


S-973 MOLSON'S BREWERY LTD. -

1948-49

COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC


 SUDORE BOIVIN.
 PRÉSIDENT.
 PIERRE-A. GOSSELIN.
 MEMBRE.
 BRUNY BRAIS.
 MEMBRE.

256, RUE ST-JOSEPH.
 QUEBEC.

4 EST, RUE NOTRE-DAME
 MONTREAL.

A

Québec le 13 décembre 1948.



Monsieur Gérard Tremblay,
 Sous-ministre du Travail,
 Hôtel du Gouvernement,
 Québec, P.Q.

RE:- Molson' s Brewery Limited
 &
Molson' s Brewery Ltd Employees' Ass'n.

Monsieur le sous-ministre,

J'accuse réception de votre lettre du 9 décembre 1948, accompagnée pour dépôt de deux copies certifiées d'une convention de travail, en date du 30 septembre 1948, intervenue entre les parties ci-dessus mentionnées et déposée au ministère du Travail, le 20 octobre 1948 sous le numéro 973.

mp/

Bien à vous,

Le secrétaire,

P. E. Fernier, L.L.L.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUEBEC, ce 9 décembre 1948.

A-973
MEMO destiné à La Commission du Salaire Minimum,
286, rue St-Joseph,
QUÉBEC.

Sujet: Convention collective entre Molson's Brewery
Limited et Molson's Brewery Ltd. Employees' Ass'n.

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 30 septembre 1948 et déposée au ministère du Travail sous le numéro 973.

Sincèrement à vous,

Le sous-ministre,

H-15

T-1174



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUÉBEC, ce 9 décembre 1948.

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 Ltd. Employees' Ass'n.

Monsieur,

Conformément aux prescriptions du deuxième paragraphe de l'article 19-A de la Loi des Relations ouvrières (S.R.Q. chapitre 102-A et amendements), je vous inclus, pour dépôt, deux copies certifiées de cette convention datée du **30 septembre 1948** et déposée au ministère du Travail le **20 octobre 1948** en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements), sous le numéro **975**.

Sincèrement à vous,

Le sous-ministre,

H-14



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

MEMO destiné à

M. Paul LeVelle

Sujet: 972

S.V.P. faire tirer *sept* copies du document ci-joint.

H. Lam

Québec, ce 26-10-48



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce

23 octobre 1945.

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 Ltd. Employees' 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 sous le numéro

20 octobre 1948

973.

Sincèrement à vous,

Le sous-ministre

80.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 23 octobre 1948.

Monsieur W. Molson, président,
Molson's Brewery Limited,
1670 est, rue Notre-Dame,
Montréal.

Cher monsieur,

Je vous inclus un certificat constatant le
dépôt fait au ministère du Travail, le 20 octobre 1948
sous le numéro 973, de la convention collective conclue
sous la Loi des Syndicats professionnels (S.R.Q., 1941,
chapitre 162 et amendements) intervenue entre

Molson's Brewery Limited et Molson's Brewery Ltd. Employees'
Association.

La partie ouvrière ayant été reconnue le 16
octobre 1945 comme agent négociateur par la Commission de
Relations ouvrières de Québec, le dépôt de cette convention
au ministère du Travail a aussi les effets du dépôt exigé
par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre
162-A et amendements).

Veuillez agréer l'expression de mes meilleurs
sentiments.

Le Sous-Ministre

gc.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 23 octobre 1948.

Monsieur H.S.F. Fleming,
Molson's Brewery Limited,
1670 est, rue Notre-Dane,
Montréal.

Cher monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 20 octobre 1948 sous le numéro 973, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre

Molson's Brewery Limited et Molson's Brewery Ltd. Employees' Association.

La partie ouvrière ayant été reconnue le 16 octobre 1945 comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veillez agréer l'expression de mes meilleurs sentiments.

Le Sous-Ministre

gc.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 23 octobre 1948.

Monsieur R. Paquette, président,
Molson's Brewery Ltd. Employees Association,
1670 est, rue Notre-Dame,
Montréal.

Cher monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 20 octobre 1948 sous le numéro 973, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre

Molson's Brewery Limited et Molson's Brewery Ltd. Employees' Association.

La partie ouvrière ayant été reconnue le 16 octobre 1945 comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veillez agréer l'expression de mes meilleurs sentiments.

Le Sous-Ministre

gc.



