

F. Morkell

CANADIAN PACIFIC RAILWAY CO.

EASTERN LINES

**RATES OF PAY AND RULES GOVERNING
SERVICE**

OF

LOCOMOTIVE ENGINEERS

EFFECTIVE

FEBRUARY 1st

1913

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" mileage exceeding						
" 10 M.P.H.....	9					7
" meal hours.....	9					7
" Atlantic Div., As-						
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" and from.....	9					7
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" over.....	9					7
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" point.....	9					7
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" en route.....	9					7
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CANADIAN PACIFIC RAILWAY COMPANY

EASTERN LINES

Rates of Pay and rules governing service of Locomotive Engineers

In Effect Feby. 1st, 1913.

ARTICLE 1.

CARTIER AND WEST.

Passenger trains per 100 miles or per day
of 10 hours. Overtime pro rata.

	Sr.	Jr.
Consolidation Engines	\$4.90	\$4.30
Mogul, Atlantic, Pacific and 10 wheel 125% and over..	4.65	4.10
Mogul, Atlantic, Pacific and 10 wheel less than 125%..	4.50	3.85
All other engines	4.40	3.85

Freight, Mixed, and Snow Plow trains per
100 miles or per day of 10 hours.

Overtime pro rata.

Consolidation Engines	\$5.30	\$4.65
Mogul, Atlantic, Pacific and 10 wheel 125% and over..	5.05	4.55
Mogul, Atlantic, Pacific and 10 wheel less than 125%..	4.90	4.25
All other engines	4.80	4.20

Work trains per day of 10 hours. Overtime
pro rata.

Consolidation Engines	\$4.90	\$4.30
Mogul, Atlantic, Pacific and 10 wheel 125% and over..	4.65	4.10

	Sr.	Jr.
Mogul, Atlantic, Pacific and 10 wheel less than 125%..	4.50	3.85
All other engines	4.40	3.85
Way freight trains per 100 miles or per day of 10 hours. Overtime pro rata.		
Consolidation Engines	\$5.70	\$5.05
Mogul, Atlantic, Pacific and 10 wheel 125% and over..	5.45	4.95
Mogul, Atlantic, Pacific and 10 wheel less than 125%..	5.30	4.65
All other engines	5.20	4.60

EAST OF CARTIER AND SAULT STE.
MARIE.

Passenger trains per 100 miles or per day
of 10 hours. Overtime pro rata.

Consolidation Engines	\$4.48	\$4.11
Mogul, Atlantic, Pacific and 10 wheel 125% and over..	4.29	3.93
Mogul, Atlantic, Pacific and 10 wheel less than 125%..	4.18	3.81
All other engines	4.11	3.68

Freight, Mixed and Snow Plow trains per
100 miles or per day of 10 hours.
Overtime pro rata.

Consolidation Engines	\$4.96	\$4.53
Mogul, Atlantic, Pacific and 10 wheel 125% and over..	4.79	4.36
Mogul, Atlantic, Pacific and 10 wheel less than 125%..	4.65	4.24
All other engines	4.53	4.11

Work trains per day of 10 hours. Over-
time pro rata.

Consolidation Engines	\$4.73	\$4.18
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		Sr.	Jr.
	Mogul, Atlantic, Pacific and 10 wheel 125% and over..	4.40	3.99
3.85	Mogul, Atlantic, Pacific and 10 wheel less than 125%..	4.29	3.87
3.85	All other engines	4.18	3.74
day			
5.05	Way freight trains per 100 miles or per day of 10 hours. Overtime pro rata.		
4.95	Consolidation Engines	\$5.39	\$4.79
4.65	Mogul, Atlantic, Pacific and 10 wheel 125% or over..	5.11	4.56
4.60	Mogul, Atlantic, Pacific and 10 wheel less than 125%..	4.95	4.40
TE.	All other engines	4.84	4.29

ALL EASTERN LINES.

11	Switching per day of 10 hours or less	\$4.29
.93	Hostling per day of 12 hours or less	3.19
.81	Piloting per 100 miles or per day of 10 miles.....	{ Engineers' rates as per class of engine.
.68	Light running.....	Freight rates.
per	Deadheading on Company's orders:—	
	Minimum passenger rate for actual mileage will be paid over a sub-division, and half minimum passenger rate beyond.	
53	Example:—	
36	Deadheading Montreal to Newport and vice versa to be paid the full rate for the subdivision, also North Bay to Webbwood, North Bay to Cartier and vice versa, in such cases to be paid the	
24		
11		
r-		
18		

full rate for the sub-division.

Watching and caring for engines, per hour	42 cts.	
Held for special service if time lost, 10 hours per day of 24 hours to be allowed, per hour	42 cts.	
Attending Court at Company's request, if time lost 10 hours per day of 24 hours to be allowed, with reasonable expenses when away from home, per hour	42 cts.	

Point
day's
stops

Time
comm
and fir
day's

ARTICLE 2.

Road Mileage Road engineers 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.

Senior

Road engineers ordered for yard service only will be paid not less than five hours at through freight rates per class of engine: over five hours pro rata. If ordered for more than one day's yard work switching rates will be paid, with a minimum of ten hours per day. Road engineers relieving regularly assigned yard engineers will be paid switching rate.

Senior

Yard Service

Mileag
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qualif

Relieving Yard Engineers

Hired
Engin

Assigned Runs

Regular established runs of less than 100 miles one way, shall be considered as continuous runs from time of starting in the morning until laid up at night, and shall be paid for at the rate of 10 miles per hour and overtime pro rata with the minimum of 100 miles per day, but if the miles run, or the miles run and the service performed and switching combined between trips at the end of the day exceed 10 miles per hour,

Double
Assist

Point at which
day's work
stops

then mileage will be paid; Company to say when and where the day's work starts. Starting point of runs now established not to be changed unless warranted by change of time.

ARTICLE 3.

Time
commence
and finish
day's work

Day's work for engineers will start forty-five (45) minutes before the hour set for the departure of the train, and will end ten (10) hours thereafter, or when registered in at the roundhouse, or put in charge of Hostler or Inspector. Overtime (unless otherwise paid for) will be paid on the above basis.

