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(Monographs)**

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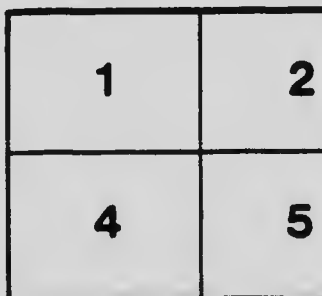
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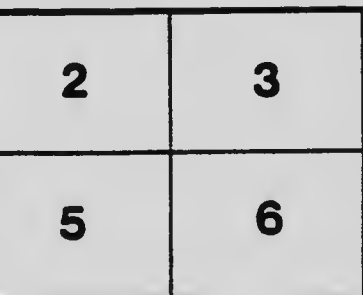
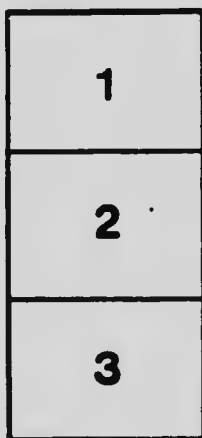
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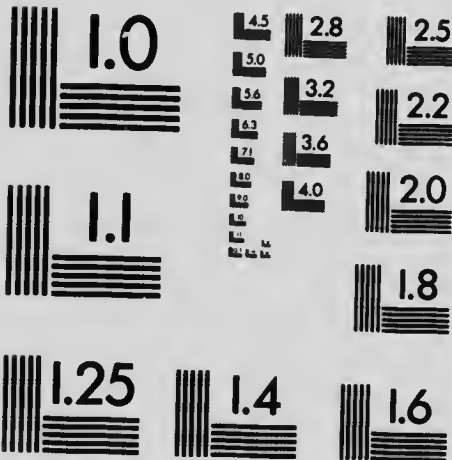
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CANADIAN PACIFIC RAILWAY

COMMITTEE

Executive Committee

JOHN BOYERSON SERVICE

CHAS. H. BOYERSON SERVICE

51A  
2A

(P)

W 85-2

**CANADIAN PACIFIC RAILWAY  
COMPANY.**

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**EASTERN DIVISION.**

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**RULES GOVERNING SERVICE  
OF  
Permanent Maintenance-of-Way Employees**

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**EFFECTIVE 1st JUNE, 1903.**

F5012 1903 C21P1-

# Canadian Pacific Railway Company.

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## EASTERN DIVISION.

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EFFECTIVE 1st JUNE, 1903.

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\*The following rules and rates of pay will govern the service of Permanent Maintenance of Way employees on the Canadian Pacific Railway.

Sec. 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 same 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."

Sec. 2.—\*Ten hours shall constitute a day's work excepting for Switch Tender, Track and Bridge Watchmen, Signalmen (except when employed as telegraph operators). Pumpmen and Pump Repairers. When required to work

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\* Indicates change in rules.

in excess of these hours time will be allowed for such excess at rate of time and a quarter until 10 p.m., and at rate of time and a half from 10 p.m. to 6 a.m. and on Sundays and Christmas day. If called or kept out after 10 p.m. a minimum allowance of three hours straight time will be made.

(a) \*The hours of Switch Tenders, Track and Bridge Watchmen, Signalmen, Pumpmen and Pump Repairers will be regulated by the Company, 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 (24) hours continuously without a rest of eight (8) hours.

(c) \*Employees travelling on orders of the Company to and from work after regular hours outside of their regular sections will be allowed straight time. Bridge men travelling on their regular sections on orders of the Company to and from work after regular hours will be allowed half time until 10 p.m., and straight time thereafter. When provided with Boarding and Sleeping cars to carry them to or from work, no allowance will be made. Employees when travelling from one section or division to another on account of promotion will not receive any allowance.

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

Sec. 3. \*Employees will be promoted hereafter on their respective Superintendent's division in order of seniority, provided they are qualified. 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 are not obtainable on the division.

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

(b) \*An employee, who is transferred from the Bridge and Building Department to the Roadmaster's Department, or *vice versa*, will lose his seniority standing.

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\*Indicates change in rules.

(c) Employees unable to read and write English (or French in the Province of Quebec) need not be promoted.

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

(e) \*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.

(f) \*In the event of reduction in the number of men employed, those longest in the service shall have preference of employment.

(g) \*The position of Switch Tenders, Track and Bridge Watchmen and Signalmen 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.