Loi des Syndicats Professionnels
(S.R.Q., 1941, chapitre 162 et amendements)

Professional Syndicates' Act
(R.S.Q., 1941, Chapter 162 and amendments)

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

Numéro
Number 973

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

jour du mois de
day of the month of

octobre

le ministère du Travail a reçu de
the Department of Labour has received from

vingtième

mil neuf cent quarante-
nineteen hundred and forty- huit

monsieur H.S.F. Fleming, Molson's Brewery Ltd.,
1670 est, rue Notre-Dame, Montréal.

la convention mentionnée ci-après, laquelle a été déposée sous le numéro
the hereinafter mentioned agreement, which has been deposited under Number 973

savoir:
to wit:

Une convention collective en date du
A collective agreement under date of

30 septembre 1948

intervenue entre:
between:

Molson's Brewery Limited et Molson's Brewery Ltd. Employees' Ass'n.
En vigueur pour un an à compter du 30 septembre 1948. Renouvellement
automatique.

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

Sceau - Seal

ce
this vingt-troisième
jour du mois de
day of the month of
mil neuf cent quarante-
nineteen hundred and forty- huit.
octobre

50.

.....
Sous-ministre

.....
Deputy Minister



Molson's Brewery Limited

1670 NOTRE DAME ST. EAST · POSTAL ADDRESS · BOX 1600 PLACE D'ARMES · MONTREAL, CANADA.

18th October 1948.

REGISTERED MAIL

Hon. Antonio Barrette
Minister of Labour
Parliament Buildings
Quebec, P.Q.

Dear Sir:

In accordance with the requirements of the Professional Syndicates Act, Division 3, Paragraph 23, we are enclosing a signed copy of the Collective Agreement recently negotiated between Molson's Brewery Limited and Molson's Brewery Limited Employees' Association.

You will note that this document is in effect from October 3rd, 1948.

Please acknowledge receipt.

Yours very truly,

MOLSON'S BREWERY LIMITED

H. A. T. Fleming

for C. G. BOURNE
ASSISTANT TO THE DIRECTOR OF PERSONNEL

CGB/T
Encl.

CONVE TO COLLECTIVES		
VERBA	Date	Par
Estab. Agt.	✓	26.
Sign. Agt.	✓	
Incor. Act.	11-1-44	
Recor. Agt.	16-10-48	
Num. Agt.	973	
Form. Agt.	H-2	



Molson's Brewery Limited

1670 NOTRE DAME ST. EAST · POSTAL ADDRESS · BOX 1600 PLACE D'ARMES · MONTREAL, CANADA.

EXTRACT OF MINUTES OF A MEETING OF THE DIRECTORS
OF MOLSON'S BREWERY LIMITED HELD AT THE COMPANY'S
OFFICE ON THURSDAY, OCTOBER 14th, 1948, AT 10:15
A.M.

"Details of the new Wage Agreement with the employees for the year commencing October 4th, 1948, by which an increase in the hourly rate of 8¢ per hour and in the weekly rate of \$3.84 was granted, were reported at the Meeting. It was explained that the Cost-of-Living Bonus will continue, and that Mr. H.W.Molson had signed on behalf of the Company. The Agreement and the President's action were, on motion duly proposed and seconded, unanimously approved".

Certified true copy.

Montreal, October 18th, 1948.

SECRETARY

EMPLOYEES ASSOCIATION DES EMPLOYES

MOLSON'S BREWERY LIMITED

1670 NOTRE DAME STREET EAST

MONTREAL 24

EXTRACT OF MINUTES OF A SPECIAL MEETING OF MOLSON'S BREWERY LIMITED EMPLOYEES' ASSOCIATION REPRESENTATIVES, HELD IN THE CURLEW CLUB ON WEDNESDAY, SEPTEMBER 29th, 1948 at 4.30 P.M.

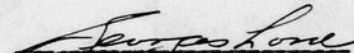
"L. Tremblay proposed a motion authorizing both the President and Secretary-Treasurer to sign the renewal of the Collective Agreement with Molson's Brewery Limited and dated October 4th, 1948. This motion was seconded by J. A. Goulet and unanimously carried."


PRESIDENT.


SECRETARY-TREASURER.

Certified true copy.

Montreal. September 30th, 1948.


SECRETARY-TREASURER.

AGREEMENT made this 4th day of October Nineteen Hundred and Forty-Eight

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 interest 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 for the general purpose of promoting and improving industrial relations between the Company and its employees.

ARTICLE 1 RECOGNITION.

