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MEMORANDUM OF AGREEMENT

BETWEEN:

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED

(hereinafter severally referred to as the "COMPANY")

A N D

INTERNATIONAL ASSOCIATION OF MACHINISTS
LOCAL NO. 1006

(hereinafter called the "UNION")

INTENT AND PURPOSE

0.00 It is the intent and purpose of the parties hereto to set forth herein the basis agreement covering wages, hours of work and conditions of employment to be observed between the parties hereto and to provide procedure for the prompt, equitable adjustment of alleged grievance to the end that there shall be no interruption or impeding of work, work stoppage, strikes or other interferences with production during the life of this Agreement.

ARTICLE I

1.00 UNION RECOGNITION:

1.01 The Company recognizes the Union as the collective bargaining agency for the hourly paid employees specified in Section 2 of this Article 1, with respect to rates of pay, hours of work and other conditions of employment as outlined in this Agreement.

1.02 Employees covered by this Agreement shall be the hourly paid employees engaged in the production of wire rope in the Company's plant at Lachine, with the exception of supervisory employees, salaried employees, office and clerical employees, technical employees, or persons when the Company are training to fill specialized technical or commercial positions.

1.03/ synthetic or other cordage workers.

19/4143

1.03 In the event of a strike or lock-out, Watchmen or Firemen must not leave their positions nor may they be interfered with in any manner whatsoever without the full consent of the Management.

1.04 Synthetic or other cordage workers are subject to the general conditions as outlined in this Agreement except they shall have separate classifications and conditions of work as outlined in the Appendix.

ARTICLE 2

2.00 VOLUNTARY DEDUCTION OF UNION DUES:

2.01 Upon voluntary request in writing by any employee covered by this Agreement, the Company agrees to deduct Union Dues from his pay on the second pay of each month, and to remit the amount so deducted to the Financial Secretary of the Union.

2.02 Such an authorization may be cancelled in writing by an employee on notice by him to the Company at any time between the sixtieth and thirtieth day prior to the expiration of the said Agreement.

2.03 Upon the termination of this Contract or of the employment of any employee who has signed such authorization, it shall cease to have effect and shall not revive in case such employee is re-employed by the Company, or a new Contract entered into between the same parties.

ARTICLE 3

3.00 WAGES AND JOB CLASSIFICATIONS:

3.01 Job classifications and wage rates shall be as set out in Appendix for Dominion Wire Rope & Cable Company Limited which forms part of this Agreement.

3.02 No employees' wage rate shall be reduced during the term of this Agreement where employees continue to work in their own classified grade.

3.03 Men in charge of groups of six (6) or more employees shall receive seven (7) cents per hour more than their regular wage rate.

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3.04 On the occasion of the transfer of an employee from a higher to a lower paying job classification, due to lack of work to his own classification the employee so transferred shall receive the rate applying to the new job. Any transfer for less than the balance of a pay period shall be considered temporary, and the employee's pay shall be the same for the balance of the pay period as applied to the previous job. In any case, permanent or temporary, the employee will be paid at the existing higher rate for the balance of the current pay period.

ARTICLE 4

4.00 HOURS OF WORK

4.01 The standard working week shall be one of forty-four (44) hours. The working day shall be one of nine (9) hours, Monday to Friday inclusive : the extra hour so worked to be paid for at the rate of time and one-half.

Saturday - Overtime

7.00 a.m. to 12.00 noon.

4.02 All employees working on shifts other than the regular day shift shall receive an additional seven (7) cents per hour over and above the regularly established hourly rate.

4.03 Late starting shall be penalized as follows:
For lateness of from six (6) to fifteen (15) minutes the penalty will be fifteen (15) minutes: for lateness of from sixteen (16) to thirty (30) minutes, the penalty will be one-half (1/2) hour.

4.04 All employees who report for work on their regular shift, or who are called in to work outside of their regular shift, shall be guaranteed four (4) hours' work or pay. Employees shall be given at least five (5) hours notice should their services not be required, should the employee refuse the work provided they will sacrifice the four (4) hours' pay.

4.05/

4.05 Work performed by an employee in excess of hours in the regularly scheduled work day shall be paid for at the rate of time and one-half (1.1/2), up to and including the fourteenth (14th) consecutive hour and work performed in excess of fourteen (14) consecutive hours in any regularly scheduled work day, shall be paid for at the rate of double time, it being understood that a break of nine (9) consecutive hours must be given before such employees revert back to the straight time basis.

4.06 Work performed in excess of five (5) hours on Saturday shall be paid at double the basic rate of the employee, work performed on a Sunday shall be paid for at souble the basic hourly rate.

4.07 Schedules may be made by the Company to meet changing conditions of business; such changes or lay-off to be advised to the Stewards' Council at least seven (7) days prior to the change becoming effective.

ARTICLE 5

5.00 HOLIDAYS

5.01 The Company recognizes the following Holidays:

New Year's Day

Good Friday

Victoria Day

St. Jean Baptiste Day

Dominion Day

Labour Day

Thanksgiving Day

Christmas Day

5.02 All hourly-rated employees who have been in the Company's employ for 12 weeks or longer, and who worked on the last working day preceding a holiday, and on the day following the said holiday, subject to exceptions as may be authorized by the Management, will be eligible for payment for statutory holidays where such holidays fall, or by Federal decree are to be celebrated, on a normal working day.

5.03 Employees, who at the Company's request work on a recognized holiday shall receive two-and-a-half (2.1/2) times the regular hourly rate for the hours worked.

5.04 Should a recognized holiday fall on a Saturday or Sunday, the employees shall receive (9) hours' pay over and above the regular weekly take-home pay, unless such holiday is to be observed and paid for on the following Monday.

ARTICLE 6

6.00 VACATIONS

6.01 Employees with less than one (1) year of service with the Company shall be paid two (2) per cent of their total earnings as vacation credit.

6.02 All hourly-rated employees having completed one year's continuous service shall receive a holiday with pay of one standard working week.

6.03 All-hourly rated employees who have been in the continuous service of the Company for three (3) years or more, will be granted a holiday with pay of two (2) standard working weeks.

6.04 All hourly-rated employees who have been in the continuous employ of the Company for twenty (20) years or more will be granted a holiday with pay of three (3) standard working weeks.

6.05 The employees entitled to a third week of vacation shall be allowed to defer such third week of vacation at their option. In no case, however, may such deferment be beyond the current contract year or during a week upon which falls a statutory holiday detailed in Article 5.00 (see 5.01)

6.06 Employees who leave the Company for any reason shall receive with their final pay, their accumulated/unused vacation credit, based on years of service.

6.07 All calculations of length of service, for vacation periods only shall be computed from the first of May, 1954, to the thirtieth of April 1955.

6.08 Holiday period - July 18th. 7 a.m. to August 1st. 7 a.m. 1955

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7.00 **SENIORITY:**

7.01 New employees of the Company shall be considered probationary employees until they have had three months' continuous service with the Company, after which their continuous service shall date from three months prior to the close of such probationary period.

7.02 In all cases of promotions (except promotions to positions excluded from the bargaining unit or positions requiring technical training or special education) and in all cases of decrease or increase of working forces, the following factors shall be considered.

(a) Knowledge, efficiency and ability to perform the work.

(b) Length of continuous service.

Where factors (a) and (b) are relatively equal in the opinion of the Company, factor (b) shall govern.

7.03 Any employee may decline a promotion at any time without affecting his future seniority standing. He will not, however, having once declined this promotion, be able to contest the promotion of the employee who is promoted in his place.

7.04 In the event that employees are laid off because of changes of methods of operation or because of depressed business conditions, the parties hereto shall review the status of the employees affected with a view to finding an acceptable solution.

7.05 Any employee being transferred from one classification to another, shall retain his seniority standing in the classification from which he was transferred. If within a sixty day period an employee so transferred does not do the required work satisfactorily and maintain the standard rate of production as established, he will then be returned to his former job.

7.06/

7.06 Continuous service shall mean an employee's service at the Company's plant since the date of his last hiring. Continuous service and employment relationship shall be terminated under the following conditions:-

(a) When an employee has been discharged for cause:

(b) When an employee resigns:

(c) When an employee is absent for a period exceeding twelve months for any reason, except with the written consent of the Company:

(d) When an employee is absent for more than seven working days without notifying his foreman or the Employment Department and without reasonable cause.

(e) When an employee fails to return to work at the termination of a leave of absence.

(f) When an employee fails to report after a lay-off within eight working days after mailing, by the Company, of a registered notice to the last address appearing on the office record.

Former employees employed after termination of employment caused by any of the foregoing reasons shall be considered new employees.

ARTICLE 8

8.00 CONTINUITY OF SERVICE:

8.01 The continuity of service record of those re-employed after lay-offs will be reviewed at the time of re-employment, and in each case the employee will be notified if his service is restored or broken. Continuity of service shall mean the total accumulated service of an employee with the Company. Continuity of service is maintained unless an employee -

(a) leaves voluntarily, or is discharged.

(b) absents himself from duty for one (1) week or longer without satisfactory explanation.

(c) is absence because of illness, and fails to keep the Company notified every third (3rd) month, or is absent for a continuous period of more than one (1) year.

(d) a list of continuous service of all employees will be posted on the Notice Board twice a year.

ARTICLE 9

9.00 LEAVE OF ABSENCE:

9.01 During the year, a maximum of two (2) employees, for a period not exceeding fourteen (14) days at any one time will be granted leave of absence without pay to attend Union Meetings or Conventions. The Union agrees to notify the Company in writing/

9.01 (Continued) writing two (2) weeks in advance when it desires to obtain leave of absence for employees for this purpose.

ARTICLE 10

10.00 DISCRIMINATION:

There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any employee because of membership in the Union, and the Union will not coerce employees into membership, or solicit membership, or distribute propaganda or transact any other business of the Union on the Company's time other than as provided in this Agreement.

10.02 No Union meeting shall be held nor Union notice distributed or posted on the Company's property which has not been approved by a representative authorized by the Management to deal with such matters.

ARTICLE 11

11.00 COMMITTEE OF THE UNION:

11.01 The Union agrees to notify the Company of the names of the Members of a Committee appointed by the Union to discuss with the Company any matters or grievances arising out of the operation of this Agreement and also of any changes that may take place from time to time in such Committee. All the members of the Committee shall be employees of the Company, and if they are required to leave their jobs for the performance of their duties as members of the Committee, they shall consult their foreman and come to a satisfactory arrangement concerning their work before leaving their post.

11.02 The Union acknowledges and agrees that members of their Committee have regular duties to perform in connection with their employment, and that only such time as is reasonably necessary will be consumed by such persons during working hours in order to attend to the business of administering this Agreement.

11.03 Representatives of the Union, not necessarily employees of the Company, shall be admitted to the offices of the Company on applicable, for the purpose of discussing grievances with the Management when necessary.

ARTICLE 12

12.00 SETTLEMENT OF DISPUTES:

1.201 Disputes or grievances shall be dealt with by the Management Representatives and the Grievance Committee in accordance with the following procedure:-

(a) The employee concerned may take the matter directly to his foreman alone, or accompanied by a member of the Committee:

(b) If a settlement is not reached within a resonable time, the employee, accompanied by a member of the Committee, may take the matter to the Superintendent or Senior foremen of the employee's department.

(c) If a settlement is still not reached, the member of the Committee shall report the matter to the Committee of the Union in writing and the Committee shall submit a written statement of the matter and discuss same with a representative authorized by the Management to deal with such matters.

(d) If a settlement is still not reached, the matter may be referred to an Executive Officer of the Company.

(e) All decisions arrived at between the Company and the Committee shall be final and binding upon the Company, the Committee, and the employee or group of employees concerned.

(f) Matters to be dealt with under the foregoing provisions of this paragraph shall normally be discussed during working hours, but lengthy negotiations for settlement of disputes shall be discussed outside of working hours.

ARTICLE 13

13.00 ARBITRATION:

13.01 Should the Company and the Committee fail to reach an agreement in rega regard to any differences concerning the interpretation and violation of the Agreement, the matter may on the application of either party, be referred to a Council of Arbitration appointed in pursuance of the provisions of Section 18 of the Quebec Trades Disputes Act. Chapter 167, S.R.Q. 1941

13.02 The Council of Arbitration shall not have any authority to alter or change any of the provisions of this Agreement, or to substitute any new provision in lieu thereof, or to give any decision contrary to the terms and provisions of this Agreement or to deal with wages but, save as aforesaid the decision of the Council or a majority of the Arbitrators shall be final and binding upon the parties hereto and upon any employee or employees concerned.

ARTICLE 14/

ARTICLE 14

14.00 NOTICE BOARDS:

14.01 The Company agrees to provide notice boards for the posting of Union Notices which have received the Company's approval as provided for in Clause 10.

ARTICLE 15

15.00 HEALTH AND SAFETY:

15.01 Employees shall be permitted a fifteen (15) minute rest period on the mroning shift and a ten (10) minute rest period on the afternoon shift with no reduction in pay.

15.02 The Company agrees to provide sanitary conditions in the plant, any reasonable request in this reppect made by the Union shall be tiven every consideration.

15.03 Smoking will be permitted except in prohibited areas.

15.04 Five (5) minutes will be the set period of time for washing up purposes at the end of each half (½) shift.

ARTICLE 16

16.00 PLANT MANAGEMENT:

16.01 The Management of the Plant and the direction of the working forces, including the right to direct, plan and control plant operations, to schedule working hours, and the right to hire, promote, demote, transfer, suspend or discharge employees for cause, or to relase employees because of lack of work or for other legitimate reasons, or the right to introduce new and improved methods or facilities, or to chan e existing production methods and facilities and to manage the plant in the traditional manner, is vested exclusively in the Company, subject to the provisions of this Agreement.

