

A P P E N D I X E

A copy of letter No. 871 dated August 9th, 1960 from the Manager, Labour Relations, Canadian Pacific Railway Company, Department of Personnel, MONTREAL-3, addressed to the writer.

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1. Job Classification - This Company has no formal job classification program.
2. Training - As shown on Page 2 of my letter of April 7th, we have no formal job training program; however a supervisory development program is in effect which provides two one-week periods of study and discussion on supervisory problems and techniques. A copy of the outline of this course is attached. The method of instruction used is largely guided discussion with visual aids and projects involving group participation.
3. Management - Worker Consultation - There is no formal program of management-union or management-worker committees.
4. Negotiation Procedure - Attached is a copy of the Industrial Relations and Disputes Investigation Act which governs the bulk of Canadian Pacific negotiation procedures.....
5. Managements' Attitude towards Trade Unions - .....  
Management recognizing the fundamental right of the employees to organize has sought to endeavour to maintain good relationships with union leadership, with generally satisfactory results.

Management has not specifically sought the cooperation of the unions in any area of major importance although there is, of course, the continuing day to day cooperation between management and union at the local level.

6. The Right to Strike - There is no restriction on the right to strike provided the requirements of the Act (see Item 4) have been complied with. However, in recent years major railway strikes have been settled by the government imposing compulsory arbitration by means of special legislation.

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EFFECTIVE SUPERVISION  
A PROGRAM OF SUPERVISORY DEVELOPMENT

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