- 1.- The Company recognizes that the Association has been duly certified by the Labour Relations Board of the Province of Quebec 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.- The term "employee" as used in this Agreement shall not include the Brewmaster, Assistant Brewmaster, Superintendents, Foreman, Assistant Foreman, Clerical or Monthly Salaried Employees, or Probationary Employees.

ARTICLE 11 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, subject to the right of the employee to have a fair hearing through the procedure outlined in Article X Paragraph 1.
- 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 ~~to~~ ^{time} 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 111 WORKING HOURS.

STANDARD HOURS.

- 1.- For all hourly ~~rated~~ employees, except as hereinafter mentioned, the standard working week shall be 48 hours.
- 2.- The standard working week for Night Watchmen shall be 60 hours.
- 3.- The standard working week for Gatemen shall be 55 hours.

Article ~~11~~ (Cont'd)

REST PERIODS.

- 4.- 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

- 5.- 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

DOMINION DAY

GOOD FRIDAY

LABOUR DAY

ST JEAN BAPTISTE 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 the standard hours which they would have worked, if their normal schedule ~~had~~ involved work on that day.
- 2.- Holiday 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 standard weekly hours shall be paid for at the rate of time and one-half. Watchmen and gatemen shall not be entitled to receive overtime.
- 2.- Time worked by men who are called out on a breakdown job, (i.e. for mechanical electrical, steam or refrigeration defects or maintenance,) at night, Saturday, Sunday, or paid holiday, shall be classed as overtime and shall be paid for at the rate of time and one-half. If the time actually worked is less than three hours, the employee shall nevertheless be paid for three hours time which is to be regarded as a minimum in such cases. The time for this work shall be calculated from the time an employee leaves home until he returns home after the completion of the job.
- 3.- 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.

ARTICLE VI VACATIONS WITH PAY.

1. a) Employees with less than one year's service shall be entitled to an annual vacation with pay of one half day for each calendar month worked. Employees who are hired by the Company prior to May 1 shall receive their vacation before April 30 of the following year. Employees hired subsequent to May 1, shall not receive their vacation before May 1, of the following year.
- b) Employees with more than one but less than five year's service shall be entitled to an annual vacation of one week with pay
- c) Employees with more than five but less than twenty-five years service shall be entitled to an annual vacation of two weeks with pay.
- d) Employees with more than twenty-five years service shall be entitled to an annual vacation of three weeks with pay.
- 2.- a) No employee with less than three full calendar months' service whose service is terminated either by himself or the Company, shall be entitled to any vacation,
- b) Any employee with more than three full calendar months' service whose service is terminated for any reason, shall be entitled to the vacation owing to him as at the previous May 1st plus one-half day for each subsequent full calendar month worked.
- c) In no event shall a fractional vacation exceed the employee's standard work week.

3.- VACATIONS PAY SHALL BE PAYABLE IN ADVANCE AS FOLLOWS:

Employees entitled to less than one week:

Hourly rated employees - Standard hours.
Weekly rated employees 1/10 of the weekly wage for each 1/2 day of vacation.

Employees entitled to one week:

Hourly rated employees - 48 hours pay
Gatemen 55 hours pay
Night Watchmen 60 hours pay
Weekly-rated employees One week's pay.

Employees entitled to two weeks:

Hourly rated employees 96 hours pay.
Gatemen 110 hours pay
Night Watchmen 120 hours pay
Weekly rated employees Two weeks pay.

Employees entitled to three weeks:

Hourly rated employees 144 hours pay
Gateman 165 hours pay
Night Watchmen 180 hours pay
Weekly rated employees Three week's pay.

- 4.- Whenever conveniently possible and 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. 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 .

BREWING DEPARTMENT.

General Labour)	
Elevator Operator)	
Brewhouse Cleaners	)	83¢
Grain Drier Helpers)	
Gatemen)	
Washhouse General Labour)	
Storage-Cleaner)	
Draught Storage - General Lab.	)	85¢
Racking Man)	
Fermenting Room Gen'l Labour)	
Racking Room Package Insp.)	
Yeast Drier Operators)	
Watchmen	)	87¢
Yeast Room Man)	
Briggs Machine Operator)	
Lighting out Man)	
Barkeeper)	
Hop Removal Man		88¢
Storage Tank Washer)	
Rack-out Man's Helper)	
Set Man	)	90¢
Grain Drier Operator)	
Wash Tub Man)	
Hop Weigher)	
Dropping Room Man)	
Kotite Man		92¢
Carbonators Helper)	
Cooler Man)	
Miller)	
Painter)	
Oilier Machanic	)	92/96¢
Carbonator)	
Rack- out Man)	
Sign Painter		\$1.11/1.15
Cooper		\$1.17/1.21
Vat Builder		\$1.24/1.36
CHARGE HANDS		93/1.33

BOTTLING DEPARTMENT.

