give two weeks' notice with application. This not to apply to permanent men now employed. Such notice not to apply to men who take a yard on account of not being able to hold a main line engine, providing they apply when there is one vacant.

Transfer Switch
to Road Service

G

It will be understood that spare passenger firemen working in Quebec and Three Rivers yards are to do all the spare passenger work.

Spare Men do
Spare Passenger
Work

H

All vacancies to be advertised as soon as possible and notice posted for a period of ten days. Firemen to be allotted to runs as soon as possible after expiration of advertisement.

Advertising
Vacancies

I

Firemen who are suitable will be placed on passenger runs, and when the same are regular runs, will remain thereon till regular fireman returns, unless absent more than seven calendar days, when the oldest suitable freight fireman may be put on, and oldest spare fireman may take freight fireman's engine. When it is known that the regular fireman is going to be absent more than seven days, the oldest fireman entitled may take the run. When spare passenger men are employed, this rule not to apply.

Passenger
Runs

J**Windsor St.
Drafts**

Firemen required to handle inward drafts from Glen Yard to Windsor Street Station will report one hour and thirty minutes before train is scheduled to leave Windsor Street Station. Compensation is to be allowed at terminal switching rates for forty-five minutes, which covers mileage, switching and station work.

When road engines handle outward drafts from Windsor Street Station to Glen Yard, the time will count from arrival of train at Windsor Street Station until the uncoupling of the engine from the outward draft at Glen Yard, at terminal switching rates.

K**Terminal
Detention**

Passenger firemen detained after arrival of train at Place Viger, or Quebec stations for thirty minutes or more will be paid one mile for every six minutes so held from arrival of train at Station. Less than thirty minutes not to count.

L**Assigned
Firemen**

The number of assigned firemen will be so regulated as to permit of not making less than 26 single sections per month, but pay to this extent is not guaranteed. Firemen will not be permitted to make more than 4,000 miles per month while other firemen are out of work.

M**Switch Engine
for Road
Service**

Firemen on switch engines who have been on duty over five hours will not be called off their engines for road service, except in case of emergency. This rule not to apply to spare passenger men at Quebec and Three Rivers when required for spare passenger work.

LOCAL RULES, ONTARIO DIVISION

N

First part of Article 24 to apply to Three Rivers. Article 25 not to apply to Farnham promotion District.

O

Switch engines which work days only, or on which extra time is made, to be considered preference engine. Senior firemen to have choice of yard.

Day Switchers

P

When minimum day's work is exceeded firemen to be paid overtime rates for time occupied turning engines and trains, taking water and cleaning fires at Brockville.

Turning, Brockville

Q

NOTE—Above Rates and Rules and accompanying schedule of firemen's duties will not be changed unless on thirty days' notice.

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LOCAL RULES, ONTARIO DIVISION.

A

Transfer,
Toronto
Terminals

Firemen on freight engines required to make transfer of their trains between points in Toronto Terminals will be paid schedule through freight rates.

Firemen on light engines, Toronto to West Toronto, or vice versa, between the hours of 6 a.m. and midnight, will be paid at the rate of ten miles per hour for the time so occupied, with a minimum of fifteen miles.

Firemen on light engines transferred between the hours of midnight and 6 a.m. will be paid at the rate of ten miles per hour for the time occupied, with a minimum of 25 miles.

B

Assisting and
Double-
Heading

Firemen on road engines assisting trains and those called only for double heading to Leaside Junction, will be paid for not less than 50 miles and overtime after five hours.

Firemen on other assisting engines will be paid mileage rate.

C

Hamilton
Mileage

Hamilton Sub-Division schedule passenger train firemen will be paid 50 miles each way, which will include switching their trains at Hamilton up to thirty minutes; over thirty minutes, at rate of ten miles per hour; detention after five hours each way.

D

Hamilton
Freight Mileage

Hamilton Sub-Division freight firemen will be paid fifty miles each way and overtime after five hours each way.

E**Consolidations
on Way Freights**

Consolidation engines will not be run on way freights if it can be avoided; way freight engines to be kept on their regular runs, except on Sundays. When Consolidation engines are assigned to regular way freight service, the tonnage rating will not exceed 125%.

F**Calling**

Firemen will be called for all runs except at Toronto, unless otherwise arranged.

G**Runs, more than
one Sub-Div.**

Passenger firemen will not be required to run more than one Sub-Division on same train, except in case of emergency, and then shall return on first train of same class.

H**Snow Plows**

Snow plows will not be placed in front of engines handling freight or passenger cars in main line trains.