ARTICLE 17

17.00 STRIKES AND LOCKOUTS:

17.01 There shall be no lockout by the Company and no interruption nor impeding of work, work stoppage, strike, sit-down, or slow-down by the employees during the term of this Agreement. Any employee who participates in any work stoppage, strike, slow-down, sit-down, or any other interference with production may be disciplined or discharged by the Company.

17.02

17.02 Should difference arise between the Company and the Union as to the meaning of application of the provisions of this Agreement, there shall be no suspension of work on account of such differences, but an earnest effort shall be made to settle such differences promptly and in an orderly fashion.

ARTICLE 18

18.00 MODIFICATION AND TERMINATION:

18.01 This Agreement shall become effective on the first day of January 1955 and shall remain in effect for one year thereafter unles changed by mutual consent of the parties hereto.

18.02 It shall be binding for a further period of one year unless either party shall have given the other written notice of the termination of the Agreement not less than thirty days, and not more than sixty days before the last day of the period prescribed by this Agreement.

18.03 In the event of notice of termination having been given and the parties then desiring to negotiate together for a new Agreement or for a revision of the present agreement, then the present Agreement shall be considered as remaining in force during such reasonable time as may elapse before it is found that the parties cannot come to an Agreement.

DATED AT THE CITY OF LACHINE THIS DAY OF

DECEMBER 16th 1954.

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED,

PER Unreadable

PER René J. Addison

PER E. Helton

INTERNATIONAL ASSOCIATION OF MACHINISTS

PER G. Moore

PER Unreadable

PER Unreadable

PER Louis Unreadable

APPENDIX

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED
CLASSIFICATION OF MACHINES

MACHINE NO.	GRADE	
10-11-12	Stranders & Closers	A.1. Spec.
18	"	"
23-24-25	"	"
42	"	"
69	"	"
Extruder	"	"
70 Watson 40" Closer		see rate
71 Strander Round Strand		"
72 Closer " "		"
71 Strander Flattened Strand		See rate
72 Closer " "		"
26	Stranders	A.
32	"	"
33-34-36-37	"	"
35	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Stranders & Closers (1 Op.)	B. 1 Spec.
50	"	"
56 Closer as closer		B. 1 Spec.
56 as Strander		B.
41	Stranders & Closers	B.
48-49	"	"
53	"	"
54-55	"	"
56 as Strander	"	"
57-58	"	"
63-64	"	"
65	"	"
38-39	Stranders & Closers	C.
61-62	"	"
10-11-12	Spoolers	A.1 Spec.
23-24-25	"	"
71	"	"
26	Spoolers	A.
32	"	"
33-34-36-37	"	"
35	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Spoolers	B. 1 Spec.
50	"	"
41	Spoolers	B.
48-49	"	"
53	"	"
54-55	"	"
56	"	"
57-58	"	"
63-64	"	"
65	"	"
38-39	Spoolers	C.
61-62	"	"

BASIC RATES OF PAY

CLASSIFICATION	GRADE	BASIC PAY JANUARY 1ST, 1955 13/
NO. 70 Watson Closer		$ 1.57
71 Strander		1.57
72 Closer		1.57
Stranders & Closers	A. 1 Spec	1.54
" "	A.	1.50
" "	B. 1 Spec	1.47
" "	B.	1.45
" "	C.	1.40
Spoolers	A. 1 Spec	1.47
"	A.	1.45
"	B. 1 Spec	1.42
"	B.	1.40
"	C.	1.35
Miscellaneous		
Assistant Shipper		1.37
General Woodwork		1.46
Helper Machine No. 18		1.45
Helper Machine No. 69		1.36
Helper Machine No. 70		1.45
Storekeeper		1.61
Assistant Sorekeeper		1.50
Electrician		1.88
Maintenance		1.69
Machinist		1.56
Maintenance Helper		1.42
Oiler and Maintenance Helper		1.41
Painting and Stenciling Reels		1.41
Brazing Shorts		1.37
Lift Operator		1.36
Cutting, Measuring, Coiling		1.37

(continued)

BASIC RATES OF PAY (continued)

CLASSIFICATION	GRADE	BASIC PAY JANUARY 1st, 1955
Fireman		$ 1.41
Watchman		1.32
Floorman		1.31
Handyman		1.45
Helper NO. 71 - Flattened Strand		1.45
Helper No. 72 - Round Strand		1.45
Helper No. 72 - Flattened Strand		1.45
Splicer & Socketer (In Plant)		1.54
(Away from Plant)		1.61
Travelling during working hours		1.54
" after " "		.77
Overtime will be paid as per Art. 4 and Art. 5		
Splicer & Socketer Helper, Coverer		1.36
Starting Rate		1.31

All learners shall be given a probation period of thirty days or less, during which time they will receive their basic rate of pay; if their services have been satisfactory, they will then receive the full rate of pay for the new job; if their services have been found unsatisfactory they will revert to their old job.

SYNTHETIC OR OTHER CORDAGE WORKERS:

MACHINES

Machine No.
1. Atwood Universal Ring Twister.
2. Arundel Ring Twister
3. Mac Haul Twister
4. Auto Twisters
5. Haskell Dawes Strander
6. Haskell Dawes Layer
7. Bulmer Strander
8. Bulmer Layer
9. Watson Compound
10. Watson Strander
11. Watson Layer
12. Stabilizer
13. Winding and Spooling Machinery
14. Wardwell Plaiting Machines
15. New England Butt Machines

MACHINE RATING	BASIC PAY JANUARY 1st, 1955
Machine Nos. 3, 4, 5, 6, 7, 8, 9	$1.34
" " 10, 11, 12,	1.41
" " 1, 2, 13, 14, 15,	Women's Rate
Packsging and shipping	1.31
SPLICING	
up to 3/4" dia. rope	1.34
over 3/4" dia. rope	1.41
Charge Hand	1.48

Starting Rate

Men: $1.22 First (1st) Three (3) Months.
1.26 Second (2nd) Three (3) Months.
1.31 After Six (6) Months.

Women: $ .93 First (1st) Three (3) Months.
1.03 After Three (3) Months.

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Where factors (a) and (b) are relatively equal in the opinion of the Company, factor (b) shall govern.

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7.04 In the event that employees are laid off because of changes of methods of operation or because of depressed business conditions, the parties hereto shall review the status of the employees affected with a view to finding an acceptable solution.

7.05 Any employee being transferred from one classification to another shall retain his seniority standing in the classification from which he was transferred. If within a sixty day period an employee so transferred does not do the required work satisfactory and maintain the standard rate of production as establised, he will then be returned to his former job.

7.06 Continuous service shall mean an employee's service at the Company's plant since the date of his last hiring. Continuous service and employment relationship shall be terminated under the following conditions:-

(a) When an employee has been discharged for cause;

(b) When an employee resigns:

(c) When an employee is absent for a period exceeding twelve months for any reason, except with the written consent of the Company;

(d) When an employee is absent for more than seven working days without notifying his foreman or the Employment Department and without reasonable cause.

(e) When an employee fails to return to work at the termination of a leave of absence.

(f) When an employee fails to report after a lay-off within eight working days after mailing, by the Company, of a registered notice to the last address appearing on the office record.

Former employees employed after termination of employment caused by any of the foregoing reasons shall be considered new employees.

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8.01 The continuity of service record of those re-employed after lay-offs will be reviewed at the time of re-employment, and in each case the employee will be notified if his service is restored or broken. Continuity of service shall mean the total accumulated service of an employee with the Company. Continuity of service is maintained unless an employee-

(a) leaves voluntarily, or is discharged,

(b) absents himself from duty for 1 week or longer without satisfactory explanation.

(c) is absent because of illness, and fails to keep the Company notified every third (3rd) month, or is absent for a continuous period of more than one (1) year.

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9.01 During the year, a maximum of two (2) employees, for a period not exceedind fourtheen (14) days at any one time will be granted leave of absence without pay to aptend Union Meetings or Conventions. The Union agrees to notify the Company in writing.

9.01 (Continued)

writing two (2) weeks in advance when it desires to obtain leave of absence for employees for this purpose.

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10.00 DISCRIMINATION:

10.01 There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any employee because of membership in the Union, and the Union will not coerce employees into membership, or solicit membership, or distribute propaganda, or transact any other business of the Union on the Company's time other than as provided in this Agreement.

10.02 No Union meeting shall be held nor Union notice distributed or posted on the Company's property which has not been approved by a representative authorized by the Management to deal with such matters.

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11.00 COMMITTEE OF THE UNION:

The Union agrees to notify the Company of the names of the Members of a Committee appointed by the Union to discuss with the Company any matters or grievances arising out of the operation of this Agreement and also of any changes that may take place from time to time in such Committee. All the members of the Committee shall be employees of the Company, and if they are required to leave their jobs for the performance of their duties as members of the Committee, they shall consult their foreman and come to a satisfactory arrangement concerning their work before leaving their post.

11.02 The Union acknowledges and agrees that members of their Committee have regular duties to perform in connection with their employment, and that only such time as is reasonably necessary will be consumed by such persons during working hours in order to attend to the business of administering this Agreement.

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12.01 Disputes or grievances shall be dealt with by the Management Representatives and the Grievance Committee in accordance with the following procedure:-

(a) The employee concerned may take the matter directly to his foreman alone, or accompanied by a member of the Committee;

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(c) If a settlement is still not reached, the member of the Committee shall report the matter to the Committee of the Union in writing and the Committee shall submit a written statement of the matter and discuss same with a representative authorized by the Management to deal with such matters.

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13.02 The Council of Arbitrations shall not have any authority to alter or change any of the provisions of this Agreement, or to substitute any new provisions in lieu thereof, or to give any decision contrary to the terms and provisions of this Agreement or to deal with wages but, save as aforesaid the decision of the Council or a majority of the Arbitrators shall be final and binding upon the parties hereto and upon any employee or employees concerned.

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18.00 MODIFICATION AND TERMINATION:

18.01 This Agreement shall become effective on the first day of January 1954 and shall remain in effect for one year thereafter unless changed by mutual consent of the parties hereto.

18.02 It shall be binding for a further period of one year unless either party shall have given the other written notice of the termination of the Agreement not less than thirty days, and not more than sixty days before the last day of the period prescribed by this Agreement.

18.03 In the event of notice of termination having been given and the parties then desiring to negotiate together for a new Agreement or for a revision of the present Agreement, then the present Agreement shall be considered as remaining in force during such reasonable time as may elapse before it is found that the parties cannot come to an Agreement.

DATED AT THE CITY OF LACHINE THIS DAY OF

DECEMBER 18th 1953

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED

PAR: Unreadable

PAR: M. A. Prud'homme

PAR: René J. Addison

INTERNATIONAL ASSOCIATION OF MACHINISTS.

PAR: W. Moore

PAR: R. Lefèvre

PAR: R.R. Bissonnette

PAR: Louis Gagnon Unreadable.

A P P E N D I X

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED
CLASSIFICATION OF MACHINES.

MACHINE NO.		GRADE
10-11-12	Stranders & Closers.	A.1 Spec.
18	"	"
23-24-25	"	"
42	"	"
69	"	"
Extruder	"	"
70 Watson 40" Closer		see rate
71 Strander Round Strand		A.1 Spec.
72 Closer " "		A.1 Spec.
71 Strander Flattened Strand		see rate
72 Closer " "		" "
26	Stranders	A.
32	"	"
33-34-36-37	"	"
35	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Stranders & Closers	B.1Spec.
50	1 Op.	"
56 Closer as closer		B.1 Spec.
56 as Strander		B.
41	Stranders & Closers	B.
48-49	"	"
53	"	"
54-55	"	"
56 as Strander	"	"
57-58	"	"
63-64	"	"
65	"	"
38-39	Stranders & Closers	C.
61-62	"	"
10-11-12	Spoolers	A. 1 Spec.
23-24-25	"	"
26	Spoolers	A.
32	"	"
33-34-36-37	"	"
35	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Spoolers	B. 1 Spec.
50	"	"
41	Spoolers	B.
48-49	"	"
53	"	"
54-55	"	"
56	"	"
57-58	"	"
63-64	"	"
65	"	"
38-39	Spoolers	C.
61-62	"	"

BASIC RATES OF PAY

	CLASSIFICATION	GRADE	BASIC PAY JANUARY 1st. 1954
# 70	Watson Closer		1.57
71	Round Strand		1.54
71	Flattened Strand		
72	Round Strand		1.54
72	Flattened Strand		
Stranders & Closers		A. 1 Spec.	1.54
"	"	A.	1.50
"	"	B. 1 Spec.	1.47
"	"	B.	1.45
"	"	C.	1.40
Spoolers		A. 1 Spec.	1.47
"		A.	1.45
"		B. 1 Spec.	1.42
"		B.	1.40
"		C.	1.35
"		C.	1.35
Miscellaneous			
Assistant Shipper			1.37
General Woodwork			1.46
Helper Machine No. 18			1.45
Helper Machine No. 69			1.36
Helper Machine No. 70			1.45
Storekeeper			1.51
Assistant Storekeeper			1.50
Electrician			1.88
Maintenance			1.69
Machinist			1.56
Maintenance Helper			1.42
Oiler and Maintenance Helper			1.41
Painting and Stenciling Reels			1.41
Brazing Shorts			1.37
Lift Operator			1.36
Cutting, Measuring, Coiling			1.37

(continued)

BASIC RATE OF PAY (continued)

CLASSIFICATION	GRADE	BASIC PAY JANUARY 1st. 1954
Fireman		1.41
Watchman		1.32
Floorman		1.31
Handyman		1.45
Helper # 71 - Flattened Strand		
Helper # 72 - Round Strand		1.45
Helper # 72 - Flattened Strand		
Splicer & Socketer (In Plant)		1.54
	(Away from Plant)	1.61
Travelling during working hours		1.54
" after " "		.77
Overtime will be paid as per Art. 4 and Art. 5		
Splicer & Socketer Helper, Coverer		1.36
Starting Rate		1.31

All leaners shall be given a probation period of thirty days or less, during which time they will receive their basic rate of pay; if their services have been satisfactory, they will then receive the full rate of pay for the new job; if their services have been found unsatisfactory they will revert to their old job.