General Labour)	
Lavatory Attendant	)	83¢
Carton Scrapper)	
Bale Filers)	
Conveyor Men - Packages)	
Case Repair Man)	
Mechanic's Helper)	
Conveyor Man and Piler	)	85¢
Elevator Operator)	
Night Cleaners)	
Baling Machine Operator)	
Sweeper)	
Bottle Examiner)	
Label Inspector)	
Crown Supplies)	
Brushless Washer)	
Bottle Inspector)	
Pasteuriser Loader)	
Soaker Loader	)	87¢
Bottle Caser)	
Label Machine Helper)	
Label Machine Operator)	
Oiler	)	90¢
Filler Operator		92/96¢
Mechanic "A"		\$1.17/1.29
Mechanic "B"		\$1.04/1.15
CHARGE HANDS		93/1.33

SHIPPING DEPARTMENT

General Labour	)	83¢
Elevator Operator)	
Carton Filler)	
Carton Assembler)	
Carton Filler - Control	)	85¢
Carton Feeder - Piler)	
Carton Piler 5th Floor)	
Teamster)	
Piler (Siding)	
Carton Inspector	)	87¢
Checker)	
Piler (Inside)	
Unpiler)	
Packaging Operator	)	90¢
Handyman Mechanic	)	92/ 96¢
Salesman's Helper - Class 1	)	\$43.64 / 48.14
)	
)	
Salesman's Helper Class 11	)	\$48.64 / 53.64
CHARGE HANDS		93./4.33

RECEIVING DEPARTMENT.

Yardman	85¢
Checkers	\$45.14 / 50.39

DRAUGHT EQUIPMENT SERVICEMEN

Pipe Washer	\$43.14
Draught Mechanic Servicemen	\$47.14 49.14

PLANT MAINTENANCE.

Apprentices	)	58/83¢
General Labour)	
Elevator Operator	)	83¢
Tradesmen's Helpers		85¢
Tradesmen Improvers		90/1.02
Carpenter - Class "B"		98/1.02
Electrician		\$1.04/1.15
Journeyman Painter)	
Millwright	)	\$1.11/1.15
Brick-layer Plastered)	
Plumber)	
Machinist		
Carpenter - Class "A"		\$1.17/1.21
Senior Electrician		\$1.17/1.23
Master Carpenter)	
Patternmaker)	
Master Plumber Tin & Coppersmith	)	\$1.24/1.36
Master Machinist		
Master Millwright		
Master Steamfitter		

ENGINE ROOM.

Engine Room Cleaner	)	83¢
Coal Handler	)	87¢
Boiler & Engine Room Repairman		
Boiler & Engine Room Helper		92/96¢
Fireman	)	\$1.01/1.12
Stationary Engineman - 3rd Class		\$1.14/1.28
Stationary Engineman 2nd Class		\$1.30/1.36

GARAGE & STABLES.

General Labour	)	83¢
Oil & Gas Servicemen)	
Gate-men)	
Truck Washer)	
Tandem's Helper	)	85¢
Greaser)	
Night Watchman		90¢
Blacksmith-Wheelwright		\$1.11 1/15
Garage Mechanic		\$1.17/1.21
Master Garage Mechanic		\$1.30/1.36

Chauffeurs

Starting rate	\$45.14
After two years	47.14
After five years.	48.64

CAFETERIA & RECEPTION ROOM.

<u>Male</u>	Boys	58/83¢
	General Labour	75/83¢
	Cleaners & Sweepers	83¢
	2nd Cook	\$36.64/43.64
	Cook	\$43.64/53.64
	Baker	
<u>FEMALE</u>	Counter Help Waitresses	70¢
	Cleaner & Dish Washer	
	Cafeteria Cashier	\$33.56/37.56
	Senior Counter Help	
	Senior Waitress	74¢

MISCELLANEOUS.

General Labour	)	83¢
Office Cleaners)	
First Aid Man	)	92/96¢
CHARGE HANDS	)	93/1.33

COST OF LIVING BONUS PLAN.

