

K. W. McKillop

CANADIAN PACIFIC RAILWAY

EASTERN LINES

RULES AND RATES
GOVERNING MAINTENANCE OF WAY
EMPLOYEES

EFFECTIVE

JULY 1st, 1911

RULES AND RATES GOVERNING MAINTENANCE OF WAY EMPLOYEES OF THE CANADIAN PACIFIC RAILWAY

EASTERN LINES

Effective July 1st, 1911.

SECTION 1.

By permanent Maintenance of Way employees is meant employees who take their orders from the Roadmasters and Bridge and Building Masters on such parts of the line as are open for traffic, and who have been in the Maintenance of Way service continuously for one year or more, or who have had one year cumulative service during the three years immediately preceding, and who will hereinafter be referred to as "employees." Laborers in extra gangs, unless those practically engaged all the year round, will not be ranked as permanent employees.

SECTION 2.

Ten hours shall constitute a day's work, excepting for track and bridge watchmen, signal repairmen, signalmen at railway crossings (except when employed as telegraphers), pumpmen and pump repairers. When required to work in excess of these hours, time will be allowed for such excess at the rate of time and one half. Time and one half will be allowed on Sundays and Christmas Day. If called out after 7.00 p.m. a minimum of three hours straight time will be allowed.

(a) The hours of track and bridge watchmen, signal repairmen, signalmen at railway crossings, pumpmen and pump repairers, will be regulated by the Company.

Twelve hours in each twenty-four hours, either continuous or intermittent, will constitute a day, but they shall receive at least eight hours continuous rest in each twenty-four hours.

(b) In emergencies, employees will not be required to work more than twenty-four hours continuously without a rest of eight hours.

(c) Section foremen and sectionmen, travelling on orders of the Company to and from work, after regular hours outside of their regular sections, will be allowed straight time. Members of bridge and building gangs travelling on their regular sections on orders of the Company, to and from work, after regular hours, will be allowed straight time, except when provided with boarding and sleeping cars to carry them to and from work. Members of regular bridge and building gangs travelling in boarding cars on Sundays between 7.00 a.m. and 6.00 p.m. will be allowed straight time.

(d) Foremen will be allowed straight time for wet days, provided they remain on duty.

(e) In computing time one hour will be allowed for thirty to sixty minutes. For less than thirty minutes no allowance will be made.

(f) When the Company's interests do not suffer thereby, shopmen will be allowed, at their request, to quit work on Saturdays during the summer months at 12 o'clock noon. If required to work after that hour, overtime will not begin until 6.00 p.m. or 18k.

(g) Employees transferred by the Company to the Construction Department will not lose their seniority standing as employees.

SECTION 3.

Employees will be promoted hereafter on their respective Superintendent's division in order of seniority, provided they are qualified. Senior employees shall be advised of vacancies or new appointments in their Department, except official positions, and their applications if

presented within ten days will be considered. Employees may be transferred from one division to another for extra gang work or on the opening of new lines or when the necessary qualified men for Maintenance of Way work are not obtainable on the division.

(a) Employees refusing promotion become junior to employees accepting such promotion.

(b) An employee transferred to another Department at his own request or transferred from the Bridge and Building Department to the Roadmaster's Department, or vice versa, will lose his seniority standing.

(c) Employees leaving the service of the Company when their services are required, in event of re-employment will rank as new men.

(d) A list of all employees will be prepared for each Superintendent's division and such lists will show the seniority standing of each employee. The lists will be revised from time to time to agree with length of service and promotions made, and copy will be furnished representative of employees. They will be open for correction on proper representation by the employee to the Head of his Department.

(e) In the event of reduction of number of men employed, those longest in the service will have preference of employment.

(f) The position of track and bridge watchmen is not one subject to the general rules for promotion, being intended to take care of men in any Department who become unfitted for other service.

SECTION 4.

Any employees suspended or dismissed or who consider that they have been unjustly treated will, on request in writing, receive full and impartial hearings within ten days and will be advised of decision reached within ten days of such hearing.

Should investigation show suspension, dismissal or treatment was unjust, time will be allowed and employees

reinstated. Appeals from decisions must be made in writing by the employee through his Roadmaster or Bridge and Building Master within fifteen days after advised of such decision.

SECTION 5.

Leave of absence and free transportation will be granted to members of duly appointed Committees for the adjustment of matters in dispute between the Company and employees, so far as is consistent with good service, within ten days after request in writing has been made on the proper officer.

SECTION 6.

Employees taken off their regular sections to work temporarily on snow or tie trains or other work, will be compensated for boarding and lodging expenses they necessarily incur.

(a) Bridge and Building employees, except pumpmen, taken from their places of residence or boarding outfits over night, will be compensated for the extra expense they necessarily incur, such expense not to exceed seventy-five cents per day.