I**Passenger
Engine Disabled**

When a regular assigned passenger fireman's engine becomes disabled on a regular trip, he will take the engine to Terminal, and will be supplied with an engine suitable for his run. This does not apply to extra men unless the man on passenger is senior to the man on the engine he takes.

J**Senior Freight
Men to Run
Spare Pass.**

The senior freight fireman to have spare passenger work when regular passenger fireman is off.

Passenger firemen to be allowed to run in with other men on their runs. Full compliment of men to be kept on these runs if available.

Lay Off
Assigned
Freight Men

When regular assigned freight firemen lay off, the first unassigned freight fireman catching the engine will hold it for ten days; after that the senior unassigned fireman will take the engine.

K

Assisting
London

Road firemen required to assist trains from London will be paid twenty-five miles, with overtime after two and one-half hours. If ordered out for this work when not on duty they will receive forty miles with overtime after four hours.

L

Detention
Toronto

Passenger firemen detained on their engines thirty minutes after arrival at Toronto Union Station will be paid one mile for every six minutes so held, until engine is put in charge of hostler; less than thirty minutes not to count.

M

Regulation
Monthly
Mileage

The number of firemen will be so regulated that they will not make less than twenty-six trips per month, but pay to this extent is not guaranteed.

While firemen are out of work, thirty trips will be considered a fair month's work for men firing. A trip to mean a division of not less than 100 miles.

Men assigned to regular passenger trains to make what their runs call for.

Rule

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Rules Governing the Promotion of Firemen on the Ontario Division.

1. The Ontario Division will extend from Smith's Falls West to Windsor, and North to Muskoka, including all Branches now existing, or that may be established in connection with the Ontario Division.

Limits,
Ont. Div.

2. Promotion to be from switching to work, to freight, to mixed, and to passenger trains.

Order
Promotion

3. Excepting unassigned through freight engines, and yard engines at Havelock, London and Toronto Terminals, all runs and engines will be advertised once each six months at each change of time card, the senior applicant to have preference, it being understood that men must accept the runs for which they apply. Also that men must remain on the runs allotted to them during the life of a time card, unless written statement is made, satisfactory to the Master Mechanic, showing the necessity for a change; in case of change, as by the requirements of these rules, being displaced by a demoted engineer, or required by seniority to accept promotion to engineer.

Advertising
Runs

4. When fireman is assigned to a Branch run, which requires him to move from his home terminal, he will have the option of holding such run for two years, unless required by seniority to take promotion to engineer.

Branch Runs

5. When a fireman is assigned to a yard engine at an outside point he will have the option of holding same for one year, and at the expiration of that time will be placed in road service, unless physically incapacitated from performing such service.

Yard Engines

6. In the event of the creation of a new run during the life of a time card, same will be advertised, and firemen in every class of service will be permitted to make choice of such run, according

New and
Vacant Runs

to seniority. In the event of a run becoming vacant during the life of a time card, same will be advertised, and all firemen junior to the man who vacated the run will be permitted to make choice of such run according to seniority.

**Run
Discontinued**

7. When a run is discontinued, or in the case of a man being displaced by a demoted engineer, the fireman affected will have the privilege of taking the youngest man's engine on any sub-division in the class of service to which his seniority entitles him.

**Road Foreman
Taking Switch
Engines**

8. Firemen not physically able to hold a main line run, because of recent sickness or injury, will have the privilege, if his seniority entitles him, of taking the switch engine working full time, manned by the junior man at his home terminal, and while in such condition will rank as a permanent man on such engine.

**Allotment of
Runs**

9. All runs to be advertised for the space of ten days, and allotments will be made within five days, according to seniority; men to remain on all runs until advised of their new ones.

Assigned Runs

10. In the event of a fireman applying for and being assigned to an inferior run, such assignment will not interfere with seniority, nor will he lose seniority by not applying for any advertised run, it being understood that firemen will not be required to leave their home terminal unless agreeable to them, or in case of shortage of men. In such cases the junior man at the terminal where a surplus exists will be sent, and will be returned to their home terminal as soon as business permits, unless they make written request to the Master Mechanic that they wish to remain, and, in the event of the request being granted, that terminal shall then be considered their headquarters.

**Leaving Home
Terminal**

**Preference
District**

11. Windsor Sub-Division to be considered preferred District for London Terminal, Toronto Sub-Division for the Toronto Terminal, and Havelock Sub-Division for Havelock Terminal.