ARTICLE 4.

Seniority List

Promoted engineers will be placed on Engineers' seniority list on date of passing examination, and will receive senior rate after first year's service as such, one year's service to mean 19,500 miles; all mileage and overtime to count from first trip made. Engineers in work and switch service to receive credit for actual mileage made, with a minimum of 100 miles per day for each day worked.

Senior Rate

Mileage
necessary to
qualify for

Hired
Engineers

Hired engineers with one or more years' experience will be placed on seniority list on date of starting, and will be paid senior rates on recommendation of District Master Mechanic after one month's satisfactory service.

ARTICLE 5.

Doubling and
Assisting

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

(Interpretation Article 5.)

Mileage
Doubling

Mileage or actual time occupied doubling to count from the time engine arrives at doubling spur or siding with first portion of train, until ready to leave point doubled with full train. Time doubling or assisting other trains to be deducted in computing overtime.

Laid
other
regul
house

Held
away
home

ARTICLE 6.

Plows

Engineers on rotary ploughs will be paid maximum through freight rates. While engineers do not claim any rights on pile drivers or ballast unloaders, when ordered by Company to such service they will be paid minimum passenger rates.

Pile Drivers

Ballast
Unloaders

Dead Engines

Engineers in charge of dead engines will be paid minimum engineers' freight rates.

Miles
ing 1

Meal

Man
train

Tran
and
servi

ARTICLE 7.

Plowing
Side Tracks

Engineers on snow plough trains will be allowed a minimum of one mile for each side track plowed out.

Run
miles

ARTICLE 8.

Distance round-
house to train

When distance round house to train is one or more miles, engineers will be paid mileage therefor.

Mileage off
main line

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

Spec
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ARTICLE 9.

Work trains
start work

Day's work for engineers on work trains will start forty-five (45) minutes before engine is ordered for, ten hours or less to be one day.

Wor
done

Laid up at other than regular roundhouse

Engineers on work trains when laid up at any other than regular roundhouse with regular shopmen will be allowed one hour after laid up by the Conductor to cover the necessary repairs and get engine ready.

Held for service away from home

Engineers in work train service, when away from terminal point, will be paid 100 miles for each day held for service. Men to be notified on Saturdays if required for the following day.

Mileage exceeding 10 m. p. h.

When mileage in work train service exceeds ten miles per hour, mileage will be paid.

Meals

Engineers on work trains will be given an opportunity for meals at reasonable hours.

Manning work trains

Work trains will be manned by junior engineers unless senior engineers apply.

Transportation and leave to and from work service

Engineers will be given transportation and allowed to go home for Sundays when such leave will not interfere with work service. Reasonable sleeping accommodation will be provided for engineers in work train service.

Runs of 40 miles or more

When work trains run 40 or more miles to or from work, actual mileage at through freight rate will be allowed, time so occupied not to be included in time paid for at work train rates.

(Interpretation 3rd Paragraph).

Special Service

When engineers in work train service, if held for work train service at terminal point, would be paid under the clause of Special Services 10 hours per day of 24 hours.

ARTICLE 10.

Work service done en route

Engineers will be paid for work train service en route when time occupied exceeds

one hour, or when engineers are taken away from train, they will be paid actual time, and time so paid for will not be included in computing overtime.

ARTICLE 11.

Switching
terminal and
turn around
points

Road engineers will be paid for switching at terminal and turn around points at through freight rates, except on specified runs and otherwise provided for, time to count from time the engine is ordered for until switching is completed, each six minutes to count one mile, switching tickets to be certified to by Agent, Conductor or Yardmaster.

ARTICLE 12.

Called
Cancelled

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

Watch
Engin

ARTICLE 13.

Held waiting
Engine

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

Tick
ed if
not a

Held at other
than home
terminals

Except in cases of wrecks, washouts, snow blockades, preventing engineers being returned to their home terminals, unassigned engineers laid up at other than their home terminals longer than eighteen (18) hours (exclusive of Sunday) without being called for duty, will be paid minimum passenger

Inve

rates at 10 miles per hour for the first 10 hours in each subsequent 24 hours thereafter, time to be computed from the time engineers go off duty until one hour before the time ordered, for the train on which they resume duty. When men book rest of their own accord, the time so booked will not be included.

(Interpretation Article 13.)

1st Paragraph:

If men are held any portion of the last ten hours of the twenty-four, they are to be paid for same, notwithstanding they may make 100 miles or more in the balance of the twenty-four hours.

ARTICLE 14.

**Watching
Engines**

Engineers 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.

**Tickets return-
ed if mileage
not allowed**

Tickets will be returned and engineers will be given reason if mileage or time claimed is not allowed.

ARTICLE 16.

Investigations

When an engineer is disciplined, suspended or dismissed he will be advised of reason for such action, and a full and impartial investigation will be held and engineer advised of decision within ten days. Engineer will be notified to be present at such investigation and may be accompanied by another engineer. He will, if

desired, be given a carbon copy of report of his signed evidence. Should the investigation prove him blameless, he will be reinstated and paid for time lost, one day for each consecutive 24 hours at through freight minimum engineers' rates. Any appeal from such decision must be made in writing by the engineer through his Locomotive Foreman within ten days after he has been advised of such decision. In case of doubt engineer will not be disciplined or suspended until his case has first been investigated.

Discipline

Held bet
terminal
restRunning
first

ARTICLE 17.

Engineers will appear on duty 45 minutes before the departure of train, and will sign appearance book.

Appearance
Book

Engineers will be ready for train 15 minutes before departure time to charge train with air, 30 minutes to be for inspection and making engine ready.

Ready for
Train

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

Piloting

Engine
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ARTICLE 18.

Calling

Unless otherwise arranged, engineers living within one mile of roundhouse, will be called. Engineers on regular passenger and mixed trains due to leave between 8.30 a.m. and 10.30 p.m. will not be called unless such trains are more than one hour late.

ARTICLE 19.

Rest

Engineers will not be required to leave terminals until they have had at least eight hours rest if requested, but such rest must be booked on arrival.

