

S-62

MOLSON'S BREWERY LTD. ~

Montreal.

1946-47



46.47  
S.62

DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, August 29th, 1946.

Mr. Georges Loné, Treasurer,  
Molson's Brewery Limited Employees' Association,  
P.O.Box 1600,  
Place d'Armes,  
MONTREAL.

Dear Sir:-

The legal Branch of the Department of Labour has studied in relation to existing labour legislation, the Collective Agreement dated April 5th 1946 under the Professional Syndicates' Act (R.S.Q., Chapter 162 and amendments) between your association and **Molson's Brewery Limited.**

Enclosed please find, for your information copy of the report presented following such analysis.

Sincerely yours,

Deputy Minister.

1<sup>st</sup>  
encl.



**MINISTÈRE DU TRAVAIL  
PROVINCE DE QUÉBEC**

Québec, ce 29 août 1946.

M E M O destiné à: Me Philippe Rousseau, conseiller juridique,  
286, rue St-Joseph  
Québec.

Sujet: Convention collective entre Molson's Brewery  
Limited et Molson's Brewery Limited Employee's Association.

Monsieur,

J'ai bien reçu votre lettre du 23 août 1946 et je note vos observations concernant la convention ci-haut mentionnée et déposée à nos archives le 6 avril 1946 sous le numéro 62 ; le ministère transmet une copie de votre rapport à l'association ouvrière partie à cette convention.

Sincèrement à vous,

Le sous-ministre

COMMISSION DU SALAIRE MINIMUM  
1 rue DE LA COURONNE  
QUÉBEC

LETTRE REÇUE

AUJ 28.1946

CORRESPONDANCE  
ENTRE SERVICES

Québec, le 23 août 1946.

BUREAU DU  
SOUS-MINISTRE  
DU TRAVAIL

H-18  
H-20  
Monsieur Gérard Tremblay, sous-ministre,  
Ministère du travail,  
Hôtel du gouvernement,  
Québec.

RE: Molson's Brewery Limited et Molson's  
Brewery Limited Employee's Association

Monsieur le Sous-ministre,

Nous avons étudié ce contrat en date du 5 avril 1946, déposé à votre ministère sous le numéro 62, le 6 avril 1946, et à la Commission des relations ouvrières sous le numéro 830.

Nous vous soumettons les observations suivantes:

1 Le paragraphe de l'article 1 telle que libellée constitue un abus de juridiction qui appartient seule à la Commission des relations ouvrières. Il comporte de plus un engagement contractuel qui pourrait devenir une source d'ennuis en regard des article 16 et 26 du chapitre 162-A S.R.Q., 1941. Cettarticle y gagnerait à être amendée de la manière suivante:

"The Company recognizes that the association has duly been certified by the labour relations Commission as sole representative to bargain with the company for all employees except hereinafter mentioned with respect to wages, hours and working conditions during the life of this agreement, and that it has all the rights inherent to such certification."

2 L'article IV "vacations with pay" depuis l'entrée en vigueur de l'ordonnance no 3 de la Commission du salaire minimum devra être amendé pour rencontrer les conditions de cette nouvelle ordonnance.

3 L'article XII "Duration of agreement" ne rencontre <sup>pas</sup> les exigences de l'article 15 du chapitre 162-A S.R.Q., 1941 et amendements en ce que le délai d'avis de renouvellement ou d'amendement, n'est pas suffisant ce qui comporte nullité de la clause et par voie de conséquence nullité du contrat. Cette clause pour être légale pourrait être rédigée comme suit:

"This agreement shall remain in full force and effect for the period of one year from the date hereof and shall be renewed automatically from year to year, provided that either party may give to the party a written notice 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 or seek amendment to this agreement."

COMMISSION DU SALAIRE MINIMUM

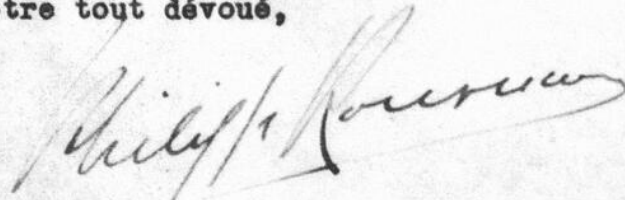
1 rue DE LA COURONNE  
QUÉBEC

CORRESPONDANCE  
ENTRE SERVICES

- 2 -

4 Les parties seraient bien avisées d'annexer à leur convention les résolutions approuvant la convention et autorisant leur officier respectif à la signer.

