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Amendments to Collective Labour Agreement.

Between

National Union of Operating Engineers
1182 St. Lawrence Blvd. Montreal.
(hereinafter called the Union)

Party of the first Part.

And

J.B. Williams Soaps Co. Limited (Canada)
9471 Lasalle Blvd. Ville Lasalle.
(hereinafter called the Company)

Party of the second part.

Amendments as follows:-

Article 8. Hours of work and Rates of Pay.

D. Minimum rates of pay shall be as follows.

Engineer in charge.	1.13 per hour
Shift engineers	1.00 per hour.

It is agreed by both parties that all other clauses will remain the same

It is agreed by both parties that this increase be retroactive from
November 23rd 1949.

IN WITNESS WHEREOF the parties have signed this agreement
at the city of Montreal under the effective date of
January January 19th 1950 in the year One thousand one
hundred and fifty (1950.)

J.B. Williams Soaps Co. Limited
Paul H. Brandt.

NATIONAL UNION OF OPERATING ENGINEERS.

L.C. Dannacker.

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19/97/ a

MEMORANDUM OF RENEWAL OF AGREEMENT

BETWEEN

J.B. Williams Soaps Co. Limited. (CANADA)
9471 Lasalle Blvd. Ville Lasalle, Que.
(Hereinafter called the Company)
PARTY OF THE FIRST PART.

AND

NATIONAL UNION OF OPERATING ENGINEERS OF CANADA
1182 St. Lawrence Blvd. Montreal, Que.
(Hereinafter called the Union)
PARTY OF THE SECOND PART.

1. PURPOSE.

It is the intention of this agreement to maintain a harmonious relationship between the Company and its steam plant engineers to provide an amicable method of settling any differences which may arise between them, and to set forth the conditions of employment to be observed between the Company and the Union as per the conditions of the Labour Relations Committee, Province of Quebec.

2. TERM "EMPLOYEE"

The term "employees" as mentioned in this agreement refers to and includes steam plant engineers, Ville LaSalle Plant.

3. RECOGNITION.

The Company recognizes the Union as the sole and exclusive bargaining ~~agent~~ ~~agent~~ agent for all engineers employed on its steam plant as defined in Classe 2, in collective bargaining with relation to wages, hours of work and other conditions of employment as set forth herein.

4. CHECK OFF.

The Employer will deduct the Monthly dues from these employees who sign the necessary authorized check off cards, for dues and initiation fees, the employee may however terminate his authorization to the employer for such deduction on thirty (30) days notice.

The following shall constitute the regular fees to be checked off of each employee signing the necessary authorized check off cards.

\$5.00 for Initiation Fees.

\$1.50 each month for dues from Enginemen Employees

The check off of Union dues shall be deducted from the Employees wages on the first pay period of each month. All monies collected by the check off of Union dues shall be forwarded to the Union office at 1182 St Lawrence Blvd. not later than 10 days after such pay period.

5. GRIEVANCE COMMITTEE.

The Union will elect or appoint one steward and supply the Company with the name of same, when said company shall then recognize.

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5 GRIEVANCE COMMITTEE (Cont'd)

The steward shall handle the grievances arising out of the operation of the agreement.

6. GRIEVANCE PROCEDURE.

Should any dispute arise between the Company and the Union as to the meaning and application of the Provisions of this Agreement or should any local trouble of any kind arise in the plant, there shall be no suspension of work on account of such dispute, but an earnest effort shall be made by both parties hereto to settle immediately and without delay such dispute or trouble in respect of which the following grievance machinery is set up:

FIRST: The employee concerned may, either alone or accompanied by the steward of his department, take the matter directly to said department's foreman.

SECOND: If a settlement is not reached within a reasonable time, (48) hours the steward may either alone or accompanied by the employees affected take the matter to the manager.

THIRD: If a settlement is not reached with the Manager within a reasonable time, (36) hours the matter may be discussed between the steward accompanied by a representative of the National Union of Operating Engineers and the Management of the Company.