Sec. 4. Employees suspended or dismissed will receive full and impartial hearings, and will be advised of decisions reached within fifteen (15) days from time of suspension or dismissal. Should investigation show suspension or dismissal was unjust, time will be allowed and employee reinstated. Appeals from decisions must be made in writing by the employee through his Roadmaster or Bridge and Building Master, fifteen (15) days after advised of such decision.

Sec. 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 (10) days after request in writing has been made on the proper officer.

Sec. 6. \*Employees taken off their regular sections temporarily to work on Snow or Tie trains, or other work, will be compensated for the board and lodging expenses they necessarily incur.

\* Indicates change in rules.

Sec. 7. \*Employees required to attend to and light semaphore or switch lamps before or after their regular hours will receive therefor \$4.00 per month for six or less lamps and 50 cents per month per lamp for those in excess of six. Where lamps are located at a distance from employee's residence they will be attended to in regular working hours.

Sec. 8. Employees called out for emergency work, outside of their regular working limits, requiring their absence beyond regular working hours, will be supplied with boarding cars when desirable and practicable.

Sec. 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, when necessary, for telegraph operators, and members of their permanent gangs. Their surroundings must be kept clean by occupants.

(b) \*Where water is transported for use of section gangs, good water and suitable sunken tanks with pumps will be provided.

Sec. 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 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 free transportation and leave of absence three times each year. Such free transportation will not extend beyond their Roadmaster's or Bridge and Building Master'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 discharged through reduction in staff when re-engaged within one year will be granted free transportation to place of work over general division on which formerly employed.

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\*Indicates change in rules.

Sec. 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 Carpenter's 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.

\*Indicates change in rules.

## RATES OF PAY.

### TRACKMEN.

#### Section Foremen :—

|                                                                                                                                                               | <i>Per day</i> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| At Montreal (Place Viger and Windsor St.),<br>Hochelaga, Mile End, Outremont, Ottawa<br>(Union Station and Sussex Street), and N.<br>Y. & O. Jct. Yards. .... | \$2.25         |
| At Megantic, Sherbrooke, Richford, Newport,<br>Farnham (Sec. 106), Quebec, Smiths Falls,<br>Carleton Jct., Brockville and Prescott Yards                      | 2.15           |
| At Highlands, St. Johns, Montreal Jct., St.<br>Luc Jct., Western Jct., Three Rivers, St.<br>Therese, Hull, Arnprior and Pembroke<br>Yards .....               | 2.00           |
| At all other points. ....                                                                                                                                     | 1.85           |
| Assistant Section Foremen in Yards. ....                                                                                                                      | 1.85           |

# Sectionmen :—

|                                                                                                                                                                                                                                                                                                                                              |   |      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|------|
| At Megantic, Sherbrooke, Richford, Newport,<br>Farnham (Sec. 106), Quebec, Montreal<br>(Place Viger and Windsor St.), Hochelaga,<br>Mile End, Outremont, St. Luc Jct., Mon-<br>treal Jct., Western Jct., Ottawa (Union<br>Station and Sussex Street), N. Y. & O. Jct.,<br>Carleton Jct., Smiths Falls, Brockville and<br>Prescott Yards..... | } | 1.45 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|------|

At all other points..... 1.35

Foremen Extra Gangs.....from \$2.00 to 3.00

(Foremen in charge of steel, ballast and other  
large or important extra gangs to receive  
maximum rate.)

Assistant Foremen Extra Gangs.....a minimum of 1.85

Section Foremen in charge of Snow Plows, while  
in operation..... 2.75

## BRIDGE AND BUILDING MEN.

|                       |                     |
|-----------------------|---------------------|
| Foremen.....          | \$2.50              |
| Carpenters.....       | 2.20                |
| Bridgemen.....        | from \$1.75 to 2.20 |
| Foremen Painters..... | 2.40                |
| Painters.....         | from \$1.75 to 2.00 |
| Drawbridgemen.....    | 1.35                |

## PUMPMEN.

|                                                              |                                      |
|--------------------------------------------------------------|--------------------------------------|
| Pump Repairers.....                                          | <i>Per month</i><br>\$65. to \$70.00 |
| Pumpmen at Vaudreuil, Dalhousie Mills and<br>Monklands ..... | }                                    |
|                                                              | 40.00                                |

Above rules and rates will not be changed unless on  
sixty days notice given between the 1st day of May and  
the 1st day of November of any year.

*James Osborne*

*General Superintendent.*

MONTREAL, 1st June, 1903.