Votre tout dévoué,



conseiller technique.

FR/JS



116.47  
S.62

**MINISTÈRE DU TRAVAIL**  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 5 août 1946.

MEMO

Me M. Giroux, conseiller juridique,  
286 rue St-Joseph,  
Québ.

Sujet: Convention collective intervenue entre Molson's  
Brewery Limited, et Molson's Brewery Limited Employee's Association.

Monsieur,

Je vous inclus une copie de cette convention conclue sous la  
Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amen-  
dements) et déposée au ministère du Travail le 6 avril 1946  
sous le numéro 62 ; je vous prie d'en faire l'étude et de me commu-  
niquer vos observations.

Le Sous-ministre

T-1172

H-17

RH

116-47  
S.62



LETTRE REÇUE

AOÛT 7 1946

CONSEIL RÉGIONAL DU TRAVAIL EN TEMPS DE GUERRE

BUREAU DU  
SOUS-MINISTRE  
DU TRAVAIL

QUÉBEC, P.Q.,

Le 6 août 1946.

Monsieur Gérard Tremblay,  
Sous-ministre du Travail,  
Ministère du Travail,  
QUÉBEC.

Cher monsieur Tremblay,

J'accuse réception de votre lettre  
du 5 août, incluant une copie de la convention collective  
de travail intervenue entre Molson's Brewery Limited et  
Molson's Brewery Limited Employee's Association, et je  
prends bonne note de son contenu.

Je vous prie d'agréer, cher monsieur  
Tremblay, l'expression de mes meilleurs sentiments.

l'administrateur délégué,

Adrien Bélanger.

BUREAU DU SOUS-MINISTRE	
Préparer référence à:	
Apporter dossier	
Préparer	résolution
	arrêts ministériels AB/AC
	projet de décret
	avis de publication
Attester	
Mentions	
Faire	
Etat	
Classer	



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 5 août 1946.

MEMO destiné à l'Administrateur délégué,  
Conseil Régional du Travail,  
QUEBEC.

Monsieur,

Je vous inclus, pour l'action opportune, une copie de cette convention collective de travail intervenue le 5 avril 1946 et conclue sous la Loi des Syndicats professionnels entre Molson's Brewery Limited, et Molson's Brewery Limited Employee's Association.

Cette convention a été déposée aux archives du ministère du Travail, le 6 avril 1946.

Sincèrement à vous,

Le sous-ministre

H-16



*S.62*

COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC

JUGE EUDORE BOIVIN.  
PRESIDENT.  
PIERRE-A. GOSSELIN.  
MEMBRE.  
BRUNAY BRAIS.  
MEMBRE.

286. RUE ST-JOSEPH.  
QUEBEC.

4 EST. RUE NOTRE-DAME  
MONTREAL.

**LETTRE REÇUE**

Québec, le 7 août 1946,

AUG 9 1946

**BUREAU DU  
SOUS-MINISTRE  
DU TRAVAIL**

Monsieur Gérard Tremblay,  
Sous-ministre du Travail,  
Hôtel du Gouvernement,  
QUEBEC,

RE:-Molson's Brewery Ltd.  
&  
Molson's Brewery Ltd Employee's  
Association.

Cher monsieur,

J'accuse réception de votre lettre du 5 août 1946, accompagnée pour dépôt de deux copies certifiées d'une convention de travail, en date du 5 avril 1946, intervenue entre les parties ci-dessus mentionnées, et déposée au ministère du Travail, le 6 avril 1946, sous le numéro 62.

Bien à vous,

Le sec.-adjoint,

*L. Massicotte*

BUREAU DU SOUS-MINISTRE	
Préparer référence à:	
Apporter dossier	
Préparer	réquisition
	arrêté ministériel
	projet de règlement
	avis de publication
Attester réception	
M'en causer	
Faire le nécessaire	
Me téléphoner	
Classifier	
copies	

L. Massicotte, L.L.I.,  
mc/



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 5 août 1946.

