

W.A.
365103
C.213

CANADIAN PACIFIC RAILWAY COMPANY
BRITISH COLUMBIA DIVISION

RATES OF PAY AND RULES GOVERNING
THE SERVICE OF FIREMEN

IN EFFECT APRIL 1st, 1912

CANADIAN PACIFIC RAILWAY COMPANY
BRITISH COLUMBIA DIVISION

**RATES OF PAY AND RULES GOVERNING
THE SERVICE OF FIREMEN**

IN EFFECT APRIL 1st, 1912



CANADIAN PACIFIC RAILWAY COMPANY.

British Columbia Division

Rates of Pay and Rules Governing the Service of
Firemen.

In effect April 1st, 1912.

ARTICLE 1.

West of Revelstoke, Arrow Head and Slocan Subdivi-
sions, and East of Columbia River on
District No. 3.

Passenger trains per 100 miles or per day of ten
hours. Overtime pro rata:

Consolidation engines	\$3.25
Mogul, Atlantic, Pacific and ten wheeler, 125% or over	3.10
Mogul, Atlantic, Pacific and ten wheeler, less than 125%	2.90
All other engines	2.70

Freight and mixed trains per 100 miles or per day
of ten hours. Overtime pro rata:

Consolidation engines	\$3.60
Mogul, Atlantic, Pacific and ten wheeler, 150% or over	3.50
Mogul, Atlantic, Pacific and ten wheeler, 125% or over	3.35

Mogul, Atlantic, Pacific and ten wheeler, less than 125%	3.15
All other engines	2.95

Work trains per days of ten hours. Overtime pro rata:

Consolidation engines	\$3.30
Mogul, Atlantic, Pacific and ten wheeler, 125% or over	3.05

Mogul, Atlantic, Pacific and ten wheeler, less than 125%	2.85
All other engines	2.65

Ten wheel engines, 150% or over, to be paid consolidation engine rates on passenger and work trains.

**Mountain Subdivision, East of Revelstoke, Nakusp
and Slocan Branches and all Subdivisions
and Branches on District 3, West
of the Columbia River.**

Passenger trains per 100 miles or per day of ten hours. Overtime pro rata:

Consolidation engines	\$3.75
Mogul, Atlantic, Pacific and ten wheeler, 125% or over	3.75

Mogul, Atlantic, Pacific and ten wheeler, less than 125%	3.75
All other engines	3.75

Freight and mixed trains per 100 miles or per day of ten hours. Overtime pro rata:

Consolidation engines	\$4.00
Mogul, Atlantic, Pacific and ten wheeler, 125% or over	4.00

Mogul, Atlantic, Pacific and ten wheeler, less than 125%	4.00
All other engines	4.00
Work trains per day of ten hours. Over time pro rata:	
Consolidation engines	\$3.30
Mogul, Atlantic, Pacific and ten wheeler, 125% or over	3.20
Mogul, Atlantic, Pacific and ten wheeler, less than 125%	3.20
All other engines	3.20
Ten wheel engines, 150% or over, to be paid con- solidation engine rates.	
Mallet engines in work train service to be paid minimum mallet rate of \$4.00.	
Shay engines per day of ten hours. Overtime pro rata	\$4.00
Pushers (regularly assigned) per day of ten hours or less, (except mallet engines, which rate shall be \$4.00). Overtime pro rata ..	3.20
Switching per day of ten hours or less, all en- gines	2.50
Hostlers (regularly assigned) per day of 12 hours or less	3.35
Piloting per 100 miles or per day of ten hours .	4.00
(Firemen passed as engineers to get engineers rates).	
Mallet engines. A differential of fifty (50c) over the highest rate paid in passenger, freight, mixed and work train service, with a minimum of \$4.00.	

All Subdivisions.

In through freight or passenger service on engines (other thanallet type) weighing 215,000 lbs. and over on drivers, a defferential of 25 cents per day higher than the next highest rate in the same class of service.

Special Services.

Deadhead on Company's orders; 200 miles or less minimum passenger rates actual mileage.

Distance in excess of 200 miles—one half minimum passenger rates.

A firemen deadheading will be paid a minimum of a day's pay at minimum passenger rates, but will be liable for further service to the extent of ten hours.

	Per hr.
Watching and caring for engines	30c.
While held for special service if time lost, (ten hours to be allowed per day of 24 hours) ..	30c.

