

T. W. Read

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President and Secretary

V.G. Davis

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Vice-President

Railway Employees' Department

DIVISION No. 4



COMPRISING ALL RAILROADS IN CANADA

Headquarters:

407 CRESCENT BUILDING

Montreal 25, Que

December 3rd, 1957

Mr. P. P. Sapiak,
General Chairman, C.N.R., W.R.,
248 McIvor Ave.,
R.R. #3,
Winnipeg, Manitoba.

Dear Sir & Brother:

In answer to your communication of November 14th, 1957, relative to the question of equalizing of overtime specified in Rule 16 of Wage Agreement No.11.

It has never been the intention within the back shops that equalization of overtime would be taken strictly on a seniority basis or working through a list of employees the same as carried out in the running end, referred to as Roundhouse and Running Yards, wherein the back shop men are more or less trained in specific operations and in a lot of instances are not qualified to move from job to job.

Another thing where differential in rates of pay come into the picture, the Company looks very reluctantly for an hour or two into these classifications for the purpose of equalizing overtime. I hope this as a guide will be of service to you.

Your other question with regards to the setting back of Supplementary mechanics. When a man moves from a Helper's classification even though he is on a differential rate of pay to take over the position of a mechanic receiving a higher rate of pay, the Supplementary agreement as amended does not protect the Helper in any other way than his Helper's rights. In other words, if the Helper is demoted from a mechanics position he would displace the junior Helper.

Fraternally yours,

T. W. Read,
President, Secretary-Treasurer,
Division No.4, Railway Employees
Dept., A.F. of L, C.I.O.