MEMO destiné à La Commission de Relations ouvrières,  
286, rue St-Joseph,  
Québec.

Sujet: Convention collective entre Molson's  
Brewery Limited, et Molson's Brewery Limited Employee's Association.

Conformément aux prescriptions du deuxième paragraphe de l'article 19-A de la Loi des Relations ouvrières (S.R.Q. chapitre 162-A et amendements), je vous inclus, pour dépôt, deux copies certifiées de cette convention datée du 5 avril 1946 et déposée au ministère du Travail le 6 avril 1946 sous le numéro 62 en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements).

Sincèrement à vous,

Le sous-ministre



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 5 août 1946.

MEMO destiné à  
l'Administrateur délégué,  
Conseil Régional du Travail,  
QUEBEC.

Monsieur,

Je vous inclus, pour l'action opportune, une copie de cette convention collective de travail intervenue le 5 avril 1946 et conclue sous la Loi des Syndicats professionnels entre Molson's Brewery Limited, et Molson's Brewery Limited Employee's Association.

Cette convention a été déposée aux archives du ministère du Travail, le 6 avril 1946.

Sincèrement à vous,

Le sous-ministre



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 5 août 1946.

MEMO destiné à Commission du Salaire Minimum,  
286, rue St-Joseph,  
Québec.

Sujet: between Molson's Brewery  
Limited. et Molson's Brewery Limited Employee's Association.

Monsieur,

Je vous inclus une copie de cette convention conclue  
sous la Loi des Syndicats Professionnels, (S.R.Q., 1941, chapitre 162  
et amendements), datée du 5 avril 1946 et déposée au ministère du  
Travail sous le numéro 62

Sincèrement à vous,

Le Sous-ministre

H-15

RH

T-1174



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC

JUGE EUDORE BOIVIN.  
PRESIDENT.

PIERRE-A. GOSSELIN.  
MEMBRE.

BRUNAY BRAIS.  
MEMBRE.

286. RUE ST-JOSEPH.  
QUEBEC.

4 EST. RUE NOTRE-DAME  
MONTREAL.

LETTRE REÇUE

Québec, le 7 août 1946,

AUG 9 1946

BUREAU DU  
SOUS-MINISTRE  
DU TRAVAIL

Monsieur Gérard Tremblay,  
Sous-ministre du Travail,  
Hôtel du Gouvernement,  
QUEBEC,

RE:-Molson's Brewery Ltd.  
&  
Molson's Brewery Ltd Employee's  
Association.

Cher monsieur,

J'accuse réception de votre lettre du  
5 août 1946, accompagnée pour dépôt de deux copies certi-  
fiées d'une convention de travail, en date du 5 avril  
1946, intervenue entre les parties ci-dessus mentionnées,  
et déposée au ministère du Travail, le 6 avril 1946, sous  
le numéro 62.

Bien à vous,

Le sec.-adjoint,

L. Massicotte, L.L.I.,  
mc

BUREAU DU SOUS-MINISTRE	
Préparer référence à:	
Apporter dossier	
Préparer	réquisition
	arrêté ministériel
	projet de règlement
	avis de publication
Attester réception	
M'en causer	
Faire le nécessaire	
Me téléphoner	
Classifier	
copies	



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 5 août 1946.

MEMO destiné à La Commission de Relations ouvrières,  
286, rue St-Joseph,  
Québec.

Sujet: Convention collective entre Molson's  
Brewery Limited, et Molson's Brewery Limited Employee's Association.

Conformément aux prescriptions du deuxième paragraphe de l'article 19-A  
de la Loi des Relations ouvrières (S.R.Q. chapitre 162-A et amendements), je  
vous inclus, pour dépôt, deux copies certifiées de cette convention datée du  
5 avril 1946 et déposée au ministère du Travail le 6 avril 1946  
sous le numéro 62 en exécution de la Loi des Syndicats professionnels (S.R.Q.,  
1941, chapitre 162 et amendements).

Sincèrement à vous,

Le sous-ministre



**MINISTÈRE DU TRAVAIL**  
**HÔTEL DU GOUVERNEMENT**  
**QUÉBEC**

Québec, ce 20 mai 1946.