SYNTHETIC OR OTHER CORDAGE WORKERS:

MACHINES:

Machine No. 1. Atwood Universal Ring Twister.
2. Arundel Ring Twister
3. Mac Haul Twister
4. Auto Twisters
5. Haskell Dawes Strander
6. Haskell Dawes Layer
7. Bulmer Strander
8. Bulmer Layer
9. Watson Compound
10. Watson Strander
11. Watson Layer
12. Stabilizer
13. Winding and Spooling Machinery
14. Wardwell Plaiting Machines
15. New England Butt Machines.

MACHINE RATING:	BASIC PAY JANUARY 1st. 1954.
Machine Nos. 3, 4, 5, 6, 7, 8, 9	1.34
" 10, 11, 12	1.41
" 1, 2, 13, 14, 15	Women's Rate
Packaging and Shipping	1.31

Starting Rate.

Men $ 1.22 First (1st) Three (3) Months.
1.26 Second (2nd) Three (3) Months.
1.31 After Six (6) Months.

Women: $ .93 First (1st) Three Months.
.98 Second (2nd) Three Months.
1.03 After Six (6) Months.

MEMORANDUM OF AGREEMENT

BETWEEN:

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED

(hereinafter severally referred to as the "COMPANY").

A N D

INTERNATIONAL ASSOCIATI N OF MACHINISTS
LOCAL NO. 1006.

(hereinafter called the "UNION")

INTENT AND PURPOSE

0.00 It is the intent and purpose of the parties hereto to set forth herein the basis agreement covering wages, hours of work and conditions of employment to be observed between the parties hereto and to provide procedure for the prompt, equitable adjustment of alleged grievances to the end that there shall be no interruption or impeding of work, work stoppage, strikes or other interferences with production during the life of this Agreement.

ARTICLE I

1.00 UNION RECOGNITION

1.01 The Company recognizes the Union as the collective bargaining agency for the hourly paid employees specified in Section 2 of this Article I, with respect to rates of pay, hoursof work and other conditions of employment as outlined in this Agreement.

1.02 Employees covered by this Agreement shall be the hourly paid employees engaged in the production of wire rope in the Company's plant at Lachine, with the exception of supervisory employees, salaried employees, office and clerical employees, technical employees, or persons whom the Company are training to fill specialized technical or commercial positions. synthetic or other cordage workers.

1.03/

19/3274

1.03 In the event of a strike or lock-out, watchmen or Firemen must not leave their positions nor may they be interfered with in any manner whatsoever without the full consent of the Management.

1.04 Synthetic or other cordage workers are subject to the general conditions as outlined in this Agreement except they shall have separate classifications and conditions of work as outlined in the Appendix.

ARTICLE 2

2.00 VOLUNTARY DEDUCTION OF UNION DUES

2.01 Upon voluntary request in writing by any employee covered by this agreement, the Company agrees to deduct Union Dues from his pay on the second pay of each month, and to remit the amount so deducted to the Financial Secretary of the Union.

2.02 Such an authorization may be cancelled in writing by an employee on notice by him to the Company at any time between the sixtieth and thirtieth day prior to the expiration of the said agreement.

2.03 Upon the termination of this Contract or of the employment of any employee who has signed such authorization, it shall cease to have effect and shall not revive in case such employee is re-employed by the Company or a new Contract entered into between the same parties.

ARTICLE 3

3.00 WAGES AND JOB CLASSIFICATIONS

3.01 Job Classifications and wage rates shall be as set out in Appendix for Dominion Wire Rope & Cable Company Limited which forms part of this Agreement.

3.02 No employees' wage rate shall be reduced during the term of this Agreement where employees continue to work in their own classified grade.

3.03 Men in charge of groups of six (6) or more employees shall receive seven (7) cents per hour more than their regular wage rate.

3.04

3.04 On the occasion of the transfer of an employee from a higher to a lower paying job classification, due to lack of work in his own classification the employee so transferred shall receive the rate applying to the new job. Any transfer for less than the balance of a pay period shall be considered temporary, and the employee's pay shall be the same for the balance of the pay period as applied to the previous job. In any case, permanent or temporary, the employee will be paid at the existing higher rate for the balance of the current pay period.

ARTICLE 4

4.00 HOURS OF WORK:

4.01 The standard working week shall be one of forty-four (44) hours. The working day shall be one of nine (9) hours, Monday to Friday inclusive , the extra hour so worked to be paid for at the rate of time and one-half.

Saturday- Overtime

7.00 a.m. to 12.00 noon.

4.02 All employees working on shifts other than the regular day shift shall receive an additional seven (7) cents per hour over and above the regularly established hourly rate.

4.03 Late starting shall be penalized as follows;
For lateness of from six (6) to fifteen (15) minutes the penalty will be fifteen (15) minutes; for lateness of from sixteen (16) to thirty (30) minutes; the penalty will be one-half (1/2) hour.

4.04 All employees who report for work on their regular shift, or who are called in to work outside of their regular shift, shall be guaranteed four (4) hours' work of pay. Employees shall be given at least five (5) hours' notice should their services not be required, should the employee refuse the work provided they will sacrifice the four (4) hours' pay.

4.05

4.05 Work performed by an employee in excess of hours in the regularly scheduled work day shall be paid for at the rate of time and one-half (1-1/2) up to and including the fourteenth (14th) consecutive hour and work performed in excess of fourteen (14) consecutive hours in any regularly scheduled work day, shall be paid for at the rate of double time, it being be given before such employees revert back to the straight time basis.

4.06 Work performed in excess of five (5) hours on Saturday shall be paid at double the basic rate of the employees, work performed on a Sunday shall be paid for at double the basic hourly rate.

4.07 Schedules may be made by the Company to meet changing conditions of business; such changes or lay-off to be advised to the Stewards' Council at least seven (7) days prior to the change becoming effective.

ARTICLE 5

5.00 HOLIDAYS

5.01 The Company recognizes the following Holidays:

New Year's Day

Good Friday

Victoria Day

St-Jean Baptiste Day

Dominion Day

Labour Day

Thanksgiving Day

Christmas Day.

5.02 All hourly-rated employees who have been in the Co pany's employ for 12 weeks or longer, and who worked on the last working day preceding a holiday, and on the day following the said holiday, subject to exceptions as may be authorized by the management, will be eligible for payment for statutory holidays where such holidays fall, or by Federal decree are to be celebrated, on a normal working day.

5.03/

5.03 Employees who at the Company's request work on a recognized holiday shall receive two-and-a-half (2 1/2) times the regular hourly rate for the hours worked.

5.04 Should a recognized holiday fall on a Saturday or Sunday, the employees shall receive nine (9) hours' pay over and above the regular weekly take-home pay, unless such holiday is to be observed and paid for on the following Monday.

ARTICLE 6

6.00 VACATIONS

6.01 Employees with less than one (1) year of service with the Company shall be paid two (2) per cent of their total earnings as vacation credit.

6.02 All hourly-rated employees having completed one year's continuous service shall receive a holiday with pay of one (1) standard working week.

6.03 All hourly-rated employees who have been in the continuous service of the Company for three (3) years or more, will be granted a holiday with pay or two (2) standard working weeks.

6.04 All hourly-rated employees who have been in the continuous employ of the Company for twenty (20) years or more will be granted a holiday with pay of three (3) standard working weeks.

6.05 The employees entitled to a third week of vacation shall be allowed to defer such third week of vacation at their option. In no case, however, may such deferment be beyond the current contract year or during a week upon which falls a statutory holiday detailed in Article 5.00 (see 5.01).

6.06 Employees who leave the Company for any reason shall receive with their finalpay, their accumulated unused vacation credit based on years of service.

6.07 All calculations of length of service, for vacation periods only, shall be computed from the 1st of May, 1952, to the thietieth of April, 1953.

6.08 Holidays period- July 20th, 7. a.m. to August 3rd. 7. a.m. 1953

ARTICLE 7/1.

ARTICLE 7

7.00 SENIORITY

7.01 New employees of the Company shall be considered probationary employees until they have had three months' continuous service with the Company, after which their continuous service shall date from three months prior to the close of such probationary period.

7.02 In all cases of promotions (except promotions to positions excluded from the bargaining union or positions requiring technical training or special education) and in all cases if decrease or increase of working forces, the following factors shall be considered.

(a) Knowledge, efficiency and ability to perform the work.

(b) Length of continuous service.

Where factors(a) and (b) are relatively equal in the opinion of the Company, factor (F shall govern.

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18.01 This Agreement shall become effective on the 1st day of January 1953, and shall remain in effect for one year thereafter unless changed by mutual consent of the parties hereto.

18.02 It shall be binding for a further period of one year unless either party shall have given the other written notice of the termination of the Agreement not less than thirty days and not more than sixty days before the last day of the period prescribed by this Agreement.

18.03 In the event of notice of termination having been given, and the parties thendesiring to negotate together for a new Agreement, or for a revision of the present agreement, then the present Agreement shall be considered as remaining in force during such reasonable time as may elapse before it is found that the parties cannot come to an Agreement.

DATED AT THE CITY OF LACHINE THIS DAY OF

DECEMBER 1952

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED

Per: Unreadable

Per: M.A.Prudhomme

Per: René.J.Addison

INTERNATIONAL ASSOCIATION OF MACHINISTS.

Per: George Moore

Per: R.R.Bissonnette

Per: Adrien Lalonde

Per: Louis Gagnon, Org.

A P P E N D I X

DOMINION WIRE ROPE & CABLE COMPANY LIMITED
CLASSIFICATION OF MACHINES

MACHINE NO.		GRADE
10-11-12	Stranders & Closers	A.I Spec.
18	"	"
23-24-25	"	"
42	"	"
69	"	"
Extruder	"	"
6	Stranders & Closers	A
26	"	"
32	"	"
33-34-36-37	"	"
35	"	"
43-44-45	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Stranders & Closers (1 op.)	B.I. Spec.
50		
41	Stranders & Closers	B
48-49	"	"
53	"	"
54-55	"	"
56	"	"
57-58	"	"
63-64	"	"
65	"	"
38 39	Stranders & Closers	C.
61-62	"	"
10-11-12	Spoolers	A. I. Spec.
23-24-25		
26	Spoolers	A.
32	"	"
33-34-36-37	"	"
35	"	"
43-44-45	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Spoolers	B.I. Spec.
50		
41	Spoolers	B.
48-49	"	"
53	"	"
54-55	"	"
56	"	"
57-58	"	"
63-64	"	"
65	"	"
38	Spoolers	C.
61-62	"	"

BASIC RATES OF PAY

CLASSIFICATION	GRADE	BASIC PAY JANUARY 1st, 1953
Stranders & Closers	A. I. Spec.	1.48
" "	A.	1.44
" "	B. I. Spec.	1.41
" "	B.	1.39
" "	C.	1.34
Spoolers	A. I. Spec.	1.41
"	A	1.39
"	B. I. Spec.	1.36
"	B.	1.34
"	C.	1.29
Miscellaneous		
Assistant Shipper		1.31
General Woodwork		1.40
Helper- Machine No. 18		1.39
Helper- Machine No. 6.		1.30
Helper- Machine No. 69		1.30
Storekeeper		1.45
Assistant Storekeeper		1.44
Electrician		1.78
Maintenance		1.61
Machinist		1.50
Maintenance Helper		1.36
Oiler and Maintenance Helper		1.35
Painting & Stencilling Reels		1.35
Brasing Shorts		1.31
Lift Operator		1.30
Cutting, Measuring, Coiling.		1.31
Fireman		1.35
Watchman		1.26
Floorman		1.25
Handyman		1.39

BASIC RATES OF PAY (Continued)

CLASSIFICATION	GRADE	BASIC RAY JANUARY 1st 1953
Splicer & Socketer	(In Plant)	1.48
	(Away from Plant)	1.55
Travelling during working hours		1.48
" after " " "		.74
Overtime will be paid as per Art. 4 and Art. 5.		
Splicer & Socketer, Helper Coverer		1.30
Starting Rate		1.25

All learners shall be given a probation period of thirty days or less, during which time they will receive their basic rate of pay; if their services have been satisfactory, they will then receive the full rate of pay for the new job; if their services have been found unsatisfactory, they will revert to their old job.

SYNTHETIC OR OTHER CORDAGE WORKERS:

MACHINES

Machine No.	I	Atwood Universal Ring Twister .
	2.	Brundel Ring Twister.
	3.	Auto Twisters.
	4.	Haskell Dawes Strander.
X	5.	Haskell Dawes Layer.
	7.	Bulmer Layer.
	8	Watson Coupound
	9	Watson Strander.
	10.	Watson Layer
X	6.	Bulmer Strander
	11.	Stabilizer.
	12.	Winding and Spooling Machinery.
	13.	Wardwell Plaiting Machines.
	14.	New England Butt Machines.