Assign
Engine
when e
sent sh

Held between
terminals for
rest

Upon advice to Train Despatcher, trains may be laid up between terminals for engineers to obtain rest after fifteen hours on duty.

ARTICLE 20.

Running tender
first

The running of trains tender first in severe weather, or after dark, will be limited as far as possible, and engines required to do such work will be suitably equipped for protection of men.

ARTICLE 21.

Piloting

An engineer ordered over any subdivision with which he is not familiar, will be furnished with a competent pilot in addition to engine crew.

ARTICLE 22.

Engine supplies
Shovelling coal
and cleaning
ash pans

Engines will be supplied with coal, sand and water by engine house staff at terminals, but engineers will be responsible for seeing engines are supplied. Engines running through terminals where roundhouse staff is employed, whether on round trip or over more than one subdivision, will have coal shovelled ahead and fire and ashpan cleaned by roundhouse staff when necessary.

ARTICLE 23.

Assignment of
Enginers
when engine
sent shop

When an engine is sent to the shops for repairs, or transferred, the engineer will be assigned without unnecessary delay to an engine suitable for his run, or to the engine run by the junior engineer in the class to which his seniority entitles him.

ARTICLE 24.

Mealtime

Engineers on freight trains will be given reasonable time for meals on advising Despatcher in due time. Time occupied to be deducted in computing overtime. Engineers on switch engines working within their yard limits will not be required to remain on duty over six hours without a meal, but if held longer they will first be allowed 30 minutes off and paid for one hour.

Time between meals on switch engines

Hostlers will be given reasonable time for meals.

ARTICLE 25.

Hostling

Hostlers will do roundhouse and shop switching. Engineers desiring position of hostler will receive preference.

ARTICLE 26.

Promotion List

A list of engineers in promotion order will be posted in each booking room in January and July of each year.

Transfers

Engineers transferred from one division to another, or from one promotion district to another, or from another railroad, to rank as junior men.

Reducing Staff

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

Put back firing

Engineers put back firing on account of a reduction in staff will have choice of runs according to seniority and fitness.

ARTICLE 27.

Engineers taken over with another road will hold their seniority rights with men

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Engineers taken over with acquired territory on the division to which said road has been added from date of entering service of such other road.

Contractors' Engines have no seniority standing. Engineers assigned by the Company to Contractors' service will retain their seniority.

ARTICLE 28.

Housing Engines On runs of 100 miles or more not specified, engineers will be paid for five miles for housing engines and five miles for taking engines out at points where men are required to do such work.

ARTICLE 29.

Day and night hours, Hostlers and Switch Engineers When night and day hostlers are employed at a station they will be worked alternate weeks day and night, when switch engines are double crewed, they will change off week about. In changing from day to night duty and vice versa, the men will not be required to work continuously more than 18 hours.

ARTICLE 30.

Certificate of Service When engineers resign or are dismissed, they will be paid and given certificate of service on request within a reasonable time. When an offence is placed to the discredit of an engineer he will be notified in writing of same.

ARTICLE 31.

Men sent from home section Engineers will be kept on subdivision to which they belong, except in cases of emergency, and if engineers have reason to believe they have been sent off their subdivisions unnecessarily, they may on return

take up the matter with the Master Mechanic through the locomotive foreman.

ARTICLE 32.

Assigned
Runs

Men assigned to regular runs of 100 miles or over, or yard service, will not be required for work between their assigned runs, or shifts, except in case of accident, or extra passenger service, and then only when no other men available.

Meals
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Delay
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ARTICLE 33.

Reporting
Sick

An engineer 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 engine or in his turn.

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freigh

ARTICLE 34.

Switch
Enginemn
doing road
service

Engineers on switch engines doing road service will be paid for mileage or time according to percentage of engine.

(Interpretation.)

Road Service

Road service means any service not connected with regular switching movements outside the terminals.

Run

ARTICLE 35.

Monthly
Mileage

The number of unassigned engineers 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.

Rate
and
freig
doin
freig

ARTICLE 36.

Express freight
on passenger
trains

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

ARTICLE 37.

Meals while working with Auxiliary Engineers called to clear main line, will be allowed meals in auxiliary boarding cars, also sleeping accommodation if available.

ARTICLE 38.

Delays at terminals Engineers 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.

ARTICLE 39.

Additional way freight trains When other than assigned way freight trains are run part way as through freight and part way as way freight trains, actual mileage and overtime will be computed for each class of service.

ARTICLE 40.

Run Around When unassigned engineers are available and run around avoidably at terminals, they will be paid 50 miles for each run around, and hold their turn out.

ARTICLE 41.

Rates for mixed and through freight trains doing way freight work Mixed train engineers on branch lines over 100 miles and through freight engineers on trips of 100 miles or over making more than five (5) stops to take on or set out (a car or cars) or that make more than ten (10) switches en route, or a combination of such service, will be paid way freight rates for the trip.

Notice of
Change

The above Rules and Rates for Engineers
will not be changed unless on thirty (30)
days' notice.

For the Company,
C. MURPHY,
Gen'l Supt. Trans-
portation.

For Engineers,
R. H. COBB,
Gen'l Chairman.

Seniority
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ATLANTIC DIVISION—LOCAL RULES—
NEW BRUNSWICK SUBDIVISION.

(A)

Seniority choice of runs Seniority in service to have choice of runs. Men to take their choice of assigned runs within seven days after new time-table takes effect.

(B)

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

(C)

Yard Crews McAdam Yard crews for McAdam yard will be drawn equally from the St. John Subdivision and District No. 2.

(D)

Snow plows front of freight trains The practice of putting snow plows on front of engines to be discontinued on all main line freight trains hauling 10 cars or more.

(E)

Calling Engineers to be called 2 hours before leaving time of trains, except in cases of emergency.

(F)

Preferred Runs In the event of a preferred run being open more than 7 days, the senior engineer applying for same may have it.

(G)

Service St. John and Bay Shore Passenger engineers hauling cars between St. John and Bay Shore will be allowed through freight rates, for all time made in excess of one hour, after the arrival of their trains; freight engineers will not be held to do this work unless the cars are ready to be lifted immediately upon arrival.