MEMO destiné à La Commission de Relations ouvrières,  
286, rue St-Joseph,  
Québec.

Sujet: Convention collective entre Molson's Brewery  
Limited, and Molson's Brewery Limited Employee's Association.

Je vous inclus une copie du certificat constatant le dépôt  
de cette convention collective enregistrée au ministère du Travail  
en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941,  
chapitre 162 et amendements), le 6 avril 1946, sous le numéro  
62.

Sincèrement à vous,

Le sous-ministre

IF



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, May 16th, 1946.

Mr. J.M. McGillis, Treasurer,  
Molson's Brewery Limited,  
P.O. Box 1600,  
Place d'Armes,  
Montreal.

Dear Sirs:-

Enclosed please find a certificate of the deposit made with the Department of Labour on April 6th, 1946 under Number 62 of the Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between Molson's Brewery Limited, and Molson's Brewery Limited Employee's Association.

The labour association party to the agreement having been certified on October 16th, 1945 as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

May I also remark that under the Federal Wartime Wages Control Order, 1943 (C.P. 9384 and amendments) it is necessary to receive, previous to the enforcement of the provisions of the deposited agreement, should same have for effect a modification of the working conditions, an authorization from the Regional War Labour Board, 13 d'Aiguillon Street, Quebec.

Sincerely yours,

MC,  
encl.

Deputy Minister.



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, May 16th, 1946.

Mr. Georges Lone, Secretary Treasurer,  
Molson's Brewery Limited Employees' Association,  
P.O. Box 1600,  
Place d'Armes,  
Montreal.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **April 6th, 1946** under Number **62** of the Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Molson's Brewery Limited, and Molson's Brewery Limited Employees' Association.**

The labour association party to the agreement having been certified on **October 16th, 1945** bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

May I also remark that under the Federal Wartime Wages Control Order, 1943 (C.P. 9384 and amendments) it is necessary to receive, previous to the enforcement of the provisions of the deposited agreement, should same have for effect a modification of the working conditions, an authorization from the Regional War Labour Board, 13 d'Aiguillon Street, Quebec.

Sincerely yours,

Deputy Minister.

Province de Québec

Province of Quebec

MINISTÈRE DU TRAVAIL

DEPARTMENT OF LABOUR



**Loi des Syndicats Professionnels**

**Professional Syndicates' Act**

(S.R.Q., 1941, chapitre 162 et amendements)

(R.S.Q., 1941, Chapter 162 and amendments)

**CERTIFICAT DE DÉPÔT D'UNE CONVENTION COLLECTIVE  
CERTIFICATE OF DEPOSIT OF A COLLECTIVE AGREEMENT**

Numéro 62  
Number

Les présentes établissent que le **sixième**  
It is hereby certified that on the

jour du mois de **avril** mil neuf cent quarante-**six**  
day of the month of nineteen hundred and forty-

le ministère du Travail a reçu de **Molson's Brewery Limited, Montreal**  
the Department of Labour has received from

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **62**  
the hereinafter mentioned agreement, which has been deposited under Number

savoir:  
to wit:

Une convention collective en date du **5 avril 1946**  
A collective agreement under date of

intervenue entre: **Molson's Brewery Limited, et Molson's Brewery Limited**  
between: **Employees Association.**

Donné en l'Hôtel du Gouvernement, en la cité de Québec,  
Given in the Government House, in the City of Quebec.

Sceau - Seal

ce **dixième** jour du mois de  
this day of the month of

**mai** . . . . . mil neuf cent quarante-**six**  
nineteen hundred and forty-

MC.

.....  
Sous-ministre

.....  
Deputy Minister

LETTRE REÇUE

AVR 6 1946

BUREAU DU  
SOUS-MINISTRE  
DU TRAVAIL

*Molson's Brewery  
Limited*

*Montreal*

April 5th

1946

*62*  
P.O. Box 1600  
Place d'Armes

*H. Ho*

The Deputy Minister of Labour,  
Department of Labour,  
Quebec

*Rec.  
16-10-45*

Dear Sirs:-

In accordance with Section 23, Division 3 of the Professional Syndicates Act, we hereby deposit with you a certified copy of the revised collective agreement entered into on the 5th day of April 1946, between Molson's Brewery Limited and Molson's Brewery Limited Employees' Association.