MACHINE RATING:		Basic Pay January 1st, 1953
Machine Nos	3,4,5,6,7,8,	1.28
" "	9, 10, 11	1.35
	1, 2, 12, 13, 14	Women's Rate
Packaging and Shipping		1.25

Starting Rate

Men	$1.16 First (1st) Three(3) months.
	$1.20 second (2nd) three (3) months.
	$1.25 after six (6) months.
Women	0.88 First (1st) Three (3) months.
	0.93 second '2nd) three (3) months.
	0.98 after six (6) months.

MEMORANDUM OF AGREEMENT

BETWEEN

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED

(hereinafter severally referred to as the "COMPANY"

A N D

INTERNATIONAL ASSOCIATION OF MACHINISTS
LOCAL NO. 1006.

(hereinafter called the "UNION")

INTENT AND PURPOSE

0.00 Is is the intent and purpose of the parties hereto to set forth herein the basic agreement covering wages, hours of work and conditions of employment to be observed between the parties her to and to provide procedure for the prompt, equitable adjustment of alleged grievances to the end that there shall be no interruption or impeding of work, work stoppage, strikes or other interferences with production during the life of this Agreement.

ARTICLE I

1.00 UNION RECOGNITION:

1.01 The Company recognizes the Union as the collective bargaining agency for the hourly paid employees specified in Section 2 of this Article I, with respect to rates of pay, hours of work and other conditions of employment as outlined in this Agreement.

1.02 Employees covered by this Agreement shall be the hourly paid employees engaged in the production of wire rope in the Company's plant at Lachine, with the exception of supervisory employees, salaried, employees, office and clerical employees, technical employees, or persons whom the Company are training synthetic or other cordage workers.

1.03/

1.03 In the event of a strike or lock-out, watchmen or Firemen must not leave their positions nor may they be interfered with in any manner whatsoever without the full consent of the Management.

1.04 Synthetic or other cordage workers are subject to the general conditions as outlined in this Agreement except they shall have separate classifications and conditions of work as outlined in the Appendix.

ARTICLE 2.

2.00 VOLUNTARY DEDUCTION OF UNION DUES:

2.01 Upon voluntary request in writing by any employee covered by this agreement, the Company agrees to deduct Union Dues from his pay on the second pay of each month, and to remit the amount so deducted to the Financial Secretary of the Union.

2.02 Such an authorization may be cancelled in writing by an employee on notice by him to the Company at any time between the sixtieth and thirtieth day prior to the expiration of the said Agreement.

2.03 Upon the termination of this Contract or of the employment of any employee who has signed such authorization, it shall cease to have effect and shall not revive in case such employee is re-employed by the Company, or a new contract entered into between the same parties.

ARTICLE 3

3.00 WAGES AND JOB CLASSIFICATIONS

3.01 Job Classificationsand wage rates shall be as set out in Appendix for Dominion Wire Rope & Cable Company Limited which forms part of this Agreement.

3.02 No employees' wage rate shall be reduced during the term of this Agreement where employees continue to work in their own classified grade.

3.03 Men in charge of groups of six (6) or more employees shall receive seven (7) cents per hour more than their regular wage rate.

3.04/

3.04 On the occasion of the transfer of an employee from a higher to a lower paying job classification, due to lack of work in his own classification the employee so transferred shall receive the rate applying to the new job. Any transfer for less than the balance of a pay period shall be considered temporary, and the employee's pay shall be the same for the balance of the pay period as applied to the previous job. In any case, permanent or temporary, the employee will be paid at the existing higher rate for the balance of the current pay period.

ARTICLE 4

4.00 HOURS OF WORK

4.01 The standard working week shall be one of forty-four (44) hours. The working day shall be one of nine (9) hours, Monday to Fieday inclusive; the extra hour so worked to be paid for at the rate of time and one-half.

Saturday- Overtime.

7.00 a.m. to 12.00 noon.

4.02 All employees working on shifts other than the regular day shift shall receive an additional seven (7) cents per hour over and above the regularly established hourly rate.

4.03 Late starting shall be penalized as follows:
For lateness of from six (6) to fifteen (15) minutes the penalty will be fifteen (15) minutes, for lateness of from sixteen (16) to thirty (30) minutes, the penalty will be one-half (1/2). hour .

4.04 All employees who report for work on their regular shift, or who are called in to work outside of their regular shift, shall be guaranteed four (4) hours' work or pay. Employees shall be given at least five (5) hours notice should their servicesnot be required, should the employee refuse the work provided they will sacrifice the four (4) hours' pay.

4.05/

4.05 Work performed by an employee in excess of hours in the regularly scheduled work day shall be paid for at the rate of time and one-half (1.1/2) up to and including the fourteenth (14th) consecutive hour and work performed in excess of fourteen (14) consecutive hours in any regularly scheduled work day, shall be paid for at the rate of double time, it being understood that a brek of nine (9) consecutive hours must be given before such employees revert back to the straight time basis.

4.06 Work performed in excess of five (6) hours on Saturday shall be paid at double the basic rate of the employee, work performed on a Sunday shall be paid for at double the basic hourly rate.

4.07 Schedules may be made by the Company to meet changing conditions of business; such changes or lay-off to be advised to the Stewards 'Council at least seven (7) days prior to the change becoming effective.

ARTICLE 5

The Company recognised the following holidays:

5.00 HOLIDAYS

5.01 New Year's Day

Good Friday

Victoria Day

St-Jean Baptiste Day.

Dominion Day

Labour Day.

Thanksgiving Day.

Christmas Day.

5.02 All hourly-rated employees who have been in the Company's employ for 12 weeks or longer, and who worked on the last working day preceding a holiday, and on the day following the said holiday, subject to exceptions asmay be authorised by the Management, will be eligible for payment for statutory holidays where such holidays fall, or by Federal decree are to be celebrated, on a normal working day1

5.03/

5.03 Employees who at the Company's request work on a recognized holiday shall receive two and a half (2.1/2(times the regular hourly rate for the hours worked.

5.04 Should a recognized holiday fall on a Saturday or Sunday, the employees shall receive nine (9) hours pay over and above the regular weekly take-home pay, unless such holiday is to be observed and paid for on the following Monday.

ARTICLE 6

6.00 VACATIONS.

6.01 Employees with less than one (1) year of service with the Company shall be paid two (2) per cent of their total earnings at vacation credit.

6.02 All hourly-rated employees having completed one year's continuous service shall receive a holiday with pay of one (1) standard working week.

6.03 All hourly-rated employees who have been in the continuous service of the Company for three (3) years or more, will be granted a holiday with pay or two (2) standard working weeks.

6.04 All hourly-rated employees who have been in the continuous employ of the Company for twenty (20) years or more will be granted a holiday with pay of three (3) standard working weeks.

6.05 The employees entitled to a third week of vacation shall be allowed to defer such third week of vacation at their option. in no case, however, may such deferment be beyond the current contract year or during a week upon which falls a statutory holiday detailed in Article 5.00 (see. 5.01).

6.06 Employees who leave the Company for any reason shall receive with their final pay, their accumulated unused vacation credit based on years of service.

6.07 All calculations of lengthof service, for vacation periods only, shall be computed from the 1st of May, 1951, to the thirtieth of April 1952.

6.08 Holiday Period- July 21sr, 7 a.m. to August 4th, 7 .a.m. 1951.

ARTICLE 7

SENIORITY

7.01 New employees of the Company shall be considered probationary employees until they have had three months' continuous service with the Company, after which their continuous service shall date from three months prior to the close of such probationary period.

7.02 In all cases of promotions (except promotions to positions excluded from the bargaining unit or positions requiring technical training or special education) and in all cases of decrease or increase of working forces, the following factors shall be considered.

(a) Knowledge, efficiency and ability to perform the work.

(b) Length of continuous service.

Where factors (a) and (b) are relatively equal in the opinion of the Company, factor (b) shall govern.

7.03 Any employee may decline a promotion at any time without affecting his future seniority standing. He will not, however, having once declined this promotion, be able to contest the promotion of the employee who is promoted in his place.

7.04 In the event that employees are laid off because of changes of methods of operation or because of depressed business conditions, the parties hereto shall review the status of the employees affected with a view to finding an acceptable solution.

7.05 Any employee being transferred from one classification to another shall retain his seniority standing in the classification from which he was transferred. If within a sixty day period an employee so transferred does not do the required work satisfactorily and maintain the standard rate of production as established, he will then be returned to his former job.

7.06/

7.06 Continuous service shall mean an employee's service at the Company's plant since the date of his last hiring. Continuous service and employment relationship shall be terminated under the following conditions:-

(a) When an employee has been discharged for cause;

(b) When an employee resigns:

(c) When an employee is absent for a period exceeding twelve months for any reason, except with the written consent of the Company;

(d) When an employee is absent for more than seven working days without notifying his foreman or the Employment Department and without reasonable cause,

(e) When an employee fails to return to work at the termination of a leave of absence.

(f) When an employee fails to report after a lay-off within eight working days after mailing, by the Company of a registered notice to the last address appearing on the office record.

Former employees employed after termination of employment caused by any of the foregoing reasons shall be considered new employees.

ARTICLE 8

8.00 CONTINUITY OF SERVICE:

8.01 The continuity of service record of those re-employed after lay-offs will be reviewed at the time of re-employment, and in each case the employee will be notified if his service is restored or broken. Continuity of service shall mean the total accumulated service of an employee with the Company. Continuity of service is maintained unless an employee:-

(a) Leaves voluntarily or is discharged.

(b) absents himself from duty for I week or longer without satisfactory explanation.

(c) is absent because of illness, and fails to keep the Company notified every third (3rd) month, or is absent for a continuous period of more than one (1) year.

(d) a list of continuous service of all employees will be posted on the Notice Board twice a year.

ARTICLE 9

9.00 LEAVE OF ABSENCE:

9.01 During the year, a maximum of two '(2) employees, for a period not exceeding fourteen (14) days at any one time will be granted leave of absence without pay to attend Union meetings or Conventions. The Union agrees to notify the Company in writing/

9.01 (Continued) writing two (2) weeks in advance when it desires to obtain leaves of absence for employees for this purpose.

ARTICLE 10.

10.00 DISCRIMINATION

10.02 There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any employee because of membership in the Union, and the Union will not coerce employees into membership, or solicit membership, or distribute propaganda, or transact any other business of the Union on the Company's time other than as provided in this Agreement.

10.02 No Union meeting shall be held nor Union notice distributed or posted on the Company's property which has not been approved by a representative authorized by the Management to deal with such matters.

ARTICLE II

11.00 COMMITTEE OF THE UNION

11.01 The Union agrees to notify the Company of the names of the Members of a Committee appointed by the Union, to discuss with the Company any matters or grievances arising out of the operation of this Agreement and also of any changes that may take place from time to time in such Committee. All the members of the Committee shall be employees of the Company, and if they are required to leave their jobs for the performance of their duties as members of the Committee, they shall consult their foreman and come to a satisfactory arrangement concerning their work before leaving their post.

11.02 The Union acknowledges and agrees that members of their Committee have regular duties to perform in connection with their employment, and that only such time as a reasonably necessary will be consumed by such persons during working hours in order to attend to the business of administering this Agreement.

11.03 Representatives of the Union, not necessarily employees of the Company, shall be admitted to the offices of the Company on application, for the purpose of discussing grievances with the Management when necessary.

ARTICLE 12.

12.00 SETTLEMENT OF DISPUTES:

12.01 Disputes or grievances shall be dealt with by the Management Representatives and the Grievance Committee in accordance with the following procedure:-

(a) The employee concerned may take the matter directly to his foreman alone, or accompanied by a member of the Committee:

(b) If a settlemtn is not reached within a reasonable time, the employee, accompanied by a member of the Committee, may take the matter to the Superintendent or Senior foreman of the employee's department.

(c) If a settlement is still not reached, the member of the Committee shall report the matter to the Committee of the Union in writing and the Committee shall submit a written statement of the matter and discuss same with a representative authorized by the Management to deal with such matters.

(d) If a settlement is still not reached, the matter may be referred to an Executive Officer of the Company.

(e) All decisions arrived at between the Company and the Committee shall be final and binding upon the Company, the Committee, and the employee or group of employees concerned.

(f) Matters to be dealt with under the foregoing provisions of this paragraph shall normally be discussed during working hours, but lenghty negotiations for settlement of disputes shall be discussed outside of working hours.

ARTICLE 13.

13.00 ARBITRATION

13.01 Should the Company and the Committee fail to reach an agreement in regard to any difference concerning the interpretation and violation of the Agreement, the matter may on the application of either party, be referred to a Council of Arbitration appointed in pursuance of the provisions of Section 18 of the Quebec Trades Disputes Act. Chapter 167, S.R.Q. 1941.

13.02 The Council of Arbitration shall not have any authority to alter or change any of the provisions of this Agreement, or to substitute any new provision in lieu thereof, or to give any decision contrary to the terms and provisions of this Agreement or to deal with wages but, save as aforesaid, the decision of the Council or a majority of the Arbitrators shall be final and binding upon the parties hereto and upon any employee or employees concerned.

ARTICLE 14

14.00 NOTICE BOARDS:

14.01 The Company agrees to provide notice boards for the posting of Union Notices which have received the Company's approval as provided for in Clause 10.

ARTICLE 15

15.00 HEALTH AND SAFETY:

15.01 Employees shall be permitted a fifteen (15) minute rest period on the morning shift and a ten (10) minutes rest period on the afternoon shift with no reduction in pay.

15.02 The Company agrees to provide sanitary conditions in the plant, any reasonable request in this respect made by the Union shall be given every consideration.

15.03 Smoking will be permitted except in prohibited areas.

15.04 Five (5) minutes will be the set period of time for washing up purposes at the end of each half ($\frac{1}{2}$) shift.