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(H)

Cleaning fires and ash pans Cleaning of fires and ashpans on switch engines will be done by engine house staff.

Assist
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Mega

(I)

Way Freight Rates Way freight rates will be paid to way freight trains assigned to way freight work between points where way freight rates are now in force.

Assist
Boun

(J)

Unassigned Engineers relieving assigned men Article 40 will not apply when unassigned engineers are relieving assigned men on District 1-A.

(K)

Engineers taking assigned run out of Bay Shore Spare or pooled engineers taking an assigned run out of Bay Shore will be considered as regular engineers on such runs until return to Bay Shore.

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and
serv

Note:—The above rules for engineers will not be changed unless on thirty days' notice.

For the Company,
W. DOWNIE,
Gen'l Supt.

For Engineers,
R. H. COBB,
Gen'l Chairman.

Chc
and

LOCAL RULES, M. AND B. SECTIONS.

(A)

Running
through beyond
Megantic and
McAdam

Engineers will not be sent through beyond Megantic or McAdam, except when engineers of next subdivision are not available.

(B)

Assisting
Engine
Megantic

Engineers regularly assigned on assisting engine at Megantic, will work between Megantic and Holeb, and will be paid through freight rates, with a minimum of 10 hours per day. Road engineers assisting to Boundary may make one round trip from Megantic without losing their turn, providing it will not delay their trains, and will be paid a minimum of 5 hours. Engineers making one round trip, Megantic to Boundary, will not be called again to assist while there is a pooled man available. All assisting to be done by men of Atlantic Division if available, or when not regularly assigned. Engines regularly assigned to this work to be properly fitted for same.

(C)

Mileage
assigned runs
and irregular
service

Engineers on regularly assigned runs will be allowed to make what their runs call for. Engineers in irregular service will only be allowed to make 3,600 miles per month while there are engineers firing. Engineer failing to book his correct mileage on arrival, not to be called again until he has done so. Work trains to be considered as assigned runs, and pool shall be so regulated that this mileage shall be made.

(D)

Choice of runs
and new jobs

Engineers to have choice of regular and assigned runs, as well as engines when not pooled, according to seniority on the issue

of new time-table, or whenever there is a new run or job created, or taken off, this choice to be made within 5 days from date time-table takes effect or job is put on or taken off. Men not wishing to hold such runs or jobs may drop back into the pool, or in the event of regular engines, take the youngest man's engine.

(E)

Spare men

Spare men taking regular or assigned runs out of Brownville Junction will be considered as regular men on such runs until return to Brownville Junction.

(F)

Way Freight
Rates for one or
more mixed or
freights

It is understood that when one or more freight or mixed trains are run any week day in either direction over the Moose Head Subdivision, the engineer on one of the trains will be paid way freight rates, and all engineers required for these trains will be notified when called, and engine ordered for said run each day.

(G)

Unassigned
freight engines

Unassigned freight engines to be run first in first out; when engines are pooled, engineers will run first in first out.

(H)

Regular and
Assigned Runs
M. & B. sub-
division

All regular or assigned runs on Moose Head and Brownville Subdivision are to be manned by regular engineers.

(I)

Brownville
spare men take
engines out of
McAdam

When engineers are required to take engines out of McAdam, men doing spare work out of Brownville Junction shall be sent to do same.

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(J)

Put back firing Engineers put back firing on account of reduced traffic will be given spare running according to seniority, no preference to be given any man who does not take a regular engine to fire.

(K)

Regular man's engine placed 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 engineers not wishing to take spare engine or run, regular engineer on said engine shall follow same, this does not apply to pooled engines.

(L)

Way Freight Rates Way freight rates will be paid to way freight trains, assigned to way freight work, between points where way freight rates are now in force.

(M)

Vacant Runs In case of regular runs becoming vacant for one trip or more, senior spare or pool man shall have preference of same.

(N)

Mileage between Brownville Junction and McAdam During the life of this schedule engineers shall be paid for 111 miles for the trip between Brownville Junction and McAdam, but this provision shall not under any circumstances be made effective for any longer period.

Notice of Change Note:—The above rules for engineers will not be changed unless on thirty days' notice.

For the Company, W. DOWNIE,
Gen'l Supt.

For Engineers, R. H. COBB,
Gen'l Chairman.

LOCAL RULES EASTERN DIVISION.

Trains hauled into Outremont, Angus, Hochelaga, Place Viger

1. Engineers pulling freight trains into Montreal terminals destined Sortin or Outremont, and required to go to Angus, Hochelaga, Place Viger or vice versa, will be paid at the rate of 10 miles per hour from the time of arrival at Western Junction, Sortin or Outremont.

Unassigned Engines

2. Unassigned freight engines will run first in first out, and where there are 2 or more spare men, they will run first in first out. Engineers in pooling service will be first out when rest is up if their turn has arrived. Way freights to be the only assigned freight trains on the Smiths Falls subdivision.

Engineers pooling service

Rest

3. Engineers booking rest and their engines going out, will be furnished with a pass to reach their engines, and men relieved to receive a pass to their terminal, but neither the man relieving nor the man relieved will receive pay for such travelling.

Transportation

Transportation for leave and promotion changes

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

Engineers sent through to Newport from Farnham

5. Sherbrooke and Megantic subdivision engineers sent through on Newport subdivision 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 will be entitled to mileage and overtime only; this rule to apply to Outremont. On Sherbrooke subdivision engineers to be given sufficient notice if required to go through.

Breaking engines from shop

Switch Engineers transferred Road Ser

Spare passes, Qu Sub. Div

Senior Engineer Preference

Advertisement Vacancies

Breaking in
engines from
shop

6. When it is known by the Master Mechanic that engines turned out of Montreal shops are to be transferred to other subdivisions or divisions, regular passenger engineers will not be required to break them in.

Switch
Engineers
transferred to
Road Service

7. Engineers on switching engines may, on application, be transferred to road service, but it is understood that they will take the Junior Engineer'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. Such notice not to apply to men provided for by Rule 11, or to engineers who take a yard on account of not being able to hold the main line engine, providing they apply when there is one vacant.

