THE SHERBROOKE
RECORD
WED., JULY 25, 1973
10 CENTS

The weather

Somewhat cloudier today but all in all, another good day in store with a high in the 80s and a low tonight of about 60. A great day for the golfers, right Guererra?

Inside today

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Today's Chuckle

Price tag on a diamond-studded cigarette lighter in a jewelry store window: $3,000. Flint, 5 cents extra."

As Rose case moves to appeal

Three years later, 1970 crises still unfolding

MONTREAL (CP) — What is the record of arrests, charges and prosecutions in connection with the 1970 kidnap-murder crisis perpetrated by the Front de Liberation du Quebec?

Nearly three years after the onset of the October crisis, the story is still unfolding in Montreal courtrooms, with the end not yet in sight.

The defence served notice of appeal in the case of Jacques Rose, now awaiting sentence following conviction on a charge of complicity after the fact of kidnapping in the case of Pierre Laporte, the Quebec labor minister who was slain in captivity Oct. 17, 1970.

Prosecutor Fernand Cote told a reporter the outcomes of other appeals also are pending. Inspector Jean Coutellier, chief of the Quebec Provincial Police security service, recalled in an interview that 62 of the 465 persons arrested in the crisis were eventually charged, the great majority having been released without any charges being laid.

Inspector Coutellier said he could not give the total number of convictions because some cases are still before the courts. An independent tally indicated fewer than 30 convictions.

In addition, seven persons went into Cuban self-exile after James Richard Cross, British trade diplomat kidnapped Oct. 5, 1970, was released safely following 60 days in FLQ captivity.

WMA INVOKED

Police cast their nets wide when Prime Minister Trudeau invoked the War Measures Act at the height of the crisis after Premier Robert Bourassa and Montreal Mayor Jean Drapeau reported conditions of "apprehended insurrection" in their domains.

For 197 days—until the end of April, 1971—police wielded emergency powers to search, arrest or detain on suspicion, first under the WMA regulations and then under the less stringent Public Order (Temporary Measures) Act. The FLQ was outlawed under both measures. Suspects could be held without charge up to 21 days under the WMA. This was reduced to seven days under the Public Order Act, which supplanted the WMA Dec. 3, 1971. Police conducted 5,000 raids.

Figures obtained from federal, provincial and city authorities sometimes show discreptancies. But a Commons parliamentary return issued last year, based on federal and provincial sources, listed arrests of 465 persons—including two arrested twice—and 403 released without charge.

Inspector Coutellier recalled that the 62 persons charged—50 of them in Montreal, faced 19 counts laid under the Criminal Code and 86 under the War Measures Act. Thirteen persons pleaded guilty to counts under the WMA. Forty-nine persons entered pleas of not guilty.

By the summer of 1971, Justice Minister Jerome Choquette came under pressure in the Quebec national assembly and elsewhere to drop or revise some of the charges in the light of court experience.

Special prosecutors—hired at $300 a day—then had a perfect record of 12 convictions in handling Criminal Code charges relating to the death of Laporte.

But prosecutors had far greater trouble pressing charges laid under the WMA, though the situation was complicated because an accused often faced two or more charges.

The first five persons facing charges of seditious offences were acquitted. The conviction record was almost as low in cases involving alleged membership or support of the FLQ. The apparent reluctance of juries to convict on such charges put the squeeze on authorities.

In mid-August 1971, the Quebec justice department suspended action against 32 persons awaiting trial, many of charges of FLQ membership. The effect of this nolle prosequi procedure was to place the charges in a sort of limbo and the action affected a number of prominent accused, including labor leader Michel Chartrand, lawyer Robert Lemieux and teacher Charles Gagnon.

These three, along with author Pierre Vallieres, who was once described as a leader of the FLQ but has since publicly renounced the movement, also beat charges of seditous conspiracy. Michel Chartrand, however, served one month for contempt of court, a sentence reduced from one year by appeal court.

CAUGHT TOGETHER

Jacques Rose was one of four young men arrested in an underground hideway Dec. 4, 1971, and charged with the murder and kidnapping of Pierre Laporte. The first of the four to escape conviction on both the major counts, he was convicted on the lesser charge of accessory in his fourth trial.

His older brother, Paul Rose, a former teacher, was sentenced March 14, 1971, to life for the murder of Laporte. On Nov. 30, 1971, he was given another life sentence for his part in the kidnapping.

Francis Simard, given a life term for murder May 20, 1971, also was charged with kidnapping but has not been brought to trial on that charge.

Bernard Lortie was sentenced to 20 years in jail Nov. 22, 1971, after being found guilty of complicity in the Laporte kidnapping. The Crown has not proceeded against him with a charge of murder.

Others were convicted on charges involving help of one kind or another to the FLQ fugitives:

Michel Viger, sentenced to eight years in jail June 14, 1971;

Claude Lariviere and Louise Verreault, sentenced April 27, 1971, to two years and one year respectively;

Colette Therrien and her brother Richard, each sentenced April 14, 1971, to one year;

Francine Belisle and her brother, Francois, sentenced April 26, 1971, to nine months and six months respectively;

Mrs. Denise Quesnel and her daughter Helene, given oneyear and six-month sentences respectively. Yves Roy received a six-month sentence the same day as Mrs. Quesnel, April 30, 1971.

Robert Dupuis, two years, Sept. 25, 1971.



RETURNING FROM OTTAWA — Several local musical students participated in music competitions over the weekend in Ottawa and did very well. Seen above are Claude Audet, Sharon Patton of Moe's River and Kathy Guilbault. The students were rehearsing for their respective competitions. For a listing of the results and another photo, see p.3.

On Ellsberg break-in

Ehrlichman's testimony contradicts Nixon's

WASHINGTON (AP) — John Ehrlichman told the Senate Watergate committee Tuesday that President Nixon believes the Ellsberg psychiatrist break-in was "well within both the constitutional duty and obligation of the presidency."

The former top domestic adviser to Nixon acknowledged in testimony that he had approved a covert operation to examine the medical file of Pentagon papers figure Daniel Ellsberg, but that he did not have a break-in in mind.

Ehrlichman's statement about Nixon contradicts the president's own remarks of May 22, in which he said he would have disapproved any illegal means of obtaining information by any hush-hush White House unit investigating the 1971 Pentagon papers case.

Ehrlichman testified that last March, some weeks before he quit admist heat of the Watergate scandal, he had been reviewing the Ellsberg matter with David Young, a member of the secret White House investigating unit called the plumbers.

Ehrlichman was asked if he had indicated to Young that Nixon had known about the break-in or felt it was a properly legal matter.

"I may well have," he said. "In that period of time I did have a conversation with the president about this."

DASH PROBES

Ehrlichman did not acknowledge any prior approval of the September, 1971, break-in until after close questioning by committee chief counsel Samuel Dash and examination of a memorandum.

And then, while conceding he had approved "a covert operation be undertaken to examine all of the files still held by Ellsberg's psychiatrist," he maintained he thought "that one way or another this information could be adduced by an investigator who was trained and knew what he was looking for."

But, said Ehrlichman, "if you are asking if this means I had in my mind there would be a breaking and entering, I certainly did not."

The approval on the memo said the operation was OK'd "if done so not traceable."

Ehrlichman explained this as meaning "I was not keen on the concept of the White House having investigators in the field and known to be in the field. I don't think from a public relations standpoint, that is a desirable situation."

Ehrlichman opened his testimony to the Watergate committee with a declaration of innocence and attributing blame for the cover-up primarily to John Dean.

Dean, the former White House counsel, testified that Ehrlichman was heavily involved in the cover-up.

The Watergate scandal broke June 17, 1972, when seven men were caught while burgling the Democratic party headquarters in the Watergate office building. The subsequent "cover-up" during the presidential election campaign is under investigation by the Senate committee and Cox's inquiry.

The heaviest of the questioning by Dash concerned the activities of the so-called White House plumbers unit, especially its break-in to the office of Ellsberg's psychiatrist.

Ehrlichman, who supervised plumbers' chief Egil Krogh, declared:

"I considered the special unit's activities to be well within the president's inherent constitutional powers, and this particular episode, the break-in in California, likewise, to have been within the president's inherent constitutional powers as spelled out in U.S. Code 2511."

Ehrlichman then said he had talked to Nixon in March and:

"He expressed essentially the view that I have just stated, that this was an important, vital national security inquiry ..."

"If it is clearly understood that the president has the constitutional power to prevent the betrayal of national security secrets as I understand he does," said Ehrlichman, "that is well understood by the American people and an episode like that is seen in that context, there would not be any problem."

Nixon, however, in his May 22 statement on Watergate, gave a different version of his beliefs. He told of assigning Krogh the job of investigating the Pentagon papers leak and said:

"Because of the extreme gravity of the situation, and not then knowing what additional national secrets Mr. Ellsberg might disclose, I did impress upon Mr. Krogh the vital importance to the national security of his assignment.

"I did not authorize and had no knowledge of any illegal means to be used to achieve this goal.

CDC programs may be opened to public

OTTAWA (CP) — Catching everybody by surprise, the Canada Development Corp. Tuesday announced a move, that if successful, could open its stalled program to the public.

The CDC jumped New York and Toronto stock market prices by almost $5 in offering to purchase 10 million shares of Texasgulf, a multinational natural resources company based in New York.

With about $350 million in its coffers, the CDC would purchase the shares for $290 million or $29 a share.

Closing prices on the New York and Toronto stock markets Tuesday were $24.25 a share for Texasgulf.

If successful in its bid, the CDC would own more than 35 per cent of the approximate 30.4 million shares of Texasgulf's outstanding common stock. The CDC now owns 748,800 shares of common stock.

This coupled with the 20 per cent of common stock now owned by private Canadians, would give Canadians voting control—55 per cent—in a multinational company.

MAJOR BREAK?

Although CDC officials were unavailable for comment, former CDC president Marshall Crowe said in March that the corporation is waiting for "a major acquisition in the resources field" before offering its shares to the public.

Texasgulf is basically a mining operations with interests in agriculture, chemical, oil and gas development.

It operates Kidd Creek Mines at Timmins, Ont., one of the world's largest single producers of zinc and silver. It has reported that Canadian operations have contributed to approximately 68 per cent of operating income since 1967.

Established in 1971 to develop and maintain a strong domestic control in the private sectors of the economy, the CDC was intended to give Canadians a greater opportunity to invest in domestic economic development.

But The CDC has been holding off making shares available to the public in an effort to establish an investment record for potential investors to examine before they decide to buy shares. Eventually, private investors will hold 90 per cent of the 200 million authorized common shares, which are restricted to Canadian citizens and residents.

The government now owns all shares which it purchased for $10 each. If the corporation opened its 200 million shares to the public with the acquisition of Texasgulf for $10 a share, common shares would provide $2 billion in capital. Non-voting preferred shares could add another $1 billion, with still another $1 billion possible for borrowing.

Tuesday's announcement could be the catalyst needed to open CDC's shares to the public.

But the political ire of oppositions parties surfaced Tuesday following the announcement.

Conservative House Leader Gerald Baldwin said "it was never the purpose of the CDC to do this sort of thing."

"It reeks of questions that have to be answered."

New Democratic Leader David Lewis said that considering the corporation is operated by businessmen, not the government, he is not too excited by the announcement.

Andrew Brewin (NDP—Toronto Greenwood) said the news "smells of a sell-out to me."

It might be a good investment but the CDC was set up to promote development of domestic interests. Texasgulf, as a multinational corporation, would "have little loyalty to Canada," he said.

David M. Crawford, Texasgulf secretary, said in New York Tuesday night that the CDC offer "comes as a complete surprise." He declined further comment.

Government officials also were unavailable for comment.

Since 1971, the CDC has made a number of major investments operating on money received from shares sold to the government.

Included are the controversial purchasing of Polymer Corp., a petrochemical corporation based in Sarnia, Ont., from the government and Connaught Medical Research Laboratories in Toronto.

Others include: 35-per-cent ownership of Venturetek, a Toronto venture capital company; major ownership of Ventures West Capital Ltd. to be formed in Vancouver; majority ownership in Omnimedic Inc., a Quebec holding company; and a venture capital company being formed in Montreal.

Mid-summer madness?

Noose debate continues

OTTAWA (CP) — With no end in sight to what some MPs are calling midsummer madness, the Commons echoed Tuesday night with sometimes passionate debate on amendments to the Criminal Code designed to make rape or kidnapping capital offences if the victim should die.

The amendments to a controversial bill to re-establish the partial moratorium on hanging until 1977 were proposed by Albanie Morin (L—Louis-Hebert).

Debate on them began last Friday, was put off until Monday and by Tuesday night, the House had spent more than eight hours on them. When this section of debate is done, it will be a repeat performance on companion amendments from Allan Lawrence (PC—Northumberland-Durham) to make air piracy a hanging offence if death is involved and to hang second-time murderers.

Capital punishment will have to wait, however, because today the Commons is scheduled to get back to consideration of a bill that would permit insurance of special coins and stamps to raise $260 million for the 1976 Olympic Games at Montreal.

"That may take a day or even two," a government spokesman said.

Solicitor-General Warren Allmand, in a brief interview outside the House Tuesday night, was cautiously confident that the capital punishment amendments would be defeated.

IS OPTIMISTIC

"We should be allright if they all show up," he said when asked if he had been canvassing Liberal MPs to find out how they intend to go in the free vote.

He indicated, however, that the margin by which the amendments would be defeated will be "a few less" than the 24 votes by which his bill was given second reading May 29 when the result was 138 to 114.

Asked whether there is any indication when the capital punishment debate will end, he said "that's anybody's guess."

However, all parties had routine caucus meetings scheduled today and a spokesman said "you never know, something might come out of those to smooth things out."

An indication of how rough things are getting occurred Tuesday night when a one-sided shouting match developed between Patrick Nowlan (PC—Annapolis Valley) and Deputy Speaker Robert McCleave (PC—Halifax-East Hants). All the shouting was on Mr. Nowlan's side of the exchange, with Mr. McCleave just trying to maintain order.

Trudeau promises West end to discriminatory practices

CALGARY (CP) — Dedicating themselves to a common assault on Western Canada's cocalled alienation, Prime Minister Trudeau and the four provincial premiers began chipping away Tuesday at historic irritants, giving top priority to complaints about transportation.

"What we are assuring you is that discriminatory practices will be removed," said Mr. Trudeau who went into the three-day meeting on western economic opportunities calling for a "new approach to national development."

"This conference at Calgary signifies the government of Canada's belief that, a century after the old national policy, we can now together begin shaping a new national policy, a policy to strengthen Canada by achieving more balanced and deversified regional growth throughout the country."

The prime minister was given a co-operative response by the four western premiers who met him around a table at Mount Royal College here after he had asked for the attack on the problems plaguing the West.

"The people of the four western provinces have worked hard and contributed too much to renounce their aspirations for the development of our nation as a whole and their future in it," said Premier Ed Schreyer of Manitoba.

"We come as Canadians first and British Columbians second," added B.C. Premier Dave Barrett.

LITTLE DISCORD

Apart from some wrangling over whether the goal of regional economic development should be legislated into the National Transportation Act, there was scarcely any discord as the five leaders, surrounded by batteries of cabinet ministers, officials and observers, opened the meeting which Mr. Trudeau described as of "possibly historic importance to Canada's future as a nation."

Mr. Trudeau said there must be a broader range of employment opportunities in the region, along with a greater stability of income. There must be a stronger western voice in national decision-making, and there must be greater concern by all levels of government for the individual westerner.

He said he would propose a program for further processing of resources; new measures to stabilize agriculture income; more aid to small business; methods to enable westerners to develop regionally-based financial institutions.

After the prime minister said there should be a greater western voice in the decision-making process, Transport Minister Jean Marchand proposed the establishment of a federal-provincial body "to maintain the co-operative involvement between the federal government and the West on transportation matters." It would make its views known on all types of transportation, including pipelines.

Bitter reunion after 52 years

AARHUS, Denmark (AP) — Chris Loeber, 83, has had a strange and somewhat bitter reunion with the family he left in Denmark when he emigated to Canada 52 years ago.

Since he was brought back to Denmark this week by one of his sons, he has hardly exchanged a word with his wife, Marie, 83, who has considered herself a widow since the 1930s.

For one thing, Chris has forgotten his Danish. But he is a loner, anyway, and has not set up home again with his wife.

"There's no feeling anymore," said Marie.

Soeren—his real Danish first name—married Marie in the farming village of Foelle in 1911. In 1921 he emigrated to British Columbia, promising to send for his family when he made some money. By 1929 he had ceased writing.

Last year he made contact with relatives in Denmark.

Emil, his son, and Bent, his grandson, flew to Canada to fetch the old man home from the little property on which he lived alone at Seaton Portage, B.C., a community of 45 people.

He was met at Copenhagen airport by his wife, four children eight grandchildren and 16 great-grandchildren.

It was his birthday, but he had to be reminded of it.

"He always forgot his birthday. His mother had to remind him," Mrs. Loeber told reporters.

Loeber arrived in Halifax in 1921 and went west to work on a ranch in Manitoba. Then he worked on a dam in Vancouver, became a Pacific fisherman and returned to the land at Burns Lake, B.C., where he built his own ranch house. Seven years ago he moved to Seaton Portage.

"It's amazing to see him again. I thought I was a widow," Marie Loeber said. "It will take time before we can talk to each other again. We don't have the same language. In any case we won't live together."

Mrs. Loeber lives with her son Jens. Her returned husband moved in with his son Emil on the farm where he was born.

Loeber is resigned. "I might as well live in Denmark. There's nothing else I can do."

He misses his collie dog Spotty, left in the care of neighbor Neil Scott. He also misses his 100-year-old Winchester rifle with which he says he shot moose and bear. The rifle is coming by ship as he was not allowed to take it aboard the plane.

Jacoby's bridge

NORTH 14
♠ 5 4
♥ K 7 4
♦ Q 8 5 3
♣ Q 10 7 3

WEST
♠ K J 9 7 3 2
♥ 10 3
♦ 10 9
♣ 6 5 2

EAST
♠ Q 10 8 6
♥ J 8 6 2
♦ K J 4 2
♣ 8

SOUTH (D)
♠ A
♥ A Q 9 5
♦ A 7 6
♣ A K J 9 4

East-West vulnerable

West	North	East	South
			2♣
Pass	2♥	Pass	3♣
Pass	4♣	Pass	6♣
Pass	Pass	Pass	

Opening lead—♦ 10

By Oswald & James Jacoby

Here is a real gem of a hand played recently by John Solodor of New York.

His two-club opening was artificial as was North's two-heart response. The final six-club contract was a good one, but chances looked slim indeed after West opened the 10 of diamonds.

John decided that West wasn't leading from the king, but it wouldn't do him any good to hold back dummy's queen so he played it. East produced the king and John won with the ace.

He cashed the ace and king of trumps. East dropped the six of spades.

John took his spade ace; led a club to dummy while East let go of a low diamond. Then he ruffed dummy's last spade; cashed his ace of hearts; led a heart to dummy's king and noted the fall of the 10 from West.

It was now time for some real thought. John came to the conclusion East had started with exactly eight red cards so that West had started with four of that color.

Hence, West was now holding just one red card which would be either the jack of hearts or a diamond. In that case there was no reason for John not to play a heart and finesse his nine.

If West produced the jack he would have to give John a ruff and discard for the same down one that would result if John rose with the queen.

John played the nine. When it held he cashed the queen and played a low diamond. West produced the nine.

East could not afford to overtake and West had to give John a ruff, discard and the slam.

(NEWSPAPER ENTERPRISE ASSN.)

♥♣CARD Sense♠♦

The bidding has been:

West	North	East	South
			1♥
Pass	2♣	Pass	2♠
Pass	3♦	Pass	3N.T.
Pass	4♥	Pass	5♦
Pass	6♥	Pass	?

You, South, hold:
♠ A Q 7 6 ♥ K Q 9 8 5 ♦ A 2 ♣ 6 3

What do you do now?

A — Pass. You have bid your full values.

TODAY'S QUESTION

What do you open with:
♠ A Q 6 ♥ A Q 4 ♦ K 3 2 ♣ A 8 4 3

Answer Monday

Hero marries woman he saved

SURREY, B.C. (CP) — A man badly mauled while fighting a grizzly bear to save a female companion was married Saturday—to the woman he saved.

Malcom Aspeslet's romance with Barbara Beck has weathered months of separation and 39 operations since October, 1971, when he saved Barbara's life by fightin off an enraged grizzly—with an eight-inch hunting knife.

The two were working at a tourist resort in the Revelstoke, B.C., area when, returning from an overnight hike, they encountered the grizzly and two cubs.

Mr. Aspeslet's act of courage won him four bravery awards.

Queen Elizabeth will present him with the Canadian Star of Courage Aug. 2 in Ottawa.

"That's going to be our second honeymoon," Barbara said before the wedding. They planned a trip to Washington State following the wedding.

At the end of this year, the couple will meet the Queen in London. Mr. Aspeslet will be presented with the Royal Humane Society's Stanhope gold medal, awarded for the bravest deed of the year reported to humane societies of the commonwealth.

He also has received the Royal Canadian Humane Society's gold medal and the Canegie Hero bronze medal.

Barbara, also badly mauled in the attack, was awarded the Royal Canadian Humane Society's bronze medal for bringing aid.

The couple carried on a romance by correspondence during the months that Aspeslet was in an Edmonton hospital.

He recently underwent the last of a long series of corrective operations to repair severe head injuries.

The attack left him blind in one eye and paralysed on the right side of his face, although extensive plastic surgery has rebuilt the side.

Barbara, 20, is employed as a credit union teller here and Mr. Aspeslet plans to return to his job as a cook at a local restaurant.

Laughter limitations

KNOXVILLE, Tenn. (Reuter) — Dr. Howard Pollio, a psychology professor at the University of Tennessee says laughing with someone is "healthy laughter," but that laughing at someone is "nonhealthy."

"There must be a million theories about why people laugh," Dr. Pollio says, "but at this point no one actually knows why."

Because of this information gap, Dr. Pollio began research on humor and laughter in 1970. The work has been supported by the United States public health service.

Working with University of Tennessee students, comedy records and video taping equipment, Dr. Pollio and some graduate students have found that laughter at some comedians is dependent, to a large degree, on whether the people listening to the record know each other.

A recording by insult comic Don Rickles elicits little response from a group of people who do not know each other, while the same selection draws much laughter from a group that is acquainted.

It also has been found that group support is not as important to other comedians, such as Bill Cosby.

In fact, there sometimes is more laughter at "accepted" comedians such as Cosby if people are not acquainted.

Tests show that when strangers listen to Cosby and Rickles records, 98 per cent laugh at Cosby and only two per cent at Rickles. However, when people listen to the two comedians with friends, the ratio is more like 60 to 40 in favor of Cosby.

People are more apt to laugh "with" someone, as in situation Cosby portrays than "at" someone as in Rickles' situations.

Eastman

Mr. and Mrs. Neil Ewens spent a week-end in Kingston visiting Mr. Ewens' mother Mrs. Alice Ewens and other relatives.

Mr. and Mrs. Ben Benoit spent a week-end with Mrs. Bertha Mardon at her cottage at Silver Lake.

Mr. and Mrs. Brochu of Chibougamau are spending a couple of weeks with Mr. and Mrs. Y. Lambert and family.

Mr. and Mrs. James MacMillan of Montreal are spending their vacation at their home here.

Randboro

Mrs. Verne Wilson
389-2932

Recent guests of Mrs. George Speck were Mr. and Mrs. Sam Berry of Lebanon, N.H., Mr. Thos. Judd, Miss Harriet Carr and Mr. Leonard Gray, all of Canaan, Vt., and Mr. and Mrs. Roy Owen of Hereford. Mr. L. Gray and Mrs. G. Speck visited Mrs. Robert Shepherd in Compton.

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LI'L ABNER



ANDY CAPP



HAPPY HOLIDAYS



Thanks to public's cooperation

Sherbrooke's water supply back to normal

SHERBROOKE (CC) — A city hall official said yesterday the water situation in the city has returned to normal. Residents throughout the city now return to their usual consumption of water. Lawns can be watered and swimming pools filled. Serge Racine, Sherbrooke's director-general, said yesterday everyone was so careful early in the week that they did not use much water. The population's effort has returned the water supply in city reservoirs to normal.

Mr. Racine also said the city had determined the cause of a freak occurrence which depleted most of the city's reservoirs last Friday.

According to Mr. Racine, the pumping station on Lake Memphremagog which forces the city's water through large pipes to Sherbrooke, was struck by a power failure shortly after 5 a.m., Friday.

The city receives its water from Lake Memphremagog.

Usually when a power failure occurs three doors in the pipe fall to prevent the water, propelled to Sherbrooke under pressure, from running back down the pipe and into the pumping station.

However, for the first time Friday, one of the doors failed to descend and the water reversed back down the pipe, filling the pumping station. The water, which completely filled the building, damaged the water pumps.

After power was restored the pumps did not restart and water gushed backwards even as local residents were quickly depleting what was left in the reservoirs.

Friday, if there had of been a fire, little water would have been available to combat the flames.

The pumping station on Lake Memphremagog is completely automatic and only requires the inspection of a municipal employee twice daily.

Mr. Racine said a full report on the accident will be presented to Sherbrooke council next Monday. Steps will be taken to guarantee that the same thing does not occurr again.

One of the proposed steps will be to construct a secondary escape outlet in the pumping station which would allow the reversing water to escape outside without damage to the pumps.

In addition the recommandation will be made next Monday that the city render the old Magog River pumping station operational again so that it could be used in times of emergency — such as a fire.

Much work needed to keep Massawippi clean

By MICHAEL ISAACS
Record Reporter

SHERBROOKE — Dr. Maurice Ruel, director of research and development at Enrironment Canada, spoke to nearly 50 persons at the annual meeting of the Lake Massawippi Water Protection Corporation over the weekend.

Calling the group "one of the most dedicated associations I've met in Canada," Ruel asserted that, because of past action and if involvement continues, inahabitants of the area can look forward to a lake which will not become more polluted.

Ruel was the leader of a study of Lake Massawippi in 1971. The study was conducted under the auspices of the Centre of Research and Management and in published form is entitled The Quality of Water in the Massawippi Drainage Basin.

In the study, Ruel presents a number of conclusions which constituted the essence of his presentation over the weekend. The conclusions follow:

1. During summer, the rivers in the area exhibit a significant decrease in the availability of dissolved oxygen, which, in conjunction with a reduced flow, and increase in the biochemical oxygen demand (BOD) makes them dangerous. The nutrients necessary for initiation of the algae self-reproduction cycle are presently sufficiently plentiful. The Tomifobia river, a large polluter, is the most serious since it discharges into Lake Massawippi, a natural place for vacation-resorting and tourism.

The coliform bacteria count is very high on the rivers of the drainage basin.

2. The health ministry's outlined regulation for government of installation and maintainenance of septic tanks and other individual treatments has not been approved by the majority of the region's municipalities and has not been applied.

3. The abandoned Albert Mines complex is a notorious contributer to pollution of the Massawippi River. Moreover, the pits of the mines have not been adequately closed and are dangerous for the many persons who spend time in their vicinity.

4. The major part of Lake Massawippi is in good shape. However, certain important tourist zones show a deterioration due to the uncontrolled discharge of used water into it.

Ruel's recommendations based upon his conclusions follow:

1. The regulation governing septic tanks should be enforced throughout the provinces.

2. The villages and municipalities possessing sewage collection systems should begin to use a chlorination-treatment for their used water immediately. This is particularly important for towns situated on the Tomifobia and Niger Rivers.

3. All towns should have a sewage collection system which would operate in an accepted fashion, that is, in terms of norms established by the Quebec Department of Water Administration.

4. At every beach, a systematic and regular survey of chloriform counts should be instituted whose findings would be made known to the public in an effort to protect persons. The beaches should be closed in the event of dangerous pollution counts.

5. In the specific case of Lake Massawippi:

a) Every source of pollution on the Niger and Tomifobia Rivers and any other water bodies which discharge into Lake Massawippi should be controlled and treated adequately.

b) A treatment system should be set up at Ayer's Cliff with the least possible delay.

c) A sewage collection system should be constructed for North Hatley as well as treatment system.

d) Vegetation should be maintained at the shores of the lake to prevent erosion.

e) All the treatment units for private properties should be built according to norms and inspected periodically.

f) The size of the lots on the shores of the lake should be large enough that installation of officially acceptable septic tanks would be possible.

g) The speed and force of boats' motors should be controlled.

THE ALBERT MINES COMPLEX

A) Installation immediately of secure fencing around the mine pits.

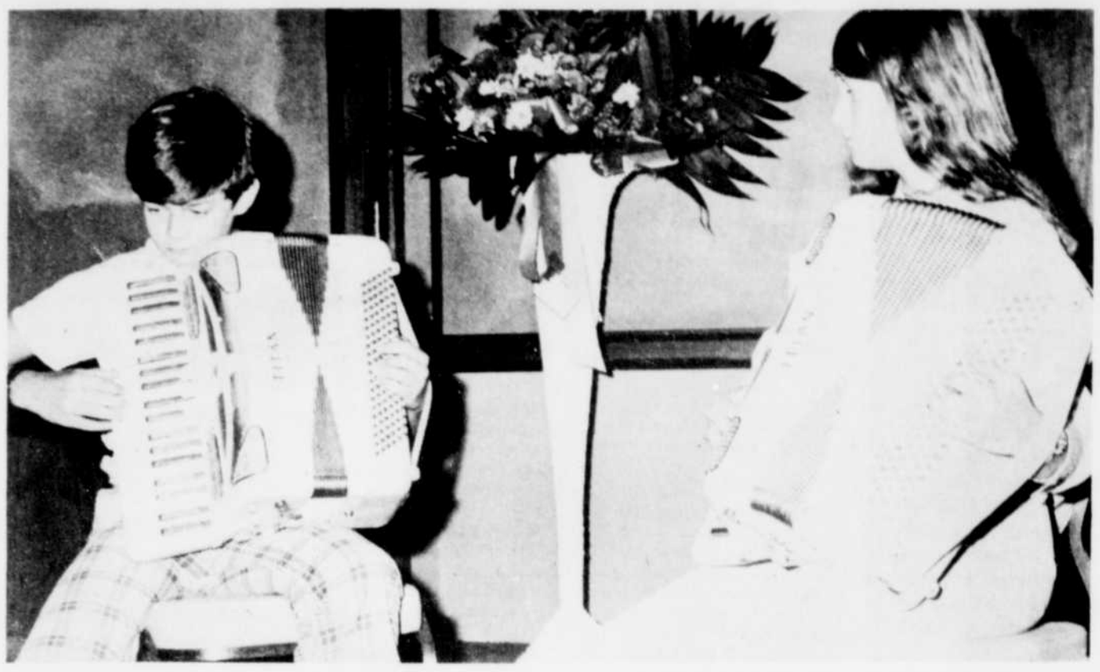
b) Removal of the waste from the shores of the Massawippi River.

c) Re-establishment of vegetation over the residues from the mine exploitation and the mineral treatment complet.

d) Treatment of the river water carrying the waste from the mineral treatment complex.

During his talk, Ruel pointed also to the need for caution with use of agriculture fertilizer since often it is swept into rivers by raindfall.

Perhaps the most surprising element of the entire speech was his assertion that the province will have completed major steps to check pollution by the year 1980 or 1985, despite the fact that Quebec is one of the slower-moving provinces in this area of legislation and enforcement.



YOUNG MUSICIANS — Steven Gillam, left, of Lennoxville, and Michelle LeBel, of Sherbrooke, placed second in the Accordion Duet senior A competition at the music festival held recently in Ottawa. Local students did very well at the Competitions which saw entries from as far as Kitchener, Ont., and Thetford Mines.

Local music students place well

OTTAWA — Sixty pupils of the Canadian Conservatory of Music from Sherbrooke have returned with an impressive number of winners in a music festival held last week in Ottawa. Local players were among the top performers in the major categories featured there.

Notable mentions goes to Sharon Patton, winner of the accordion open competition, and Sherbrooke studio's entry in the concert band division which took first place. The two day competition left area pupils with a total of thrity winners.

Entrees from as far as Kitchener, Ontario, and Thetford Mines, Quebec, took part in the friendly rivalry.

Local winners were:

FIRST PLACE

Concert Band Division: E.T. Concer Band (S. Golder) Sherbrooke

Accordion Band "B": Les Mageurs (N. Lacroix) Sherbrooke

Guitar orkette "B": Hot Strings (R. Corriveau) Sherbrooke

Accordion solo Open: Sharon Patton, Moes River

Duets 10 and under "B": Sylvain Cote and Alain Goulet, Sherbrooke

Solo 9 and under "B": Robbie Lothrop, Lennoxville

Solo 10 and under "C": Mario Leblanc, Thetford Mines

GUITAR

Duets 13 and under "B": Michel Simard, Sherbrooke and Louis Cliche, Magog

Duets 13 and under "C": Martine Chamberland and Maryse Couture, Windsor Mills

SECOND PLACE

"A" Accordion Band: A.B.'s Sherbrooke Studio

Accordion Band "B" Division: B.B.'s Sherbrooke Studio

Accordion Orkette "A" Division: Les Becarres Sherbrooke Studio

Accordion Duet Senior A: Steven Gillam, Lennoxville and Michele LeBel, Sherbrooke

Accordion Duet Senior B: Claude Audet, St. Francois and Denise Davignon, Sherbrooke.

Accordion Duet 10 and under "B": Kelley Anne Patrick, Lennoxville and Louise Duquette, Sherbrooke

Guitar Duet 13 and under "B": Claude St. Onge and Daniel Robert, Windsor Mills

Accordion Solo 9 and under "B": Kelley Anne Patrick, Lennoxville

Accordion Solo 14 and under "C": Gilles Morneau, Thetford Mines

Guitar Solo 14 and under "D": Francois Raymond, Sherbrooke

THIRD PLACE

Accordion Orkette "A" Division: Clear Tones Sherbrooke Studio

Accordion Solo 9 and under "D": Claude Beaudry, Cookshire

Accordion Solo 14 and under "A": Denise Davignon, Sherbrooke

Accordion Solo 12 and under "B": Flore Morin, St. Francois

Accordion Solo 11 and under "B": Bertrand Perey, Sherbrooke

Accordion Solo 10 and under "B": Sylvain Cote, Sherbrooke

Accordion Solo 9 and under "B": Lisa Robinson, Lennoxville

Classical Guitar Senior B: Francois St. Pierre, Sherbrooke

Classical Guitar Intermediate C: Sylvie Boisclair, Sherbrooke

HERE & THERE

WEST BROME

An Antique Loan Show, sponsored by the Brome County Historical Society, will be held on Saturday, July 28th, between 2-5, in St. Paul's Anglican Church Hall, Knowlton. Afternoon-Tea will be served.

BRIEFLET

NORTH HATLEY

Summer Supper sponsored by North Hatley United Church Women in the Community Hall, Wednesday, July 25, 5:00-6:30 p.m. Cold turkey, ham, baked beans, salads and pies. Adults — $2.00 & children — $1.00.

Publisher's show set to open today

SHERBROOKE (CC) — Two large French-language publishing firms will be holding a book exhibition this week at the University of Sherbrooke.

The exhibition which will be held from today through Friday is designed for French-language teachers. The exhibition situated in the Arts building, Room 14, will be open from 9 a.m. to 3 p.m.

It is being sponsored by University Presses of France and by Larousse Editions.

Books will include works on the methods of teaching French, linguistics, education and psychology.

Research station a good place to visit

LENNOXVILLE (CC) — Want to spent an interesting day at the Lennoxville Research station?

It's possible thanks to one of the Opportunities for Youth grants awarded in the Eastern Townships. Six guides working for the La Celf des Champs project are available daily to welcome visitors to the local research institution.

Visitors will have the opportunity to learn more about raising animals, growing plants and agriculture. The green spaces are open for picnics and open-air recreational activities are organized daily. Sports such as volleyball, soccer, tennis and softball are played.

The guides are available from 10 a.m. until 4 p.m., Monday through Friday. Always more than 2,000 persons have taken advantage of the services offered.

Among the groups entertained by the project have been senior citizens, the handicapped, families and numerous tourists.

Organizers ask that groups of more than 15 persons who want to spend the day at the station phone ahead so that the guides can prepare the best possible agenda. Anyone seeking more information should call 562-1158.

L.I.P. grant extended

SHERBROOKE (CC) — The local initiatives project Work for the Handicapped has been awarded a grant extension by the federal government to allow the animators to continue their efforts until November 30.

The animators are exploring the possibility of opening a workshop for the handicapped in conjunction with local service organizations. Efforts in that direction to date, however, have not borne fruit.

The animators are informing the handicapped that their offices, situated on Murray street, are not a workshop, and until funding and a site for a workshop are found, the handicapped in the region will not have a workshop.

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A NOEL COWARD FESTIVAL
"SONG AT TWILIGHT"
North American premier of Cowards last play
Directed by Tony Lord
starring
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Daphney Gibson & Richard Gishler
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Sat. 6:30 & 9:30 P.M.
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Wednesday 8:30 P.M.
SUNRISE ON SARAH
by George Ryga
Directed by William Davis
Starring Dana Ivey and featuring Claude Bede
Thursday, — 8:30 p.m.
A JIG FOR THE GYPSY
by Robertson Davies
Directed by Donald Davies
Staring Barbara Chilcott
Tickets: $6.00 and $4.00; students $2.50
Box Office open from 9:00 a.m. to 9:00 p.m.
Phone: 563-4966

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Jack Nicholson
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BURT REYNOLDS
Shamus
DYAN CANNON
A United Theatre
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Shamus 2.50—6.20—9.50

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THE SHERBROOKE
RECORD

The voice of the Eastern Townships

Established February 9, 1897, incorporating the Sherbrooke Gazette (est. 1837) and the Sherbrooke Examiner (est. 1879)

Published Monday to Friday by the Eastern Townships Publishing Co. Ltd.,

at 2520 Roy Street, Sherbrooke, Quebec

Production manager: ROBERT LESSARD
Advertising manager: NORMAN NICHOLL
Managing editor: LEWIS HARRIS

Directors: Conrad M. Black, F. David Radler, Peter G. White

Tel. 569-9525

To keep prices high

Environment Minister Jack Davis, who does not regard the doctrine of cabinet solidarity as Holy Writ, told the recent western Liberal party meeting in Vancouver that Canada should return to the old Liberal policy of free, or at least freer, trade. As reported by the Canadian press, he said that tariffs ought to be abolished altogether because they undermined business competition and raised the price of goods in the domestic market. "Beat protectionism down and everyone benefits, easterners and westerners alike," Mr. Davis added.

Of course, he does not expect the government to follow his advice literally when many of Canada's largest industries have accustomed themselves to some of the world's highest tariffs and the Liberal party's electoral strength is concentrated in the manufacturing area of the Laurentian valley. But if he hopes even to reduce the tariff somewhat he has not made the best of a good case. For two reasons, in addition to all the old and valid ones, the argument for a broad tariff reduction is now stronger than ever.

In the first place, the Canadian cost of living has reached an all-time high and in June, the last month of record, was increasing at the annual rate of 10.8 per cent. Almost unbelievably, under these conditions, the cost of imported goods is artificially raised by the tariff and behind its shelter the cost of domestically-produced goods is raised proportionately. Many people do not seem to realize, however, that lately Canada has increased its unwritten but effective tariff by something like 25 per cent, against imports from most major nations, except the United States.

This is the result of a Canadian dollar devalued as fast as its American counterpart. To be sure, almost three-quarters of Canada's imports come from the United States and are unaffected by the devaluation but the cost of the remainder has greatly increased, as any purchaser of European or Japanese goods already knows. While the government made some minor tariff cuts this year (and hastily promised to reverse them if they should injure Canadian production) it has not attempted to use this quick and natural method of holding down prices generally, including those of American goods.

It says that the high cost of living is due mainly to food prices and that they, in turn, are due basically to a world food shortage (though the minister of agriculture insists that they are still a bargain). If they must remain high, for whatever cause, that is all the more reason to curb other prices. But the government refuses to consider any method of curbing them by broad tariff reductions or by direct controls.

The second argument in favor of reduced tariffs at this time is more important, in the long run, than the first. In September the signatory nations of the General Agreement on Tariffs and Trade will meet to revise the whole trading structure of the non-Communist world. No nation is more deeply concerned than Canada with the success or failure of the enterprise since the Canadian economy, lacking a mass market at home, depends primarily on the external market for prosperity. If the GATT negotiations succeed that market will continue to expand. If they fail, and the world returns to the folly of self-containment which mainly produced the great depression of the 1930s, then the same result will recur, with Canada as a special victim.

Before the negotiations for lower trade barriers begin the present structure of GATT has been shaken by events unforeseen when the existing contracts were signed in the Kennedy Round. When The United States and Canada have restricted some of their chief exports, when their devalued currencies have suddenly erected new invisible tariffs against the rest of the world, and when the European Common Market is tempted to retaliate, the prospects of GATT are ominous indeed.

THE SHERBROOKE
RECORD

Only English Daily in the Eastern Townships

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Published by
Eastern Townships Publishing Co. Ltd.
P.O. Box 1200 — 2520 Roy Street
Sherbrooke, Que. — Telephone 819-569-9528

Second class registration number 1064

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Need for oil key to growing mid-east influence

By PETER BUCKLEY

WASHINGTON (CP) — The Shah of Iran comes to Washington today, no longer just the Croesus-rich ruler of an exotic and backward land but the head of a state which is transforming the balance of power in the Middle East.

Given the growing dependence of industrial countries in the Western world on Middle Eastern oil, the emergence of Iran as a full-fledged military power gives added weight to the Shah's talks with President Nixon and his advisers in coming days.

United States government officials say oil will be the chief topic of the discussions, as the U.S. confronts its new vulnerability in energy supplies and its inevitable need for more Arab oil.

Iran is the second-largest supplier of Middle East oil to the U.S., after Saudi Arabia. It has proved to be a firm but moderate voice in the councils of the Organization of Petroleum Exporting Countries (OPEC), a cartel grouping Arab and other oil-rich countries in negotiations with Western oil companies.

HOLDS HIGH CARDS

Much has changed since the Shah's last visit to the U.S. in 1969.

Oil wasn't even on the agenda then. Nor was Iran considered a major military power. At that time, Britain was still a dominant force for stability among the oil-producing sheikdoms and emirates surrounding the Persian Gulf, and talk of oil shortages in the U.S. was regarded as scaremongering.

Britain has pulled out of the area now, and the 53-year-old Shah Mohammed Reza Pahlevi has determined that Iran will take her place as a guarantor of peace and a continuing oil flow to the West.

He has diverted billions of dollars of oil income to the purchase of sophisticated modern armament from the U.S. and Europe, including the latest models of aircraft equipped with laser-guided bombs and other recent technology, new tanks and arms for his ground troops, and imposing new naval bases along the shores of the Persian Gulf.

Iran's pretensions have stirred concern and hostility among some of her immediate neighbors and further afield.

The most immediate dissension is with neighboring Iraq, whose left-wing military rulers have denounced the Shah's policies while building up their own oil industry and military base with the help of Soviet supplies and technicians. They have also granted Soviet ships access to their Persian Gulf naval base.

Other countries' concern is more complex.

BACKS PAKISTAN

Iran has been a strong supporter of another neighbor, Pakistan, in the Pakistanis' disputes with India. The Indians are reported to be watching the growth of Iranian military power with concern.

The Soviet Union, a third neighbor of Iran, is also likely to be watching the developments with care. Apart from its ties to Iraq, the U.S.S.R. has been backing India without reservation in recent years as a counterweight to China.

There has been no obvious rift in the Shah's own cautious and pragmatic relations with Moscow, but the spectacular growth in Iranian military strength will complicate the Soviets' long-range planning for the region.

The U.S. has cause to welcome Iranian determination to keep the Persian Gulf area stable. But if the result is a new arms race among the Middle East states, financed by the floods of Western currency which will be spent for oil, the resulting increase in tension could go beyond the point where Iran alone can maintain the peace.



"For once I hope he IS lying . . ."

Cambodia faces three possibilities

By PETER ARNETT

PHNOM PENH (AP) — Three possibilities face this Cambodian capital, its 1.5 million inhabitants and its embattled defenders. And all of them are grim.

One is that the city will be captured by the insurgent army now at its door.

The second is that Phnom Penh will be so strangled in a siege that it will be forced to surrender unconditionally.

The third is that negotiations will end the fighting but replace the anti-Communist government of President Lon Nol with a coalition comprised of at least 75 per cent Communists.

These gloomy possibilities now are discussed openly by officials in Phnom Penh. They become more probable each day as the Communist army edges closer to the city.

Well-informed Western observers believe that, if the Communist side decides to go all out militarily after the Aug. 15 deadline for a halt in U.S. bombing, the city will surely fall.

Here is how the three possibilities for the city shape up:

The city will fall in a fight to the finish. Western diplomats who believe Phnom Penh could fall qualify their predictions by saying they doubt the Communist side has made a decision to attack.

The Communist-led army, numbering about 40,000 Cambodian insurgents with 2,000 to 5,000 North Vietnamese advisers, launched its offensive in February.

Western experts say the obvious aim was to draw the Phnom Penh army into a grinding fight in the field well outside the city. The intention was to force a political compromise in Phnom Penh.

But the Phnom Penh forces fell back. Despite U.S. bombing, the insurgents kept forging ahead and now are within 10 miles of the city.

But the insurgents might not want to attack the city and risk destroying it.

This brings up the second possibility, that Phnom Penh will be so strangled in a siege that the city will have to surrender unconditionally. Only U.S. bombing keeps the supply route to the city open.

How long could Phnom Penh survive without resupply?

Maybe two weeks.

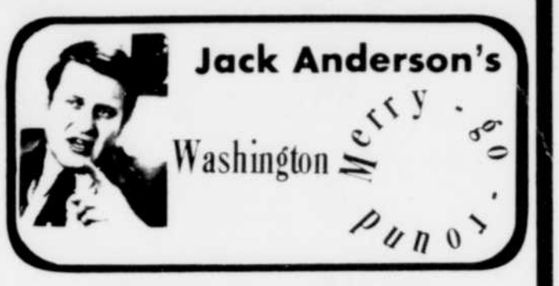
The third possibility would rule out a fight for the city.

That is negotiations bringing in a Communist-dominated government.

Western observers believe that the Communist side would accept only a coalition heavily weighted in its favor. The Communist side already controls about 80 per cent of the area of the country and more than 50 per cent of the population.

As of now, then, the first two possibilities seem more likely:

Continued fighting that may lead to the fall of the city, or to its being forced to capitulate by the end of the year.



The romantic spy

WASHINGTON — We have already written about the bizarre behavior of White House burglar G. Gordon Liddy. His partner in crime, E. Howard Hunt, is equally strange. The two men who tried to steal psychological data about Daniel Ellsberg seem more in need of psychological study themselves.

While Liddy acted out his daydreams by posturing with guns and threatening those who got in his way, Hunt found an outlet for his fantasies in the pages of his 45 obscure novels. He went by many names both as a spy and a novelist.

He was a romantic spy who ran about in a preposterous red wig, committing burglaries, conspiring to wiretap and engaging in intrigue. When he was caught, he allegedly tried to blackmail the White House for $1 million to keep his mouth shut.

Several large cash payments were delivered to him. But instead of sharing the money with his fellow defendants, he allegedly kept most of it himself. Prosecutors believe he still has more than $100,000 stashed away.

STILL SERVES

Yet five months afterward, surrounded by the wreckage of Watergate, Hunt was still telling friends: "I've spent a lifetime serving my country and, in a sense, 'I'm still serving it."

Much of his past is wrapped in the secrecy that surrounds all former CIA men. But this much is known:

He was one of the planners behind the Bay of Pigs, although he withdrew from the operation in protest after Manolo Ray, a leader of the anti-Castro Cuban left, was included in the revolutionary council.

While the ragtag troops were training in Guatemala, Hunt sought to use them to defend the Guatemalan president against an uprising. He was overruled by Washington, which thought they should fight one revolution at a time.

Earlier in Uruguay, as his tour of duty was coming to an end, he promised that country's president several U.S. helicopters if el Presidente would intercede to keep him in Montevideo. The ploy failed and the episode later kept him from a desirable post in Spain.

WATERGATE

As a burglar, Hunt attempted to reconnoiter the Watergate and slipped into a dining room. He found he couldn't open a connecting door without alarming a guard. So he spent the night in a closet, waiting to escape in the anonymity of the daytime crowd.

Yet astoundingly, this neurotic pair, Liddy and Hunt, were brought into the White House where they were permitted to implement their wild schemes. They were supposed to be the James Bond specialists, who would handle "Mission Impossible" assignments for the White House. They were paid higher salaries than the young White House aides who served as their nominal supervisors. Our White House sources say the young aides held Liddy and Hunt in awe and listened respectfully to their schemes.

If Hunt had written the Watergate story as one of his novels, it would have been dismissed as too wild to be believed.

HEADLINES AND FOOTNOTES: In a memo marked for the "eyes only" of President Nixon, Vice President Agnew urged the dismantling of Lyndon Johnson's Great Society. The memo was solicited by the President after his re-election. Agnew responded with an appeal that their landslide victory was a "mandate" to end Johnson's social programs...

Ex-White House aide Charles Colson, who has been accused in the Watergate testimony of E. Howard Hunt of ordering the forging of documents framing President Kennedy for the murder of South Vietnam's President Diem and to fabricate a new version of Chappaquiddick, recently tried to make his peace with Sen. Ted Kennedy, D-Mass. Colson made three requests for an appointment, but Kennedy refused to see him...

The man who had so much to say to Senate investigators, John Dean, hasn't communicated with his five-year-old son since Easter Sunday. Then, according to his divorced wife Karla Dean, it was only a telephone call. Dean also gave his former wife one big surprise. He had never been talkative about his adventures in the high councils of government. Karla told us: "There's no one who loves a secret more than Johnny."...

While checking out security in New York City for the November Group, the Nixon advertising agency created just for the 1972 campaign, Waterbugger James McCord made the mistake of confiding his plans to bug the Democrats to old FBI friends. The word spread through the investigative community, reaching us in Washington two months before the celebrated Watergate break-in. The version we heard was that the November Group was behind the bugging scheme, so we were busy investigating the November Group when the Waterbuggers struck...

Although President Nixon managed to obtain nearly $2 million in public financing to renovate his California and Florida homes, future presidents are going to find it difficult to do the same. The new appropriations bill for the Secret Service and General Services Administration contains an unnoticed proviso requiring the agencies to notify Congress before they begin any projects on the homes of future chief executives.



"Try not to worry about the gas shortage, dear!"

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MENU PLANNING

Following Canada's Food Guide, here is a weekly menu pattern which supplies all the essentials of an adequate diet.

From "Healthful Eating", a publication of the Department of National Health and Welfare, Nutrition Division.

A SUGGESTED MENU PATTERN FOLLOWING CANADA'S FOOD GUIDE

	BREAKFAST	LUNCH or SUPPER	DINNER
Monday	Citrus fruit (1) Cereal with milk (2) Buttered toast Beverage (8)	Egg dish Raw vegetable Milk dessert (7)	Meat Potatoes Green vegetable (3) Fruit dessert (4)
Tuesday	Fruit (4) Cereal with milk (2) Buttered toast Beverage (8)	Cheese dish Raw vegetable Citrus fruit (1)	Meat Potatoes Yellow vegetable (5) Milk dessert (7)
Wednesday	Citrus fruit (1) Cereal with milk (2) Buttered toast Beverage (8)	Milk soup Fruit (4) Bran muffins	Meat alternate (6) Potatoes Two vegetables Dessert
Thursday	Citrus fruit (1) Cereal with milk (2) Buttered toast Beverage (8)	Cheese dish Raw vegetable Fruit (4)	Liver Potatoes Vegetable Dessert
Friday	Fruit (4) Cereal with milk (2) Buttered toast Beverage (8)	Egg dish Tomatoes Dessert	Fish Potatoes Two vegetables Dessert
Saturday	Citrus fruit (1) Cereal with milk (2) Buttered toast Beverage (8)	Soup Meat dish Raw vegetable Dessert	Meat alternate (6) Potatoes Green vegetable (3) Fruit dessert (4)
Sunday	Citrus fruit (1) Bacon and egg Buttered toast Beverage (8)	Cottage cheese Salad greens (3) Whole wheat muffins Fruit (4)	Meat Potatoes Vegetable Milk dessert (7)

(1) Orange or grapefruit or their juices; tomatoes, tomato juice, or vitaminized apple juice may be used as alternates.
(2) Cooked - rolled oats, cracked wheat or similar cereal; ready-to-serve whole grain breakfast cereal.
(3) Asparagus, green beans and peas, beet greens, broccoli, brussels sprouts, cabbage, lettuce, spinach, swiss chard, wild greens, etc. Choose fresh, frozen or canned.
(4) Fresh, canned, dried, or frozen; or a fruit dessert such as a fruit crisp, fruit batter pudding, pie or tart, etc.
(5) Yellow beans, carrots, yellow corn, squash, sweet potatoes.
(6) Fish, poultry, dried beans or peas, eggs, cheese, peanut butter.
(7) Custard, blancmange, cereal puddings made with milk, ice cream, etc.
(8) Beverage at all meals: milk for children; choice for adults - tea, coffee, milk, etc.