ARTICLE 16

16.00 PLANT MANAGEMENT

The Management of the Plant and the direction of the working forces, including the right to direct, plan and control plant operations, to schedule working hours, and the right to hire, promote, demote, transfer, suspend or discharge employees for cause, or to release employees because of lack of work or for other legitimate reasons, or the right to introduce new and improved methods or facilicities, or to change existing production methods and facilities and to manage the plant in the tradional manner, is vested exclusively in the Company, subject to the provisions of this Agreement.

ARTICLE 17

17.00 STRIKES AND LOCKOUTS:

17.01 There shall be no lockout by the Company and no interruption nor impending of work , work stoppage, strike, sit-down, or slow-down by the employees during the term of this Agreement. Any employee who participates in ann work stoppages, strike, slow-down, sit-down, or any other interference with production may be disciplined or discharged by the Company.

17.02/

17.02 Should difference arise between the Company and the Union as to the meaning or application of the provisions of t is Agreement, there shall be no suspension of work on account of such differences, but an earnest effort shall be made to settle such differences promptly and in an orderly fashion.

ARTICLE 18

18.00 MODIFICATION AND TERMINATION

18.01 This Agreement shall becomeeffective on the 1st day of January 1952, and shall remain in effect for one year thereafter unless changed by mutual consent of the parties hereto.

18.02 It shall be binding for a further period of one year unless either party shall have given the other written notice of the termination of the Agreement not less than thirty days, and not more than sixty days before the last day of the period prescribed by this Agreement.

18.03 In the event of notice of termination having been given, and the parties then desiring to negotiate together for a new Agreement, or for a revision of the present Agreement, then the present Agreement shall be considered as remaining in force during such reasonable time as may elapse before it is found that the parties cannot come to an Agreement.

DATED AT THE CITY OF LACHINE THIS DAY OF

NOVEMBER 12th 1951.

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED.

PER: Unreadable.

PER: M.A.Prudhomme

PER: R.J.Addison

INTERNATIONAL ASSOCIATION OF MACHINISTS.

PER: Y.Moore

PER: A.Ste-Marie
PER: E.Lefebvre
PER: A.Lalonde.

Louis.Gagnon. Orga. I.A.M.

APPENDIX

DOMINION WIRE ROPE & CABLE COMPANY LIMITED
CLASSIFICATION OF MACHINES

MACHINE NO.		GRADE
10-11-12	Stranders & Closers.	A. I. Spec.
18	"	"
23-24-25	"	"
42	"	"
69	"	"
Extruder	"	"
5	Stranders & Closers	A.
6	"	"
26	"	"
32	"	"
33-34-36-37	"	"
35	"	"
43-44-45	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Stranders & Closers (1 ope)	B. I" Spec.
41	Stranders & Closers	B
48-49	"	"
53	"	"
54-55	"	"
56	"	"
57-58	"	"
63-64	"	"
65	"	"
38-39	Stranders & Closers	C
61-62	"	"
10-11-12	Spoolers	A. I. Spec.
5	Spoolers	A. I. Spec.
23-24-25	"	"
26	"	"
32	"	"
33-34-36-37	"	"
35-	"	"
43-44-45	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Spoolers	B. I. Spec.
50		
41		
48-49	Spoolers	B
53	"	"
54-55	"	"
56	"	"
57-58	"	"
63-64	"	"
65	"	"
38-39	Spoolers	C.
61-62	"	"

BASIC RATES OF PAY

CLASSIFICATION	GRADE	BASIC PAY JANUARY 1st, 1952
Stranders & Closers	A.I. Spec.	$ 1.43
" "	A.	1.39
" "	B.I. Spec.	1.36
" "	B.	1.34
" "	C.	1.29
Spoolers	A.I. Spec.	1.36
"	A.	1.34
"	B.I. Spec.	1.31
"	B.	1.29
"	C.	1.24
Miscellaneous		
Assistant Shipper		1.26
General Woodwork		1.35½
Helper- Machine No. 18		1.34
Helper- Machine No. 6		1.25
Storekeeper		1.37½
Assistant Storekeeper		1.34
Electrician		1.73
Maintenance		1.56
Machinist		1.41
Maintenance Helper		1.31
Oiler and Maintenance Helper		1.30
Painting & Stencilling Reels		1.30
Charge Hand Sppoling		1.43
Brazing Shorts		1.26
Lift Operator		1.25
Charge Hand Cutting (6 men)		1.34
Cutting, Measuring, Coiling.		1.26½
Cutting, Measuring, Coiling, Helper		1.26½
Fireman		1.30
Watchman		1.21
Floorman		1.20½

(continued)

BASIC RATES OF PAY (Continued)

CLASSIFICATION	GRADE	BASIC PAY JANUARY 1st, 1952
Splicer & Socketer	(In Plant)	$ 1.41
	(Away from plant)	1.48
Travelling during working hours		1.41
" after " "		.78
Overtime will be paid as per Art. 4 and Art. 5.		
Splicer & Socketer, Helper Coverer.		1.25
Starting Rate First (1st Three (3) months.		1.08
Second (2nd) Three (3) months.		1.14
After six (6) months.		1.20½

All learners shall be given a probation period of thirty days or less, during which time they will receive their basic rate of pay; if their services have been satisfactory, they will then receive the full rate of pay for the new job; if their services have been found unsatisfactory, they will revert to their old job.

SYNTHETIC OR OTHER CORDAGE WORKERS	Basic Pay January 1st, 1952
Machine Rating	
Haskell Dawes, Stranding and Laying	1.25
Bulmer and Watson Compound, Stabilising,	1.25
and Packaging for Shipping	1.25
Watson No. 2 Stranding and Laying.	1.30

Men.....1.11 first (1st) three months

1.15 second (2nd) three months.

1.20 after six (6) months.

Women. .85 first (1st) three months

.90 second (2nd) three months.

0.95 after six (6) months.

MEMORANDUM OF AGREEMENT

B E T W E E N:

DOMINION WIRE ROPE AND CABLE COMPANY LIMITED

(hereinafter severally referred to as the "COMPANY")

A N D:

INTERNATIONAL ASSOCIATION OF MACHINISTS

(hereinafter called the "UNION").

ENTENT AND PURPOSE:

0.00 It is the intend and purpose of the parties hereto to set forth herein the basic agreement covering wages, hours of work and conditions of employment to be observed between the parties hereto and to provide procedure for the prompt, equitable adjustment of alleged grievances to the end that there shall be no interruption or impeding of work, work stoppage, strikes or other interferences with production during the life of this Agreement.

A R T I C L E 1.

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1.02 Employees covered by this Agreement shall be the hourly paid employees engaged in the production of wire rope in the Company's plant at Lachine, with the exception of supervisory employees, salaried employees, office and clerical employees, tecnical employees, or persons whom the Company are training to fill specialized tschnical or commercial positions, synthetic or other cordage workers.

2566

1.03 in the event of a strike or lock-out, Watchmen or Firemen must not leave their positions nor may they be interfered with in any manner whatsoever without full consent of the Management.

1.04 Synthetic or other cordage workers are subject to the general conditions as outlined in this Agreement except they shall have separate classifications and conditions of work as outlined in the Appendix.

A R T I C L E 2.

2.00 VOLUNTARY DEDUCTION OF UNION DUES:

2.01 Upon voluntary request in writing by any employee covered by this Agreement, the Company agrees to deduct Union Dues from his pay on the second pay of each month, and to remit the amount an deducted to the Financial Secretary of the Union.

2.02 Such an authorization may be cancelled in writing by an employee on notice by him to the Company at any time between the sixtieth and thirtieth day prior to the expiration of the said Agreement.

2.03 Upon the termination of this Contract or of the employees; of any employee who has signed such authorization, it shall cease to have effect and shall not revive in case such employee is re-employed by the Company, or a new Contract entered into between the same parties.

A R T I C L E 3.

3.00 WAGES AND JOB CLASSIFICATIONS:

3.01 Job classifications and wage rates shall be as set out in Appendix for Dominion Wire Rope & Cable Company Limited which forms part of this Agreement.

3.02 No employees' wage rate shall be reduced during the term of this Agreement where employees continues to work in their own classified grade.

3.03 Men in charge of groups of six (6) or more employees shall receive seven (7) cents per hour more than their regular wage rate.

3.04/

3.04 on the occasion of the transfer of an employee from a higher to a lower paying job classification, due to lack of work in his own classification the employee so transferred shall receive the rate applying to the new job. Any transfer for less than the balance of a pay period shall be considered temporary, and the employee's pay shall be the name for the balance of the pay period as applied to the previous job. In any case, permanent or temporary, the employee will be paid at the existing higher rate for the balance of the current pay period.

ARTICLE 4

4.00 HOURS OF WORK:

4.01 The standard working week shall be one of forty-four (44) hours. The working day shall be one of nine (9) hours, Monday to Friday inclusive ; the extra hour so worked to be paid for at the rate of time and one-half.

Saturday - Overtime.

7.00 a.m. to 12.00 noon.

4.02 All employees working on shifts other than the regular day shift shall receive an additional seven (7) cents per hour over and above the regularly established hourly rate.

4.03 Late starting shall be penalized as follows:

For lateness of from six (6) to fifteen (15) minutes the penalty will be fifteen (15) minutes; for lateness of from sixteen (16) to thirty (30) minutes, the penalty will be one-half (1/2) hour.

4.04 All employees who report for week on their regular shift, or who are called in to work outside of their regular shift, shall be guaranteed four (4) hours' work or pay. Employees shall be given at least five (5) hours' notice should their services not be required, should the employee refuse the work provided they will sacrifice the four (4) hours' pay.

4.05/

4.05 Work performed by an employee in excess of hours in the regularly scheduled work day shall be paid for at the rate of time and one-half (1.1/2), up to and including the fourteenth (14th) consecutive hour and work performed in excess of fourteen (14) consecutive hours in any regularly scheduled work day, shall be paid for at the rate of double time, it being understood that a break of nine (9) consecutive hours must be given before such employees revert back to the straight time basic.

4.06 Work performed in excess of five (5) hours on Saturday shall be paid at double the basic rate of the employee, work performed on a Sunday shall be paid for at double the basic hourly rate.

4.07 Schedules may be made by the Company to meet changing conditions of business; such changes or lay-off to be advised to the Stewards' Council at least seven (7) days prior to the change becoming effective.

ARTICLE 5.

5.00 HOLIDAYS:

5.01 The Company recognizes the following Holidays:

New Year's Day.

Good Friday.

Victoria Day.

St. Jean Baptiste Day.

Dominion Day.

Labour Day.

Thanksgiving Day.

Christmas Day.

5.02 All hourly-rated employees who have been in the Company's employ for 12 weeks or longer, and who worked on the last working day preceding a holiday, and on the day following the said holiday, subject to exceptions as may be authorized by the Management, will be eligible for payment for statutory holidays where such holidays fall, or by Federal decree are to be celebrated, on a normal working day.

5.03/

5.03 Employees who at the Company's request work on a recognized holiday shall receive two-and-a-half (2.1/2) times the regular hourly rate for the hours worked.

5.04 Should a recognized holiday fall on a Saturday or Sunday, the employees shall receive nine (9) hours' pay over and above the regular weekly take-home pay, unless such holiday is to be observed and paid for on the following Monday.

ARTICLE 6.

6.00 VACATIONS:

6.01 Employees with less than one (1) year of service with the Company shall be paid two (2) per cent of their total earnings as vacation credit.

6.02 All hourly-rated employees having completed one year's continuous service shall receive a holiday with pay of one (1) standard working week.

6.03 All hourly-rated employees who have been in the continuous service of the Company for three (3) years or more, will be granted a holiday with pay or two (2) standard working weeks.

6.04 All hourly-rated employees who have been in the continuous employ of the Company for twenty (20) years or more will be granted a holiday with pay of three (3) standard working weeks.

6.05 The employees entitled to a third week of vacation shall be allowed to defer such third week of vacation at their option. In no case, however, may such deverment be beyond the current contract year or during a week upon which falls a statutory holiday detailed in Article 5.00 (see 5.01).

6.06 Employees who leave the Company for any reason shall receive with their final pay, their accumulated unused vacation credit based on years of service.

6,07 All calculations of length of service, for vacation periods only, shall be computed from the 1st of May, 1950, to the thirtieth of April , 1951.

6.08 Holiday period - July 21st, 7 a. m. to August 6th, 7 a. m.1951.

ARTICLE.7/

ARTICLE 7.

7.00 SENIORITY:

7.01 New employees of the Company shall be considered probationary employees until they have had three months ' continuous service with the Company, after which their continuous service shall date from three months prior to the close of such probationary period.

7.02 In all cases of promotions (except promotions to positions excluded from the bargaining unit or positions requiring technical training or special education) and in following factors shall be considered ,

(a) Knowledge, efficiency and ability to perform the work.

(b) Length of continuous service.

Where factors (a) and (b) are relatively equal in the opinion of the Company, factor (b) shall govern.

7.03 Any employee may decline a promotion at any time without affecting this future seniority standing. He will not, however , having once declined this promotion, be able to contest the promotion of the employee who is promoted in his place.

7.04 In the event that employees are laid off because of changes of methods of operation or because of depressed business conditions, the parties hereto shall review the status of the employees affected with a view to finding an acceptable solution.

7.05 Any employee being transferred from one classification to another shall retain his seniority standing in the classification from which he was transferred, If within a sixty day period an employee so transferred does not do the required work satisfactorily and maintain the standard rate of production as established, he will then be returned to his former job.