All settlement of grievance between the Company and the Union Representative shall be final and binding upon the Company, the employee or employees concerned. In the event of failure to reach a settlement, the matter shall be referred to Arbitration pursuant to the Labour Laws governing the matter.

Specific times and meetings shall be agreed upon by the Steward and the Management of the Company for the consideration of any disputes or other matters to be dealt with under the provisions of this section, provided, however, that matters pertaining the discharge of employees or other matters which cannot reasonable be delayed until the time of such regular meeting may be considered at an earlier date. Matters to be dealt with under the provisions of this section, shall normally be discussed during working hours provided, however, that lengthy negotiations for the settlement of any disputes shall be discussed outside of working hours.

During the term of this Agreement, the Company agrees that there shall be no lockout and the Union agrees that there shall be no slowdown strike or other stoppage of work until all the provisions of this agreement have been exhausted.

6. GRIEVANCE PROCEDURE (CONT'D)

Any employee who engages in a strike, slowdown or stoppage of work before fully complying with the provisions of this section or otherrecourses provided by law, shall be subject to disciplinary, measures.

7. MANAGEMENT.

The Management of the Plant and the direction of the employees, including the right to hire, suspend or discharge for proper causes and the right to relieve employees from duty because of lack of work or for other legitimate reasons is vested exclusively in the company in accordance with the term of this agreement.

Any employee who feels that he has been unjustly dismissed, laid off or suspended must inform the Company and the Union, within 48 hours, that he questions said dismissal suspension or lay-off, and the matter shall from then on, be dealt as a grievance.

8. HOURS OF WORK AND RATES OF PAY.

- a. The regular working hours shall be 8 hours per day and 48 hours per week.
- b. Time and one half shall be paid for all work done in excess of 8 hours per day
- c. Double time shall be paid for all work done on the allotted weekly day of rest.
- d. Minimum rates shall be as follows:

Engineer in charge	\$1.08 per hour
Shift engineers	0,95 per hour

- e. Double time shall be paid for all work done on the following holidays:-
New Year, Good Friday, 24 of May, Dominion, Labour, Thanksgiving and Christmas.

9. WORKING CONDITIONS.

Shift engineers may be called upon to perform work such as doing watchman duties or clock punching, always provided that the performance of such work is carried on under " banked fire " conditions.

10. ANNUAL HOLIDAYS.

- 1. Any employee who has been in the employ of the Company for six months, continuous service but less than one year immediately prior to January 1st in any year, shall receive a maximum holiday of three consecutive days for which he shall receive pay at his regular rate.
- 2. After one year's continuous service from January 1st, in any year, any employee shall receive a maximum holiday of one week for which he shall receive pay at his regular rate.

10. ANNUAL HOLIDAYS.

After five (5) years' continuous service from January 1st in any year any employee shall receive a maximum holiday of two weeks for which he shall receive pay at his regular rate.

11. SENIORITY.

A Insofar as may be practicable, in the reduction, restoration and advancement, plant and departmental seniority shall govern, provided the employees are capable of doing the work.

B An employee shall cease to have seniority rights and his employee's status with the Company will be terminated for all purposes if:

1. He leaves voluntarily.
2. He is discharged.

12. SAFETY AND HEALTH

The company will continue to make reasonable provision for the safety and health of its employees during the hours of their employment. Such devices as the Company requires to be worn and other equipment which in the opinion of the Company is necessary, for the safety and protection of the employees shall be provided by the Company.

13. DURATION OF AGREEMENT.

This agreement is in force for one year from the date of its signature and shall remain in force thereafter from year to year, unless either party gives notice in writing to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period, of its intention to terminate the Agreement or seek amendments to same, and in the latter case the present shall remain in force until the agreement is duly signed.

14. NOTICE.

Any notice required to be sent to the Union hereunder shall be effectively given when posted to

National Union of Operating Engineers of Canada
Room 10 Monument National
1182 St. Lawrence Blvd.,
Montreal Que.

and any such notices required to be given to the company shall be effectively given when mailed to

J.-B. Williams Soaps Co., Limited (Canada)
9471 Lasalle Blvd. Ville Lasalle. Que.