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F.B.I. **ORANGE JUICE** 64 oz. Jar 85¢
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CHEF BOY-AR-DEE FROZEN **PIZZA** 10 oz. Pkg. 79¢ WITH CHEESE OR SAUSAGE
UNIVERSAL **PIZZAS** Pkg. of 6 1.09
SARA LEE ASSORTED **CHEESE CAKES** 18 oz. Pkg. 99¢
FARM HOUSE FROZEN **PECAN PIE** 18 oz. Pkg. 1.14
DEL MONTE **PINEAPPLE JUICE** 48 oz. Tin 38¢
JELL-O **PUDDINGS** 3¾ oz. Pkg. 20¢ ASSORTED
MAZOLA **CORN OIL** 24 oz. Btl. 79¢

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COMPARE

McCAIN - CHOC. - CHERRY OR RASP. **SHORTCAKES** 32 oz. Pkg. 1.29 STRAWBERRY $1.19
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ORANGE OR GRAPE **SIP SACS** Pkg. of 6 8 oz. Pkgs. 59¢
QUAKER HARVEST 16 OZ. PKG. **CRUNCH CEREALS** 78¢ OR WITH RAISINS AND DATES
BLUE BREEZE **DETERGENT** King Size Box 1.87
LYSOL SPRAY **DESINFECTANT** 14 oz. Tin 1.51
WHITE SWAN DELUXE **TOILET TISSUE** 2 Roll Pkg. 39¢ ASSORTED COLOURS
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AYLMER **RASPBERRY JAM** WITH PECTIN 24 oz. Jar 69¢
CAPTAIN CRUNCH **CEREALS** 11.5 oz. Box 45¢
CHEF BOY-AR-DEE **BEEF RAVIOLI** 29 oz. Tin 72¢
STEINBERG, JULIENNE **POTATOES** FRENCH FRIED 2 lb. Bag 51¢
MINUTE MAID CONCENTRATED **ORANGE JUICE** 12 oz. Tin 57¢

mp everyday low prices

COMPARE

KELLOGG'S **EGGO WAFFLES** 11 oz. Ctn. 45¢
STEINBERG CONCENTRATED **ORANGE JUICE** 64 oz. Jar 77¢
STEINBERG SINGLE **CHEESE SLICES** 1 lb. Pkg. 76¢
STEINBERG FROZEN BEEF TURKEY OR **CHICKEN PIES** 8 oz. Pkg. 27¢
ORCHARD KING WHOLE **KERNEL CORN** FANCY 7 oz. Tin 15¢
PICNIC SLICED **PINEAPPLE** 28 oz. Tin 35¢
ORCHARD KING **APPLE SAUCE** CANADA FANCY 19 oz. Tin 22¢
ORCHARD KING RED PITTED **CHERRIES** CHOICE 14 oz. Tin 33¢
V-8 **VEGETABLE JUICE** 48 oz. Tin 45¢

mp everyday low prices

COMPARE

ORCHARD KING **APPLE JUICE** CANADA CHOICE 48 oz. Tin 39¢
NOXZEMA SPRAY **DEODORANT** 10 oz. Tin 1.11
BAN ROLL-ON **DEODORANT** 1.5 oz. Tube 1.01
HALO **SHAMPOO** 12 oz. Btl. 1.17
NOXZEMA BRUSHLESS **SHAVE CREAM** 4.3 oz. Tube 53¢
LUX TOILET **SOAP BARS** WITH 1 EXTRA BAR Pkg. of 4 51¢
STEINBERG **PAPER TOWELS** 2 roll Pkg. 59¢
CURITY-OVERNIGHT **DIAPERS** Pkg. of 12 97¢
JAVEX CONCENTRATED **JAVEL WATER** 128 oz. Btl. 85¢

BONUS BUY DOUBLE DISCOUNT
ICE CASTLE **ICE CREAM** 3PT. ROUND CARTON 69¢

BONUS BUY DOUBLE DISCOUNT
PEPPERIDGE FARM FROZEN **LAYER CAKES** 12 OZ PKG. 65¢

BONUS BUY DOUBLE DISCOUNT
ICE CASTLE **CANNED DRINKS** ASSORTED FLAVOURS 10 OZ. TIN .08

mp DAILY DISCOUNT
STEINBERG - CHARCOAL **BRIQUETS** 20 LB. BAG $1.49

mp DAILY DISCOUNT
STEINBERG **FRUIT DRINKS** ASSORTED FLAVOURS 48 OZ. TIN 29¢

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STEER BEEF NATURALLY AGED **BLADE ROAST** REGULAR CUT PER LB. 89¢
CROSS RIB ROAST PER LB. $1.09



CANADA GRADE "A" **CHICKENS** 2 TO 4 LBS. (FROZEN) PER LB. 55¢



STEINBERG **FRANKFURTERS** 1 LB. PKG. 79¢
SWIFT PREMIUM **FRANKFURTERS** 2 LB. PKG. $1.39

CHICKEN LEGS 5 LB. PKG. (FROZEN) $3.79
CHICKEN BREASTS 5 LB. PKG. (FROZEN) $4.39

STEER BEEF NATURALLY AGED **BLADE STEAK** REGULAR CUT Per lb. 99¢
STEER BEEF NATURALLY AGED **ROUND STEAK** Per lb. 1.63
STEER BEEF NATURALLY AGED **RUMP ROAST** SILVERSIDE CUT Per lb. 1.63
FRESH **HAMBURGER** Per lb. 97¢
GENUINE NEW ZEALAND SHOULDER **LAMB CHOPS** IN THE BASKET (FROZEN) Per lb. 69¢
SMOKED **SHANKLESS PICNICS** Per lb. 79¢
SLICED, SKINNED AND DEVEINED **BEEF LIVER** (FROZEN) Per lb. 79¢
SWIFT PREMIUM SLICED **BREAKFAST STRIPS** 1 lb. Pkg. 99¢
STEINBERG FRESH POTATO SALAD OR **COLE SLAW** 2 lb. Cup 87¢
HER-PAK SLICED **SMOKED MEAT** 4 2 oz. Pkgs. 99¢
COORSH ASSORTED **PARFAIT DESSERT** 13 oz. Pkg. 31¢
WONG WING REGULAR **MEAT EGG ROLL** 12 Pkg. 1.39
BLUE WATER **SALMON PATTIES** 8 oz. Pkg. 51¢
HIGHLINER **PERCH FILLET** 1 lb. Pkg. 85¢

mp fresh bakery

STEINBERG **SUGAR CREAM PIE** 8" SIZE 14 OZ. 49¢
HAMBURGER OR **HOT DOG ROLLS** STEINBERG PKG. OF 12 39¢

STEINBERG CHERRY OR **CHOCOLATE ROLL** 10 oz. 29¢
STEINBERG TOASTED **COCONUT DONUTS** Pkg. of 12 35¢
NOUGAT BUTTERCREAM **LAYER CAKE** STEINBERG 16 oz. 55¢
STEINBERG SLICED **RAISIN BREAD** 2 12 oz. Loaves 45¢
STEINBERG DATE & NUT **SWEET BUNS** Pkg. of 12 39¢

mp non food items

ASSORTED **MUGS** each 49¢
PAPER PLATES Pkg. of 101 99¢
SYLVANIA, 40, 60 OR 100 WATTS **LIGHT BULBS** Pkg. of 2 37¢

mp fruits & vegetables

GOLDEN RIPE BANANAS JUMBO & SMALL PREMIUM VARIETY PER LB. 14¢

FROM B.C **BING CHERRIES** CANADA NO. 1 PER LB. 49¢

CALIFORNIA - CANADA NO. 1 - SIZE 15 **CANTALOUPS** Each 49¢

CALIFORNIA - CANADA NO. 1 **SEEDLESS GRAPES** THOMPSON VARIETY Per lb. 49¢

CALIFORNIA - CANADA NO. 1 **PEACHES** SUNSET VARIETY Per lb 39¢

NEW JERSEY CULTIVATED **BLUEBERRIES** CANADA NO. 1 Pint Cup 59¢

THE T. EATON CO. LIMITED ANNOUNCEMENT



G. Jean St. Jacques

The T. Eaton Co. Limited announces the appointment of G. Jean St. Jacques as Vice-President, Quebec and Atlantic Stores, with headquarters in Montreal. He will succeed William Gilmour, who will retire on August 31, upon reaching retirement age after 43 years of dedicated service to the Company. Previous to his new appointment, Mr. St. Jacques served as General Manager, Quebec Stores. In his new position, he will be responsible for all the existing and future Quebec, Maritimes and Ottawa conventional department stores.

Mr. Gilmour held various senior positions in the Company, including that of Divisional Assistant General Manager in the Vancouver Area and Assistant General Manager of all stores in the West outside Winnipeg, before being appointed Vice-President.

Export offers tantalize Americans

Canada, U.S. argue tankers vs. pipeline

WASHINGTON (CP) — Canadian and United States legislators argued about tankers versus pipeline behind closed doors for about five hours Tuesday. One of the American group said later that if the Canadian proposals meant an increase in oil exports, "that's one we couldn't refuse."

Whether this is what the Canadian argument did mean or whether a proposed increase in pipeline flow to the Pacific Northwest of the U.S. would come at the expense of oil deliveries to other U.S. points, was not made clear.

The meeting saw five Canadian senators and 12 members of Parliament with their American counterparts on the Canada-U.S. interparliamentary group. It came following a Commons motion to seek a conference at which Canadian views on the controversial $3.5-billion trans-Alaska pipeline could be put forcefully to U.S. senators and members of the House of Representatives.

"They came to talk primarily of Puget Sound traffic, "said Senator Ted Stevens (Rep—Alaska) during a break in the talks. Canada fears dangerous oil spills from tankers travelling along the West Coast.

The Canadian government has proposed temporarily increasing the flow through the Trans-Mountain pipeline from Alberta to the Cherry Point refinery in northwestern Washington state.

The refinery was built to handle Alaskan oil. Canada has offered to continue the supply from Alberta provided Alaskan oil—which would travel aboard supertankers through the treacherous Juan de Fuca Strait—is diverted to terminals south of the border waters.

"What the Canadians propose would mean exports in excess of officially projected export levels," said Stevens, an ardent supporter of the trans-Alaska pipeline.

"I don't think they are prepared to make commitments to private companies, but if Canada did give those commitments, that's one we couldn't refuse."

John Fraser, Progressive Conservative energy critic in the Commons, said, "This is a price Canada ought to be prepared to pay."

In addition to blocking the tankers out of the Puget Sound-Juan de Fuca area, "We'd be delivering oil to the U.S. which needs more oil and we'd be making a few bucks."

Peter Bawden (PC—Calgary South), whose constituency could cover parts of the trans-Canada line once proposed as a strong alternative to the trans-Aaska route, said it would require an increased flow of about 42,500 barrels a day to keep tankers out of Juan de Fuca altogether.

"This means we'd probably have to loop (expand) the line. Where would this new oil come from? It has been suggested that it come out of our exports to other parts of the U.S. One of the U.S. group told us they wouldn't be interested on that basis."

Former New Democratic party leader T.C. (Tommy) Douglas, whose constituency would also be in danger from a massive oil spill, said:

"I found there was a feeling here that the Canadian government had stonewalled against accepting an oil line down through the Mackenzie Valley. I believe we dispelled that."

...And Canada 'has just begun to fight'

OTTAWA (CP) — Canada has "just begun to fight" the proposed shipment of Alaskan oil through waters bordering the British Columbia coast, Acting Prime Minister Mitchell Sharp told the Commons Tuesday.

The weapons would include representations to the United States government and alerting residents on both sides of the narrow Strait of Juan de Fuca, between Vancouver Island and Washington state, of the danger of oil spills from the giant tankers.

British Columbia would be hardest hit by an oil spill in the strait, but Washington would also be endangered, Mr. Sharp said.

Prime Minister Trudeau and Energy Minister Donald were away from Ottawa attending the western economic conference. This left Mr. Sharp as the target for opposition MPs asking whether the government clearly informed the U.S. administration and Congress of its steadfast opposition to the Alaska oil line and a willingness to consider an alternate pipeline through Northern Canada.

Both in and out of the Commons Mr. Sharp insisted that the Canadian position was known. He said he himself had made "many representations" on the issue.

SEPARATE QUESTIONS

However, he wanted to make "a distinct separation between the question of the approval of the Alaska pipeline route and the movement of oil through the narrow straits of Juan de Fuca."

Whether the U.S. should build a pipeline across Alaska and carry oil down tp California was not a question for Canada.

"However, with respect to the waters of the Strait of Juan de Fuca, I believe we have just as much interest as the United States," he declared.

"It is on this point we have centred our objections," added Mr. Sharp. "I say ... if we could remove that problem, the rest is a matter that does not concern us directly."

He told Conservative Leader Robert Stanfield the government has had some success in acquainting the U.S. government of the serious danger of moving the oil through the straits.

"The secretary of state of the U.S. has spoken to me about the possibility of setting up a group to look at this problem.

"My own view is that we have only begun to fight on this issue."

Mr. Stanfield wondered why the government had only started to fight now when it was known for five years that the straits would be used by the tankers carrying oil from the Alaska line.

CAN FIGHT NOW

The minister replied that there had been strong opposition to the Alaska route, approved in the U.S. Senate by a single vote. Now that the Alaska route seems a certainty, "we ... have something tangible to fight about," he said.

Earlier Mr. Stanfield asked whether Canada, starting in 1970, had declined to discuss a Mackenzie Valley line as an alternate to the Alaska route. No, replied Mr Sharp.

Julius Katz, an official of the U.S. state department, said Monday that Canada declined to negotiate on a Canadian route.

Mr. Sharp also said that the government's decision to reverse its policy demanding majority Canadian ownership of a Mackenzie oil line was known to the Americans a year ago.

Conservatives have charged that this change resulted in rejection of the Alaska line if it had been known.

Asked to define the Canadian position, Mr. Sharp replied:

WELCOME APPLICATION

"The position that the government has taken is that we would welcome an application by the American oil companies to build an oil pipeline down the MacKenzie Valley. This application should, under the laws approved by this Parliament, be made to the National Energy Board."

Outside the house Mr. Sharp said no oil companies have expressed an interest in such a line.

He also told reporters that this country now will concentrate efforts to have the Cherry Point refinery in Washington supplied with Canadian oil through a pipeline already in place.

Alaska oil then could move directly to California, wiping out the environmental threat in the tricky waters of the B.C. coast.

"We see no reason to use the Strait of Juan de Fuca," said Mr. Sharp.

Violin like beautiful woman

VICTORIA (CP) — Violinmaker Sigvald Hoibakke says a violin is like a beautiful woman.

"The sound must be soft and silky, like a woman's voice. The shape, if you add a head and legs, is like a woman's body. The music imitates a soprano's singing. There is no instrument more perfect or mo" beautiful."

Mr. Hoibakke's love of violins extends back to his Norwegian childhood, when as a boy of 13 he made his first violin.

He estimates he has made about 100 in his lifetime, each a product of love and art.

He says factories make violins by the thousands but they are "just noiseboxes."

But his are not just noiseboxes. Each takes an average of two to three years to complete, chiselled and sanded by hand until the tone, shape and glazing are perfect.

"The varnish I use takes months to dry. If I used a fast-drying varnish it would become hard and make a raspy sound. The raw wood used to make a violin is stored at least 10 years in free, open air and never in a heated room. If not enough time has been taken to season the wood, the instrument will crack."

The wood is scraped until the tonal qualities of top and bottom are perfect, a skill requiring a musical ear that cannot be duplicated by machine.

"The bottom of the violin must be higher in pitch than the top," he says. "The difference in pitch between the top and the bottom goes from a half tone to 2½ tones on different violins. The best violins are approximately one tone in difference.

"A good handmade violin sells for up to $2,500, and uses $100 worth of materials. For two years work, perhaps that isn't very much profit."

Antonius Stradivarius was the greatest violin maker of them all.

"He made 1,200 to 1,500 violins in his lifetime. His violins were the most beautiful of them all; his workmanship is unsurpassed.

"The highest price paid for one of his violins, as far as I know, has been over $250,000," says Mr. Hoibakke. "I suppose today one cannot get a genuine Stradivarius for less than $30,000 to $40,000 because the antique value is so great.



MOTO CROSS — There were thrills and spills at a mini-cross at the Thirsty Boot, West Bolton, last Sunday. The race was run under ideal conditions.

Brokers try to scare clients away

WINNIPEG (CP) — If you are an average investor attracted by the prospects of making a fast buck in futures trading, the world's largest commodities futures brokers will do their best to discourage you.

Before you open an account with Merrill, Lynch, Pierce, Fenner and Smith, the company wants to make sure you can endure probable losses as well as reap possible benefits.

"When I interview prospective clients, I do my best to scare them away," explains Jake Venderbrink, manager of the firm's Winnipeg branch.

Basically, futures trading is a guessing game. An investor agrees to buy or sell a specific quantity of a product such as beef or flax at some time in the future.

The price is determined in advance and a person's ability to make money depends on how well he has predicted future price fluctuations.

GOLD FUTURE PAID

For example, the lucky investor who bought a gold futures contract at a price of $62.50 an ounce last Nov. 15 could sell his contract now for about twice that price.

The Winnipeg Commodity Exchange, North America's only gold futures market, deals in gold in lots of 400 ounces, so the net profit on the deal would have been in the order of $25,000.

Yet the same investor could have piled up substantial losses in other contracts if he bought in high and had to sell out low.

Mr. Vanderbrink says the risks as well as the benefits are explained to those considering opening up accounts.

"The investor has to learn to accept several small losses before he will make a big gain," he explains.

He says roughly half the persons who open up accounts with Merrill Lynch soon find they are not suited to commodities trading and close their accounts.

SOME GIVE UP

Some say they understand they may have to lose $10,000 before making a gain, but when the losses start reaching into four figures, they change their minds and give up.

Money—and lots of it—is the first prerequisite for potential investors.

No gas shortage in Britain

LONDON (CP) — The government says there is no general shortage of gasoline in Britain, despite published reports that more than 8,000 petrol stations may be forced to close for want of supplies.

"There has been far too much talk about crisis," Industry Minister Tom Boardman said in reply to questions in the House of Commons Monday, "and far too much related to the different circumstances in the United States."

He denied reports that thousands of British stations are likely to run short "at an early date."

The questions followed a front-page story in The Sunday Telegraph saying that "because of the growing world energy shortage" between 8,000 and 10,000 stations owned by small and medium-sized independent retailers were threatened with gradual closure.

Although it is generally conceded that the U.S. faces a short-term energy problem, many oil experts and economists here and in Europe say that rumors of a general crisis are ill-founded.

In the U.S. there have been allegations that major oil companies have contrived the current energy shortage there to drive other refiners and marketers out of business. However, J. K. Jamieson, chairman of Exxon Corp., has described such allegations as "unfounded."

SUPPLY IN DOUBT

Boardman conceded, however, that two companies had warned some of their non-contractual customers in Britain that they might not be able to suply them much longer. Some others said that while they would not restrict supplies they would be charging for oil on a wholesale basis instead of a special rebate.

A number of independent companies who previously bought "spot oil" wherever available are finding that, because of the fluctuation in prices, this is not so easily obtainable. From now on longerterm contracts would be necessary.

Britain is virtually in balance in import-export of refined products and considerably less than five per cent of gasoline sales are supplied from imports. About 12 per cent of the service stations in Britain now are supplied by independent wholesalers without refining capacity in Britain.

Pericles well received

STRATFORD, Ont. (CP) — An eye-filling and absorbing production of Shakespeare's rarely-seen Pericles opened with a standing ovation for actors Edward Atienza and Nicholas Pennell Tuesday night at the Stratford Festival Theatre.

The story of the Prince of Tyre who loses wife and daughter and finds them again after sailing the eastern Mediterranean in the time of classical Greece was brought to the festival stage by director Jean Gascon with editorial help by Jeremy Gibson of the University of Ottawa.

Mr. Gascon needed editorial help because the text of the Shakespeare play which survives from the early 1600s is clearly, in the opinion of scholars, not the work as the Bard of Stratford-Upon-Avon wrote it. Long sections seem not to be in his style, and other parts appear to have been changed to fit passing fishions.

The story deals heavily in a flagrant royal case of incest, and depends in its unravelling on scenes in a bawdy house. Professor Gibson restored some lines to the text to make the story run more evenly.

Mr. Atienza plays Gower, the teller of the tale, and Mr. Pennell has the title role of Pericles. Gower is a wise old man, telling the story with all the fervor of a grandfather. Pericles is played as something like a Greek god in his youth, who ages under the family strains he suffers.

SHOWS COMIC FLARE

Tony Van Bridge plays Simonides, the King of Pentapolis, with comic flare and, sadly, seems to be the only one of the many kings involved who dies in the story.

Pamela Brook has the leading lady role as Marina, Pericles' daughter, whose purity even cleans out the bawdy house. Amelia Hall has the colorful—to say the least—role of Bawd, the original.

The program lists 48 parts by name, with assorted soldiers, lords, citizens, vestal virgins and whores. It's that kind of a story and play, but more with sympathy in Gascon's direction than with bawdiness.

It is the first time in Stratford's 21 years the Pericles has been produced, but it is in keeping with the original intention that the lesser-known works by the Bard should be staged. Judging by opening night audience reaction, it is likely to be retained in the Stratford repertoire next season as well as this.

Players file grievances

KANSAS CITY (AP) — The Major League Baseball Players Association announced Monday it has filed a grievance against 10 teams, charging them with operating below the 25-man roster limit provided for in the three-year basic agreement between players and owners.

The word came from Marvin Miller, executive-director of the association, following the meeting of player representatives here in conjunection with Tuesday's all-star game.

Miller declined to name the clubs but said they were from both leagues. He said the grievance was filed with John Gaherin, the owners' representative. Miller said failure to resolve the grievance would lead to its submission for binding arbitration.

Most of the four-hour closed meeting dealt with procedures for salary arbitration. Miller said the association had agreed to a list of 14 arbitrators. Five of the unidentified arbitrators will operate out of New York, five out of Chicago and four out of Los Angeles.

TO MAIL CONTRACTS

Contracts will be mailed to the players Dec. 20 rather than Jan. 15 as in previous years—modification designed to allow more time for negotiations. Between Feb. 1 and Feb. 10 either the player or the club can submit the contract for binding arbitration. This is a "first" in the basic owner-player agreement negotiated last February.

The player reps, one from each of the 24 major league teams, also discuss the possibility of inter-league play—an idea under study by a committee of owners. Some players said they were not opposed to the plan as long as it was done on an equitable basis from a competitive standpoint.

Miller also said the association was considering taking a unified stand in the Federal Communications Commission's investigation of ethics in sports broadcasting.

"Our position would be that to the extent that sportscasting is newscasting, we feel that stations and networks are violating FCC rules by allowing the clubs to control or hire the announcers," Miller said.

Construction Sector

DRAFT EXTENSION OF THE COLLECTIVE AGREEMENT

The Minister of Labour and Manpower, Mr. Jean Cournoyer, hereby gives notice that certain contracting parties have petitioned him to render obligatory a collective labour agreement for designated employers, artisans and employees plying trades and holding jobs governed by the Construction Industry.

The Draft of the Collective Agreement was published in the **Québec Official Gazette** of June 27, 1973, and is available at $1.00 per copy from the Québec Official Publisher, Parliament Buildings, Québec G1A 1G7, P.Q.

Department of Labour and Manpower

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Deaths

ALLISON, Scott — At the Sherbrooke Hospital, Tuesday, July 24, 1973, Scott Frank Allison of Bury, Que., in his 82nd year. Beloved husband of Vera Bishop and dear father of Lionel, Brookbury, Que., Myrtle (Mrs. Alex Lancaster), Bishopton, Verna (Mrs. Vintinner) of Richmond. Remains resting at Bury Funeral Home where funeral service will be held Friday, July 27, at 2 p.m., Rev. M. Jones officiating. Interment in Brookbury Cemetery. Visitation Wednesday 7-9 p.m. and Thursday 2-4 and 7-9 p.m.

HAGGIE, Lillian — At the Sample Nursing Home, Sherbrooke, July 24, 1973, Lillian D. Haggie, beloved daughter of the late John Haggie and his wife the late Mary O'Connor in her 85th year. Resting in the R.L. Bishop & Son Funeral Chapel, 300 Queen Blvd. N., Sherbrooke. Funeral service from St. Patrick's Church, Thursday, July 26 at 10:00 a.m. Rev. Brault officiating. Interment in St. Michel Cemetery. Visitation 2:00 - 4:00, 7:00 - 9:00 p.m.

McLAUCHLAN, G. Wesley — At the Sherbrooke Hospital on Monday, July 23, 1973, G. Wesley McLauchlan dearly beloved husband of Doris Samson and dear father of Richard, Robert, Susan and Sandra, brother of Annie, Edward, Eric and Stanley in his 58th year. Resting at the Ledoux Funeral Home, 150 Sherbrooke street, Magog, where friends may call from 2-4 and 7-9 and where funeral service will take place on Thursday, July 26 at 2 p.m. Rev. William Close officiating, followed by interment Pine Hill Cemetery. Masonic Service at the funeral home on Wednesday at 8 p.m. Kindly omit flowers. Donations to the charity of your choice will be gratefully acknowledged. Arrangements by Walter J. McKenna, phone 843-4473 and 843-6109.

SMITH, Mable — At the Ladies' Protestant Home, 95 Grande Allee East, Quebec City, on Monday, July 23, 1973, Mable Noble formerly of Danville, Que., in her 81st year. Beloved wife of the late Frank Smith, dear mother of Barbara (Mrs. John Raiche) of Lake Beauport, Que. Resting at Stuart Lockwood Inc. Funeral Home, Danville. Funeral service in St. Andrew's Presbyterian Church, Thursday, July 26, at 2:00 p.m. Rev. Edward Bragg officiating. Interment Danville Cemetery. In lieu of flowers please send donations to the Ladies' Protestant Home, 95 Grande Allee E., Quebec City.

Card of Thanks

CATHCART — I would like to express my grateful thanks for cards, flowers, gifts and visits while I was a patient in Sherbrooke Hospital. To Drs. Cooper and Wells, and the wonderful nurses and aides on 4th floor. I especially appreciated the kindness of the Parkinsons, transportation to and from Hospital and their many visits. To the Marshalls, the Hodgmans, and my daughter, Mrs. Woodruff, who drove from Waterloo, Ont., to be with me. May God richly bless you all.

EVELYN CATHCART

DERBY — Our sincere thanks to the doctors and nurses of the B.M.P. Hospital for the care given to our wife, mother and grandmother, also to everyone who sent cards, food and helped in any way at the time of her death.

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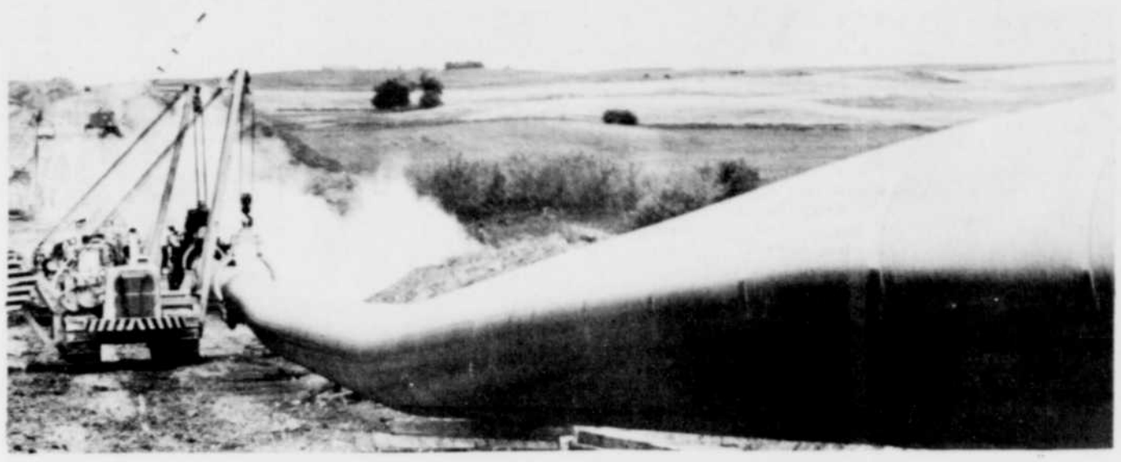
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Work is well under way



PIPE INSTALLATION — As part of Trans Canada Pipe Lines' $200 million 1973 construction program, natural gas pipeline builders are shown above installing new pipe on the Trans Canada system in western Saskatchewan and Manitoba.



HEAVE HO! — Line-up crew moving pipe into position for welding on the Trans Canada Pipe Lines system in northern Ontario, part of hte company's $200 million 1973 construction program. Trans Canada is installing 150 miles of 42-inch diameter pipe in Saskatchewan and Manitoba, 348 miles of 36-inch diameter pipe between Winnipeg and Toronto and 36 miles of 24-inch diameter pipe between Toronto and Montreal. A total of 63,500 compressor station horsepower will be added as a part of this program.



MEN AT WORK — As part of Trans Canada Pipe Lines' $200 million 1973 construction program, a welder joins two sections of 42-inch diameter pipe in western Saskatchewan.

Ace pilot Rickenbacker downed by heart failure

ZURICH, Switzerland (AP) — Capt. Eddie Rcieknbacker the "Ace of Aces" of American fighter plane pilots in the First World War, died Monday. He was 82.

The aviation pioneer, who battled the Red Baron's Flying Circus over the fields of France and later helped build Eastern Air Lines into a major company, died of "heart failure," a hospital spokesman said.

Eastern officials in Miami-Fla., said his wife of 43 years, Adelaide, was at his side.

Rickenbacker had gone to Switzerland to be with his wife while she underwent treatment for an eye ailment.

Edward Vernon Rickenbacker lived a life of such high excitement and danger that he was prompted to say in 1970: "I've cheated the old Grim Reaper seven times that I know of." He cheated him once again last October when he survived a severe stroke.

As an automobile racing da redevil before the First World War, Rickenbacker had a brush with death several times, surviving somersaults and crashes through fences.

HURT IN CRASH

He was seriously injured in 1941 when a commercial airliner he was travelling in crashed near Atlanta, Ga.

In the Second World War, at the age of 52, Rickenbacker drifted on a rubber boat in the Pacific Ocean for 24 days, after the plane carrying him on a United States government mission ran out of gas and had to be ditched.

"I had faith in the Power above and I had the will to live," he said. "Without them, I would have been dead long ago."

For 28 years, until his retirement at the end of 1963, Rickenbacker headed Eastern Air Lines. He was credited with building the airline from an operation with 400 employees into a major company.

Rickenbacker took over management of Eastern in 1935 and three years later he and several associates purcnased it for $3.5 million.

RECALLS ENCOUNTER

In his book Fighting and Flying Circus, named after the squadron led by Baron Manfred von Richthofen, the German flying ace, Rickenbacker told of his initial encounter with the celebrated German flyers.

Four German planes were following a flotilla of American aircraft that had bombarded Metz and did not notice Rickenbacker until he had shot down one of their number.

But "no sooner did my gun begin to crackle," Rickenbacker wrote, than they were after him. "And then I received one of the biggest jolts I can remember," he said.

"I scarcely needed their color to tell me who they were, for the skill with which they all came about so suddenly convinced me that this was no place for me. I had blundered singlehanded into the Richthofen crows."

Rickenbacker managed to outrun the German planes.

Gypsies' appeal adjourned a week

TORONTO (CP) — A deportation appeal hearing to decide the fate of 45 stateless Yugoslavian gypsies was adjourned Monday until next week at the request of their lawyer.

Dennis Kroul, representing the seven-family group, asked the immigration appeal board for another week to get to know his clients better.

The lawyer told the appeal board he was engaged through legal aid only four days ago. "It's impossible to represent all these people on such short notice."

The gypsies, who landed in Montreal April 27 and were ordered deported two months ago, have been living here since the order was passed.

A. B. Weselak, chairman of the appeal board, said the two-day hearing postponed to July 31 and Aug. 1 will deal with both legal and humanitarian aspects of the cases.

Mr. Kroul later said he will get in touch with the landlords in the two Toronto houses where the families are living to see whether they will await the appeal board's decision before asking for August rent.

SHORT OF MONEY

The families are down to their last dollar, he said, but if they are allowed to stay in Canada they will sell their cars and trailers worth about $35,000.

If they are forced to leave the country, they would have no place to go, he said.

All 45 were born in Yugoslavia, but that country only gave them the status of "temporary foreign visitors." The last citizenship held by the families was held by parents now dead and grandparents who fled Russia.

They lived in Germany for the last five years where they spent $750 for West German passports they believed to be official but which turned out to be from among 300 stolen from the German government in 1970.

They also spent $23,000 to bring 45 family members, seven cars and seven house trailers to Canada aboard a Russian ship.

SPENT TO LIVE

Ardolf Dobobrov, 43, senior spokesman for the group, says they have spent all their gold coins and jewelry to live since arriving here three months ago.

"We spend all day sitting around here," says 18-year-old Meeso Bogdanov. "We can't work because there are no work permits."

There are 21 people over 18 years who want to work but can't without proper landed status, Mr. Dobobrov.

If allowed to stay, the gypsies say they will likely settle in Toronto where they feel job opportunities are good. Some of them are machinists, upholsters, house painters and seamstresses.

Heat wave

ATHENS (AP) — A scorching heat wave swept Greece Thursday, drying up water mains in most of its key cities. In the capital, the mercury soared to 113 degrees. In northern Greece, the weather office said, it was the hottest day recorded in the last 50 years.

Shell to fight dumping charge

TORONTO (CP) — Shell Canada Ltd. said Monday it intends to fight a United States treasury department allegation that it is dumping sulphur on the American market.

The treasury department earlier announced that it has prepared a case against Canadian sulphur producers and has sent it to the U.S. tariff commission to determine whether sales are injuring American competitors.

Sulphur exports are estimated to be worth nearly $10 million a year to Canadian producers.

"Referral to the tariff commission was not unexpected and it is our present intention to be represented at the hearings and demonstrate that the U.S. Frasch industry is not being injured."

"Frasch" is a method of mining sulphur—named after its inventor—in operations where the chemical is produced as a principal product.

Sulphur produced in Canada is a byproduct extracted from "sour" crude oil or natural gas and the sulphur must be removed from the petroleum products to make them saleable.

Shell is the major exporter—accounting for about one-fifth of the market—and Canadian companies account for about 60 per cent of U.S. sulphur imports.

SULPHUR PRICE WEAK

There is a world-wide surplus of sulphur and, with prices weak, American producers were unhappy about imports about three years ago. A formal complaint was filed Jan. 21, 1971, by Duval Corp. of Texas.

However, the treasury department later rejected Duval's major thesis that the Canadians were selling at prices below cost and this should automatically be deemed dumping. Treasury said it would stand by its previous practice, defining dumping only in terms of sales below the exporters' domestic prices.

If the tariff commission finds that American producers are being injured, dumping duties would be imposed retroactive to April 23 when the treasury department announced it was withholding customs appraisal while it investigated the suspected dumping.

Following complaints from Duval, other U.S. sulphur producers, led by Freeport Minerals Co., took up the complaint. The American companies have been complaining about both Canadian and Mexican sulphur producers and the Mexicans lost an important anti-dumping case last fall and special duties were levied.

In addition to Shell, Canadian exporters of sulphur include Hudson Bay Oil and Gas Ltd., Canadian Superior Oils Ltd., Gulf Oil Canada Ltd., Amoco Canadian Petroleum Ltd. and Chevron Standard Ltd.

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10 Lb. Pkg. St.-Laurent White Fine Granulated SUGAR $1.39
64 Oz. Jug PRESIDENT Orange or Grape DRINKS 39¢
10 Oz. Zip Top Tin PROVIGO Asst'd. Flavors SOFT DRINKS 10¢
26 Oz. Btle. PROVIGO Asst'd. Flavors SOFT DRINKS 19¢
11 Oz. Bag PROVIGO POTATO CHIPS 59¢
1 Lb. Pkg. PROVIGO STRAWBERRY TARTS 42¢
1 Lb. Pkg. PROVIGO MAPLE LEAF BISCUITS 42¢
15 Oz. MEILLEUR ASSORTED PIES 3/99¢
Pkg. Of 12 VACHON ROSETTES CUP CAKES 3/99¢
12 Oz. Can YORK Frozen PURE ORANGE JUICE 2/79¢
2 Lb. Pkg. YORK Frozen FRENCH FRIED 49¢
8 Oz. Pkg. RUPERT Frozen HADDOCK FISH STICKS 69¢

20 Oz. PROVIGO Enriched White Sliced BREAD 18¢
Pkg. Of 12 PROVIGO —Hot Dog — Hamburger BUNS 39¢
3 Oz. Pkg. PROVIGO ASST'D. Flavors JELLY POWDER 11¢
3¼ Oz. Pouch Pack PROVIGO ORANGE CRYSTAL DRINKS 15¢
Size 163, Valencia no. 1 Variety, SUNKIST ORANGES 2 DOZ. 79¢
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Canada, no. 1, U.S. Imp. FRESH BLUEBERRIES 1 Pte. Cont. 59¢
B.C. Grown, Bing, no. 1 Variety RED CHERRIES LB. 59¢
Canada, no. 1, Quebec grown BEETS OR CARROTS IN BUNCHES 3/29¢
Canada, no. 1, Quebec grown, CAULIFLOWERS EACH 39¢

½ Gallon Pkg. PROVIGO Assorted Flavors ICE CREAM 89¢
No. 1 Grade PROVIGO CREAMERY BUTTER LB. 73¢
12 Oz. Can Royal All Canadian LUNCHEON MEAT 47¢
8 Oz. Pkg. PROVIGO CANADIAN SLICED CHEESE 42¢
1 Lb. Foil Wrap PICNIC REG. YELLOW MARGARINE 22¢
38 Oz. Btle. CRISCO VEGETABLE OIL $1.15
24 Oz. Jar PROVIGO PREPARED MUSTARD 26¢
16 Oz. Jar PROVIGO BREAD & BUTTER PICKLES 35¢
15 Oz. Can ESTA HOT CHICKEN SAUCE 23¢
15 Oz. Btle. HEINZ TOMATO KETCHUP 41¢
19 Oz. Can DEL MONTE FRUIT COCKTAIL 45¢
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MVP Bonds has Mauch in awe

KANSAS CITY (AP) — The only topic of conversation in the National League dressing room after the 7-1 All-Star victory over the American League Tuesday night was Bobby Bonds.

The San Francisco Giants' centre fielder wasn't picked to start the 44th game in the series that started in 1933 in a vote of the fans but Manager Sparky Anderson of the Cincinnati Reds made sure he was used as soon as possible.

Bonds, a 6-foot-1, 190-pounder, responded with a two-run homer and a double. He was named the most valuable player of the game.

"He does everything a ball player can do," Hank Aaron of the Atlanta Braves said. "He's super."

Anderson said, "On the season he's having, he's the best player in baseball. He just keeps getting better and better."

Going into the game he had 25 homers and 28 stolen bases for the Giants.

SPEED AMAZES

Manager Gene Mauch of Montreal Expos, an NL coach, continued to be amazed by Bonds' speed. Of the double, Mauch said, "It was a routine single and you look up and Bonds is on second."

Before the game, Anderson said he thought it was a shame that Bonds hadn't been picked by the fans and vowed to get him in the game as soon as allowed to under the rules—at the end of three innings.

In the fifth, Bonds hit "a slider over the outside of the plate" off Bill Singer of the California Angels over the left field wall.

When Bonds returned to the dugout, Anderson said he told the 27-year-old outfielder, "Thank you for proving me right."

Bonds said he wasn't disappointed at not being named as a starter. "The fans chose the starters and they made some good choices," he said.

Anderson said it was too bad Bonds hasn't had the exposure others have had and he thought the All-Star Game will make the fans aware of his talents.

"But you have to see him play day-in and day-out like we do in the National League to believe how good he is," Anderson said.

When asked what the victory by the NL proved, Anderson said, "It proves that the 29 players on the National League team were better than the 29 players on the American League team."

Personal losing streak broken

NL's win even better for Sparky

KANSAS CITY (AP) — A roast beef sandwich sat on Sparky Anderson's desk, but he hardly glanced at it. He found the taste of victory better.

"This is great satisfaction to me," said the manager after his National League team defeated the American League 7-1 Tuesday night in the 44th All-Star baseball game.

The meaning was obvious, for the Cincinnati Reds' skipper had finally broken a personal losing streak against the other league. He had lost two World Series and the 1971 All-Star game prior to Tuesday night's overwhelming success.

"I was nervous before the game," said Anderson, "probably as nervous as the players. I really had butterflies."

POWER PAYS OFF

But that uptight feeling vanished about the middle of the game, when the Nationals pulled away on home run power supplied by Johnny Bench, Bobby Bonds and Willie Davis.

"I was really thrilled with the way things were going," said the silver-haired Anderson. "I knew that we weren't going to have any trouble tonight."

For a brief moment, it appeared that Anderson's bad luck would continue against the American League. A double by Reggie Jackson followed by a single by Amos Otis gave the Americans a 1-0 lead in the second inning before a partisan crowd of 40,849 at Royals Stadium.

But then Anderson's own Reds helped produce the first four runs for the Nationals. Cincinnati's Pete Rose and Joe Morgan scored on singles by Cesar Cedeno and Hank Aaron in the second.

The Reds' Bench smashed a long home run into the left field seats in the third and Morgan doubled and scored on Bonds' homer in the fifth. Davis finished the Nationals' long-ball attack with a two-run shot in the sixth.

HAD GOOD TIME

Anderson said he was having too good a time to notice that his three Cincinnati players scored those game-breaking runs.

"It certainly helped to have Cincinnati players in there," said Anderson with a grin. "Those are three pretty good players, too."

Anderson found satisfaction too, in watching Bonds' performance. The San Francisco outfielder also got a double and was voted the game's most valuable player.

"Right now, he's baseball's most outstanding player," said Anderson, who had made a point of complimenting the player before the game. "When he hit his home run, I thanked him for backing me up."

HIT OFF SINGER

Bonds smash, over the 385-foot mark in left centre, came off a slider on the outside part of the plate from California ace Bill Singer.

Like Anderson, American League manager Dick Williams of Oakland A's began his managing career with the old Toronto Maple Leafs of the International League. He had left a hospital bed after an appendicitis operation just last Thursday to manage in the game.

"I was feeling okay—until they started to hit," he said. "Then I felt a little pain.

"I got a little twinge when those balls started leaving the park."

BOOSTS NL EDGE

The National League victory was its 10th in the last 11 games and boosted its overall series edge in All-Star affairs to 25-18 with one tie.

"I guess it proves that the National League All-Stars were better than the American League All-Stars this year—and 10 of the last 11 years as well," said a contented Anderson.

And it also proved that Anderson could beat the American League.

National	**002 122 000—**	**7 10 0**
American	**010 000 000—**	**5 5 0**

Wise (W) Osteen (3), Sutton (5), Twitchell (6) Giusti (7), Seaver (8), Brewer (9) and Bench, Simmons (7); Hunter, Holtzman (2), Blyleven (L) (3), Singer (4) Ryan (6) Lyle (8) Fingers (9) and Fisk, Munson (6). **HRs**: NL—Bench, Bonds, Davis.

Records fall at swim meet

By GLENN COLE

QUEBEC (CP) — Four Canadian records fell Tuesday at the Canadian swimming championships, but one of the record setters was not that happy.

The Canadian Dolphins Swimming Club of Vancouver set a record in the women's 800-metre medley relay to cap off the evening which saw Marian Stuart establish a new mark in the women's 100-metre breaststroke, Brian Phillips splash to a record in the men's 100-metre freestyle and David Brummell set a standard in the men's 400-metre individual medley.

Other winners were the Dolphins' men in the 800-metre medley relay, Wendy Cook of Vancouver in the 100-metre freestyle, Peter Hrdlitschka of Vernon, B.C., and a member of the Dolphins, in the 100-metre breaststroke and Leslie Cliff in the 400-metre individual medley.

The dissatisfied winner was Brummell who had hoped for a better time than the 4:45.5 he registered.

The old record was 4:48.0 set, by Edmonton's George Smith in 1969.

"I was shooting for a better time so I wasn't all that pleased with what I did, even though it was a new record," Brummell said.

"My last two lengths should have been three seconds faster but I was just too dead at that point to do any more.

"I should be at least three to five seconds faster over-all and I'm way behind in competition. I need more training—that's all."

Brummell's only worry in the final was Ian MacKenzie the Ocean Falls, B.C., native, who finished third in the event with a time of 4:49.5. Paul Hughes of Vancouver was second in 4:48.6.

"MacKenzie's unpredictable," said Brummell. "I don't think he's ever worked well and he could go a lot faster.

"But I wasn't trying to beat anyone in particular I just wanted to swim my own way and follow the strategy my coach and I worked out



HURTING BUT HAPPY — Dave 'Ace' **Arrington is recovering from an arm injury, one of many hurts that have plagued his career since he began in professional baseball seven years ago. At the age of 25, however, Arrington's best years are still ahead of him and if this year's 300 plus average is any indication, Dave will be heading up next year.**

Hoping for trade

Arrington: Injuries hurt his potential

By CROSBIE COTTON
Record Reporter

SHERBROOKE — Dave Arrington was named Eastern League player of the month in June. He has been an all-star five times in professional baseball.

He was the only player elected unanimously to the National Division all-star team of the Eastern league.

The rightfielder has easily outbatted his team-mates throughout most of the season. It can be taken for granted that Arrington should be a top prospect for the parent Pittsburgh Pirates shouldn't it? No.

The Pittsburgh Pirates have given up on Arrington and Arrington has returned the compliment by asking to be traded.

Pittsburgh, according to Arrington, feels he can't contribute to their cause. It's mainly due to his injuries.

An injury was the reason Arrington didn't play in the National division's easy 11-0 romp over the American Division in Monday night's all-star game.

ARM INJURED

Arrington has been forced to sit out the last five games because he has re-injured his right arm. He injured it when he tried to throw the ball in from rightfueld too quickly last week.

Doctors say he should be ready to go as soon as tonight but the pulled muscle will still take a long time to heal. Arrington, 25, from El Sobrante, California, has been plagued with injuries ever since he began in the minors seven years ago.

Many of the players he started with have gone up to the majors, a place Arrington still longs to reach.

During his days in professional ball Arrington has suffered a major injury to his right arm.

"I fell on it," he was saying last week. "I pulled and tore everything that could have been pulled or torn. I couldn't move it at all."

BROKE HAND

Two weeks after coming back from the arm injury he broke his hand. Torn cartilage in both knees are another stop along the way.

He hurt one knee, among other things, in motorcycle-truck accident. The other knee snapped when he tried to slide home in spring training three years ago only to catch his foot in a hole and tear the knee.

Other injuries have prevented what was considered one of the best pro prospects from reaching his potential, the Pirates say.

Well, fans in Sherbrooke know with certainty that Arrington can still shine at the game he loves. Before being injured he was leading the team regulars with a .317 batting average.

He has more runs batted in — 47 — than all but two Sherbrooke players, Ron Mitchell (53) and Luther Quinn (49). He has scored more runs than any other Sherbrooke players (49). He had 84 hits in 265 appearances at the plate including 10 homers, two triples and 14 doubles.

Owners could laugh at those statistics if Arrington was playing on a losing team but he isn't.

DREAMS OF MAJORS

It is a long way back after serious injuries but Arrington hopes and dreams of playing in the majors. He is playing like an 18-year-old hellion on the bases and making sensational grabs out in the field.

The only problem is that Pittsburg doesn't think they need him.

"They told me in spring training they didn't need me," he said. "I could play like hell here and still end up here for another season."

"I have to be traded," Arrington concluded. "I know I have something to offer."

Something to offer he has. It takes determination to come back from injuries.

He was ready to quit this year but decided to give it one more chance. Sherbrooke fans are glad he didn't hang up his cleats.

Someday, somewhere, major league fans may also be thankfull the cleats are still on his feet and not in the cupboard. It's all up to Arrington now but it's going to take a little bit of help from the Pittsburgh organization.

RACES

THURSDAY, JULY 26
FIRST RACE—PACE
Purse: $350.00
1—DUKE GAY, Andre Caza
2—DAVEY TOP IT, Glorian Malo
3—BUCK RICHARD, Rejean Lachance
4—GARNBY WAY, Noel Paquet
5—BROWN LUSTY, J. Paul Deslauriers
6—CESAR CLAP, Guy Jutras
7—TINY'S SPARKLE, Fern Poulin
8—BEAUCE BOY, Auguste Poulin

2ND RACE—PACE
Purse: $400.00
1—SUZANNE KEY, Claude Grenier
2—JUSTISS ABE, Raymond Chabot
3—DOVER DAN, Gilles Jutras
4—CAMERA MAN, La Belhumeur
5—GREEN RIVER JOQAYN, E. Bradette
6—BARONNESS ANGUS, Andre Dupre
7—HARRY A SCOTT
8—ETOILE ANGUS, Roger Trudel
ELI E J'S CHUCKY, J.P. Guimond

3RD RACE—TROT
Purse: $400.00
1—TERRY STAR, Bruce Buck
2—VIRGINIA SEP, Donald Dupont
3—SENERADE, Pierre Deslauriers
4—WHILLOW WIP, Wildy Croteau
5—DAUNTLESS PICK, Guy Jutras
6—JAMIES SNIP, Gilles Jutras
7—TWO MOUNTAIN KEY, N. Lachance
8—DANDY WAY, Edouard Bradette

4TH RACE—PACE
Purse: $425.00
1—BETA RAY, Wendle Mosher
2—AFTON THORPE, Normand Milot
3—TROTWOOD CARRIE, Rejean Lachance
4—CONESTOGE MARY, Gilles Jutras
5—DYCAR, Roger Trudel
6—RUDY FLICKA, Aime Morin
7—FARINGTON HANOVER, A. Poulin
8—RADIEUX, Larry Mosher

5TH RACE—PACE
Purse: $250.00
1—BRUNELLA BEAUTY, Jean Hauver
2—MET O TOM, Glorian Malo
3—THE OLD CROW, Bruce Buck
4—CHOCOLATE MILK, Carol Whipple
5—LA PERLE SPECIALE, Aime Morin
6—NORTHWOODSDALE, Raymond Chabot
7—NORTHWOOD BATTLE, Romeo Bernard
8—VALENTINE TO AXEL, Andre Dupre

6TH RACE—PACE
Purse: $250.00
1—ANOTHER JERSEY, Jacques Hauver
2—DO NOT ENTER, Normand Lachance
3—EMPEROR HAL, Gilles Pelletier
4—MY DAD DUKE, Jean Hauver
5—DART MIR, Jhon Davies
6—L'AMIE PEPPY, Larry Mosher
7—RUSTY DYNAVERT, Marcel Chagnon
8—VICKIE ABE, Pierre Deslauriers

7TH RACE—PACE
Purse: $400.00
1—ISOLA JEAN
2—DARLING DRUMMOND, Aime Morin
3—BLAZER SCOTDALE, Gilles Jutras
4—REBEL C, Stanley Kidd
5—MARY K WILSON, Jhon Davies
6—OUR FORTUNE, Rejean Lachance
7—SPEEDY TROY, Denis Pelletier
8—ABE JET, Donald Dupont

8TH RACE—PACE
Purse: $350.00
1—ADDIE MAJESTY, Lucien Normandin
2—MARIE ELENA, Maurice Vallieres
3—MISTER SUNSET, Aime Morin
4—MIGHTY FLICKA, Stanley Kidd
5—HENRY ABE, Ronald Marois
6—ROMEO ADIOS, Andre Dupre
7—ARROW IBAF, Jean Hauver

9TH RACE—PACE
Purse: $800.00
1—ADMIRAL ANGUS, Fern Poulin
2—DRUMMOND DAY
3—DALE SCOTT, Laurent Habert
4—ADIOS CARETAKER, Guy Jutras
5—C F. ADIO, Gilles Jutras
6—MR COFFEE, Rejean Lachance

10TH RACE—PACE
Purse: $450.00
1—BRUNELLA FURY, Oscar Morin
2—TYRONNE GRATTAN, Rejean Lachance
3—KOMO, Florent St. Denis
4—VICTORY SPELL
5—PATSY DUDLEY, Real Paradis
6—DAINTY CARETAKER, Guy Jutras
7—BEDFORD KATIE, Wendle Mosher
8—NOSEY MITE, Jean Yves Lachance

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As a Cougar

Pat wants Stan with him

CHICAGO (CP) — Pat Stapleton joined the World Hockey Association's Chicago Cougars Tuesday and announced his first job will be to convince Stan Mikita to join him.

"I'd love to have Stan with me and I hope we can talk him into joining us," said Stapleton who signed a five-year contract as Cougars' playing-coach.

The Cougars would not say what the contract was worth but unconfirmed reports put it at about $1 million, including a $150,000 signing bonus.

Stapleton thus became the second major star to leave the National Hockey League Chicago Black Hawks for the WHA. Left-winger Bobby Hull, who jumped to Winnipeg Jets last year, was the first and Hawks centre Mikita could be the third.

Stapleton, 33, a veteran of eight seasons with the Black Hawks and a three-time NHL all-star, replaces Marcel Pronovost as coach of the Cougars who finished last in the WHA West Division last season.

Pronovost, with a year remaining on his contract, will be offered another post in the Cougar organization.

THREATENED TO QUIT

"This is an opportunity to expand my hockey career," said Stapleton who last year threatened to quit the Hawks to devote his time to his hockey arena business.

Stapleton's retirement threat came after he had returned from the Canada-Soviet Union hockey series last September in which he was one of the outstanding Canadian performers along with Black Hawk defencemate Bill White.

Bill Wirtz, Black Hawks president, expressed surprise Tuesday that Stapleton had joined the Cougars before the NHL's Aug. 10 deadline on contract offers.

"Pat must have gotten a great offer to have closed the door in such a hurry," said Wirtz.

Stapleton said he had not personally talked with the Hawks concerning a new contract.

"I left that up to my agent," he said.

RESPECTS REAY

"I had eight great seasons with the Black Hawks. If there is one regret at leaving, it is because of my great respect for Billy Reay. He always treated me like a gentleman."

Reay is the Hawks coach.

Stapleton said he would perform as a Cougar player "as long as I feel I can help the team."

"As coach, you know, I can bench myself if I'm not doing the job."

Other Hawks players who have moved to the WHA included winger Chris Bordeleau who joined Hull with the Jets, and centres Bryan Campbell and Andre Lacroix who went to Philadelphia Blazers.

Stapleton, a native of Sarnia, Ont., started his pro hockey career in 1959 with Buffalo of the American Hockey League.

Quebec, Bristol win

QUEBEC (CP) — The Quebec Carnivals took a double-header from the Waterbury Dodgers Tuesday night to come to within 3 ½ games of the Eastern League leaders, Sherbrooke Pirates.

Quebec won the first game 3-2 and the second 4-2 with relief pitcher Terry Enyart saving both games.

His record is 12 victories in 17 times on the mound.

The Carnivals scored their three runs in the first game with two singles, a double and two walks. Waterbury scored with a two-run homer by Lee Robinson.

In the second bout, Quebec scored twice in the first inning with three singles and a sacrifice fly. They scored again in the fourth with a double, a triple and a single.

Waterbury scored in the second with a double by Robinson followed by a single from Orlando Alvarez. In the sixth, Mike Floyd came through with a double to score the Dodger's second run.

In the final inning, Enyart squashed the Dodger's chances for a victory by striking out two hitters. The Dodgers had started the inning with two singles.

Elsewhere in the Eastern League last night, the Bristol Red Sox mauled Pittsfield pitching for 17 hits as they trounced the Rangers 13-0 here this afternoon in a rare week-day game. The loss was Pittsfield's third in a row.

Owner Pat McKernan scheduled an afternoon contest, so he wouldn't run a poor second to televising of the major league all-star game. However only 156 attended in beautiful, warm sunlight.

A young man with the unlikely name of Currian Percival worked a no-hit, no-run game through the first six innings for Bristol. Lew Beasley spoiled the no-hit part of it with a line single to right with one out in the 7th.

The Red Sox scored in three big turns, getting four each in the third and sixth and five in the fifth.

Dave Coleman and Andy Merchant each drove in five runs. Each homered, Coleman with two on in the third and Merchant delivering a grand slam in the fifth.

Chico Crespo had four hits for Bristol, Merchant and Ramon Aviles three apiece.

The standings

NATIONAL DIVISION

	W	L	GB	Pct.
Sherbrooke	51	40	—	.560
Three Rivers	51	45	2½	.531
Quebec	49	46	3½	.516
Reading	47	44	4	.516

AMERICAN DIVISION

West Haven	49	43	—	.533
Pittsfield	46	44	3½	.511
Waterbury	40	51	9	.440
Bristol	37	58	13½	.391

Tight CFL races indicated

By THE CANADIAN PRESS

If pre-season exhibition games are any gauge in the Canadian Football League, Eastern Conference teams appear to hold the balance of power at the start of the 1973 schedule.

Toronto Argonauts ran the East's record in games against Western Conference foes to six wins, a loss and a tie when they defeated the winless Calgary Stampeders 21-16 in Calgary Tuesday night.

In other games on the final night of the exhibition schedule, Ottawa Roughriders hung on for a 13-9 win over Hamilton Tiger-Cats and British Columbia Lions defeated Edmonton Eskimos 26-13.

Toronto and Montreal Alouettes each finished with three wins and one defeat, the best records in the country. Montreal's only loss was also the East's only defeat, a 25-14 Eskimo triumph July 6.

The Eskimos, Lions and Saskatchewan Rough Riders had the best western records, with two wins and two losses each.

HAD CHANCE

Calgary had a chance for their first exhibition win when Marion Lattimore intercepted a pass by Toronto quarterback Mike Rae at mid-field.

Rentzel suspended

NEW YORK (AP) — Lance Rentzel, wide receiver with Los Angeles Rams, has been suspended for the 1973 season for conduct detrimental to the National Football League.

Rentzel has been under probation after being indicted for indecent exposure and, on another occasion, for possession of marijuana.

Pete Rozelle, NFL commissioner, said Tuesday in a formal announcement that he had notified Rentzel by letter of the action, adding that the player might apply for reinstatement at the end of the 1973 season.

Rentzel's status will be reviewed at that time if such an application is made, Rozelle added.

Rozelle imposed the ban after study of a record of a hearing in the NFL office June 20 and of additional documents provided by Rentzel's representatives last week.

The purpose of the hearing was to review probation imposed on Rentzel by the commissioner in 1971.

On Nov. 30, 1970, Rentzel, then a member of the Dallas Cowboys, was arrested for indecent exposure involving a 10-year-old girl in Dallas. He was indicted and, after pleading guilty, received a five-year probated sentence.

On May 19, 1971, he was traded to the Rams for Wendell Tucker and Billy Truax.

On Jan. 11 of this year, he was arrested on a charge of possessing marijuana for sale in Los Angeles. He pleaded guilty to the possession charge but announced he would appeal on grounds the evidence was obtained illegally.

On May 22 he was sentenced to 90 days in jail and fined $2,000. He was placed on three years' probation. The NFL probe ensued.

In Los Angeles where he has been training with the Rams, Rentzel commented: "Mr. Rozelle took this action based on his review of the facts and circumstances surrounding my recent legal proceedings.

Heart disease is our fault

By AL COLLETTI

NEW YORK (CP) — "Heart disease before 80 is our fault, not God's or nature's," says Dr. Paul White, the father of modern cardiology.

Dr. White, 86, is one of 138 eminent physicians who worked on Project Health, a commercial venture in preventive medicine aimed at the businessman.

Each of its eight learning programs deals with a vital health issue and consists of a 25-minute documentary film, a 60-page book using laymen's terms, and self-tests.

Produced by Medcom Inc., and marketed by G. D. Searle and Co., a drug manufacturer, it is being sold to companies of 50 or more employees.

"Our goal is not to make every businessman think he's a doctor," says Dr. Robert Fuisz, president of Medcom. "We only want to motivate him to be aware of any problem of his own and seek treatment."