Kindly acknowledge receipt.

Yours truly,

MOLSON'S BREWERY LIMITED

*J. M. McGillis*

J. M. MCGILLIS  
TREASURER

*Enc. 7-1-44*

MOLSON'S BREWERY LIMITED EMPLOYEES' ASSOCIATION

*J. A. Lalonde*  
PRESIDENT

*James Lord*  
SECRETARY TREASURER

CGB/F

AGREEMENT made this 5th day of April Nineteen Hundred and Forty-six

B E T W E E N

MOLSON'S BREWERY LIMITED, hereinafter called the Company

OF THE FIRST PART

A N D

MOLSON'S BREWERY LIMITED EMPLOYEES' ASSOCIATION, hereinafter called the Association

OF THE SECOND PART

PURPOSE

In recognition of their mutual interests this Agreement is entered into for the purpose of recording the hours, wage rates and working conditions of the Company's employees; to set up the means for settling amicably any differences or grievances which may possibly arise, and with the general purpose of promoting and improving industrial relations between the Company and its employees.

ARTICLE I - RECOGNITION

- 1.- The Company recognizes the Association as the sole collective bargaining agency for all employees except as hereinafter mentioned, with respect to wages, hours and working conditions during the life of this Agreement.
- 2.- The term "employee" as used in this Agreement shall not include the Brewmaster, Assistant Brewmasters, Superintendents, Foremen, Assistant Foremen, Clerical or Monthly Salaried Employees.

ARTICLE II - RESERVATIONS TO MANAGEMENT

- 1.- The Company reserves to itself the exclusive right to hire, lay-off, promote, demote, transfer, suspend, discipline or discharge any employee for cause.
- 2.- The operation and management of the business, schedules of production, methods, improvements and means of manufacturing are solely and exclusively the responsibility of the management of the Company. The management further reserves the right, from time to time, to make rules and regulations to be observed by the employees, and these shall not be inconsistent with the terms or spirit of this Agreement.

ARTICLE III - WORKING HOURS

STANDARD HOURS

- 1.- For all employees covered by this Agreement, except as hereinafter mentioned, the standard working week shall comprise five days of nine hours each and a sixth day of three hours, to make a standard working week of forty-eight hours.
- 2.- The hours for night watchmen shall be six days of twelve hours each, to make a standard working week of seventy-two hours.
- 3.- The hours for engineers and firemen shall be six days of hours each to make a standard working week of forty
- 4.- Pilers in the Shipping Department shall be the nearest half hour after the conveyors

5.- A lunch period of one hour without pay shall be allotted to all employees except in the case of kettlemen who shall receive pay for their lunch period which is usually taken when operations in their Department permit.

REST PERIODS

6.- The Company shall, where practical, allow to all employees a ten minute rest period ("Beer Time") with pay in the morning and afternoon. Shifts other than the day shift shall be allowed two similar periods.

LATENESS

7.- If, at the commencement of his normal working day an hourly-rated employee is late in arriving at his work place, ready to assume his duties, he shall be penalized to the extent of one-half hour where the lateness is in excess of five minutes in each half-hour, i. e.,

- a) For lateness up to five minutes, there shall be no penalty.
- b) For lateness from six to thirty-five minutes, the penalty shall be one half-hour

For lateness less than five minutes several times during the week, the penalty shall be one half-hour.

ARTICLE IV - STATUTORY HOLIDAYS

New Year's Day  
Good Friday  
Dominion Day

Labour Day  
Thanksgiving  
Christmas

- 1.- The above-mentioned holidays will be regarded by the Company as "paid holidays" and all hourly-rated employees will be credited with nine hours' time, except if the holiday falls on Saturday when they will be credited with five hours' time.
- 2.- This time allowance shall not be eligible for overtime rates.
- 3.- In the event that it is necessary for an employee to work on any of the above days, he shall, in addition to his holiday pay, be paid at his regular rate for standard hours, plus overtime for any excess thereof.