7.06 /

7.06 Continuous service shall mean an employee's service at the Company's plant since the date of his last hiring. Continuous service and employment relationship shall be terminated under the following conditions.

a) When an employee has been discharged for cause;

b) When an employee resigns;

c) When an employee is absent for a period exceeding twelve months for any reason, except with the written consent of the Company.

d) When an employee is absent for more than seven working days without notifying his foreman or the Employment Department and without reasonable cause.

e) When an employee fails to return to work at the termination of a leave of absence.

f) When an employee fails to report after a lay-off within eight working days after mailing, by the Company, of a registered n notice to the last address appearing on the office record.

Former employees employed after termination of employment caused by any of the foregoing reasons shall be considered new employees.

ARTICLE 8.

8.00 CONTINUITY OF SERVICE:

8.01 The continuity of service record of those re-employed after lay-offs will be reviewed at the time of re-employment, and in each case the employee will be notified if his service is restored or broken. Continuity of service shall meen the total accumulated service of an employee with the Company. Continuity of service is maintained unless an employee.

a) Leaves voluntarily, or is discharged.

b) absence himself from duty for 1 week or longer without satisfactory explanation.

c) Is absent because of illness, and fails to keep the Company notified every third (3rd) month, or is absent for a continuous period of more than one (1) year.

d) a list continuous service of all employees will be posted on the Notice Board twice a year.

ARTICLE 9.

9.00 LEAVE OF ABSENCE:

9.01 During the year, a maximum of two (2) employees, for a period not exceading fourteen (14) days at any one time will be granted leave of absence without pay to attend Union Meetings or Conventions. The Union agres to notify the Company in witing /.

9.01 (Continued)

writing two (2) weeks in advance when it desires to obtain leave of absence for employees for this purpose.

ARTICLE 10.

10.00 DISCRIMINATION:

10.01 There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any employee because of membership in the Union, or solicit membership, or distribute propaganda, or transact any other business of the Union on the Company's time other than as provided in this Agreement.

10.02 No Union meeting shall be held nor Union notice distributed or posted on the Company's property which has not been approved by a representative authorized by the Management to deal with such matters.

ARTICLE 11.

11.00 COMMITTEE OF THE UNION:

11.01 The Union agrees to notify the Company of the names of the Members of a Committee appointed by the Union to discuss with the Company any matters or grievances arising out of the operation of this Agreement and also of any changes that may take place from time to time in such Committee. All the members of the Committee shall be employees of the Company, and if they are required to leave their jobs for the performance of their duties as members of the Committee, they shall consult their foreman and come to a satisfactory arrangement concerning their work before leaving their post.

11.02 The Union acknowledges and agrees that members if their Committee have regular duties to perform in connection with their employment, and that only such time as is reasonably necessary will be consumed by such persons during working hours in order to attend to the business of administering this Agreement.

11.03 Representatives of the Union, not necessarily employees of the Company, shall be admitted to the offices of the Company on application, for the purpose of discussing grievances with the Managemnet when necessary.

ARTICLE 12./

ARTICLE 12.

12.00 SETTLEMENT OF DISPUTES:

12.01 Disputes or grievances shall be dealt with by the Management Representatives and the Grievance Committee in accordance with the following procedure.

a) The employee concerned may take the matter directly to his foreman alone , or accompanied by a member of the Committee;

b) If a settlement is not reached within a reasonable time , the employee, accompanied by a member of the Committee, may take the matter to the Superintendent or Senior Foreman of the employee's department.

c) If a settlement is still not reached , the member of the Committee shall report the matter to the Committee of the Union in writing and the Committee shall submit a written statement of the matter and discuss same with a representative authorized by the Management to deal with such matters.

d) If a settlement is still not reached , the matter may be referred to an Executive Officer of the Company.

e) All decisions arrived at between the Company and the Committee shall be final and binding upon the Company, the Committee, and the employee or group of employees concerned.

f) Matters to be dealt with under the foregoing provisions of this paragraph shall normally be discussed during working hours, but lengthy negotiations for settlement of disputes shall be discussed outside of working hours.

ARTICLE 13.

13.00 ARBITRATION:

13.01 Should the Company and the Committee fail to reach an agreement in regard to any differences concerning the interpretation and violation of the Agreement, the matter may on the application of either party, be referred to a Council of Arbitration appointed in pursuance of the provisions of Section 18 of the Quebec Trades Disputes Act, Chapter 167, S.R.Q. 1941.

13.02 The Council of Arbitration shall not have any authority to alter or change any of the provisions of this Agreement, or to substitute any new provision in lieu thereof, or to give any decision contrary to the terms and provisions of this Agreement or to deal with wages but, save as aforesaid, the decision of the Council or a majority of the Arbitrators shall be final and binding upon the parties hereto and upon any employee or employees concerned.

ARTICLE 14./

ARTICLE 14.

14.00 NOTICE BOARDS:

14.01 The Company agrees to provide notice boards for the posting of Union Notices which have received the Company's approval as provided for in Clause 10.

ARTICLE 15.

15.00 HEALTH AND SAFETY:

15.01 Employees shall be permitted a fifteen (15) minute rest period on the morning shift and a ten (10) minute rest period on the afternoon shift with no reduction in pay.

15.02 The Company agrees to provide sanitary conditions in the plant, any reasonable request in this respect made by the Union shall be given every consideration.

15.03 Smoking will be permitted during rest period except in prohibited areas.

15.04 Five minutes (5) will be the set period of time for washing up purposes at the end of each half ($\frac{1}{2}$) shift.

ARTICLE 16.

16.00 PLANT MANAGEMENT:

16.01 The Management of the Plant and the direction of the working forces, including the right to direct, plant and control plant operations, to schedule working hours, and the right to hire, promote, demote, transfer, suspend or discharge employees for cause, or to release employees because of lack of work or for other legitimate reasons, or the right to introduce new and improved methods or facilities, or to change existing production methods and facilities and to manage the plant in the traditional manner, is vested exclusively in the Company, subject to the provisions of this Agreement.

ARTICLE 17.

17.00 STRIKES AND LOCKOUTS:

17.01 There shall be no lockout by the Company and no interruption nor impeding of work, work stoppage, strike, sit-down, or slow-down by the employees during the term of this Agreement. Any employees who participates in any work stoppage, strike, slow-down, sit-down, or any other interference with production may be disciplined or discharged by the Company.

17.02 /

17.02 Should differences arise between the Company and the Union as to the meaning or application of the provisions of this Agreement, there shall be no suspension of work on account of such differences, but an earnest effort shall be made to settle such differences promptly and in an orderly fashion.

A R T I C L E 18.

18.00 MODIFICATION AND TERMINATION:

18.01 This Agreement shall become effective on the 1st day of January 1951, and shall remain in effect for one year thereafter unless changed by mutual consent of the parties hereto.

18.02 It shall be binding for a further period of one year unless either party shall have given the other written notice of the termination of the Agreement not less than thirty days, and not more than sixty days before the last day of the period prescribed by this Agreement.

18.03 In the event of notice of termination having been given, and the parties then desiring to negotiate together for a new Agreement, or for a revision of the present Agreement, then the present Agreement shall be considered as remaining in force during such reasonable time as may elapse before it is found that the parties cannot come to an Agreement.

DATED AT THE CITY OF LACHINE THIS DAY OF

JANUARY..... 30th ..... 1951.

DOMINION-WIRE ROPE AND CABLE COMPANY LIMITED.

PER: unreadable

PER: M.A. PRUD'HOMME

PER: NORMAN MOORE

INTERNATIONAL ASSOCIATION OF MACHINISTS

PER: ADRIEN ST.MARIE

PER: RENE LALONDE

PER: GASTON McDUFF

PER: LOUIS GAGNON G.H.R.

APPENDIX.

DOMINION WIRE ROPE & CABLE COMPANY LIMITED:
CLASSIFICATION OF MACHINES:

MACHINE NO.		GRADE
10-11-12	Stranders & Closers.	A.1 Spec.
18	"	"
23-24-25	"	"
42	"	"
69	"	"
Extruder	"	"
5	Stranders & Closers.	A.
6	"	"
26	"	"
32	"	"
33-34-36-37-	"	"
35	"	"
43-44-45	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Stranders & Closers.	B.1 Spec.
50	(1 Op.)	
41	Stranders & Closers.	B.
48-49	"	"
53	"	"
54-55	"	"
56	"	"
57-58	"	"
63-64	"	"
65	"	"
38-39	Stranders & Closers.	C.
61-62	"	"
10-11-12.	Spoolers.	A.1 Spec.
23-24-25	"	"
5	Spoolers	A
26	"	"
32	"	"
33-34-36-37	"	"
35	"	"
43-44-45-	"	"
47	"	"
51-52	"	"
66	"	"
67	"	"
68	"	"
27	Spoolers.	B.1 Spec.
50		
41	Spoolers.	B.
48-49	"	"
53	"	"
54-55	"	"
56	"	"
57-58	"	"
63-64	"	"
65	"	"
38-39	Spoolers.	C.
61-62	"	"

BASIC RATES OF PAY:

CLASSIFICATION	GRADE	BASIC PAY JANUARY 1st, 1951.
Stranders & Closers	A.1 Spec.	$ 1.28
" "	A.	1.24
" "	B.1 Spec.	1.21
" "	B.	1.19
" "	C.	1.14
Spoolers.	A.1 Spec.	1.21
" "	A. Spec.	1.19
" "	B.1 Spec.	1.16
"	B.	1.14
"	C.	1.09
MISCELLANEOUS:		
Assistant Shipper		1.11
General Woodwork		1.20½
Helper - Machine No. 18		1.13
Helper - Machine No 6		1.10
Storekeeper		1.22½
Assistant Storekeeper		1.19
Electrician		1.58
Maintenance		1.41
Machinist		1.26
Maintenance Helper		1.16
Oiler		1,11½
Painting & Stencilling Reels		1.15
Charge Hand Spooling		1.28
Brazing Shorts		1.11
Lift Operator		1.10
Charge Hand Cutting (4 men)		1.16
Cutting, Measuring, Coiling.		1.11½
Cutting, Measuring, Coiling - Helper		1.11½
Fireman		1.15
Watchman		1.06
Floorman		1.05½

(Continued) -

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BASIC RATES OF PAY (Continued)

CLASSIFICATION:	GRADE	BASIC PAY JANUARY 1st. 1951.
Splicer & Socketer	(In Plant)	$ 1.26
	(Away from Plant)	1.33
Travelling during working hours		1.26
" after " "		.63
Overtime will be paid as per Art. 4 Art. 5.		
Splicer & Socketer, Helper Coverer.		1.10
Starting Rate First (1st) Three (3) Months.		.93
Second (2nd) Three (3) Months.		.99
After Six (6) Months.		1.05½

All learners shall be given a probation period of thirty days or less, during which time they will receive their basic rate of pay; if their services have been satisfactory, they will then receive the full rate of pay for the new job ; if their services have been found unsatisfactory, they will revert to their old job.

SYNTHETIC OR OTHER CORDAGE WORKERS:

MAN	$ .96	First (1st) Three (3)Months.
	1.00	Second (2nd) Three (3) Months.
	1.03	After Six Months. (6)
WOMAN	$ .75	First (1st) Three (3) Months.
	.78	Second (2nd) Three (3) Months.
	.80	After Six (6) Months.

a/A-159

AGREEMENT

Made and entered into this 31st day of March nineteen forty-eight, by and between DOMINION WIRE ROPE AND CABLE COMPANY LIMITED, LACHINE, QUEBEC, hereinafter referred as the "Company" and the United Electrical, Radio and Machine Workers of America, Local 518, hereinafter referred to as the "Union" (Certified by the Quebec Labour Relations Board, March 19, 1947.).

INTENTION Whereas it is the intent and purpose of the parties hereto that this agreement will promote and improve industrial and economic relationship between the Company and its employees, and to set forth herein the basic agreement covering rates of pay, hours of work and conditions of employment to be observed between the parties hereto, and to assure the highest quality and production obtainable by the most economic and efficient operation of the Company's plant at Lachine, Quebec.

Article 1.- Union Repognition

The Company recognized the Union, local 518, as the sole and exclusive bargaining agency of the employees specified in section 2 of this article) for the purpose of collective bargaining with respect to rates of pay, hours of work and other donditions of employment .

The employees covered by this agreement are the hourly paid employees engaged in maintenance and production work at the Company's Plant located in Lachine, Quebec, excluding however supervisory employees, salaried employees, office and clerical employees, technical employees, or persons whom the Company is training to fill specialized technical or commercial position.

Article 2.- Compulsory Check Off

All employees presently engaged and /or all new employees of the Company covered by this agreement, shall, after thirty days (30) days of employment, sign a check off form authorizing the Company to deduct Union dues from the employees second pay day of each month, and to remit same together with a list of the employees names, to the Financial Secretary of Local 518, United Electrical, Radio and Machine Workers of America. This authorization for deduction of Union dues shall remain in full force and effect for the duration of this Agreement.