Robert Moore, president of Searle Education Systems, says industry spends vast sums of money each year for hospital, disability and life insurance, "much of it to cover the cost of illnesses that might have been prevented in the first place."

HOW TO DELAY REAPER

Project Health tells a person how to delay the reaper.

"You are told how to be your first line of defence against bad health," says Dr. Fuisz.

People must learn not only to recognize signs of illness, but how to improve thir way of living to avoid illnes.

If people would drink skim milk, eat fish several times a week and throw butter out of the house and use margarine, "then we'll be making progress," says Dr. Fuisz.

In the Healthy Heart, one of Project Health's learning manuals, Dr. White writes:

"We were born to be field animals, to rise with the sun, to be in the open air, to be physically vigorous, and to eat only when hunger dictates. We should get back—not to the barbaric life of a savage, but part way back. . . . I'd like to see sons rebel less against their fathers and more against their fathers' bad habits."

Dr. White says walking is a fine way to exercise and relax. He was the heart specialist who treated the last Dwight D. Eisenhower when he was president.

The Healthy Heart describes to the businessman how he is killing himself with kindness and good food, and tells what to do about it. Two eggs a week are plenty. Avoid breakfast of bacon and eggs with their high cholesterol levels. Walnuts are good cholesterol reducers.

ALCOHOL DANGEROUS

Drug of Choice discusses alcoholism and notes that more than three drinks a day can be dangerous.

Gift of Energy outlines a six-week course in aerobics exercise and tells how physical unfitness can kill. It also takes a critical look at all forms of exercise. It's not how many pushups you can do, but how much oxygen your body can process efficiently.

Cancer stresses early detection. It makes the seven warning signs vivid through a series of case histories.

Just One More Time deals with drugs—from sleeping pills to heroin. Ashes to Ashes wipes out the rationale for smoking. The Pressure Principle offers tips on how to handle stress. Fat of the Land lists what foods to eat and how to cook them.

Dr. White, writing in the magazine Clinician, lists atherosclerosis as the great 20th-century epidemic. It involves the aorta, coronary circulation, cerebral circulation and the circulation in the legs and kidneys.

"We can identify teen-agers in whom atherosclerosis will manifest itself 20 or 30 years hence," Dr. White says. "These youngsters must be reached through their family physicians, parents and teachers."

"For today atherosclerosis involving the whole body poses a special threat to our young and middle-aged men.

"It is the dawn of a new cardiology. Preventive cardiology. That is what I think we should call it."

Poor better off eating dog food

By JOHN WARD

OTTAWA (CP) — Poor people might be better off eating dog food instead of the so-called cheap types of meat, says Marg Hartling, president of the National Anti-Poverty Organization.

Here for a meeting with Beryl Plurhtre of the food prices review board, Mrs. Hartling said in an interview that poor people are forced to pay high prices for non-nutritious food—and the situation is becoming worse.

She produced the results Wednesday of laboratory surveys carried out last spring on brand-name weiners and dog foods.

Swift Canadian weiners, which sold for 89 cents a pound, contained 12.1 per cent protein. Kal Kan dog food, selling for about 38 cents for slightly less than one pound, contained 12 per cent protein.

In addition, the dog food contained only 4.8 per cent fat, compared with 23.3 per cent in the weiners.

Fletchers Weiners, at 89 cents a pound, contained 12.5 per cent protein and 28.2 per cent fat, while Maple Leaf Weiners—75 cents a pound—contained 12.4 per cent protein and 31 per cent fat.

The best showing of the four brands of weiners was by Burns All-Beef weiners at 99 cents a pound, which contained 14.1 per cent protein and only 18.8 per cent fat.

All four brands averaged more than 55 per cent water.

The two other dog foods, Dr. Ballard's and Husky, contained 5.6 per cent protein and 6.5 per cent protein respectively while averaging less than five per cent fat.

A second survey concerned ground beef and hamburger.

Despite federal laws which allow a maximum fat content of only 30 per cent in ground or minced beef, the three samples averaged 37.2 per cent fat.

Advertised as ground beef, they averaged 15.6 per cent protein, with the lowest protein content only 13.6 per cent. The average price for the beef was 79 cents a pound.

Mrs. Hartlin said she doesn't think that merely publicizing some of the practices of the marketing industry—one of the roles of the review board—"is going to put more food into the mouths of our children."

Mrs. Hartlin wants the federal government to develop better means of controlling testing food quality and she feels that the food industry could "go a long way towards policing itself."

"People must demand this quality. They've just got to get up and demand it of the food industry. We're entitled to a lot better than that."

Six million member spiritual movement drawing controversy

By SCOTT THORNTON

LONDON (Reuter) — The band stopped its raucous music. A small puffy-cheeked Indian youth emerged from a door behind the stage, slowly ascended the 30 red-carpeted steps and seated himself on the turquoise throne. The audience bowed in homage.

Fifteen thousand supporters of Balyogeshwar Param Hans Satgurudev Siri Sant Ji Maharaj were worshipping the 15-year-old boy they consider the holiest person of all mankind.

Their British showpiece, a three-day "summer celebration of love and light" at London's Alexandra Palace, has just ended and has provoked controversy over what is said to be the fastest-growing spiritual organization in the world.

Devotees of the Devine Light Mission say the boy guru can reveal God, and its official literature calls him "the physical manifestation of divinity, the perfect master, the blessed one."

The movement's six million members, scattered through India, Europe and the United States, believe it.

According to the mission's teachings, Guru Maharaj Ji was giving Satsangs Divine (divine discourses on truth) at the age of two and a half in Hindi and in English at six.

The festival, however, was greeted with skepticism by the British press, which has said the guru's high-class life style is incompatible with his teachings and his assumed succession to world prophets such as Jesus Christ, Mohammed and Buddha.

The young perfect master travels around in a flower-bedecked Rolls-Royce (shortly to be exchanged for a new Mercedes limousine), flies first class, loves well-cut suits and lives in a substantial mansion in London's fashionable Highgate area.

Newspapers have treated the mission in a mainly-humorous key, but clergymen have been scathing about what they see as a further threat to declining church attendances.

One, Rev. John Lambert, wrote in a London paper: "In my opinion he is a fraud. He is cleverly managed. The secrecy around him is part of his greatest appeal."

His disciples, however, say their leader is penniless, and that all his worldly trappings have been donated by those who love him.

The Divine Light Mission was founded in 1961 by Shri Maharaj's father in the Indian town of Patha. According to family testimony he succeeded his father in 1966—though he was only the fourth son—on instructions from a divine voice.

The eight-year-old boy was said to have then calmly announced: "I have come in this young form to spread the knowledge of God to the whole world in my lifetime."

Jonathan Minton, a former advertising salesman who heads the guru's press bureau, said the mission now has an estimated British membership of 6,000 in 30 branches and was "the fastest-rising religious order in the world."

"Guru Maharaj offers the most practical religion, one which everybody needs," he said.

Mission disciples are led through a series of meditations by mahatmas, disciples of the guru empowered by him to teach his philosophies, until they arrive at "knowledge of the source of their own being."

Receptions for the guru are frequently fervent. When he arrived for the London festival, which he addressed twice each day, 600 supporters threw down flowers for him to walk on. More than 100,000 people showered him with marigolds and roses at Delhi airport last November.

His disciples at Alexandra Palace, a massive 100-year-old complex looking down on rambling parkland from the top of London's Muswell Hill, were similarly ecstatic.

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Big serve gives tournament winner his edge

By BRIAN MCWATTERS

WINNIPEG (CP) — "With my serve working so well today, I could have defeated almost anybody," said two-seeded Rejean Genois of Loretteville, Que., moments after capturing the Canadian Junior Davis Cup tennis championships Sunday.

Genois downed fourth-seeded Louis Desmarteau of Toronto 6-3, 6-3 in the championship final of the three-day double-knockout tournament with his booming serve and savage baseline pressure shots.

"I've been playing on hard surface all the time except for the last month," said Genois, "and on this type of surface, the big serve is the winning edge."

Barb Brankovsky of Toronto downed fourth-seeded Vera Komar of Kitchener, Ont., 6-2, 6-2 to take the Canadian Junior Federation Cup title but said later she didn't like the hard courts of the Winnipeg Lawn Tennis Club.

Just back from touring Europe, Brankovsky said she preferred to play on clay and the hard surface betrayed her confidence in rushing the net.

"I'm good from the baseline," she said. "I went from clay to grass in Europe and now to the hard surface. It's a big change."

Both Genois and Brankovsky received $500 travel grants.

In the consolation finals, Desmarteau played a flawless first set, faded slightly, then pulled out the stops to nip third-seed Dave Johnstone of Vancouver 63, 7-6 in a 12-point tie-breaker, while Taffy Savard of Vancouver downed Komar 6-4, 7-5.

GIVEN GRANTS

Both Desmarteau and Savard received $250 travel grants.

The big match of the day, and the tournament, was Desmarteau's encounter with Genois.

Desmarteau earned his spot in the final, upsetting defending champion Richard Legendre of Quebec City 6-4, 6-2 Saturday in a semi-final round. Desmarteau showed consistent all-round positional play.

With Genois, Desmarteau was unable to set himself for the powerful strokes of his opponent.

"He's so hard. I was a little over-anxious before the game and Genois' pressure playing was all it took," said Desmarteau. "I was too busy trying to handle his hard shots to do anything."

In the women's championship final, Brankovsky played conservatively, almost effortlessly, and forced Komar into mistakes.

"I had trouble with my serve and let up," said Komar. "When she returned the softer second service, I had trouble moving and was caught up court too often."

Brankovsky, playing her last year in the 21-and-under junior Federation Cup ranks, said she was pleased with her play so far this year and did not have to work hard to take the title.

Ranked fourth in Canada overall, Brankovsky has yet to lose this year to a Canadian junior.

Savard, seeded second for the tournament, played below form and said she was not mentally prepared.

"Maybe I'm keying too much on the Canadian closed championships which begin here Monday," she added. "But I'm too erratic and just not playing well."

Most of the participants in the junior trials are entered in the national closed.

Savard said she was lucky to win the last consolation final set from Komar. "I was too tired to play a third set. I probably would have passed out."

News briefs

ARMS SEIZED

SANTIAGO (Reuter) — The Chilean armed forces have seized arms, ammunition and explosives from civilians up and down the country in the last three weeks, informed sources said here Sunday. They were carrying out the provisions of an arms-control law passed by Congress at the beginning of this year.

EYE SURGEON DIES

NEW YORK (AP) — Dr. Girolamo Bonaccolto, internationally known eye surgeon, died Saturday of a heart attack at St. Clare's Hospital, where he had been the director of the department of ophthalmology for 16 years. He was 75.

Indians demand large repayment

MASSET, B.C. (CP) — Haida Indians at this community on the north end of Graham Island in the Queen Charlottes are demanding $170,000 from the federal government for a broken promise.

Masset band council Chief Bruce Brown says the government agreed in 1912 to build a drawbridge across a tidal slough on the band's reserve in return for permission to install two range lights for navigation on reserve property at the head of Masset Inlet.

The lights went up but the bridge was never built.

Chief Brown says if the money is not paid by the end of July the band will tear down the lights and provide experienced local pilots for ships—at a fee. The band will also launch a suit against the federal government for breach of trust.

Chief Brown says the transport ministry agrees that it broke the bargain and that its position on the reserve was that of a trespasser.

REJECT OFFER

He says the federal government offered to increase its annual payment to $250 from $100, retroactive to 1912 but this was rejected.

The navigational lights are used by vessels, mainly local logging boats and supply ships, when entering the inlet at night to reach Masset.

Chief Brown says the $170,000 figure is based on the principle of a "contract broken" and the band's current needs. The money would be used to buy 1,000 acres of land adjacent to the reserve.

The band earlier this year had an option to buy the American-owned land for $170,000 but failed in attempts to get the funds from the Indian affairs department and the British Columbia government.

The band wanted a drawbridge across the tidal slough to give access to the graveyard and allow Indian fishermen to moor their boats in the slough.

The band itself eventually built the bridge.

Chief Brown said the lawsuit would be based on a breach of trust because the Indian affairs department failed to protect the band's interest in the contract and other matters.

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MAPLE LEAF 1 Lb. Pkg. SLICED BACON $1.19

MAPLE LEAF 1 Lb. Pkg. FRANKFURTERS 73¢

MAPLE LEAF SLICED OR PIECE BOLOGNA lb. 59¢

MAPLE LEAF 6 Oz. Pkg. COOKED HAM 79¢

PROVIGO 1 Lb. Pkg. FRESH SAUSAGES 79¢

PROVIGO 10 Oz. Cont. FRESH CRETONS 83¢

COORSH 2 Oz. Pkg. SMOKED MEAT 4/99¢

1 Lb. Cont. PICNIC SOFT YELLOW MARGARINE 3/$1.

11 Oz. Bag PROVIGO POTATO CHIPS 59¢

19 Oz. Can PROVIGO FANCY QUALITY FRUIT COCKTAIL 43¢

48 Oz. Can PROVIGO ASSORTED FLAVORS FRUIT DRINKS 29¢

16 Oz. Jar HEINZ SWEET MIXED PICKLES 43¢

12 Oz. Jar CORONATION —HOT DOG —HAMBURGER RELISH 29¢

1 Lb. Foil WRAP PICNIC YELLOW MARGARINE 4/89¢

1¾ Lb. Pkg. DAVID CASINO MIX BISCUITS 79¢

12 x ½ Oz. Pkg. Aqua Stick ass't FREEZE POPS 29¢

2 Lb. Pkg. YORK FROZEN FRENCH FRIED 49¢

64 oz. Jug FBI sweetened or not PURE ORANGE JUICE 79¢

8 oz. Pkg. Swiss Knight CREAM CHEESE 69¢

24 Oz. Pkg. KELLOGG CORN FLAKES 68¢

12 Oz. Jar McLARENS MANZANILLA STUFFED OLIVES 69¢

Family Size COLGATE TOOTH PASTE 89¢

12 Pkg. MODESS SANITARY NAPKINS 49¢

19 Oz. Can IDEAL MIXED VEGETABLES 2/49¢

22 Oz. Jar PURITAN PORK & BEANS 41¢

12 Oz. Can KAM LUNCHEON MEAT 63¢

6 Oz. Can GATTUSO TOMATO PASTE 2/47¢

20 Oz. AYLMER TOMATO CATSUP 45¢

24 Oz. CANADIANA SWEET PICKLED BEETS 39¢

SIZE 138 Valencia No. 1 Variety SUNKIST ORANGES 2 DOZ. 98¢

Can. No. 1, 15 to 16 lb. av. weight Florida Imp. WATERMELON Each $1.29

Canada, no. 1, Calif. Imp. FRESH NECTARINES Lb 33¢

Canada, No. 1, Quebec grown WAX BEANS Lb. 39¢

Canada, no. 1, Quebec grown FRESH CUCUMBERS 2/25¢

19 Oz. Can CORDON BLEU HOT CHICKEN SAUCE 4/$1.

19 Oz. Can DEL MONTE HALVES PEACHES 39¢

24 Oz. Jar VACHON — STRAWBERRY OR RASPBERRY JAM 65¢

HAMBURGER HELPER Betty Crocker 7 oz. Pkg. 49¢

128 Oz. Cont. PROVIGO Concentrated Liquid BLEACH 58¢

24 Oz. Cont. Dishes Liquid Detergent MIR 2/67¢

3 Lb. Pkg. Powdered Laundry Detergent PUNCH $1.07

10 Lb. Bag FLEUR DE LYS CHARCOAL BRIQUETS 77¢

SEE OUR WEEKLY HANDBILL FOR MANY MORE SAVINGS

McEwen-Day wed

White and yellow shasta daisies and pink gladioli formed the setting in Wall street United Church at 2:30 p.m., on June 23 when Rev. George Slater officiated at the double-ring wedding ceremony uniting Dorothy Jean McEwen, eldest daughter of Mr. and Mrs. John L. McEwen, of Brockville, Ont., and John Lee Day, son of Mr. and Mrs. Wilton Day, also of Brockville. Wedding music was played by Mr. William Tufford.

Given in marriage by her father the bride wore a long gown of white peau de charme with high waist and princess seaming with self-fabric band and bows over bodice seam, trimmed with lace at neck, wrists and skirt front seams.

A long detachable train was hooked to dress under the band at the back. Her headpiece of white flowers and peau de charme leaves held in place a waist-length nylon illusion veil. She carried a cascade bouquet of yellow daisies and pink carnations.

Miss Betty McEwen of Ormstown, cousin of the bride, was maid-of-honour. Miss Susan Pettis of Ottawa, Misses Linda and Wendy McEwen, sisters of the bride and Miss Karen Day, sister of the groom, all of Brockville, as bridesmaids. Their gowns were long, floral nylon sheer over arnel with low round neck and short puffed sleeves with high waist and princess seaming and long velvet ribbon sash around bodice seam.

The maid-of-honour and groom's sister wore blue and the others yellow. They wore short white gloves and, as jewelry, sterling-silver heart-shaped lockets, gifts of the bride.

The maid-of-honour carried a cascade bouquet of white daisies and pink carnations. The bridesmaids carried colonial bouquets, yellow and mauve daisies with the yellow dresses and white daisies and pink carnations with the blue dress.

Gene Mason of Richmond was groomsman and the ushers were Don McEwen, Ormstown, cousin of the bride, and Ernie Day, Brockville, brother of the groom.

After the ceremony, a reception was held at the Skyline Hotel where a buffet supper was served. The bride's mother received in a floor-length gown of mint green crimplene, with white accessories and a corsage of white and red carnations.

She was assisted by the groom's mother in a long, printed gown of blue, mauve and yellow with blue sheer sleeves, with white accessories and a corsage of yellow carnations.

For travelling the bride wore an aqua and white print dress with white collar and cuffs, white accessories and a corsage of pink carnations. The couple motored to Myrtle Beach, South Carolina for their wedding trip. They will reside at the Churchill Apartments in Brockville on their return.

Out-of-town guests included the bride's grandparents from Moncton, N.B. and other relatives and friends from Toronto, Pincourt, Ormstown, Montreal, Ville de Levy, Richmond, Lennoxville, Ottawa, Cornwall, Gananoque, and Carleton Place.

The family

80th birthday

SOUTH DURHAM — On Sunday, July 15, friends and relatives gathered at the home of Mr. and Mrs. Calvin Fleming to attend the 80th birthday celebration of Mrs. Carmen Fleming.

Among those present were her two brothers and their wives, Mr. and Mrs. Harold Gallagher, Mr. and Mrs. John Gallagher; her niece, Mrs. Bill O'Brien and son Cabot, all of Plymouth, N.H.; Mr. and Mrs. Herbert Gallagher of East Burke, Vermont; Miss Marion Mennie of Sherbrooke; Mrs. Grace McIntyre and Miss Stella Bain of McMasterville; Mr. and Mrs. Howard McIntyre and three children of St. Hilaire; Mr. and Mrs. Francis Fleming of Pointe Claire; Mr. Warren Fleming, Mrs. Freda Johnston, Mr. and Mrs. Bob Bennett and three children of Greenfield Park; Miss Paulette Lester of Montreal; Mr. and Mrs. Lorne Ames of Danville; Mrs. Bertha Fleming, Mrs. Daisy Coddington, Mrs. Ida Fleming, all of the Wales Home; Mr. and Mrs. Sid Lockwood, Mr. Rufus Patterson of Richmond; Mrs. Thelma Wright, Lennoxville; Mr. Leslie Williams, Spooner Pond, Mr. and Mrs. Garth Badger, Miss Janet Badger, Mr. Donald Badger of Melbourne; Mr. and Mrs. Dale Badger, Upper Melbourne and Mr. and Mrs. Gary Badger and Craig of South Durham.

O'Brien-Turnbull wed

On June 23, the wedding took place in Bury United Church at 8 p.m. of Helen Shirley O'Brien, daughter of Mr. and Mrs. Jack O'Brien and Robert Michael Turnbull, son of Mr. and Mrs. Robert Turnbull of Arlington, Mass.

Rev. G. Lokhorst of East Angus, officiated at the double-ring ceremony. Soft appropriate music was played by the organist, Mrs. Lillian Coates, prior to the entry of the bridal party, and during the signing of the register.

The bride who was given away by her father, wore a traditional gown of peau de soie trimmed with pink and white daisies, empire waist, stand-up collar and bell sleeves. She carried a colonial bouquet of pink carnations and white baby's breath.

The maid-of-honour, Miss Sandra Rothney of Lennoxville, and the two bridesmaids, Mrs. Larry Kerr and Miss Bonnie O'Brien, both sisters of the bride, wore identical gowns of blue polyester crepe, trimmed with blue and white daisies, similar in style to the bride's dress, except for full gathered sleeves. They each carried nosegays of white and yellow carnations.

Mr. Kendrick Bennett of Bishopton, was the best man. The ushers were Mr. Bruce Turnbull, brother of the groom, of Arlington, Mass., and Mr. Larry Kerr of Bulwer.

The bride's mother wore a gown of polyester crepe in tones of mauve, purple and pink. The groom's mother's gown was of pink nylon chiffon over taffeta. The groom's grandmother, Mrs. C. Vintinner, of Bishopton, was in rose and white printed crepe. All three gowns were floor-length. All wore corsages of white carnations.

Following the wedding, a reception was held in the new Town Hall. The bride's table was centered with a three-tier wedding cake, made by her mother, and decorated by Mrs. J. Dougherty of Bury. The buffet lunch was under the care of Mrs. Lorna Bennett and Mrs. Eileen Lowe. Mrs. T. Gagne of Sherbrooke was in charge of the guest book. Mrs. T.C. Bown was in charge of the gifts.

The toast to the bride was proposed by the best man and very appropriately replied to by the groom. A pleasant evening of dancing was enjoyed, music supplied by Norman MacKay and his group.

The bride's going away outfit consisted of hot pants and a vest in pink fortrel, with white blouse and accessories. She wore a single rosebud corsage. The couple have now taken up residence on St. Laurent street in Sherbrooke.

Guests present were from Mass., Vermont, Aylmer and Napanee, Ont., Montreal, Magog, Sherbrooke, Lennoxville, and surrounding areas.

Tailored evening suits may replace dresses this winter

By ODETTE MENGIN

ROME (AP) — This winter could be the season of evening suits rather than dresses, an Italian high fashion designer suggested last week.

With autumn and winter fashions in full swing, mostly featuring flowing, fluttery evening gowns, Heinz Riva's collection leaned more toward the tailored look.

Most of his dresses were two-pice constructions, a jacket or tunic resting on the hips over a skirt in a jacquard pattern of cubes. The cube effect was given by the use of three colors, such as the yellow, brown and white designs also printed on shirts.

In one case, the jacket was made of black crocodile skin with long fur sleeves and was worn over a long black dress.

For daytime and rainy days, Riva offered waterproof pants and coats in a light tobacco color. The coat was entirely lined with fur.

As in most other collections so far, high-heeled shoes were designed to give short women an extra two or three inches.

Another designer Wednesday found a sure way of publicizing her newest styles.

"Made in Italy" was written in big black letters down the leg of bright red trousers in Biki's autumn-winter St. Moritz collection. A red and black tartan tunic trimmed with a black fringe came down over the pants. A matching plaited turban held back the models' hair.

The designer also produced special outfits for sporty types who like to go skating. The short, widely flared woolen skirts came in pale pink and blue topped by black and white pullovers. The designer's name was written all around the skirt's hem.

In the high fashion collection, Biki made profuse use of vividly colored ostrich feathers for the skirts of long evening dresses. The tops glittered with sequins.

Ulverton

Mrs. A.W. Mace
826-3252

Guests of Mr. and Mrs. John Harriman were Mr. and Mrs. A. Harriman and son and Miss Betty Harriman of Brockville, Ont.

Mr. and Mrs. Richard Goodhue visited Mr. A. Cote of L'Avenir who is a surgical patient at Sherbrooke Medical Center.

Miss Yitske De Vries of Montreal spent the weekend with her parents Mr. and Mrs. Auke De Vries.

Mr. and Mrs. A. Doucette of Verdun were guests of Mr. and Mrs. F. Smith.

Congratulations are extended to Mr. and Mrs. M.D. Fraser who celebrated their 50th wedding anniversary at the Wales Home June 30.

Miss Thelma Mills of Melbourne, and Mrs. Leah Johnson of Tennart, Sask. spent an afternoon with Mr. and Mrs. A.W. Mace.



ENGAGEMENT — Mr. and Mrs. Clinton Rand, of Sawyerville, announce the engagement of their youngest daughter, Trudy Gwendolyn to Mr. Douglas Merrill Pinchin, eldest son of Mr. and Mrs. George Pinchin of Eaton Corner. The wedding will take place September 22.

New Knowlton Post Office

After serving the residents of Knowlton with their mail at the old building on the corner of Lake and Victoria, since 1910, the Post Office corner will disappear, inasmuch as the old office closes its doors for the last time at noon on Saturday, August 4, and will reopen for business on Monday, August 6 at 8:30 a.m. at the modern new Post Office Building situated on Main street.

The main door of the old building will be locked at noon. This means that admission to the lobby will be barred. There will be no further delivery of mail via the lock boxes after noon August 4.

The entire transfer from the old to the new will take place during the weekend. It is hoped that some sort of order will be restored out of the chaos in time for business on August 6.

Box holders are requested to return their old keys and will be issued with new ones. Box numbers for each box-holder will remain the same.

Your friendly Postmaster and his ever-efficient staff will greet you from their new abode on Monday morning, Aug. 6.

Birthday feted

Wednesday, July 18, 1973, was an event filled day at the residence of Mr. and Mrs. Ian C. Rowe, Hatley Acres, North Hatley.

Mrs.D.T. Meredith, maternal grandmother of Mrs. Rowe (Pamela), on the occasion of the anniversary of her birth date, was the guest of honor at a surprise rendez-vous of immediate relatives.

A tasty luncheon, buffet style, was served, under the preparation and supervision of Mrs. Rowe. Floral decorations appropriate to the occasion, and the season, complemented the setting.

Present for the occasion were Mr. and Mrs. R.A. Meredith, and son Wayne of Island Pond, Vt.; Mr. and Mrs. L.J. Lane, of Ste. Therese; Mr. and Mrs. T. Meredith and their three children of Baie D'Urfe; Mrs. Wayne Hodsden and her three children of Dryden, N.Y.

During the course of the day, Mrs. Meredith received congratulatory phone calls from California, Toronto, Ottawa, Montreal and local points.

Social & Personal

Mr. and Mrs. Donald Sullivan, Bromptonville, have returned home from Spencerville, Ont., having been called there by the death of the latter's mother, Mrs. M. Prichard.

South Stukely

M. Swett
297-2498

Mrs. Blanche Martin who spent several weeks in Kingston, N.S. returned home with her son Mr. Harlon G. Martin who spent the week-end with her and Mrs. Eileen Martin Miss Jane Martin, Kingston, N.S. is visiting at the some home.

Mrs. O. Gamache and Mrs. M. McLellan, Sherbrooke have been visiting relatives and friends in Springfield and other cities in Mass. and Vt.

Mr. and Mrs. P. Beland, Lennoxville called on their aunt Mrs. Henry Bowering.

Mrs. Walter Tibbitts, Mrs. Lincoln Tibbits have been the guests of Mrs. and Mrs. Donald Gallop and daughter in Halifax, N.S. They also saw the Queen and Prince Philip in P.E.I.

Mrs. Janet Tucker and son Stephen have been the guests of relatives in Halifax, N.S. Mrs. V. Russell, Waterloo, accompanied her daughter and grandson.

Mrs. Cecil McLellan Mr. and Mrs. O. Gamache were Sunday guests of Mrs. M. McLellan and sons in Sherbrooke.

Mr. and Mrs. Arthur Bowden, Greenfield Park, spent a day with their aunt Mrs. H.H. Savage.

Mrs. Allison Lynn accompanied her niece Miss Linda Lafreniere R.N. of Sherbrooke to Shawinigan, where they spent several days with Mr. and Mrs. Conrad Lafreniere.

Mrs. Myrtle Hilliker spent Saturday evening in Lennoxville, with Mr. and Mrs. F. Loach.

The Strawberry and Ice cream Festival sponsored by St. Matthew's Anglican Ladies Guild was well attented. The drawing on an embroidered cushion done by Mrs. Myrtle Hilliker was won by Mrs. Robert Filteau.

Mr. James Adams spent several days in Lachine with Mr. and Mrs. J. Mason.

Old Time Fiddlers' Contest

CRAFTSBURY, Vt. — On Saturday, July 28, the 11th annual Old Time Fiddlers' Contest will be held at Craftsbury, Vermont, on the Commons. This will start at noon.

The program includes continuous fiddling by American and Canadian musicians. There will be a Vermont fiddle auction, a demonstration on fiddle making and a chicken bar-B-Q. The women in the village will be selling pieces of homemade pie.

The contest started in 1963 with eight fiddlers in the contest and a handfull of people who attended. Last July there were some 80 fiddlers and hundreds of people.

From experience people have learned to bring with them their lawn chairs and a picnic hamper with lunches and beverages. People who have attended in the past return again and again, for those who have never attended, why not this year?

With a little bit of sole

MONTREAL — Things are looking up all over the Canadian fashion scene.

Hemlines are up, colors have lightened and brightened up, and of course shoes continue on the up and up, the flood-tide showing no signs of cresting with the up-and-coming generation.

This season is seeing the happy co-existence of wild, daring, high-riding platforms and sportswear types, to refined and elegant spectators, sandals and pumps.

It all adds up to one thing: today, fashion has to be flexible, it must not impose, it must propose many ways of dressing, to respond to the needs, tastes and lifestyles of today's contemporary, more sophisticated, individualistic consumer.

A common denominator to all the fashion excitement is the well-shod foot, and Canadian shoes are literally getting fashion off the ground, as much as five inches in some cases.

Bottom interest is what is underscoring all shoe silhouettes, be it the high platform, wedge, or clog, or the more understated versions of the platform.

GUIDELINES

Putting it all together tastefully is the signature of the with-it, well-dressed woman. Here are a few guidelines:

Bold, sportswear types, on extremely high platforms or wedges are the ideal pant mates for the young, because one thing is sure, pants need sole elevation to make them look right. The new unit bottoms are great insulators, and comfortable to wear, too.

For the young consumer who is going to be wearing short dresses mini or wrap-around skirts, sole interest is important, but to a lesser degree.

Platform sandals, high heels, ankle straps, spectator pump looks, on more feminine lasts, set the leg and foot off to best advantage. Platforms are ankle-flattering, making the leg appear slimmer and longer.

Heels are on the way up. High heels may be worn with dresses or pants, provided the style of the shoe is suitable — for dresses, pumps, sandals or ties — for pants, any high-heeled shoe, with the up-front look.

The up-dated shoe classics are seen in many expressions this summer. Many of them are done in less bold interpretations and on half-inch platforms. These types are designed for the consumer who is not way-out in dress, who will be wearing classic skirts, suits, shirt-waist dressed or smartly tailored pantsuits.

White is the big shoe color, see alone, or in combination with other colors. Other tones in the spectrum are: black, tans, navy, the pastels, the neutrals, honey and bone. Red is now considered a neutral shoe color, harmonizing with many tones.

MEN'S SHOES

There is magic in men's shoes this summer. Variations in classic shapes accent different degrees of fashion for the young man, the establishment man and the ultra-conservative.

Men of all ages see shoes not as a cover for the foot, but as a definite need for his wardrobe and lifestyle — be it suit shoes, jean shoes, leisure shoes, active shoes for biking and hiking and fun shoes.

The biggest area of interest in men's footwear in Canada, is the sole. There are platforms, covered and uncovered, layered sandwich soles in rubber, molded unit bottoms.

The young man will be looking to the high platform to wear with baggies. The more conservative dresser will lean more heavily towards the half-inch platform.

As go the soles, so go the heels, which vary in height from one to two inches, depending on the thickness of the sole.

It is an equal season for oxford ties and slipon styling in the Canadian shoe fashion scene. The determining factor that dictates which type of she is to be worn relies more on the color of the shoe — whether it is bold, bright, or multicolored — or more conservative in burnished, brushed-off effects. Soles and heel height also have a great deal to do with by whom and where the shoe will be worn.

Slipons, particularly in wet-look leathers, in the Gucci-inspired moccasin styling, will go everywhere as the status shoe for the more conservative man.

Panel stitching, high-rising tongues, platform interest, sandwich soles in two or three colors, liven up the young man's slipon. High heels in stacked or covered leather balance the look.

THE CHILDREN'S SCENE

What's happening in fashion for the little people goes along with the developments in the general scheme of things. New soles, colorful and bouncy, put the attention under-the-foot, whether it be for boys' or girls' ties or slipons, clogs or sporty sandals. The bump toe that provides plenty of toe room, further dramatizes the bouncy look. The importance of fit and function is not overlooked by the Canadian shoe manufacturers who realize the need of providing a healthy environment in which the young foot may grow.

Bottoms include colored, layered, crepe-like soles, unit soles, stitched as well as notched extensions, with a variety of detailings. More sole immediately gives the look of more heel, yet the pitch of the foot remains the same, hence there is no tendency to higher heels - just thicker soles.

Color and material strategy has undergone a change. Many color mix-ups of past seasons are far less apparent. Toning down is the mood. High color contrast is applied more subtly, often just one bright with an earthy tone. White with blue, white with red, white with brown; all are popular color combinations.

Sueded and brushed leather finishes will give way to kid-like glove tannages, to brushed-off antiqued leather, to crinkle patents. Smooth patent finishes begin again.

Upper patterning is clean, inspired by long time favorites which are easily described as classic. It is the sole, the toe, the way color and materials are used, which give serviceable shoes for school, play, and dress up a lively face.

TWO MINUTES WITH THE BIBLE

BY CORNELIUS R. STAM PRES. BEREAN BIBLE SOCIETY CHICAGO, ILLINOIS 60635



THE BLESSING OF CRISIS

The Apostle Paul, who had been through one desperate crisis after another, wrote the following:

"And we know that all things work together for good to them that love God, to them that are the called according to His purpose" (Romans 8:28).

How many people have found life going along smoothly for years when, all of a sudden, they have found themselves in the middle of serious crises!

Perhaps the sudden death of a loved one changed life completely and presented serious problems wholly unanticipated. Perhaps it was the sudden loss of wealth, so that life had to be completely readjusted. There are hundreds of unexpected incidents that can suddenly bring one face to face with stark and stern reality.

For believers in the Lord Jesus Christ such crises can prove great spiritual blessings. They tend to draw us closer to our heavenly Father, to cause us to pray more and lean harder upon Him. They show us the insecurity of all that is temporal and give us a greater appreciation of our eternal security in Christ. They give deeper meaning to the Scriptures we study and even to the hymns we sing. They sanctify and enrich our fellowships.

To those — and only those — who truly love God and are "the called according to His purpose," all things do indeed "work together for good" — or, to render this passage more correctly, they *"are wrought together for good"* — *by God.*

This is why God's Word to the Christian is:

"Be careful (full of care) for nothing; but in everything by prayer and supplication, with thanksgiving, let your requests be made known unto God.

"And the peace of God, which passeth all understanding, shall keep your hearts and minds through Christ Jesus" (Phil. 4:6,7).

Eastman

Mrs. Eric Hallam
297-2616

Mrs. Margaret Baranek and Miss Dorothy Baranek of Montreal spent a few days with Mr. and Mrs. Lawrence Ewens and Mrs. Earl Bracey in Kingston, Ont.

Mr. and Mrs. Yves Lambert have returned home from visiting Mr. and Mrs. Mike Dumais and Bobby at Inglewood, Ont., also visited Upper Canada Village, Niagara Falls and the Parliament Building at Ottawa during their holiday.

Mr. E. Young spent a day in Montreal on business.

Mr. and Mrs. E. Day has returned from Toronto where they visited Mrs. Day's son Mr. Billy Gould. Mrs. Gould and daughters.

Mrs. Irene Shilsow of Dorval spent the week-end with her sister-in-law Mrs. Eric Hallam and Mr. Hallam. Other guests at the same home were Mrs. Q. Comeau and Mr. Johnny Comeau from Portland, Maine, Mr. and Mrs. Maurice Shilsow of Lachine.



CRYSTAL FOR COLLECTORS — To mark the twentieth anniversary of the coronation of Her Majesty Queen Elizabeth II on June 2 this year, Webb Corbett produced a crystal toasting goblet. Designed by David Smith, the goblet stands just over eight inches high and has an air twist stem. The bell shaped bowl is decorated with a hand-cut pattern between two oval panels. One panel is engraved with the words "20th Anniversary of the Coronation of H.M. Queen Elizabeth II, 1953 - 1973"; while the panel on the reverse side bears an engraved portrait of Her Majesty wearing St. Edward's crown, originally made for Charles II, and used at all coronations since. The goblet which is made in full lead crystal is in a limited edition of 1,000 pieces, with each one numbered and carrying the designer's name on the base. Each goblet is packed in a silk lined presentation box, accompanied by a certificate of authentication signed by a director of Webb Corbett and will retail for about $150.

Around the Eastern Townships

Beebe

Mrs. Charles Aulis
876-2193

Guests of Mr. and Mrs. John Silvester who were here to attend the Beebe Centennial Celebration were Mr. and Mrs. William Bronson, Cathy, Donna, Janet and Arnold, Mr. Ron Dietrich, Mr. Fred Woodard, Mr. and Mrs. Douglas Sheahan, Mr. and Mrs. Greg Bronson, Mr. and Mrs. Douglas Bronson, Miss Sandra Wagner, Mrs. Roberta De Bruyn, Rockie and Howie, Kitchener, Ont.; Mr. and Mrs. Tom Murphy, Karen, Brian, Maureen and Kathy, Kingston, Ont.

Mr. and Mrs. Robert Bronson, and Kristie, Derby Line, Vt., Mr. and Mrs. Peter Bronson and Stevie, Derby, Vt; Mrs. Beverly Bernardi, Ray, Leslie and Jeanne, Mrs. Valeri Dinkins and Marshall, Braintree, Mass., Mr. and Mrs. Clarence Mott, Craig, Cameron, Casey and Cathy, Ottawa, Ont.; Mrs. Connie Richardson, John, Stephanie and Tracey, Ville La Salle.

Mr. and Mrs. Henry Caldwell, Middleboro, Mass., Mr. and Mrs. John Silvester and Pam, Burlington, Ont., Mr. and Mrs. William Alderman, Lynn, David and Susan, St. Catharines, Ont., Mr. Robert Viacent, Dorchester, Mass., Mr. and Mrs. Clement Duquette, Daniel, Donald, and Diane, Ville Marie, Mr. George Bronson, Christ Church, Barbados, B.W.I., Mr. Jack McAulay, Miss Kathy McAuley, Magog; Mr. Michael Bronson, Milltown, N.B.; Mr. and Mrs. William Trepanier, Plainsville, Conn., Mr. Eric Watt, Montreal, Mr. and Mrs. George Silvester, Georgeville.

Mrs. Eric de Pencies is spending an indefinite time with her sister, Mrs. J. Denney at the home of Mr. Norman Somerville.

Mr. James Mackie, Sr., has returned from the Sherbrooke Hospital, where he was a patient under observation.

Those in town to attend the Hamman-Rollins Nuptials were Mr. and Mrs. Henry Rollins, Mike, Lori, and friend Miss Sylvia Vaillancourt, Barre, Vt.; Mr. and Mrs. William Rollins, Brenda and Barry, Milton, Ont., Mr. and Mrs. Ivor Robson, daughter Eleanor, of Melgrove, Ont.; Mr. and Mrs. Winifred Rollins, three children, Burlington, Ont., all were guests of their parents and grandparents, Mr. and Mrs. William Rollins, Sr., at Sunset Bay.

Other guests were Mr. and Mrs. H.V. Ellsworth, Newport, Vt., Mr. and Mrs. J. Lecours, Terrebonne, Mrs. Olive Carr, St. Johnsbury, Vt., Mrs. Leta White, Barnet, Vt., Mr. and Mrs. Harold Sanborn and John, Knowlton, Mr. and Mrs. A. Doucet, St. Jean, Mr. and Mrs. A. Doucet, Jr., North Bay, Ont., Mr. and Mrs. Murray Wardrope and two children of Beaconsfield, now vacationing at Rompkins Creek, Mr. and Mrs. Ken Rollins, Stanstead, Mr. Raymond Doucet, who is attending school in Montreal.

Mrs. Enid Cooke is spending an indefinite time in Calgary, Alta., with her son-in-law and daughter and family.

Mrs. J. Doucet and three children of St. Jean were callers at the C. Aulis home. They all visited Mr. and Mrs. Roland Sheldon in Way's Mills, where Mr. and Mrs. W. Sheldon were also callers. Mrs. Roland Sheldon is improving slowly from surgery performed recently in the Sherbrooke Hospital.

Miss Lori Rollins and Miss Sylvia Vaillancourt have returned to Barre, Vt., after visiting Miss Rollins' grandparents, Mr. and Mrs. W. Rollins at Sunset Bay.

East Angus

Mrs. Murray Labonte
832-2397

Miss Dorothy Shattuck, Mrs. Irene Rolfe and Mrs. Vivian Forster spent the weekend in Old Orchard, Maine.

Mrs. Doris Devenish and Miss Mary Scott spent the weekend guests of Mrs. Devenish's mother, Mrs. Ralph Luxford.

Mrs. W. Mues and children have left for Baltimore, Maryland, where they will join Mr. Mues and make their new home.

Mr. and Mrs. Stan Mair and family have left for Trenton, Ont., where Mr. Mair is now employed.

Mr. and Mrs. Clifford Lowell and Mr. John Jones of Randboro, Que. were evening guests of Mr. and Mrs. Thomas Rowland.

Flowers in Christ Church on Sunday, July 1, were placed there in memory of Mr. Ralph Luxford and Floyd Luxford.

Mr. and Mrs. Harold Knapp and family have sold their home and moved to Ontario.

Mr. and Mrs. Thomas Rowland and Miss Margaret Rowland were Sunday guests of Mr. and Mrs. William Roddick in Ayer's Cliff.

Miss Mildred Cameron, Montreal, spent the weekend at the home of her brother Mr. Clifford Cameron.

Mrs. G. Lokhorst and son Gerald have left to spend three weeks in Holland, visiting relatives and friends.

Mr. and Mrs. Leslie Wilkin were overnight guests of Mr. and Mrs. Clarence Gillander in Thetford Mines.

Mr. and Mrs. Douglas MacLeod, Milton, Vt., were in town on Sunday to get their two daughters, Marie and Sandra who had spent a week with their aunt and uncle Mr. and Mrs. Rodger Heatherington.

Mr. and Mrs. Robert Mason, Mrs. Thomas Mason and Mrs. Irene Rolfe have returned home after attending the Potter-Gaulin wedding in Bowmanville, Ont. on July 7.

Mr. and Mrs. Edward Rowland and son Jim of Dollard Des Ormeaux spent the weekend with the latter's mother, Mrs. A. Rowland; other callers were Mrs. C. Bjirkelund of Kingston and Mr. Ted Bjirkelund and son of Montreal.

Mrs. A. Rowland accompanied Mrs. Flora MacIntyre of Bishopton to Concord, N.H. and attended the 17th Oddfellows Conclave.

Recent guests of Miss Dorothy Shattuck were her cousins Mr. and Mrs. Ross Drummond of Montreal. Mrs. Drummond is the daughter of James Parsons, great-granddaughter of the late James Parsons. It was her first trip to this part to see where her great-great-grandfather William Parsons had settled; Mrs. Marion Westgate and Miss Emily Ward to attend Miss Marchant's shower and Miss Elsie Winget of Sherbrooke.

Miss Dorothy Shattuck and Miss Elsie Winget spent the St. John Baptist weekend travelling in Maine to try to trace Louisa Sunbury Foss' sisters and her daughter. At the cemetery she learnt from the caretaker in Athens, Maine, of a Mrs. Keene in Bingham and she was able to tell her of Mrs. Vera Warman, a step-grand-daughter of Louisa's in Madison; from her she learnt that Calla Foss had married George Johnson and died in Richmond, Maine. She visited her grave and learnt she died without children in 1960, also the other two sisters Hattie who had married Fred Jones and died in Harmony, Maine while Alma had married Edward Whittier and died in Pittsfield, Maine. During the weekend she visited their graves and learnt that they both died without children, so was able to complete three of Mary Ann Parsons Sunbury's children, now it leaves only one more in California.

Miss Dorothy Shattuck accompanied by Mrs. Vivian Forster and Mrs. Irene Rolfe spent Confederation weekend in Old Orchard; upon their return they had to detour on account of the heavy floods in New Hampshire and Vermont. Instead of two hundred miles it was three hundred as many of the small bridges were washed out.

Bedford

E.J. Craighead
248-2488

The following changes in this diocese, that of St. Hyacinthe has been announced by the Bishop Sanschagrin, in which Bedford is situated. Rev. Father Paul-Emile Ares has returned from a year spent at the Fathers of the Dominicans in Montreal, and has been named to the parish of Notre Dame de Stanbridge. He replaces the Rev. Father Lapierre who is on retreat. The Rev. Father Simon Fleury who was stationed at Saint Sabine is named cure of the parish of St. Nazaire.

Rev. Father Yvon Larue who was vicar of the parish of St. Benoit of Granby is named cure of the parish of St. Sabine and vicar partial of the parish of St. Athanase of Iberville.

Rev. Father Francos Menard who was chaplain at the Hotel Dieu of Sorel has been appointed to the parish of Knowlton. Rev. Father Gerard Barbeau who was cure of the parish of St. Edouard of Knowlton will take a rest. These nominations came in force on July 18.

The following are the list of officers of the A.F.E.A.S. of the parish of St. Fabien of Farnham — Mrs. Pauline Brodeur, president; Mrs. Marcelle Berthiaume, vice-president; Mrs. Blanche Morasse, secretary; Mrs. Therese Gauvin, art; Mrs. Rachel Tremblay, social education; Mrs. Pauline Dulude, education; Miss Simone Courchesne, social; Mrs. Claudette Legrandeur, finance; Mrs. Pauline Brodeur, urban; Mrs. Marcelle Berthiaume, recreation.

Mr. and Mrs. George Jones and family of Toronto were guests over the weekend of Mrs. Charles O. Jones to attend the marriage of their niece. Mr. and Mrs. Earl Whimster of Ottawa also attended the marriage of their niece and were the guests of Mr. and Mrs. Ellis Jones, Dutch Street.

Dr. Dennis Draper of Hamilton, Ont. has been the guest of his mother Mrs. F.E. Draper.

Kingsey Falls

Mrs. J.M. Leith
363-2212

Mr. and Mrs. Earl Spencer, Burlington, Vt. visited their cousin Mrs. Charlie Barlow and family June 29.

Mr. and Mrs. Stanley Lasenba and children, Smiths Falls, Ont., spent the long week end of July 1st with Mrs. Lasenba's parents Mr. and Mrs. Harold Blake. Her sister Nancy accompanied them home for an indefinite time.

Greg and Tina Beauregard, Wabush, Labrador, spent a happy day, July 6, with their friend Irwin Perkins at the farm home of Irwin's parents Mr. and Mrs. Leslie Perkins.

Mr. and Mrs. Ralph McHarg who are spending holidays in their cottage on Lake Massawippi, Ayer's Cliff, were overnight guests of their aunt Mrs. Eva Leith on July 6. They spent the evening with their cousins Mrs. Isabel Perkins, Mr. and Mrs. Russel Philbrick and daughter Nancy in Danville. They called on Mrs. McHarg's brother George Leith and Mrs. Leith.

Mr. and Mrs. Harold Blake, Mr. and Mrs. Stanley Mastine and family were among members of the Mastine family entertained at a family get together at the home of Mr. and Mrs. Clifford Mastine, Richmond, July 8. This party was in honor of Mrs. Lloyd Doyle and children Cathy and Scott who are returning shortly to their home in Edmonton, Alta. Mrs. Doyle and children spent a day with Mr. and Mrs. Harold Blake, also Mrs. Eddie Mastine, Richmond, who was celebrating her birthday June 29.

Kinnear's Mills

Bessie Guy
424-3734

Friends of Mr. Sam MacRae are pleased to hear that he is gaining satisfactorily since his return from the University of Sherbrooke medical center where he underwent surgery.

Mr. Leonard Guy received the sad news of the sudden death of his brother, Harold of Kitchener, Ont. The deceased was a former, Kinnear's Mills resident and was the second youngest son of the late Mr. and Mrs. Thomas Guy.

Messrs Willie MacRae, Leslie King and Benoit Lariviere attended the funeral of the late Arthur McConnell at Sawyerville.

Mrs. Myrthel Oliver of Loretteville was a guest for a few days of Mrs. May Kinghorn. Mrs. Kinghorn, accompanied Mr. and Mrs. Clarence Gillander, of Thetford Mines to Cookshire where they were guests of Mr. and Mrs. Charles Cruickshank.

A pleasant evening was spent at the community hall here when a reception was held in honor of the marriage of Mr. Clarence Hunter and Miss Laura Walker. The bride and groom are visiting relatives here at present.

Mr. Gordon Grady has returned from the General Hospital, Thetford Mines, where he was a patient from May 9 to July 6.

Mr. and Mrs. Edwin Sarrasin and Mrs. Frank Porter, of Lennoxville, were week-end guests of Mr. and Mrs. Wilbert Wallace while here to attend the Hunter-Walker wedding reception.

Mr. and Mrs. John Jamieson, of Sherbrooke, were guests for several days of Messrs Harold and Ronald Jamieson. Mr. Ernie Walker of Richmond, was a week-end guest at the same home.

Mr. and Mrs. Clarence Hunter, of Willowdale, Ont., Mr. and Mrs. Jack Gordon, Mr. and Mrs. Pierre Seguin and Mr. and Mrs. Clarke Nugent, all of Scarborough, Ont., and Mr. and Mrs. Rae Cowling, of Whitby, Ont., were guests of Mr. and Mrs. Rufus Jamieson, and all attended the Hunter - Walker wedding reception.

The annual L.O.L. service was held at the United Church on Sunday afternoon, July 8, by Mr. D.C. Scott, with a good attendance from the various lodges in Megantic County.

Mr. and Mrs. Andrew Beattie, of Richmond Hill, Ont., were visiting her mother, Mrs. Garnet Morrison and Mr. and Mrs. Ulric Nutbrown.

Mr. Jimmy Lachance of St. Hilaire, spent several days the guest of his cousins Steven and Rodney Nutbrown.

Miss Valerie Nutbrown spent part of her holidays with her uncle and aunt, Mr. and Mrs. A. Beattie, Richmond Hill, Ont.

Mrs. Bertha Nutbrown accompanied her son-in-law and daughter, Mr. and Mrs. Real Lachance to their home in St-Hilaire where she will be a guest for some time.

Sutton

M.E. Thompson

Mr. and Mrs. Cecil Carr, Mrs. Stanley Pergau and Mrs. William Davidson attended the McGill Convocation held at Place des Arts when Mr. Frank Carr received his Bachelor of Music.

Mr. and Mrs. Cecil Carr were exhibitors at the North Hatley Antique Fair and while there were guests of Mr. and Mrs. Eric Greer.

Mrs. J.B. Page of Cowansville spent a week here with her niece Mrs. Gladys Garland and Mr. A. Lunn.

Mr. Charles Maidment of the Wales Home, Richmond, accompanied by his daughter of Boston, Mass. were calling on friends in Sutton July 5 on their way to Boston where Mr. Maidment will spend a month with his family there.

Miss Mona Charters spent several days in North Hatley with relatives and attended the Antique Fair while there.

Mrs. Brian Larocque and three daughters of Salliberry Bay, B.C. who have been visiting her husband's parents Mrs. and Mrs. Grover Larocque in Glen Sutton and with Mrs. Larocque were guests of Mr. and Mrs. Clinton Hazard and son.

Mrs. Bernice Russell was a guest of Mrs. Marion Perkins at Fordyce for a few days.

Mrs. Thomas Surtees, Miss Annie Longeway and Mr. Cecil Proper motored to North Hatley July 9.

Mrs. W. Schillglaies of Chateauguay and Mr. Bernard Dodge of North Troy, Vt. were guests of Mr. and Mrs. Deforest Judd while here to attend the funeral of their uncle and brother-in-law the late Elsworth Judd.

Mr. and Mrs. Gerald Kraak have returned from a week's holiday in Ontario.

Mr. Herbert Brown of Frost Village spent a few days with Noah Judd and family while here to attend the funeral of the late Elsworth Judd.

Master Corporal Frederick (Ricky) Eland and Mrs. Eland and two children of Prince George, B.C. are spending the month of July here with his parents Mr. and Mrs. Ned Eland and other relatives.

Mr. and Mrs. Homer Ruiter of Montreal were week end July 7 guests of Mr. and Mrs. Robert Cowan, Maple Street.

Mr. and Mrs. J. Kraak of Longueuil were guests of their son and daughter-in-law Mr. and Mrs. Gerald Kraak Saturday July 7.

Mrs. Mabel Judd, Messrs Lynn Reid and Mr. Frank Bonneville have returned to their homes after being patients in the B.M.P. Hospital Cowansville.

Mr. Arnold Brown and family of Montreal and Lawrence Brown of Ontario spent a few days with their mother Mrs. Susan Brown while here to attend the funeral of their cousin the late Elsworth Judd.

Mr. and Mrs. W. Horn and daughters spent Wednesday July 11 in Montreal guests of Mr. Horn's father.

Bulwer

Mrs. Stuart Merrill
875-3616

Miss Merle Grapes and friend of Toronto spent the holiday weekend with her parents, Mr. and Mrs. Douglas Grapes.

Miss Gareth Forgrave, RN of Ottawa, spent a few days with Mr. and Mrs. Kenneth Johnston, and all spent a day in Quebec City.

Mr. and Mrs. Justin Morrow of Detroit, Mich. were recent guests of Mr. and Mrs. Ralph Todd.

Master Scott Lowd took part in the holiday festivities at Hatley, winning second prize with his decorated bicycle and also second prize in the musical section of the amateur hour. Congratulations, Scott.

Mrs. Roger D'Oust and daughters of Ormstown have been spending the past week with her parents, Mr. and Mrs. Douglas Grapes. Mr. D'Oust was an overnight guest at the same home.

Mr. and Mrs. W.S. Laberee, Mr. John Laberee and their house guests, Cpl. and Mrs. E.F. Davis, Susan and Andy of Oromocto, N.B. attended the Laberee-Lacroix wedding in Sherbrooke and the reception in Ayer's Cliff.

Mr. and Mrs. Morris Smith and Charleen and their guests, Drs. George and Ina Ajemain of Beaconsfield, and Mrs. A. Goodfellow of La Salle, also attended the same wedding.

Mr. and Mrs. Gordon Laberee and family of Cumberland, Ont. were callers at the home of his parents, Mr. and Mrs. W.S. Laberee, while they were guests of Mr. and Mrs. Merlin Harvey in Birchton and here to attend the Laberee-Lacroix wedding.

Mrs. M. Smith and Charleen were calling on Mrs. M.A. Wheeler at the Wales Home in Richmond.

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CBC exceeds its Canadian content goal in television

The Canadian Broadcasting Corporation this year exceeded its goal of 70 percent Canadian content in English and French television network schedules, despite the lingering effects of a 1972 work stoppage.

This information is contained in the CBC's Annual Report for 1972-73, tabled in the Commons today by Secretary of State Hugh Faulkner, through whom the CBC reports to Parliament.

In a foreword to the report, new CBC President Laurent Picard said that while it was a good year for the CBC there were diappointments, too.

"Excellence was sought, risks were taken and inevitably there were failures," Mr. Picard said, "not many, but enough to prove the CBC was breaking new ground, taking chances, trying new ways and new people, seeking more production from regional points and trying to develop fresh and better programs.

"It is intended that the process will continue. It must," the president said, "if the CBC is to meet its primary obligation: to provide a high quality array of programs with unique relevance and interest to Canadians in all situations."

The president noted that a key figure in the carrying out of the CBC's program intentions is Lister Sinclair, a top CBC producer and all-round programmer, who was appointed Executive Vice-President of the Corporation in August, 1972.

His appointment is representative of the CBC's determination to improve the quality of its programs and to involve its more creative employees at the most effective levels of management, policy and innovation for the future, Mr. Picard said.

Highlights of the CBC's 36th year, mentioned in the report, included:

In its 20th year, CBC television was available to nearly 98 percent of the Canadian population in English and in French by way of 150 CBC-owned stations and transmitters and more than 200 stations and transmitters owned by private affiliates of the CBC.