Attending Court on request of Company if time lost, (ten hours to be allowed per day of 24 hours)	30c.
--	------

Light running with engine alone, or with water car or with official car, to be paid through freight rates.

It is agreed that oil burning engines in freight, mixed work, gravel, wreck, pusher, snowplow and branch service (exceptallet engines) will be paid 15 cents less per 100 miles than the rates in this schedule.

ARTICLE 2.

Short Runs

Road firemen making less than 100 miles will be paid for 100 miles, but will be liable for further service to the extent of ten consecutive hours at the rate of one hour for each ten miles.

Round Trips

Round trips, one hundred miles or over, ten hours or over, one way, will be paid for as separate runs.

Yard Service Only

Road firemen ordered for yard service only will be paid for not less than five hours at through freight rates for class of engine.

Interpretation: In connection with 1st. paragraph of Art. 2, it is understood that time or mileage which ever is the greater is the basis to determine the amount of additional mileage for which a man is liable for further service.

ARTICLE 3.

Overtime

Overtime will be computed from the time the engine is ordered for service until put in the hands of the hostler, or reported on roundhouse register.

Preparatory Time

Firemen to be paid 30 minutes preparatory time at schedule rates for getting engine ready before going out on run or shift.

ARTICLE 4.

Men Hired

Men hired as firemen will be placed on seniority list on the date of reporting for duty, below as many men as were promoted previous to that date.

Men Promoted

Men promoted to firemen will be placed on seniority list from date of promotion.

The junior promoted man, if promoted out of his turn, will not be senior to such hired man, but his date of pro-

motion will establish a date for any senior man not promoted in his turn.

ARTICLE 5.

Doubling

Actual mileage will be paid for doubling if in excess of five miles one way. Not less than ten miles will be allowed for each double, or at regular doubling points.

ARTICLE 6.

Rotary Plows

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

Pile Drivers

Firemen ordered on pile drivers will be paid minimum freight rates.

Dead Engines

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

ARTICLE 7.

Snowplow and
Flanger Trains

Firemen on snow plows and flanger trains will be allowed mileage for plowing out and flanging side tracks, with a minimum of one mile for each side track. Firemen in snow plow and flanger service will be paid way freight rates for class of engine.

ARTICLE 8.

Round House
to Train

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

Off Mainline

Firemen required to run more than one mile off the main line will be allowed mileage for same.

ARTICLE 9.

Work Trains

The time of work trains will count from the time engine is ordered for; ten hours or less to be one day.

Firemen on work trains when laid up at any other than regular roundhouse

ny
or
ac
be
ar

m
s.
ll

es
d

r
h
e
l
t

e

1

with regular shop men will be allowed one hour after laid up by conductor to do necessary work and get engine ready.

Firemen in work train service when away from home terminal will be paid 100 miles for each day held for service; men to be notified on Saturday if required for the following day.

When work trains run forty miles or more to or from work, mileage at through freight rates will be allowed; time so occupied not to be included in time paid for at work train rates. When mileage in work train service exceeds ten miles per hour, mileage will be paid.

Firemen in work train service will be given opportunity for meals at reasonable hours. Firemen will be given transportation and allowed to go home for Sundays when such leave will not interfere with work trains.

Work trains will be manned by junior firemen unless senior firemen not entitled to time table runs apply.

Suitable sleeping accommodation will be provided for firemen on work trains. Reasonable provisions will be made for firemen on work trains to obtain meals.

When a fireman who is assigned to work train service loses his engine because of booking rest he will be sent to work point within three days and will be paid for mileage required to travel deadhead for that purpose.

ARTICLE 10.

Held for Work
Service

Firemen held between terminals for work train service will be paid work train rates for time occupied in such service.

ARTICLE 11.

Switching Terminal Junction and Turn Around Points

Road firemen will be paid for switching at terminal, junction and turn around points at through freight rates, except on specified runs and as otherwise provided for; time to count from time engine is ordered for until commencement of trip, each six minutes to count as one mile. Switching tickets to be certified to by conductor.

Firemen on trains required to switch (except on specified runs) other than picking up or setting out cars belonging to their trains, will be paid through freight rates for time so occupied, each six minutes to count one mile.

ARTICLE 12.

Cancelled or Set Back

Firemen called for duty and afterwards cancelled, or set back, will be paid through freight minimum firemen's rate, minimum of twenty-five miles. If held over two and one half hours firemen will be paid at rate of ten miles per hour.