The Company agrees to pay to each regular weekly or hourly rated employee, **excluding** female **cafeteria** employees, a cost of living bonus in accordance with the following terms:

- 1.- The bonus shall be based on the Cost of Living Index as published by the Dominion Bureau of Statistics.
- 2.- For each rise of one full point over the level of 139.4 which was announced at the beginning of October, 1947, the Company will pay 25¢ per week to each full time employee of the Brewery, whether weekly or hourly rated.
- 3.- In the same manner in which the rate is adjusted upward by the rise in the Index, it shall be reduced by a decrease until the Index again stands at 139.4 when the bonus shall end.
- 4.- Adjustments under 2 and 3 above shall be made as soon as the Index figure is published and shall become effective from the first day of the week previous to the date of publication.
- 5.- The bonus shall be in respect of standard working hours (in most cases 48) and shall not be affected by overtime.
- 6.- For the purpose of this plan, the week shall be deemed to consist of five days for day shift workers and four days for night shift workers. When less than the full week is worked they shall be paid for each day worked on fifth in the first instance and one quarter in the latter of the current weekly cost of living bonus.

Article 7.- Cont'd)

- 2.- Wages shall be paid during the week following the work week. Night shift workers and other employees whose work is concluded on Thursday shall be paid on Thursday night between the hours of 5.00 P.M. and 6.00 P.M. All other employees will be paid after 2.00 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 have their employment confirmed.
- 4.- Any employee newly engaged for general labour shall be paid at the basic rate of 73¢ per hour for men and 60¢ per hour for girls during his or her term of probation and shall be raised at the end of his or her probation, to the full rate for the occupation or group in which he or she is employed. Apprentices and Cafeteria boys shall be paid in accordance with the rates set forth in the wage schedule.
- 5.- Employees on steady night shifts (excluding those on rotating shifts and night watchmen) shall be paid an additional differential rate of 5¢ per hour.
- 6.- A lunch period of one hour without pay shall be allotted to all workers except those on rotating shifts and in certain occupations where continuous work is required in which case a paid lunch hour will be granted.
- 7.- a) Employees may be reclassified from one position or department to another at the discretion of Management.
b) When an employee is assigned to work temporarily on a job which carries a higher rate of pay than his regular one he will be paid at the higher rate provided he works at the temporary job for at least the standard hours of one full day or night. Men undergoing training for another job shall be exempted from this provision.
c) Employees assigned to work temporarily at a job which carries a lower rate of pay shall retain their normal wage rate provided that any such assignment is not made for disciplinary reasons.
- 8.- Employees who are transferred to a new occupation and are subsequently found to be unfit for the job for reasons of health or for any other reason shall revert to their previous occupations and the rate therefor.
- 9.- Aged employees or employees with service so long as to justify special consideration, and who are unable, in the opinion of the Company Doctor to continue in their duties to advantage shall be given preference at such light work as they are able to handle, and shall not suffer any decrease in their wage rate as a consequence.
- 10.- The Company has the right to make promotions at its own discretion but it agrees that where two or more people of equal merit are being considered for a job, the award will be made on the basis of seniority.

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 concerning an alleged violation of 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 there is any dissatisfaction with the decision of the foreman, the employee (or the majority of employees if more than one is involved) 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 placed before him.
- c) If there is any dissatisfaction with the decision of the superintendent, the employee (or the majority of employees if more than one is involved, may appeal to the Company in the presence of at least one member of the Molson family 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 walkouts 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 the Plant.

ARTICLE XI HEALTH AND SAFETY.

1. It is mutually agreed that both parties hereto will cooperate to the fullest possible extent in the prevention of accidents and the promotion of safety and health.
2. The Company agrees to furnish certain items of protective clothing and devices in accordance with the terms outlined in the attached Schedule A. This schedule may be amended or revised at any time during the life of this contract.
- 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 Medial 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 COLLECTION OF ASSOCIATION DUES

1. The Company agrees to deduct from the earnings of those employees who have signed authorization forms, dues at the rate of 25¢ per month, or whatever multiple of this amount is required to collect dues exigible by law. These dues shall be payable in advance by instalments of \$1.00 or multiples of \$1.00 deductible from the pay for the second week of the months of January, May and September. It shall be the responsibility of the Association to have authorization forms signed by those members who wish to avail themselves of this convenience. Authorization forms shall be signed in duplicate, one copy to be filed with the Company and one retained by the Association.
- 2.- Association members shall have the right to discontinue deductions at any time by notifying the Company in writing. Cancellation forms will be provided for this purpose and shall be signed in duplicate; one copy shall be retained by the Company and the other forwarded by them to the Association.
- 3.- The Association agrees to provide the Company, not later than December 20, April 20 and of each year, with a list of employees for whom deductions of Association dues are to be made. It is agreed that the Company shall not make deductions for less than \$1.00 per member and that it shall be the responsibility of the Association to collect fractional amounts from new members.
- 4.- Employees who have paid Association dues in advance and who leave the service of the Company, shall apply to the Association for refunds.
6. The Company shall remit the dues collected to the Association as soon as possible, but not later than 15 days after the deductions have been made

x August 20

ARTICLE XIII 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 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.
- 2.- This Agreement cancels and supersedes the previous Agreement dated October 4th, 1947.