Spare passenger
runs, Quebec
Sub. Division

8. It will be understood that spare passenger engineers working in Quebec, Three Rivers and Hochelaga Yards are to do all spare passenger work on Quebec subdivision.

Senior
Engineers
Preference

9. Senior engineers in service shall have preference of passenger, mixed way freight, regular fast freight runs, transfer and switch engines (regular fast freight runs not to apply to Smiths Falls subdivision). All permanent vacancies, transfers, switch engines and all new runs to be advertised, and will be filled by the senior engineer applying. Senior engineers on Farnham and Smiths Falls promotion districts may choose runs, transfer and switch engines at change of time table, which may take effect during the months of May, June or July, but will have to give notice in January of desired change. On the Ottawa and Quebec districts, promotion changes will be made at change of time table or when vacancies

Advertise
Vacancies

Promotion
changes

occur. Engineers on Quebec district desiring to take runs on branch lines will make application for same during first week in January of each year, and will take run when time table changes, during months of May, June or July. In case a train is discontinued, or the engineer being replaced by a senior engineer, the engineer so affected shall have the choice of any train, run or job to which his seniority entitles him. Seniority to remain as at present.

Train
discontinued

Moving on
promotion
district

10. In the event of an engineer not being entitled to an engine or run at his home station, he shall have the privilege of moving to any station on his promotion district where there is an engine or run manned by a junior engineer.

Senior
Engineers
passenger runs

11. Engineers receiving senior rates and who are suitable will be placed on passenger runs, and when the same are regular runs, will remain thereon until regular engineer returns, unless absent more than 7 calendar days, when the oldest suitable engineer will be put on, and the oldest spare engineer to take freight engineer's engine. When it is known that the regular engineer is going to be absent more than 7 days, oldest freight engineer entitled and applying will take run. In pooling service, the senior available engineer who is suitable, will be called for passenger extras, and sections of regular passenger trains. Where spare passenger men are employed, this rule not to apply.

Replacing
regular
Engineer when
absent

Drafts Glen
Yard and
Windsor

12. Engineers 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 45

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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. Less than 30 minutes not to count.

Regular assigned runs

13. Except in cases of engines breaking down on the road, or except when ordered by Master Mechanic for some special service, engineers on regular assigned runs will have right to such runs only.

Detention after arrival Windsor Stn.

13a. Passenger engineers detained after arrival of train at Windsor Street, Place Viger and Quebec stations for 30 minutes or more, will be paid one mile for every six minutes so held from arrival of train at station. Less than 30 minutes not to count.

Mileage assigned Engineers

14. Assigned engineers will not be permitted to make more than 4,500 miles per month while other engineers are firing.

Tarpaulins

15. Tarpaulins will be provided for all engines handling snow-plows.

Way freight rates

16. Way freight rates will be paid to way freight trains assigned to way freight work between points where way freight rates are now in force.

Overtime for turning engines

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

Assignment of engines

18. When engines (except in transit) arrive at a home station of a subdivision, the Senior Engineers entitled will be assigned to the engines in order in which the engines arrive at station. In the event of an unassigned engine being taken into shops for repairs at the home station, the engineer affected will not be required to wait more than 3 days without being assigned to an engine to which his seniority entitles him, but if it is known that such engine is going to be held more than three days, engineer affected will be assigned immediately if he so desires, but it is understood that he will have to take the first mentioned engines after repairs are completed, if his seniority entitles him to such engine. Engineers may elect to run spare during time engine is in for repairs, but in such case he must decide within the mentioned three days. This not to apply to Outremont and Farnham subdivisions.

Running spare while engine in for repairs

Number of spare Engineers

19. The number of spare engineers will be so regulated as nearly as possible to enable them to make not less than 2,600 miles or more than 4,000 miles per month.

Transfer work Sortin and Outremont

20. All transfer work between Sortin Yard and Outremont Yard work at Sortin, and all work created by establishing of Sortin Yard be equally divided between the Smiths Falls and Farnham men.

Through transfers Place Viger, Hochelaga and Sortin

Through transfers running between Place Viger, Hochelaga, and Sortin be divided equally between the Ottawa and Sortin men. Sortin men means the Smiths Falls and Farnham men.

When Engineers Pope and Williams now in Outremont Yard vacate their positions, their places will be filled by Ottawa men,

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and when Engineers Gariepy and Dubois vacate their positions, their places to be filled by South men.

21. ENGINEERS BELONGING TO SMITHS FALLS PROMOTION DISTRICT, WORKING IN SORTIN AND MONTREAL TERMINALS, WILL BE GOVERNED AS FOLLOWS:—

Vacancies shunting and transfer engines advertised

All vacancies on shunting and transfer engines to be advertised. Advertisements to be posted for seven days, senior engineer applying to be given the position.

Married men vacating position

Married men accepting positions and moving their families or homes to Montreal Terminals will not be asked to vacate their position till one year from time of accepting same, and then only to a senior engineer, and will be given one months' notice to vacate the same.

Men on transfer and switch engines

All men on transfer and switch engines in Montreal Terminals to hold same subject to this agreement.

Notice for vacating position

Men wishing to vacate positions in Terminals will be required to give the usual two weeks' notice.

Notice reduction of staff

In the event of an engineer not being entitled to the work on account of reduction of staff, and his being set back firing, he will be given two weeks' notice.

The above rules for engineers will not be changed unless on thirty days' notice.

For the Company,
GEO. HODGE,
Gen'l Supt.

For Engineers,
R. H. COBB,
Gen'l Chairman.

LOCAL RULES, ONTARIO DIVISION.

(A)

Way freight rates

Way freight rates will be paid on trains doing way freight work where way freight rates are now in force.

Mileage
passenger
Hamilton
division

(B)

Transfer trains
Toronto
terminal:

Engineers on freight engines required to make transfer of their trains between points in Toronto Terminals will be paid Schedule rates for time occupied .

Store

Light engines
West Toronto
and John St.

Engineers in charge of light engines West Toronto to John Street, and vice versa, will be paid 15 miles with overtime after one hour and thirty minutes. Between the hours of midnight and 6 A.M. will be paid twenty-five miles with overtime after 2 hours and 30 minutes.