ARTICLE 13.

Held Away From Home

Firemen held away from home station for engines will be paid ten miles per hour at minimum passenger rate for the last ten hours, or portion thereof, in every twenty-four hours so held, less any time or mileage otherwise paid for during said twenty-four hours. This is to apply in all cases except waiting traffic.

The Company will so arrange firemen in through freight service to avoid, as far as possible, excessive lay over at other than home terminal, 18 hours ex-

cluding Sundays however not to be considered excessive.

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 same time.

ARTICLE 15.

Held on Company's Business

Firemen held off on Company's business will be paid schedule rates for mileage lost, and extra men will be paid a minimum of 100 miles for each day of twenty-four hours so held, and will be reimbursed reasonable expenses when away from home.

ARTICLE 16.

Time of Firemen

Time of firemen will be returned by engineers. Firemen's tickets not allowed will be promptly returned. Tickets not returned will be paid for at face value, and shortages and omissions in firemen's pay will be paid by time check if requested by firemen.

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

ARTICLE 17.

Discipline

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

Fireman will be advised to be present at such investigation, accompanied by another employee of his own selec-

tion, and be permitted to hear evidence, and will be given a carbon copy of his evidence.

Should the investigation prove him blameless he will be reinstated and paid for time lost, one day for each consecutive twenty-four hours, at through freight minimum firemen's rate. Any appeal from 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.

ARTICLE 18.

To Come on
Duty

Firemen will be on duty 45 minutes before the departure of trains, and will sign appearance book.

Engines will be ready for trains 15 minutes before departure time; 30 minutes to be allowed for making engine ready.

Engines will be ready to go on passenger trains on arrival.

ARTICLE 19.

Firemen
Called

Firemen living within reasonable distance of terminal stations will be called.

Unless otherwise arranged, firemen on local passenger and mixed trains, which are not held for connections, due to leave between 8k. and 23k. will not be called, unless such trains are more than one hour late.

If roundhouse 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 20.

Rest

Firemen will not be required to leave terminals until they have had at least 8 hours rest if requested, but such rest must be booked on arrival. Engines may be laid up between terminals for firemen to obtain rest after they have been 15 hours on duty upon advice to train dispatchers.

ARTICLE 21.

Running Tender First

Engines will not be required to run tender first except in case of emergency, this not to apply to work or construction trains. A case of emergency to be defined as a wreck or case of death.

When doubling is done engines will back up for trains as follows:

Between Poupore and Genelle.

Between Cascade Saw Mill and Cascade.

Between Curzon Jet. and Goat-fell.

On Rossland and Mother Lode Switch Backs.

Between Cokato and Fernie.

On Kimberly Branch.

Between Hesperus and Dunmore.

Between Frank and Hillcrest.

Between Stephen and Hector.

ARTICLE 22.

Coal Broken

Coal will be broken to reasonable size for road engines.

ARTICLE 23.

Engines will be
Supplied Coal
Ahead
Fire Cleaned

Engines will be supplied with coal, sand, water, oil, waste and grease supplies by engine house staff at terminals, but firemen will be responsible for see-

ing that engines are supplied. Engines running through terminals where roundhouse staff is employed, whether on round trip or over more than one sub-division, will have coal shovelled ahead and fire and ash-pan cleaned by roundhouse staff when necessary.

ARTICLE 24.

When Entitled
to an Engine

When a fireman's seniority entitles him to an engine, when an engine is sent to the shop for repairs, or is transferred, he will be assigned without delay to an engine suitable for his run, it being understood that he take the junior man's engine in the class of service to which his seniority entitles him.

ARTICLE 25.

Meals, Freight
Service

Firemen on freight trains will be given reasonable time for meals between terminals on advising despatcher one hour in advance. Time occupied to be deducted in computing overtime.

Meals, Yard
Service

Firemen on yard engines will, when possible, be allowed one hour for meals between 11.45k and 14k and between 23.45k and 2k without pay and will not be compelled to remain off duty more than one hour. If yard firemen are allowed off for meals later than 13.15k or 1.15k they will be allowed 45 minutes for meals and will be paid for one hour. Firemen on switch engines will not be required to work more than seven hours without being allowed time for meals.