After 20 years the character of the service is clearly and predominantly Canadian.

Because of the NABET work stoppage in the first half of 1972, Canadian content dropped to 60 percent in the summer of 1972. By the fall it had climbed to 65 percent. In the first three months of 1973 it was consistently at or above 70 per cent.

This "reflects the gratifying fact that once the union and the CBC reached agreement and the NABET members returned to work, they co-operated fully in the special efforts to complete a number of suspended program projects..."

The launch in November, 1972, of Canada's domestic communications satellite Anik I gave the CBC the means to extend its radio service to hitherto unreachable communities and to provide network television service, live and in color, to communities in the North. Before Anik, these communities could receive only a limited service of delayed programs on tape.

The CBC won an Emmy for Norman Campbell's production of The Sleeping Beauty with the National Ballet of Canada and guest artist Rudolf Nureyev. The program was broadcast on both the English and French TV networks of the CBC and on National Educational Television in the United States.

The largest and most appreciative audiences during the year were for broadcasts of the Canada-Russia hockey series.

The French TV network's most popular performer was Lise Payette, hostess of the talk show Appelez-moi Lise which followed the news each week night.

One program stood head and shoulders above all other CBC radio programs. This Country in the Morning, with host Peter Gzowski was an unqualified success all over Canada.

The parliamentary payment to the CBC of $205,000,000 was underexpended by $3,149,000.

Advertising revenue to the Corporation for the fiscal year 1972-73 showed an increase of 7.1 percent over that of 1971-72.

Gross advertising revenue for the year amounted to $53,000,000.

The radio networks were extended another 1,205 miles to a total of 30,605 miles.

The TV networks were extended another 1,097 miles to a total of 12,724 miles.

L'Avenir

C.S. Bogie
826-2730

This community was gravely shocked and deeply grieved by the news of the deaths of Mr. Allan McCormick of Georgetown, Ont., husband of the former Phyllis Skillen of Ulverton, and Mr. Stuart Skillen of Cobourg, Ont., formerly of Ulverton, who passed away suddenly following a heart attack. Sympathy is extended the families and relatives of the deceased.

Mr. Gerard Poirier of the second range is building a house in the village on the former Onil Defosses property.

Mr. Ray Boisvert of St. Catharines, Ont., spent a week with his mother Mrs. Arthur Boisvert and called on several friends in the district.

Best wishes are extended Mr. Armand Cote, local blacksmith, who is hospitalized in Sherbrooke.

A special meeting of the ACW of Holy Trinity Church, Kirkdale was held recently at the home of Mrs. C.S. Bogie, to make final plans for a wedding banquet.

ASTRO-GUIDE — By Ceean

Thursday, July 26

The Day Under Your Sign

ARIES [Born March 21 to April 19]: You seem to need a better perspective. Make a determined effort to separate the vital from the nonessential.

TAURUS [April 20 to May 20]: Your patience is tried by dilly-dallying of one you wish would quit dragging his feet.

GEMINI [May 21 to June 21]: Artistic pursuits accented in Gemini charts. Music will bring you much joy. Attend concert.

CANCER [June 22 to July 21]: Before you embark on a new undertaking, seek opinions of various friends who are knowledgeable.

LEO [July 22 to Aug. 21]: Step up the pace a little or you'll get even further behind in your work. Get some help if needed.

VIRGO [Aug. 22 to Sept. 22]: Only you can assuage feelings of dear one who is upset about personal dilemma as you know the situation.

LIBRA [Sept. 23 to Oct. 22]: Influences are mostly on the mild side, which suits you OK as you're not especially energetic today.

SCORPIO [Oct. 23 to Nov. 21]: Take extra precautions if using public transportation, walking or driving. Obey all regulations.

SAGITTARIUS [Nov. 22 to Dec. 21]: Tensions can be greatly reduced if everyone concerned will just take the time to talk things out calmly.

CAPRICORN [Dec. 22 to Jan. 20]: You have a tendency to pay so much attention to detail that you sometimes miss the big picture.

AQUARIUS [Jan. 21 to Feb. 19]: Maintain your dignity in difficult situation. People are inclined to be somewhat unreasonable now.

PISCES [Feb. 20 to March 20]: Don't allow early morning disappointment to cause you to relax your efforts for the rest of the day.

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Crossword

Jumble

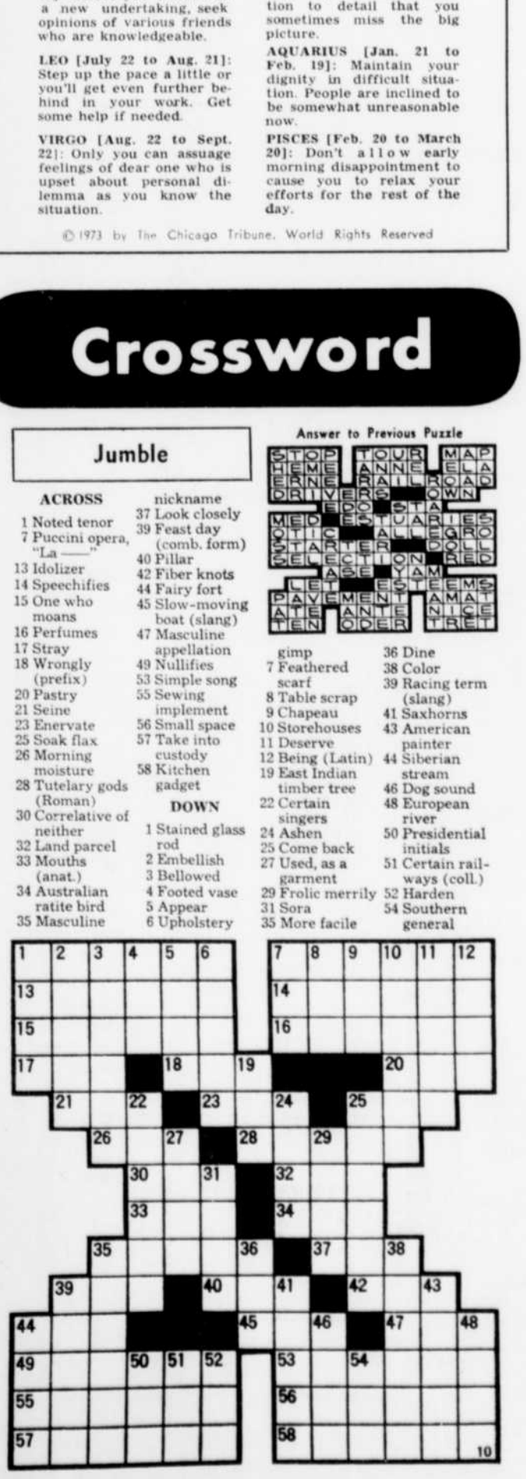
ACROSS

1 Noted tenor
7 Puccini opera, "La ——"
13 Idolizer
14 Speechifies
15 One who moans
16 Perfumes
17 Stray
18 Wrongly (prefix)
20 Pastry
21 Seine
23 Enervate
25 Soak flax
26 Morning moisture
28 Tutelary gods (Roman)
30 Correlative of neither
32 Land parcel
33 Mouths (anat.)
34 Australian ratite bird
35 Masculine nickname
37 Look closely
39 Feast day (comb. form)
40 Pillar
42 Fiber knots
44 Fairy fort
45 Slow-moving boat (slang)
47 Masculine appellation
49 Nullifies
53 Simple song
55 Sewing implement
56 Small space
57 Take into custody
58 Kitchen gadget

DOWN

1 Stained glass rod
2 Embellish
3 Bellowed
4 Footed vase
5 Appear
6 Upholstery gimp
7 Feathered scarf
8 Table scrap
9 Chapeau
10 Storehouses
11 Deserve
12 Being (Latin)
19 East Indian timber tree
22 Certain singers
24 Ashen
25 Come back
27 Used, as a garment
29 Frolic merrily
31 Sora
35 More facile
36 Dine
38 Color
39 Racing term (slang)
41 Saxhorns
43 American painter
44 Siberian stream
46 Dog sound
48 European river
50 Presidential initials
51 Certain railways (coll.)
52 Harden
54 Southern general

Answer to Previous Puzzle



Hairpin Lace!



by Alice Brooks

This lacy cape caresses your shoulders lightly.

Pretty for daytime, elegant for evening with pants or long skirts. Use 3-ply fingering yarn for hairpin-lace strips. Crochet together. Pattern 7275: sizes 8-14; 16-20 incl.

SEVENTY-FIVE CENTS for each pattern — cash, cheque or money order. Add 15 cents for each pattern for first-class mailing and special handling

Send your order to MARIAN MARTIN, care of Pattern Dept., The Sherbrooke Record, 60 Front St. West, Toronto 1, Ontario.

Totally New 1973 Needlecraft Catalog crammed with knit, crochet styles, crafts. 150 designs, FREE directions. 75¢

NEW! Instant Money Book. Learn to make extra dollars from your crafts $1.00
Instant Macramé Book . . $1.00
Hairpin Crochet Book . . $1.00
Instant Crochet Book . . $1.00
Instant Gift Book $1.00
Complete Afghan Book . $1.00
16 Jiffy Rugs Book . . . . . 60¢
12 Prize Afghans Book . . . 60¢
Quilt Book 1—16 patterns 60¢
Museum Quilt Book 2 . . . 60¢
15 Quilts for Today Book . 60¢

Joan Fielden, Dominion's home economist/consultant discusses

The Nutrients

How much nutrition do you need and where do you find it?

Shopping's easy, right! You buy meat in the meat department and fruit and vegetables at the produce counter. But what do you buy if you want to be sure your family's receiving their daily requirements of Niacin, Calcium or Iron? How much fish should you serve in a week? How much milk should you drink? What vitamin helps maintain healthy gums, and what foods do you look for to supply it?

Questions like these are answered by Joan Fielden, Dominion's home economist/consultant.

Free this week - Guide #6

In her sixth guide Joan discusses The Nutrients: "Where do you find them in the store?" You'll also find helpful advice on buying and storing as well as a table that gives maximum time limits for maximum nutrition in the foods you freeze.

Available Free at our checkout counters.



Truly Canadian

EVERYDAY
Deep Discount Prices

DOMINION STORES LIMITED

There are plenty of reasons to shop at Dominion

QUALITY

is just one of them!

Besides EVERYDAY DEEP DISCOUNT PRICES more Canadians shop Dominion than at any other store—mainly because of the meat...plus quality, variety, and friendly courtesy.

Isn't it time you benefit from the finest 'Total Store' facilities in the country? Compare! This week!

It's Mainly Because of the Meat!

DOMINION "QUALITY SELECTED" STEER BEEF
Naturally Aged, Government Inspected

Fast Frozen - Grade "A" 2 - 4 Lbs.
BROILER CHICKEN LB **55¢**

Fast Frozen - Grade "A" 4 - 5 Lb.
ROASTING CHICKEN LB. **65¢**

Fast Frozen - Pack 2 Lb. Box
CHICKEN LEGS LB. **$1.59**

Fast Frozen - Pack 2 Lb. Box
CHICKEN BREAST **$1.89**

DEEP DISCOUNT PRICES!

McCain Frozen - Strawberry
SHORTCAKE DISCOUNT BARGAIN 30 oz. Pkg. **$1.19**

Rupert - Frozen Haddock
FISH & CHIPS 20 oz. Pkg. **87¢**

Frozen & non Concentrate Unsweetened - GRAPEFRUIT
JUICE 6¼ oz. Tin **24¢**

Dominion Frozen - Regular French Fried
POTATOES 4 lb. Bag **92¢**

Dominion - Frozen - Unsweetened or Sugar Added From Concentrate
ORANGE **JUICE** 12 oz. Tin **40¢**

Domino - Frozen 12 oz. Bag
PETITE PEAS **33¢**

Richmello
PECAN PIE 20 oz. Pie **59¢**

Richmello (Poly Bag) 12's
SCONE ROLLS **37¢**

Richmello Hamburg Buns or HOT DOG **ROLLS** 12's Pkg. **33¢**

President Pink Lenomade
CRYSTALS 3¼ oz. Env. **10¢**

President Orange or Grape flavour
CRYSTALS 3¼ oz. Env. **10¢**

Betty Crocker - Asst'd Hamburger
HELPER Pkg. **54¢**

Carnation DISCOUNT BARGAIN 16 oz. Jar
COFFEE MATE **$1.05**

York - PEANUT DISCOUNT BARGAIN
BUTTER Smooth 16 oz. Jar **58¢**

Snyder Fancy - ASPARAGUS
TIPS 12 oz. Tin **59¢**

Snyder French Style Cut Wax or
GREEN BEANS 14 oz. Tin **24¢**

Snyder Fancy - WHOLE
CARROTS 14 oz. Tin **23¢**

Robin Hood Dutch Devil Food 19 oz. or White Supreme - CAKE
MIXES 18 oz. Pkg. **49¢**

Robin Hood
PIE CRUST **MIX** 21 oz. Pkg. **42¢**

Tops Chicken - Liver - Beef
DOG FOOD 15 oz. Tin **17¢**

Reynolds (25 ft. x 12 in. 39c)
FOILWRAP 100 ft. x 12 in. **$1.31**

Frontenac Assorted Flavours
ICE CREAM ½ Gal. Plas. Container **$1.39**

Dial - White or Pink
SOAP BARS Reg. Size **20¢**

(8 Oz. Pkg. $1.09) - DAVIS
GELATINE 2 oz. Pkg. **33¢**

Kellogg's 16 oz. Pkg.
CORN FLAKES **45¢**

Harnois - Pinotte 10 oz. or Papineau 13 oz.
BISCUITS Pkg. **55¢**

Harnois (Villa 14 oz. 44c) or WINDSOR **BISCUITS** 13 oz. Pkg. **54¢**

Fleischmann Corn Oil - ¼'s
MARGARINE 2 lb. Pkg. **$1.08**

Robinson - Reg. (48's Pkgs. 57c) ICE CREAM **CONES** 20's Pkg. **31¢**

Maple Leaf 1½ lb. Tin
COOKED HAM **$1.99**

Maple Leaf
LARD 1 lb. Pkg. **31¢**

Chase & Sanborn Double Blend (10 oz. Jar $2.09)
INSTANT **COFFEE** 6 oz. Jar **$1.35**

Domino - Salted Blanched
PEANUTS 1 lb. Tin **87¢**

Dominion Assorted Flavours
ICE CREAM ½ Gal. Carton **89¢**

Dominion From Concentrate Unsweetened or Sugar Added
GRAPEFRUIT **JUICE** 48 oz. Tin **47¢**

Richmello - Unity Jar PEANUT
BUTTER 16 oz. Jar **56¢**

Richmello - Plain or Nippy SLICED
CHEESE 16 oz. Pkg. **76¢**

Grand Prix - (Reg. or Diet) Asst'd
BEVERAGES 10 oz. Tin **9¢**

Viva - Assorted Colours - TOILET
TISSUE 2 roll Pkg. **39¢**

Assorted Colours - VIVA
TOWELS 2 roll Pkg. **71¢**

Mir Liquid 2's 24 oz. cont
DETERGENT **2/63¢**

Ivory
SOAP BARS Bath Size **15¢**

Lady Scott - Asst'd Colours TOILET
TISSUE 2 Roll Pkg. **39¢**

48 Oz. Tin Welchade
GRAPE DRINK **33¢**

Kraft 4 Lb. Jar Smooth PEANUT
BUTTER **$1.98**

Facil Tissues - KLEENEX
BOUTIQUE Pkg. 130's **36¢**

Sanitary Napkins (40's 1.66 Kotex
TAMPONS 10's Pkg. **48¢**

Toothpaste Reg. or Spearmint
MACLEAN'S 150 ML **$1.07**

Assorted Shampoo
SILVIKRIN 7 oz. Btle. **77¢**

Lifetime - Tooth Brushes
PEPSODENT **81¢**

Deodorant Spray (40% More)
SOFT & DRI 7 oz. Tin **$1.59**

Garbage Bags (20's Pkg. $1.34)
RUFF'N REDDI 10's Pkg. **68¢**

THIS WEEK'S Discount Bargains

Back Strap Removed ! DISCOUNT BARGAIN
BLADE ROAST LB. **79¢**

Oven Ready ! DISCOUNT BARGAIN
CROSS RIB ROAST LB. **99¢**

12 Oz. Tin DISCOUNT BARGAIN
KAM LUNCHEON MEAT **59¢**

PUNCH DISCOUNT BARGAIN
POWDER DETERGENT 5 Lb. Box **$1.69**

FRESH DAILY FROM... The Baker's Oven



Eight Delicious Servings !
CHOCOLATE FUDGE LAYER CAKE ea. **79¢**

Old Fashion Style
APPLE BUNS Pkg. of 8 **47¢**

Made From Fresh Oranges!
ORANGE TWIST **DOUGHNUTS** Pkg. of 8 **53¢**

AVAILABLE IN STORES WITH "THE BAKER'S OVEN"

For Bar B.Q Center Cut Lb.
BLADE STEAKS **99¢**

Fresh Ground Lb.
CHUCK STEAK **$1.07**

Fresh Ground !
HAMBURG lb. **97¢**

Legrade - Boneless Midget Lb.
COTTAGE **ROLLS** **$1.39**

Legrade or Maple - SMOKED
PICNIC lb. **79¢**

Le Belle Fermiere or Swift - Tasty
WIENERS 1 lb. Pkg. **83¢**

Jubilee Brand - RINDLESS
BACON 1 lb. Pkg. **99¢**

Maple Leaf - Pork
SAUSAGE Loose lb. **79¢**

Bilopage
CRETONS 11 oz. Cont. **93¢**

Maple Leaf - Midget ROLL
BOLOGNA 24 oz. each **$1.19**

Coorsh - 2 oz. Sandwich Size
SMOKED **MEAT 4/$1.09**

Hygrade - Meat & Olive - Pickle - Pimento or CHICKEN
LOAF 6 oz. Pkgs. **2/79¢**

GARDEN FRESH PRODUCE!

From Quebec Canada No. 1 Size 16
GREEN CABBAGE LB. **29¢**

From Florida About 16 Lb. Large DISCOUNT BARGAIN
WATERMELON LB. **99¢**

From Calif. - Can. No. 1 Sweet - Juicy SEEDLESS
GRAPES Lb. **49¢**

Imported - Family Favourite RIPE
BANANAS lb. **14¢**

From Calif. - Can. No. 1 Sweet - Juicy FRESH
PEACHES Lb. **39¢**

From B.C. Canada No. 1 - Juicy
BING **CHERRIES** lb. **49¢**

Truly Canadian

EVERYDAY
Deep Discount Prices

DOMINION STORES LIMITED

PRICES EFFECTIVE UNTIL CLOSING TUESDAY, JULY 31st, 1973

WE RESERVE THE RIGHT TO LIMIT QUANTITIES! DOMINION STORES LIMITED

RENTAL

We Rent Almost Everything



- CEMENT BREAKERS, Air, Electric & Gas
- COMPACTORS • MIXERS
- CEMENT SAWS
- COMPRESSORS (Ingersoll Rand)
- HEATERS 1,000 to 500,000 B.T.U.'s
- GENERATORS Onan • PUMPS
- SCAFFOLDING of all kinds
- 1001 OTHER ITEMS ON REQUEST

Rental Center Fabi Inc.

Geo. Fabi pres. — Gilles Fabi mgr.

906 King W. — Sherbrooke — Tel. 569-9641 - 2

WE SELL ALMOST EVERYTHING

CLASSIFIED



COLUMNS OF OPPORTUNITIES

Tel. 569-9525 **Tel. 569-9525**

CLASSIFIED RATES

5c per word
Minimum charge 90c for 18 words or less.
Consecutive insertions without copy change.

3 insertions	less 15%
6 insertions	less 25%
22 insertions	less 33⅓%
260 insertions or one year	less 50%

DEADLINE 10 a.m. working day previous to publication.

CLASSIFIED DISPLAY & AUCTION RATES

Transient to 800 agate lines	19c
800 to 1500 agate lines	16c
1500 to 2000 agate lines	15c
2000 to 5000 agate lines	14c
Over 5000 agate lines	13c

Borders to 6 pt., line rate plus 2c
Borders to 6 pt., and illustration(s), line rate plus 4c
DEADLINE: Noon two working days previous to publication.

1. Articles For Sale

FOR SALE — 50 tons of hay. J. Elson, R.R. 1, North Hatley. Tel. 842-2233.

KAWASAKI MOTORCYCLE, 1972, 750 c.c., very good condition. Tel. 832-2689 after 5:00 p.m.

LIVING ROOM SET, Desk, bedroom sets, knick knacks, china. Please apply to Knowlton. Tel.: 243-6439.

NEW & USED FURNITURE — BOUGHT — SOLD — TRADED. Lowest price. 1026 Wellington St. South. Tel. 567-3581.

THE OUTLAW OF MEGANTIC — Bernard Epps. $6.95 hardcover. Now available at The Annex, Lennoxville. The English Bookstore.

BALANCE OF STOCK of summer dresses and skirts available at reduced prices. Shop now and save. The Wool Shop, Lennoxville. 567-4344.

FURNITURE IN STORAGE. Reason for sale, not claimed. Bedroom, livingroom, kitchen sets etc. As low as $2.00 weekly. Paul Boudreau. Tel. 569-3980 or 864-4251 Deauville.

ATTENTION — To our customers who have the crystal patterns — Norfolk, Windsor, Poitiers, Granada, Iris, Henley, Claremont and Pinwheel. Style changes have been made in production. Stock on hand will be sold at 25 per cent reduction. Skinner & Nadeau Inc., 82 Wellington North.

AUCTION SALE

COMMISSION AUCTION SALE
at
OLEY YOUNG'S AUCTION BARN,
Waterloo, Que.
on
SATURDAY, JULY 28
at 1:00 p.m.

TO BE SOLD: 3 chesterfield sets; 5 night tables; stands; antique chest; antique dresser; side board; round dining-room table; wardrobe; cabinet; cupboard; sewing machine; sewing machine cabinet; table and 4 chairs; 6 odd chairs; 2 occasional chairs; 2 desks; antique washing machine; antique bread maker; television; lawn table and umbrella; pine cupboard; pine chest; 3 stacking stools; record cabinet; chrome chairs; Duncan Phyfe table; rocking chairs; lamps; tables; typewriter; stereo; 3 trunks; lawn chairs; fireplace screen; hall tree; 3 butternut planks; doors; pictures and frames; quantity of tools; dishes; linens; many other articles too numerous to list.

TERMS: CASH

OLEY YOUNG,
Auctioneer
Tel. 539-0140
Waterloo

For
MR. H.S. SANDERSON
Maple St., Ayer's Cliff
SATURDAY, JULY 28, 1973
at 1 P.M.

TO BE SOLD: 1 G.E. television set, 1 three piece chesterfield set, many odd tables and chairs, dining room table and chairs, buffet, rocking chairs and arm chairs, G.E. electric washing machine, G.E. electric stove, bedroom set complete, 1 brass bed, kitchen table and chairs, 1 single bed, De Frost O Matic, 18 cu. ft. chest type deep freeze, 1 8 ft. library table, 2 typewriter tables, easy floor polisher, sewing machine, quantity of books, 2 captains chairs, oil lamps, butter churn, wheel barrow, lawn roller, 2 canvas window awnings, 1 all steel roof ladder, 2 fire extinguishers, 3 vacuum cleaners, large quantity of pictures and frames, mirrors, electric fan, 1 stove cooking fan, 1 nest of tables, quantity of dishes, electric appliances, etc., quantity of antique plates, and many odd antique pieces, quantity of silverware.

Many other articles too numerous to mention, all to be sold without reserve as the property is sold.

Terms: Cash

ART BENNETT
Auctioneer
Sawyerville, Que.
Tel. 889-2272

for
SCOTTY BOWMAN,
(Coach) Montreal Canadiens.
To be held at the former farm
of Homer Gaucher,
Located 2 miles from Roxton Pond, Que.,
on the Patenaude road
TUESDAY, AUGUST 7th, 1973
at 1.30 p.m.

TO BE SOLD: Complete Jersey dairy herd, milk quota, and all dairy equipment, consisting of: 22 Purebred Jersey cows, of which 4 are due to freshen soon, 3 two-year-old Jersey heifers bred to calve this fall, 5 heifer calves, 2 - 8 months old, 1 Aberdeen Angus cow with calf at foot, 1 one-year-old Aberdeen Angus bull, 1 two-year-old Aberdeen Angus heifer, 1 Chor-boy milking machine complete with 2 milker pails, 1, 8 can milk cooler, 15, 8 gallon milk cans, all other dairy equipment. The Industrial milk quota of 131,571 lbs will be sold by the share before the cows.

Please note this is a well-known high producing dairy herd of Purebred Jerseys, all to be sold without reserve, as Mr. Bowman is going into Purebred Polled Herefords.

TERMS: CASH

ART BENNETT
Bilingual Auctioneer
Tel. 889-2272
Sawyerville, Que.

4. Property for Sale

MT. ORFORD — For recreation or year round living. 5 minutes to Mt. Orford Ski Area and Golf Club. Swiss style chalet on good size rustic lot. 3 bedrooms, 1½ baths, fieldstone fireplace, living-dining room with lofted exposed beam ceiling. Asking $20,000. Exclusive, kindly call Mrs. Dorothy Macintosh, 819-843-3130. A.E. Lepage, Westmount Realties Inc.

North Ward
1345 Amherst - Residence 8 rooms 2 Bathrooms Fireplace Garage Cedar Hedge large landscaped lot.
563-9275

4. Property for Sale

953 KING ST. W. — 9 tenements. Cash to be discussed. Will accept mortgage as downpayment. Tel. 569-1746.

IMMACULATE OLD TIME RECONDITIONED farm home. 2 miles from Lennoxville, North Hatley Road. Livingroom, kitchen, 2 bedrooms, modern bath, 2 glass paned sunporches, pastoral valley view on 10 acres of excellent sloping meadowed land. Good pond possibilities. Potential future lot development. Close to ski areas. Year round access to property. Residence, Earle P. Hall — 562-3028. Office — Morin, Dunn, Marcoux Ltd., 569-9926.

8. Cars for Sale

1970 ROADRUNNER, 426 Hemi, all equipped, $1700. Would consider trading for a smaller car. 875-3359.

SHERBROOKE MUFFLER — Sales and Service. Reg'd., fast installation of mufflers, quality materials, lowest price. Fast service. 915 Wellington South. Tel. 569-7333.

SEE OR CALL DON MARTIN, c-o Martin Automobiles for 1973 Chrysler, Plymouth, Valiant, Cricket cars and Dodge trucks. Also quality used cars. 405 Belvedere St. Tel. 567-8421. Res. 562-7062.

10. Horses for Sale

REGISTERED ¾ ARABIAN GELDING, 7 years old, 16 hands, about 1100 lbs. Well schooled English. 569-3485.

11. Livestock for Sale

BRED SOWS for sale. Call 514-248-2369.

11a. Poultry for Sale

PHEASANTS, PARTRIDGES AND QUAILS for sale. Hans Wilms, 6th Range, Fulford, between Bromont and Brome Lake. Tel. 243-6218.

12. To Let

959 KING ST. W. — 4½ rooms, not heated. Tel. 569-1746.

LENNOXVILLE — Modern 5 room heated apartment. Available September 1. Quiet residential area. 563-5095.

LENNOXVILLE — 3½ ROOMS, heated, shag carpets, central vacuum, car plug-in. Phone: 562-6759.

3 ROOM HEATED APARTMENT, 172 Queen St., Lennoxville. $65.00 per month. Apply Roland Blais. 562-6622.

HEATED APARTMENT — 4 rooms, basement, hot water, stove furnished. For September 1. $78.00 per month. 422 Vimy St.

SUBLET — FOUR-ROOM heated apartment, ground floor, North Ward, near bus line. Gas stove, attractive surroundings. Tel. 567-6964.

DELUXE, 4-ROOM APARTMENTS. Now available. One on 3rd floor at 900 Bertrand St., the other on 2nd floor at 1580 Dunant St. Heated year round. Paved parking and well maintained. Janitor. Washer-dryer outlets. Tel.: 562-0655, 569-1840.

17. Rest Home

MAPLE MOUNT NURSING HOME, Cookshire. Private and semi-private rooms. For more information contact, Gilles Rousseau, 875-3130.

20. Wanted to Purchase

WANTED TO PURCHASE used piano in good condition. 567-6703.

WANTED: POSTAGE STAMPS, Old letters, coins. Write "Stamps" Box 232, Sawyerville.

INSTANT CASH — Sell your dishes, furniture, knick-knacks, toys, tools and antiques. We pick up. Tel. 567-7781.

WANTED TO BUY mower attachement for use on 35 HP Ford Tractor. Phone: 1-514-626-4293 collect after 6:00 P.M.

WE BUY all kinds of horses or horses that have just died. The meat from these horses is to feed wild animals. Tel. 562-9463 or 567-1052.

WANTED — ORIENTAL RUGS, any size or condition, also fine antiques. Excellent prices, confidential. Collector in area only for the month of August. Fred Schrader — 838-5949.

24. Salesmen Wanted

BILINGUAL SALESMEN, hardware, housewares for Sherbrooke-Magog and surrounding areas. Apply in confidence to Record Box 368.

READ and USE WANTADS REGULARLY

TAILOR
For ladies and gentlemen
General Repairs
F. COLLETTE
84 King St. West,
(In basement)
Tel. 562-4334 — Sherbrooke

26. Help Wanted: Male

WE ARE LOOKING FOR EXPERIENCED MECHANICS AND PARTSMEN WHO WANT TO LIVE AND WORK IN VANCOUVER AND WE'LL EVEN MAKE SPECIAL ARRANGEMENTS ABOUT YOUR MOVING EXPENSES

At PACIFIC G.M.C. we operate a 3 day week for our employees and they enjoy it. We pay top rates. Working conditions are excellent. So if you are a top-flight mechanic or partsman and want to live the good life on the west coast, write and tell me all about yourself. I will be conducting interviews in Sherbrooke on 6-7-8 August.

RON FARROW
PACIFIC G.M.C. LIMITED
Broadway at Nanaimo
Vancouver, B.C.
Tel. 604-255-111

34. Careers

A CAREER IN THE CANADIAN NORTH

Our Company has several openings in the Canadian Arctic for young people planning a career in retail merchandising and store management.

We are looking for management trainees between the ages of 18 and 23 who have attained a normal standard of education at school leaving age. The candidates should be single, physically fit and willing to relocate.

We provide a complete training program with good starting salaries and generous employee benefits.

If you are interested please write to:

Personnel Department
Hudson's Bay Company,
33 Elgin St.,
Place Bonaventure,
Montreal 114, P.Q.

28. Domestic Help Wanted

HOUSEKEEPER FOR ELDERLY COUPLE. Comfortable bungalow in centre of Knowlton. Call 819-567-8254 collect.

29. Male & Female Help Wanted

THE EASTERN TOWNSHIPS REGIONAL SCHOOL BOARD

requests applications for the following positions:

Business Manager for Alexander Galt Regional High School

Steno - Secretary (Receptionist) at Alexander Galt Regional High School

School Secretary for St. Francis Elementary School

School Secretary for Richmond Regional High School

Steno - Secretary (Receptionist) for Richmond Regional High School

All applications should be addressed in writing to:
Mrs. Sylvia Loomis,
Director of Instructional Services,
2313 King St. West,
Sherbrooke, Quebec.

34. Careers

35a. Legal Notice

CANADA
PROVINCE OF QUEBEC
DISTRICT OF ST. FRANCIS
DIVORCE REGISTRATION
DISTRICT OF MONTREAL
NO: 12-031555-73
SUPERIOR COURT
(Divorce Division)

FRANCOISE HAMEL, merchant, residing and domiciled at 430 - 12e Avenue North, in Sherbrooke, district of St. Francis.

Petitioner,

—vs—

LLOYD BLAIR, of unknown occupation, formerly residing and domiciled in the Province of Quebec, and now of unknown domicile.

Respondent.

COURT ORDER

The Respondent, LLOYD BLAIR, is hereby called upon to appear within 60 days following the last publication.

A copy of the Divorce Petition has been left for him at the Office of the Divorce Registration, in Montreal, at 10 Craig Street East.

And further, the Respondent is advised that in default of his serving and filing such appearance or contestation, within the time prescribed above, the Petitioner may proceed herein by default and a Divorce Decree and other relief may be granted without notice to you.

THIS JULY 17th 1973.

THE REGISTRAR

35a. Legal Notice

CANADA
PROVINCE OF QUEBEC
DISTRICT OF BEDFORD
DIVORCE REGISTRATION
DIVISION OF MONTREAL
NO: 12-030670-73
SUPERIOR COURT
(Divorce Division)

DAME HILDA DOREEN MOFFATT,

Petitioner,

—vs—

ROMEO PARE,

Respondent.

BY ORDER OF THE COURT

The Respondent, ROMEO PARE, is hereby called upon to appear within 60 days following the last publication.

A copy of the Divorce Petition has been left for him at the office of the Divorce Registration of Montreal.

And further take notice that in default of your serving and filing such appearance or contestation within the time prescribed above, the Petitioner may proceed herein by default and a divorce decree and other relief may be granted without notice to you.

COWANSVILLE, this 25th day of July, nineteen hundred and seventy-three.

THE REGISTRAR

Mtre. C. Peter Turner, Advocate,
314 Main Street
Cowansville, Quebec
Attorney for Petitioner

35a. Legal Notice

CANADA
PROVINCE OF QUEBEC
DISTRICT OF ST. FRANCIS
NO: 39-280
SUPERIOR COURT

WESLEY NICHOL, boucher, residant et domicilie a R.R. no. 1, a Lennoxville, district de St-Francois.

Plaintiff,

—vs—

RICHARD JOLY & MARGUERITE JOLY, domicilies et residant a North Hatley, district de Saint-Francois.

Defendants.

ORDER OF THE COURT

The defendants are ordered to appear within a delay of thirty days from the last publication of the present order which must be inserted twice, with an interval of less than a month, in French, in the newspaper La Tribune, of Sherbrooke, and in English in the newspaper Sherbrooke Record, of Sherbrooke.

Copies of the writ and declaration have been left for the defendants at the Office of this Court.

Sherbrooke, this 11th day of July 1973.

Therese Gladu,
Deputy Prothonotary.

LANGLAIS, MONTY, PEPIN, FOURNIER & LANDRY,
Attorneys for Plaintiff.

36. Miscellaneous

HAVE A NICE DAY at work. Love from the Rockcliffe Lightbulb.

39. Lost

LOST — 1 BLUE & 1 BEIGE suitcase from U-Haul between Montreal and Vale Perkins. Tags - Jordon. Finder please call 514-292-5986. Reward.

40. Found

MISSING FAMILY PET, long legged puppy. Sheltering in Katevale. May be yours. Please call 843-4111.

46. Pets for sale

BORZOI RUSSIAN WOLFHOUNDS, registered puppies, champion sire. $250-$300. 843-7653.

REGISTERED GERMAN SHEPHERD puppies. Dachshund puppies. Good temperament. Also dogs boarded. Tel. 567-5314.

GOLDEN RETRIEVER PUPPIES — registered, puppy shots, August 4 delivery. Reserve now. Born hunters. Good with children. $135.00. 562-7853.

48. Money to Loan

MONEY TO LOAN

- $1,000 to $50,000 1st - 2nd mortgage, everywhere.
- Rate starting at 8½%
- Consolidate all your debts into one small payment
- Special attention to all out of town requests.

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1576 King St. W.

Sherbrooke:	569-7375
night:	563-5604
Drummondville:	477-2890
Victoriaville:	752-7772

50. Machinery for Sale

GRAVEL BOX, Cartier Bros., aluminum telescopic hoist, 12½ ft. long x 36 inches, with pump. Tel. 842-2348.

BULLDOZER FLOAT, 10 ton with fifth wheel. Tel. 842-2348.

54. Professional Directory

ADVOCATES

THOMAS A. LAVIN, Lawyer, Lapointe, Rosenstein, White, Knowlton Office, Monday, Wednesday & Friday 6:00 p.m. Tel. 243-5247.

C. PETER TURNER, Advocate, 314 Main St., Cowansville. Tel. 263-4977.

ASHTON R. TOBIN, Q.C. Trial work and General Practice, 144 Wellington North. Tel. 562-2120.

LYNCH, MACLAREN & HACKETT, 25 Wellington St. North, Suite 701, Sherbrooke. Tel. 569-9914. 78a Railroad St., Rock Island. Tel. 876-7295.

LANGLAIS, MONTY, PEPIN, FOURNIER & LANDRY, 6 Wellington St. South, Sherbrooke. Tel. 562-4735. Also Stanstead 876-2771.

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COMPLETE AUCTION SERVICES
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ART BENNETT
Sawyerville - Tel. 889-2272

TENDERS

The City of Sherbrooke is calling tenders for the sale of lot 9-173, in the East Ward, on Woodward St., Sherbrooke.

Sealed tenders, marked: "Tender for the sale of lot 9-173" must reach the City Clerk's Office, at the City Hall, 145 Wellington St. north, Sherbrooke, on or before August 6, 1973 at 11:00 o'clock a.m.

Upset price: $2,690.00

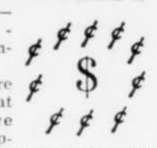
Robert L. Bélisle,
City Clerk.

DOLLARS & GOOD SENSE

by WILLIAM J. MARTIN
Special Consultant to Avco Financial Services

Condominium living has become extremely popular recently. It can combine the best elements of apartment living and home ownership.

Even though they're a phenomenon of the last decade, the beginnings of condominium living date back to early Roman times. Now, a new twist has been added to the process — conversion condominiums.



These are buildings that were once rental properties, but now are being sold to individual owners. The building owner can realize the tax advantages of the rental units and still sell the property at a profit under this arrangement. The individual buyer still has the advantages of the condominium, with perhaps a lower price, but there are some things to watch out for.

Conversion units by their very nature must be at least several years old. Take a good look at wiring, plumbing, roofing, etc.

Condition certificates by outside engineers are a must, according to David Wolfe of Community Management Corp. You should be told how soon repairs will be needed.

The best yardstick, however, is to find out how many former renters are buying their apartments. If the number is less than 20%, be careful.

Readers' questions are welcome and should be sent to Box 5875 London, Ontario.

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— Local and Long Distance MOVING
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Plumbing, heating wood, gyproc, wool, doors. "Formica" finishing 10,000 sheets. "National" paints. A house of confidence, synonymous of quality and better prices.

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Chartered Accountants
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Sherbrooke 569-6301
Halifax — Saint John — Sept Iles — Quebec — Sherbrooke — Montreal — Ottawa — Toronto — Hamilton — Kitchener — London — Windsor — Winnipeg — Regina — Saskatoon — Weyburn — Calgary — Edmonton — Vancouver and in principal areas of the world.

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D. J. Crockett, C.A.
licensed trustee,
301 Continental Building,
Sherbrooke, P.Q. 563-6333.

LYON, NOBLE, STAFFORD & CO.
Chartered Accountants
150 Frontenac St. Sherbrooke
Tel. 563-4700

Palazzo Pantdres

Printed Pattern



9452 34-48
by Marian Martin

SWEEP REGALLY into a room in this marvelous, slimming palazzo pantdress! Sew it in fluid crepe, nylon jersey to wear belted or not. Send!

Printed Pattern 9452: Women's Sizes 34, 36, 38, 40, 42, 44, 46, 48. Size 36 (bust 40) takes 3⅜ yards 60-inch fabric. SEVENTY-FIVE CENTS (75c) cash, cheque or money order for each pattern—add 15 cents for each pattern for first-class mailing and special handling. Ontario residents add 5¢ sales tax. Print plainly SIZE, NAME, ADDRESS and STYLE NUMBER.

Send your order to MARIAN MARTIN, care of Pattern Dept., The Sherbrooke Record, 60 Front St. West, Toronto 1, Ontario.

NEW! SPRING - SUMMER CATALOG! We love to design for you—over 100 town, vacation, glamor styles. Choose one pattern free! Send 75¢ now.. INSTANT Fashion Book, $1. INSTANT Sewing Book—sew it today, wear it tomorrow, $1.

West Brome

May F. Coughtry
263-1938

Mrs. Leonard Williams of Granby and daughter Miss Carol Williams R.N. of Montreal were dinner guests of their brother and uncle Mr. Fred Edwards and Mrs. Edwards on Thursday evening, June 28.

Mr. and Mrs. Grant Edwards and two sons David and Mark of Ottawa, spent the holiday weekend with the former's parents Mr. and Mrs. Fred Edwards.

Mr. and Mrs. Robert Haines of Lachine were tea guests of their aunts Mrs. Mary McCutcheon and Mrs. Sarah Rundle on June 30.

Mrs. Margaret Stewart was in North Hatley on Wednesday, July 4 to attend the antique show.

Mrs. Hazel Brown of Sutton was a tea guest of Miss Cecile Darbe on July 1.

Mr. George McCutcheon of Otterburn Park is spending two weeks with his sisters, Mrs. Mary McCutcheon and Mrs. Sarah Rundle.

Misses Emma and Evelyn Coughtry of Montreal West spent the weekend of July 6 with their parents Mr. and Mrs. William Coughtry and grandmother, Mrs. Minnie Derby.

Mrs. Minnie Derby, Mr. and Mrs. William Coughtry and daughters, Misses Emma and Evelyn Coughtry spent Saturday, July 7 at Lake Willoughby and called on Mrs. Hattie Cowan at Rock Island.

Mr. Wayne McCutcheon of Knowlton was a tea guest of Mrs. Mary McCutcheon on July 8.

Mrs. Clifton Smith of Sweetsburg, Miss Cecile Darbe, Mrs. Mary McCutcheon, Mrs. Sarah Rundle and Mr. George McCutcheon attended the North Hatley Antique show on July 6.

GUILD MEETS

The Ladies Guild of the Church of the Ascension met in the Basement on Thursday afternoon, July 5, at one o'clock. The meeting opened with The Lord's Prayer in unison and Mrs. George Clarkson committee conducted the business.

Final plans were made for the bazaar and afternoon sale held on Saturday, July 21 from 3-5 in the Basement.

The next meeting of the Guild will be at Mrs. Margaret Stewart's on Thursday afternoon, August 2.

A delicious lunch was served by the joint hostesses, Mrs. George Clarkson and Mrs. Harry Stubb.

Party reminisces

In the afternoon and evening of June 30, a goodly number of relatives and friends, old neighbours and school mates — many of whom were present at the wedding and reception of Raymond Parker Wood and Edith (Ellie) Cavell Thompson on June 28, 1941, in the Birchton United Church, gathered in the Birchton Hall for a meet, chat and reminesce party, arranged by Jack and Myrtle Murray.

An air of joviality and happiness pervaded the gathering. It was interesting and amusing to note the expressions of incredulity on faces when the once slender schoolgirls, who had become buxom matrons — sometimes grandmothers — failed to recognize old pals upon whom Mother Nature had wrought similar changes.

In the guest book, later given to Raymond and Ellie as a souvenir, each guest wrote varied comments, memories, etc. — among which one old childhood neighbour penned "I often recall those happy yester-years. But well do I remember the long walk to the Sawyerville High School when my little legs got so tired trying to keep up to you and Mildred with your longer and stronger legs."

The Birchton U.C.W., under the capable direction of Mrs. Basil Prescott, served tasty refreshments.

Austin Thompson and Mrs. Thompson (nee Thelma Porter), Margaret McBurney Waldron and a Wood son, Barrie were at the gathering.

Following is the account of the Wood-Thompson wedding as of June, 1941:

"A thing of beauty is a joy forever" will often be true to many who gazed upon the beauty of God's handiwork of roses, ferns, peonies, and daisies in the archway, in the unusually original markings of the guest pews, and in the attractive bouquets in the windows all arranged under the direction of Mrs. F.A. Hodge, in the Birchton United Church on Saturday afternoon, June 28, when at 3 p.m., to the strains of Wedding Bells played by Miss Madeline Macrae of Sawyerville, Miss Edith Cavell Thompson, daughter of the late Mr. and Mrs. William Thompson, escorted by her brother, Mr. Clive Thompson, took her place before the floral arch and beside her betrothed, Mr. Raymond Wood, son of Mr. and Mrs. Walter Wood of Sweetsburg.

The bride looked charmingly delicate in a floor-length white chiffon-over-satin gown fashioned in the fitted-yoke-full-skirt Victorian style, with a silk embroidered casual veil, the same length as her gown, and held in place by clusters of orange blossoms. Her arm bouquet was of rose buds and bridal rose tied with pink.

There, supported by Miss Margaret McBurney and Mr. Ivan Wood, the young couple reverently took their marriage vows, while, with the Rev. R. Clarence officiating, the organ softly played a sacred melody.

Her attendant's gown was of a delicate blue chiffon over satin and of the same creation as that of the bride. Her shoulder-length halo veil was of the same shade as her dress and held by clusters of pink rose buds. She carried a scatter bouquet of blue forget-me-nots and fern.

Mrs. Walter Wood, mother of the groom, wore a blue crepe dress, with matching accessories, and a corsage of rose buds, forget-me-nots and fern.

After the ceremony, the bridal party left the sacred edifice to the strains of Love Bells and went to The Pines, the home of the bride's elder sister, Mrs. Jack Murray and Mr. Murray. Here the newlyweds, standing happily under a pink and white archway and amid a profusion of delicately perfumed pink rose buds, received the felicitations of the guests.

Later a buffet lunch was served by Misses Mildred Dempsey, Blanche Dempsey, Gertrude Grapes, Jean Taylor, Ruth Grapes, Gertrude Dempsey and Thelma Porter, all freshly attractive in their dainty white dresses and pink rose buds, and in charge of Mrs. S.J. Taylor and Mrs. Robert Kirkby.

At 8 p.m. the bridal party and guests repaired to the IOOF Hall in Sawyerville where they "Tripped the light fantastic toe" with many old friends and neighbours. Music was furnished by Pete Ward's five-piece orchestra.

Among the out-of-town guests were Mrs. Walter Wood of Sweetsburg, Mr. and Mrs. Ivan Wood of Aver's Cliff, Mr. and Mrs. Clarence Durrell of Granby, Mr. and Mrs. Henry Stoddard of East Clifton, Mrs. Henry Thompson of East Clifton, Mrs. Tom Thompson, Mrs. Samuel Marshall and Mr. and Mrs. Ivan Lobdell, all of Sawyerville, Mr. and Mrs. W.H. Hill and Miss Alice Hill of Bulwer and Mr. and Mrs. George Wade of Granby.

Later the groom and his bride left to honeymoon in Quebec City and Mirror Lake. They will reside in Bedford.

The year's first

Richmond Fair promises keen competition

RICHMOND — That time is here again.

That time is this week and it represents some of the most memorable pleasures which the warm summer weather, guarded over by a friendly sun, has to offer.

That time is fair time. It is show time as the Eastern Townships is favored by the insurmountable heights brought about by the annual Eastern Townships gala of agricultural exhibitions.

The first fair of the region opens July 26 when the annual Richmond Exhibition, sponsored by the Richmond County Agricultural Society, gets underway. The fair, long known as a highlight to summer pleasure, will continue as it slowly mounts to its peak throughout July 27-28-29.

When closing day so quickly comes around, many Eastern Townships residents will feel hard-pressed and long for the opening of the following year's exhibition once again.

Among the many offerings available this weekend will be exhibits of cattle, horses, other animals, cooking and garden delights.

Action gets underway on Friday at 7:30 p.m. when the horse parade will be held. Many fine animals are scheduled to appear in the parade.

The horse parade will be followed with the cattle parade at 8 p.m. All breeds found in the Eastern Townships with regularity will be in the parade. The parade will feature the many different animals which will be attempting to cop top honors in this, the first fair of the season.

At 8:30 p.m. an old-time fiddling contest will whet the musical tastes of fair-goers. At the same time a beef steak Bar-be-Que with potatoes, salad, buns, etc. will be served.

Everyone is welcome and the cost is but $3.

Saturday the judges will be on the scene for the horse categories starting at 9 a.m. The judging will continue throughout most of the day. The day will be capped with a special show and dance with Jerry and Jo-Anne along with a yet unnamed special guest.

The dance will wind up at 1 a.m. but although the day is over fair followers won't dismay because the Sunday sunrise is just a few hours away. Horse competition continues all day Sunday with horse shows at 1 p.m. and 7:30 p.m. Halter class judging will be held Sunday morning.

From 2 p.m. to midnight, for the first time ever in the history of Richmond Fair, a beer garden will be open on the grounds.

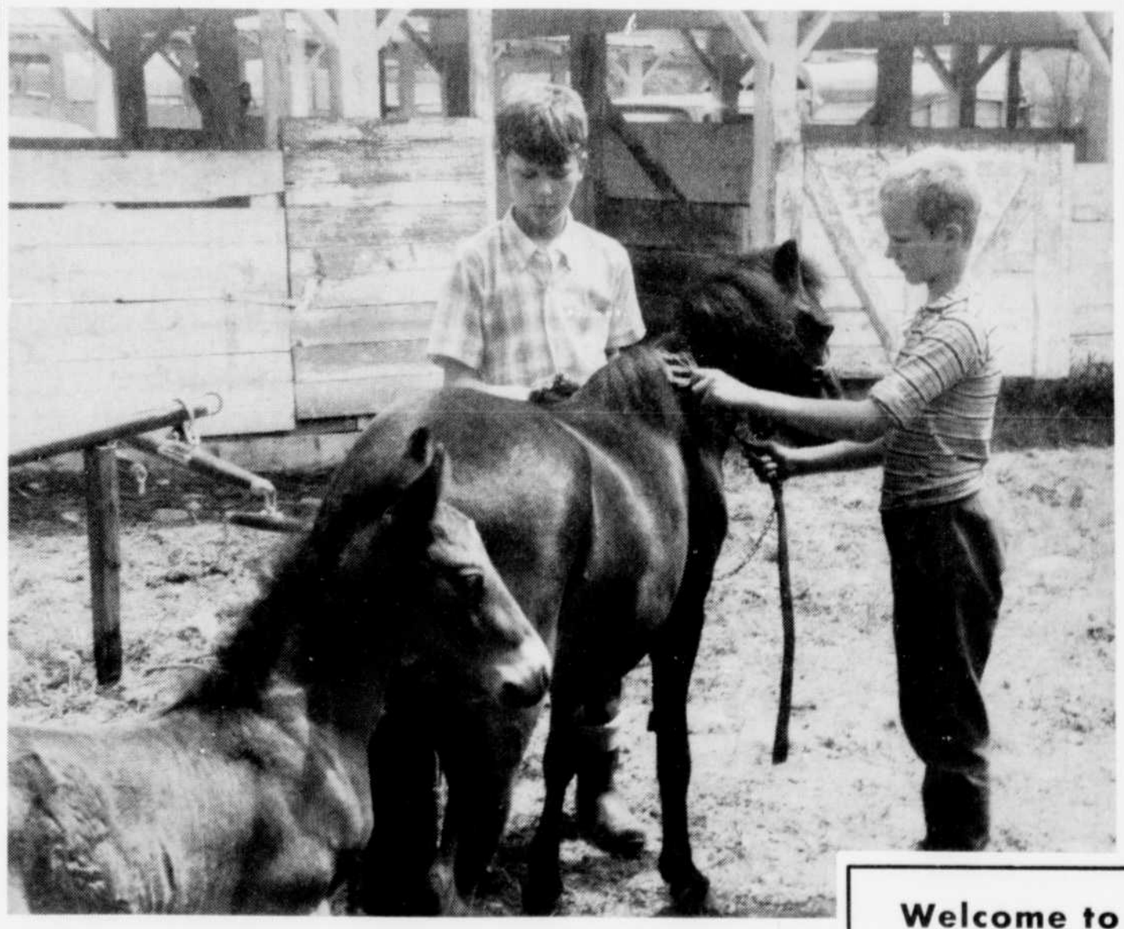
All action gets underway on July 26 and organizers are looking forward to a good sized crowd. They have prepared long and hard for this event ever since the gates closed a year ago.

They shouldn't have any need to worry. With the summer fare of animal exhibitions in addition to the midway and all the other tasty treats which go hand-in-hand with the success which Richmond has enjoyed for many long years, no one need worry about this year's fair.

As it has been and as it is sure to be, the annual Richmond Fair will delight all who take the opportunity to move within the gates this weekend.



LAST YEAR'S PET SHOW WINNER WAS A BEAUTIFUL COLLIE. THIS YEAR'S ANIMALS SHOULD BE JUST AS BEAUTIFUL.



THE PONY ENTRIES ARE LOVINGLY TENDED TO BY THEIR OWNERS. NO WONDER THE ANIMALS SEEM SO BEAUTIFUL.

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Doug's Welding Works
ELECTRIC and ACETYLENE WELDING
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DIESEL OIL AND GAS
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THE TOWN of RICHMOND
Welcomes everyone to attend
the
RICHMOND FAIR
July 26—27—28—29
MR. ROGER TRUDEAU, Mayor
COUNCILLORS: Roland Perron, Arnold A. Healy, Andre Lupien, Albert Dunn, Dr. Jean Smith, J. A. Thibodeau
Gilles Ducharme, Secretary-Treasurer

Richmond: One of the year's best fairs

Success to the Directors of the Richmond County Fair
July 26-27-28-29th
NEW
HANDY ANDY
WITH SERVICE
Alan R. Smith, Prop.
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Complete stock of hunting supplies and equipment.
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180 Main St.—Richmond, Que.

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MUNICIPALITY OF
MELBOURNE
VILLAGE
Harold Henderson - Mayor
George Ewing, Pro. Mayor
COUNCILLORS:
Denis Lupien — Stewart Henderson
Gaston Geoffroy — William Borden,
David Fortier
Gordon McKeage, Sec.,-Treas.

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For All Occasions
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Dealers for:
CHEVROLET — OLDSMOBILE — VEGA — CHEVROLET TRUCKS
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SALES & SERVICE ON
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'IN GROWING' WILL AGAIN BE SHOWN AT THE FAIR AND VEGETABLE DISPLAYS SHOULD ABOUND.

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★ Choice Western Meat

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at the Richmond County Fair

1856-1973

BEST WISHES FOR THE SUCCESS OF ANOTHER RICHMOND COUNTY FAIR

H. H. Brown Shoe Co. (CANADA) LTD.

Tel. 826-3727 — RICHMOND, QUE.

FRUITS

Committee in charge: Chairman: H. Macleod, M. Hodge, R. Pariseau.

Class 40

All apples to have the stem on.

Prizes: $1.00 - .85 - .75 - .60 - .50 except Nos. 24, 25, 26, 27.

1—St. Lawrence apples, 5 specimens.
2—Duchess.
3—Red Astrachans.
4—Fameuse.
5—Scarlet Pepin.
6—Wealthy.
7—Peach.
8—Courtland.
9—Strawberry.
10—Golden Russet.
11—Melba.
12—Joyce.
13—McIntosh Red.
14—Wolf River.
15—Greening.
16—Lobo.
17—Yellow Transparent.
18—Grafted Apples, any other kind not on list, 1 plate.
19—Crabapples, 10 specimens.
20—Grapes, 2 bunches.
21—Plums, blue, plate of 12.
22—Plums, red, plate of 12.
23—Pears, 5 specimens.
24—Collection of Apples, Summer, 3 plates.
Prizes: $2. $1.50 $1. .75
25—Collection of Apples Fall, 3 plates.
Prizes: $2. $1.50 $1. .75
26—Collection of Apples, Winter, 3 plates.
Prizes: $2. $1.50 $1. .75
27—6 qt. basket, any summer variety.
Prizes: $2. $1.50 $1. .75

Entries Close July 19th

CATTLE

Committee in charge: Donald Goodfellow, Pres., Warren Ross, H. Taylor, John Ross, David Crack, Dr. P. O'Donnell.

CHAMPIONSHIP AWARDS

Only animals placed 1st. or 2nd. are eligible.

Health of Animals Regulations.

All cattle to be exhibited must be accompanied by a health certificate showing they originate from a herd free of Brucellosis and Tuberculosis. Any herd must also have the certified and accredited area standing. This certificate (Form PHA-4) must be issued by the Health of Animals Division.

Other Diseases.

All animals entering to the Exhibition must be healthy and not showing any symptoms of contagious diseases. Skin diseases included.

All animals will be examined by Veterinarian of the Health of Animals Division.

Offices where you can have PHA-4 :

SHERBROOKE:
Box 346
Room 241, Federal Bldg.

SPECIAL PRIZES

Ladies' Department

1. The SIMPSON SEARS LTD. Toronto, Ont., have graciously donated a special prize of silver salt and pepper set to exhibitor winning the largest number of points in classes 44-45-46.