Assign
men a
engine

(C)

Assisting to
Leaside Jctn.

Engineers on road engines assisting No. 22, and those called only for double heading to Leaside Junction, will be paid not less than 50 miles and overtime after 5 hours. Engineers on other assisting engines will be paid mileage rates.

Call

Note:—Understanding with committee is that engines used for trip, Toronto to Leaside Junction, will be available for a second trip or other service up to 5 hours without extra time, between Toronto and Leaside Junction.

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(D)

Mileage freights
Hamilton Sub-
division

Hamilton Subdivision freight engineers will be paid 50 miles each way, and overtime after 5 hours each way.

Co

(E)

Mileage
passenger
Hamilton Sub-
division

Hamilton Subdivision passenger engineers will be paid 50 miles each way, which will include switching up to thirty minutes, over thirty minutes at rate of 10 miles per hour.

(F)

Stone train

Engineers on stone train (so called) to be paid intermediate rates, half way between way freight and through freight rates.

(G)

Assignment
men and
engines

Engines assigned to regular run will be manned by senior engineers if capable, other engineers will be run first in first out. When an engineer is required for work at outside points on subdivisions or for switching in yards, the Junior Engineers will be called and must go unless senior engineer applies. Way freight engineers will be kept on their regular runs except Sundays.

(H)

Calling

Engineers will be called for all runs, except at John Street, Toronto, unless otherwise arranged.

(I)

Engineers run
only one section
of same train

Passenger engineers will not be required to run more than one section on same train, except in cases of emergency.

(J)

Coa supply

Coal of firing size to be supplied all through passenger engines.

(K)

No snow plows
front passenger
and freight
trains

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

(L)

Placing men
from disabled
engines

When a regular assigned passenger engineer's engine becomes disabled on his 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.

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Replacing
assigned
passenger and
freight men

The senior engineers to have spare passenger work when regular passenger engineers are off, passenger engineers to be allowed to run in with other men on their runs. Full complement of men to be kept on these runs if available. When a regularly assigned freight engineer lays off, the first unassigned engineer catching engine will hold it for ten days, after that the senior unassigned engineer will take the engine. Unassigned engineers will run first in first out.

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Assisting train
London, Hyde
Park and
Windsor

Road engineers on duty required to assist train London to Hyde Park, will be paid 25 miles with overtime after 2 hours and 30 minutes. If ordered out for this work when not on duty, they will receive 40 miles with overtime after four hours.

Road engineers assisting train out of Windsor will be paid 10 miles with overtime after one hour.

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Note:—Engineers called to assist from London to Hyde Park, will be available for further assisting service out of London to the extent of forty miles or four hours.

(O)

Cleaning ashpans and fires of switchers

The cleaning of fires and ashpans of switch engines will be done by the Company where round house staff is employed.

(P)

Detention after arrival Union Station, Toronto

Passenger engineers detained on their trains after arrival at Toronto Union Station for 30 minutes will be paid one mile for every six minutes so held, until engine is put in charge of hostler. Less than 30 minutes not to count.

(Q)

Tarpaulins for snow plows

Tarpaulins to be provided for all engines handling snow plows.

(R)

Monthly mileage regulation spare men

The number of spare men will be regulated so as to enable them to make not less than 2,600 miles, or more than 3,500 miles per month, while there are engineers firing, but pay to this extent is not guaranteed.

(S)

Seniority choice of runs

Engineers to have choice of subdivisions according to their seniority.

Turn around trips

Engineers who have made a turn around trip to a point on their subdivision will not again be required to do so, except in cases of emergency, until they have made a trip to their home station, unless there are no engineers available that are assigned to that subdivision.

(Example) Engineers having made a trip from London to Toronto, Toronto to Port Burwell, and return to Toronto, will not be required to do so again, except in case of emergency, until first being returned to London except in cases where there are no other engineers available, (Article No. 40, General Rules not to apply in the above case).

Computation
time away from
home

It is also understood that engineers computing time laying away from home station, in accordance with second paragraph of Article 13 will compute their time from the arrival time of engineer who takes the turn around run.

(T)

Inability to
follow run

When an engineer has become physically incapacitated to follow his run, he may take any run held by a junior man, subject to the approval of the Master Mechanic.

(U)

Assignment of
men from
engines sent
shops

In the event of an unassigned engine being taken into shop for repairs, the engineer affected will not be required to wait more than three days without being assigned to an engine to which his seniority entitles him, but if it is known that such engine is going to be held more than three days, engineer affected will be assigned immediately, but it is understood that he will have to take the first mentioned engine, after repairs are completed, if his seniority entitles him to such engine. Engineer may elect to run spare during time engine is in for repairs, but in such cases he must decide within the mentioned three days.

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" Rules Governing Promotion."

Ontario Div.
limits

1. The Ontario Division will extend from Smiths Falls West to Windsor, Owen Sound, and all branches in so far as the promotion of engineers is concerned.

" Order of Promotion."

2. From Switching to Work, Work to Freight, Freight to Mixed, and Mixed to Passenger Trains.

Advertising
runs

3. All runs including yard engines when a vacancy occurs to be advertised, the senior engineer applying to have the preference if capable and deserving, past record to be taken into consideration, but in the case of advertisements of road engines this does not apply to permanent yard engineers. It will be also understood that when a run is abolished engineer of said run will take his previous run, or such as he is entitled to according to his seniority.

Runs abolished

Inferior runs

In case an engineer applies and receives an inferior run the same will not interfere with his seniority. Neither will he lose any seniority by not applying for any run that is advertised.

Length of
time in yard
service

4. Yard engineers other than permanent men will not be allowed to stay in yard service for a longer period than one year, and must assert themselves as road engineers by going into such service and remaining there not less than one year. In case of an engineer being unfit for main line the Master Mechanic may give him a yard engine if he is capable.

Unfit for main
line service

Permanent yard engineers Permanent yard engineers will be given the preference where permanent yard engineers are employed, and engineers on road seniority list will not displace permanent yard engineers, unless a road engineer becomes unfit for road service, and he being assigned to permanent yard service, he will rank in seniority from where he stood, on the general engineers seniority list.