(b) Foremen ordered away from their gangs for one day or more will be relieved of the duties of Foreman during their absence. Where relieving Foremen are appointed they will be paid Foreman's rate.

SECTION 7.

Employees required to attend to and light semaphore or switch lamps before or after their regular hours, will receive therefor, four dollars per month for six or less lamps, and fifty cents per month per lamp for those in excess of six. When semaphore lamps are included, fifty cents per month per lamp additional will be allowed. Where lamps are located at a distance from employees' residence, they will be attended to in regular working hours.

SECTION 8.

Employees called out for work outside of their regular working limits, requiring their absence beyond regular working hours, will be supplied with boarding cars or given an opportunity to procure meals when desirable and practicable; no employee will be required to work more than seven hours without food.

SECTION 9.

The Company will keep Section Houses in good repair; the cost of repairs, other than ordinary wear and tear, will be charged to occupants.

(a) Section Houses shall be for the use of Foremen and their families, and members of their regular gangs, and when necessary for Telegraph Operators. Their surroundings must be kept clean by occupants.

SECTION 10.

Employees will be granted leave of absence and passes or reduced rates in accordance with the current general regulations of the Company.

(a) Opportunity and free transportation will be given to employees for getting to their place of residence at week ends, when the Company's interests do not suffer thereby.

(b) Employees will be granted leave of absence and free transportation four times each year. Such free transportation will not extend beyond their Superintendent's Division, and the leave of absence will not exceed two days, and then only when consistent with good service and provided the Company is not put to additional expense.

(c) Employees laid off through reduction when re-engaged within one year will be granted free transportation to place of work over general division on which formerly employed.

SECTION 11.

Bridge and Building Gangs shall be composed of :

- 1st Foremen.
- 2nd Carpenters, who shall be skilled mechanics in house and bench work and have a proper kit of Carpenters' tools.
- 3rd Bridgemen, who shall be rough Carpenters, expert saw, axe and hammer men, and have a general experience in bridge work.
- 4th Bridge Laborers, who shall be strong, handy men, and who shall perform such work as may be assigned to them.

RATES OF PAY.

ATLANTIC DIVISION.

	Per Day
Section Foremen :—	
At West St. John, Bay Shore, McAdam and Brownville Jct. yards.....	\$ 2.80
At Fairville yard.....	2.70
At Woodstock, Aroostook, Fredericton (Sec. F. 1) and St. Stephen yards.....	2.55
At all other points.....	2.40
Assistant Section Foremen in yards.....	2.40
Sectionmen :—	
At West St. John, Bay Shore, Fairville and McAdam yards and in the State of Maine.....	1.80
At all other points.....	1.70
Foremen Extra Gangs.....	\$2.55 to 3.55
(Foremen in charge of steel, ballast and other large or important extra gangs to receive maximum rate.)	
Assistant Foremen Extra Gangs, a minimum of.....	2.40
Section Foremen on snow plow duty.....	3.30
Section Foremen on flanger duty.....	Foreman's rate
Bridge and Building Men :—	
Foremen.....	\$3.05 to 3.20
Carpenters.....	2.55
Bridgemen.....	\$2.10 to 2.55
Foremen Painters.....	2.95
Painters.....	\$2.10 to 2.35
Signal Repairmen..... per month,	\$72.00 to 77.00
Pump Repairers.....	75.00
Pumpmen (one pump).....	48.50
Pumpmen (two pumps).....	58.50
For each additional pump.....	5.00

Per Day

EASTERN DIVISION.

Section Foremen :—

At Montreal (Place Viger, Glen Yard and Windsor Street Station), Hochelaga, Angus, Mile End, Outremont and Ottawa Union Station yards	2.85
At Ottawa (Sussex St.), N.Y. & O. Jct. and Smith's Falls yards.	2.80
At Megantic, Farnham (Sec. 106) and Carleton Place	2.75
At Sherbrooke, Richford, Newport, Quebec, Hull, Brockville and Prescott yards.	2.70
At Highlands, St. Johns, Montreal Jct., St. Luc Jct., Western Jct., Three Rivers, Ste. Therese, Arnprior, Pembroke and Renfrew yards.	2.55
At all other points.	2.40
Assistant Section Foremen in yards.	2.40

Sectionmen :—

At Megantic, Sherbrooke, Richford, Newport, Farnham (Sec. 106), Quebec, Montreal (Place Viger, Glen Yard, and Windsor Station), Hochelaga, Angus, Mile End, Outremont, St. Luc Jct., Montreal Jct., Western Jct., Ottawa, (Union Station and Sussex St.), N.Y. & O. Jct., Hull, Carleton Place, Smiths Falls, St. Johns, Brockville, and Prescott yards.	\$ 1.80
At all other points.	1.70
Foremen extra Gangs.	\$2.55 to 3.55
(Foremen in charge of steel, ballast, and other large or important extra gangs to receive maximum rate).	
Assistant Foremen Extra Gangs, a minimum of	2.40
Section Foremen on snow plow duty	3.30
Section Foremen on Flanger duty.	Foreman's rate.