12. The above Rules are not to apply to men who are permanently assigned to yard or Branch service.

13. To meet the requirements of switching engines in Toronto Terminals while pooling is in effect, after all runs shown in these rules are advertised, that a second advertisement covering all switching engines in Toronto Terminals be issued and all men on the Ontario Division not already holding advertised runs to have privilege of bidding in same. Should vacancies occur on switching engines after this they will be filled by junior firemen in pooled service unless senior pooled men apply for same. Men will remain on such engines for life of time card, unless required for promotion or bidding in another run, as covered in rules governing promotion.

Advertising
Switching
Toronto
Terminals

14. These rules can be changed on thirty days' notice before expiration of a time table.

O

NOTE: Above Rates and Rules and accompanying schedule of firemen's duties will not be changed unless on thirty days' notice.

LOCAL RULES, LAKE SUPERIOR DIVISION.

A

Notice for
Duty

Firemen will be given at least one hour and forty-five minutes' notice for duty when practicable.

B

Assigned and
Unassigned
Runs

When firemen are assigned to engines that are not assigned to regular runs they will follow such engines, except when required for regular assigned runs, when men assigned to such runs will take them.

Firemen assigned to regular runs to make what their runs call for. When engines are pooled, firemen will run first in, first out of all terminals.

C

Number of men

The number of freight firemen will be so regulated that they will not make less than 26 trips per month, and not more than 30 trips per month while firemen are out of work.

D

Snow plow
trips

Firemen arriving at a terminal after making a trip in snow plow service will not be liable for immediate service except in case of emergency.

E

Spare men
Passenger
Service

When there are two or more spare or pooled firemen at a terminal they will run first in, first out in freight service. Senior spare or pooled firemen to be called in their turn for passenger service, except when regular passenger firemen lay off for one week or more, when senior freight fireman will be called for passenger run and senior spare or pooled fireman for freight run.

F

Promotion for firemen will be from switching to freight, freight to mixed, mixed to hostling, hostling to passenger. When firemen refuse their turn for promotion they rank junior to the men accepting such promotion, except in case of sickness of themselves or families. In such cases they may continue in or go back to yard service for a period of six months. In extreme cases, with the approval of the Master Mechanic, this period may be extended, if evidence is furnished that they are unable to return to road service. Firemen preferring to remain in yard service shall forfeit their rights to road service after two years in yard service.

Promotion
Order

Hired hostlers will not be promoted to engineers ahead of firemen who have been in the service three years as a fireman.

Hostlers

G

Firemen will not be required to make more than two round trips before being allowed to return to home terminal, except in case of emergency.

Trips out of
other than
Home Terminal

H

Firemen on Mattawa Branch will be paid a minimum of 2,600 miles per month.

Mattawa
Branch

I

Second clause paragraph one of article 20 general rules, not to apply to Lake Superior Division, it being understood that all firemen in road service will be called for duty, except when arrangements are made between Locomotive Foreman and firemen affected.

Calling

J

**Engines taken
for Assigned
Runs**

In addition to Local Rule "B" firemen whose engines have been taken for regularly assigned trains may take their turn on spare list or when engine is used more than two consecutive round trips, he may take the junior fireman's engine in the class of service to which his seniority entitles him.

K

**Reporting after
Sickness**

When firemen who are assigned to regular engines in any service report for duty after being off on account of sickness or leave of absence, they will again be assigned to the same engine, provided they are not absent more than thirty days, and would have been entitled to such engine during that period. If over thirty days they will take the junior man's engine in the class of service to which their seniority entitles them.

L

Firemen

Unless otherwise arranged, firemen accepting positions as permanent hostlers shall forfeit their seniority rights after two consecutive years as an hostler.

M

Work Trains

Work trains to be advertised. Firemen accepting same by preference shall remain thereon until the work train for which they applied is abandoned, unless a vacancy in promotion order has occurred for them in regular passenger service.

N

**Leave from
Work Service**

When firemen on work trains between terminals require leave off or in promotion changes, trans-

portation will be furnished, but neither the fireman who is relieved nor the fireman relieving will receive pay for such travelling.

O

When practicable all regular trains to which firemen are to be assigned, will be bulletined as early as possible to enable firemen to make application for same.

Bulletin
Assigned
Trains

P

Firemen will assist in coaling engines at intermediate points, but will not be required to get off tender.

Coaling

Q.

NOTE:—Above Rates and Rules and accompanying schedule of firemen's duties will not be changed unless on thirty days notice.

Approved,

For Firemen,

A. D. MacTIER,
General Manager.

GEO. K. WARK,
General Chairman.