2. THE FOWLER PRESS, Richmond, Que., graciously donated a Special Prize of $1.50 for a woven bedspread. Not shown in class 48.

3. G. GREGOIRE INC. is offering a 5 lb. can of Magic Baking Powder for best Baking Powder Biscuits, made with said Powder.

4. RICHMOND YOUNG WOMEN'S INSTITUTE donates
a) $1.25 for the best rolls — 6 in number. Plain.

b) $1.25 for the best apple pie.

5. FRY-CADBURY LIMITED, makers of Fry's Cocoa, offer the following prizes: For the best iced or frosted 8 or 9 inch chocolate layer cake baked with Fry's cocoa. Frosting may be chocolate or other flavour; Exhibits to be displayed with a label from Fry's cocoa. One prize to any one contestant.

1st prize $5.00 - 2nd prize $3.00
3rd prize $2.00

6. SPOONER POND WOMEN'S INSTITUTE OFFER for the best crocheted hat and scarf in "SAYELLE" any length and color. First prize, $1.50, second prize $1.00.

7. CLEVELAND WOMEN'S INSTITUTE offer for best mounted collection of not more than eight colored snapshots of the four seasons. Adults only.

1st prize $2.50 - 2nd prize $1.50
3rd prize $1.00

8. a) Melbourne Ridge Women's Institute offer prizes for plate of 6 plain bran muffins; 1st - $1.50; 2nd - $1.00; 3rd - .50c.

b) for plate of plain chocolate fudge, 6 pieces; 1st - $1.50; 2nd - $1.00; 3rd - .50c.

GRAINS AND SEEDS

Committee in charge: Chairman: L. W. Taylor, Ashley Stalker.

CLASS 38

Grains and Seeds to be shown in new clean pails or buckets.
Prizes: $2.00, $1.80, $1.40, $1.00, .60.

1—Barley, 2 rowed, ¼-bushel.
2—Barley, 6 rowed, ¼-bushel.
3—Oats, ¼-bushel.
4—Buckwheat, ¼-bushel.
5—Beans, ¼-bushel, Red or Yellow eyed.
6—Beans, ¼-bushel, any other Variety.
7—Timothy Seed, ¼-bushel.
8—Clover, ¼-bushel.

CLASS 39

Grain in Sheaf, 3 inches in diameter at top band.

Prizes :
3.50, $3.00, $2.50, $2.00, $1.50.

1—Barley, 2 rowed.
2—Barley, 6 rowed, smooth awn.
3—Barley, 6 rowed, rough awn.
4—Oats.
5—Timothy.
6—Ensilage Corn, 6 stalks.
7—Quebec Yellow Corn, 6 stalks with cob.

COOKING DEPARTMENT

Committee in charge: Mrs. W. Lancaster, Mrs. E. Lynch.

All bread, cakes and pastry except Section 2, to be made from any kind of flour, not packaged mix, and judged the first days of the fair, commencing at 1 p.m. Articles not winning a prize can be removed after judging.

FLOWERS DEPARTMENT

Class 54-55-56

Committee in charge: Mrs. Della Gallup, Mrs. E. Crack, Mrs. H. MacLeod.

Judged the first day of the Fair, commencing at 1 p.m.

All exhibits to be arranged on the tables not later than noon the first day of the Fair.

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Richmond COUNTY FAIR

July 26-27-28-29

Fairgrounds Located

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ST. MAURICE CARNIVAL MIDWAY

Daily Programme

OPENING DAY THURSDAY

Calf Club
Vegetables Flowers
Ladies & Children's departments
Dairy & Maple Products

EVENING: 7:30 P.M. PET SHOW

FRIDAY, July 27th

HORSE, POULTRY, DAIRY CATTLE, SWINE JUDGING

EVENING:

7:30 P.M. HORSE PARADE
8 P.M. CATTLE PARADE

8:30 OLDTIME FIDDLING CONTEST
9 P.M. BEEF STEAK BAR-B-Q with potatoes, Salad, bar etc.
Everyone Welcome !
$3.00 per person

SATURDAY, JULY 28th

9 A.M. Horses

EVENING: 9 P.M. to 1 A.M. JERRY & JoANNE with special guest artists SHOW and DANCE

SUNDAY, JULY 29th

9 A.M. Halter Classes
1 P.M. Horse Show
7:30 P.M. Horse Show
9 P.M. Drawing for $100.00

BEER GARDEN

for the first time on the grounds

2 P.M. to Midnight Adm. $1.25 per person

.50 Per Car .50 Per Child

Asbestos Harmony Band
7 P.M. Parade Richmond
7:30 P.M. Arrive at Fair Grounds

There's Fun For Everyone at the RICHMOND FAIR.....



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July 26 - 27 - 28 - 29

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516 Main St. Richmond, Que.

HORSES

Committee in charge: S. W. Perkins, Wm. Patterson, R. Bernier, G. Bisson, J. Beaudoin.

Age of horses will be reckoned from January first.

On making entries, the owner's name and address in full, the name of the animal (if named) and the age should be given.

In all registered classes of horses certificate of registration as recorded in the Canadian National Records, Ottawa, must be furnished.

All stallions must carry a certificate of health from a qualified veterinary surgeon. Certificate of above to be presented when called for by a Director or authorized person.

No prize will be awarded any stallion, in any class, that does not possess a permit for serving, from the Stallion Inspection Board as required by the Council of Agriculture.

No horse shall be allowed to compete in more than two classes or sections except for group classes, and special prizes, and can be shown both in pairs in harness, and also single in harness.

All stallions bonused must be shown at Fair.

PARADE: Order arranged by Committee.

SWINE RULES

1. All entries must be in the office of the secretary on or before July 19. The right is reserved to accept or refuse any entry.

2. Entry fees of 10% will be deducted from prizes paid.

3. Judging will be done on Friday, starting at 1 p.m.

4. Boars 9 months and over must have tusks cut off.

5. Number of entries per class:

(a) Seven classes for Breeding Animals. Limited to one entry per exhibitor per class, but the exhibitor may enter two entries per class to a maximum of two classes.

(b) Single Barrow Class. Limited to one entry per exhibitor.



SPECIAL PRIZES

1—The Ingalls Memorial Silver Cup for the best Mare or Gelding, any age in the Roadster Class.

The cup to be competed for annually.

2—Canadian Johns-Manville Co., Limited, Asbestos, Que. graciously donates the following Special Prizes.

For best registered draught stallion $5.00; For best registered draught mare $5.00; For best pair of draught farm horses, gelding or mares to wagon — $5.00.

3—Lady Drivers. — Mares or Gelding, to be driven by a lady; open to all. The horse, style or turnout and skill in handling to be considered. 1st prize $3.00; 2nd prize $2.00.

4—H. F. Graham Inc., Sherbrooke, donation of $5.00 to exhibitor of best showing of horses in parade.

5—Quebec Percheron Breeders' Association offer special prizes in purebred registered Percherons as follows:

A possible sum of $50.00 to be shared out as follows among the first five (5) foals of 1973 or fillys of 1972.
1st $12.00; 2nd $11.00; 3rd $10.00; 4th $9.00; 5th $8.00.

6—Mrs. Norbert J. Keenan, Lennoxville, Que., donates "The Norbert J. Keenan, Memorial Trophy" for the best team of draught horses exhibited at the Richmond Fair. The trophy to be competed for annually, (1251 lbs. or over).

7—Manasan Farm, Danville, Que. donates a trophy for Junior Equitation.

President's message

As President, I wish to extend to you our most sincere thanks to all advertisers and donors whose help made it possible to publish this splendid program for 1973.

I wish to thank all those who co-operated in some way to make a success of this Richmond County Fair and I gladly take this opportunity to extend to everyone this public expression of our gratitude and extend a hearty welcome to all visiting our Fair.

Henry E. WHEELER,
President.

DAIRY CATTLE

1. All entries must be in the office of the Secretary on or before July 19th. When stable accommodation is taken up, entries will be returned. The right is reserved to accept or refuse any entry.

2. An entry fee of 10% will be deducted from prizes paid.

3. The age of cattle shall be in accordance with the new prize list as approved by the Canada Department of Agriculture and shown on the following pages.

4. All entries should be made on the proper Entry Form. It is not necessary to make an entry for any of the Special Classes.

5. Tampering with Cattle or any unnatural practices in fitting will not be tolerated. All cattle entered for competition shall be presented in their natural conformation and physical condition.

Please be sure to bring your Pedigrees, B.C.A. and R.O.P. Certificates. These must be available at the ringside.

All entries must be owned by and registered in the name of the exhibitor.

An exhibitor may make two entries per section up to a maximum of two sections, exhibitors choice.



Don't miss the

RICHMOND COUNTY FAIR

July 26-27-28-29

and keep in mind
the

33rd Annual Street Fair

to be held

SATURDAY—SEPT. 8th

at the Richmond Coliseum
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Branch 15

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Best wishes to the Richmond County Fair!

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ANDRE RICHARD, Dir. of Public Works
YVON HAMEL, Clerk
ARMAND PROULX, Treas.
ADRIEN LARIVEE,
Police Chief
SERGE CHARLAND, Buildings Inspector

GILLES L. PROULX
LEO DUSSAULT
ROGER LAMBERT

ARMAND LARIVEE
LEOPOLD FRECHETTE
ROCH FRECHETTE

WIN YOUR ORDER IN CASH!

LES ALIMENTS

Bonimart

100 DES GRANDES FOURCHES ‹SOUTH SHERBROOKE

WINNERS OF THE DRAWING ON SATURDAY JULY 14th

- MRS. MANON LEMIEUX, 353 Alexandre — $39.90
- THERESE LAJOIE, 194 St-Jean Baptiste, Bromptonville — $35.09
- MRS. BENOIT POIRIER, 1015 Bowen South — $29.59
- MRS. MONIQUE TURCOTTE, 1554 King East, Sherbrooke — $21.12
- MRS. EMILE LEMIEUX, 29 Cathedrale, Sherbrooke — $10.00

EXTRA SPECIAL
FRONTENAC ASSORTED FLAVORS ICE CREAM ½ GAL. SQUARE CONT. 69¢

EXTRA SPECIAL
PEPSI-COLA FAMILY SIZE 6 26 OZ. BOTTLES 99¢ PLUS DEPOSIT

SUMMER SPECIAL
TEX-MADE FASHION FLANNELETTE PRINTED SHEET BLANKET 70" x 90" SIZE $3.89

FROZEN FOOD PRODUCTS
OLD SOUTH FLORIDA FROZEN ORANGE JUICE 12 Oz. Tin 35¢
HIGHLINER FROZEN HADDOCK FISH STICKS 8 Oz. Size 59¢

SPECIALS THIS WEEK
BONIMART CONCENTRATED JAVEL WATER 128 Oz. Cont. 49¢
CAVALIER LAUNDRY DETERGENT 5 Lb. Bag 89¢

SPECIAL THIS WEEK
TOPS DOG FOODS
- BEEF
- LIVER
- CHICKEN

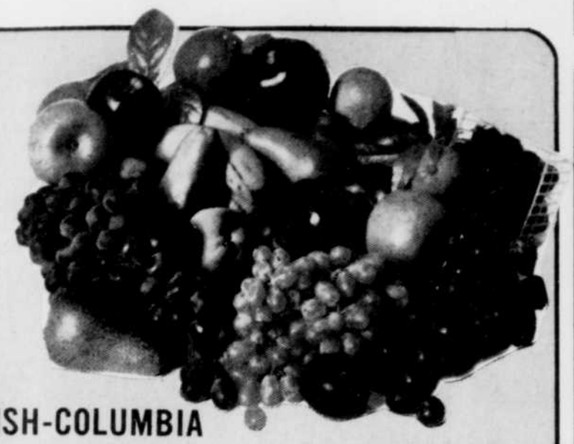
8 15 Oz. Tins 1.00

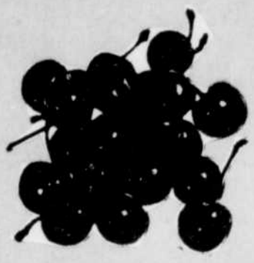
WE RESERVE THE RIGHT TO LIMIT QUANTITIES!

SPECIAL THIS WEEK
FACELLE ROYALE 3 PLY FACIAL TISSUES 3 67'S PER BOX 1.00

FRUITS & VEGETABLES RECEIVED FRESH DAILY

JULY...IS THE SALAD MONTH





BRITISH-COLUMBIA SWEET & JUICY BING CHERRIES CANADA NO. 1 LB. 49¢

U.S. CANADA NO. 1 JUICY & SEEDLESS GREEN GRAPES LB. 49¢

LOCAL GROWN ICEBERG LETTUCE FRESH & CRISPY EA. 29¢

FROM MOROCCO-NEW CROP ORANGES 105 SIZE DOZ. 79¢

LOCAL GROWN YOUNG & TENDER CARROTS 2 LARGE PKG. 39¢

MORE QUALITY SATISFACTION GUARANTEED



CANADA GRADE "A" RED RIBBON BEEF

BLADE ROAST

REGULAR CUT BACK STRAP REMOVED LB. 83¢

BLADE STEAK LB. 99¢

FEDERAL WIENERS 1 LB. PKG. 79¢

CROSS RIB ROAST LB. $1.03

MENU BURGER WITH PROTEINS LB. 69¢



BAKED ON THE PREMISES!

BONNE TABLE BAKERY PRODUCTS
- FRUIT RINGS EA. 52¢
- APPLE LOAF CAKES EA. 52¢
- MOLASSES COOKIES 18 FOR 49¢
- DEVIL'S FOOD CHOCOLATE LAYER CAKE EA. 87¢

EXTRA SPECIAL
SWING ORANGE FLAVOR CRYSTALS 5 3¼ OZ. ENV. PER PKG. 59¢

EXTRA SPECIAL
NESCAFE INSTANT COFFEE 10 OZ. JAR 1.79

ECONOMY BEEF
- FULL SLICE ROUND STEAK LB. $1.45
- BOTTOM CUT RUMP ROAST LB. $1.45

BONNE TABLE PRODUCTS
- CHICKEN PIE 2 12 Oz. 89¢
- BEEF PIE 2 12 OZ. 89¢
- POTATO SALAD OR COLE SLAW 24 Oz. 69¢

BONIMART PRICES
- BOTTOM CUT RUMP ROAST LB. $1.63
- FRESHLY MINCED HAMBURG Lb. 97¢
- LE PETIT GORET SMOKED SHANKLESS PICNIC Lb. 79¢
- CANADA GRADE "A" CRYOVAC CHICKENS Lb. 55¢
- BONELESS, FULL SLICED ROUND STEAK Lb. $1.63
- HYGRADE SLICED MEAT 2 6 Oz. 79¢
- SODAR RINDLESS BACON 1 Lb. $1.05
- BONELESS STEWING BEEF Lb. $1.09
- BOLOGNA SAUSAGE BY THE PIECE Lb. 59¢
- HER PACK SMOKED MEAT 4 2 Oz. Pouches $1.09
- PHILLIPP RINDLESS BACON 1 Lb. 97¢

SPECIAL THIS WEEK
HEINZ CANADA FANCY TOMATO JUICE 5 19 Oz. TINS 1.00

PRICES IN EFFECT UNTIL JULY 31st '73

SPECIAL THIS WEEK
CAVALIER SALAD DRESSING 32 OZ. JAR 59¢

CONVENIENCE SECTION OPEN 7 DAYS A WEEK: 9 A.M. TO 9 P.M.

LAWS AND REGULATIONS

Regulation draft

QUEBEC

EXTENSION PROJECT

Construction — Province

Pursuant to the Construction Industry Labour Relations Act (Q.S. 1968 and am.) the Minister of Labour and Manpower Mr. Jean Cournoyer, hereby gives notice that certain contracting parties have petitioned him to render obligatory a collective labour agreement for designated employers, artisans and employees working at trades and employment, according to conditions described below:

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Article

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3.00 Professional and industrial jurisdiction
4.00 Territorial jurisdiction
5.00 Trades and occupations
6.00 Trade jurisdiction conflicts
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9.00 Labour association representative
10.00 Stewards
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19.00 Artisan-contractor
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Appendix "B" Trades and occupations

Appendix "C" Subdivision of certain trade or occupation definitions for wage-determination purposes

Appendix "D" Wage regions and Wage rates (decree)

Appendix "E" Labour Standards Schedule (Fair Wages Schedule)

Appendix "F" Electric power transmission and distribution, Transformer stations and Communication networks

Appendix "G" List of arbitrators

1.00 Definition of terms: In the decree, unless the context indicates otherwise, the following terms and expressions must be interpreted as follows:

1.01 Decree: The present decree.

1.02 Employee: Any person, either physical or moral, or any partnership employing one or more employees and who or which does, on his or its own behalf or for others, construction work governed by the decree. Such term also includes the master pipe-mechanic or piping contractor and the master electrician or electrical contractor.

1.03 Master pipe-mechanic (Contractor for piping): this term has the meaning given to it by the Master Pipe-Mechanics Act (R.S.Q. 1964, chapter 155 and amendments).

1.04 Master electrician (Electrical contractor): This term has the meaning given to it by the Master Electricians Act (R.S.Q. 1964, chapter 153 and amendments).

1.05 Junior journeyman: Any journeyman who is in his first year of practice as a journeyman.

1.06 Artisan-contractor or artisan: Any person who, alone, in a crew or in partnership and without the assistance of any employee, carries out for commercial purposes, with his own hands, construction work covered by the decree.

The contractors defined in paragraphs 1.02 and 1.07 are excluded from such term.

1.07 Heavy equipment artisan-contractor or heavy equipment artisan: Any person who, alone, in a crew or in partnership, on his own behalf and without the assistance of any employee, carries out for commercial purposes construction work covered by the decree, by using heavy equipment or machinery which he owns and which he operates himself.

1.08 Employee-foreman: The employee-foreman is the employee who is explicitely designated by the employer and who usually has crew leaders or employees working under his orders, but who does not have power to hire or lay off employees.

When the employee-foreman has jurisdiction over employees of several different trades, he must hold a qualification certificate for the trade that he plies.

1.09 Crew leader: Any employee who, at the express request of the employer, manages and supervises a group of employees and whose functions of direction are not provided for in the definition of trades and occupations; he does not have power to hire or dismiss employees nor to impose disciplinary measures.

The crew leader must ply the same trade or have the same occupation as that of the employees under his jurisdiction. However, when the crew leader has jurisdiction over employees of several different trades, he must hold a qualification certificate for the trade that he plies. When the crew leader has jurisdiction over employees of several different occupations. he must hold an attestation for the occupation that he has.

1.10 Employee: The employee subject to the decree is the one defined in subparagraph (q) of Section I of the Labour Relations Act. Chapter 45 of the 1968 Québec Statutes and amendments.

1.11 Actual wage rate: The wage rate of the decree or the wage rate paid and agreed upon between the employee and his employer if the wage rate agreed upon exceeds the wage rate of the decree.

1.12 Syndicate: Any syndicate, union or association of employees affiliated with the *Fédération Nationale des Syndicats du Bâtiment et du Bois Inc.*, and with the *Confederation of National Trade-Unions.*

1.13 Union: Any syndicate, union or association of employees affiliated with the *Conseil Provincial des Métiers de la Construction* and with the Québec Federation of Labour.

1.14 Union representative: Any person who is the mandatary of a representative labour union or of an association of employees affiliated with such a representative association.

1.15 Grievance: Any disagreement respecting the application and interpretation of the articles of the decree or of the conditions of employment in pursuance of the Construction Industry Labour Relations Act Chapter 45 of the 1968 Québec Statutes and amendments.

1.16 Hours worked: Not only the hours or fractions of hours during which the employee has actually performed work, but also such hours during which the employee is at his employer's disposal and obliged to be present at his place of work, as well as the hours or fractions of hours between the time he was called and the time work is given to him.

1.17 Emergency work: Emergency work is any work performed either to avoid that the employer or the person for whom the work is being carried out sustain any material damage or when public health or safety are threatened. Penalties for non-fulfilment or contract or others shall not be considered as material damage. The proof that the work is of pressing necessity rests with the employer.

2.00 Recognition:

The representative employers' associations mentioned in section 5 of the Construction Industry Labour Relations Act, chapter 45 of the 1968 Statutes, and amendments, recognize that for collective bargaining purposes all employees are represented by the representative labour associations mentioned in section 5 of the said act and the said representative labour associations recognize that for the same purposes all employers are represented by the said representative employer's associations.

3.00 Professional and industrial jurisdiction

3.01 Any employer or employee who causes to be carried out or who carries out, within the territorial scope, any of the work or works covered by the decree, is governed by this decree.

3.02 The decree does not apply to permanent employees within the meaning of sections 1 and 2 of the Construction Industry Labour Relations act, 1968 Statutes, chapter 45, and amendments. For the purposes of this paragraph, maintenance work does not include work performed in connection with new construction, re-construction or renovationof part of a building or complex, nor greater repairs to outside walls, foundations or retaining walls.

3.03 The professional and industrial jurisdiction of the decree is that which is determined in the Construction Industry Labour Relations Act, 1968 Statutes, chapter 45, and amendments, and in the regulations enacted under the said Act.

4.00 Territorial jurisdiction

4.01 Area: The territorial jurisdiction of the decree includes the entire Province of Québec.

4.02 Regions: The territorial jurisdiction is divided into regions and subregions which are described in Appendix "A".

4.03 Wage regions: As concerns wage rates and for any other purpose, whenever the decree specifically refers thereto, the wage regions provided for in Appendixes "D", "E" and "F" apply, as the case may be.

5.00 Trades and occupations

5.01 Definition: The definitions of trades and occupational titles mentioned in Appendix "B" apply to all employees in each region of the decree. However, this paragraph does not affect the vested rights of the workers who were not compelled to be holders of a qualification certificate nor those of the employees holding a qualification certificate in compliance with the provisions of section 55 of the Manpower Vocational Training and Qualification Act, chapter 51 of the 1969 Statutes (Bill 49), and amendments, or holding a qualification certificate issued under Ordinance No. 12, 1970, of the Minimum Wage Commission.

5.02 As concerns wage rates, certain trades or certain occupations are subdivided as provided for in Appendix "C".

5.03 New materials: In all trades or occupations in which any material is substituted for a regular and recognized product as in the case of glass brick instead of brick of potter's clay or any other refractory material the wage rate of the appropriate trade or occupation must apply and the work must be performed by an employee who is entitled by the decree to perform such operation.

5.04 Performance of work by journeyman or apprentice:

(1) Welding, cutting, sharpening, rigging and forging are performed by the journeymen or apprentices of the trade concerned. However welding and cutting may also be performed by welders.

(2) The handling of the materials and scaffoldings of trades may be performed by journeymen or apprentices of such trade or according to the customs of the said trade.

5.05 Operation to be performed by the employee entitled: When an operation is mentioned in one or several definitions of trades or occupations, such operation may be performed only by the employee or employees entitled by the decree to perform it.

6.00 Trade jurisdiction conflicts

6.01 Construction — terms of reference: The committee shall set up in each of the regions a sub-committee entitled "Trade Jurisdiction Committee" commissioned to settle interpretation disputes arising from the application of the definitions of trades or occupations.

6.02 Constitution: The Trade Jurisdiction Committee is made up of twelve (12) members as follows:

(a) one (1) member designated by each of the employers' representative associations;

(b) one (1) member designated by the employers' representative associations as a whole;

(c) Three (3) members designated by each of the representative labour associations.

6.03 Quorum: One (1) representative of each of the representative labour associations and two (2) representatives of the representative employers' associations shall form a quorum of the Trade Jurisdiction Committee.

6.04 Submitting a dispute: Every trade jurisdiction conflict must be submitted by a representative association, an employer, an employee, a syndicate or a union both to the Trade Jurisdiction Committee and to the arbitration council constituted under the Manpower Vocational Training and Qualification Act, 1969 Statutes, chapter 51, (Bill 49).

6.05 Unanimous decision: Any unanimous decision of the Trade Jurisdiction Committee, handed down within ten (10) days following the date on which the conflict was submitted to it, is binding, upon the employers and employees involved, for the whole duration of the work in progress on the job-site where the conflict arose.

6.06 Final decision: The unanimous decision of the Trade Jurisdiction Committee is submitted to the arbitration council for final decision.

6.07 Failure to hand down a decision or to act: If the Trade Jurisdiction Committee fails to render a unanimous decision within ten (10) days after the day on which a dispute was submitted to it or if it fails to act within the said delay, the arbitration council renders its final award.

6.08 Impossibility to reach a decision: However, upon receipt of a report indicating the impossibility of reaching a unanimous decision, the arbitration council may render an award before the then day (10-day) delay.

6.09 Delay — copy: The arbitration council hands down its final award within twenty-five (25) days following the day on which the dispute was submitted to it and sends a copy of such decision to the representative associations and parties concerned.

6.10 Enforcement of the final decision: The award handed down by the arbitration council is final. It is binding upon all those governed, except those to whom applies the unanimous decision provided for in paragraph 6.05. It must, whenever advisable, form the subject of an amendment to the decree.

6.11 Continuity of work: As long as the Trade Jurisdiction Committee or the arbitration council has not yet rendered its award, the employee who performs the work forming the subject of the dispute must continue performing such work.

6.12 Expenses: The Construction Industry Commission shall defray the expenses of the Trade Jurisdiction Committee.

7.00 Union security:

7.01 Compulsory membership: Every employee, as a condition for maintaining his employment, must become and remain a member in good standing of one of the representative labour associations of his choice and the employer must accordingly hire and keep in his employ only members in good standing of either of the representative labour associations upon the conditions hereinafter defined.

7.02 Presumption of affiliation:

(1) **Hiring through a union hiring hall:** When the hiring is done through a union biring hall, the employee referred to the employer is deemed a member in good standing of the representative labour association which referred him. He must be able to present for such purpose to the employer a certificate of membership in good standing which is furnished to him by his syndicate or union and the employer is not required to collect the arrears of contributions which may be owing by such employee.

(2) **Hiring through a Québec manpower centre:** When the hiring is done through a Québec manpower centre, the employee is deemed a member of a representative labour association, and he must hold a membership attestation from his representative association. The Québec manpower centre is presumed to refer to employers only members in good standing. However, when an employee reports to an employer if he does not hold an attestation that he is a member in good standing, he must sign an authorization to enable the employer to collect all arrears of contributions which may be imputed to such employee by his labour association. In such case, the employer must notify forthwith the syndicate or union concerned of such fact and reach an agreement with such syndicate or union respecting the method of collecting arrears.

(3) **Other means of hiring:** When the hiring is done otherwise than herein-above prescribed, the employer shall hire only employees who are members in good standing of the syndicate or union and who hold an attestation to that effect or who comply with paragraph 7.02-4 hereinbelow.

(4) **Holder of a membership card:** Every holder of a membership card of a representative labour association is deemed a member in good standing if he pays or offers to pay within a maximum delay of three (3) months, at the convenience of the syndicate or union concerned, the contributions prescribed by the rules and by-laws of the syndicate or union concerned.

7.03 Upholding of membership: Any member of any of the representative labour associations must continue his membership in the representative labour association to which he belongs for the term of the decree, subject to paragraph 7.06-1.

7.04 Suspension or expulsion: No employee shall be suspended or expelled from the syndicate or union, except for cause of infringment of the rules and by-laws of the syndicate or union concerned.

7.05 Right to membership in the syndicate or union:

(1) The syndicate and union may not refuse membership to:

(a) Any employee who holds a competency card (qualification certificate) when such card or certificate is required for the practice of his trade;

(b) Any person who has obtained a certificate of vocational qualification issued under the provisions of the Manpower Vocational Training and Qualification Act, Chapter 51 of the 1969 Québec Statutes (Bill 49) and amendments, and any apprentice recognized as such;

(c) Any employee who is not required to hold a competency card or a certificate of vocational qualification for the practice of his trade or occupation in the construction industry.

(2) No employee may be refused membership in the syndicate or union, except for cause of infringment of the rules and by-laws of such syndicate or union.

(3) If an employee employed by an employer is refused membership in any of the representative labour associations for any reason other than a pecuniary

obligation provided for in the rules of the representative labour association involved, the employer shall not be bound to dismiss such employee.

7.06 Withdrawal of membership or change of allegiance:

(1) Nevertheless, any employee or member may, between the 18th and 140th day preceding the expiration date of the decree, withdraw his membership or change his allegiance to another labour union or syndicate.

(2) (a) any person who has availed himself of the provisions of paragraph 7.06-1 must transmit his written resignation to the representative labour association concerned within three (3) working days following the 14th day preceding the expiration of the decree.

(b) The provision provided for in subparagraph 7.06-2 (a) shall not have the effect of extending the period entitling to withdrawal of union or syndicate membership or changing of union or syndical allegiance, in accordance with the provision of the Construction Industry Labour Relations Act, Chapter 45 of the 1968 Statutes of Québec and amendments.

(c) Any resignation sent after such delay of three three (3) days be null and void.

7.07 Employer's obligation:

(1) If an employee does not remain or does not become a member in good standing of either of the representative labour associations in accordance with this article, the employer must dismiss the said employee forthwith upon the written request of a representative of either of the representative labour associations.

(2) Nothing in the decree shall be interpreted as compelling any employer to employ a certain proportion of members of any one of the representative labour associations.

8.00 Check-off

8.01 Authorization:

(1) The employer must require from every employee in his employ a written and irrevocable authorization to deduct the amount of the union dues of the syndicate or union to which he belongs.

(2) When an employee is hired, the employer must require that such employee remit to him a written and irrevocable authorization to deduct the amount of the union dues of the syndicate or union to which he belongs. The authorization forms to make check-offs are furnished gratuitously to the employer by the syndicate or union concerned.

8.02 Employer's obligation:

(1) The employer must honour the written and irrevocable authorization given by any employee to deduct in advance from his pay each week or, after agreement with the employer, each month, the amount of the union dues according to the indication given to that effect by the syndicate or union concerned.

(2) Within the first fifteen (15) days of the next month, the employer must remit to the syndicate or union concerned, the amounts checked off with a memorandum of names supplied free of charge by the syndicate or union concerned, or a memorandum of the employer containing the necessary information and duly filled. The remittance is made to the order of the syndicate or union concerned at its place of business.

(3) Any employer who has received and who refuses or neglects to honour the written and irrevocable authorization of an employee or who omits to remit the amounts so collected is liable to the syndicate or union concerned for the amounts not deducted or not remitted and he contracts on that account an equivalent debt.

(4) The employer who receives a notice of revocation within the delays fixed in Section 33 of the Construction Industry Labour Relations Act, Chapter 45 of the 1968 Québec Statutes and amendments, must remit a copy thereof to the representative labour association concerned.

8.03 Change in the amount of union dues: When the amount of the union dues to be checked off is changed by the syndicate or union concerned, such syndicate or union must notify the employer in writing. In such a case, the change takes effect with respect to the employer from the beginning of the pay period immediately following the first fifteen (15) days after the employer has received the written notice. Upon agreement, the employer may collect the arrears of union dues due by the employee and collect a retroactive increase of union dues.

9.00 Labour association representative:

9.01 Recognition:

(1) If a syndicate or a union requires the services of a labour association representative, any representative employers' association or any employer must recognize him. Any labour association representative may, upon appointment with the employer or his representative or his mandatory, verify the list of employees and the authorization to make check-offs, at the said employer's place of business or on the job-site.

(2) In order to facilitate the work of the labour association representative, the employer or his representative must receive them at his office, on appointment, and must furnish them with any information or document respecting the application of the decree.

9.02 Job-site visits:

(1) The representatives of any representative labour association shall have free access to all the job-sites during working hours to investigate any matter or discuss any matter regarding the application of the decree, but in no case shall their visits hinder the progress of the work.

(2) When they visit a job-site they must first advise the superintendent or the foreman or any other official representative of the employer concerned. In all cases where the safety rules prohibit free access to a job-site or place of work, the employer shall assist the labour association representative to obtain the required pass or permission to enter such job-site or such place of work.

9.03 Posting: Upon the request of the labour association representative, the employer must affix, in his place of business and on the job-site, in a conspicuous place, a poster-frame on which the syndicate and the union may post up communications or non discriminatory documents.

10.00 Stewards

10.01

(1) **Appointment:**

(a) Each syndicate, union or group of unions is entitled to each appoint one job-site steward, for each job-site where the employer has seven (7) or more employees who are members of the said syndicate, union or group of unions, in the following manner and upon the conditions hereinafter specified:

(b) For the purposes of the present article, the job-site includes, as a whole, all the work carried out on the same project by an employer.

(2) **Appointment procedure:**

(a) The appointment of the job-site steward must be effected by means of a written notice from any syndicate, union or group of unions.

(b) The employee appointed as job-site steward must be chosen from among the employees of the employer.

(c) However, when the hiring of an employee is done through a labour association hiring hall, any syndicate, union or group of unions is entitled to refer to the employer an employee who is the bearer of a written notice that he is appointed as job-site steward.

(d) Any syndicate union or group of unions is entitled to appoint a job-site steward in accordance with the procedure provided for in this subparagraph, when the employer begins a construction project and is not required to do any hiring because he uses the manpower which he already has in his employ.

(3) **Recognition:** Immediately upon receiving written notice, the employer must recognize the job-site steward thus appointed, as representative of the syndicate, union or group of unions concerned, for the group of employees who are members of the syndicate, union or group of unions that appointed the said job-site steward.

(4) **Preference of employment:** The job-site steward so appointed has preference of employment on his job-site over all employees hired after him except the regular employees of the employer, provided that there is work to be done in his trade or occupation. However, if the job-site steward is a regular employee of the employer, he shall have preference of employment on his job-site over all employees of the employer, as long as he represents four (4) members of his syndicate or union and provided there is work to be done in his trade or occupation.

(5) **Function:** The function of the job-site steward is to see that the decree and working conditions are applied as regards the employees he represents, and he may, during working hours and without sustaining any loss in salary or being subject to any discriminatory measure, inquire into the working conditions on his job-site and discuss with the employer or the latter's representative any litigation which he is authorized to settle. The job-site steward is not authorized to establish production standards for the employees.

10.02 Job-site steward in heavy construction industry: The provisions of subparagraphs 1, 2 and 3 of this paragraph apply exclusively to the work carried out in oil refineries, chemical, metallurgical and iron-smelting plants, paper mills and cement factories.

(1) **Appointment:** Any syndicate, union or group of unions is each entitled to appoint to an employer one job-site steward from among its members, one such steward to each trade or occupation, for each job-site covered by this paragraph, except in the case where the employer has already notified either the syndicate or union to appoint its steward for a trade or occupation. In such a case, if the syndicate or union, as the case may be, has not appointed its steward within two (2) working days, the employer will not be required to recognize the steward appointed for a trade or occupation if he is not already one of the employer's employees.

(2) **Recognition and preference of employment:** Immediately upon receipt of written notice thereof, the employer must recognize the appointed job-site steward as the representative of the syndicate or union concerned in respect of the group of employees that he represents, and must also grant him preference of employment on the job-site provided there is work to be performed in his trade or occupation.

(3) **Function:** The function of the job-site steward in the heavy construction industry is to see that the decree and working conditions are applied as regards the employees he represents, and he may, during working hours, without sustaining any loss in salary or being subject ot any discriminatory measure, inquire into working conditions on his job-site and discuss with the employer or the latter's representative any litigation that he is authorized to settle. The heavy construction industry job-site steward is not authorized to establish production standards for the employees.

10.03 Steward to employer:

(1) **Appointment:** Any syndicate, union or group of unions is entitled to appoint one steward to each employer who has seven (7) or more employees who are not already represented by a job-site steward; such steward to the employer must be chosen from among the employees of such employer.

(2) **Recognition:** The employer must recognize such steward as representative of the syndicate or union concerned in respect of the group of his employees who are not already represented by a job-site steward. Such recognition is valid only from the day when the employer received written notice of such appointment.

(3) **Preference of employment:** The steward to the employer has preference of employment with his employer over all employees hired after him, except the employer's regular employees. However, such preference of employment no longer applies when there is no more work to be done in his trade or occupation. Moreover, if the steward to the employer is a regular employee, he has preference of employment over the regular employees hired after him.

(4) **Function:**

(a) The steward to the employer represents his syndicate or union with respect to such employer as regards the application of the decree and the working conditions for the group of employees which he represents.

(b) Without sustaining any loss of salary or being subject to any discriminatory measure, meet the employer or his representative to discuss the disputes he is authorized to settle.

(c) The provisions of the preceding subparagraph do not have the effect of empowering the steward to the employer to visit and inspect the employer's job-sites during working hours.

(d) The steward to the employer is not authorized to establish production standards for the employees.

10.04 Advance notice of lay-off: When an employer wishes to lay-off a job-site steward, a heavy construction industry job-site steward or a steward to the employer for a period of more than five (5) days, he must give him three (3) working days' advance notice. Such notice must also be sent in writing to the syndicate or union of such steward within the same delay. If he fails to do so the employer shall pay an indemnity equal to four (4) hours' wages at the actual straight wage rate for each day of default up to a maximum period of three (3) working days.

11.00 Absences

11.01 Employee's right: At the request of the syndicate or union, the employer must grant a leave of absence without pay to the employee designated by the syndicate or union to attend a congress, a session of studies or other union activities, the whole being subject ot the following conditions:

11.02 Procedure:

(1) **Usual procedure:** The request must be in writing and must mention the employee's date of departure, the reason for and the probable duration of the contemplated absence. Such request must be received by the employer at least five (5) working days before the contemplated departure of the employee.

(2) **Emergency procedure:** However, in emergency cases, the proof of which lies upon the syndicate or union, a twenty-four-hour verbal notice must be given to the employer mentioning the employee's date of departure, the reason for and the probable duration of the contemplated absence.

11.03 Restrictions:

(1) **Number of employees:** Any absence under the present article must never, on any one and same occasion, deprive an employer of more than ten per cent (10%) of his employees, with a minimum of one (1) employee and a maximum of two (2) employees in the case of a syndicate and a minimum of one (1) employee and a maximum of two (2) employees in the case of a union However, with respect to any employer who has more than one hundred (100) employees on the same job-site, leave without pay must be granted to a maximum of ten (10) employees, that is to say, five (5) employees in the case of a union or five (5) employees in the case of a syndicate, provided that the employer never be deprived of more than ten per cent (10%) of his employees of any given trade or occupation.

(2) **Period of absence:** For the purposes of the present article, the employer is not compelled to grant to the same employee, during the course of any calendar year, more than thirty-five days' leave without pay. Such days' leave shall be granted inasmuch as there is an available employee who can fulfill the normal requirements of the task to be left vacant.

(3) Notwithstanding subparagraph 11.03-2, the employer must grant to an employee designated by the syndicate or union a leave without pay of such duration as is necessary to enable him to participate in the negotiation of the collective labour agreement.

11.04 Employer's obligation: When a leave without pay granted in accordance with the present article comes to an end, the employer must take back the employee into his employ, in the position which he held.

12.00 Employer association security

12.01 Obligations: Every professional employer must belong to one of the five (5) representative employer-associations hereafter mentioned:

"Association Provinciale des Constructeurs d'Habitation du Québec".

"Association des Constructeurs de Routes et Grand Travaux de Québec".

The Corporation of Master Electricians of Québec,

The Corporation of Master Pipe-Mechanics of Québec.

"Fédération de la Construction du Québec".

12.02 Regional association: Subject to the above paragraph, when the representative employer-association is made up of a group of regional associations, the employer must be a member of the regional association of the region in which his corporate seat or principal place of business is located.

12.03 Registration number: The employer must mention, on any report that he has to make to the Construction Industry Commission the registration number that was given to him by his representative association, under penalty of seeing the said report refused.

12.04 Construction Industry Commission's obligation: Between the 15th and the 30th of each month, the five (5) representative employer-associations the list of the employers who have not mentioned their registration number.

12.05 Proof: In any legal proceedings for violation of employer-association security, it rests with the employer to prove that he has respected either of the terms mentioned in article 12.00.

13.00 Grievance procedure

13.01 Employee's right: The employee alone, or the employee accompanied by his labour association representative, or the labour association representative alone, or the syndicate or union concerned, may draw up or present any grievance for investigation and settlement.

13.02 Procedure:

(1) Every grievance must be submitted in writing to the representative of the employer or to the employer whitin ten (10) working days following the event which gave rise to it, or following the knowledge of such event, such knowledge of which the employee must furnish proof. The person who receives the grievance must communicate his decision within five (5) working days.

(2) However, if before being submitted in writing the grievance is submitted orally within two (2) working days following the event which gave rise to it, or which follow the knowledge of such event, such knowledge of which the employee must furnish proof, the delay of ten (10) working days is computed from the expiry of the two (2) working days which the employer has to render his award on the oral grievance. If a written grievance is submitted by the syndicate or the union, or if the syndicate or the union intervenes in a grievance, a copy must be sent promptly to the head office of the employer's representative association.

(3) If no award has been rendered upon the expiry of such five (5) working days, or if the award rendered within such five (5) working days is unsatisfactory, the written grievance must be referred to arbitration within the next thirty (30) calendar days.

13.03 Sole arbitration officer: The grievances referred to arbitration shall be heard and decided by one of the persons mentioned in appendix "G" for each region who shall act, each in turn, as arbitration officer or, upon failure to act, by the person appointed by the Minister from the list of arbitration officers appointed for the other regions.

13.04 Assessor: The interested parties may each agree to appoint an assessor to the arbitration officer. Such assessors deliberate with the arbitration officer who alone renders an award.

13.05 Hearing decision and execution:

(1) The arbitration officer must hear the grievance, deliberate, render his award and serve it upon the parties within thirty (30) working days following his appointment. The arbitration officer's award shall be final and executory within the five (5) working days after the day on which it was served upon the parties.

(2) The parties, by mutual agreement, may extend such delay by thirty (30) working days. Failing an agreement between the parties to extend the said delay or failing a decision by the arbitration officer within the delay prescribed or agreed upon, the grievance shall be referred to another arbitration officer within ten (10) working days following such expiry. The arbitration officer so appointed shall then act in accordance with the procedure prescribed by the article.

13.06 Arbitration procedure: The arbitration officer shall control the proceedings and shall judge and decide according to equity. However, the provisions of this decree shall bind the arbitration officer and he shall not be entitled to add, strike out, alter or render any award contrary to the provisions of the decree.

13.07 Arbitration fees and expenses: The arbitration fees and expenses shall be paid equally by the parties to the dispute. The arbitration officer shall not claim such fees and expenses unless he has rendered his decision within the delays provided for in the present article.

13.08 Agreement:

(1) At any stage of the proceedings for the settlement of grievances, an agreement may be decided upon, in writing, either between the employee and the employer concerned, or between the syndicate or union concerned and the employer contemplated, and such agreement shall bind the parties to the dispute in the same manner as an arbitration award.

(2) Notwithstanding the foregoing, any agreement respecting a grievance which would be contrary to the provisions of the decree shall be null and void.

13.09 Group grievance: Where several individual grievances of the same kind are made, they may be submitted and dealt with together.

13.10 Union or syndicate grievance: Every grievance which comes directly from the union or the syndicate shall be submitted in writing to the employer.

13.11 Employer or representative employer-association grievance:

(1) Every employer or every employers' association which represents such employer may draw up or present, in writing, any grievance for investigation and settlement.

(2) Written grievances by the employer or by the representative employers' association shall be dealt with according to the procedure provided for in the present article the provisions of which apply here *mutatis mutandis*.

14.00 Disciplinary measures:

14.01 Right and procedure: An employer may reprimand, suspend or dismiss an employee for a good and sufficient reason which he must prove. However, such grievance may be submitted in accordance with the grievance procedure.

14.02 Justification: Every employer who suspends or dismisses an employee must, upon the employee's request or upon that of the syndicate or the union, with the consent of the employee, promptly send in writing to the party requesting them, the grounds for the disciplinary measure imposed.

14.03 Arbitration officer's jurisdiction:

(1) In the case of disciplinary measures, the arbitration officer has jurisdiction to maintain the decision taken by the employer or to render award which he deems fair and equitable under the circumstances.

(2) The arbitration officer may order that the employee be reinstated in all his rights and in his employment in the position which he was holding, and decide as to any reimbursement of salary in his favour. However, if reimbursement of salary is ordered, such reimbursement shall in no case exceed the salary which the employee would have effectively earned had he not been suspended or dimissed.

14.04 Prescription of right: No disciplinary measure

shall be imposed upon an employee after five (5) days following the event which gave rise to it, or the knowledge of such event, of which the employer must furnish proof; nevertheless, no offence shall be invoked after six (6) months following the event rise to it, or the knowledge of such event, of which the employer must furnish proof.

15.00 Non-discrimination

15.01 Employer's obligation: No employer, and no person acting on behalf of an employer or on behalf of an employers' association shall exercise discriminatory measures against any employee, labour association representative, job-site steward, heavy construction industry job-site steward or any steward to the employer, in the following cases:

(1) by reason of his race, nationality, language, religion, origin, age, syndical or social status or political adherence,

(2) by reason of acts or things done in the exercise of any right stipulated in the Construction Industry Industry Labour Relations Act, S.Q. 1968, chapter 45 and amendments,

(3) by reason of absence to attend a religious service on a day which, in his religion, is a religious feast of obligation;

(4) by reason of any personal act or activity outside working hours which is not inconsistent with the employee's performance of his duties,

(5) by reason of his refusal to go and work outside the region where he usually works.

15.02 Presumption: The following are presumed to be discriminatory measures within the meaning of paragraph 15.01: threat of dismissal, intimidation, imposing disciplinary penalties, refusal to grant an employee due promotion, and preferential treatment in the carrying out or allocation of work.

15.03 Right of employer: This article shall not have the effect of preventing an employer from suspending, dismissing or transferring an employee for good and sufficient reasons of which the employer must give proof.

15.04 Procedure: The provisions of Article 13.00 respecting "grievance procedure" apply *mutatis mutandis*.

16.00 Installation of materials

16.01 Subject to paragraph 27.04, no employee may refuse to install or handle materials that his employer requires him to install or handle; no employee's association may force or attempt to force an employee not to install or handle materials that his employer requires him to install or handle.

16.02 However, the above paragraph may not be interpreted as to give the employer leave to force the employee to install materials in the carrying out of works that are not included in the group of trades or occupations which he belongs.

17.00 Advance notice of lay-off

17.01 Employee's right:

(1) Any employee who has been employed by an employer for at least five (5) working days shall be entitled, when he is laid off, to an advance notice of forty-eight (48) hours mentioning the effective date of lay-off.

(2) Any employee who refuses to work once he has received such notice shall only be remunerated for the work done.

17.02 Exceptions concerning the calculation of term of notice: Saturdays, Sundays, general Holidays and compulsory annual vacations shall not be counted in the term of notice.

17.03 Indemnity exempting from advance notice: If the employer pays to the employee the equivalent of eight (8) hours' work at the actual wage rate, he shall not be bound to give any advance notice.

17.04 Voluntarily leaving: Any employee who voluntarily leaves his employ must give four (4) working hours notice to his employer before leaving his employ.

17.05 Deleted

17.06 Collecting of tools and personal effects: At the time of lay-off or dismissal of any employee, the employer must allow him the time required to collect his tools and personal effects before the end of the standard working day.

18.00 Remuneration, wages

18.01 Wage rates:

(1) **Regular rates:** The wage rates are mentioned in Appendixes "D" and "F".

(2) **Wage rates of an employee formerly subject to the Fair Wages Schedule:** The employee assigned to road labour performed on behalf of the Québec governement, including culverts, drainage and all other related work receives the wage rate provided for in Appendix "E" However, such road work does not include the construction of bridges, tunnels, viaducts, elevated roads or roads below ground level.

(3) **Wage rates of certain employees assigned to the construction of oil refineries, chemical products factories etc...** The wage rates provided for the Greater-Montreal wage region apply at all times to the employee who is the holder of a qualification certificate and to the insulator who are assigned to the construction of chemical products factories or ironworks, oil refineries, iron-smelting plants, paper-mills and cement factories.

(4) **Wage rate of an employee assigned to tunnel or bridge construction:** The employee assigned to the construction of a tunnel or bridge (including pillars) connecting two wage regions must be paid the rate of the region providing the higher rate for his trade or occupation.

(5) **Rate of an employee working outside his wage region:** The employee who, upon his employer's request, accepts to work outside his wage region is paid the wage rate provided for the wage region where he performs work or the wage rate provided for his own wage region if the latter is higher.

(6) **Apprentices' rates:** The rates of wages of apprentices and the standards concerning the ratio of the number of apprentices to the number of journeymen are those provided for in the regulation respecting the vocational qualification of the employees of the construction industry.

(7) **Guaranteed minimum rate:**

(a) Any employee, except apprentices, plying a the rate of which is not mentioned in the decree must receive at least the rate provided for the general helper.

(b) Any employee exercising an occupation the rate of which is not mentioned in the decree must receive at least the rate provided for the labourer.

(c) No employee may he paid a wage rate lower than that to which he would have been entitled under Ordinance No. 12, 1970, of the minimum Wage Commission.

(8) The term "former decree", mentioned in Appendix "D" after certain occupations, applies to the employee hired in that capacity before the promulgation of the decree.

18.02 Payment of wages:

(1) **Mode of payment:** Wages shall be paid in full in currency or by cheque payable at par not later than Thursday each week. If Thursday or Friday is a holiday, the pay must be remitted to the employee not later than Wednesday each week. The employer must facilitate the cashing of cheques outside working hours, by any employee working outside his region. If payment is made by cheque, such cheque must be dated not later than the day of payment. For the employee who is out on his annual vacation, payment of wages is postponed no later than until Thursday of the next working week at the latest.

(2) **Place of payment:**

(a) Wages must be paid to employees during working hours and on the work site. Nevertheless the employer may cause the employee's pay to be sent to his residence, subject to the condition of subparagraph 18.02-1;

(b) When, upon the request of the employer, the employee must go to the employer's office, or to a place other than that where the work is done, to receive his salary during or outside working hours, transportation costs and actual straight time for any time thus spent travelling shall be defrayed by the employer.

(3) **Circumstances beyond employer's control:** In cases of absolute necessity, proof of which rests with the employer, the pay shall be remitted to the employee not later than Friday, in accordance with subparagraph 18.02-2. If the employer pays by cheque on Friday afternoon, he must facilitate the cashing of his employees' cheques before the end of the afternoon's work, without loss of wages.

(4) **Payment overdue:** As regards any waiting period, respecting payment of wages, other than provided for in subparagraph 18.02-3 and not agreed upon between the employer and the labour representatives of the syndicate or union concerned, the employee must be paid at actual straight time for a maximum of one (1) hour per working day.

(5) **Method of payment:** The weekly remuneration of which the employer may withhold payment must correspond to the wages earned during the pay period preceding payment of the wages. However, any employer whose principal undertaking is commercial and who has a uniform and established practice semi-monthly or fornightly payment for all his employees may continue with such practice even for his construction employees. The pay period for the work provided for in subparagraph 22.03-10 may be fifteen (15) day's duration. Any other method of payment of wages may be agreed upon between the employer and the syndicate or union concerned.

(6) **Quitting or dismissal of employee:** When an employee leaves his employer voluntarily or is dismissed, the employer must remit or send to the employee by registered mail, his apprenticeship booklet, the card authorizing him to make check-offs in advance for union dues within twenty-four (24) hours after the dismissal or of the notice of departure. In such cases, the wages due are payable in accordance with subparagraphs 1, 2, 3, 4 and 5 of paragraph 18.02.

(7) **Lay-off employee:**

(a) When an employee is laid of and benefits by the advance notice clause, the employer must, on the day of such employee's departure, remit to him his apprenticeship booklet and the card authorizing him to make check-offs for union dues. The wages due are payable by the employer by making a remittance to the employee at the time of his departure or by making a remittance to him by registered mail within the delays provided for in subparagraph 18.02-2 at his last known address or at the address indicated by him at the time of his departure.

(b) If the employer does not comply with the provisions of the preceding subparagraph, he must pay to the employee one (1) hour's pay at actual straight time for any working day subsequent to such last-mentioned delay.

18.03 Earnings statement: The employer must remit to each employee, with each payment of wages, an earnings statement giving the following information:

(1) The employer's name.

(2) The employee's family name and first name,

(3) The date of payment and the work period corresponding to the payment,

(4) The number of working hours at actual straight time,

(5) The number of hours at overtime rate,

(6) The wage rate or rates.

(7) The gross amount of wages.

(8) The amount of annual vacation pay,

(9) The nature and amount of each check-off made, including the union dues check-off.

(10) The net amount of wages.

If payment is made by cheque, the earnings statement may be the cheque stub.

18.04 Monthly report to the Construction Industry Commission

(1) **Nature and contents:** Every month, every employer must transmit to the Construction Industry Commission a written report stating all the information required by law and by the regulations of the Construction Industry Commission.

(2) **Data-processing form:** This report may be furnished on a data-processing form, provided that the report contains all the information required by law and by the regulations of the construction Industry Commission. Such mechanographic report may have a margin of error not to exceed $0.15 for each monthly report.

(3) Every employer must request the Construction Industry Commission to supply him with the form needed to prepare and submit the said report.

(4) **Time allowed for transmission of report:** Such monthly report must be transmitted within the first fifteen (15) days of the month following the month for which it is drawn up.

(5) **Consulting reports:** Each representative association may, upon a request to the Construction Industry Commission which must authorize a representative to the effect, consult such reports at the offices of the said Commission.

(6) **Responsibility:** It is the Construction Industry Commission's duty to supervise and to ensure compliance with the provision of the said paragraph.

18.05 Job work: Any contract between any employer and any employee on a piece-work basis, attached or not to a system of bonuses or incentive premiums, by the job or for a fixed price, is null and void.

18.06 No indivudual contract between an employer and any employee shall provide for conditions less advantageous than those provided for in the decree. Any contract to the contrary shall be null and void.

19.00 Artisan

19.01 Artisan-contractor:

(1) **Respect of working conditions:** Without restricting any person's right to do, for himself or for others, on a gratuitous basis, which he must prove, no employer shall furnish work to an employee and no employee or artisan-contractor shall do such work for any person, unless all the working conditions contemplated in the decree are respected.

(2) **Written contract:** Any person who works as artisan-contractor must contract and carry out his work in pursuance of a written contract complying with articles 22, 23 and 24 of the decree and shall mention his by-laws and hourly rates.

(3) **Interdiction:** An artisan-contractor is forbidden to contact work for a lump sum.

(4) **Duties and obligation:** to contract as such, the artisan-contractor must have a place of business, must not otherwise be engaged in fulltime employment, must register with the Construction Industry Commission and send each month to the latter a report on any written contract or any work carried out, on the hourly tariffs claimed and received from the client and the documents and reports contemplated in the decree for the employers of the construction industry.

19.02 Heavy equipment artisan-contractor:

(1) **Written contract:** Any person who works as artisan-contractor in heavy equipment must contract and carry out his work is pursuance of a written contract in conformity with the provision of the decree.

(2) **Duties and obligation:** To contract as such, the heavy equipment artisan-contractor must have a place of business, must register with the Construction Industry Commission and send each month to the latter a written report on any written contract or any work carried out and rental rates claimed and received from the client and the documents and reports contemplated in the decree for the employers of the construction industry.

(3) **Unitary rate:** His remuneration can only be based on a unitary rate including:

(a) the minimum hourly rate provided for in the decree, as heavy equipment operator;

(b) a rental rate for each equipment unit, which shall be determined between the lessor and the lessee. Such rate, however, is not subject to the provisions of article 23.00.

20.00 Indemnification, temporary assignments and forbidden work

20.01 Show-up pay:

(1) **Beginning of work period:** Any employee who reports in for work at the appointed time and who has not been notified before the end of the previous standard working day that his services would not be required, or whose working hours during a day are less than four (4), is entitled to be paid the equivalent of four (4) hours' work. The employer may request that such employee remain at his disposal during such paid waiting time.

(2) **Exceptions:** The provisions of the above subparagraph do not apply.

(a) When work is suspended because of weather conditions, picket lines or any other situation the employer must prove these situations to be beyond his control, such as a fire, flood (act of God);

(b) to employees working on communication networks, when such work is on a unit price contract basis or involves laying underground cables;

(c) employees covered by the provisions of paragraph 20.02 or 20.03.

20.02 Special pay for electric power transmission and distribution line work electric power transformes stations and communication systems:

(1) **Bad weather:** If bad weather interrupts work during standard working hours, employees working on electric power transmission and distribution lines, in transformer stations and in communication systems shall be paid 3 hours' work at straight time. They shall remain at the employer's disposal during such time and shall perform all duties related to their work. It is understood that work performed in bad weather shall be paid along with hours subsequently worked.