ARTICLE V - OVERTIME

- 1.- All time worked by hourly-rated employees in excess of the standard hours stipulated in this Agreement shall be paid for at the rate of time and one-half, subject to the qualifications of paragraph 3 hereunder.
- 2.- All overtime will be computed only in half-hour units and will be paid for at the rate of time and one-half for each half-hour unit. Any period of overtime less than one half-hour shall not be deemed to constitute overtime.
- 3.- Any employee, except night watchmen, engineers or firemen, or those employed to work regularly on Sundays, called upon to work on a Sunday, shall be entitled to be paid at overtime rates of time and one-half for any time worked.
- 4.- Time worked by maintenance men who are called out on a breakdown job at night or on a Sunday or a holiday, shall be classed as overtime and shall be paid at the rate of time and one-half, such time to be over and above that of the standard working week. If the time actually worked is less than three hours, the employees shall nevertheless be paid for three hours time which is to be regarded as a minimum in such cases.

- 5.- Night watchmen shall not be entitled to receive overtime.
- 6.- All time worked by engineers and firemen in excess of their standard hours shall constitute overtime and shall be paid for at the rate of time and one-half.
- 7.- Employees paid by the week (except engineers and firemen) in consideration of their fixed salary and other advantages, shall not be entitled to receive overtime.

ARTICLE VI - VACATIONS WITH PAY

- 1.- Employees with more than one but less than ten years' continuous service, and provided that their attendance at work, outside of authorized leaves of absence for sickness or other justified causes, has been regular, shall be entitled to an annual vacation of one week with pay as follows:-

Employees paid by the hour - 48 hours' pay.  
 Employees paid by the week - 1 week's pay.

- 2.- Employees with more than ten years' service, provided that their attendance at work fulfils the same conditions of satisfaction as in paragraph 1 above, shall be entitled to an annual vacation of two weeks, with pay as follows:-

Employees paid by the hour - 96 hours' pay  
 Employees paid by the week - 2 weeks' pay.

- 3.- Whenever conveniently possible, at the discretion of the Company, vacations shall be granted at the period preferred by each employee, his seniority and length of service being taken into consideration. Every employee eligible for a vacation shall be notified of his vacation period as far in advance as possible.
- 4.- In the event of an employee leaving the service of the Company for any reason other than that of summary dismissal for misbehaviour or an infringement of the Company's rules, he shall, provided that he has been in the service of the Company for one year or more, and provided further that he has not taken any vacation during the previous twelve months, be granted holiday pay.
- 5.- Vacation pay will not be allowed for vacations not taken and in such case, any unused vacation privileges will be allowed to accumulate until conditions permit them to be exercised.

ARTICLE VII - WAGES

- 1.- The wage rates and ranges of wage rates to be paid pursuant to this Agreement, to employees or occupational classifications are as follows:-

SCHEDULE

<u>OCCUPATION</u>	<u>SINGLE RATE OR RANGE AUTHORIZED</u>
-------------------	--

BREWING DEPARTMENT

BREWING:

Miller	.64
Kettlemen	.54/.63
Wort Cooler Men	.54/.63
General Labour including:-	.57/.61
Fermenting Room	
Carbonating Room	
Cellarman	
Washhousemen	.54/.63

GRAIN DRYING:

Operators	.60/.63
Handlers	.54/.60

<u>OCCUPATION</u>	<u>SINGLE RATE OR RANGE AUTHORIZED</u>
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YEAST DRYING:

Operators	.57/.61
Handlers	.57/.61

MAINTENANCE:

Barkeeper	.63
Coopers	.83
Oiler-Mechanic	.65

RECEIVING DEPARTMENT

<u>CHECKERS</u>	29.75/41.75
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<u>LABOURERS</u>	.54/.60
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BOTTLING DEPARTMENTMECHANICS:

Qualified	.85/.92
Helpers	.74/.81

MACHINE UNITS LABOUR:

Soakers	.58
Brushless Washer	.58
Filler Operators	.61
Bottle Inspectors	.58
Pasteurizer Loader	.61
Label Machine Operator	.61
Label Machine Helper	.58
Casing Bottles	.61
Crown Supplier	.61
Oiler	.61