3. The time for taking annual holidays shall be determined by the Company. Employees with greatest seniority in each department will be given first preference.

IN WITNESS WHEREOF the parties have signed this agreement
at the City of Montreal, under effective date of Nov. 22, in the year
one thousand nine hundred and forty-eight (1948)

J.-B. WILLIAMS SOAPS CO. LIMITED.

Thomas Hougland

INTERNATIONAL UNION OF OPERATING ENGINEERS OF
CANADA.

T. Prézeau.

PROPOSED MEMORANDUM OF AGREEMENT

J.B.WILLIAMS SOAPS CO. LIMITED (Canada)
9471 Lasalle Blvd. Ville Lasalle, Qué.
(hereinafter called the Company)

AND:

NATIONAL UNION OF OPERATING ENGINEERS OF CANADA
1182 St. Lawrence Blvd. Montreal, Que.
(hereinafter called the Union)

1. PURPOSE:

It is the intention of this agreement to maintain a harmonious relationship between the Company and its steam plant engineers to provide an amicable method of settling any differences which may arise between them, and to set forth the conditions of employment to be observed between the Company and the Union as per the conditions of the Labour R Relations Committee, Province of Quebec.

2. THE "EMPLOYEES"

The term "employees" as mentioned in this agreement refers to and includes steam plant engineers, Ville Lasalle Plant.

3. RECOGNITION:

The Company recognizes the Union as the sole and exclusive bargaining agent for all engineers employed on its steam plant as defined in Clause 2, in collective bargaining with relation to wages, hours of work and other conditions of employment as set forth herein.

4. CHECK OFF:

The Employer will deduct the Monthly dues from these employees who sign the necessary authorized check off cards, for dues and initiation fees, the employee may however terminate his authorization to the employer for such deduction on thirty (30) days notice.

The following shall constitute the regular fees to be checked off cards.

\$5.00 for Initiation Fees

\$1.50 each month for dues from Enginemen Employees

The check off of Union dues shall be deducted from the Employees wages on the first pay period of each month. All monies collected by the check off of Union dues shall be forwarded to the Union office at 1182 St. Lawrence Blvd. not later than 10 days after such pay period.

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5. GRIEVANCE COMMITTEE:

The Union will elect or appoint one steward and supply the Company with the name of same, when said company shall then recognize.

The steward shall handle the grievances arising out of the operation of the agreement.

6. GRIEVANCE PROCEDURE:

Should any dispute arise between the Company and the Union as to the meaning and application of the Provisions of this Agreement or should any local trouble of any kind arise in the plant, there shall be no suspension of work on account of such dispute, but an earnest effort shall be made by both parties hereto to settle immediately and without delay such dispute or trouble in respect of which the following grievance machinery is set up:

FIRST: The employee concerned may, either alone or accompanied by the steward of his department, take the matter directly to said department's foreman.

SECOND: If a settlement is not reached within a reasonable time, (48) hours, the steward may either alone or accompanied by the employee effected take the matter to the manager.

THIRD: If a settlement is not reached with the Manager within a reasonable time (36 Hours) the matter may be discussed between the steward accompanied by a representative of the National Union of Operating Engineers and the Management of the Company.

All settlement of grievances between the Company and the Union Representative shall be final and binding upon the Company, the employee or employees concerned. In the event of failure to reach a settlement, the matter shall be referred to Arbitration pursuant to the Labour Laws governing the matter.

Specific times and meetings shall be agreed upon by the Steward and the management of the Company for the consideration of any disputes or other matters to be dealt with under the provisions of this section, provided, however, that matters pertaining to the discharge of employees or other matters which cannot reasonably be delayed until the

(SUITE DE LA PAGE 2) time of such regular meeting may be considered at an earlier date. Matters to be dealt with under the provisions of this section, shall normally be discussed during working hours provided, however, that lengthy negotiations for the settlement of any disputes shall be discussed outside of working hours.

