

A P P E N D I X G

A copy of a letter dated August 16, 1960 from the Manager, Industrial Relations Research, Canadian National Railways, Personnel Department, Montreal, addressed to the writer.

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ITEM 1

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ITEM 2

....."Worker's participation in management" in the sense of co-management does not exist in the C.N.R. However, there are some "joint consultation works" and they are known as Union - Management Co-operative Movements. Local and regional co-operative committees are to be found in the Maintenance of Way and Mechanical Departments where some committees have been in existence since 1926. Constitutionally speaking, the objective of the committee is to enable management and employees to consult with each other about the following matters:

Improvement of relationships between management and employees through better understanding and appreciation of each other's points of view.

Achievement of the highest possible stability of employment for as many employees as possible compatible with the highest possible degree of efficiency of operations.

and also such matters as: New methods and equipment, Safety and health of employees, Physical working conditions in the place of work, Training of scheduled employees and other matters which will contribute to: Increased revenues for the company, Improved efficiency, Reduction in costs, Welfare of employees.

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Items 3 & 5

Industries such as the railways, shipping, air transportation, radio broadcasting, etc. come under federal jurisdiction.

The Act which regulates industrial disputes in these industries is entitled "Industrial Relations and Disputes Investigation Act."

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Regarding the negotiation procedure, the Act provides for conciliation machinery to attempt the settlement of a dispute where negotiations for a collective agreement following the certification of a bargaining agent or negotiations for the renewal of an existing agreement have been unsuccessful. At the request of either party to such a dispute, the Minister of Labour may appoint a conciliation officer to confer with the parties and attempt to effect an agreement. If the conciliation officer reports failure to bring about the settlement of the dispute, the Minister may appoint a board of conciliation. Such a board

may also be appointed without prior reference to a conciliation officer, but the normal practice is the appointment of a conciliation officer in the first instance.

When a conciliation board is appointed, each party to the dispute is invited to nominate one person for appointment to the board. The two members so appointed are then requested to recommend a third person for appointment as chairman. If they fail to agree, the Minister selects the chairman.

The first duty of a board of conciliation and investigation is to endeavour to effect an agreement between the parties on the matter in dispute. In the event of its failure to do, it is required to submit to the Minister a report setting forth its findings and its recommendations as to the terms on which it considers the dispute should be settled. The Minister supplies each party with a copy of the report. A strike or lockout is prohibited until seven days after the receipt of the report by the Minister.

The matters in dispute may then be referred to an Industrial Inquiry Commission whose members (one or more) are appointed by the Minister. Their recommendations, which are not binding, are submitted to the Minister in a report, copies of which are furnished to each of the parties.

If this procedure fails to bring about a settlement of the dispute the government may then enact special legislation if it is felt that economic paralysis would result from a strike.

Thus in 1950, the government put an end to a nine-day strike on the major railways in Canada (CNR & CPR) through an Act of Parliament entitled "Maintenance of Railway Operations Act." This Act ordered the employees back to work and an arbitrator was appointed whose findings were made final and binding.

Item 4  
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Item 6  
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Item 7  
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C.N.R. is a Crown Corporation classified as a proprietary corporation, i.e. a corporation that (1) is responsible for the management of lending or financial operations, or for the management of commercial or industrial operations involving the production of or dealing in goods and the supply of services to the public and (2) is ordinarily required to conduct its operations without parliamentary appropriations. As such, the company's goals of efficiency and profit are therefore the same as a private enterprise.

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ticket booking and dealing with parcels, etc., following which they are placed on stations.

Safeworking classes - Employees can attend full time safeworking classes covering the subjects of electric staff and double line block working, and guard's certificate. Employees who elect to attend these classes are paid for the time involved, and successful students are required to transfer, with promotion, to stations where safeworking is performed.

..... As an incentive to those who qualify by studying in their own time a system of bonus payment is in operation.

ROLLING STOCK BRANCH:

Trainee Engineman .....