Firemen on switch engines required to work overtime or double shift will be allowed reasonable time for breakfast or supper.

Change Off

Firemen in yard service will not be required to change off other than on shop track.

ARTICLE 26.

Hostlers

Firemen called to do extra hostling will be paid for not less than five hours at regular hostler's rate. If on duty more than five hours they will be paid for actual time at regular hostler's rates.

Hostlers will be given reasonable time for meals.

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

Hostlers will do roundhouse and shop switching.

When firemen are used temporarily to relieve hostlers the senior suitable spare fireman, or failing him the next senior suitable freight fireman, will be taken.

Hostlers will be supplied from the engineers' and firemen's seniority list, seniority to have preference.

Positions of hostlers may be filled by hiring men for same when such positions have been declined by men entitled to them on the division, provided they have had at least two years experience as firemen, it being understood that men now in the service, as permanent hostlers, or that may hereafter be given such positions, shall not be disturbed without their consent, providing their services are satisfactory.

ARTICLE 27.

Men Transferred

Firemen transferred from one division to another or from another railway, will rank as junior men respectively.

Engineers Back
Firing

Promoted engineers put back firing will have choice of runs according to seniority.

In case of reduction of staff, hired engineers will not be classed as firemen ahead of men who were firing or hosting at the time engineers were hired.

ARTICLE 28.

Firemen Examined for promotion to Engineers

Firemen will be examined for promotion in their turn, according to seniority, where practicable, and advised in writing of the result in 30 days, and if successful will be placed on engineers' seniority list in the same order they previously were on the firemen's list; the date of promotion to be the date of commencement of examination.

A fireman not examined in his proper turn, through no fault of his own, will retain his original seniority rights as a fireman, and if he passes when called upon will take his place on the engineers' seniority list as if he had been examined and had passed in his proper turn.

A fireman failing to pass the required examination will retain his seniority rights as a fireman, and will be given another opportunity in his turn within six months, and if successful will be placed on the engineers' seniority list, the date of promotion to be the date of commencement of second examination.

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. Any appeal against standing

given promoted men must be made in writing to the proper officer of the Company within sixty days.

Firemen will not be considered as having failed until their papers have been passed upon by the Board of Examiners.

Hired engineers will not be classed ahead of firemen who have fired for three years and six months for the Company, provided such firemen pass their examination at the first trial when called upon.

ARTICLE 29.

Engine Cabs
Etc., Etc.

Engine cabs will be made comfortable; engines will be furnished with spring seats and boxes suitable for storing clothing. Engines will be maintained so that excessive steam blowing will be obviated.

ARTICLE 30.

From Another
Road

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

Contract
Service

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

ARTICLE 31.

Spare Men

Spare firemen will run first in, first out.

ARTICLE 32.

First in First
Out

Unassigned freight engines available for service will run first in, first out of shop.

Firemen will be assigned to engines in every class of service except when engines are pooled, in which case they will run first in, first out.

Pooled Engines

When engines are pooled they shall be equipped with all supplies, and lubricators and lamps filled by shop staff.

If Run Around

If run around avoidably, firemen in unassigned service will be entitled to 50 miles at minimum road rates.

ARTICLE 33.

Switch Engines
on Road

Switch engines doing road work outside of regular terminal will be paid actual mileage or time for such work, such mileage or time to be deducted from switching time.

ARTICLE 34.

Hostling
Engines

On runs of 100 miles or more, firemen will be paid a minimum of five miles at rate per class of service for hostling engine, and five miles for taking engine out, at points where men are required to do such work; but when it takes more than 30 minutes actual time will be paid.

ARTICLE 35.

Firemen
Resign

When firemen resign or are dismissed they will be paid, and given service letter within reasonable time upon request. When an offence is placed to the discredit of a fireman, he will be notified in writing of the fact.

ARTICLE 36.

Taking Engines
to Other Stations

Firemen taking engines from one station to another will be furnished transportation to return home at once, and will not be expected to run out of any

To Run Sub-
Div. Assigned
to

Turn Around
Service

Unfit for Duty

When Avail-
able for Duty

Regulate Frei't
Firemen

Way Freight
Runs

other than their home station, unless agreeable to them, or in case of emergency, in which case they will not be held for more than one round trip.

Firemen will not be run off subdivisions they are assigned to, except in traffic emergency and then only for one round trip.

Firemen will not be held away from home terminals to make more than two round trips in turn around service nor for more than two full days in short run work.

