

NEWS OF THE RAILWAY WORLD

STOCK TO BE LISTED MAY HAVE SCHOOL INCREASE IS GIVEN FOR AGENTS IN AMERICA

CANADIAN NORTHERN ISSUE OF \$15,000,000 GIVEN TO AMERICAN INVESTORS.

Chicago, June 30.—Western and Chicago investors in railroad stocks as well as those in the east are finally to be given a chance to purchase part of the recently authorized \$15,000,000 issue of 5 per cent convertible debenture stock of the Canadian Northern railway. Mackenzie and Mann, the railroad financial geniuses of Canada, are to apply to the New York stock exchange to have the stock of the Canadian Northern listed there. The stock has just been listed on the Toronto exchange, and this action is looked upon as being quite significant since it is the first time the road's securities have ever been listed on a stock exchange on this continent. Most of the stock of the road is held by Mackenzie and Mann, who have held on to it because of their firm faith in its future value as a dividend proposition. If the securities are listed in New York they will also be listed in Chicago.

The stock that has been listed in Toronto is one-third of a total issue of \$15,000,000 of 5 per cent income charge convertible debenture stock, most of which has been taken up by London houses. The \$5,000,000 issued in Canada has been underwritten by Toronto houses.

It is to sell this issue particularly that the application will be made to American stock exchanges. The stock is redeemable at par during three years. Beginning January, 1915, it is convertible, at the holder's option, into the common stock of equal par value of the Canadian Northern. The interest is payable semi-annually and is a charge upon the assets of the railroad, except land and money subsidies from the Canadian government and the provisional governments, coming next after the operating expenses and fixed charges are met.

This railroad, built with sheer nerve and a few thousand dollars of original capital, is showing great gains in earnings. Every year of its short history it has earned surpluses over traffic earnings, and the accumulated surplus on June 30, 1909, exclusive of land surplus, amounted to \$3,948,517.

The published returns of the earnings for ten months of the current fiscal year show gross earnings of \$10,367,700 and expenses of \$7,492,260. The net earnings, amounting to \$2,865,500, exceed those for the same period last year by \$385,500.

RETURNS TO WORK.

Brakeman C. J. Dalton of the Northern Pacific returned yesterday from a trip to Chicago, where he was called on account of the death of his father.

WILL TAKE REST.

Conductor C. F. Wilds of the Northern Pacific is taking a leave of absence. He will go east tomorrow.

LEHIGH VALLEY RAILROAD PROPOSES TO EDUCATE MEN AT ITS SMALLER STATIONS.

Charles S. Lee, general passenger agent of the Lehigh Valley, proposes to put the instruction of his ticket agents on a basis where he will be able to more accurately estimate the value of the results obtained than ever before. He has instructed the district passenger agents to hold meetings for catechizing the agents every month. On the Lehigh Valley, as on most railroads, there are many men at the smaller stations whose duties require them to look after not only the passenger business, but also the freight, telegraphing, and the checking of baggage; and to be a general information bureau as well. As the stations are small these men cannot be paid very large salaries, and in consequence they are not always so full of ambition to build up business as might be desired. A school should not only produce a better class of men to select from for higher positions, but also encourage the men to feel that the company is taking an interest in them. Then some of them will become sufficiently interested to study conditions themselves with improvement of themselves as well as increasing the business of the company.

The district passenger agent, who is supposed to be thoroughly posted, will ask each man all sorts of questions; as, for example: How many miles does the Lehigh Valley system comprise? Through what state or states does it run? What are the principal towns along its lines? Is it double-tracked all the way or only part way? Is it electrically blocked or what system is used? What are the principal trains? If a man wished to go from your station to — what train would be the best for him to take to reach his destination promptly? Over what line does the Lehigh Valley run through east of Suspension bridge and south of Bethlehem? If a man is going to Boston what would be the best way for him to go from your station and at what station in Boston would he arrive if he took your recommendation? How is checked baggage taken through Geneva for a passenger going to a local point on the New York Central?

This scheme is to be warmly commended. Not only will it mean better service to the public in every way; it will be beneficial in getting the men together so that they can meet each other personally.

BUTLER TAKES LEAVE.

Conductor Butler of the Northern Pacific is taking a rest. Conductor Brill is relieving him on Nos. 41 and 42.

LEAVES FOR COAST.

Harold Berry, son of Conductor Berry of the Northern Pacific, left for the coast last evening.

CONFERENCE BETWEEN GRIEVANCE COMMITTEE AND RAILROAD RESULTS IN RAISE.

On the first of May a conference was commenced between the grievance committee of the machinists' union and the Northern Pacific at St. Paul. Several days ago this conference was concluded. The two important features of the new agreement between the railroads and the machinists were that the wages of the men were raised from 42 cents to 44 cents per hour and that no more handy men's positions would be created. The handy man is an apprentice who has shown unusual qualifications and does not finish his apprenticeship, but does machinist's work before he is entitled to under the laws of the union. The new agreement does away with these men, but those already in the service will be permitted to continue their work under the present conditions. The new agreement went into effect on June 15. The agreement is as follows:

The Agreement.

Rule 1. This agreement will be in effect upon its adoption and shall supersede all other agreements and instructions contrary thereto. It shall remain in effect until changed, subject to 30 days' notice, in writing, from either of the parties that desire to change it. A full statement of changes proposed shall accompany the written notice, and upon the expiration of the 30 days conferences shall begin.