Article 3. Wages and Job Classifications

Section 1. Job Classifications and wage rates shall be as follows :

19/1755

Collective Agreement :

Classification of Machines and BASIC Rates of Pay :

Classification of Machines :			Basic Rates of Pay :			
Description.	Machine No.	Class.	Uffective Jan.1st.48	Plus 5% Maint. T.H.P.	Effective June 1st. 1948.	Plus 5% Maint. T.H.P.
Stranders and Closers	10-11-12 18	A-1 (Special)	1.02	1.07	1.06	1.11
Stranders and Closers	5					
	6					
	7					
	8					
	15-16					
	26					
	43-44-45					
	32					
	42					
	66					
	New 67					
	Mac. 68					
	No.35.69	A	1.00	1.05	1.04	1.09
Learners----------		A	.95	1.00	.99	1.04
Spooler	10-11-12	A-1 (Special)	.97	1.02	1.01	1.06
Spoolers	23-24-25					
	33-34-36-37					
	35					
	43-44-45					
	46-47					
	51-52	A	.95	1.00	.99	1.04
Learners		A	.90	.95	.94	.99
(Note : All learners as listed above will be on probation for a period of (30) days or less, after which period they will be paid full rate unless their services have been unsatisfactory, in which event they will be transferred back to the classification or occupation that they moved from .)						
Stranders and Closers (1 operator)	27-50	B-1 (Special)	.97	1.02	1.01	1.06
Spooler..... (1 operator)	27	B-1				
	50	(Special)	.92	.97	.96	1.01
Stranders and Closers	4	B				
	13-14	56				
	40-41	57-58				
	48-49	63-64				
	53	65	.95	1.00	.99	1.04
	54-55					

Classification of Machines and Basic Rates of Pay (Cont'd)

Classification of Machines			Basic Rates of Pay			
Description	Machine No.	Class	Effective January 1st 1948	Plus 5 per cent Maint.T.H.Pay	Effective June 1st 1948	Plus 5 per cent T.H.P.
Spoolers..	--------	B	.90	.96	.94	.99
Stranders and Closers	3,17,38 39,61-62	C	.90	.95	.94	.99
Spoolers.	-------	C	.85	.89	.89	.94
Shipper			1.05	1.10	1.09	1.14
Assistant Shipper..			.87	.91	.91	.96
Carpenters			.96½	1.01½	1.00½	1.05½
Special wire testing			.95	1.00	.99	1.04
Helper	18		.89	.93	.93	.98
Superintendant office asst.....			.99	1.04	1.03	1.08
Storekeeper			.98½	1.03½	1.02½	1.07½
Assistant stokeeper			.95	1.00	.99	1.04
Cutting, coiling, wire sope.....			.87½	.91½	.91½	.96½
Shop Maintenance....			1.17	1.22	1.21	1.26
Assistant Millwright			1.02	1.07	1.06	1.11
Helper Millwright			.92	.97	.96	1.01
Charge Hands			1.02	1.07	1.06	1.11
Oiler...			.87½	.91½	.91½	.96½
Helper...	6		.85	.90	.90	.95
Brazing shorts...			.87	.91	.91	.96
Floor men..			.82½	.86½	.86½	.90½
Chief Splicer...			1.02	1.07	1.06	1.11
Splicer helper.			.85½	.89½	.89½	.93½

Classification of Machines and Basic Rates of Pay. (Concl.)

Cla sification 6f Machines		Basic Rates of Pay			
Description Ma. .No.	Class	Eff. Jan. 1st.48	Plus 5% Maint.T.H.P.	Eff.June 1st.48	Plus 5% Maint.T.H.P.
Checker Ord. & Tru.-Lays		$1.05	$1.10	$1.09	$1.14
Truck Driver, Small Fork. Truck		.95	1.00	.99	1.04
Firemen & Watchmen		.82	.86½	.86½	.90½
Night Foreman		1.19	1.24½	1.24½	1.29

CONTRACT WORK.

Piecework Splicing & Covering :

Three quarter inch splicing	1.00
Per Rope(each splice)	.50
Covering . Two men.....	.50
(Each man being paid)	.25

Article 3. Wages and Job Classifications. Con't.

Section 2.- No employees wage rate shall be reduced during the term of this agreement.

Section 3. There shall be no differential in pay by reason of the sex of an employee in any job classification.

Secti n 4. Men in charge of six (6) or more employees shall receive seven (7) cents per hour [illegible] more than their regular wage rate or than the highest paid employee under his supervision, whichever is higher.

Article 4.- Hours

Section 1.- The standard working week shall be one of forty (45) hours, the standard working day shall be one of nine (9) hours, Monday to Friday inclusive.

First Shift	Second Shift
7.00 a.m. to 12.00 Noon	7.30 p.m. to 12.00 Mid.
1.00 p.m. to 5.00 p.m.	12.30 a.m. to 5.00 a.m.

Saturday, Overtime

7.30 a.m. to 12.00 noon.

Article 4 Hours. Cont'd

Section 2. - All employees working on shift other than the regular day shift shall receive an additional seven (7) cents per hour over and above the regularly establishied hourly rate.

Section 3.- The 5% maintenance of take home pay as outlined in the classification of wage rates will not apply to overtime work.

Section 4.- Late starting shall be penalised to the extent of fifteen minutes (15) for lateness in excess of five (5) minutes, for lateness of from six (6) to sixteen (16) minutes, the penalty willbe fifteen (15) minutes ; for lateness of from twenty (20) to thirty (30) minutes, the panalty will be one half hour.

Section 5.- All employees who report for work on their regular shift, or who are called into work outside of their regular shift, shall be guaranteed four (4) hours work or pay. Employees shall be given at least five (5) hours notice should their services not be required, should the employee refuse the work provided they will sacrifice the four (4) hours pay.

Section 6.- Work performed by an employee in excess of nine (9) hours in the regularly scheduled work day shall be paid for at the rate of time and one half, up to and including the thirteenth (13th) consecutive hour worked, and work performed in excess of thirteen (13) consecutive hours in any regularly scheduled work day, shall be paid for at the rate of double time, it being understood that a break of nine (9) consecutive hours must be given before such employees revert back to the straight time basis.

Section 7.- Work performed in excess of four and one half (4½) hours on a Saturday shall be paid at double the basic rate of the employee, work performed on a Sunday or on any day listed as a holiday in Article Five (5) Section I of this agreement will be paid for at double the basic hourly rate.

Section 8.- Schedules may be made by the Company to meet changing conditions of business such changes to be advised to the Stewards Council at least seven (7) days prior to the change becoming effective.

Article 5. Holidays

Section 1. The Company recognizes the following Holidays ; New Year's Day Good Friday, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day.

Section 2. Work performed on St.Jean Baptiste Day shall be paid for at time and one half (1½).

Section .3. All employees shall be paid straight time for all Holidays listed in Article Five - Section I, if they do not work on such Holidays.

Article 5. Holidays. Cont'd

Section 4. Employees who at the Company's request work on a recognized Holiday, shall receive double time for the hours worked.

Section 5. Should a recognized Holiday fall on a Saturday or Sunday, the employees shall receive nine (9) hours pay over and above the regular weekly take home pay. Unless such holiday is moved over and observed on the following Monday. (H.P.B.)

Article 6. Vacations

Section 1. Employees with one year's service shall receive one (1) week's vacation with pay ; employees with three (3) years service shall receive two (2) week's vacation with pay.

Section 2. Employees entitled to one week's vacation shall receive sixty (60) hours pay, and employees entitled to two (2) week's vacation shall receive one hundred and five hours (105) pay.

Section 3. Employees with less than one (1) year of service with the Company shall be paid two (2) per cent of their total earnings as vacation credit.

Section 4. Employees who leave the Company for any reason shall receive with their final pay, their accumulated unused vacation credit as outlined in section three of article six.

Section 5. All calculations of length of service, for vacation periods only, shall be computed from the First of May 1947 to the thirtieth of April 1948.

Section 6. Should a recognized Holiday fall at a time when an employee is on vacation, he or they will receive nine (9) hours pay in addition to the vacation pay.

Section 7. The Holiday period will be definite. Commencing 7.00 a.m. August 1st, 1948 to 7.00 a.m. August 8th. The Plant will be closed down for a period of one week, commencing Saturday noon, July 31st, 1948 and re-opening Monday 7.00 a m. August 9th. 1948. Employees entitled to more than one weeks vacation will have the said vacation run concurrently either the week prior to August 2nd. or the week following August 9th, 1948., this to be arranged with the Shop Superintendent to meet production demands .

Section 8. Employees may be absent from work for periods as outlined below and still be eligible for vacation benefits as listed under Section 2.

Employees with one years service (30) working days.
" " two " " (60) " "
" " three " " (90) " "

All the above employees with absenteeism in excess of this schedule will be paid on the basis of Two Per Cent of total earnings only.

Article 7. Seniority

Section 1. When promotions are made in the plant from one classification to another, the principle of seniority within classifications will be observed as follows :- The employee having the longest term of service with the Company in that class will be allowed a reasonable trial period on the job. If he qualifies in the opinion of both the superintendent and the Stewards Council, he shall be permanently assigned to the position.

Section 2. Should it become necessary to reduce the staff, the last person hired shall be the first to be laid off. When the staff is increased again, the reverse procedure shall be followed and the last person laid off shall be the first to be reinstated, if capable of performing the work available in the classification where a position is open.

Section 3. No new employees shall be hired until all laid off employees have been reinstated.

Section 4. Any employee laid off shall not lose seniority unless he or they refuse to return to work when called, this will be done and responded to by Registered Letter, with an allowance for response

Article 7 Seniority Con't.

Section 4.....con't. up to two (2) weeks, advising at the same time if a permanent or non-permanent position is open ; if the latter, i.e. non permanent he may refuse, in writing, by Registered Mail, in which event seniority will not be lost.

Section 5.No employee shall be deprived of his or their seniority standing because of illness, for a period not exceeding two "2" years, such employees must be covered by a Doctors Certificate at the end of every third (3) month while on sick leave. Seniority shall date from date of employment. The Company agrees to post seniority ratings on the Company's notice board and will at the same time, provide the Stewards Council with copies of all such lists .

Section 6.Union Officers and Members of the Stewards Council with three (3) years service shall have top seniority with the Company.

Section 7.No new employees shall be covered by the Seniority or Separation clauses until in the employ of the Company for three consecutive months. Seniority will then be at date of employment after his trial period.

Article 8. Leave of Absence.

Section 1.During the year, a maximum of two (2) employees, for a period not exceeding fourteen (14) days at any one time will be granted leave of absence without pay to attend Union meetings or Conventions. The Union agrees to notify the Company in writing two (2) weeks in advance when it desires to obtain leave of absence for employees for this purpose.

Section 2.The Company shall pay at the base rate the wages of not more than three (3) employees for attendance at any bargaining conference carried on during, or arising out of, the term of this agreement.

Article 9.- Union Representation

Section 1. The employees will elect their representatives who will be known as Stewards. Together they will form the Stewards 'Council. The Stewards' Council shall elect a sub-committee or three (3) members to be known as the Grievance Committee.

Section 2. Grievances of employees shall be taken up and discussed by the Grievance Committee with the Superintendent, by appointment who shall render a decision within twenty-four (24) hours. Failing a satisfactory settlement, such grievances shall be presented in writing to the management by the Grievance Committee. The management shall give a written decision within five (5) days.

Section 3. Representatives of the Union, not necessarily employees of the Company, shall be admitted to the offices of the Company on application, for the purpose of discussing grievances with the Management when necessary.

Section 4. In the event of any grievance, or dispute arising out of the terms of this agreement, not being settled satisfactorily after the above procedure has been followed, the matter may be referred to a Board of Arbitration, consisting of an equal number of representatives of both parties, Should the parties fail within five (5) days to name a chairman, the Minister of Labour of the Province of Quebec shall be requested by either party to name an additional member of the Arbitration Board, who shall act as chairman. After a Committee of three (3) is thus established, it shall meet and hear the evidence of both sides and render a decision within seven (7) days within the completion of hearings, and such decision shall be final and binding on all parties involved. The Arbitration Board shall not have the jurisdiction to set provisions of a new agreement or to change by its decisions in whole or in part any provisions of this agreement.

Article 10. Posting

The Company will permit the use of one bulletin board (1) for the exclusive use of the Union Committee in the plant for the purpose of posting notices which are deemed necessary.

Article 11. Separation

The Company shall notify the Grievance Committee of the reasons for the discharge or lay off of any employees covered by this agreement, at the same time such employees are notified of discharge or lay off, such discharge shall be a discusable grievance as provided for under the term of this agreement. The Chief Steward will be allowed one half (½) hour to get the facts from such employees for presentation to the management. If a grievance is eatablished, it shall be dealt with before the employee leaves the Plant, if at all possible. In the event of a lay-off, notice of not less than seven (7) days will be advised all employees having a seniority status. Such notice will be posted by the Company on the Company's notice Board.

Article 12. Health and Safety

Section 1. Employees shall be permitted a fifteen (15) minutes restperiod in the morning shift and a ten (10) minute rest period in the afternoon shift with no reduction in pay.

Section 2. The Company agrees to provide sanitary conditions in the plant, any reasonable request in this respect made by the Union shall be given every consideration.

Section 3. Smoking will be permitted during the rest periods in specified areas.

Section 4.- Five (5) minutes will be the set period of time for washing up purposes at the end of each half shift.

Article 13.- Management

Subject to the provisions of this agreement, the management of the Company's plants and the direction of the working forces including the right to hire, promote, demote, transfer, suspend or discharge employees, and the right to lay-off employees because of lack of work or other legitimate reasons, is vested exclusively in the Company, but such rights shall not be employed for purposes of discrimination against employees because of bona fide activities on behalf of the Union and/or because such work is done on the employees own time, or because of race, creed, color or political belief.

Article 14.- Names

Names of foremen, assistant foremen, and charge hands, shall be posted on the Company's notice boards so that there shall be no question as to the responsibility for all operations, and the Union shall be supplied with a copy. The Union agrees to supply the Company with the names of personel of Union officers, and members of all committees, stewards' council, etc., and of any changes should such changes occur.

Article 15.- Strikes and Lock-outs

During the life of this agreement, there shall be no slow down, sit downs, or strikes on the part of the employees or lock outs on the part of the Company.