(2) **Work cancelled:**

(a) **Employees staying outside the employer's camps:** If work is called off before the beginning of standard working hours, employees who reported in for work before having been advised that work had been called off, shall be paid the equivalent of 1 hour of work for having reported for work in addition to payment for 2 hours at straight time.

(b) **Employees staying in the employer's camps:** When work is called off before employees report in for work, the latter shall be paid for 2 hours' work at straight time.

(3) **Electric power transmission and distribution line work and communication networks**

Presence at work:

(a) **Employees staying outside the employer's camps:** An employee's presence at a meeting point, determined by the employer, nearest the job site and that can be reached by automobile or similar means of transportation such as a pick-up truck, constitutes presence at work.

Time spent travelling back and forth from the meeting point to the power transmission line constitutes travelling time which shall be paid at the actual wage rate.

(b) **Employees living in the employer's camps:** The employee's presence at the transportation vehicle, determined by the employer, on the camp site where the said employee lives, constitutes presence at work.

(4) **Remuneration for presence at work:** Besides payment for hours actually worked, every employer shall pay every employee 1 hour's work for each scheduled working day, provided the employee reports in for work each scheduled working day. This does not apply to line truck drivers. However, remuneration granted for travelling time and for showing up at work cannot be cumulative: only the more advantageous of the two applies for the employee. This does not include the indemnity provided for in 25.14.

20.03 Piping: (Greater Montréal wage region): Any employee assigned to piping work who report in at the job-site in the morning without having been advised otherwise at least sixty (60) minutes prior to quitting time the day before and who cannot begin work because of circumstances beyond control, shall be paid one (1) hour's wages at straight time. This provision also applies to the employee when the provisions of subparagraph 18.01-3 apply.

20.04 Temporary assignments:

(1) **Greater benefits:** Any employee who must complete work begun during a daily standard work period and for which a lower wage rate is provided, shall continue to receive his actual wage rate. Any employee who, during a day's work, performs work other than that of his trade or occupation and for which a higher wage rate is provided, shall be paid the higher wage rate for the entire time he performs such work. This subparagraph is not intended as an escape clause enabling an employee to ply a trade or occupation that calls for a qualification certificate.

(2) **Limitation:** The employer who, pursuant to the provisions of the foregoing subparagraph, assigns an employee to work other than that of his trade or occupation, may not lay off the employee who use to perform such work.

20.05 Forbidden work: All work performed by an employee outside standard working hours for any other construction industry employer is forbidden.

21.00 Compulsory annual vacations, holidays and indemnification

21.01 Compulsory annual vacations: Each year, every employee is entitled to three (3) weeks' annual compulsory vacation which shall be taken as follows:

(1) **Summer:** All construction job-sites shall close down during he last two full calendar weeks in July. (A calendar week begins at 00.01 hours on Sunday and ends at 23.59 hours on Saturday.)

(2) **Limitation:** Nothwithstanding the foregoing, any employee assigned to work detailed in subparagraphs 22.03 to 22.06 and to work connected with swimming pools, shall take the two (2) annual compulsory vacation weeks provided for in the foregoing subparagraph between November 1st of one year and May 1st of the following year, after agreement with the employer. However, the employee may take his annual compulsory vacation at any other time of the year that he and his employer have agreed upon. The employer shall advise the Construction Industry Commission of such vacation dates.

(3) **Winter:** All construction job-sites shall close down between:
00.01 hours December 24, 1973 and 00.01 hours January 3, 1974;
00.01 hours December 23, 1974 and 00.01 hours January 3, 1975.
00.01 hours December 24, 1975 and 00.01 hours January 3, 1976.

(4) **Watchman:** Notwithstanding the provisions of paragraphs 21.02 and 21.03, whenever expressy request to do so by their employer, watchmen shall remain on duty during the annual compulsory vacation weeks and shall be paid at straight time therefor. The employer shall advise the Construction Industry Commission of the compulsory annual

vacation dated for such employee.

(5) The employee assigned to servicing and maintenance work on refrigeration and air conditioning equipment and elevators shall take his annual compulsory vacation at any time throughout the year, provided his employer is not deprived of more than 25% of his employees. The provisions of the present sub-paragraph also apply to the employee assigned to the construction of chemical products factories or iron works or more, of oil refineries, of siderurgical plants, papermills and cement factories. The employer shall notify the Construction Industry Commission of the date of such vacations.

21.02 Work allowed and forbidden during annual compulsory vacation: No person subject to this decree may perform, or have performed, any work during the compulsory annual vacation weeks, unless such work be emergency, repair or maintenance work.

Notwithstanding the provisions of the preceding paragraph 21.01, whenever representative parties make the request, the Construction Industry Commission may change obligatory vacation periods for certain particular job sites when renovation work is concerned.

21.03 Repair or maintenance work during compulsory annual vacation:

(1) During the weeks set forth by this article as "compulsory annual vacation weeks," any employer may obtain the services of willing employees to carry out repair and maintenance work only. Unless he chooses another period agreed upon by the employer, such employee shall take two (2) continuous compulsory annual vacation weeks either two (2) weeks before or two (2) weeks after the two (2) weeks provided for in subparagraph 21.01-1, and one (1) week either one (1) week before or one (1) week after the week after the week stipulated in subparagraph 21.01-3.

(3) Any employee who agrees to carry out repair and maintenance work during the compulsory annual vacation period is entitled to be paid for at least forty (40) hours' work at straight time, without any daily limit but subject to the weekly limits. Nevertheless, hours of work in a working day may never exceed twelve (12).

(3) The employee shall be paid straight time except double time on Christmas Day and New Year's Day.

21.04 Emergency work during compulsory annual vacation: The employer may call back a willing employee to perform emergency work during the compulsory annual vacation period. The employee is then paid at double time rates and the employer shall report this to the Construction Industry Commission.

21.05 General holidays:

(1) The following are general holidays: St. John the Baptist Day, Good Friday, Canada Day, Labour Day and Thanksgiving Day.

(2) Where St. John the Baptist Day and Canada Day fall on a Saturday or on a Sunday, they shall be observed on the following Monday.

(3) When a general holiday falls on a Tuesday, Wednesday, or Thursday, it may be changed and observed either on a Monday, or the Friday that precedes or follows the holiday, and this, after consent to this effect, from representative parties whose members are affected by the change.

21.06 Vacation pay and general holiday pay:

(1) **Amount:**

(a) At the end of each week, the employer shall credit each employee with 8% of wages earned during the week, such amount representing the vacation and general holiday pay.

(b) At the end of each week, the employer shall credit each employee assigned to elevator work with 8½% of wages earned during the week, such amount representing the vacation and general holiday pay.

(c) As of January 1, 1974, indemnities provided for in paragraphs A and B are raised to 9% of wages earned and as of January 1, 1975 to 10% of wages earned.

(2) The employer shall submit a monthly report to the Construction Industry Commission, showing amounts so credited to each of his employees.

(3) **Qualifying periods:** There are two qualifying periods:

(a) **the first** runs from January 1 to April 30;

(b) **the second** runs from May 1 to December 31,

(4) **Remittance of annual vacation and general holiday pay:**

(a) The Construction Industry Commission shall remit the vacation and holiday pay to cover the first (1st) qualifying period by mailing to each employee a cheque at his last known address during the first eight (8) days of December or the current year.

(b) The Construction Industry Commission shall remit the vacation and holiday pay to cover the second (2nd) qualifying period by mailing to each employee a cheque at his last known address during the first eight (8) days of July of the following year.

(c) By way of exception, the Construction Industry Commission shall remit to the employee the vacation and holiday pay collected during the two qualifying periods in 1970, during the eight (8) first days in July 1971.

(d) No one may claim the annual vacation pay and holiday pay before December 10th or July 10th, as the case may be.

(e) Notwithstanding the provisions of paragraph (d), following the death of an employee, his legal heirs may claim the deceased annual vacation pay and general holiday pay. Moreover, the Construction Industry Commission may rule that reimbursement of the said indemnity be made to any relative of the deceased either through blood or marriage or to any person who in the Construction Industry Commission's opinion is entitled to reimbursement because of expenses incurred for the maintenance, medical care or burial of the employee, or is deemed to have a claim against the estate respecting such expenses.

21.07 Bank interest: Bank interest on the amounts collected with respect to compulsory annual vacations and general holidays is used to defray the administration and collection expenses of the annual vacation and general holiday plan.

21.08 General holidays with pay (Manicouagan and des Outardes Rivers):

(1) Easter Monday. All saints' Day and Immaculate Conception Day are also general holidays with pay for employees engaged in work connected with the construction of dams on the Manicouagan and des Outardes Rivers and in related work, including the construction of access roads to such job-sites.

(2) Where All Saints' Day or Immaculate Conception Day fall on a day other than Monday or the last day of a standard workweek, they are observed on the following Monday.

(3) For the general holidays provided for in subparagraph 21.08-1 above, the employee shall be paid an amount equal to that to which he would have been entitled had he worked, in the following instances:

(a) When he worked the day preceding or following the general holiday or when his absence was authorized by the employer or was due to a lay-off;

(b) when one of the general holidays falls during an authorized leave period.

(4) All work performed at the employer's request on a day that would have otherwise been a general holiday with pay according to the provisions of subparagraph 21.08-1 shall be paid at time and a half. The employer must moreover grant the employee the holiday pay for the said general holiday.

21.09 General holiday without pay: The Queen's birthday shall be a general holiday without pay for the employee assigned to carry out work concerning elevators.

22.00 Stadard working hours, shift work and rest periods

22.01 General provisions governing standard working hours:

(1) **Computation of hours of work:** Working hours are deemed to begin and end when the employee reaches street-level on the construction site. This does not apply to employees mentioned in subparagraph 22.03-1.

(2) **Basis:** Hours of work are based on either Standard Time or Daylight Saving Time, whichever is in effect in the locality where work is being carried out.

(3) **Agreement to alter:** However, the labour associations representing the employees on a job-site and the employer may agree to alter the daily working hours mentioned hereafter, and the Construction Industry Commission should immediately be advised thereof.

(4) **Timekeeping:** When the employer installs one or more time clocks on a job-site the employee must punch his time card himself at the beginning and end of each day's work. He shall be paid for all working hours shown, less time off for meals.

22.02 Standard working hours (general rule): Unless one of the provisions of subparagraph 22.03-2 and the following subparagraphs applies, standard working hours are as follows:

(1) **Standard workweek:** Hours of work in a standard workweek shall not exceed forty (40), Monday through Friday.

(2) **Standard workday:** Hours of work in a standard workday shall not exceed eight (8), Monday through Friday.

(3) **Beginning and end:** Daily working hours are scheduled as follows:

— 8:00 A.M. to 5:00 P.M., with one (1) hour without pay for lunch in the middle of the workday;

— 8:00 A.M. to 4:30 P.M., with one-half (½) hour without pay for lunch in the middle of the workday.

22.03 Standard working hours (special cases):

(1) (a) **Road work, electric power transformer stations, communication networks:** For road work, transformer stations and communication network work, hours of work are deemed to begin and end on the job site. The employer shall determine a meeting point which is nearest the job site and can be reached by automobile or similar means of transportation such as a pick-up truck. Travelling time from such point in the morning and return thereto in the evening shall be paid at straight time and the employer, if need be, shall supply the means of transportation both ways. However, subparagraphs 20.02-4 and 22.03-1 may not apply simultaneously for the same employee. Only the more advantageous of the 2 shall apply for the employee.

(b) **Electric power transmission lines:**

Beginning of working hours: The employee's working hours begin on the job site when he leaves his transportation vehicle furnished by the employer and end on the job site when he gets in the transportation vehicle furnished by the employer.

(c) Transportation hours carried out on electric power transmission lines during standard working hours become, for payment purposes, hours effectively worked.

(2) **Roofer:** The provisions of subparagraphs 22.02-2 and 22.02-3 do not apply to roofers and built-up membrane roofers but do apply to tinsmiths and their apprentices. Roofers may take one (1) hour or one and one-half (1½) hour off for lunch in the middle of the workday, whichever is the rule on the job-site.

(3) **Cement finisher:** The provisions of subparagraph 22.02-3 do not apply to cement finishers.

(4) **Labourer and general helper:** Standard hours of work for labourer (unskilled workmen) and general helpers shall not exceed forty-two and one-half (42½) a week and eight and one-half (8½) a day, Monday through Friday. This does not apply to labourers and general helpers doing construction work in petrochemical plants and oil refineries and who are covered by the provisions of subparagraph 22.03-7.

(5) **Watchman:**

(a) Standard hours of work for watchmen shall not exceed sixty (60) per 7-day week, scheduled over five (5) consecutive daily work periods of twelve (12) hours each.

(b) Watchmen are entitled to one-half (½) hour off with pay (at straight time) for lunch.

(6) **Excavating and road work:** Standard working hours shall not exceed fifty (50) a week, Monday through Friday, with no daily limits for the following employees:

(a) all employees engaged in excavation work;

(b) all employees assigned to construction or other work in the following fields: roads, highways, main thoroughfares, streets, sidewalks, curbs and drainage systems connected therewith; expressways (skyways or below ground level), viaducts (including overpasses and underpasses) and traffic circles linked thereto; vehicle tunnels forming part of highways and expressways; the installation, diverting or displacement of public utilities such as sewers, water mains, electrical conduits which are embedded in such roads or expressways or are affected by such embedment; earthworks; levelling and construction of underground or open trench metropolitan railways; the levelling and draining and paving of airport runways, parking lots and paved entrances; asphaltpaving; construction of piers, waterworks and sewage systems; the draining of railway yards; the laying of ties and rails for railways and subways; the building of bridges, breakwaters outdoor swimming pools and the setting of piles. However, this paragraph does not apply to employees doing structural steel work.

(7) **Natural gas or oil pipeline work**: Standard hours of work shall not exceed forty (40) a week for employees working on natural gas or oil pipelines, including excavation work related thereto.

(8) **Power transmission lines:** Standard working hours for any employee working on the construction, repair and maintenance of power transmission lines and transformer stations is scheduled as follows:

(a) From April 1 to October 31 inclusively, the maximum standard workweek for hourly paid employees is 50 hours, and the maximum standard workday of the said employee is 10 hours scheduled between 7 a.m. and 6 p.m. from Monday to Friday.

(b) From November 1 to March 31 inclusively the maximum standard workweek for hourly paid employees is 45 hours, and the maximum standard workday of the said employee is 9 hours scheduled between 7 a.m. and 5 p.m. from Monday to Friday.

(c) **Standard work and transportation day:** The standard work and transportation day is 12 hours per day.

(d) **Departure time from the call in point:** Unless otherwise agreed upon by the parties, departure from the call in point can not take place before 6:30 a.m. The Construction Industry Commission shall be informed as soon as possible of any agreement between the parties.

(9) **Repair and maintenance work in buildings whose construction has been completed:**

(a) The standard workweek of the employee assigned to repair and maintenance work exclusively, for a complete workweek, shall consist of forty (40) hours without any daily limit.

(b) For purposes of subparagraph 22.03-9 (a), the words "repair and maintenance" include repair and maintenance work on electrical installations, installations of sprinklers, oil-burners, piping installations, refrigeration and air-conditioning installations that are usually found in dwelling constructions. This definition applies to work done once the construction of a building has been completed.

(c) Provisions of subparagraph 22.03-9 (a) do not apply to repair or maintenance work carried out:

(1) in buildings housing more than eight (8) apartments and over three (3) storeys high,

(2) in public buildings,

(3) in industrial establishments occupying more than 2,500 sq. ft.,

(4) in commercial establishments occupying more than 2,500 sq. ft.,

(5) in commercial establishments located in shopping centres.

(6) on piping installations within the Greater Montreal wage region.

(10) **Work carried out in remote areas inaccessible by any passable road of the Québec road system and work carried out on the James Bay project:**

(a) The standard workweek of the employee assigned to construction work shall consist of forty-five (45) hours not to exceed nine (9) hours per day.

(b) However, when the employer supplies room and board and the duration of work exceeds ninety (90) days, the standard workweek shall consist of fifty (50) hours scheduled Monday through Friday inclusively with a daily limit of 10 hours.

(c) The provisions of subparagraphs 21.01-1, 21.01-2, 21.01-3 and 21.01-4 and of paragraphs 21.02, 21.03 and 21.04 shall not apply to work contemplated in subparagraph 22.03-10 (b).

(d) The present subparagraph does not apply to power transmission lines and those mentioned in subparagraph 3 of article 18.01.

(11) **Communication networks:** Standard working hours for the employee assigned to construction, repair and maintenance of communication networks shall be determined as follows:

(a) from April 1 to October 31 inclusively, the standard workweek of the employee paid on an hourly basis shall not exceed forty-five (45) hours and the standard working day of the said employee shall not exceed nine (9) hours scheduled between 7:00 a.m. 5:00 p.m., Monday through Friday;

(b) From November 1 to March 31 inclusively, the standard workweek of the employee paid on an hourly basis shall not exceed forty (40) hours and the standard working day of the said employee shall not exceed eight (8) hours scheduled between 8:00 a.m. and 5:00 p.m., Monday through Friday.

22.04 Shift work:

(1) **Conditions to be met to establish a shift system:** The employer may establish the double or triple-shift system, subject to the following conditions:

(a) Subject to the exceptions provided for in 22.03, daily working hours shall be eight (8) consecutive hours.

(b) The double or triple-shift systems shall be established for at least three (3) consecutive working days.

(c) There shall be no second or third shift on a job-site unless such shifts carry out work started by the preceding shift.

(2) **Working hours:**

(a) When the double-shift system is in effect, standard working hours are to be scheduled so that they never exceed the daily hourly limits provided for in the present article.

(b) For the purposes of the present article, the first shift is the one whose greater part of working hours is within the standard working hours. Working hours for the second shift follow the first shift's last working hour. Once he has given notice thereof to the Construction Industry Commission the employer may establish a second shift whose hours do not follow the last hour of the first shift for a serious reason for which the proof rests with him.

(c) The employee covered by the present paragraph is entitled to a one-half (½) hour meal period in the middle of his work period.

(3) **Triple-shift system:**

(a) Where the triple-shift system is put into effect, working hours shall be scheduled as follows:
1st shift: 08:00 hours to 16:00 hours,
Monday through Friday;
2nd shift: 16:00 hours to 24:00 hours,
Monday through Friday;
3rd shift: 00:01 hours to 08:00 hours,
Tuesday through Saturday.

(b) The employee working on the triple-system is entitled to a one-half (½) hour meal period without loss in pay, in the middle of his work period.

22.05 Rest periods:

(1) **Morning and afternoon:**

(a) Every employee is entitled to two (2), fifteen (15) minute rest periods with pay, one in the middle of the forenoon and the other in the middle of the afternoon. The employee shall not stop working for a period exceeding the precise limitations prescribed in the present paragraph.

(b) The two (2) rest periods provided for in the foregoing subsection also apply to employees working on the double or tripleshift system.

(c) Every employee is entitled to a rest period of fifteen (15) minutes with pay for each period of two hours worked overtime, except when subparagraph 22.05-3 (a) applies.

(2) **Daily rest:**

(a) Every employee shall be granted and shall take a rest period of at least eight (8) consecutive hours in each twenty-four (24) hour period except when public health or safety are threatened.

(b) Overtime rates shall continue to be paid to an employee until such time as he has been granted such rest period.

(3) **Meal:**

(a) Every employee who has worked four (4) consecutive hours' overtime, over and above his standard working day, shall be granted one-half (½) hour with pay for meals during such

overtime period.

(b) Every employee of the Greater Montreal wage region assigned to work on piping installations shall be granted a paid lunch by his employer after each four (4) hour period of overtime. This provision also applies to such employee when the provisions of subparagraph 18.01-3 apply, except for work referred to in subparagraph 22.03-10 (b).

23.00 Overtime

23.01 General rule:

(1) All time worked on any day of compulsory annual vacation, on a general holiday or over and above standard working hours in a day or a week or over and above the limitation of working hours stipulated in article 22.00 shall be considered as overtime.

(2) Overtime is on a voluntary basis and no employer may penalize an employee who refuses to work overtime, except for emergency work.

23.02 Remuneration: The employee working overtime shall be remunerated as follows:

(1) Time and a half shall be paid for the first overtime hours worked on Saturday or over and above standard working hours in a day.

(2) Where no daily hourly limits are laid down, time and a half shall be paid for the first four (4) overtime hours worked on Saturday or over and above standard working hours in a day.

(3) Double time shall be paid for all overtime hours worked over and above the hours stipulated in subparagraphs 23.02-1 and 23.02-2 as well as for hours worked on Sunday and general holidays.

23.03 Exceptions: The provisions of paragraph 23.02 do not apply in the following cases:

(1) **Piping in the Greater Montreal wage region:** Any overtime work carried out by an employee assigned to piping work in the Greater Montreal wage region shall be paid at the rate of time and a half for the first two (2) hours of overtime and at the rate of double time for the subsequent hours of overtime. This provision also applies to the employee when the provisions of subparagraph 18.01-3 apply, except for work referred to in subparagraph 22.03-10 (b).

(2) **Electricity in the Greater Montreal wage region:** any overtime work carried out by an employee assigned to electricity work in the Greater Montreal wage region shall be paid at the rate of time one-half for the first three (3) hours of overtime and at the rate of double time for the subsequent hours of overtime. This provision also applies to such employee when the provisions of subparagraph 18.01-3 apply, except for work referred to in subparagraph 22.03-10 (b).

(3) **Piping and electricity in the Greater Montreal wage region:** Any overtime work carried cut by an employee assigned to carry out piping and electricity work in oil refineries, chemical, metallurgical and siderurgical plants, cement factories and papermills shall be paid at the rate of double time. This provision also applies to the employee when the provisions of subparagraph 18.01-3 apply, except for work referred to in subparagraph 22.03-10 (b).

(4) **Structural steel:** In the case of the employee assigned to structural steel work, any work performed on Saturday or after two (2) hours of overtime work shall be paid at the rate of double time. The first two hours of overtime shall be paid at the rate of time and one-half.

(5) Hours worked on Sunday and general holidays shall be paid at the rate of double time for the employee governed by subparagraphs 1, 2, 3 and 4 of the present paragraph.

23.04 Elevators:

(1) All work carried out between 5:00 p.m. and 8:00 a.m. or on Saturday shall be paid at the rate of double time except in cases provided for in subparagraph 23.04-3.

(2) All work carried out on Sunday or general holidays shall be paid at the rate of double time.

(3) **Service contract (Examination or maintenance of equipment for at least one month):**

(a) Whenever an employer has a service contract in a single building or in adjacent buildings for examinations and care of a sufficient number of elevators that will guarantee continuous work for one or more employees during sixteen (16) hours, the employee shall not be paid at overtime rate for work performed between 4:00 p.m. and midnight except on Sundays.

(b) Employee shall be paid the equivalent of fifty-two (52) hours per week for forty- eight (48) hours of work. There shall be two (2) shifts: —
the first shift shall be from 8:00 a.m. to 4:00 p.m.;
the second shift shall be from 4:00 p.m. until midnight.

(c) On general holidays, employee working on one of the two (2) shifts shall work from 8:00 a.m. until 4:00 p.m. Employee working of the other shift will take his day off. Employees working on both shifts will take their holidays on an alternate basis. Work performed on Sundays shall be considered as overtime and the employee shall receive his effective rate increase by 100%.

(d) Except on Sundays and general holidays, employee shall be paid his effective rate increased by 50% for all call-backs after standard hours.

(e) Employee shall be paid his effective rate increased by 100% for all call-backs on Sundays and general holidays.

23.05 Work carried out on Saturday: In the following cases, time worked on Saturday is not subject to the provisions of paragraph 23.02 and shall be paid at the rate of double time:

(a) **Work carried out on Saturday:** For all employees assigned to work on power transmission and distribution lines, transformer stations and communication networks.

(b) for any employee of the Richelieu wage region assigned to industrial construction work such as defined in Appendix D-9,

(c) for any employee of the Greater Montreal wage region except employees assigned to work described in subparagraphs 22.03-6 (a) and 22.03-9 (b). This provision shall also apply to the employee when the provision of subparagraph 18.01-3 apply.

(d) for any employee of the subregions of Granby, Saint-Hyacinthe, Saint-Jean and Saguenay, of the region of Lower St. Lawrence and Gaspé area and of the Trois-Rivières wage region.

(e) for any employee of the Québec region assigned to construction work on a construction site,

(f) for any employee of the subregion of Mingan assigned to construction work other than that referred to in subparagraphs 22.03-6 and 22.03-10.

(g) for any employee of the subregion of Richelieu assigned to construction work other than that referred to in subparagraph 22.03-6 or to work on natural gas or petroleum pipelines.

23.06 The provisions of paragraph 23.05 do not apply to watchmen and employees assigned to work referred to in subparagraph 22.03-6 (b) and 22.03-10 (b).

23.07 The provisions of paragraph 23.02 do not apply to work contemplated in subparagraph 22.03-10 (b). The employee assigned to such work shall be remunerated at time and a half of his actual wage rate for the first ten (10) overtime hours worked and at double time of his actual wage rate for any overtime worked subsequently thereto per week.

24.00 Premiums

24.01 Computation: Payment of overtime is computed prior to the addition of premiums, i.e., the percentage of increase does not apply to premiums. The provisions of this subsection do not apply to premiums provided for in subparagraphs 24.03 and 24.04.

24.02 Shift differential: Any employee who works on a shift other than the first shift shall be paid a 20¢- an-hour shift differential over and above the applicable wage rate. This does not apply to employees mentioned in subparagraphs 24.05-1, 2, 3 and 4.

24.03 Crew-leader premium:

(1) Subject to the following exceptions, a crew leader is to be paid a 25¢-an-hour premium over and above the actual wage rate for his trade or occupation.

(2) **Exceptions:**

(a) Any employee leading a structural steel erector of boilermaker crew shall be paid a 30¢-an-hour premium over and above the actual wage rate for his trade or occupation.

(b) Any employee leading a crew consisting of four (4) or more journeymen refrigeration mechanics shall be paid a 40¢-an-hour bonus over and above the hourly wage rate for this trade.

(c) In the case of electric power distribution lines, the crew leader premium does not apply to; group leaders prior to May 1, 1972; crew leaders for digging and postpositioning operations. Such employees are paid according to the wage rate set forth in Appendix "F".

(d) Any elevator mechanic assigned to elevator construction or renovation work and who is in charge of three (3) or more employees shall receive a premium equal to twelve and one-half (12½%) of his actual wage rate for each worked hour.

24.04 Premium for employee-foreman:

(1) Subject to the following exception, any employee foreman who supervises a group of employees shall be paid a 50¢-an-hour premium over and above the actual wage rate for his trade or occupation.

(2) **Exception:** Any employee-foreman who directs a group of boilermakers shall be paid a 60¢-an-hour premium over and above the actual wage rate for such trade.

24.05 Special premiums for shift work:

(1) **Piping:** In the Greater Montréal wage region, any employee assigned to piping work performed on a team basis in oil refineries, chemical plants, metal refineries and steel plants paper mills and cement factories between 4:30 p.m. and 8:00 a.m. shall be paid 15% over and above the actual wage rate. This provision also applies to the employee when the provisions of subparagraph 18.01-3 apply.

(2) **Structural steel erector and boilermaker:** Any employee assigned to work belonging to the structural steel erector and boilermaker trades and working on a second or third shift shall be paid the equivalent of 6% over and above the actual wage rate.

(3) **Tile setter and polisher:** In the Greater Montréal wage region, any employee assigned to work belonning to the tile setter and polisher trades and working on a second or third shift shall be paid a 25¢-an-hour bonus for each hour worked. This provision also applies to the employee when the provisions of subparagraph 18.03-1 apply.

(4) **Refrigeration mechanic:** Any employee assigned to work belonging to the refrigeration mechanic's trade and working on the 12-8 shift shall be paid a 25¢-an-hour bonus for each hour worked.

24.06 Other special premiums:

(1) When work cannot be performed within the standard hourly limits, it may be done at other times during the day provided the Construction Industry Commission be notified thereof beforehand. However, such work remains subject to the daily or weekly working hour limits provided for in article 22.00 and to the provisions of article 23.00, and employees are to be paid a 20¢-an-hour bonus over and above their wage rates. The proof of such special circumstances rests with the employer.

(2) **Electrician:** In the Greater Montréal wage region, any electrician who has to begin work before 4:00 a.m. during a standard work week shall be paid at double time rates for all consecutive hours worked, until he be given at least an 8-hour rest period. This provision also applies to the employee when the provisions of subparagraph 18.01-3 apply, except for work referred to in subparagraph 22.03-10 (b).

(3) **Compressor operator:** A compressor operator in charge of a series of more than three (3) compressors that are at least 15 feet away from each other shall be paid a 15¢-an-hour premium over and above his actual wage rate.

(4) (a) **Electric power transmission lines:** Any Class A, B or C lineman who is called upon to install conductors on long joists entailing the use of special methods shall be paid a 25% premium over and above his actual wage rate.

(b) Any Class A, B or C lineman who is called upon to build suspension towers as described in subparagraph 24.06-4 (a) shall be paid a $0.50 per hour premium over and above his actual wage.

(5) **Crane operator:** A crane operator who operates:

(a) a crane with a 75-ton capacity or more but under 140 tons shall be paid a 20¢-an-hour premium over and above his actual wage rate.

(b) a crane with a 140-ton capacity or more shall be paid a 40¢-an-hour premium over and above his actual wage rate.

(6) **Heavy equipment operator:** Any heavy equipment operator who operates a front-end loader with a capacity of 6 cu. yds. or more shall be paid a 20¢-an-hour premium over and above his actual wage rate.

24.07 Danger zone bonus: Any employee expected to work on flying scaffolds thirty-five (35) feet or more above any level shall be paid a 35¢-an-hour premium over and above his actual wage rate. The present paragraph does not apply to structural steel works.

(a) From May 1, 1973, any structural steel erector shall receive a premium of $0.35 per hour.

24.08 Call-back: Any employee who has left work and is called back to work outside standard working hours shall be paid for at least two (2) hours' work at the applicable wage rate, except in the following instances;

(1) **Maintenance and repairs:** Employees called back to work for maintenance and repair work shall be paid the equivalent of at least one (1) hour's work at the applicable wage rate. Moreover, the employer shall pay one half hour's travelling time both ways.

(2) **Mechanic-erector (glazier) and glazier (glass setter):** In the case of emergency calls after standard working hours for outside repair work, employees in the Greater Montréal and Québec wage regions shall be paid overtime rates from the time they leave home until their return. All work performed in such circumstances calls for at least four (4) hours' wages at straight time. This provision also applies to the employee when the provisions of subparagraph 18.01-3 apply.

(3) **Lineman, power transmission and distribution lines, transformer stations and communication networks:** Any employee who is called back to work from his home outside standard working hours shall be paid for at least 4 hours' work at time and a half provided such hours do not immediately precede or follow his standard working hours. This is over and above the payment to which he is entitled under the provisions of subparagraph 20.02-4 (except for transformer stations). However, it is understood that no employee may be paid for more than one call-back every 4 hours.

24.09 Call-back premium for pipeline installations: Any employee assigned to pipeline installation work shall be paid at least four (4) hours' wages at straight time if work does not last four (4) hours. He shall be paid an extra four (4) hours' wages if work goes beyond four (4) hours on that particular day. The provisions of this paragraph do not apply when the employee willingly quits work. The provisions of this paragraph also apply when the employee is paid at overtime rates or when there is a shift differential.

24.10 Premium for caisson or tunnel work: Any employee working in a caisson or a tunnel shall be paid a 20¢-an-hour premium over and above his actual wage rate.

24.11 Welder's premium: In the Greater Montréal and Richelieu wage regions any welder who does heliarc, mig, oxyhydrogen, argon and chromium welding or welds by means of electric arc or oxyacetylene equipment on aluminum, monel metal, galvanized iron, stainless steel or nickel, shall be paid a 25¢-an-hour premium over and above his actual wage rate. This provision also applies to the employee when the provisions of subparagraph 18.01-3 apply.

25.00 Travelling expenses, room an board

25.01 The time an employee spends travelling to and from his employer's place of business or head office, to an from the job-site and between job-sites shall be paid by the employer.

25.02 Any employer who provides transportation facilities for his employees shall do so in suitable vehicles that are heated when the weather so requires. In such instance, the employer shall not be required to pay his employees travelling expenses as per paragraph 25.01.

25.03 Contingent upon the provisions of paragraph 25.07, time spent travelling prior to and after the standard workday is not considered as part of the standard workday and cannot enter into the calculation of overtime, except in the case of the employee who drives the vehicle used to transport employees.

25.04 No employee is expected to use his vehicle for his employer's business. If the employer requests him to do so, the employee is entitled to be paid 15¢ per mile travelled which is considered as covering all the expenses of the employee's vehicle.

25.05 For the purposes of this article, the main stop of the bus company serving the municipality where the employee usually resides, as specified at time of hiring, is considered as the employee's place of residence. The employer is not obliged to pay the allowances provided for in paragraph 25.07 to any employee who fails to advise him of any change of his usual address that entails additional expense. In the city of Montréal, the main bus stop of the transportation facility is at the corner of Berri and De Montigny Streets.

25.06 Whenever there is no bus service in a municipality, the employees are deemed to have their residence at the city hall of the municipality as specified at the time of hiring.

25.07 The employer who hires the service of an employee on a job site remote from the residence of the latter shall pay the following amounts to the employee compensating indemnity for the time spent travelling, for travelling expenses and for room and board expenses:

(a) $3.00 for each day's work when the employee's residence is situated more than 35 miles from the construction site when using the shortest road between these two points.

(b) $6.00 when the employee's residence is more than 45 miles from the construction site when using the shortest road between these two points.

(c) $7.50 when the employee's residence is situated more than 55 miles from the construction site by the shortest road from these two points.

(d) $8.00 for each day of the week (7 days) when the employee's residence is situated more than 75 miles from the construction site when using the shortest road between these 2 points. This amount of $8.00 is increased to $9.00 from May 1, 1974, and to $10.00 from May 1, 1975.

25.08 The employee who, upon his employer's request, accepts to lodge and board within a 55-mile radius of his residence, shall receive the indemnity provided for in subparagraph 25.07 (c) as a compensating indemnity for the time spent travelling, for travelling expenses and for room and board expenses

25.09 (1) When the return fare of any public transportation, chosen by the employer for his employee to cover the distance between his residence and the job-site, exceeds seven and one-half dollars ($7.50), the cost of such fare shall be reimbursed by the employer over and above the other indemnities provided for in paragraph 25.07. Only one return fare is reimbursed under the present subparagraph. However, the provisions of the present subparagraph do not apply when the employer supplies means of transportation.

(2) Travelling time provided for in the present paragraph and reimbursed to the employee is equivalent to the time taken by a public means of transportation chosen by the employer between the closest starting and arrival points from the residence of the employee and the job-site.

(3) Travelling time shall never exceed eight (8) hours in any twenty-four (24) hour period. The employee shall be remunerated at actual time for such time spent travelling.

25.10 (1) Allowances provided for room and board are not granted when employees may be fed and lodged in a camp supplied by the employer or if the employer supplies adequate food and lodging for his employees.

(2) When employees are fed and lodged in any camp of the employer, the latter may request two ($2.00) dollars a day from his employees for each day during which employees are fed and lodged in such camp. The provisions of the present subparagraph do not apply to work referred to in article 18.01-3 and, as of May 1, 1975, these provisions do not apply to employees assigned to civil engineering work.

25.11 Travelling expenses or compensating indemnities provided for in the present article shall be paid separately from the pay. The payment thereof may be held over for a week.

25.12 (1) On general holidays, the employer must pay compensating indemnities whenever the provisions of subparagraph 25.07 (d) apply.

(2) For the purposes of paragraph 25.07, the fact that a show-up pay provided for in subparagraph 20.01-1 is paid to the employee means that the employer uses the services of the employee.

(3) In all cases where a compensating indemnity, travelling expenses or room and board expenses are payable in pursuance of the present article, if the employee does not report for work on the working day preceding or following general holidays or bad weather days or if he is absent from work on a working day, he shall not be entitled to the indemnity for such working day, general holiday (s) or bad weather day (s).

25.13 (1) The following conditions apply to employees on industrial construction sites governed by article 18.01-3.

(a) The employer shall reimburse transportation costs and reimburse at the actual wage rate transportation time from the employee's residence to the construction site, if the employee stays on the job for 30 days or more.

(b) The employer shall also reimburse transportation costs and reimburse at the actual wage rate transportation time from the construction site to the employee's residence if the employee stays on the job for 60 days or more.

(c) The provisions of paragraphs "a" and "b" above apply for each subsequent period of 30 or 60 days during which the employee remains in his employer's service on the same job-site.

(2) The following conditions apply to the employee governed by paragraph 22.03-10 (b).

(a) The employer shall reimburse the transportation costs and reimburse at the actual wage rate transportation time from the employee's residence to the construction site if the employee remains on the job for 45 days or more.

(b) The employer shall also reimburse the transportation fees and reimburse at the actual wage rate the transportation time from the construction site to the employee's residence if the employee remains on the job for 60 days or more.

(c) The provisions of paragraphs "a" and "b" above apply for each subsequent period of 45 or 60 days during which the employee remains in his employer's service on the same job-site.

(3) Except for the city of Schefferville, the employer is not held to grant more than 2 return trips between the construction site and the employee's residence when the job site is situated north of the 52nd. parallel.

25.14 Transmission and power distribution lines, transformer stations and communication networks.

(1) **Room and board:** Any employer using the services of an employee on a job-site at a great distance from the latter's residence, shall pay him a compensation indemnity for travelling time and/or travelling costs and/or room and board costs. This indemnity shall be paid for every scheduled work day. In such case, the said employee must receive a minimum indemnity of 5 days per workweek when, during the week, there is no work scheduled because of a general holiday, including any general holiday observed by the employer's client or when the work scheduled is postponed because of bad weather.

However, if an employee does not show up for work on the working day preceding or following the holidays or bad weather, he loses his right to the indemnity for such working day and the day (s) of bad weather or the general holidays. He also loses his right to the indemnity if he is absent from work on a working day without permission. It is understood, however, that such indemnity for the working day will nevertheless be paid to the employee, if the said employee was absent for valid reasons for which he must provide proof.

(2) The indemnity shall be paid according to the mileage covered on the shortest passable road between the employee's residence and the meeting point and shall be calculated as follows:

(a) more than 35 miles, $3.00 per day;

(b) more than 45 miles, $6.00 per day;

(c) more than 55 miles, $8.00 per day;

(d) this last amount shall be raised to $9.00 on May 1, 1974 and to $10.00 on May 1, 1975. He shall equally be paid 7 days per week if the abovementioned mileage is more than 75 miles from the employee's residence.

(3) The employer does not have to pay the indemnity for room and board when the employees are lodged in a camp furnished by the employer. In such case, the employees are lodged and fed without charge.

(4) It is understood that employees who are presently subject to conditions superior to those described above, shall keep this advantage until September 30, 1973.

25.15 Transportation: When an employee must at the employer's request, go and work in a place whose remoteness entails the loss of one (1) day's work, the employer agrees to pay to such employee:

(a) The cost of transportation from the transfer point up to the place in question and an indemnity equal to eight (8) hours at the actual wage rate;

(b) if the employee is not dismissed for good reason when his work is terminated, the cost of transportation from the place in question up to the first transfer point and an indemnity equal to eight (8) hours at the actual wage rate.

25.16 Pipe-mechanic (refrigeration mechanic): In the Greater Montreal wage region:

(1) Time spent travelling withing the limits of the town for work purposes including pick-ups and deliveries shall be considered as time actually worked.

(2) Time spent travelling to the first stop scheduled and from the last stop scheduled within the limits of the town shall not be remunerated.

(3) When an employee is called upon to work on a job-site outside the limits of the town, the time spent travelling back from the limits of the town shall be paid at the actual rate, provided that it does not exceed eight (8) hours per day.

(4) Travelling expenses outside the limits of the town shall be paid by the employer.

(5) The employer shall also pay room and board expenses in the case of work carried out in places remote from the limits of the town and from the residence of the employee. The minimum for room and board shall be the cost of accomodation in a commercial hotel.

25.17 Exceptions (certain trades, certain regions):

(1) In the Greater Montreal wage region, employees assigned to work on piping installations, in oil refineries, chemical, metallurgical and siderurgical plants, papermills and cement factories shall receive one (1) hour's wages at their actual wage rate as reimbursement for their travelling expenses.

(2) In the greater Montreal wage region, the employee assigned to electricity-construction work in oil refineries, chemical, metallurgical and siderurgical plants, papermills and cement factories shall receive one-half (½) hour's wages at his actual wage rate and the return bus fare from his residence to the job-site as reimbursement for his travelling expenses.

(3) The following provisions shall apply to the insulators of the Greater Montreal wage region.

For the purposes of the present subparagraph, the territory comprised in the Greater Montreal region is divided into five (5) zones:

(a) Zone 1: $2.50 per day for all work carried out in the municipalities of Ville d'Anjou, Rivière-des-Prairies, Montréal-East, Pointe-aux-Trembles and Nuns' Island.

(b) Zone 2: $3.50 per day for all work carried out in Île Jésus, Longueuil, Jacques Cartier, Boucherville, Saint Lambert, Brossard, Lemoyne, Laflèche, Greenfield Park, Préville, Notre-Dame du Sacré-Coeur, Saint-Hubert, Saint-Bruno, Laprairie, Candiac Delson, Sainte-Catherine, Saint-Constant, Caughnawaga, Châteauguay Heights and Châteauguay.

(c) Zone 3: $4.00 a day for work performed in Dorval, Pierrefonds, Roxboro, Dollard des Ormeaux, Pointe Claire, Valois, Lakeside, Kirkland, Beaconsfield, Sainte-Geneviève, Île Bizard, Senneville, Sainte-Anne de Bellevue Baie d'Urfé, Beaurepaire and Île Perrot.

(d) Zone 4: $6.00 a day for all work carried out in the municipalities located outside zones 1,2 and 3.

(e) Zone 5: No travelling expenses for work performed in the city of Montreal and in the municipalities not listed and located within zones 1, 2 and 3.

25.18 Elevator: The provisions of paragraphs 25.05 to 25.17 inclusively do not apply to the employee contemplated in paragraphs 25.18 to 25.25.

25.19 Residence: For the purposes of paragraphs 25.18 to 25.25 the employee is deemed to have his residence:

(a) in the Greater Montreal region: at the Cross on Mont-Royal.

(b) in the Québec region: at the Château Frontenac,

(c) in the Ottawa Valley, at the bus station of the Voyageur Provincial Company.

25.20 Travelling time to a job-site less than 25 miles from the residence of the employee: The travelling time referred to in paragraphs 25.21 and 25.22 is the time spent travelling by the employee over and above standard working hours. Such travelling shall be paid at the actual wage rate.

25.21 Greater Montreal region:

(1) No travelling time shall be paid to the employee who works in the territory comprised in a six (6) mile radius from his residence, except if he has to cross the St. Lawrence River to go to work. In such a case, he shall receive the equivalent of fifteen (15) minutes at his actual wage rate to go to work and the equivalent of fifteen (15) minutes to come back therefrom.

(2) Travelling time to the job-site and return shall be remunerated as follows:

(a) When the job-site is located more than six (6) miles but less than seven (7) miles from his residence: one half-hour (½) for each trip.

(b) When the job-site is located more than seven (7) miles but less than eight (8) miles from his residence: three quarters (¾) of an hour for each trip.

(c) When the job-site is located more than eight (8) miles but less than twenty-five (25) miles from his residence; one (1) hour for each trip.

25.22 Québec region and Ottawa Valley:

(1) No travelling time shall be paid to the employee who works in the territory comprised in a five (5) mile radius from his residence, except if he has to cross the St. Lawrence River (Québec only) to go to work. In such case, he shall receive the equivalent of fifteen (15) minutes at his actual wage rate to go to work and the equivalent of fifteen (15) minutes to come back therefrom.

(2) Travelling time to the job-site and return shall be remunerated as follows:

(a) When the job-site is located more than five (5) miles but less than eight (8) miles from his residence: fifteen (15) minutes for each trip.

(b) When the job-site is located more than eight (8) miles but less than eleven (11) miles from his residence: one half-hour (½) for each trip.

(c) When the job-site is located more than eleven (11) miles but less than fifteen (15) miles from his residence; three quarters (¾) of an hour for each trip.

(d) When the job-site is located more than fifteen (15) miles but less than twenty-five (25) mile from his residence; one (1) hour for each trip.

25.23 Time spent travelling to a job-site located 25 miles or more from his residence:

(1) When an elevator mechanic or his helper works on a job-site twenty-five (25) or more miles away from his residence, travelling time is remunerated at the actual wage rate for all hours travelled during the standard working day. If the time spent travelling extends beyond standard working hours, or if he travels in a sleeping-car or has to stop overnight at a hotel), the employee is paid a maximum of five (5) hours' wages at his actual wage rate.

(2) On sunday and general holidays all travelling time during standard working hours is remunerated at the rate of double time based on the actual wage rate. If travelling lasts more than eight (8) hours, he is paid up to a maximum of five (5) additional hours at the actual wage rate.

(3) When travelling time is remunerated at double time based on the actual wage rate and is followed by a stopover at a hotel, such traveling time on a Saturday after standard working hours is compensated for by a maximum allowance of five (5) hours' wages at the actual wage rate.

(4) Any travelling time during the standard workweek which is normally remunerated at double time based on the actual wage rate is remunerated at the rate of time and a half, if the customer has a repair or maintenance contract.

(5) The time spent by the elevator mechanic or his helper to travel in any region, form his residence to the work-site, whenever such employee is called back to work, is remunerated at the wage rate applicable to overtime.

(6) When the elevator mechanic or his helper must travel outside standard working hours to go to the job-site and return therefrom, without stopping overnight at a hotel, travelling time is remunerated at the rate of double time based on the actual wage rate.

(7) The helper's travelling time is always remunerated at the actual wage rate during standard working hours.

25.24 Room and board and other expenses:

(1) The employee working on a job-site located more than twenty-five (25) miles but less than sixty-five (65) miles from his residence shall be paid $12.50 for each day's work to compensate for room and board and other expenses.

(2) If the job-site is located more than sixty-five (65) miles from his residence, the employee shall be allocated $77.00 per week to compensate for room and board and other expenses.

(3) However, if the duration of work is less than five (5) working days, the allowance shall be $12.50 for each working day.

25.25 Travelling expenses: Travelling expenses at the beginning and at the end of the operations shall be paid by the employer.

26.00 Miscellaneous provisions

26.01 Supply of tools:

(1) **According to tradition of trade:** Tools that, according to the tradition of the pipe-mechanic and electrician trades, were supplied by the employee will continue to be supplied by the latter. Tools that, according to the tradition of these trades, were supplied by the employer will continue to be supplied by the employer.

(2) **Mechanical tools:** The employer must provide his employees with all motor, pneumatic or electric tools.

(3) **Painters:** The employer must supply free of charge to the painter or apprentice painter any instrument paint brush, roller or tool required for the carrying out of his work.

(4) **Reinforcing steel erector — Lathing laver:** The employer must supply free of charge a wire winch and pliers to the reinforcing steel erector and gyproc knife blades, powder and chalk, to the lathing layer.

(5) **Electrical transmission and distribution lines and transformer stations:**

(a) The employer shall supply any employee working with hot line tools with a pair of neutral tinted safety glasses. Only one pair shall be furnished for the duration of the construction job. The employee shall return them to the employer, otherwise he shall pay the cost.

(b) Work gloves shall be made available by the employer for the employees and shall be sold to the latter at the same price the employer pays for them.

(c) When the employee terminates his employment, he must give back his employer the tools and equipment with which the said employer had supplied him.

(6) **Composite materials:** The employer must supply, free of charge, all tools and work clothes to the employee using corrosive chemical products or working on epoxy composition materials.

(7) **Welding of pipe or other material:** All the tools necessary for the cutting and welding of pipes and any other material must be supplied by the employer.

26.02 Renting and sharpening of tools:

(1) The employer is not allowed to rent working tools or accessories to the employee.

(2) The employer must supply free of charge tool sharpening services to his employees.

26.03 Storage of tools:

(1) The employer shall provide, for his employees, an easily accessible place in which they may store their tools under lock and key.

(2) In any building having four (4) or more storeys, there must be more than one such place.

26.04 Loss of tools:

(1) **General rule:**

(a) Following a fire, the employer must compensate the employee for any real loss sustained in respect of tools stored in pursuance of the provisions of paragraph 26.03 or in respect of work clothes stored in pursuance of the provisions of subparagraph 27.03-1.

(b) The employee must produce the vouchers necessary to establish the value of the tools and work clothes.

(c) At the request of the employer's insurance company, the employee must give sufficient proof of the loss he has sustained.

(2) **Special conditions:**

(a) **Employees of the Greater-Montreal wage region who were formerly subject to Title Two (General Trades) as also those who were subject to Section "C" (Tile setter, terrazzo layer and marble setter) of Decree No. 613 of April 6, 1962 and amendments, respecting the construction industry in the Montreal region:** The employer is responsible, up to one hundred dollars ($100.00) for any loss of, or damage to, tools which is the result of a breakin (theft) or fire provided the employee left his tools at the location indicated by the employer. The employee shall furnish necessary proof of the value of such tools.

(b) **Elevator mechanic:** Whenever any employee sustains any loss as a result of theft or total destruction of any work clothes on the job-site, the employer and the labour association must pay 75% and 25% of the value of the loss sustained. Claims must be limited to the following amounts:

Overcoat: $50.00 — Other clothes: $60.00 — Tools: $160.00.

The employee claiming compensation for any loss must produce to the labour association, in duplicate, a sworn declaration to that effect.

26.05 Pipe-line distribution of gas and petroleum:

(1) A distribution network includes the central station located on the outskirts of a town and all the downstream piping.

(2) For any work relating to mains or a distribution system, including all branches or extensions, their inspection or any other work in connection with pipe-lines, the diameter of the piping being installed is not the determining factor to be used to establish the required number of skilled employees.

26.06 High pressure welding:

(1) If a high presure welder is required by his employer to undergo a secondary skill test, the employer must pay the employee actual straight time for the time required to undergo such test and also any travelling expenses incurred for that purpose.

(2) Any welder who undergoes an examination may obtain from the employer, or from the person who exacted such examination, a copy of the examination report.

(3) When he is welding a high pressure joint, the welder may not be assigned to any other work until he has completed a welding pass.

(4) The electrician connects the welding machine to the junction box. Unless repairs are necessary, the welding machine in operation is under the sole supervision of the welder.

26.07 Priority in being hired: The employer who hires a watchman, storeman or Class IV fireman must give priority in hiring to the employee who because of his age or disability is unable to ply his trade or exercise his occupation, provided, however, that such employee is capable of performing the work requested.

27.00 Security — Welfare — Health, etc.

27.01 Safety at work:

(1) The employer must take all the measures necessary to ensure the safety, health and welfare of his employees.

(2) The Construction Commission, upon report from his inspectors, shall report to the Department of Labour and Manpower on any derogation from the safety rules comprised in the acts and safety regulations of the province.

27.02 Study committee on safety at work:

(1) The representative associations shall form a committee of twelve (12) members, one (1) of whom shall be appointed by each of the representative employers' association, one (1) by the whole of the representative employers' association and three (3) by each representative labour association. The names of the members of the committee shall be transmitted to the Minister of Labour and Manpower as soon as the committee is formed.

(2) Such committee may secure the services of experts and must submit a report to the representative associations within one hundred and fifty (150) days of the publication of the decree.

(3) Recommendations concerning safety, welfare and health for the construction industry may be included in this report.

(4) The acts, regulations and safety standards of the Department of Labour and Manpower shall constitute basic information for the study of the committee.

(5) Within thirty (30) days following the receipt of the report, the parties will then make recommendations to the Minister of Labour and Manpower.

27.03 Drinking water — shelter — eating area washroom:

(1) The employer shall provide drinking water in easily accessible, dust-proof and hygienic containers. As soon as the job-site opens, he shall provide an adequate and clean area provided with tables, chairs and benches for his employees where they may eat, change, leave and dry their work clothes. He shall also set up or ensure one or several washroom (s), easily accessible, and supply the required accessories. Such places shall be heated at an adequate temperature.

(2) Such facilities shall be supplied on the job-site or in any other location deemed acceptable by the Construction Industry Commission.

(3) However, in the case of asphalt works, the requirements stipulated in subparagraph 27.03-1 shall be discussed and agreed upon between the employer and the job-site steward or the labour association representative. Failing agreement, the syndicate or the union may have recourse to the grievance procedure.

(4) The premises provided for in subparagraph 27.03-1 must be cleared of all tools and equipment.

(5) Whenever work is performed under the juridistion of the general contractor, the latter becomes responsible for the application of the provisions of subparagraphs 27.03-1 and 27.03-2 in respect of his own employees and the employees of the subcontractors.

27.04 Dangerous conditions:

(1) The employee is not obliged to work under condi-

tions where the safety rules provided for in the decree, the acts or regulations are not complied with by the employer and where the employee's health and safety are threatened.

(2) In such case, the employee, the job-site steward or the labour association representative informs the employer and the Construction Industry Commission, as also the inspection service entrusted with the application of the safety laws, so that appropriate measures may be taken to remedy the situation.

(3) No discriminatory nor disciplinary measure may be imposed on any employee because of his refusal to work in such conditions; he may, however, be transferred to other available work.

(4) The fact that an employee is deprived of his work because of the application of the present paragraph does not constitute a discriminatory measure.

(5) The employer may impose such disciplinary measure as required upon an employee who refuses to comply with safety rules provided for in the decree, the acts or regulations.

27.05 Work performed under particular conditions: When working conditions so, require, because of unclean work to be performed in factories in operation, or in boiler rooms, and because of fumes, carbon and other industrial dusts, the employer must supply overalls and grant his employees, when required, before the end of the day's work, sufficient time-off with pay to wash up. Such time-off, however, not to exceed thirty (30) minutes in any day.

27.06 Night work:

(1) Any employee called upon to carry out work on a construction site outside of the working hours stipulated in article 22.00 must be accompanied by another employee if his safety may be endangered, except if there is a watchman.

(2) Any cement finisher called upon to carry out his work at night with the help of a surfacer must be accompanied by another employee.

27.07 Work on stilts: Work performed on stilts or on any similar apparatus is forbidden at all times.

27.08 Equipment:

(1) When working conditions so require, the employer must furnish gratuitously all the necessary equipment, such as rubber boots and rubber suits in excavations, trenches, tunnels, caissons as well as security gloves, safety helmets, safety helmet lining, gas masks, safety belts and safety goggles.

(2) The employee must take care of such equipment and wear it when safety so warrants or when it is necessary to do so and must leave it at the place designated by the employer.

27.09 Toxic gas equipment: The use of any vehicle, machine, stove or other piece of equipment which gives off toxic gas within a building or part of a building is forbidden unless the vehicle, machine, stove or piece of equipment is provided with an adequate filter and an appropriate ventilation system to protect employees from the toxic effect of the gases.

27.10 Bad weather: In case of bad weather, the employer must furnish rubber clothes: otherwise the employee is not bound to work and the employer cannot exercise any discriminatory measure.

27.11 Painting work: The employer must furnish gratuitously to employees who carry out work requiring the skills of painters, decorators and apprentices in these trades, cleaners which do not irritate the skin, such as Nordo and Capri 50, and adequate masks and filters if need be according to the kind of paint used.

27.12 First aid, employee victim of an accident, rehabilitation:

(1) **First aid:**

(a) On all construction sites, it is necessary to have at least the first aid equipment required by the Industrial and Commercial Establishments Act and the regulations passed thereunder. The employer must reveal the identity of the person who will apply first aid and the place where the first aid equipment is available.

(b) On all construction sites with more than one hundred (100) employees, the general contractor with his sub-contractors must ensure that at least one (1) of the employees is able to give emergency first aid to an employee who is injured at work.

(c) For such purpose, the employee thus assigned must be the holder of a first aid certificate from a recognized body such as the St. John's Ambulance or the Red Cross. The name of this person responsible for first aid and the place where first aid is given must be posted up on the job-site.

(2) **Employee victim of an accident:**

(a) Any employee who sustains an accident must report this accident to his employer forthwith.

(b) The employer must make note of every accident at work and make a written report without delay to the Workmen's Compensation Commission.

(c) Any employee who has been the victim of an accident at work and is unable to continue his work shall receive his usual pay for that day. If the serious nature of his condition requires him to go to hospital, he must be accompanied by another person. If transportation expenses are incurred in going to hospital, they shall be paid by the employer or his underwriter if the Workmen's Compensation Commission does not cover the said expenses.