ARTICLE 37.

Any firemen being physically unfit for duty 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, engine, or in his turn.

ARTICLE 38.

Firemen assigned to regular runs or to yard service will not be considered available for duty from time relieved at engine house until again required for their regular run or shift.

ARTICLE 39.

The number of freight firemen will be regulated so that they will not make less than 2,600 miles per month. Firemen may make reasonable monthly mileage in excess of 2,600 miles per month, but not more than 4,000 miles per month while firemen are wiping.

ARTICLE 40.

On regularly assigned way freight runs, 25 cents per 100 miles or per day

of ten hours, will be allowed in addition to through freight rates.

Firemen on trains required to load or unload way freight, will be paid overtime at way freight rates for the time so occupied, but not in excess of way freight rates for the full trip.

Firemen on assigned way freight runs may run around crews at terminals to catch run assigned to.

ARTICLE 41.

Terminal Detention

Firemen detained thirty minutes or over on their engines at terminals before commencement of trip, or after arrival at terminals, will be paid for same at schedule rates.

ARTICLE 42.

Complaints

Complaints made by engineers against firemen must be made in writing.

ARTICLE 43.

Firemen will be Hired

If men are available, one fireman will be hired for every three men promoted to firemen.

ARTICLE 44.

List will be Posted

A seniority list of firemen will be posted in booking rooms on January 1st, and July 1st, of each year.

ARTICLE 45.

Yard Engines Double Crewed

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

Cleaning

Firemen will be relieved of all cleaning of engines.

DUTIES OF FIREMEN.

1. To fill lubricator.
2. To take care of all lamps other than head-lamps.
3. To fill all lamps, torches and oil feeders.
4. To keep all tool boxes and equipment clean and orderly.
5. To comply with instructions in regard to economical firing of locomotives and other matters pertaining to their duties as firemen, and to do every thing possible to prevent waste.
6. To keep the cab deck dampened and clean, wet the coal and to keep the latter well raked in from the side of the gangway to prevent it falling off.
7. To have the fire in readiness and good pressure of steam in the boiler when the train is ready to leave.
8. At points where shop staff is not employed, to clean fires and ash-pans of switching and assisting engines.
9. To obey the instructions of the engineer regarding their duties.

LOCAL RULES, BRITISH COLUMBIA DIVISION

A.

Road firemen will be paid switching at road rates at junctions, terminals and turn around points.

Pusher engines when engaged switching will be paid pusher rates.

B.

Regular road firemen held enroute to assist trains will be paid detention rate for the time so held or detained on a basis of ten miles per hour, in addition to mileage covered in assisting such trains.

C.

Detention time on passenger trains will be allowed on a basis of fifteen miles per hour.

D.

If a fireman on a regular engine, other than passenger engines, lays off for less than a week, the spare fireman assigned to the engine may hold it until the regular fireman returns to work.

If a regular fireman lays off for more than a week the senior spare fireman will be assigned to the engine.

If a fireman on a regular passenger engine lays off the senior available freight fireman will be assigned to the engine.

E.

Straight time will be allowed firemen of regular pushers at full rate when turned out for service at Rogers Pass, Golden, Farron, and at points where regular pushers are in service, time to commence when a fireman takes charge of engine, and they will be paid one day's pay at schedule rates for the first ten hours or less, and at the expiration of ten hours, if still in the service, or if called again before the expiry of five hours the time until relieved will be computed as continuous overtime. If called after the expiration of

five hours, a new day will commence. Regular firemen in this service shall be guaranteed 260 hours per calendar month. All the time worked in excess of this shall be paid for at schedule rate.

F.

When engines are transferred between Revelstoke and District Three, part rail and part water, firemen will be paid on a basis of rail mileage actually made, and detention time when engine is held for shipment, and while in transit on boat.

G.

In the event of change of division, firemen on the portion transferred will retain their positions as regards seniority.

H.

A fireman transferred to work on any branch or line under construction on the B. C. Division shall be paid according to British Columbia Division schedule of rates.

I.

The seniority list and schedule for firemen in force on the British Columbia Division shall be effective on all branches owned, leased or operated, which are under the management of the General Superintendent of the British Columbia Division.

J.