Balance of local rules in effect in schedule of July 1st, 1911, remain the same.

Notice of change

The above rules for Engineers will not be changed unless on thirty days' notice.

For the Company,
J. T. ARUNDEL,
Gen'l Supt.

For Engineers,
R. H. COBB,
Gen'l Chairman.

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LOCAL RULES, LAKE SUPERIOR DIVISION.

(A)

Assignment of
men and
engines

An engineer assigned to an unassigned engine shall retain it so long as it remains at his station, and his seniority entitles him to such engine except the engine is being assigned to regular run, in which case he may retain the engine on said run until the engineer assigned to the run takes the engine. This rule also to apply in case changes are being made, from preference engines to Consolidation Engines, or vice-versa, or when runs have been abandoned.

(B)

Spare men

Spare engineers will run first in first out in freight service. In passenger, the senior spare men shall be called. A spare engineer who catches an engine shall be entitled to hold the same unless it is known that the regular engineer is laying off for at least one week, or six single sections, in which case the senior freight engineer shall be assigned to the passenger run if he desires, and the senior spare man for the freight engine. In the event of the senior freight man not accepting this temporary promotion, the next man in seniority order will have the privilege, and so on.

(C)

Replacing
assigned men
laying off

In the event of an engineer assigned to a regular run, or to a preference engine, laying off, and it is known that he is to be absent for over one month, the next man in seniority order may claim such run or engine if he so desires.

(D)

Disposal of men
from unassigned
engines sent
shop

In the event of an unassigned engine being taken into the shop for repairs at the home station, the engineer affected will not be required to wait more than four days without being assigned to an engine to which his seniority entitles him. When it is known that an engine is to be under repairs for more than four days, engineer to be assigned to an engine to which his seniority entitles him immediately if he so desires. But it is understood that he will have to take the first mentioned engine after repairs are completed, if his seniority entitles him to such engine. Engineer may elect to run spare during the time engine is in for repairs, but in such case he must decide within the mentioned four days.

(E)

Monthly
mileage regula-
tion spare men

The number of spare engineers shall be so regulated to enable them to make not less than 2,600 miles, or more than 3,500 miles per month, while engineers are firing.

(F)

Promotion

Promotion for engineers will be from switch to work train, work train to freight train, freight train to mixed train, mixed train to passenger train. An engineer who has by preference been assigned to switching service for a period of one year, will not be entitled to promotion. The senior freight engineers may select either a regular freight run, or a preference engine.

(G)

Snow plow
service

Engineers in snow plow service, after arriving at terminals will not be liable for further immediate service, except in cases of emergency.

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Work trains

All runs and work trains to be advertised, engineers selecting their runs to remain with such run if their seniority permits them during life of the current time-table, except as otherwise provided in Article (B). An engineer who accepts the work train by preference, shall remain thereon until the work train for which he applied is abandoned unless a vacancy in promotion order has occurred for him in regular passenger service.

(I)

Relief of men on work train between terminals

When engineers on work train between terminals require leave-off or in promotion changes, transportation will be furnished, but neither the engineer who is relieved, nor the engineer relieving, will receive pay for such travelling.

(J)

Unassigned service

Engines in unassigned service to run first in first out of shop, except when preference engines are required for passenger service, they then may be run regardless of turn. Regular assigned passenger engineers to be entitled to the mileage their run calls for.

Mileage assigned enginemmen

(K)

Transfer of engineers to home station

When engines except in transit are being transferred to a home station of a subdivision, the senior engineers entitled will be assigned to the engine in the order which the engines arrive at the station, engineers to be advised when they are called, what service they are required for.

1. Seniority Districts to remain as at present, the number of engineers on each

Seniority districts

subdivision to be so regulated to move the traffic with promptness and despatch, and allow each to make at least equal to 26 single trips per month.

Pooled engineers

2. Engineers in freight service while in the pool, will run first in first out, on the subdivisions to which they are assigned, for passenger extras or for second class portions of regular passenger trains, the first senior suitable engineer will be called.

Replacing regular assigned engineer

If a regular assigned engineer lies off for less than one week, the senior available engineer in the pool will be called, and he shall be entitled to hold the same for one week or six single subdivisions, and if it is known that it is to be for a longer period than this, the senior engineer on the seniority list may claim it, should he not desire to take it, the next in seniority shall have the choice and so on down, and when it is known it is to be for more than one week, it may be chosen at once. (As per local rule C).

Running men off their subdivision

3. Should it become necessary to run men off their respective subdivisions, the first men out if rest is up must go, this only to apply when a case arises that there are no men available who are assigned to that particular subdivision, except in cases of emergency men will not be required to make more than one trip off their subdivision before being first returned to their home station.

Booking rest

In all cases the required amount of rest must be booked on arrival; should it become necessary to book additional rest at expiration of the amount booked in the first instance, an explanation must be submitted to the locomotive foreman.

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Advertising
runs

4. All regular runs both Freight and Passenger to be advertised, the proper officer of the Company to decide which runs to be handled by assigned engines, and which runs to be handled by pooled engines, the senior engineer making application shall have preference and shall hold same during life of the current Time Table, unless in cases of promotion or trains being abandoned.

Decision as to
assigned and
pooled engines

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Manning
work trains

5. Work trains to be manned by Junior Engineers, but in cases where it is known that same is going to be out for a month or more, they shall be advertised, senior applicant to have preference. In all cases where no applications are received, the Junior Engineer to be assigned; in cases where work trains have to be manned differently on account of the Junior Engineer not being available, upon request of the Senior Engineer he shall be relieved as soon as practicable.

Manning
switch engines

6. Switch engines to be manned by the Junior Engineer unless Senior Engineer applies. When switch engines are double crewed, the Senior men to have preference of day work.

Note:—Local Rule "L" to be taken out.

Balance of Local Rules remain same as in effect in Schedule dated July 1st, 1911.

Note:—The above rules for Engineers will not be changed unless on thirty days' notice.