During the term of this Agreement, the Company agrees that there shall be no lockout and the Union agrees that there shall be no slowdown, strike or other stoppage of work until all the provisions of this agreement have been exhausted.

Any employee who engages in a strike, slowdown or stoppage of work before fully complying with the provisions of this section or other recourses provided by law, shall be subject to disciplinary measures.

7. MANAGEMENT:

The Management of the Plant and the direction of the employees, including the right to hire, suspend or discharge for proper causes and the right to relieve employees from duty because of lack of work or for other legitimate reasons is vested exclusively in the company in accordance with the term of this agreement.

Any employee who feels that he has been unjustly dismissed, laid off or suspended must inform the Company and the Union, within 48 hours, that he questions said dismissal, suspension or lay-off, and the matter shall from then on, be dealt as a grievance.

9. HOURS OF WORK AND RATES OF PAY:

- A) The regular working hours shall be 8 hours per day and 48 hours per week.
- B) Time and one half shall be paid for all work done in excess of 8 hours per day.
- C) Double time shall be paid for all work done on the allotted weekly day of rest.

- D) Rates shall be as follows:

Engineer in charge -	\$41.50 per week
Shift engineers -	\$00.75 per hour

- E) Double time shall be paid for all work done on the following holidays:
New Year, Good Friday, 24 of May or (~~St. John the Baptist~~), Dominion, Labour, Thanksgiving and Christmas.

9. WORKING CONDITIONS:

Shift engineers may be called upon to perform work such as doing watchman duties or clock punching, always provided that the performance of such work is carried on under "banked fire" conditions.

10. WAGES:

It is agreed that the Company and the Union shall, within two weeks after the conclusion of this Agreement, get together, in order to make a joint application to the Regional War Labour Board for the approval of said settlement. But should the parties fail thus to agree, each will be at liberty to make its own application to the Board.

11. ANNUAL HOLIDAYS:

1. Any employee who has been in the employ of the Company for six months continuous service but less than one year immediately prior to January 1st in any year, shall receive a maximum holiday of three consecutive days for which he shall receive pay at his regular rate.

2. After one year's continuous service from January 1st in any year any employerr shall receive a maximum holiday of one week for which he shall receive pay at his regular rate.

G.P. After ~~one~~ five years' continuous service from January 1st in any year:
(see letter attached hereto)

3. The time for taking annual holidays shall be determined by the Company. Employees with greatest seniority in each department will be given first preference.

12. SENIORITY:

A) Insofer as may be practicable, in the reduction, restoration and advancement, plant and departmental seniority shall govern, provided the employees are capable of doing the work,

B) An employee shall cease to have seniority rights and his employee's status with the Company will be terminated for all purposes if:

1. He leaves voluntarily.
2. He is discharged.

13. SAFETY:

The Company will continue to make reasonable provision for the safety and health of its employees during the hours of their employment. Such devices

as the Company requires to be worn and other equipment which in the opinion of the Company is necessary, for the safety and protection of the employees shall be provided by the Company.

14. DURATION OF AGREEMENT:

This agreement is in force for one year from the date of its signature and shall remain in force thereafter from year to year, unless either party gives notice in writing to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period, of its intention to terminate the Agreement or seek amendments to same, and in the latter case the present shall remain in force until the agreement is duly signed.

15. NOTICE:

Any notice required to be sent to the Union hereunder shall be effectively given when posted to

National Union of Operating Engineers of Canada,
Room 14, Monument National,
1182 At. Lawrence Blvd.
Montreal, Que.

And any such notices required to be given to the Company shall be effectively given when mailed to

J.B. Williams Soaps Co., Limited (Canada)
9471 Lasalle Blvd., Ville Lasalle, Que.

IN WITNESS WHEREOF the parties have signed this agreement at the City of Montreal, under effective date of one thousand nine hundred and forty-six. Nov. 22, 1946 .

J.B. WILLIAMS SOAPS CO. LIMITED

Signature illegible

NATIONAL UNION OF OPERATING ENGINEERS OF CA.

Signature illegible

E. Prasson