	Per day
Bridge and Building men :—	
Foremen	\$3.05 to 3.20
Carpenters	2.55
Bridge and Building men	\$2.10 to 2.55
Foremen Painters	2.95
Painters	\$2.10 to 2.35
Signal Repairmen per month	\$72.00 to 77.00
Drawbridgemen	1.70
Signalmen at railway crossings, per month	47.00
Pumpmen :—	
Pump Repairers per month	\$75.00 to 80.00
Pumpmen (one pump) per month	48.50
Pumpmen (two pumps) " "	58.50
For each additional pump, per month	5.00

ONTARIO DIVISION.

Section Foremen :—

At Toronto, Parkdale, Toronto Jct., Don and North Toronto yards	2.85
At London East yard	2.80
At Windsor, Havelock, Hamilton, Chatham, Owen Sound, Peterboro, Woodstock, London West, Lambton and Muskoka yards	2.70
At Leaside Jct., Perth, Orangeville, Galt, Sharbot Lake, Tweed, Weston, Guelph, Ingersoll, and Tillsonburg yards	2.55
At all other points	2.40
Assistant Section Foremen in yards	2.40

Sectionmen :—

At Toronto, Parkdale, Toronto Jct., North Toronto, Leaside Jct., Don (Sec. D2), London East, Windsor, Havelock, Hamilton, Chatham, Owen Sound, Peterboro, Woodstock and London West yards	1.80
At all other points	1.70
Foremen Extra Gangs	\$2.55 to 3.55
(Foremen in charge of steel, ballast and other large or important extra gangs to receive maximum rate),	

	Per day
Assistant Foremen Extra Gangs, a minimum of.....	\$2.40
Section Foremen on snow plow duty.....	3.30
Section Foremen on flanger duty.....	Foreman's rate
Bridge and Building Men:—	
Foremen.....	3.05 to 3.20
Carpenters.....	2.55
Bridgemen.....	2.10 to 2.55
Foremen Painters.....	2.95
Painters.....	2.10 to 2.35
Blacksmiths.....	2.60
Signal Repairmen.....	per month, 72.00 to 77.00
Signalmen at Railway Crossings.....	per month 47.00
Drawbridgemen.....	1.70
Pumpmen:—	
Pump Repairers.....	per month, \$75.00 to 80.00
Pumpmen (one pump)....	“ 48.50
Pumpmen (two pumps)....	“ 58.50
For each additional pump	“ 5.00

LAKE SUPERIOR DIVISION

Section Foremen:—

At Chalk River, North Bay, Sudbury, Webbwood, and Sault Ste. Marie yards.....	\$2.80
At Cartier, Chapleau, White River, and Schreiber yards.....	2.85
At other points East of Cartier.....	2.45
At other points West of Cartier.....	2.60

Sectionmen:—

At North Bay, Sudbury, and Soo yards....	1.85
At other points East of Cartier.....	1.75
At other points, Cartier and West.....	1.90
Foremen Extra Gangs.....	2.70 to 3.70
(Foremen in charge of steel, ballast and other large important extra gangs to receive maximum rate).	

Assistant Foremen Extra Gangs:—

East of Cartier, a minimum of.....	2.45
West of Cartier, a minimum of.....	2.60
Section Foremen on snow plow duty.....	3.45
Section Foremen on flanger duty.....	Foreman's rate

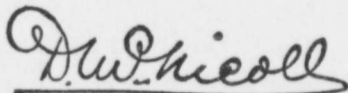
	Per day
Bridge and Building Men:—	
Foremen.....	3.20 to 3.45
Carpenters:—	
East of Cartier.....	2.65
West of Cartier.....	2.75
Bridgemen:—	
East of Cartier.....	2.15 to 2.65
West of Cartier.....	2.25 to 2.75
Foremen Painters:—	
East of Cartier.....	3.20
West of Cartier.....	3.45
Painters:—	
East of Cartier.....	2.30
West of Cartier.....	2.55
Pumpmen:—	
Pump Repairers.....per month, \$80.00 to 85.00	
East of Cartier (one pump).....per month.	53.50
Cartier and West (one pump)....	" 58.50
(For each extra pump add five dollars.)	

Upon recommendation of the Foreman and Bridge and Building Master, employees' rates will be increased fifteen cents per day per year if their efficiency warrants until the maximum rate is reached.

It is understood that Bridge and Building employees governed by maximum and minimum rate will receive the general increase equal to the increase in the minimum rate.

Above rules and rates will not be changed unless on sixty (60) days' notice being given between the first day of May and the first day of November of any year.

Approved,



Vice-President.