For the Company,
J. J. SCULLY,
Gen'l Supt.

For Engineers,
R. H. COBB,
Gen'l Chairman.

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DUTIES OF LOCOMOTIVE ENGINEERS.

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| Outside inspection | 1. Engineers to make a careful outside inspection on arrival at terminals and when opportunity offers on the run. Engines arriving covered with snow and ice will be examined by the shop staff when so booked. |
| Air pump, brake, signal whistle, steam heat, equipment, etc. | 2. To test air pump and air brake, signal whistle, steam heat equipment, injectors, lubricators, electric and tool equipment, and know they are all in proper working order before leaving round house tracks. |
| Oil cup feed | 3. To adjust the feed of all oil cups and close them at end of trip. |
| Quantity water | 4. To see that at least three gauges of water is in the boiler before leaving engine at terminals. |
| Trip tickets, reports, book in | 5. Engineers will fill out all columns required on outward and inward books, and time of arrival at terminal will be registered from this book. They will also make up the trip ticket and the form used for reporting detentions, casualties, etc., before leaving the Company's premises. |
| Work required | 6. To book on arrival at terminal details of work to be done by round house staff. |
| Ashpan and dampers | 7. Engine house staff will inspect ashpan and properly fasten dampers before engine is turned out for trip. Engineers will be responsible for same being done. |
| Keys of main rod | 8. To key up both ends of main rod brasses. |
| Lubricator | 9. Blow out lubricator and renew glasses on the road when necessary. |

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- Air pump 11. To care for the air pump and see that it is kept in a clean condition and properly lubricated.
- Boiler pressure, steam heat, brake, signal lines 12. To be responsible for the steam pressure in boiler and the steam heat line, and the air pressure in the air and signal lines being maintained, but not exceeded.
- Firemen's duties 13. To see that the firemen perform their duties and comply with the instructions regarding economical use of fuel.
- Handling locomotive 14. To handle the locomotive so as to give best results, both as regards economy and efficiency, and to handle air brakes and steam equipment in accordance with instructions.
- Reports accidents and damage 15. To wire to Master Mechanic reports of accidents which result in damage to machinery, and when staybolt has been plugged, if found necessary in case of emergency.
- Disabled engine 16. To notify the Conductor when engine disabled, nature of disablement, and when engine will be ready to proceed with full or part load.
- Oil headlights 17. Engineers to be responsible for the condition of oil headlights.

Note:—The above rules will not be changed unless on thirty days' notice.

For the Company, C. MURPHY,
Gen'l Supt. Transportation.

For Engineers, R. H. COBB,
Gen'l Chairman.

REGULATIONS GOVERNING THE POOL- ING OF ENGINES.

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| Decision as to pooling | 1. Master Mechanics will decide which trains are to be handled by assigned engines and which by pooled engines. |
| Booking and reports | 2. Engineers will fill out all columns required on outward and inward books, and time of arrival at terminal will be registered from this book. They will also make up the trip ticket and the form used for reporting detentions, casualties, etc., before leaving the Company's premises. |
| Pooling | 3. Engine men in pooling service will be first out when rest is up if their turn has arrived. |
| Outside inspection | 4. Engineers will be responsible for reasonable outside inspection and reporting hot bearings, blows, leakage of steam, defective wheels, breaks and defects which develop while running. |
| Adjust feeds | 5. To adjust the feed of all oil cups and close them at end of trip. |
| Quantity of water | 6. To see that at least three gauges of water is in the boiler before leaving engine at terminals. |
| Lubricator glasses | 7. To renew lubricator glasses on the road when necessary. |
| Water gauge glasses | 8. To renew water gauge glasses on the road when necessary. |
| Lubrication air pump | 9. To see that the air pump is properly lubricated. |

- Steam pressure 10. To be responsible for the steam pressure in the boiler and the steam heat line, and the air pressure in the air and signal lines being maintained, but not exceeded.
- Firemen's duties 11. To see that the firemen perform their duties, and comply with the instructions regarding economical use of fuel.
- Handling locomotive 12. To handle the locomotive so as to give the best results, both as regards economy and efficiency, and to handle air brakes and steam equipment in accordance with instructions.
- Reports accidents and damage 13. To wire to Master Mechanics reports of accidents which result in damage to machinery, and when staybolt has been plugged, if found necessary in case of emergency.
- Disabled engine 14. To notify the Conductor when engine disabled, nature of disablement, and when engine will be ready to proceed with full or part load.
- Tool boxes 15. Individual tool boxes to be taken off and put on engines by engine house staff. Engineers to be responsible for boxes and contents.
- Flag equipment, tools, etc. 16. Flag equipment, tools (other than individual tool boxes), filling, cleaning and trimming of all lamps, filling of lubricators, dash pots, and rod cups to be attended to by engine house staff. Engineers to be held responsible to see that this is done. Engine house staff will be responsible for equipping engines with tools.
- Failure make repairs 17. Engineers noticing at any time repairs not properly made, must report same to foreman, and also draw foreman's attention, or his representative's, to anything serious.

Ash pans and dampers 18. Engine house staff will inspect ash-pans and properly fasten dampers before engine is turned out for the trip. Engineers will be responsible for same being done.

Supplies 19. Firemen will get supplies and put them on engine when they come on duty.

Oil allowance 20. Firemen will be given oil allowance for single trip in cans belonging to the engine, extra valve oil will be issued in cans belonging to the engineers which will be placed in oil house at end of run by engine house staff.

Hostlers report defects 21. Hostlers will report any defects noticed about engines and make special examination of grates and ashpans, and see that grates are level and levers properly secured.

Examination of engine 22. Engine house staff will examine report book and also make a thorough examination of engine and tender and when not able to do all the work required, report same to foreman. The inspection of cast iron wheels must receive very special attention. All work properly done must be booked off.

Classification and marker flags 23. Fireman will remove flags from brackets of front and rear end of engine when delivering engines to round house staff.

Notice of change Note:—The above rules will not be changed unless on thirty days' notice.

For the Company,

C. MURPHY,
Gen'l Supt. Transportation.

For Engineers,

R. H. COBB,
Gen'l Chairman.

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