<u>GENERAL LABOUR: Inc.</u>	.54/.60
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Carton Scrapping
Carton Baling
Case Repairs
Conveyors
Cleaners (Pasteurizers & Soakers at night)
Lavatory Attendant
Label Inspector

SHIPPING DEPARTMENT

<u>PACKOMATIC OPERATORS</u>	.58/.63
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LABOURERS:

Pilers	.57/.60
General	.57/.60

<u>DRIVERS' HELPERS</u>	31.00/33.00
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<u>DRAUGHT EQUIPMENT SERVICEMEN: Inc.</u>	29.75/41.75
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Washers
Mechanics

<u>OCCUPATION</u>	<u>SINGLE RATE OR RANGE AUTHORIZED</u>
<u>GARAGE DEPARTMENT</u>	
<u>MECHANICS</u>	.81/.96
<u>MECHANICS HELPERS</u>	.64/.67
<u>GREASER</u>	.58/.61
<u>CHAUFFEURS</u>	31.00/36.25
<u>WASHER</u>	.58
<u>STABLE DEPARTMENT</u>	
<u>BLACKSMITH</u>	.80/.83
<u>BLACKSMITH HELPER</u>	.65/.68
<u>HORSESHOER</u>	37.25/39.50
<u>STABLEMEN</u>	.54/.60
<u>WATCHMEN - NIGHT</u>	.54
<u>PLANT MAINTENANCE</u>	
<u>BRICKLAYER:</u>	
Plasterer - Qualified	.85/.91
" - Improver	.67/.84
" - Helper	.58
<u>CARPENTER</u>	.83/.96
<u>ELECTRICIAN:</u>	
Qualified	.73/.91
Apprentice	.59/.72
Helper	.58
<u>MACHINIST:</u>	
Qualified	.85/.97
Improver	.69/.84
Helper	.63
<u>MILLWRIGHT:</u>	
Qualified	.85/1.02
Improver	.67/.84
Helper	.63
<u>PAINTERS:</u>	
Journeyman	.57/.69
Sign Painter	.81
<u>PATTERNMAKER</u>	.91/.96
<u>PLUMBER TINSMITH:</u>	
Qualified	.64/.91
Helper	.55/.59
<u>STEAMFITTER:</u>	
Qualified	.94
Helper	.58/.63

<u>OCCUPATION</u>	<u>SINGLE RATE OR RANGE AUTHORIZED</u>
<u>STOREKEEPER'S ASSISTANT</u>	41.50/46.00
<u>CLEANERS</u>	.57/.60
<u>ELEVATOR OPERATORS</u>	.54/.60
<u>FIRST AID MAN</u>	.60
<u>HATCHMEN:</u>	
Day	.54/.60
Night	.54
<u>ENGINE ROOM</u>	
<u>ENGINEERS STATIONARY</u>	
2nd Class	42.75/49.00
3rd Class	40.00/42.75
<u>FIREMEN</u>	37.25/40.00
<u>BOILER ROOM HELPERS</u>	.61/.70
<u>LABOURERS</u>	.57/.60
<u>CAFETERIA</u>	
<u>MALE</u>	
Cooks & Bakers	32.25/43.00
Cook's Helper	21.50/32.25
Cleaners & Dishwashers	.50
Janitor	27.00/37.75
<u>FEMALE</u>	
Cashier	19.50/21.50
Cleaners & Dishwashers	.43/.49
Counter help - waitresses	.50

- 2.- Wages will be paid weekly on the Friday following the work week. No wages shall be distributed before 2 P. M. on Friday.
- 3.- All new employees shall be on probation for a term of three months, and if satisfactory at the end of that time, shall be taken on permanently.
- 4.- Any employee newly engaged for general labour shall be paid at the basic rate of .54¢ per hour during his term of probation, and shall then be raised, at the end of his probation, to the full rate for the occupation or group in which he is employed.
- 5.- Employees may be transferred temporarily or permanently from one position or department to another at the discretion of the Management which transfer shall involve no loss of seniority nor shall the employee suffer any decrease in his wage rate providing that such transfer is not in the nature of a demotion.
- 6.- It is agreed that where an employee is assigned temporarily to perform work in a classification paying a lower rate than his own, he shall be paid his regular rate.