(3) **Rehabilitation:**

(a) After an accident at work, upon presentation of a medical certificate authorizing him to work, the employer must reinstate the employee in his job in his former position.

(b) The representative associations must promote rehabilitation and, for such purposes, they may set up a committee whose principal function will be to establish standards useful for the rehabilitation of injured employees.

27.13 Plaster pulverized: The use of a plaster pulverizer shall be in accordance with the regulation made under the Industrial and Commercial establishments Act.

27.14 Mobile cranes:

(1) The operation of a mobile crane of the conventional type, truck-mounted, and having a capacity of 35 tons or more requires the services of an operator and of an apprentice.

(2) The operation of a shovel, caterpillar-mounted, having a capacity of 2 or more cubic yards requires the services of an operator and of an apprentice.

(3) The operation of a caterpillar-mounted mechanical crane having a capacity of 60 tons or more requires the services of an operator and of an apprentice.

(4) In the Greater Montreal region, the operation of a truck-mounted mobile crane, a caterpillar-mounted shovel or crane of one and a half (1½) or more cubic yards requires the services of an operator and of an apprentice. This provision also applies to the employee when the provisions of subparagraph 18.01-3 apply.

27.15 Carrying loads: Unless a signaller is present, it is forbidden to carry any load with the aid of any equipment, above any place where an employee is standing.

28.00 Special leave

28.01 Protection: No employee may be dismissed or be the object of discriminatory or disciplinary action should he avail himself of special leave granted under the provision of this article.

28.02 Sickness, accident, wedding, birth: Every employee is entitled to leave without pay in the following instances, provided he can supply proof thereof:

(1) Illness or accident for a period less than twelve (12) months;

(2) **Serious accident involving a member of his immediate family (father, mother, spouse and child): no more than two (2) days;**

(3) His own wedding;

(4) Wedding of his father, mother or child: no more than two (2) days;

(5) Birth of his child: no more than two (2) days.

28.03 Summons to testify: The employer shall grant leave without pay to any employee called to testify before a court of law, labour court, Unemployment Insurance Commission court or a grievance arbitrator.

28.04 Bereavement leave: Every employee is entitled to no more than three (3) days' leave without pay upon the death of his father, mother, child, brother, sister, father-in-law, sister-in law. This does not apply to employees mentioned in paragraph 28.05.

28.05 Paid bereavement leave:

(1) **Eastern Townships and Saguenay - Lac St-Jean regions:** Any employee shall be paid for the funeral day of his father, mother, spouse, child, brother or sister, provided he supply proof thereof to his employer and that the funeral day be a working day.

(2) **Greater Montreal region:** Any erector-mechanic (glazier) or glazier (glass setter) whose spouse, child, father or mother is entitled to three (3) consecutive days' bereavement leave. The employee shall be paid eight (8) hours a day at straight time for each of the three (3) days. Should his brother or sister die the employee is entitled to be paid for eight (8) hours' work at straight time, provided the funeray day be a working day. This provision also applies to the employee when the provisions of subparagraph 18.01-3 apply, except for work referred to in subparagraph 22.03-10 (b).

29.00 Social benefits

29.01 The drafting of regulations for life-insurance, health, salary, retirement and other plans is entrusted to a committee formed by the Minister of Labour and Manpower and constituted by virtue of article 32 "1" of the Construction Industry Labour Relations Act amended by Bill 9 approved on June 1, 1973.

29.02 This committee is called the "Construction Industry Social Benefits Committee" and is referred to in the present article as the "Committee".

29.03 The body or bodies empowered to appoint a representative shall, to this end, forward a resolution to the Minister of Labour and Manpower within fifteen (15) days of this decree's promulgation date.

29.04 Should no appointment be made within this time-limit, the representative shall be appointed *ex officio* by the Minister of Labour and Manpower, after consulting with the body or bodies empowered to appoint the representative in question, within the following ten (10) days.

29.05 The Minister of Labour and Manpower or any body may appoint a substitute for every representative appointed. This substitute may attend Committee meetings but may not speak to a question nor vote. Should a representative be absent, his sbustitute shall replace him and assume all the rights of the absent representative.

29.06 Representatives are appointed for a two-year term of office which is renewable. Upon expiry of his term, the representative remains in office with full powers to act until such time as his representative is appointed according to the rules set forth in paragraph 29.01. However, the term of a representative shall end upon this death or because of his disability or refusal to act such as noted by the Committee: in such a case, his successor shall be appointed within thirty (30) days by the Minister of Labour and Manpower or by the representative association concerned, as the case may be, failing which, the provisions of paragraph 29.04 shall apply.

29.07

(1) Subject to the other provisions of the present decree, the Committee assumes the rights and duties of a contracting party in any insurance policy, trust agreement or any other contract involving social security dues paid by the employees covered by this decree or on their behalf, under exprried decrees, under expired decrees, under the Minimum Wage Commission's Ordinance No. 12 or under any other agreement between employers and employees when no decree or ordinance exists, or on a voluntary basis, whether or not such dues have been collected by former parity committees, social security sub-committees or any other body having assumed such duties.

(2) The Committee is responsible for administering the life insurance, health, salary and retirement plans based on the contributions contemplated in subparagraph 29.07-1, except for those duties specifically conferred upon the Québec Deposit Fund or the Québec Pension Board by the Supplemental Pension Plans Act, with regards to plans set up under collective agreement decrees. The Committee may also exercise all powers the Board may entrust it with under section 51 (d) of the Supplemental Pension Act.

(3) In assuming the administration of the said plans, the Committee may ratify the deeds of the former administrators and, except as to fraud or rank neglect, free them of any personal responsibility in respect of their deeds as administrators.

29.08 The body entrusted with the decree's application assumes the administrative functions imposed upon the committee until such time as the regulations adopted on the committee's recommendation clearly set out by which body under Quebec Government jurisdiction and on what conditions all or part of these functions are to be carried out.

29.09

(1) Subject to the provisions of article 19.22, the provisions of the plans, as they applied immediately prior to this decree's coming into force, shall remain effective until they have been amended by the Committee, as hereinafter provided for.

(2) Contributions paid by or on behalf of an employee who is not governed by a plan contemplated in subparagraph 29.07-1 using such contributions shall be credited to his account until the Committee decides to dispose of same.

29.10 Within 120 days after its establishment, the Committee shall recommend to the Minister of Labour and Manpower new regulations governing consistent life-insurance, health, salary, retirement and other insurance plans while taking into account the privisions stipulated herein.

29.11 The plans shall provide for benefits according to standard provisions covering all employees subject to the decree, regardless of their region or trade, such benefits being based on the highest contribution rate that applies to all.

29.12

(1) If, according to article 29.24, higher contributions are collected in respect of certain groups of trades, the plan shall provide additional uniform benefits for the employees belonging to a same trade group.

(2) "Additional benefits" may mean greater benefits or eligibility for an additional period at the same benefit level.

29.13 All the operational expenses of the Committee must be divided among the funds on a reasonable basis. The expenses pertaining to a given plan are deducted from the fund of such plan. The administration of the funds of the retirement plan is entrusted to the Québec Deposit and Investment Fund.

29.14 The provisions of any plan and of any amendment to any plan must form the subject of a certificate attesting the solvency of the plan proposed, such certificate being valid for three (3) years at the very most: the said certificate must be signed by an actuary bearing the title of "Fellow of the Society of Actuaries" and having his residence in the province of Québec.

29.15 Every plan must provide for the renewal of the certificate at least ninety (90) days before its expiry and contain the provisions that will apply whenever the certificate is not renewed or whenever the plan ceases to be able to pay the full benefits provided by the regulation.

29.16 The quorum of the Committee shall consist of the representative designated by the Department of Labour and Manpower and who shall be each of the two labour associations and of two representatives of the employers. Decisions shall be taken by a majority of votes. The Committee administrates, applies and interprets the regulations. The regulations of each plan must specify the powers and mode of operation of the Committee as well as all the provisions which are not inconsistent with the provisions of the decree while pertaining to the plan and its proper operation. Each regulation must also specify to which body under Quebec Government jurisdiction the keeping of the files and records, the payment of benefits and, generally, all simple administration activities will be entrusted.

29.17 Before signing any insurance contract or trust contract, the Committee must invite tenders. The Committee shall inform the Minister of Labour and Manpower and the Minister of Financial Institutions, Companies and Corporations of its choice and shall transmit to them a copy of the actuarial report relating to the invitation to tender and to the tenders received.

29.18 The Committee retains the services of an actuary and of a legal adviser; the latter shall serve as secretary to the Committee. The Committee may also retain the services of any adviser or expert whose services may prove useful to it for the constitution or application of the plan.

29.19 The Committee may retain the services of one or several persons in the capacity of permanent and full-time employees to assist in the application of the regulation and particularly to ensure liaison between the employees, their beneficiaries, the Committee and the other bodies or corporations involved.

29.20 The provisions respecting additional benefits applicable to one or more trades are determined by the Committee, taken into account the amount of the contribution, upon the joint recommendation of the labour and employers' associations representing employers and employees involved. Failing joint recommendation by the parties, the Committee determines the said provisions upon consultation with each of the said parties.

29.21 In the absence of any recommendation to the Minister of Labour and Manpower within the delay allowed, the Minister determines the provisions applicable after consulting with the parties, due account being taken of the non-inconsistent provisions upon which the Committee had already taken a decision. However, upon the Committee's request, the Minister may grant an additional 90-day delay for the presentation of the recommendations respecting the provisions of the retirement plan.

29.22 The Minister of Labour and Manpower, by means of publication in the Quebec Official Gazette, causes the plans contemplated in these presents to become effective, at the very latest, 45 days after having received the Committee's recommendations or a notice mentioning that the Committee does not wish to formulate any recommendations.

29.23 The Committee may recommend that the Minister, in following the procedure provided for the establishment of such plans, adopt any amendment he deems useful to or necessary for the regulations of the plans. This article applies whether or not the original regulations have been adopted upon recommendation by the Committee.

29.24 The contribution paid by the employer on behalf of any employee contemplated in the present decree is established as being $0.15 per hour worked. Moreover, the employer shall collect from every employee, by means of a check-off the employee's contribution of $0.05 per hour worked. However, in the case of a trade group for which the employer's or employee's contribution is lower than the total contributions paid or checked-off previously to the effective date of the decree in one or more regions, it is permissible for the employer and labour parties representing the employers and employees involved to agree to a uniform additional check-off from the wages of all the employees belonging to such trade group, such check-off to be equal to, or lower than the difference. Together with the monthly report provided for in paragraph 18.04, the employer shall forward his own contribution as well as the contribution retained for each employee to the body or corporation entrusted with the administration of the decree, until the regulations adopted upon recommendation of the Committee have determined to whom the contributions must be paid.

As of January 1, 1974, the contribution paid by the employer shall be 0.30 per hour worked and the additional contribution shall be paid into the pension fund.

As of May 1, 1974, the contribution paid by the employee shall be $0.25 per hour worked and the additional contribution shall be paid into the pension fund. The present subparagraph does not apply to structural steel erector.

As of January 1, 1975, the contribution paid by the employer shall be $0.45 per hour worked and the additional contribution shall be paid into the pension fund.

30.00 Priority of French text

30.01 Should there be differences between the French text and the English version of this decree, the French text shall prevail.

31.00 Forbidden practices

31.01 Production slowdown: No association of employees or persons acting in the interest of such an association or group of employees shall order, encourage or support reduced activity aimed at slowing down production.

31.02 Meetings on work-site: No association of employees shall hold meetings of its members on the work-site without the employer's consent.

31.03 Acts by those governed: No syndicate, union or employer may act in such a way as to violate the decree or any act or regulation governing the Construction Industry. Therefore nothing in this decree may be interpreted as allowing prohibited action or violation of any law or regulations whatsoever.

31.04 Strikes and lock-outs: Strikes and lock-outs are forbidden during the term of this decree.

32.00 Term of the decree

32.01 This decree remains in force until April 30, 1976 inclusively.

32.02 Any provision of this decree which is contrary to the act or regulations thereunder is null and void. However, the nullity of such provision of the decree shall in no way affect the validity of the other provisions of the decree.

32.03 Any express or tacit renunciation of the provisions of this decree is null and shall in no way justify an employer whose employee was excluded from the benefits of this decree's provisions.

The employer shall pay to the Construction Industry Commission, at the same time as he makes his monthly report, the sum of $0.01 for each hour worked by each of his employees for the month preceding his report.

The sums thus collected shall constitute a special indemnity fund for which the Construction Industry Commission shall act as trustee and shall administer it according to the provisions set up by an employer-union committee established for this purpose. This special indemnity fund is used to pay employees for salary losses resulting from the employer becoming bankrupt. For the purposes of the present subsection, the word salary includes vacation pay, payments from a pension fund, and other social benefits derived from the Construction Industry.

An employer labour relations fund shall be set up and the employer shall pay into it the sum of $0.01 for each hour worked by each of his employees. The employer shall send his payment along with his monthly report to the Construction Industry Commission and this commission shall ensure payment of contributions to this fund. The enforcement of payment to the employer labour relations fund begins the first day of the month which follows the unanimous notice to begin payment by the employer representatives to the Commission.

ANNEXE "A" — APPENDIX "A"

Liste des Régions et des sous-régions:
Regions and subregions

Régions *Regions*		Sous-régions *Subregions*
No 1	Bas Saint-Laurent-Gaspésie *Lower St. Lawrence-Gaspé area*	Îles-de-la-Madeleine Gaspé Sainte-Anne-des-Monts Bonaventure Bas St-Laurent Rivière-du-Loup
No 2	Saguenay-Lac Saint-Jean	Roberval Chicoutimi
No 3	Québec	Québec-Métropolitain *Greater Québec* Charlevoix Portneuf Québec-sud Chaudière
No 4	Trois-Rivières	Bois-Francs Mauricie
No 5	Cantons-de-l'Est *Eastern Townships*	Cantons-de-l'Est *Eastern Townships*
No 6	Montréal-Sud *Montreal-South*	Granby Saint-Jean Saint-Hyacinthe Richelieu Beauharnois
No 7	Montréal-Métropolitain *Greater Montreal*	
No 8	Montréal-Nord *Montreal-North*	Terrebonne Joliette Labelle
No 9	Outaouais *Ottawa Valley*	Hull
No 10	Nord-Ouest *North-Western Québec*	Rouyn-Noranda Abitibi
No 11	Côte-Nord *North Shore*	Saguenay Mingan

Description of regions

1. Region No 1: Lower St. Lawrence Gaspé area: Subregions:

(1) **Îles-de-la-Madeleine:** Comprises the entire Iles-de-la-Madeleine county.

Includes the municipalities of village de Cap-aux-Meules, Île-d'Entrée and the following municipalities: Bassin, Fatima, Grande-Entrée, Grosse-Île, Havre-Aubert, Havre-aux-Maisons, l'Étang-du-Nord.

(2) **Gaspé:** Comprises the entire county of Gaspé-East and part of the county of Gaspé-Ouest.

Includes the towns of Chandler, Gaspé, Murdochville, the municipalities of Baie-de-Gaspé-Nord, Baie-de-Gaspé-Sud, Barachois, Bridgeville, Cap-d'Espoir, Cloridorme, Douglas, Grande-Grève, Grande-Rivière, Grande-Rivière-Ouest, Grande-Vallée, Haldimand, l'Anse-aux-Griffons, Newport, Pabos, Pabos-Mills, Percé, Petite-Vallée, Petit-Pabos, Rivière-au-Renard, Saint-Alban-du-Cap-des-Rosiers, Saint-François-de-Pabos, Saint-Majorique, Saint-Maurice, Saint-Pierre-de-la-Malbaie, No 2, Sainte-Thérèse-de-Gaspé, York and the non-organized townships of Holland, Fletcher, Champoux in the county of Gaspé-Ouest.

(3) **Sainte-Anne-des-Monts:** Comprises part of the counties of Gaspé-Ouest and Matane.

Includes the towns of Cap-Chat, Sainte-Anne-des-Monts, the villages de Marsoui, Mont-Saint-Pierre and the municipalities of Christie, Rivière-à-Claude, Saint-Joachim-de-Tourelle, Sainte-Madeleine-de-la-Rivière-Madeleine, Saint - Maxime- du-Mont-Louis, Capucins, Grosses-Roches, Les Méchins, Saint-Jean-de-Cherbourg, Saint-Paulin-Dalibaire, Saint-Thomas-de-Cherbourg, and all the non organized territory of the county of Matane and the non organized territory of Gaspé-Ouest minus the townships of Holland, Fletcher et Champoux.

(4) **Bonaventure:** Comprises the entire county of Bonaventure.

Includes the town of New-Richmond and the municipalities of Caplan, Carleton, Carleton-sur-Mer, Escuminac, Grande-Cascapédia, Hope, Hope Town, L'Ascension-de-Patapédia, Mann, Maria, New Carlisle, Nouvelle, Paspébiac, Paspébiac-Ouest, Port-Daniel (eastern part), Port-Daniel (western part), Ristigouche, Ristigouche (southeastern part), Saint-Alexis-de-Matapédia, Saint-Alphonse, Saint-Elzéar, Saint-Fidèle-de-Ristigouche, Saint-François-d'Assise, Sainte-Germaine-de-l'Anse-aux-Gascons, Saint-Godefroy, Saint-Jules, Saint-Laurent-de-Matapédia, Saint-Omer, Saint-Siméon, Shigawake plus the townships of Clarke, Gravier and Catalogne in the county of Matapédia.

(5) **Lower St. Lawrence:** Comprises part of the counties of Matane, Matapédia and Rimouski.

Includes the cities and towns of Rimouski, Amqui, Causapscal, Matane, Mont-Joli, the villages of Lac-au-Saumon, Saint-Noël, Sayabec, Val-Brillant, Métis-sur-Mer, Price, Sainte-Félicité, Saint-Ulric, Bic, Luceville, Rimouski-Est, Sainte-Angèle-de-Mérici and the municipalities of la Rédemption, Saint-Alexandre-des-Lacs, Saint-Antoine - de-Padoue-de-Kempt, Saint-Benoît-Joseph-Labre, Saint-Cléophas, Saint-Damase, Saint-Edmond, Sainte-Florence, Sainte-Irène, Saint-Jacques-le-Majeur-de-Causapscal, Saint-Jean - Baptiste-Vianney, Sainte-Jeanne-d'Arc, Saint-Léon-le-Grand, Sainte-Marguerite, Sainte-Marie-de-Sayabec, Saint-Moïse, Saint-Pierre-du-Lac, Saint-Raphaël-d'Albertville, Saint-Tharcisius, Saint-Zénon-du-Lac-Humqui, Baie-des-Sables, Grand-Métis, Les Boules, Petite-Matane, Saint-Adelme, Sainte-Félicité, Saint-Jérôme-de-Matane, Saint-Léandre, Saint-Luc, Saint-Nil, Saint-Octave-de-Métis, Sainte-Paule, Saint-René-de-Matane, Saint-Ulric-de-Matane, Fleuriault, Mont-Lebel, Saint-Anaclet-de-Lessard, Sainte-Angèle - de-Mérici, Sainte-Anne-de-la-Pointe-au-Père, Sainte - Blandine, Sainte-Cécile-du-Bic, Saint-Charles-Garnier, Saint-Donat, Saint-Eugène-de-Ladrière, Saint-Fabien, Sainte-Flavie, Saint-François-Xavier-des-Hauteurs, Saint-Gabriel, Saint-Jean-Baptiste, Saint-Joseph-de-Lepage, Sainte-Luce, Saint-Marcellin, Saint-Narcisse-de-Rimouski, Saint-Valérien, Sainte-Odile-sur-Rimouski, Trinité-des-Monts. The non organized territory of the county of Matapédia minus the townships of Clarke, Gravier, Catalogne, the non organized territory of the county of Rimouski minus the townships of Asselin, Ango, and the non organized part of "la seigneurie" Nicolas-Rioux.

(6) **Rivière-du-Loup:** Comprises part of the counties of Rimouski, Kamouraska and the counties of Rivière-du-Loup and Témiscouata in their entirety.

Includes the cities and towns of Rivière-du-Loup, Trois-Pistoles, Cabano, Dégelis, Notre-Dame-du-Lac, Saint-Pascal, the villages of l'Isle-Verte, Saint-Georges-de-Cacouna, Saint-Joseph - de-la-Rivière-Bleue, Andreville, Kamouraska and the municipalities of Biencourt, Lac-des-Aigles, Saint-Guy, Saint-Mathieu-de-Rioux, Saint-Médard, Saint-Simon, Notre-Dame-des - Neiges-des-Trois - Pistoles, Notre-Dame-des-Sept-Douleurs, Notre - Dame-du-Portage, Saint-Antonin, Saint-Arsène, Saint-Clément, Saint-Cyprien, Saint-Eloi, Saint-Epiphane, Sainte-Françoise, Saint-François-Xavier-de-Viger, Saint-Georges - de-Cacouna, Saint-Hubert, Saint-Jean-Baptiste-de-l'Isle-Verte, Saint-Jean-de-Dieu, Saint-Modeste, Saint-Patrice-de-la-Rivière-du-Loup, Saint-Paul-de-la-Croix, Sainte-Rita, Auclair, Saint-Benoit-Abbé, Saint-Elzéar, Saint-Eusèbe, Saint-Godard-de-Lejeune, Saint-Honoré, Saint-Jean-de-la-Lande, Saint-Joseph-de-la-Rivière Bleue, Saint-Juste-du-Lac, Saint-Louis-du-Ha-Ha, Saint-Marc-du-Lac-Long, Saint-Michel-du-Squatec, Saint-Pierre-d'Estcourt, Sully, Mont-Carmel, Saint-Alexandre, Saint-André, Saint-Athanase, Saint-Denis, Saint-Eleuthère, Saint-Germain, Sainte-Hélène, Saint-Alexandre, Saint-André, Saint-Athanase, Saint-Denis, Saint-Eleuthère, Saint-Germain, Sainte-Hélène, Saint-Joseph-de-Kamouraska, Saint-Louis-de-Kamouraska, Saint-Pascal, Saint-Philippe-de-Néri, Woodbridge.

All the non organized territory of the counties of Rivière-du-Loup and Témiscouata, the townships of Asselin, Ango and the non organized part of "la seigneurie" Nicolas-Rioux in the county of Rimouski, the non organized territory of the county of Kamouraska minus the township of Chapais and the non organized part of Ixworth township.

2. Region No 2: Saguenay - Lac Saint-Jean: Subregions.

(7) **Roberval:** Comprises part of the county of Lac Saint-Jean-Ouest.

Includes the cities and towns of Dolbeau, Mistassini, Roberval, Saint-Félicien, Chapais and Chibougamau, the villages of Albanel, Chambord, Lac Bouchette, Normandin, Saint-André-du-Lac-Saint-Jean, Sainte-Jeanne-d'Arc, Saint-Prime, Val-Jalbert and the municipalities of Albanel, Girardville, Normandin, Notre-Dame-de-la-Doré, Notre-Dame-de-Lorette, Roberval, Saint-Edmond, Saint-Eugène, Saint-Félicien, Saint-François-de-Sales, Sainte-Hedwidge, Saint-Louis-de-Chambord, Saint-Méthode, Saint-Michel-de-Mistassini, Saint-Stanislas, Saint-Thomas-d'Aquin, Saint-Thomas-Didyme. Plus the non organized townships of Deschêne, Lyonne, Drapeau, De Lamarre, Proulx and the non organized part of La Trappe township.

(8) **Chicoutimi:** Includes part of the counties of Chicoutimi, Lac Saint-Jean-Est, Lac Saint-Jean-Ouest, Abitibi Territory, Mistassini Territory, New Québec Territory.

This territory, excepting the 3 counties of Chicoutimi, Lac Saint-Jean-Est and Lac Saint-Jean-Ouest, is bordered by the southwest limit of the county of Lac Saint-Jean-Ouest as far as the Western limit of Pfister township, thence, by the Western limit of Pfister township; by the southern limit of the townships of Chamballon, Bressani, l'Espinay and Belmont; by the Western limit of the townships of Belmont, Royal, Du Guesclin, Guercheville, Lapparent, Saussure, Guettard, Lantagnac, Lucière, as far as parallel 50° 15', thence, by parallel 50° 15', thence, by parallel 50° 15' as far as the western limit of Voyer township; thence, by the western limit of the townships of Voyer and Gloria and by meridian 76° as far as parallel 51°; by parallel 51° as far as meridian 74° 30', by meridian 74° 30' as far as parallel 52°; by parallel 52° as far as the eastern limit of the census county of Chicoutimi.

Includes the cities and towns of Desbiens, Arvida, Chicoutimi, Chicoutimi-Nord, Jonquière, Kénogami, Bagotville, Port-Alfred, Rivière-du-Moulin, Saguenay, the villages of Hébertville-Station, Lac-à-la-Croix, Notre-Dame-d'Hébertville, Saint-Bruno, Saint-Coeur-de-Marie, Saint-Gédéon, Sainte-Jeanne, Laterrière, Saint-Ambroise, Saint-Fulgence, Saint-Honoré, Saint-Jean-Eudes, Saint-Jean-Vianney, and the municipalities of Péribonka, Saint-Augustin, Saint-Ludger-de-Milot, Delisle, Hébertville, L'Ascension-de-Notre-Seigneur, Saint-Bruno, Sainte-Croix, Saint-Gédéon, Saint-Henri-de-Taillon, Saint-Jérôme, Saint-Joseph-d'Alma, Sainte-Monique, Bagotville, Bégin, Bourget, Chicoutimi, Dumas, Grande-Baie, Kénogami, part, Labrecque, Lamarche, Larouche, Notre-Dame-de-Laterrière, Otis, Saint-Ambroise, Saint-David-de-Falardeau, Saint-Dominique-de-Jonquière, Saint-Fulgence, Saint-Honoré, Saint-Jean, Sainte-Rose-du-Nord, Shipshaw, Taché, Tremblay.

3. Region No 3: Québec: Subregions:

(9) **Greater Québec:** Comprises part of the counties of Québec, Lévis, Montmorency I and the whole of the county of Montmorency II.

Includes the cities and towns of Québec, Sillery, Ste-Foy, Ancienne-Lorette, Neufchatel, Lorette-ville, Vanier, Charlesbourg, Orsainville, Giffard, Beauport, Villeneuve, Lac-Delage, Bélair, Notre-Dame-des-Laurentides, Val-Saint-Michel, Montmorency, Courville, Lévis, Lauzon, Saint-David-de-l'Auberivière, Saint-Romuald-d'Etchemin, Saint-Nicolas, Charny, Beaupré, Château-Richer, the villages of Saint-Émile, Beaulieu, Sainte-Anne-de-Beaupré, Saint-Jean-de-Boischatel, the municipalities of Saint-Félix-du-Cap-Rouge, l'Ancienne-Lorette, Charlesbourg-Ouest, Charlesbourg-Est, Lac Saint-Charles, Saint-Dunstan-du-Lac-Beauport, Saint-Michel-Archange, Sainte-Thérèse-de-Lisieux, l'Ange-Gardien, Sainte-Anne-de-Beaupré, Sainte-Famille, Saint-François, Saint-Jean, Saint-Laurent, Saint-Pierre, Sainte-Brigitte-de-Laval.

(10) **Charlevoix:** Comprises the counties of Charlevoix-Est, Charlevoix-Ouest and part of Montmorency county.

Includes the cities and towns of Clermont, La Malbaie, Baie-Saint-Paul, the villages of Cap-à-l'Aigle, Pointe-au-Pic, Saint-Siméon, Saint-Joseph-de-la-Rive, the municipalities of Sainte-Agnès, Saint-Fidèle-de-Mont-Murray, Saint-Irénè, Saint-Siméon, Notre-Dame-des-Monts, Rivière Malbaie, Saint-Aimé-des-Lacs, Saint-Firmin, Baie-Saint-Paul, Saint-François-Xavier-de-la-Petite - Rivière, Saint - Hilarion, Saint-Louis-de-l'Isle-au Coudres, Saint-Urbain, La Baleine, Les Éboulements, Rivière-du-Gouffre, Saint-Bernard-de-l'Isle-aux-Coudres, Saint-Tite-des-Caps, Saint-Joachim, Saint-Féréol plus the whole of the non organized territory of the counties of Charlevoix-Est, Charlevoix-Ouest, Montmorency.

(11) **Portneuf:** Comprises part of the counties of Québec and Portneuf.

Includes the cities and towns of Donnacona, lac-Saint-Joseph, Lac-Sergent, Portneuf, Saint-Raymond, the villages of Deschambault, Fossambault-sur-le-Lac, Neuville, Pont-Rouge, Saint-Alban, Saint-Basile-Sud, Saint-Casimir, Saint-Casimir-Est, Saint-Charles-des-Grondines, Saint-Marc-des-Carrières, Saint-Ubald, the municipalities of Stoneham et Tewkesbury, Saint-Gabriel-de-Valcartier, Saint-Gabriel-Ouest, Notre-Dame-de-Portneuf, Pointe-aux-Trembles, Saint-Alban, Saint-Augustin-de-Desmaures, Saint-Basile, Saint-Casimir, Sainte-Catherine, Saint-Charles-des-Grondines, Sainte-Christine, Saint-Gilbert, Saint-Joseph-de-Deschambault, Saint-Raymond, Saint-Thuribe, Saint-Ubald, Cap-Santé, Rivière-à-Pierre, Sainte-Jeanne-de-Pont-Rouge, Saint - Léonard-de-Portneuf, Shannon plus the non organized territory of the county of Québec southwest of the north-west limit of the Laurentian Provincial Park and the non organized territory of Portneuf county minus Marmier township and the non organized part of Chevigny township.

(12) **Québec-Sud:** Comprises the counties of l'Islet, Montmagny, part of the counties of Kamouraska, Lévis, Bellechasse, Dorchester, Beauce, Mégantic, Lotbinière.

Includes the cities and towns of La Pocatière, l'Islet, Montmagny, Saint-Pamphile, Saint-Jean-Chrysostome, Sainte-Marie, the villages of Saint-Pacôme, L'Islet-sur-Mer, Armagh, Saint-Charles, Saint-Raphael, Saint-Vallier, Saint-Henri, Saint-Rédempteur, Saint-Anselme, Saint-Bernard, Saint-Isidore, Saint-Elzéar, Lyster, Francoeur, Laurier-Station, Leclercville, Lotbinière, Saint-Agapitville, Sainte-Agathe, Sainte-Croix, Saint-Flavien, Saint-Patrice-de-Beaurivage, Saint-Sylvestre, the municipalities of Rivière-Ouelle, Sainte-Anne-de-la-Pocatière, Saint-Grabriel-Lallemant, Saint-Onésime-d'Ixworth, Saint-Pacôme, Notre-Dame-de-Bon-Secours-de-L'Islet, Saint-Adalbert, Saint-Aubert, Saint-Cyrille-de-Lessard, Saint-Damase-de-l'Islet, Saint-Eugène, Sainte-Félicité, Saint-Jean-Port-Joli, Sainte-Louise, Saint-Marcel, Saint-Omer, Sainte-Perpétue, Saint-Roch-des-Aulnets, Tourville, Berthier, Cap-Saint-Ignace, Lac-Frontière, Montminy, Notre-Dame-du-Rosaire, Saint-Antoine-de-l'Isle-aux-Grues, Sainte-Appoline-de-Patton, Sainte-Euphémie - sur-Rivière-du-Sud, Saint-Fabien - de-Panet, Saint - François-de-Sales - de-la-Rivière-du-Sud, Saint-Juste-de-Bretenières, Sainte-Lucie-de-Beauregard, Saint-Pierre-de-la-Rivière-du-Sud, Honfleur, la Durantaye, Notre-Dame - Auxiliatrice - de - Buckland, Saint - Cajetan-d'Armagh, Saint-Charles-Boromé, Saint-Damien-de-Buckland, Saint-Étienne-de-Beaumont, Saints-Gervais-et-Protais, Saint-Lazare, Saint-Michel, Saint-Nérée, Saint-Philémon, Saint-Raphaël, Saint-Vallier, Bernières, Rivière-Boyer, Saint-Étienne, Sainte-Hélène-de-Breakeyville, Saint - Henri-de-Lauzon, Saint-Joseph-de-la-Pointe-de-Levy, Saint-Lambert-de-Lauzon, Saint-Louis-de-Pintendre, Louis-Joliette, Saint-Anselme, Saint-Bernard, Sainte-Claire, Sainte-Hénédine, Saint-Isidore, Saint-Malachie, Sainte-Marguerite, Saint-Maxime, Saint-Nazaire-de-Dorchester, Taschereau, Fortier, Saint-Elzéar-de-Beauce, Sainte-Marie, Nelson, Sainte-Anastasie-de-Nelson, Notre-Notre-Dame-du-Sacré-Coeur-d'Issoudun, Saint-Agapit-de-Beaurivage, Sainte-Agathe, Saint-Antoine-de-Tilly, Saint-Apollinaire, Sainte-Croix, Saint-Edouard-de-Lotbinière, Sainte-Emmélie, Saint-Flavien, Saint-Gilles, Saint-Janvier-de-Joly, Saint-Louis-de-Lotbinière, Saint-Narcisse-de-Beaurivage, Saint-Octave-de-Dosquet-Saint-Patrice-de-Beaurivage, Saint-Sylvestre, Val-Alain plus the non organized territories of Montmagny county and part of the non organized territory of Kamouraska county, that is Chapais township and the non organized part of Ixworth township.

(13) **Chaudière:** Comprises part of the counties of Bellechasse, Dorchester, Beauce, Frontenac, Wolfe, Mégantic.

Includes the cities and towns of Beauceville, Beauceville-Est, Saint-Georges, Saint-Georges-Ouest, Saint-Joseph-de-Beauce, Disraëli, Black-Lake, Thetford Mines, the villages of East Broughton-Station, Lac Poulin, Linière, Saint-Ephrem-de-Tring, Saint-Théophile, Saint-Victor, Saint-Zacharie, Tring-Jonction, Vallée-Jonction, La Guadeloupe, Lambton, Saint-Gédéon, Saint-Ludger, Saint-Sébastien, Beaulac, Bernierville, Inverness, Robertsonville, Saint-Anne-du-Lac and the municipalities of Saint-Camille-de-Lellis, Saint-Magloire-de-Bellechasse, Sainte-Sabine, Saint-Benjamin, Saint-Cyprien, Saint-Édouard-de-Frampton, Sainte-Germaine-du-Lac-Etchemin, Sainte-Justine, Saint-Léon-de-Standon, Saint-Louis-de-Gonzague, Saint-Luc, Saint-Odilon-de-Granbourne, Saint-Prosper, Sainte-Rose-de-Watford, Aubert-Gallion, East-Broughton, l'Enfant-Jésus, Notre-Dame-de-la-Providence, Sacré-Coeur-de-Jésus, Saint-Alfred, Saints-Anges, Sainte-Aurélie, Saint-Benoît-Labre, Sainte-Clothilde, Saint-Côme-de-Kennebec, Saint-Ephrem-de-Beauce, Saint-François-de-Beauce, Saint-François-Ouest, Saint-Frédéric, Saint-Georges-Est, Saint-Honoré, Saint-Jean-de-la-Lande, Saint-Joseph-de-Beauce, Saint-Joseph-des-Érables, Saint-Jules, Saint-Martin, Saint-Philibert, Saint-Pierre-de-Broughton, Saint-René, Saint-Séverin, Saint-Simon-les-Mines, Saint-Théophile-de-la-Beauce, Saint-Victor-de-Tring, Saint-Zacharie, Shenely, Courcelles, Gayhurst, Southeastern part, Lac Drolet, Lambton, Risborough and part of Marlow, Saint-Evariste-de-Forsyth, Saint-Gédéon, Saint-Hilaire-de-Dorset, Saint-Méthode-de-Frontenac, Saint-Robert-Bellarmin, Saint-Sébastien, Disraëli, Garthby, Saint-Fortunat, Saint-Jacques-le-Majeur-de-Wolfestown, Saint-Julien, Saints-Martyrs-Canadiens, Sainte-Praxède, Halifax-Sud, Inverness, Ireland, Ireland, North part, Leeds, Leeds, East part, Rivière-Blanche, Sacré-Coeur-de-Marie, South part, Saint-Antoine-de-Pontbriand, Saint-Jacques-de-Leeds, Saint-Jean-de-Brébeuf, Saint-Joseph-de-Coleraine, Thetford, South part plus the non organized territory of Beauce county.

4. Region No 4: Trois-Rivières: Subregions:

(14) **Bois-Francs:** Comprises Drummond county, part of the counties of Mégantic, Arthabaska, Yamaska, Nicolet.

Includes the cities and towns of Plessisville, Arthabaska, Princeville, Warwick, Drummondville, Drummondville-Sud, Victoriaville, the villages of Laurierville, Aston-Jonction, St-Léonard-d'Aston, Chesterville, Daveluyville, Norbertville, Sainte-Clothilde-de-Horton, Durham-Sud, Kingsey Falls, L'Avenir, Notre-Dame-du-Bon-Conseil, Saint-Cyrille, Saint-Germain-de-Grantham, Wickham, Saint-Guillaume, the municipalities of: Halifax-North, Halifax-Sud, Southwest part, Notre-Dame-de-Lourdes, Plessisville, Sainte-Julie, St-Pierre-Baptiste, Sainte-Sophie, Sainte-Brigitte-des-Saults, Sainte-Eulalie, Saint-Léonard, Sainte-Perpétue, Saint-Raphaël, south part, Saint-Samuel, Chénier, Chester-Est, Chester-Nord, Chester-Ouest, Maddington, Princeville, Saint-Albert-de-Warwick, Sainte-Anne-du-Sault, Saint-Christophe-d'Arthabaska, Sainte-Clothilde-de-Horton, Sainte-Elizabeth-de-Warwick, Saint - Jacques - de - Horton, Saint-Louis-de-Blandford, Saint - Norbert - d'Arthabaska, Saint-Rémi-de-Tingwick, Saint-Rosaire, Sainte-Séraphine, Saint-Valère, Sainte-Victoire d'Arthabaska, Tingwick, Warwick, Durham-Sud, Grantham-Ouest, Kingsey, Kingsey Falls, L'Avenir, Lefebvre, Notre-Dame-du-Bon-Conseil, Saint-Edmond-de-Grantham, Saint-Eugène, Saint-Germain-de-Grantham, Saint-Lucien, Saint-Majorique-de-Grantham, Saint-Nicéphore, Ulverton, Wendover and Simpson, Wickham, Saint-Bonaventure, Saint-Guillaume, Saint-Joachim-de-Courval, Saint-Pie-de-Guire, Saint-Zéphirin-de-Courval.

(15) **Mauricie:** Comprises the counties of: Saint-Maurice, Champlain, part of the counties of: Lotbinière, Nicolet, Yamaska, Maskinongé, Portneuf, Québec, Abitibi, territory of Abitibi.

Includes the cities and towns of: Shawinigan, Trois-Rivières, Trois-Rivières-Ouest, Grand'Mère, Cap-de-la-Madeleine, La Tuque, Shawinigan-Sud, Bécancour, Nicolet, Louiseville, the villages of: Deschaillons-sur-Saint-Laurent, Fortierville, Montauban, Notre-Dame-des-Anges, Champlain, La Pérade, Parent, Saint-Georges, Saint-Stanislas, Sainte-Thècle, Annaville, les Becquets, Manseau, Sainte-Marie, Sainte-Monique, Saint-Sylvère, Saint-Wenceslas, Baieville, Pierreville, Saint-François-du-Lac, Baie-de-Shawinigan, Saint-Boniface-de-Shawinigan, Yamachiche, Maskinongé, Saint-Paulin, the municipalities of: Lac Édouard, Sainte-Françoise, Saint-Jacques-de-Parisville, Sainte-Philomène-de-Fortierville, Villeroy, Saint-Rémi, Grande-Piles, Langelier La Visitation-de-Champlain, Notre-Dame-du-Mont-Carmel, Saint-Adelphe, Sainte-Anne-de-la-Pérade, Saint-François-Xavier-de-Batiscan, Sainte - Geneviève-de-Batiscan, Saint-Jean-des-Piles, Saint-Louis-de-France, Saint-Luc, Sainte-Marthe-du-Cap-de-la-Madeleine, Saint-Maurice, Saint-Narcisse, Saint-Prosper, Saint-Roch-de-Mékinac, Saint-Séverin, Saint-Stanislas, Sainte-Thècle, Saint-Théophile, Saint-Timothée, Saint-Tite, Grand-Saint-Esprit, Lemieux, Nicolet-Sud, Sainte-Cécile-de-Lévrard, Saint-Célestin, Saint-Jean-Baptiste-de-Nicolet, Saint - Joseph - de - Blandford, Sainte - Marie - de-de-Blandford, Sainte-Monique, Saint-Pierre-les-Becquets, Sainte-Sophie-de-Lévrard, Saint-Sylvère, Saint-Wenceslas, La Visitation-de-la-Bienheureuse-Vierge-Marie, Notre-Dame-de-Pierreville, Saint-Antoine-de-la-Baie-du-Fèbvre, Saint-Elphège, Saint-François du Lac, Saint-Joseph de la Baie-du-

Fèbvre, Saint-Thomas-de-Pierreville, Charette, La Visitation-de-la-Pointe-du-Lac, Pointe - du - Lac, Sainte-Anne-d'Yamachiche, Saint Barnabé, Saint-Élie, Saint-Étienne-des-Grès, Sainte-Flore, Saint-Gérard-des-Laurentides, Saint-Mathieu, Saint-Sévère, Hunterstown, Saint-Alexis, Sainte-Angèle, Saint-Antoine-de-la-Rivière-du-Loup, Saint-Édouard, Saint-Joseph-de-Maskinongé, Saint-Justin, Saint-Léon-le-Grand, Saint-Paulin, Sainte-Ursule, plus the non organized territories of the counties of: Saint-Maurice and Champlain, Marmier township and the non organized part of Chavigny township in Portneuf county, the territory North-West of the Laurentian Provincial Park in Québec county, the townships of Landry, David, Choquette, Gosselin, Bazin, Leau, Fortier, Douville, Tassé, Montpetit, Faucher, Buies Huguenin, Sulte, Archintre, Provancher, Chapman, Myrand, Evanturel, Poisson, Marmette, Lemay, Crémazie, Hanotaux, McSweeney, Toussaint, Lacasse, Juneau, Mathieu, Perrier, Lagacé, Coursol, Balète, Marceau, Buteux, Lacroix, in Abitibi county and Abitibi territory.

5. Region No 5: Eastern Townships: Subregions:

(16) **Eastern townships:** Comprises the countries of: Richmond, Compton, Sherbrooke, Stanstead, part of Frontenac, Wolfe, Arthabaska.

Includes the cities and towns of: Lac-Mégantic, Cookshire, East-Angus, Scotstown, Waterville, Asbestos, Bromptonville, Danville, Richmond, Windsor, Lennoxville, Coaticook, Rock Island, Sherbrooke, Magog, the villages of: Compton, La Patrie, Sawyerville, Bishopton, Marbleton, Saint-Gérard, Weedon-Centre, Wottonville, Kingsbury, Melbourne, Saint-Georges-de-Windsor, Saint-Grégoire-de-Greenlay, Deauville, Ayers' Cliff, Beebe Plain, Dixville, Hatley, North Hatley, Omerville, St-Herménégilde, Stanstead Plain, the municipalities of: Audet, Frontenac, Marston, Milan, Nantes, Notre-Dame-des-Bois, Piopolis, Saint-Augustin-de-Woburn, Sainte-Cécile - de - Whitton, Saint-Romain, Val-Racine, Winslow-Sud, Bury, Clifton, east part, Compton, Compton-Station, Ditton, Eaton, Emberton, Hampden, Hereford, Lingwick, Martinville, Newport, Sainte-Edwige-de-Clifton, Saint-Isidore-d'Auckland, Saint-Malo, Saint-Venant-de-Hereford, Westbury, Dudswell, Fontainebleau, Ham-Nord, Notre-Dame-de-Lourdes-Ham, Saint-Adrien, Saint-Camille, Saint-Joseph-de-Ham-Sud, Stratford, Weedon, Wotton, Trois-Lacs, Brompton, Brompton Gore, Cleveland, Melbourne, Saint-Claude, Saint-Denis-de-Brompton, Saint-François-Xavier-de-Brompton, Saint-Georges-de-Windsor, Shipton, Stoke, Windsor, Ascot, Ascot Corner, Ascot-Nord, Orford, Rock Forest, Saint-Élie-d'Orford, Barford, Barnston, Barnston-Ouest, Hatley, Hatley, west part, Magog, Ogden, Sainte-Catherine-de-Hatley, Saint-Herménégilde, Saint-Mathieu-de-Dixville, Stanstead, Stanstead-Est.

6. Region No 6: Montréal South: Subregions:

(17) **Granby:** Comprises the counties of Brome, Shefford, part of the counties of Missisquoi and Rouville.

Includes the cities and towns of Bromont, Granby, Sutton, Waterloo, Saint-Césaire, Bedford, Farnham, Cowansville, the villages of Abercon, Adamsville, Brome, East Farnham, Eastman, Foster, Knowlton, Lawrenceville, Roxton-Falls, Sainte-Prudentienne, Stukely-Sud, Valcourt, Warden, Ange-Gardien, Dunham, Frelighsburg, Philipsburg, and the municipalities of Adamsville, Austin, Bolton-Est, Bolton-Ouest, Brome, Potton, Saint-Benoît-du-Lac, Saint-Étienne-de-Bolton, Sutton, Béthanie, Bonsecours, Granby, Maricourt, Racine, Roxton, Saint-Alphonse, Sainte-Anne-de-la-Rochelle, Sainte-Cécile-de-Milton, Saint-Joachim-de-Shefford, Sainte-Prudentienne, Saint-Valérien-de-Milton, Shefford, Stukely-Sud, Valcourt, Saint-Ange-Gardien, Saint-Césaire, Saint-Paul-d'Abbotsford, Bedford, Dunham, Frelighsburg, Notre-Dame-de-Stanbridge, Rainville-Saint-Armand-Ouest, Saint-Ignace-de-Stanbridge, Saint-Pierre-de-Véronne. A Pike-River, Sainte-Sabine, Stanbridge, Stanbridge-Station.

(18) **Saint-Jean:** Comprises the counties of Iberville, Saint-Jean, Napierville, part of the counties of Missisquoi, Laprairie and Rouville.

Includes the cities and towns of Marieville, Saint-Jean, Richelieu, Iberville, Saint-Luc, Saint-Rémi, the villages of Henryville, Saint-Alexandre, Saint-Grégoire, Clarenceville, Lacolle, Napierville, and the municipalities of Notre-Dame-de-Bon-Secours, Sainte-Angèle-de-Monnoir, Sainte-Marie - de - Monnoir, Saint-Mathias, Henryville, Saint-Alexandre, Sainte-Anne-de-Sabrevois, Saint-Athanase, Sainte-Brigide-d'Iberville, Saint - Grégoire - le Grand, Saint-Sébastien, Saint-Georges-de-Clarenceville, Saint-Thomas, Venise-en-Québec, Lacadie, Notre-Dame-du-Mont-Carmel, Saint-Bernard-de-Lacolle, Saint-Blaise, Saint-Jean-l'Évangéliste, Saint-Paul-de-l'Ile-aux-Noix, Saint - Valentin, Saint-Jacques-le-Mineur, Saint-Cyprien, Saint-Édouard, Saint-Michel, Saint-Patrice-de-Sherrington, Saint-Rémi.

(19) **Saint-Hyacinthe:** Comprises the counties of Bagot, Saint-Hyacinthe, part of the counties of Rouville and Verchères.

Includes the cities and towns of Acton Vale, Saint-Hyacinthe, Douville, La Providence, Saint-Joseph, Mont Saint-Hilaire, Otterburn Park, Beloeil, the villages of Saint-Dominique, Sainte-Hélène-de-Bagot, Saint-Hugues, Saint-Liboire, Saint-Pie, Sainte-Rosalie, Upton, Saint-Charles-Sur-Richelieu, Saint-Damase, Saint-Denis, Sainte-Madeleine, Rougemont, McMasterville, and the municipalities of Saint-André-d'Acton, Sainte-Christine, Saint-Ephrem-d'Upton, Sainte-Hélène, Saint-Hugues, Saint-Liboire, Saint-Nazaire, d'Acton, Saint-Pie, Sainte-Rosalie, Saint-Simon, Saint-Théodore-d'Acton. La Présentation, Notre-Dame-de-Saint-Hyacinthe, Saint-Barnabé, Saint-Bernard, south part, Saint-Charles, Saint-Damase, Saint-Denis, Saint-Hyacinthe-le-Confesseur, Saint-Jude, Sainte-Marie-Madeleine, Saint-Thomas-d'Aquin, Saint-Jean-Baptiste, Saint-Michel-de-Rougemont, Saint-Mathieu-de-Beloeil.

(20) **Richelieu:** Comprises Richelieu county, part of the counties of Verchères and Yamaska.

Includes the cities and towns of Saint-Joseph-de-Sorel, Saint-Ours, Sorel, Tracy, the villages of Yamaska, Yamaska-Est, Massueville, Contrecoeur and the municipalities of Saint-David, Saint-Gérard-Majella, Saint-Michel-d'Yamaska, Saint-Aimé, Sainte-Anne-de-Sorel, Saint-Louis, Saint-Marcel, Saint-Ours, Saint-Pierre-de-Sorel, Saint-Robert, Saint-Roch-de-Richelieu, Sainte-Victoire-de-Sorel, Contrecoeur, Saint-Antoine-de-Padoue, Saint-Antoine-sur-Richelieu.

(21) **Beauharnois:** Comprises the counties of Châteauguay, Huntingdon, Beauharnois, Vaudreuil, Soulanges.

Includes the cities and towns of Huntingdon, Châteauguay-Centre, Lery, Mercier, Beauharnois, Maple Grove, Salaberry-de-Valleyfield, Dorion, Hudson, Ile-Cadieux, Ile-Perrot, Pincourt, Pointe-du-Moulin, Rigaud, Vaudreuil, the villages of Hemmingford, Howick, Ormstown, Saint-Chrysostome, Melocheville, Saint-Timothée, Côteau-du-Lac, Côteau-Landing, La Station-du-Côteau, Les Cèdres, Pointe-des-Cascades, Rivière-Beaudette, Saint-Clet, Saint-Polycarpe, Saint-Zotique, Pointe-Fortune, Sainte-Marthe, Vaudreuil-sur-le-Lac, and the municipalities of Dundee, Elgin, Franklin, Godmanchester, Havelock, Hemmingford, Hinchinbrook, Saint-Anicet, Sainte-Barbe, Saint-Antoine-Abbé, northeast part, Sainte-Clothilde, Saint-Jean-Chrysostome, Saint-Malachie-d'Ormstown, Sainte-Martine, Saint-Paul-de-Châteauguay, Saint-Urbain-Premier, Très-Saint-Sacrement, Grande-Ile, Saint-Étienne-de-Beauharnois, Saint-Louis-de-Gonzague, Saint - Stanislas - de - Kostka, Saint-Timothée, Sainte-Claire-d'Assise, Saint-Clet, Saint-Ignace-du-Côteau-du-Lac, Saint - Joseph--de Soulanges, Saint-Polycarpe, Saint-Télesphore, Notre-Dame-de-l'Ile-Perrot, Sainte - Justine - de-Newton, Saint-Lazare, Sainte-Madeleine-de-Rigaud, Sainte-Marthe, Terrasse-Vaudreuil, Très-Saint-Rédempteur.

7. Région No 7: Greater-Montreal: Subregion:

(22) **Greater-Montreal:** Comprises the counties of Ile-de-Montréal, Ile-Jésus, Chambly, part of the counties of Verchères and Laprairie.

Includes the cities and towns of Boucherville, Carignan, Chambly, Greenfield Park, Laflèche, Lemoyne, Longueuil, Saint-Basile-le-Grand, Saint-Bruno-de-Montarville, Saint-Hubert, Saint-Lambert, Laval, Anjou, Baie-d'Urfé, Beaconsfield, Côte-Saint-Luc, Dollard-des-Ormeaux, Dorval, Hampstead, Ile-Dorval, Kirkland, Lachine, Lasalle, Montréal, Montréal-Nord, Montréal-Ouest, Mont-Royal, Outremont, Pierrefonds, Pointe-aux-Trembles, Pointe-Claire, Roxboro, Sainte-Anne-de-Bellevue, Sainte-Geneviève, Saint-Laurent, Saint-Léonard, Saint-Pierre, Verdun, Westmount, Brossard, Candiac, Delson, La Prairie, the villages of Varennes, Verchères, Senneville, and the municipalities of Saint-Amable, Sainte-Anne-de-Varennes, Saint-François-Xavier-de-Verchères, Sainte-Julie, Saint-Marc, Sainte-Théodosie-Calixa-Lavallée, Saint-Jean-de-Dieu, Saint-Raphaël-de-l'Ile-Bizard, Notre-Dame, Sainte-Catherine-d'Alexandrie-de-Laprairie, Saint-Constant, Saint-Isidore, Saint-Mathieu, Saint-Philippe.

8. Region No 8: Montréal North: Subregions:

(23) **Terrebonne:** Comprises the counties of Deux-Montagnes, Argenteuil, Terrebonne, part of the counties of Papineau, Labelle, Montcalm, Joliette.

Includes the cities and towns of Blainville, Estérel, Lorraine, Mont-Gabriel, Rosemère, Sainte-Agathe-des-Monts, Saint-Antoine, Saint-Jérôme, Sainte-Thérèse, Terrebonne, Deux-Montagnes, Oka-sur-le-Lac, Saint-Eustache, Barkmère, Lachute, the villages de Bois-des-Fillion, Lac Carré, Lafontaine, New-Glasgow, Prévost, Sainte-Agathe-Sud, Saint-Jovite, Saint-Sauveur-des-Monts, Shawbridge, Val-David, Pointe-Calumet, Saint-Augustin, Saint-Benoît, Saint-Placide, Sainte-Scholastique, Brownsburg, Calumet, Carillon, Grenville, Saint-André-Est, Labelle, and the municipalities of Notre-Dame-de-la-Merci, Saint-Donat, Val des Lacs, Bellefeuille, Brébeuf, Ivry-sur-le-Lac, Lac Supérieur, Lantier, Lesage, Mont-Rolland, Mont-Tremblant, Piedmont, Sainte-Adèle, Sainte-Agathe, Sainte-Anne-des-Lacs, Sainte-Anne-des-Plaines, Saint-Antoine-des-Laurentides, Saint-Faustin, Saint-Hippolyte, Saint-Janvier-de-Blainville, Saint-Janvier-de-Lacroix, Saint-Jovite, Saint-Louis de Terrebonne, Sainte-Lucie, Sainte--Marguerite-du-Lac-Masson, Saint-Sauveur, Sainte-Sophie, Sainte-Thérèse-Ouest, Val-Morin, L'Annonciation, north part, Oka, Saint-Augustin, Saint-Benoît, Saint-Canut, Saint-Colomban, Saint-Eustache, Saint-Hermas, Saint-Joseph-du-Lac, Sainte-Marthe-sur-le-Lac, Sainte-Monique, Saint-Placide, Sainte-Scholastique, Arundel, Chatham, Gore, Grenville, Harrington, Huberdeau, Lac-des-Seize-Iles, Mille-Isles, Montcalm, Morin Heights, Saint-Adolphe-d'Howard, Saint-André-d'Argenteuil, Saint-Jérusalem-d'Argenteuil, Wenworth, Wenworth-Nord, Amherst, Lac-des-Plages, Joly, La Conception, Lac Tremblant-Nord, La Macaza, La Minerve. Plus the non organized territory of Labelle township in Labelle county. The non organized territory of Archambault township, the townships of Cousineau, Rolland, Nantel, Jamet, Viel and Castelneau in Montcalm county. The townships of Forbes, Legendre, Lusignan, Olier, La Verdière, French and Lenoir in Joliette county.

(24) **Joliette:** Comprises L'Assomption county, part of the counties of Montcalm, Joliette, Berthier and Maskinongé.