Rule 2. Any man who has served an apprenticeship or has had four years' experience at the machinist's trade and who, by his skill and experience, is qualified and capable of fitting together the metal parts of any machine, locomotive, and who is generally competent to do sizing, shaping, turning, boring, planing, finishing and adjusting the metal parts of any machine or locomotive whatsoever, shall be considered a machinist. The competency of a machinist shall be decided by the master mechanic or shop superintendent within 30 days.

Rule 3. —Fitting, adjusting, shaping, boring, skilled drilling, turning, planing, finishing and dismantling of any machine or locomotive shall be machinist's work. Men on unskilled drill press work, bolt cutters, pipe machines, tender trucks, car wheel boring, axle lathes and car wheel lathes shall be classed as helpers. Helpers will not be advanced to the work of apprentices or machinists, and when used in any way in connection with machinist's work shall in all cases work under the direction of machinists.

Handy Men Barred.

No more handy men shall be made or employed. The handy men employed on this system shall be allowed to remain until such time as they shall leave the service. Then the work shall revert to machinists and apprentices.

Rule 4. Nine hours shall constitute a day's work. All time, including the noon hours, other than bulletin hours, will be considered overtime.

Overtime worked by day force before midnight shall be paid for at the rate of time and one-half; after midnight, double time. Machinists or apprentices returning after regular working hours in force, as per shop bulletin, will receive not less than five hours' pay. Overtime worked will be confined to emergency cases. When it becomes necessary for an employe to work overtime, he will not be laid off during regular hours to equalize time. Day machinists and apprentices will start work at the same hour and not later than 7:30 a. m. All machinists and apprentices will be allowed one hour at the close of the week, irrespective of the number of days worked during the week.

Holidays.

Rule 5. Sundays and legal holidays, New Year's day, Lincoln's birthday, Washington's birthday, Decoration day, Fourth of July, Labor day, Thanksgiving day and Christmas day shall be considered holidays, and employes working on those days will be paid at the overtime rates. When a legal holiday falls on Sunday, the day observed by the state or nation will be considered a legal holiday and observed accordingly.

Rule 6. Machinists sent out on the road to work will, if absent less than 24 hours, be allowed shop rates; over 24 hours will be allowed straight time from the time they leave until they return, except Sundays and legal holidays, when time and one-half will be paid, with reasonable expenses. When it is necessary to transfer machinists to roundhouse or other shop, they will receive one day's time for each day of traveling and reasonable expenses until they arrive at their destination.

Rule 7. Minimum rates of pay for machinists will be as follows:

East of Mandan, 42 cents per hour. Mandan and west, 44 cents per hour. Standard rate for apprentices will be as follows:

First year, 12 cents per hour. Second year, 15 cents per hour. Third year, 19 cents per hour. Fourth year, 23 cents per hour.

Rule 8. When it becomes necessary to reduce expenses, time shall be reduced to eight hours per day, five days per week. If further reduction is necessary, the force shall be reduced, senior machinists being given preference, except that men who have served the apprenticeship with the company shall be entitled to their seniority from the date they entered the service as machinists. The hours shall not be increased until all available machinists laid off are given an opportunity of re-employment, according to their seniority.

Rule 9. All work will, as far as practicable, be cleaned before the machinists or apprentices are required to work on it.

Rule 10. Apprentices when employed shall not be less than 15 nor more than 21 years of age. They will serve an apprenticeship of four years—250 days to constitute a year. They will be instructed in all branches of the trade during their term of apprenticeship, and, as far as practicable, will not be required to work over four months on any one machine or class of work. During the last year of their apprenticeship they will serve on the floor.

Not including graduates of technical schools, one apprentice may be employed for each shop and one additional apprentice for every five machinists employed. If force is reduced, apprentices will not be discharged. Apprentices will not be compelled to work overtime.

Rule 11. Machinists discharged from the service will be given a clearance letter setting forth cause of discharge, and, if desired, an investigation will be held within five days after receipt by the company of a written request for the same. If, after investigation has been made, it is found that the machinist has been unjustly discharged, he will be reinstated, with full pay for time lost.

Qualifications.

Rule 12. Machinists will be considered in line for promotion, the following qualifications to govern:

1. Fitness for position.
2. Previous record for faithful service.
3. Length of such service.

Rule 13. Machinists having grievances will submit them in writing, reply thereto to be made in writing, from which appeal may be made to higher officials. Leave of absence and transportation will be furnished to machinists and committee when grievances cannot be otherwise adjusted.

Rule 14. When day machinists are, at the request of the company, assigned to night work, or night machinists to day work, they will, when obliged to work continuous time night and day, be entitled to overtime, as per rule 4, for the first night or first day, as the case may be. (Night machinists will be allowed 10 hours for nine hours on duty, with one hour for midnight lunch.)

Rule 15. A place will be designated by the proper officer inside all shops and roundhouses where proper notices of interest to machinists may be posted.

Rule 16. —Machinists will not be required to work on engines out of doors, nor underneath engines at terminal points, when not over a pit, when it can be avoided.

Rule 17. As far as practicable, arrangements will be made to pay machinists not later than the 20th day of each month.

Rule 18. Machinists whose long and faithful service entitles them to special consideration will be given preference to such light work as they are able to handle.

Rule 19. As far as practicable, machinists will give 10 days' notice before leaving the service, and foremen will give 10 days' notice before laying men off.

TRAFFIC CONDITIONS CAUSE REDUCTIONS

The reduction which is being made by the Northern Pacific is being carried on with increased energy. Reports from the Idaho division were received here to the effect that four work trains and several extra gangs were pulled off there within the last few days. This reduction is due to decreased business and will probably be continued until traffic resumes its former volume.



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