Article 16.- Modification and Termination

This agreement shall remain in full force and effect until December 31st, 1948, and thereafter from year to year, unless either party shall give to the other party written notice of termination, by registered mail, at least thirty (30) days prior to the annual date of expiration of the agreement. If such notice is given, a conference of the parties shall be arranged and held within ten (10) days. Either party to this agreement may present in writing to the other party, not more than thirty (30) days prior to the termination date, proposed negotiations on proposed modifications or revisions by the termination date of this agreement, and in any event the present agreement shall remain in full force and effect until a new agreement has been concluded.

For : Local 518, United Electrical Radio, and Machine Workers. of America.

(Signed) Dick Pape

(Signed) Roland Durocher

(Signed) Antonio Lebel

For : DOMINION WIRE ROPE & CABLE CO.LIMITED

(Signed) Thos.H.Westgarth

D.A.Woodhouse

Witness : (Signed) E.E.Lathrop

31st March, 1948.

For : District 5, United Electrical Radio and Machine Workers of America.

(Signed) H.P.Black

Witness :

COMPULSORY CHECK OFF OF UNION DUES

I_____, the undersigned , hereb
(block letters)

authorize the_____

to deduct from my second pay day of each month, the sum of one (1) dollar and fifty (50) cents as my monthly dues, and to remit same to the financial secretary Of Local 518, United Electriaal, Radio and Machine Workers of America. It is understood that this authorisation shall remain in full forde and effect for the duration of this agreement.

Witness :_____ (Signed)_____

(Steward)

Clock No._____

HL.47

% A-159

This Agreement dated the 24th day of April, 1947.

Between - THE DOMINION WIRE ROPE AND CABLE CO. LIMITED.

and - UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, LOCAL 518.

Whereas it is the intent and purpose of the parties hereto that this will promote and improve industrial and economic relationships between the Company and its employees, and to set forth herein the basic Agreement covering rates of pay, hoursof work, and conditions of employment to be observed between the parties hereto, and to assure the highest quality and production obtainable by the most economic and efficient operation of the Company's Plant at Lachine, Que. The parties hereby mutually agree as follows:-

Article 1 - Definition of employees.

The term "employee" shall include all employees of the Lachine Factory of the Company who are paid by the hour, excluding, however, supervisory employees, salaried employees, office and clerical employees, technical staff, or person whom the Company is training to fill specialized technimal or commercial positions.

Article 2.- Union recognition

The Company recognizes the Union as the sole and exclusive bargaining agency for all Employees of the Company as defined in Article No. 1 for the purpose of collective bargaining with respect to rates of pay, hours of employment, and all conditions of employment, and will be effective until December 31, 1947.

Article 3 - Management - No discrimination.

The Management of the plants and the direction of the working force is vested exclusively in the Company, and includes but is not limited to the right to hire or -re-hire, to transfer employees, either temporarily or otherwise, from one job to another, to promote, to suspend or discharge for reasonable cause, and to relieve employees from duty because of lack of work or for other legitimate reasons, provided that this will not be used for purpose of discrimination against any employees for Union activities.

The provisions of this contract shall be applied, without discrimination on account of sex, race, colour, creed or national origin.

Article 4 - Check-off.

Upon voluntary request in writing by an Employee, the Company shall deduct Union Dues from the second pay day of each month, and shall remit the amount to the Secretary of the Union with a list of the Employees, whose dues have been deducted.

Article 5.- Hours.

(a) The Standard working week shall be one of 47½ hours, and the standard working day shall be one of 9½ hours, Monday to Friday inclusive.

7.00 to 12.00 Noon
1.00 to 5.30 P.M.

But this shall not be construed as a guarantee of hours of work per day or per week.

(b) Employees shall be paid overtime at the rate of one and one half times the regular rate for all work performed in excess of the established work day, this rate to be paid for the first five (5) hours overtime, and the first five (5) hours on Saturday, after which double time will be paid.

19/1360

(c) Time worked on any of the following days shall be paid for at Double time, if worked;-

New Year's Day Good Friday Dominion Day Labour Day
Thanksgiving Day Christmas Day, and all Sundays.

St. Jean Baptiste Day time and one half.

(d) Employees shall be paid straight time for the three (3) following holidays when not worked, Good Friday, Labour Day, and Christmas Day.

Article 6 - Changes in Daily and Weekly Work.

Schedules may be mad e by the Company to meet changing Conditions of the business. Such changes to be advised to the Stewards Council at least seven days psior to the change.

Article 7 -

Any employees who properly reports for work on his regular shift, or who is called in to work outside of his regular shift shall be guaranteed four hours work or pay. Employees shall be given at least five hours notice should their services not be required. It is understood that should the Employees refuse the work provided, they will sacrifice the four hours pay.

Article 8 -

Late starting shall be penalized to the extent of 15 mimutes for lateness in excess of five minutes of each quarter of an hour, i.e.

For lateness of from six to fifteen minutes the penalty will be fifteen minutes.
For lateness from twenty to thirty minutes the penalty will be one half hour.

Article 9 - Rest period.

Rest period of 15 minutes morning and 15 minutes in afternoon shall be allowed as under;

9.00 A.M. to 9.15 A.M.
3.00 P.M. to 3.15 P.M.

Smoking is not permitted during working hours.

Article 10 - Privileges.

All privileges in force on the date of presentation of this agreement to the Company, shall remain in full force and effect, during the life of this agreement.

Starting and stopping time shall be agreed upon between the Company and the Steward Council:-

Article 11 - Seniority

When promotions are made in the plant, the principle of seniority shall be observed as follows: The employees having the longest term of service with the Company shall be allowed a reasonable period for trial on the job. If he qualifies in the opinion of the Company and the Stewards Council, he shall be permanently assigned to the position.

Should it become necessary to reduce the staff, the last employee hired shall be the first to be laid off,. When the staff is increased again, the reverse procedure shall be followed and the last person laid off shall be the first to be rehired. No new employees shall be hired until all laid off employees have been reinstated.

Any employee laid off will not lose seniority unless he refuses to work when called. Such employees are allowed up to two (2) weeks time to return to work.

No employee shall be deprived of his seniority standing because of illness, Seniority shall date from date of employment. The Company agrees to co-operate with the Stewards Council in the compilation of the seniority list, and said list as agreed upon, shall be posted in the plant and shall be kept up to date. Union officers and members of the Stewards Council shall be given leave of absence to conduct authorized Union business and such absences shall not affect their seniority standing. All such leaves without pay. Number of absentees shall not exceed three men at one time.

Article 12 - Names.

Names of foremen and change hands, shall be posted on the Company's notice Board so that there shall be no question as to the responsibility for all operations and the Union shall be supplied with a copy. The Union agrees to supply the Company with the names of personnel of Union officers and members of all committees and Stewards Council and of any changes should such changes occur.

Article 13 - Grievance Procedure.

The employees in each department will select representatives to be known as the Shop Stewards, and they shall constitute the Stewards Council, The said Stewards Council shall select or appoint a sub-committee of three (3) members to be known as the grievance committee.

Article 14 -

Union officers and members of the Stewards Council, who have been with the Company not less than five years, shall be the last to be laid off, and the first to be rehired.

Article 15 -

Grievances of all employees shall be discussed by the grievance committee with the Superintendent, who shall render a decision within twenty-four (24) hours. Failing a satisfactory settlement the grievance shall be taken up directly with the management by the grievancecommittee. The management shall notify the grievance committee of its decision within five (5) days.

Article 16 -

Representatives of the Union, who are not necessarily employees of the Company shall be admitted to the offices of the Company for the purpose of investigating and discussing grievances with the management when necessary.

Article 17 -

In the event of any grievances or dispute between the parties not being settled satisfactorily after the above procedure has been followed, the matter may be referred to a Board of Arbitration, consisting of an equal number of representatives of both parties, but not exceeding two (2) in number, from each, and the chairman shall be chosen by these parties. Should the parties fail within five (5) days to name a Chairman, the Minister of Labour of the Province of Quebec shall be requested by either party to name an additional member of the Arbitration Board, who shall act as Chairman. After the Committee is thus completed, it shall meet and hear the evidence of both sides and render a decision within ~~three~~ seven (7) days of the completion of the hearing, and such decision shall be final and binding on all parties involved.

Article 18 -

The Arbitration Board shall not have the jurisdiction to set provisions of a new agreement, or to change by its decision in whole or in part any provision of this Agreement.

Article 19 -

Grievances may be discussed by the grievance committee during working hours without loss of pay.

Article 20 - Military Service.

The provisions of the reinstatement in Civil Employment Act 1942 and 1945 shall be recognized as part of this Agreement.

Article 21 - Vacation with Pay.

Employees with one year's continuous service with the Company shall receive one week's holiday with pay or sixty hours at base rates. After three (3) years' service they shall receive two (2) weeks' holiday with pay. Holidays over one (1) week shall be paid on the basis of forty-seven and a half (47½) hours per week, with vacation time given as nearly as possible at times desired by the employees. The Company agrees to notify employees one month in advance wherever possible of the date when vacation starts.

The Employees date of hiring shall be used in calculating vacation credits. If an employee leaves the Company at a time when an unused period of vacation credit stands to his credit, he shall be paid the amount due in lieu of vacation, calculated to the date of his leaving the service, at the rate of five hours pay per month.

Article 22 - Charge hand.

Men in charge of groups of six or more employees shall receive seven (7) cents an hour more than their regular wage rate or than the highest paid employee under his supervision, whichever is higher.

Article 23 - Shift Bonus.

All employees working on shift other than the regular day shift shall receive an additional five (5) cents per hour, over and above their regular established hourly rate.

Article 24 - Discharge Case.

The Company shall notify the Grievance Committee of the reasons for the discharge or lay off of any employee covered by this agreement, at the same time that the employee is notified of his discharge or lay-off. Such discharges shall be a discussable grievance as provided for under this agreement, before the employee leaves the plant.

Article 25 -

No employees hourly rates shall be reduced during the life of this agreement.

Article 26 - Classification of Machines.

Basic Rates of Pay.

	Operators	New Rates
Class A-1 Strander & Closer in Special Group	Machine No. 18	.90¢
	" " 10 - 11 - 12	
Class "A" Stranders & Closers	Spoolers	
	" " 7	.85¢
	8	
	42	
	6	
	5	
	26	
	15 - 16	
	32	
	29-30 - 31	

Class "A"	Spoolers	New Rates (Cont'd.)
	23 - 24 - 25	.85¢
	43 - 44 - 45	
	33 -34 - 36 - 37	
	35	
	51 - 52	
	46 - 47	

Machine Operators ..... 88¢ (New Rate) Spoolers..... 83¢ (New Rate)

(Special) Class B-1 One Operator	Machine No.
	50 - 27

(Machine Operator ..... 85¢ (New Rate) (Spooler.....80¢ (New Rate)

Class "B"	Machine No.
Stranders & Closers	56
	21 - 22
	53
	13 - 14
	4
	54 - 55
	40 - 41
	9
	48 - 49
	57 - 58

(Machine Operator ..... 83¢ (New Rate) (Spoolers .....78¢ (New Rate)

Class "C"

Stranders & Closers

19 - 20
38 - 39
3
17

(Machine Operator ..... 78¢ (New Rate) (Spoolers ....73¢ (New Rate)

Shipper	.93½/per hour
Assistant Shipper	.75
Carpenters	84½
Special Testing	.83
Special Helper on No. 18 Machine	.77
Supt's Office Assistant	.87
Store Keeper	.83
Cutting, Coiling & Weighing Wire Ropes	.75½
Shop Maintenance, Millwright	1.05
Assist. Millwright	.90 (L. Foltin)
Helper	.80
Charge Hand, A & B Spoolers	.90
Charge Hand, Small Spoolers	.90
Oiler	.75½
Helper on No. 6 Machine	.74
Brazing Shorts	.75
Floormen & Operators Helpers	.70½

Chief Splicer	.90¢ per hour	Helper when needed	73½¢
" "	.83¢ " "	on all other day work..	

Contract Work.

On Three Quarter inch splicing ...	50¢ each	Splice	1.00 per rope
Covering, Piecework rate	50¢ per rope.....	2 men needed.	.25¢ each man per rope.

Firemen .70½¢ per hour up to 47½ hours. Overtime to be paid at time and one half after 47½ hours, continuing through Saturday and Sunday at the same rate. During summer months to be paid at .70½ per hour at regular rate including holidays.

Watchman .70½¢ per hour at all times.

Both Firemen and Watchman would qualify for vacation pay and holidays, the same as the other men.

All increases will be paid retroactive to February 1st, 1947.

27. Modification and Termination.

This agreement shall remain in full force and effect until December 31st, 1947, and thereafter from year to year unless either party gives to the other party written notice of termination by registered mail at least thirty (30) days prior to the annual expiration date of the agreement. If such notice is given, a conference of the parties shall be arranged and held within ten (10) days.

Either party to this agreement may present in writing to the other party not more than thirty (30) days prior to the termination date, proposed modifications and revisions. The parties shall endeavour to conclude negotiations on such modifications, and or revisions by the termination date of this agreement, and in any event, the present Agreement shall remain in full force and effect until a new agreement is signed by other parties.

Signed on this Twenty fourth Day of April 1947.

DOMINION WIRE ROPE & CABLE CO. LTD.

(Sgd) Thos. H. Westgarth
President.

W. A. Pitt
Secretary-Treasurer

FOR UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA AND ITS LOCAL 518

R. Durocher

A. N. Lebel.

H. P. Black

L. Wood

D. Pape

For District Five - UE & MWA
Jean Pare.