- 7.- When an employee is transferred to a higher paid classification, he shall, within one month, be paid at least the minimum rate of the classification to which he is transferred.
- 8.- Employees who have given long and faithful service to the Company and who have become unable to handle heavy work to advantage, will be given preference at such light work in their line as they are able to handle and shall not suffer any decrease in their wage rates as a consequence.

ARTICLE VIII - GROUP ASSURANCE

- 1.- All employees who are taken on permanently at the end of their three months' period of probation, will be assured without cost to themselves, under the Company's Group Assurance Plan. Full details of this Plan are set out in a leaflet officially published by the Company.

ARTICLE IX - PENSIONS

- 1.- Regular employees of the Company who have completed one year of continuous service are eligible to become members of the Pension Fund of Molson's Brewery Limited. Full details of this Plan are set out in a booklet officially published by the Company.

ARTICLE X - GRIEVANCE PROCEDURE

- 1.- In the event of any dispute or alleged dispute concerning an alleged violation or misinterpretation of this Agreement, the subscribing parties agree to abide by the following procedure for arriving at a fair and binding settlement thereof:-
  - a) The grievance shall first be taken up directly with the foreman concerned. If more than one employee is involved, those affected shall designate one of their number as a representative to take up the matter with their foreman and the foreman shall be bound to render a decision within twenty-four hours of having the matter placed before him.
  - b) If the employee or the majority of employees (if more than one is involved) are not satisfied with the decision of the foreman, he or they may appeal to the superintendent of the Department concerned who shall be bound to render a decision within forty-eight hours of having the matter first placed before him.
  - c) If the employee or the majority of the employees (if more than one is involved) are not satisfied with the decision of the superintendent, he or they may appeal to the Company who shall grant them a fair hearing, and before whom he or they shall be represented by not more than three members of the Association, one of whom must be an officer.
- 2.- There shall be no strikes, lockouts or walk-outs or any slowdowns or other interruptions of work during the life of this Agreement.
- 3.- The Company reserves the right to discharge any of its employees forthwith for any of the following infractions of its rules and regulations:-
  - a) Absence without leave
  - b) Theft or other dishonest practices
  - c) Unauthorized drinking in the Plant

- d) Drunkenness
- e) Unauthorized smoking in the Plant
- f) Punching the Time Clock for another employee
- g) Failure to make proper arrangements for liquidating any indebtedness.
- h) Fighting or rowdy behaviour in Plant

ARTICLE XI - HEALTH & SAFETY

- 1.- It is mutually agreed that both parties hereto will co-operate to the fullest possible extent in the prevention of accidents and the promotion of safety and health.
- 2.- Where, by agreement between the Company and Association the use of any of the following protective clothing and devices is considered necessary, it will be issued to employees in accordance with the indicated terms.

Aprons	Free
Caps	"
Gloves, Mitts, etc.	"
Goggles	"
Respirators, Masks etc.	"
Oilskin or Rubber suits	"
Overalls	\$1.00
Rubber Boots	.50 per pair

- 3.- Any employee suffering an injury, no matter how trivial, or becoming ill while at work, shall report to his foreman and be allowed a reasonable time to visit the Medical Department for treatment.
- 4.- Sickness or accidents which necessitate absence from work must be reported as soon as possible to the foreman of the Department concerned or to the personnel department.
- 5.- All employees will submit to medical examination by the Company's doctor, whenever requested so to do.

ARTICLE XII - DURATION OF AGREEMENT

- 1.- This Agreement shall remain in full force and effect for the period of one year from the date hereof and shall be renewed automatically from year to year; provided that either party may give to the other party (within thirty days of the expiration of any period of twelve calendar months, the first such period commencing as from date hereof) thirty days' written notice of its intention to terminate or seek amendment to this Agreement.

SIGNED at Montreal, this 5<sup>th</sup> day of April, 1946

MOLSON'S BREWERY LIMITED  
EMPLOYEES' ASSOCIATION

J. A. L. de  
President

Georges Londe  
Secretary-Treasurer

MOLSON'S BREWERY LIMITED

W. J. L. de  
President