When firemen decline their turn for promotion they shall rank junior to the man or men accepting the promotion, except in case of sickness of fireman or his family, in which case they may continue in yard service for a period not exceeding six months. In extreme cases, with the approval of the Master Mechanic, this period may be extended if evidence is furnished of unfitness for road service. Men preferring to remain in yard service shall forfeit their right to road service.

K.

Promotion will be from switch engine to work engine, work to freight or pusher, freight or pusher to

mixed, and mixed to passenger, and passenger to host-ling. Firemen shall be required to work one year at least in either freight or passenger service on one of the Mountain subdivisions, providing such service does not interfere with their promotion.

L.

In the event of a vacancy in passenger service on the Shuswap Subdivision, the senior fireman on the mountain subdivision will have the preference.

M.

Firemen on Lardo and Nicola Branches will be guaranteed thirty days per month per class of engine used.

N.

Senior freight firemen shall be assigned to way freight trains. If the senior freight fireman does not desire the run he will lose his right to it during the period the time table is in effect.

O.

Road firemen will be paid at the rate of one mile for each six minutes occupied running to and from train and shop at Vancouver.

P.

Firemen working at points where there is no accommodation for their families will be furnished transportation and allowed to go home when on leave.

Q.

Above rules, rates and accompanying schedule of firemen's duties, will not be changed unless on thirty days' notice.

JAS. OBORENE,

General Superintendent.

IN CONNECTION WITH FIREMEN'S SCHEDULE, WESTERN LINES.

1. Shovelling coal forward.

Coal will be shovelled ahead for firemen between Calgary and Medicine Hat, on all passenger trains when necessary.

Coal will be shovelled ahead when necessary at Farron, Mission Junction, Crow's Nest and Yahk.

Shovelling ahead of coal on engines of passenger trains at Maple Creek and Red Deer to be continued as heretofore.

2. Coaling of engines.

It is agreed that engines will be coaled up at Spence's Bridge and Canmore. This to continue only so long as these two points remain fueling stations for these districts.

Firemen will not be required to shovel coal out of chutes at intermediate stations.

3. Cleaning of ash-pans.

It is agreed that ash-pans will be cleaned for firemen at Maple Creek, Bassano, Crow's Nest, Farron, Fernie, Canmore, Sicamous Junction, Spence's Bridge, Ruby Creek, Mission Junction and Yahk when necessary until such time as engines are equipped with dump ash-pans.

4. Maintaining of engines and tenders.

It is understood that engines and tenders will be maintained on a level and shovel plates will be kept in good condition.

Firemen will not be expected to fire engines when draw bars and connections are defective, or when there is excessive slack between engine and tender, when same has been booked. Firebox doors are to have proper catches.

5. Firing tools.

It is understood that firing tools will be maintained on locomotives by shop staff, but when engines arrive

with these articles short, firemen will advise proper parties of such shortages.

6. Water Kegs.

It is understood that engines will be provided with water kegs East of Calgary and Lethbridge, including the Edmonton and McLeod Branches, on the Alberta Division, and on the whole of the Saskatchewan and Manitoba Divisions, and men will be allowed to get ice from the Company's ice houses for same.

7. Pusher engines at Eholt.

It is agreed that as long as the present service is maintained at Eholt, the engine regularly assigned to this pushing service will be paid through freight rates.

8. Transfer service in Boundary District.

It is agreed that the engines assigned to Greenwood, to Greenwood Smelter and Grand Forks to Granby switching service, will be recognized as in transfer service, for which a rate of \$2.85 will be paid.

9. Handling freight on Nelson Midway passenger trains.

It is agreed that so long as present conditions prevail, firemen shall be paid mixed train rates between Greenwood and Midway and East of Greenwood if freight cars are handled.

10. In connection with Article 2.

Initial switching or initial detention will be paid on short runs in addition to the guaranteed mileage.

11. In connection with Article 11.

It is agreed that firemen on through trains be paid switching at turn around points, if required to make more than one cut setting out cars and one cut picking up cars. It is understood that each cut will involve only one movement. Switching to be paid for at Junction points from time of arrival of train until departure of train.

12. In connection with first paragraph of Article 13.

It is agreed that firemen shall be paid for any time

held in the last ten hours of the twenty-four on the understanding that if a man is ordered for a short run and is paid under the short run clause, any time or mileage for which he is paid on a constructive basis shall be deducted from the allowance for waiting.