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This course of training covers a period of five weeks.

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Engine Drivers .....

Trainee Rail Motor Drivers:.....

Trainee Train Examiners - Selected employes between the ages of 19 and 27 years are given instruction as shown hereunder and if successful in passing an examination at the end of their training are placed as Train Examiners:

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This course covers a period of 16 to 19 weeks.

MAY & WORKS BRANCH:

Track Gangster - Candidates for appointment to this grade attend a school of 8 weeks duration .....

Assistant Signal Adjuster - Skilled Laborers employed in the Department's Signal and Telegraph Mechanical Section attend schools of instruction of 6 weeks duration .....

Linemen (Telegraph) A school of instruction of 6 weeks duration is conducted for Linemen.....

4(a). MODES OF PROMOTION OF EACH CATEGORY OF STAFF AND THE CONDITIONS LAID DOWN FOR IT.

4(b) SYSTEM OF APPEALS AGAINST THE PROMOTING AUTHORITY.

Arbitration Commission Awards provide that promotion and reduction in consequence of a surplus of officers or employes in any grade or class shall be governed by relative ability, suitability, record, experience and seniority. Provided that in considering an officer's ability, suitability, record and experience, regard shall be had to the nature and quality of his service in the Armed Forces of the Sovereign.

They also provide that the reason for passing over any senior officer for promotion to a higher position or for reducing

at half rate available for travel between home station and work point

Twelve privilege tickets a year at quarter fare available for the employe, his wife, dependent daughters of any age and dependent sons under 18 years of age.

All lines pass in Victoria when on annual leave and for three months of long service leave for the employe, his wife, dependent daughters of any age and dependent sons under 18 years of age. A pass to a specified destination interstate for the employe and his wife when on annual leave and long service leave.

Annual Leave -

Shift workers - 2 weeks leave after 18 months service.

Others - 2 weeks leave after one year's service and  
3 weeks leave after 5 years service.

Long Service Leave -

26 weeks leave after 20 years service.

6½ weeks leave in respect of each additional five years service.

Sick Leave -

3 days leave on full pay and  
3 days leave on half pay in respect of each year of service.

Sick leave is fully cumulative, and if the employe so desires, sick leave on half pay can be converted to half the number of days on full pay.

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The Victorian Railways Institute, which is subsidised by the Railways Department provides in Melbourne and at Branches at Centres through the country -

Free instruction in a number of subjects dealing with railway operation and procedure;

Tuition in Accountancy, English and Mathematics, Shorthand, Typewriting, and such subjects as Singing, Pianoforte, Elocution, Dramatic Art, Public Speaking and Dancing;

A Library of 48,000 books, 12,000 of which are in country towns;

Cricket and Football;

Clubs for Tennis, Bowls, Fencing, Table Tennis, Golf, Hockey, Angling, Debating, Wireless, Billiards, Chess, Camera and Stamp Collecting;

A trade discount purchasing scheme.

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8(b). PENSION SCHEME.

Employees are eligible for appointment to the permanent staff after two years service, and if they elect to be so appointed they must become contributors to the Superannuation Fund.

Under this scheme, employees contribute for units of pension according to their rate of pay. Upon retirement at age 65 or earlier on the grounds of ill-health an employe is entitled to a pension from the Fund of 5/- a week for each unit for which he has contributed. The Railways Department pays the employe, in addition, amounts as set out hereunder:

<u>Where the number of units contributed for is</u>	<u>Amount of weekly pension paid by Department for each unit</u>
2, 3 or 4	15/-
5	14/6
6	14/2
7	13/11
8	13/9
9	13/1
10 & over	12/6

The minimum number of units for which contributions can be made is two and the maximum 36.

9. TRADE UNIONS OF THE RAILWAYS (AIMS, ORGANISATION AND RELATION WITH THE ADMINISTRATION).

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10. CO-OPERATIVE STORES AND CANTEENS, IF ANY, ON THE RAILWAYS.

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