SIGNED AT MONTREAL, this 30th day of September1948.

MOLSON'S BREWERY LIMITED
EMPLOYEE'S ASSOCIATION

MOLSON'S BREWERY LIMITED

R. Paquette.

H.W. Molson

President.

President.

Georges Lord.

Secretary-Treasurer.

SCHEDULE "A"MILSON'S BREWERY LIMITED.PROPOSED SCALE OF ISSUE OF PROTECTIVE CLOTHING.

<u>ARTICLE</u>	<u>TERMS OF ISSUE.</u>	<u>DEPARTMENTS</u>	<u>PRICE.</u>
Aprons, leather	Ordered on requisition	Stables (Blacksmith)	Free
Aprons, rubber	On authorization	Brewing, Bottling	Free
Aprons, white	Ordered on requisition	Reception Room, Bar, Cooks & Bakers in Cafeteria	Free
Aprons, Khaki	On authorization	Salesmen, Helpers & Chauffeurs	Free
Boots, rubber	On authorization	Brewing, Bottling Garage & Boiler Room	50¢ a pair
Boots, rubber (Barney)	On authorization	Brewing & Bottling	50¢ a pair
Boots, safety	On demand	All	Cost
Caps	On authorization	Brewing	Free
Caps	On demand	All	Cost
Coats, blue	On demand	All	Cost
Coats, white	On demand	All	Cost
Coveralls, blue	On authorization	Boiler Room and Garage	\$1.00
	On demand	all others	Cost
Coveralls, khaki	On authorization	Brewing, Boiler Room & Garage	\$1.00
Coveralls, Khaki	On demand	All others	Cost
Goggles	On authorization	Maintenance Men	Free Loan
Guards, face	On authorization	Maintenance Men	Free loan
Guards, wrist	On authorization	Bottling	Free
Gloves, leather palm	On authorization	Package	Free

PAGE TWO

<u>ARTICLE</u>	<u>TERMS OF ISSUE</u>	<u>DEPARTMENTS.</u>	<u>PRICE</u>
Gloves, cotton	On authorization	Brewing, Bottling, Maintenance & Receiving	Free
Gloves, Leather	On authorization	Helpers, Chauffeurs & Wash House	Free
Gloves, Rubber	On authorization	All	Loan
Mitts, Leather	On authorization	Draught delivery men, Siding pilers	Free
Overalls, blue	On demand	All	Cost
Overalls, white	On demand	All	Cost
Overalls, white 2 piece	On demand	All	Cost
Overalls, blue 2 piece	On demand	All	Cost
Rubbers	On demand	Brewing All others	50¢ pair Cost
Suits, rubber	On authorization	Maintenance Men	Loan
Shirts, Khaki	On authorization	All	Cost
Trousers, Khaki	On authorization	Brewing	\$1.00
Trousers, Khaki	On demand	All	Cost
→ Uniforms	Ordered on requisition	Gate men, El. Operators (brewing) Office Janitor, Company Chauffeur	Free
Waterproofs	On authorization	Gate men, Garage, Teamster Coal Pile men, etc.	Loan

→ Not handled through Stores department.

SCHEDULE " B "

AUTHORIZATION FOR DEDUCTION OF MEMBERSHIP

DUES.

Until further notice, I authorize Molson's Brewery Limited to deduct from my pay the sum of 25¢ per month representing my membership dues to Molson's Brewery Limited Employees' Association. These dues shall be payable in advance by instalments of \$1.00 deductible from my pay for the second week of the months of January, May and September, and I further authorize you to remit these to the Association in my name and on my behalf.

I reserve the right to cancel these instructions by written notice at any time.

DEPARTMENT NO. DATE
WITNESS SIGNATURE -----

0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0

CANCELLATION OF DEDUCTION OF MEMBERSHIP DUES.

I herewith cancel my previous instructions to you to deduct membership dues for the Molson's Brewery Limited Employees' Association from my pay.

DEPARTMENT NO DATE
WITNESS SIGNATURE -----