Example: A man is held three hours out of the last ten hours, and is, under the clause entitled to thirty miles for waiting. At the end of three hours he is ordered for a short run of 60 miles which he makes in three hours. If not required for further service at expiration of this short run he will be paid one hundred miles only. If ordered again within the ten hours he will get actual mileage and hours in addition to the flat allowance of one hundred miles referred to above.

13. In connection with Article 41.

It is understood that terminal detention before commencement of trip will end when the train is on the main line ready to leave. Also that terminal detention will begin after arrival at terminals when the train is clear of main line so that traffic can move.

When a train reaches a terminal and is required to occupy the main line, it will be considered to have cleared the main line when clear of switch used by outgoing trains.

Firemen on passenger trains will be paid initial, or terminal, detention, if held within terminal limits over thirty minutes either on main line or on sidings.

Signed April 8th, 1912,
at Winnipeg.

For the Company,

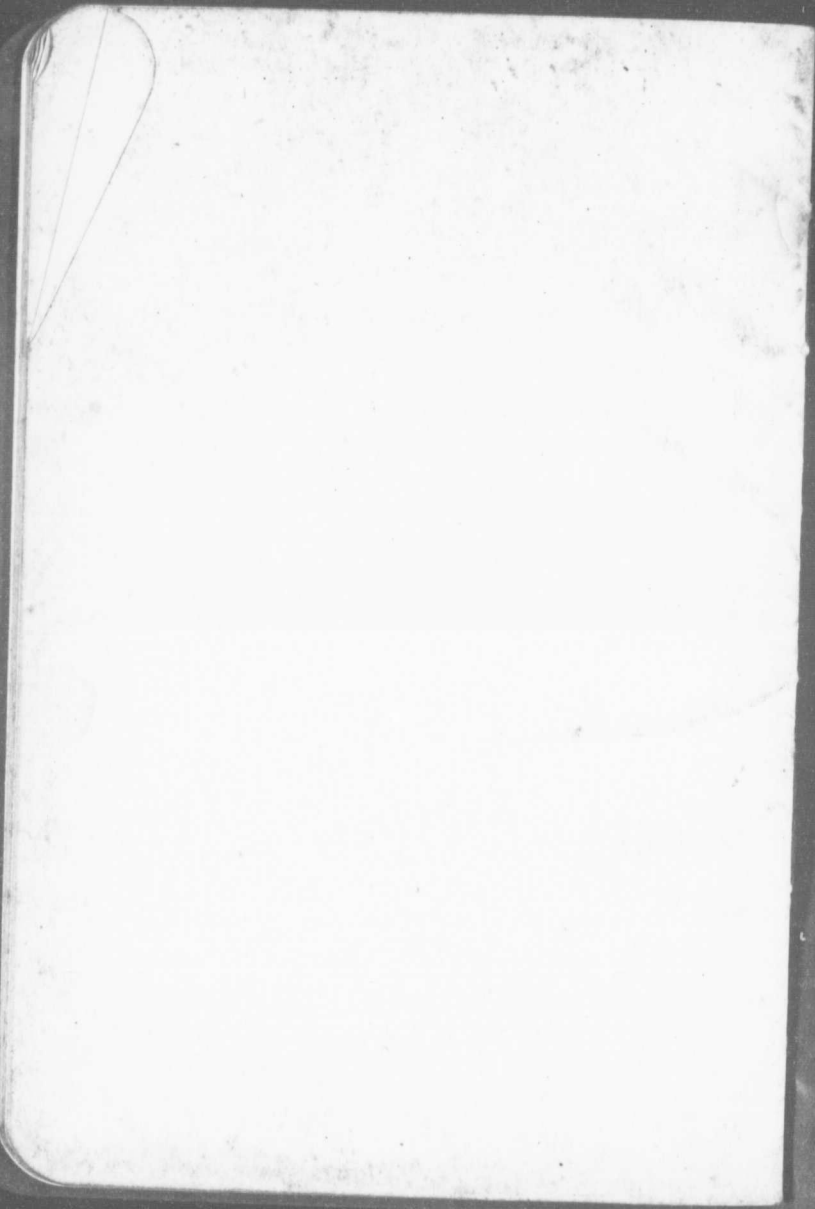
C. H. TEMPLE, Supt. of
Motive Power.

For the Firemen,

GEO. K. WARK, Chair-
man, Committee.









HAMBLY BROS., TORONTO