Includes the cities and towns of Berthierville, Saint-Gabriel, Joliette, Charlemagne, L'Assomption, Laurentides, l'Épiphanie, Repentigny, the villages of Lavaltrie, Crabtree, Saint-Félix-de-Valois, Saint-Pierre, Rawdon, Saint-Alexis, Saint-Jacques, and the municipalities of Saint-Didace, Saint-Ignace-du-Lac, Lanoraie-d'Autray, La Visitation-de-la-Sainte-Vierge-de-l'Isle-du-Pads, Saint-Antoine-de-Lavaltrie, Saint-Barthélémy, Saint-Charles-de-Mandeville, Saint-Cuthbert, Saint-Damien, Saint-Gabriel-de-Brandon, Sainte-Geneviève-de-Berthier, Saint-Ignace-de-Loyola, Saint-Joseph-de-Lanoraie, Saint-Michel-des-Saints, Saint-Norbert, Saint-Viateur, Saint-Zénon, Notre-Dame-de-Lourdes, Notre-Dame-des-Prairies, Sacré-Coeur-de-Jésus, Saint-Alphonse-de-Rodriguez, Saint-Ambroise-de-Kildare, Sainte-Béatrix, Saint-Charles-Borromée, Saint-Cléophas, Saint-Côme, Sainte-Elizabeth, Sainte-Émélie-de-l'Énergie, Saint-Félix-de-Valoi, Saint-Jean-de-Matha, Sainte-Marcelline-de-Kildare, Sainte-Mélanie, Saint-Paul, Saint-Thomas, Chertsey, Entrelacs, Lac Paré, Rawdon, Saint-Alexis, Saint-Calixte, Saint-Esprit, Saint-Jacques, Sainte-Julienne, Saint-Liguori, Sainte-Marie-Salomé, La Plaine, l'Assomption, l'Épiphanie, Saint-Charles-de-Lachenaie, Saint-Gérard-Magella, Saint-Henri-de-Mascouche, Saint-Lin, Saint-Paul-l'Ermite, Saint-Roch-de-l'Achigan, Saint-Roch-Ouest, Saint-Sulpice, plus the township of Angoulème, Chapleau, Houde, Kaine, Masson, Aubry, Laviolette, Créguy, Villiers, Légaré, Troyes, and Boullé in Maskinongé township.

(25) **Labelle:** Comprises part of the counties of Labelle, Montcalm, Gatineau and Pontiac.

Includes the cities and towns of Mont-Laurier, Maniwaki, the villages of Ferme-Neuve, Lac-des-Écorces, l'Annonciation, Nominingue, Sainte-Anne-du-Lac, Val-Barrette, Gracefield, and the municipalities of Bellerive-sur-le-Lac, Brunet, Chute-Saint-Philippe, Décarie, Ferme-Neuve, Kiamika, Lac-des-Écorces, Lac-du-Cerf, Lac-Saint-Paul, l'Ascension, Loranger, Marchand, Mont-Saint-Michel, Notre-Dame-de-Pontmain, Notre-Dame-du-Laus, Robertson and Pope, Saguay, Saint-Aimé-du-Lac-des-Iles, Turgeon, Aumond, Blue Sea, Bois-Franc, Bouchette, Cameron, Deleage, Egan-Sud, Lytton, Messine, Mont-cerf, Northfield, Sainte-Thérèse-de-la-Gatineau, Sicotte, Wright, Dorion plus Brunet township and the non organized territory of Mousseau township in Montcalm county.

9. Region No 9: Ottawa Valley: Subregion:

(26) **Hull:** Comprises Hull county, part of the counties of Pontiac, Gatineau, Papineau, Montcalm, Joliette, Berthier and Maskinongé.

Includes the cities and towns of Buckingham, Masson, Thurso, Aylmer, Gatineau, Hull, Pointe-Gatineau, the villages of Angers, Cheneville, Montebello, Papineauville, Ripon, Saint-André-Avellin, Deschênes, Wakefield, Templeton, Bryson, Campbell's Bay, Chapeau, Fort-Coulonge, Portage-du-Fort, Quyon, Shawville and the municipalities of Bowman, Buckingham, Buckingham, west part, Buckingham southeast part, Duhamel, Fassett, Lac Simon, l'Ange-Gardien, Lochaber, Lochaber, north part, Lochaber, west part, Mayo, Montpellier, Mulgrave, and Derry, Namur, Notre-Dame-de-Bon-Secours, north part, Notre-Dame-de-la-Salette, Plaisance, Ponsonby, Notre-Dame-de-la-Paix, Portland-Ouest, Ripon, Saint-André-Avellin, Sainte-Angélique, Suffolk and Addington, Val-des-Bois, Vinoy, Aylwin, Denholm, Eardley, Hincks, Hull, west part, Low, Lucerne, Masham-Nord, Sainte-Cécile-de-Masham, Touraine, Wakefield, Wakefield, east part, Perkins, Templeton-Est, east part, Templeton-Ouest, Aldfield, Alleyn and Cawood, Bristol, Chichester, Clarendon, Grand-Calumet, Isle-Aux-Allumettes, east part, Isle-Aux-Allumettes, Leslie, Clapham and Huddersfield, Litchfield, Mansfield and Pontefract, Onslow, Onslow, south part, Rapides-des-Joachims, Sheen, Esther, Aberdeen and Malakoff, Thorne, Waltham and Bryson plus Franchère township and all the territory northwest of the said township in Montcalm county. The territory northwest of French and Lenoir townships in Joliette county. The territory northwest of Dupont township in Berthier township. The territory north-west of Boullé and Troyes townships in Maskinongé county.

10. Region No 10: North Western Québec: Subregions:

(27) **Rouyn-Noranda:** Comprises Témiscamingue county and part of Abitibi county.

Includes the cities and towns of: Belleterre, Rouyn, Noranda, Témiscamingue, Ville-Marie, Cadillac, Duparquet, Malartic, Val-d'Or, the villages of Angliers, Evain, Lorrainville, Pascalis, the municipalities of: Duhamel-Ouest, Evain, Fugèreville, Guérin, Latulipe and Gaboury, Moffet, Nédelec, Notre-Dame-de-Lourdes-de-Lorrainville, Notre - Dame - du - Nord, Saint - Bruno - de-Guigues, Saint - Édouard - de - Fabre, Saint - Eugène - de Guigues, Saint-Isidore, Saint-Placide-de-Bearn, plus the non organized territories of Témiscamingue county and in Abitibi county a non organized territory limited to the south by the limit of the county, to the west by the boundary of Québec, to the north and to the east by a line passing by the south limit of the municipalities of: Roquemaure, Saint-Laurent, Sainte-Germaine-Boulé, Poularies and Taschereau; by the east boundary of Aiguebelle township; by the north and east boundaries of La Pause township; by the north boundary of Cadillac township; by the south and southeast boundary of the municipality of La Motte, as far as the north boundary of Malartic township and the townships of Vassan, Senneville, Pascalis, Tablemont and Tavernier; by the east boundary of Tavernier, Persking and Denain townships.

(28) **Abitibi:** Comprises part of Abitibi county and part of Abitibi Territory and Mistassini territories.

Includes the cities and towns of: Amos, Barville, La Sarre, Macamic, Senneterre, Lebel-sur-Quévillon, Matagami, the villages of: Baraute, La Reine and the municipalities of Amos-Est, Amos-Ouest, Authier, Belcourt, Champneuf, Clermont, Clerval, Colombourg, Fiedmont and Barraute, La Motte, Landrienne, La Reine, La Sarre, Launay, Macamic, Normétal, Palmarolle, Poularies, Privat, Roquemaure, Saint-Félix-de-Dalquier, Sainte-Germaine-Boulé, Sainte-Hélène-de-Mancebourg, Saint-Jacques-de-Dupuy, Saint-Janvier, Saint-Lambert, Saint-Laurent, Saint-Marc-de-Figuery, Saint-Mathieu, Senneterre, Taschereau, Trécesson, Val-Saint-Gilles, plus the non organized territory of Abitibi county not comprised in the regions of Rouyn-Noranda and Trois-Rivières and the part of the non organized territories of Abitibi Territory and Mistassini Territory, limited to the west by the Québec boundary, to the north, by parallel 51° as far as meridian 76°; thence, towards the south, by meridian 76° and the west boundary of Gloria and Voyer townships as far as parallel 50°15'; by parallel 50°15' as far as the east limit of Crépeau township, thence, by the east limit of the townships of Crépeau, Berry, Daine, la Ribourde, Laroncière, La Ronde, Marin, Urban and Piquet as far as the north limit of Abitibi county.

11. Region No 11: North Shore: Subregions:

(29) **Saguenay:** Comprises part of Saguenay county.

Includes the towns of Baie-Comeau, Forestville, Hauterive, the villages of Baie-Trinité, Chute-aux-Outardes, Godbout, Grandes-Bergeronnes, Pointe-aux-Outardes, Pointe-Lebel, Sacré-Coeur-de-Jésus, Sault-au-Mouton, Tadoussac, the municipalities of Bergeronnes, Colombier, Escoumins, Les Sept-Cantons-Unis-du-Saguenay, Ragueneau, Sacré-Coeur-de-Jésus, Sainte-Anne-de-Portneuf, Saint-Luc-de-Laval, Saint-Paul-du-Nord, plus a non organized territory bordered to the west by a line starting at the intersection of the shore of the Saguenay river and the southwest corner of Albert township; thence, by the west border of Albert township as far as the west border of Saguenay county; thence, by the border of the census county of Saguenay as far as the north-west corner of Blanchin township; thence, by the north boundary of the townships of Blanchin, Pinet, Le Strat, Blondel, Tortellier and Brézel as far as the northeast corner of Brézel township; thence, by the east boundary of the townships of Brézel and Lamontagne as far as the southeast corner of Lamontagne township; thence, by the north boundary of Quertier and Brien townships as far as the northeast corner of Brien township; thence, by the west and south boundaries of Jauffret township as far as meridian 68° as far as the northwest corner of Godbout township; thence, by the north boundary of the townships of Godbout, Fafard and Royer as far as the shore of the St. Lawrence river.

(30) **Mingan:** Comprises part of Saguenay county, part of Abitibi Territory, part of Mistassini Territory, and all of the New-Québec Territory.

Includes the cities and towns of De-Grasse, Gagnon, Port-Cartier, Sept-Îles, Schefferville, the municipalities of Aguanish, Baie-Johan Beetz, Côte Nord du Golfe Saint-Laurent, Havre-Saint-Pierre, Ile-d'Anticosti, Letellier, Longue-Pointe, Moisie, Natashquan, Rivière-au-Tonnerre, Rivière-Saint-Jean, plus the non organized territory of Saguenay county not comprised in the Saguenay subregion and all the territories to the north of the administrative regions of North-Shore, Saguenay-Lac-Saint-Jean and North-Western Québec.

APPENDIX "B"

Trades and occupations

Trade Definitions

1. Group I: Group I includes carpenter-joiners and lathers.

(1) **Carpenter-joiner:** "Carpenter-joiner" means anyone who does wood carpentry and joinery work; assembles, erects and repairs wood or metal items such as:

concrete forme, including forms for footings, walls, piers, columns, slabs, stairs, roads, sidewalks and curbs at ground level, and form ties;

insect screens, doors and window frames, doors, windows, sills, weatherstripping, curtain walls, and clapboard, aluminium or composition siding;

metal partitions;

shingles, unwelded and unhooked sheet metal connected therewith, sandstone tiles;

installation in matt, roll or panel form, fastened by means of nails, staples or glue;

wallboards;

wood or other composition lathing;

steel studding;

nailing metal corner beads and mouldings;

cupboards, counters and shelving (interchangeable or fixed), including the application of plastic laminates or other analogeous coverings;

acoustical tile, including mouldings;

bowling alleys and accessories;

parquet flooring, including sanding and finishing;

synthetic lawn material;

the installation, hoisting and handling of: steel sheetpiling, shoring piles, wales, braces, struts, bearing piles and temporary steel or timber stays driver in the ground.

(2) **Lather:** "Lather" means anyone who:

prepares and sets all types of laths;

prepares, assembles and sets any metal (tied or welded) used to erect and install metal hangers for suspended ceilings;

sets metal studs or frames for walls or partitions to be covered with metal, gypsum or similar composition laths or any wallboard or gypsum tile;

installs gypsum or composition wallboard on partitions composed of metal studs, or on metal furrings;

installs any wire mesh to be covered with any type of coating;

sets acoustical tile.

2. Group II: Groupe II includes the crane operators, shovel operators, heavy equipment operators and heavy equipment mechanics.

(3) **Crane operator:** "Crane operator" means anyone one who operates:

(a) all types of cranes such as elevator cranes, tower cranes, suspended cranes, derrick cranes, self-propelled cranes on locomotives or truck-mounted on wheels or tracks, with hydraulic, électric, mechanical and electro-mechanical attachments;

(b) travelling cranes, boring machines, piledrivers and cranes equipped with piledriving equipment used to drive cement, tubular or other piles or sheetpiles.

A crane operator also operates the above equipment when it is electrically-driven.

(4) **Shovel operator:** "Shovel operator" means anyone who operates all types of shovels, backhoes, cranes with clamshell or dragline attachments, pivoted arm excavators and any other stationary or mobile excavating equipment, track-mounted or on wheels.

A shovel operator also operates the above equipment when it is electrically-driven.

(5) **Heavy equipment operator:** "Heavy equipment operator" means anyone who operates wheel or track-mounted tractors with booms, buckets or attachments; "pépine" backdiggers; concrete breakers, bulldozers, scrapers, graders, overhead and front-end loaders; rollers, power compactors, trench-cutting machines, sideboom and endboom tractors; wheel-mounted tractors with excavating or forked attachment; grader-spreaders, asphalt or concrete spreaders.

A heavy equipment operator also operates the above equipment when it is electrically-driven.

(6) **Heavy equipment mechanic:** "Heavy equipment mechanic" means anyone who does the maintenance, bodywork and repair of heavy equipment used for landscaping, handling and excavating and of any other mobile or stationary power-driven equipment.

3. Group III: Group III includes structural steel erectors, boiler-markers, ornamental iron workers and reinforcing steel erectors.

(7) **Structural steel erector:** "Structural steel erector" means anyone who, with the exception of work done for the construction or maintenance of electric power transmission and distribution lines,

(a) erects and assembles all iron and steel parts used in the construction of:

buildings, including partitions, prefabricated roofs, wall sections including metalwindows;

completely prefabricated buildings;

bridges, viaducs, subways, tunnels;

antennas for radio and television broadcasting stations;

hoists, car dumpers, cranes, conveyors, ore unloaders;

lock gates, head gates;

hydraulic regulating equipment;

coal, stone, coke, sand and ore towers, bins and hoppers;

ash chutes and hoppers;

(b) the erection of concrete structural members (wall panels, floor or ceiling slabs) when mechanical equipment is used;

(c) the erection and construction of all sectional and otherwise assembled stacks, as well as the extension and repair of such stacks;

(d) the unloading, hoisting and setting of complete boilers, steam drums and assembled sections of tubular boilers and machinery into their approximate positions;

(e) torch-cutting, welding, rivetting, rigging, scaffolding, framing, erecting and dismantling of temporary of supporting work in connection with any of the above operations.

The present term does not govern work carried out in regards to construction of the maintenance of power transmission and distribution lines, transformer stations and communication networks.

(8) **Boilemarker:** "Boilemarker" means anyone who performs the operati ns connected with the steam generator, boiler and tank fabricating industry, including:

all erection, dismantling, assembly and demolition work on boilers, as well as the erecting steel related thereto;

setting equipment on foundations or supports;

installing and rolling tubes;

fitting all pressure or non-pressure parts, except unloading, hoisting and placing portable boilers, steam drums and assembled sections of tubular boilers;

all work in connection with breechings, smoke boxes, stacks, uptakes, floats, air and water heaters, smoke consumers, all types of tanks, as well as all other plate work connected therewith;

the erection and construction of purifying boxes, gas generators, brewery vats, standpipes, penstocks and gasometers, as well as unloading, joisting and placing equipment or composents related to the abovementioned devices;

all burning, chipping, caulking, rivetting, welding and rigging work connected with the abovementioned operations.

(9) **Ornamental iron worker:** "Ornamental iron worker" means anyone who:

by means of equipment, tools or welding, traces, cuts, prepares and assembles all metal pieces for the manufacture of items such as: inside and outside stairs, railings, fences (except wire fences), gates, windows, canopies, cellar and inspection traps, all types of wire netting, coal chutes, vault doors, fire doors, partitions, lifesaving equipment of any other similar work;

installs and erects the above items.

(10) **Reinforcing steel erector:** Reinforcing steel erector" means anyone who cuts, bends, fastens, installs and assembles rods and metal laths with wire, ties, or welding operations to strenghten concrete in the construction of forms, columns, beams, slabs or other similar work.

4. Group IV: Group IV includes tinsmith and roofers:

(11) **Tinsmith:** "Tinsmith" means anyone who works sheet metal with a thickness not exceeding gauge ten (10). Sheet metal includes iron, copper, aluminum, stainless steel or other similar materials. He also

(a) traces, makes and sets all types of sheet-metal items on construction sites;

(b) erects and repairs ventilating, air conditioning and warm air heating systems, as well as all systems for exhausting such materials as shavings, fumes, smoke or dust; applies inside insulation connected with such systems and sets prefabricated apparatus;

(c) performs all other analogous work such as covering skylights, cornices, firestops and flashings with metal; installs gutters and other prefabricated metal items such as shelves, lockers, partitions, wall coverings, screens, ceilings.

(12) **Roofer:** "Roofer" means anyone who applies and lays a asphalt composition, gravel, shingles, sandstone tiles or other similar products on roofs. Work also includes the repair and insulation on such roofs, including vapour seals, built-up roofing membranes and water proofing barriers, as well as laying unwelded and unhooked sheet metal.

5. Group V: Group V includes erector-mechanics (glazier).

(13) **Erector-mechanic (glazier) :** "Erector - mechanic (glazier)" means anyone who installs and repairs work (permanent or not) related to the flat glass industry and all other similar work made of metal or substitute materials, namely: installs and repairs all types of glass and their frames, ornamental or decurative items, prefabricated sheating, curtain walls, doors, windows, show windows and other structures made of sheet metal or mouldings and fastened by means of an adhesive base or otherwise.

6. Group VI: Group VI includes painters, resilient flooring layers and insulators.

(14) **Painter:** "Painter" means anyone who:

(a) prepares and conditions the inside and outside surface of any structure and covers same with one or more coats of film-forming compound for protection and esthetic purposes;

"Film-forming coumpound" means any liquid, stricky, natural or synthetic, transparent, semi-transparent, opaque or coloured material that forms a continuous protective film on surfaces;

(b) covers wall surfaces with wallpaper or any other similar material that is natural or synthetic, pre-pasted or glued;

(c) performs other work entailing the application of backing, corner beads and accessories, as well as joint-pointing wallboard.

(15) **Resilient flooring layer:** "Resilient flooring layer" means anyone who lays:

(a) resilient flooring made of vinyl, asphalt, rubber, cork, linoleum or any other material that in glued but not nailed;

(b) rugs, carpets and undercarpets, except acoustical tile applied on walls and ceilings.

(16) **Insulator:** "Insulator" means anyone who, by spraying or any other regular method, applies thermal insulation to:

(a) all existing or new piping systems, whether it be connection with the installation, repair or renovation of such systems, including the application of all types of protective finishes;

piping used to convey any fluid (hot water, cold water, steam, gas, oil, fuel, ammonia, etc...);

piping and duct work for air conditioning, ventilation or refrigeration purposes;

(b) furnaces, boilers, tanks and other similar equipment, except the erection of brick walls for boilers.

An insulator may also apply rigid or semi-rigid insulating materials.

7. Group VII: Group VII includes plasterers, cement finishers, bricklayer-masons and tile setters.

(17) **Plasterer:** "Plasterer" means anyone who:

(a) by means of a trowel or mechanically, applies coatings such as plaster, celanite, mortar, cement, metal composition, stucco or other substitutes;

(b) sets metal corner mouldings or any other type mouldings, as well as all accessories connected therewith;

(c) points and fills gypsum wallboard joints;

(d) does plaster moulding work and sets and pours ornaments.

(18) **Cement finisher:** "Cement finisher" means anyone who:

prepares and finishes cement surfaces on floors, walls, sidewalks and pavements;

performs plain or deisgned cement coating work;

applies hardeners and sealers or does all other similar coating work on floors, sidewalks, pavements and other roadwork inside tunnels;

applies and finishes metallic waterproofing, including the protective coating and the installation of waterproofing membranes.

For the cement finisher, work on walls that follows flooring operations, may not exceed the height of the baseboard.

(19) **Bricklayer-mason:** "Bricklayer-mason" means anyone who:

(a) cuts, saws, joint-points, lays, by using mortar, cement or any other adhesive material, the following masonry items;

brick, natural or artificial stone;

acid brick, fire brick made of plastic, cement or any other refractory material, all such bricks being laid by hand, machine or compressor;

refractory material tiles;

terra-cotta;

architectural precast concrete;

blocks made of gypsum, concrete, composition materials, light aggregates, for walls or partitions;

(b) sets and welds anchoring devices; applies rigid insulation inside walls and masonry cavities.

(20) **Tile setter:** "Tile setter" means anyone who:

cuts and sets marble, granite, prefabricated terrazzo, slate, glazed or enameled ceramic tiles and all other similar or substitute materials;

installs strips, laths and metal anchoring devices; applies various granitic mixtures;

sets the base for the above operations;

polishes by hand or machine and by means of dry or wet processes, all surfaces made of granite, marble or any other similar material; cements or fills in cracks or gaps;

8. Group VIII: Group VIII includes millwrights.

(21) **Millwright:** "Millwright" means anyone who:

installs, repairs, sets, erects, dismantles and handles equipment, including equipment for bowling alleys; conveyors and permanently-installed equipment; automatic doors and accessories; adjustable floors used to support machinery;

makes templates for such machinery and equipment.

9. Group IX: Group IX includes electricians.

(22) **Electrician:** "Electrician" means anyone who does construction, overhaul, alteration, repair and maintenance work on electrical installations used for lighting, heating and motive power purposes. This includes all wires, cables conduits, accessories, devices and electrical apparatus that form part of the installation itself and are connected thereto or used to connect the installation to the public or municipal utility, such connection being on the wall of the building or structure nearest the utility line.

10. Group X: Group X includes the pipe fitting trade.

(23) **Pipe fitter:** "Pipe fitter" means any person who performs, in any building or construction, the work of installing, renewing, altering, repairing or maintaining the systems included in the following specialities, except the piping of sewers and water mains and the connections thereof:

(a) **Specialty of the plumber:** The plumber is responsible for:

(1) the plumbing systems, including:

(i) piping, devices, accessories and other apparatus nessary for the flow of fluids in the said systems;

(ii) piping, devices, accessories and other apparatus used for the draining and the back air ventilation of the said systems;

(2) the piping, the devices and accessories used in installations, such as refineries, gasoline pumps, air vents, pipe-lines and sprinkling systems.

(b) **Specialty of the sprinkler installer:** The sprinkler installer is responsible for the systems of automatic sprinklers including their piping, devices, accessories and other apparatus used to prevent and fight fires.

(c) **Specialty of heating systems installer:** The heating systems installer is responsible for:

(1) heating and combustion systems including their piping, devices, accessories and other apparatus necessary for the distribution of fluids and/or the production of motive power or heat by the said systems;

(2) piping, devices and accessories utilized in installations such as oil refineries, gasoline pumps, air vents, pipe-lines and sprinklers.

(d) **Specialty of refrigeration:** The refrigeration specialist is responsible for refrigeration systems with at least ¼ h.p. capacity, including their piping, devices, accessories and other apparatus necessary for the distribution of fluids and the production of cold air by the said systems.

11. Group XI: Group XI includes the elevator mechanic.

(24) **Elevator mechanic:** "Elevator mechanic" means anyone who installs, renews, alters, repairs or maintains a mechanical conveying system composed of apparatus, accessories and other equipment such as: elevators, hoists, escalators, flying scaffolds, ski lifts, dumbwaiters, moveable stage platforms, rolling sidewalks and other similar equipment generally used or usable for transporting persons, things or materials.

The installation of a mechanical conveying system also involves the electrical connection of apparatus and accessories from the distribution panel. The installation also includes the operation of a temporary or unfinished system, as well as the operation of a finished system when the latter is used, at the employer's request, to convoy his employees and materials.

Definitions of occupations

(1) **steam-boiler fireman:** "Steam-boiler fireman" means anyone who supervises the operation of any heating or motor installation governed by the Stationary Enginemen Act (R.S.Q. 1964, c. 157) and the Regulations enacted thereunder.

(2) **generator operator:** "General operator" means anyone who supervises the operations of stationary internal combustion diesel engines governed by the Stationary Enginemann Act (R.S.Q. 1964, c. 157) and the Regulations enacted thereunder.

(3) **shot firer:** "Shot firer" means anyone who holds a valid shot firer's certificate under the Industrial and Commercial Establishments Act (R.S.Q. 1964, c. 150) and performs all work governed by the said Act; may also prepare shot holes.

(4) **watchman:** "Watchman" means anyone who performs general guard duties on a construction site for the purpose of insuring the protection of property and the safety of persons.

(5) **diver:** "Diver" means anyone who, wearing a diving suit or equipped with proper breathing apparatus, does building, repair, installation, demolition or inspection work on equipment or structures under water.

(6) **storeman:** "Storeman" means anyone who:

checks in, stores and distributes materials, supplies, tools or equipment;

sees that tools and equipment are properly maintained without having to repair same;

checks to see that goods received tally with requisitions and invoices;

keeps a permanent stock record of outgoing and incoming material.

(7) **clerk:** "Clerk" means anyone doing clerical work on a construction job-site, such as:

checking employees' arrival and departure times;

computing time worked by the employees.

(8) **labourer (day labourer):** "Labourer (day labourer)" means anyone who performs work not belonging to skilled tradesmen, apprentices, classified workmen or general helpers.

(9) **general helper:** "General helper" means anyone who:

(a) performs various duties related to masonry work such as:

mixing cement or mortar by hand or machine.

sawing with the masonry saw.

erecting and dismanting prefabricated scaffolds.

handing materials to skilled workmen in the trades involved;

performing various clean-up duties related to his usual work.

(b) is assigned to loading, unloading and handling bagged or bulk cement;

(c) fires a portable kettle whenever asphaltic materials are used as a mordant, insulation or waterproofing agent;

(d) operates power or air drills;

(e) rakes asphaltic materials in the construction or repair of paved surfaces;

(f) is responsible for starting up and controlling a stationary or mobile heating unit, or both, for drying aggregates or heating asphalt;

(g) operates any heating unit whenever such operation does not call for a certificate;

(h) operates a concrete vibrator;

(i) operates a platform scale for weighing truck loads.

(j) applies rigid or semi-rigid insulation materials, except when such insulation materials are required for roofs, piping and ducts as well as inside walls and masonry cavities.

(k) applies caulker.

(10) **hoisting equipment operator:** "Hoisting equipment operator" means anyone who operates a hoist or any other vertical, stationary or mobile hoisting equipment equiped with one or more drums.

(11) **truckdriver:** "Truckdriver" means anyone who drives all types of trucks.

(12) **pump and compressor operator:** "Pump and compressor operator" means anyone who:

operates diamond drills of all types and sizes;

operates the drill and the self-propelled drill carmounted on rails or wheels;

operates one or more water pumps with a discharge pipe 6" or over;

operates, cleans and maintains one or more concrete pumps or sets concrete by means of such equipment;

operates a compressor having a capacity of 210 cu. ft./min. or two or more compressors with a 110 cu. ft./min. capacity.

(13) **stationary and/or portable mixing plant operator:** "Stationary and/or portable mixing plant operator" means anyone who, on the construction site:

operates and maintains a concrete, asphalt or aggregate mixing plant; also runs and operates truck-mounted concrete mixing plants (ready-

mix trucks), but does not carry out duties usually performed by the drivers of such trucks;
controls the operation of a machine used to crush stone, rock or other similar materials;

supervises or regulates the delivery of materials into the crusher to prevent jamming;

stops and clears the crusher, as required;
adjusts accessories to control gravel or stone sizes;
controls the machine's output;
oils, cleans and maintains his machine to maintain optimum operational performance.

(14) **pipe welder:** "Pipe welder" means anyone who:

does pipe welding, pursuant to the provisions of the Pressure Vessels Act (R.S.Q. 1964, c. 156) and the Regulations enacted thereunder;

performs, according to the aforementioned provisions, all other pipe-welding work on such systems as oil refineries, gasoline pumps, air lines, sprinkler systems and pipe lines.

(15) **welder:** "Welder" means anyone who:

does all types of welding other than those mentioned in the definition of pipe welder.

ELECTRIC POWER TRANSMISSION AND DISTRIBUTION — TRANSFORMER STATION — COMMUNICATION NETWORK

DISTRIBUTION LINE

(1) **"Group leader"** means any employee who is qualified as a class "A" lineman who may be required to perform a class "A" lineman's duties and who is in charge of and supervises the work performed by a group of linemen. From May 1, 1972, the definition provided for in paragraph 1.09 shall replace the present definition.

(2) **"Lineman, class A"** means anyone who, in the construction, dismantling or maintenance of power distribution lines and sub-stations, and under the general guidance of a foreman, carries out complex operations such as: properly sagging conductors; installing clamps and hardware; inspecting structures, conductors and insulators; making joints; erecting wooden, galvanized steel or other type structures; installing busbars, circuit breakers, switches, transformers or capacitors, as well as other sub-station equipment. The term also means anyone who performs aerial work on live or dead circuits using "hot-line" or ruberized tools; assists the foreman in gang work.

(3) **"Lineman, class B"** means anyone working under the general guidance of a foreman and of a class "A" lineman and carrying out the operations mentioned in subparagraph 2 of these definitions.

(4) **"Lineman, class "C"** means anyone who carries out simpler operations on lines, under the general guidance of a foreman and under the immediate guidance of a class "A" or "B" lineman. No class "C" lineman may work alone on a live line having a voltage above 600 volts.

(5) **"Groundman, apprentice-lineman"** means anyone whose work is carried out at ground level under the immediate guidance of a foreman or lineman and consists in assisting in the erection, removal, replacement or repair of distribution lines and sub-stations by performing various manual tasks. From time, an apprentice-lineman may also be called upon to perform work usually done by class "A", "B" or "C" linemen, provided such work be done on dead lines.

(6) **"Helper (labourer)"** means a labourer.

(7) **"Driver, line truck"** means anyone who is in charge of operating a line truck and who helps linemen in their work and acts as group clerk.

(8) **"Heavy equipment operator"** means anyone whose work consists in driving or operating all types of equipment except line trucks.

(9) **"Trimmer"** means anyone whose work consists in cutting and trimming trees to clear distribution lines.

POWER TRANSMISSION AND TRANSFORMER STATIONS

(1) **"Lineman, Class "A"** means any employee who, under the general supervision of a foreman, has the required trade knowledge and physical fitness to perform and does perform all work in connection with the construction, dismantling or maintenance of transmission lines and transformer stations; he also directs, as required, employees of subordinate classifications in their work and related duties.

(2) **"Lineman, Class "B" "** means any employee who, under the general supervision of a foreman or of a Class "A" lineman, has the required trade knowledge and physical fitness to perform and does perform all work in connection with the construction, dismantling or maintenance of transmission lines and transformer stations, in view of qualifying as a Class "A" lineman.

(3) **"Lineman, Class "C" "** means any employee who, under the general supervision of a foreman or of a Class "A" lineman, has the required trade knowledge and physical fitness to assist and does assist a Class "A" or "B" lineman in his work, in view of becoming more hightly-skilled and of qualifying as a Class "B" lineman.

(4) **"Apprentice-lineman"** means any employee who, under the close supervision of a Class "A" or "B" lineman, has the required knowledge and physical fitness to assist linemen in the carrying out of their work, in view of becoming more highly-skilled and of qualifying as Class "C" lineman.

(5) **"Groundman"** means any employee who, under the supervision of a foreman or a lineman, has the required trade knowledge and physical fitness to perform and does perform at ground level all work in connection with the construction, dismantling or maintenance of transmission lines and transformer stations.

(6) **"Helper (labourer)"** means the labourer.

(7) **"Heavy equipment mechanic"** means any employee who, under the supervision of a foreman, carries out all repair work on power-driven or mechanical equipment. From April 1, 1973, the definition of heavy equipment mechanic provided for in the definitions of trades shall replace the present definition.

(8) **"Carpenter-joiner"** means any employee who, under the supervision of a foreman, performs all carpentry work in connection with the present industry. From April 1, 1973, the definition of carperter-joiner provided for in the definitions of trades shall replace the present definition.

(9) **"Extra heavy equipment operator"** means any employee who operates a vehicle or equipment, the gross weight of which is 70,000 pounds and more (35 tons and more). From April 1, 1973, the term "Heavy equipment operator, Class "A" " and its definition shall replace the present term and definition.

(10) **"Heavy equipment operator"** means any employee who operates a vehicle or equipment, the gross weight of which is from 26,000 pounds (13 tons) to 70,000 pounds (35 tons). From April 1, 1973, the term "Heavy equipment operator, Class "B" " shall replace the present term and definition.

(11) **"Medium heavy equipment operator"** means any employee who operates a vehicle or equipment the gross weight of which is from 10,000 to 26,000 pounds (5 tons to 13 tons). From April 1, 1973, term "heavy equipment operator, Class "C" " and its definition shall replace the present term and definition.

(12) **"Light equipment operator"** means any employee who operates a vehicle or equipment the gross weight of which is from 2,000 to 10,000 pounds (1 to 5 tons). From April 1, 1973, the term "heavy equipment operator, Class "C" and its definition shall replace the present term and definition.

(13) **"Rock driller (general helper)":** This term is included in the definition of the term "general helper".

COMMUNICATION NETWORKS

(1) **" "T" Lineman"** means any employee who performs construction, maintenance or alteration work on telephone network aerial circuits, and who has at least one (1) year's experience in the performance of such work.

(2) **" "T" Apprentice-lineman"** means any employee who, under the immediate direction of a "T" lineman, assists the latter in the performance of all aerial work and groundwork on a telephone network and who is not yet qualified as "T" lineman.

(3) **Assembler:** This term means any employee who assembles, at ground level, parts which make up a transmission line structure, power distribution or power station.

This employee's wage shall be equivalent to the one which appears in this decree for the position of groundman, after 1 year experience as an assembler.

(4) The term "buried cable" means a telephone cable of ten (10) pairs and less, buried a few inches below ground level. This operation may be performed by a T. lineman.

(5) The term "underground cable" means a cable which is laid in a trench or in a duct, and which requires manholes or the pouring of concrete, etc.

APPENDIX "C"

Subdivision of certain trade or occupation definitions for wage-determination purposes

1. Crane Operator:

Crane Operator, Classe "A": The wage rate for a Class "A" crane operator applies to any employee who operates:

a truck-mounted mobile crane with a rated capacity of 40 tons or more.

Crane Operator, Class "B": The wage rate of a Class "B" crane operator applies to any employee who operates:

a truck-mounted mobile crane with a rated capacity of less than 40 tons

tower cranes, including climbing cranes

a sideboom or endboom tractor of 50 H.P. or more

a pile-driver for cement or tubular piles

Crane Operator, Class "C": The wage rate for a Class "C" crane operator applies to any employee who operates:

a self-propelled hydraulic crane with a rated capacity up to 20 tons
a sideboom tractor of less than 50 H.P.

"Shovel Operator, Class "A": The wage rate for a Class "A" shovel operator applies to any employee who operates shovels or backhoes with a rated capacity of 2 cu. yds. or more.

Shovel Operator, Class "B": The wage rate for a Class "B" shovel operator applies to any employee who operates shovels or backhoes with a rated capacity of less than 2 cu. yds., as well as "Gradalls".

Heavy Equipment Operator, Class "A": The wage rate for a Class "A" heavy equipment operator applies to any employee who operates:

a loader with a capacity of 4 cu. yds. or more;
a farm tractor with a rated capacity of more than 75 H.P., with attachments;
a D-7 bulldozer, or one whose capacity is greater than or equivalent to a "D-7";
a scraper, a grader, a trenching machine with a rated capacity of 50 H.P. or more;
a self-propelled grader-spreader with a rated capacity of 50 H.P. or more;
a tire or crawler-mounted tractor with a rated capacity of 100 H.P. or more, with attachments.

Heavy Equipment Operator, Class "B": The wage rate for a Class "B" heavy equipment operator applies to any employee who operates:

a loader with a capacity of less than 4 cu. yds.;
an asphalt roller compactor over 5 tons;

a farm tractor with a rated capacity of less than 75 H.P., with attachments;
a bulldozer smaller than the "D-7" or its equivalent;
a trenching machine with a rated capacity of less than 50 H.P.;
a self-propelled grader-spreader with a rated capacity of less than 50 H.P.;
a tire or crawler-mounted tractor with a rated capacity of less than 100 H.P., with attachments;
Muskeg or Caterpillar equipment with a rated capacity of 50 H.P. or more.

Heavy Equipment Operator, Class "C": The wages rate for a Class "C" heavy equipment operator applies to any employee who operates:

an asphalt roller under 5 tons;
a farm tractor without attachments;
Muskeg or Caterpillar equipment with a rated capacity under 50 H.P.

2. Hoisting equipment operator:

Hoisting Equipment Operator, Class "A": The wage rate for a Class "A" hoisting equipment operator applies to any employee who operates:

multiple-drum vertical hoisting equipment.

Hoisting Equipment Operator, Class "B": The wage rate for a Class "B" hoisting equipment operator applies to any employee who operates:

single-drum vertical hoisting equipment with a capacity of 1,000 lbs. or over.

3. Truck driver:

Truck Driver, Class "A": The wage rate for Class "A" truck driver applies to any employee who drives:

a concrete mixer of one cu. yd. or more, a tow-truck, a float, a off-highway truck, a winch-equipped truck with a hoisting capacity of over 5 tons.

Truck Driver, Class "B": The wage rate for a Class "B" truck driver applies to any employee who drives:

a tandem rear-axle dump truck with a rated capacity of 10 tons or more;
a winch-equipped truck, with "A" frame, with a hoisting capacity under 5 tons;
a tank truck (fuel or lubricants).

Truck Driver, Class "C": The wage rate for a Class "C" truck driver applies to any employee who drives:
a stock-body truck, a single rear-axle dump truck, a tandem rear-axle dump truck with a rated capacity under 10 tons, a pickup truck, a Jeep with four-wheel drive.

APPENDIX "D"

DECREE

Wage regions and Wage rates

D-1. Lower St. Lawrence and Gaspé area wage region: The Lower St. Lawrence and Gaspé region minus the subregions of Iles-de-la-Madeleine and Rivière-du-Loup.

D-2. Iles-de-la-Madeleine wage region: The subregion of Iles-de-la-Madeleine.

D-3. Saguenay-Lac Saint-Jean wage regions: The Saguenay-Lac Saint-Jean region.

D-4. Québec wage region: The Québec region and the subregion of Rivière-du-Loup plus the electoral districts of Mégantic and Lotbinière.

D-5. Trois-Rivières wage region: The region of Trois-Rivières minus the electoral districts of Drummond, Yamaska, Nicolet, Arthabaska, Mégantic and Lotbinière.

D-6. Bois-Francs wage region: The electoral districts of Drummond, Yamaska, Nicolet and Arthabaska.

D-7. Eastern Townships wage region: The Eastern Townships region.

D-8. Montreal-South wage region: The Montreal-South region minus parts of this territory comprised in the Greater Montreal wage region and minus the subregion of Richelieu.

D-9. Richelieu wage region: The subregion of Richelieu.

D-10. Greater Montreal wage region: The Greater Montreal region, the following cities, towns or municipalities: Huntingdon, Châteauguay, Châteauguay-Centre, Léry, Mercier, Beauharnois, Maple Grove, Salaberry de Valleyfield, Dorion, Vaudreuil, Ormstown, Melocheville, St. Timothée, Terrasse Vaudreuil, Deux-Montagnes, Oka sur le Lac, St. Eustache and Oka and the territory of the Ste. Scholastique airport bordered by but not comprised in the territory of the municipality of Ste. Scholastique.

D-11. Montreal-North wage region: The Montreal-North region minus parts of this territory comprised in the Greater Montreal wage region and minus the subregion of Joliette.

D-12. Joliette wage region: The subregion of Joliette.

D-13. Ottawa Valley wage region: Ottawa Valley.

D-14. Northwestern Québec wage region: The Northwestern Québec region.

D-15. North Shore wage region: The North Shore region

*Wage rate of the Greater Montreal region.

**If, in the description of regions, a city, a town or a municipality appears in two wage regions, the more advantageous wage rate applies to the employee.

***The laying of underground cables shall be paid at the wage rate provided for labourers in Appendix "D".

ANNEXE D-1 — APPENDIX D-1

Région de salaires du Bas Saint-Laurent - Gaspésie — *Lower St. Lawrence and Gaspé area wage region*

La région du Bas Saint-Laurent — Gaspésie moins les sous-régions des Îles-de-la-Madeleine et de Rivière-du-Loup
The lower St. Lawrence and Gaspé region, minus the subregions of Iles-de-la-Madeleine and Rivière-du-Loup

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates*					
	1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$5.30	$5.55	$6.05	$6.30	$6.65	$6.85
b) Compagnon junior/*(b) Junior journeyman*	5.07	5.32	5.82	6.07	6.42	6.62
2. Frigoriste/*Refrigeration specialist*	5.30	5.55	6.05	6.30	6.65	6.85
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	5.27	5.52	6.02	6.27	6.62	6.82
Grutier B/*Crane operator, class B*	5.17	5.42	5.92	6.17	6.52	6.72
Grutier C/*Crane operator, class C*	5.07	5.32	5.82	6.07	6.42	6.62
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	5.40	5.65	6.15	6.40	6.75	6.95
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.30	5.55	6.05	6.30	6.65	6.85
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.30	5.55	6.05	6.18	6.53	6.73*
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.18	5.43	5.93	6.08	6.43	6.63*
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	4.91	5.15	5.65	—	6.00	6.20*
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.30	5.55	6.05	6.18	6.53	6.73*
7. Charpentier-menuisier/*Carpenter-joiner*	5.18	5.43	5.93	6.18	6.53	6.73
8. Poseur de lattis/*Lather*	5.02	5.27	5.77	6.02	6.37	6.57
9. Poseur de pilotis/*Pile setter*	5.36	—	5.86	—	6.21	6.41*
10. Chaudronnier/*Boilermaker*	5.91	6.16	6.66	6.74	7.09	7.29*
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29*
12. Serrurier de bâtiment/*Ornamental iron maker*	5.18	5.43	5.93	6.14	6.49	6.69
13. Ferrailleur/*Reinforcing steel erector*	5.55	—	6.05	—	6.40	6.60*
14. Ferblantier/*Tinsmith*	5.18	5.43	5.93	6.18	6.53	6.73
15. Couvreur/*Roofer*	4.96	5.21	5.71	5.96	6.31	6.51
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	4.96	5.21	5.71	5.96	6.31	6.51
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	4.71	4.96	5.46	5.65	6.00	6.20*
18. Peintre/*Painter*						
a) Tireur de joints/*Joint pointer*	5.13	5.38	5.88	6.13	6.48	6.68
19. Poseur de revêtements souples/*Resilient flooring layer*	5.13	5.36	5.86	—	6.21	6.41*
20. Calorifugeur/*Insulator*	5.18	5.43	5.93	6.18	6.53	6.73
21. Plâtrier/*Plasterer*	5.30	5.55	6.05	6.30	6.65	6.85
22. Cimentier-applicateur/*Cement-finisher*	5.13	5.38	5.88	6.05	6.40	6.60*
23. Briqueteur-maçon/*Bricklayer-mason*	5.30	5.55	6.05	6.30	6.65	6.85
24. Carreleur/*Tile setter*	5.13	5.38	5.88	6.13	6.48	6.68
25. Polisseur (à sec)/*Polisher (dry)*	5.13	5.38	5.88	6.13	6.48	6.68
26. Électricien/*Electrician*						
Compagnon senior/*Senior journeyman*	5.30	5.55	6.05	6.30	6.65	6.85
Compagnon junior/*Junior journeyman*	4.92	5.17	5.67	5.92	6.27	6.47
27. Mécanicien de chantier/*Millwright*	4.81	6.06	6.56	6.58	6.93	7.13*

MÉTIERS — *TRADES*	1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
	Taux de salaires — *Wage rates*					
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.66	6.68	7.18	—	7.53	7.73*
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.06	5.10	5.60	—	5.95	6.15*
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.02	5.27	5.77	5.96	6.31	6.51*
a) Chauffeur classe IV/*(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40*
2. Opérateur de génératrice/*Generator operator*	5.55	—	6.05	—	6.40	6.60*
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20*
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40*
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21*
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40*
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40*
8. Manoeuvre (journalier)/*Labourer (day labourer)*	4.79	4.89	5.39	—	5.74	5.94*
9. Manoeuvre spécialisé (râteleur d'asphalte)/*General helper (asphalt raker)*	4.96	5.15	5.65	—	6.00	6.20*
a) Manoeuvre spécialisé (carreleur-granitiste)/*General helper (tile setter - terrazzo layer)*						
b) Foreur (chariot de forage automoteur sur rail)/*Driller (self-propelled wagon drill on rails)*						
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.07	5.32	5.82	6.07	6.42	6.62
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	4.96	5.21	5.71	5.86	6.21	6.41*
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	4.99	5.15	5.65	—	6.00	6.20*
Conducteur de camion B/*Truckdriver, class B*	4.89	5.07	5.57	—	5.92	6.12*
Conducteur de camion C/*Truckdriver, class C*	4.79	4.95	5.45	—	5.80	6.00*
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	5.07	5.32	5.82	5.98	6.33	6.53*
13. Opérateur d'usine fixe ou mobile, opérateur de malaxeur de plus de 7' cubes, opérateur de malaxeur de moins de 7'cubes/*Stationary or portable plant operator, over 7 cubic feet cement mixer operator, less than 7 cubic feet cement mixer operator*	5.02	5.27	5.77	5.98	6.33	6.53*
14. Soudeur en tuyauterie/*Pipe welder*	5.30	5.55	6.05	6.30	6.65	6.85
15. Soudeur/*Welder*	5.24	5.49	5.99	6.24	6.59	6.79

ANNEXE D-2 — APPENDIX D-2

Région de salaires des Îles-de-la-Madeleine — *Îles-de-la-Madeleine wage region*

La sous-région des Îles-de-la-Madeleine — *The subregion of Îles-de-la-Madeleine*

MÉTIERS — *TRADES*	1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
	Taux de salaires — *Wage rates*					
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$5.30	$5.55	$6.05	$6.30	$6.65	$6.85
b) Compagnon junior/*(b) Junior journeyman*	5.07	5.32	5.82	6.07	6.42	6.62
2. Frigoriste/*Refrigeration specialist*	5.30	5.55	6.05	6.30	6.65	6.85
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	5.27	5.52	6.02	6.27	6.62	6.82
Grutier B/*Crane operator, class B*	5.17	5.42	5.92	6.17	6.52	6.72
Grutier C/*Crane operator, class C*	5.07	5.32	5.82	5.86	6.21	6.41*
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	5.40	5.65	6.15	6.40	6.75	6.95
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.30	5.55	6.05	6.30	6.65	6.85
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.30	5.55	6.05	6.18	6.53	6.73*
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.18	5.43	5.93	6.08	6.43	6.63*
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	4.91	5.15	5.65	—	6.00	6.20*
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.30	5.55	6.05	6.18	6.53	6.73*
7. Charpentier-menuisier/*Carpenter-joiner*	5.18	5.43	5.93	6.18	6.53	6.73
8. Poseur de lattis/*Lather*	5.02	5.27	5.77	6.02	6.37	6.57
9. Poseur de pilotis/*Pile setter*	5.36	—	5.86	—	6.21	6.41*
10. Chaudronnier/*Boilermaker*	5.91	6.16	6.66	6.74	7.09	7.29*
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29*
12. Serrurier de bâtiment/*Ornamental iron maker*	5.18	5.43	5.93	6.14	6.49	6.69
13. Ferrailleur/*Reinforcing steel erector*	5.55	—	6.05	—	6.40	6.60*
14. Ferblantier/*Tinsmith*	5.18	5.43	5.93	6.18	6.53	6.73
15. Couvreur/*Roofer*	4.96	5.21	5.71	5.96	6.31	6.51
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	4.96	5.21	5.71	5.96	6.31	6.51
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	4.71	4.96	5.46	5.65	6.00	6.20*
18. Peintre/*Painter*	5.13	5.38	5.88	6.13	6.48	6.68
19. Poseur de revêtements souples/*Resilient flooring layer*	5.13	5.36	5.86	—	6.21	6.41*
20. Calorifugeur/*Insulator*	5.18	5.43	5.93	6.18	6.53	6.73
21. Plâtrier/*Plasterer*	5.30	5.55	6.05	6.30	6.65	6.85
22. Cimentier-applicateur/*Cement-finisher*	5.13	5.38	5.88	6.05	6.40	6.60*
23. Briqueteur-maçon/*Bricklayer-mason*	5.30	5.55	6.05	6.30	6.65	6.85
24. Carreleur/*Tile setter*	5.13	5.38	5.88	6.13	6.48	6.68
25. Polisseur (à sec)/*Polisher (dry)*	5.13	5.38	5.88	6.13	6.48	6.68
26. Électricien/*Electrician*						
Compagnon senior/*Senior journeyman*	5.30	5.55	6.05	6.30	6.65	6.85
Compagnon junior/*Junior journeyman*	4.92	5.17	5.67	5.92	6.27	6.47
27. Mécanicien de chantier/*Millwright*	5.81	6.06	6.56	6.58	6.93	7.13*
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.66	6.68	7.18	—	7.53	7.73*
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.06	5.10	5.60	—	5.95	6.15*
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.02	5.27	5.77	5.96	6.31	6.51*
a) Chauffeur classe IV/*(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40*
2. Opérateur de génératrice/*Generator operator*	5.55	—	6.05	—	6.40	6.60*
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20*
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40*
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21*
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40*
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40*
8. Manoeuvre (journalier) - Scieur à disques d'émerie, graisseur/*Labourer (day labourer) - Sawyer (emery whell), oiler*	4.89	—	5.39	—	5.74	5.94*
9. Manoeuvre spécialisé, chauffeur de fondoir, foreur, râteleur, foreur (puits ou bure), foreur (chariot automoteur), chargeur ou déchargeur de ciment en vrac ou en sac/*General helper, kettleman, driller, raker, driller (well or blain shaft), driller (self-propelled wagon drill), employee loading or unloading bagged or bulk ciment*	5.15	—	5.65	—	6.00	6.20*
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.36	5.61	6.11	6.18	6.53	6.73*
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.26	5.36	5.86	—	6.21	6.41*
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20*
Conducteur de camion B/*Truckdriver, class B*	5.07	—	5.57	—	5.92	6.12*
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00*
12. Opérateur de pompe et compresseur - Conducteur de pompe à béton/*Pump and compressor operator - Concrete pump operator*	5.31	5.48	5.98	—	6.33	6.53*
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.21	5.46	5.96	5.98	6.33	6.53*
14. Soudeur en tuyauterie/*Pipe welder*	5.61	5.86	6.36	6.61	6.96	7.16
15. Soudeur/*Welder*	5.56	5.81	6.31	6.51	6.86	7.06*

ANNEXE D-3 — APPENDIX D-3

Région de salaires de Saguenay - Lac Saint-Jean — *Saguenay - Lac Saint-Jean wage region*

La région de Saguenay - Lac Saint-Jean — *The Saguenay - Lac Saint-Jean region*

MÉTIERS — *TRADES*	1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
	Taux de salaires — *Wage rates*					
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$5.61	$5.86	$6.36	$6.61	$6.96	$7.16
b) Compagnon junior/*(b) Junior journeyman*	5.36	5.61	6.11	6.21	6.56	6.76*
2. Frigoriste/*Refrigeration specialist*	5.61	5.86	6.36	6.61	6.96	7.16
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	5.71	5.96	6.46	6.60	6.95	7.15*
Grutier B/*Crane operator, class B*	5.61	5.86	6.36	6.41	6.76	6.96*
Grutier C/*Crane operator, class C*	5.36	—	5.86	—	6.21	6.41*
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	5.61	5.86	6.36	6.60	6.95	7.15*
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.51	5.76	6.26	6.41	6.76	6.96*
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.61	5.68	6.18	—	6.53	6.73*
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.51	5.58	6.08	—	6.43	6.63*
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	5.15	—	5.65	—	6.00	6.20*
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.61	5.68	6.18	—	6.53	6.73*
7. Charpentier-menuisier - Poseur de plancher/*Carpenter-joiner - Floor layer*	5.51	5.76	6.26	6.30	6.65	6.85*
8. Poseur de lattis/*Lather*	5.31	5.56	6.06	6.31	6.66	6.86
9. Poseur de pilotis/*Pile setter*	5.36	—	5.86	—	6.21	6.41*
10. Chaudronnier/*Boilermaker*	5.61	5.86	6.36	6.61	6.96	7.16
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29*
12. Serrurier de bâtiment/*Ornamental iron maker*	5.41	5.64	6.14	—	6.49	6.69*
13. Ferrailleur/*Reinforcing steel erector*	5.41	5.55	6.05	—	6.40	6.60*
14. Ferblantier/*Tinsmith*	5.61	5.86	6.36	6.51	6.86	7.06*
15. Couvreur/*Roofer*	5.36	5.55	6.05	—	6.40	6.60*
16. Monteur mécanicien (vitrier) - Monteur de murs rideaux/*Erector-mechanic (glazier) - Curtailwall erector*	5.51	5.58	6.08	—	6.43	6.63*
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	5.15	—	5.65	—	6.00	6.20*
18. Peintre - Tireur de joints, peintre d'enseignes et doreur/*Painter - Joint pointer, sign painter and gilder*	5.51	5.68	6.18	—	6.53	6.73*
19. Poseur de revêtements souples/*Resilient flooring layer*	5.36	—	5.86	—	6.21	6.41*
20. Calorifugeur/*Insulator*	5.46	5.71	6.21	6.46	6.81	7.01
21. Plâtrier/*Plasterer*	5.61	5.86	6.36	6.54	6.87	7.07*
22. Cimentier-applicateur/*Cement-finisher*	5.36	5.55	6.05	—	6.40	6.60*
23. Briqueteur-maçon/*Bricklayer-mason*	5.61	5.86	6.36	6.54	6.87	7.07*
24. Carreleur/*Tile setter*	5.61	5.86	6.36	6.54	6.87	7.07*
25. Polisseur (à sec)/*Polisher (dry)*	5.51	5.76	6.26	6.51	6.86	7.06
26. Électricien/*Electrician*						
Conpagnons senior et junior/*Senior and junior journeymen*	5.61	5.86	6.36	6.61	6.96	7.16
27. Mécanicien de chantier - Machiniste/*Millwright - Machinist*	5.81	6.06	6.56	6.58	6.93	7.13*
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.68	—	7.18	—	7.53	7.73*
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15*
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.41	5.46	5.96	—	6.31	6.51*
a) Chauffeur classe IV/*(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40*
2. Opérateur de génératrice/*Generator operator*	5.55	—	6.05	—	6.40	6.60*
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20*
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40*
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21*
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40*
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40*
8. Manoeuvre (journalier) - Scieur à disques d'émerie, graisseur/*Labourer (day labourer) - Sawyer (emery whell), oiler*	4.89	—	5.39	—	5.74	5.94*
9. Manoeuvre spécialisé, chauffeur de fondoir, foreur, râteleur, foreur (puits ou bure), foreur (chariot automoteur), chargeur ou déchargeur de ciment en vrac ou en sac/*General helper, kettleman, driller, raker, driller (well or blain shaft), driller (self-propelled wagon drill), employee loading or unloading bagged or bulk ciment*	5.15	—	5.65	—	6.00	6.20*
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.36	5.61	6.11	6.18	6.53	6.73*
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.26	5.36	5.86	—	6.21	6.41*
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20*
Conducteur de camion B/*Truckdriver, class B*	5.07	—	5.57	—	5.92	6.12*
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00*
12. Opérateur de pompe et compresseur - Conducteur de pompe à béton/*Pump and compressor operator - Concrete pump operator*	5.31	5.48	5.98	—	6.33	6.53*
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.21	5.46	5.96	5.98	6.33	6.53*
14. Soudeur en tuyauterie/*Pipe welder*	5.61	5.86	6.36	6.61	6.96	7.16
15. Soudeur/*Welder*	5.56	5.81	6.31	6.51	6.86	7.06*

ANNEXE D-4 — APPENDIX D-4

Région de salaires de Québec — *Québec wage region*

La région de Québec et la sous-région de Rivière-du-Loup et les districts électoraux de Mégantic et Lotbinière
The Québec region and the subregion of Rivière-du-Loup, plus the electoral districts of Mégantic and Lotbinière

MÉTIERS — *TRADES*	1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
	Taux de salaires — *Wage rates*					
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$5.91	$6.16	$6.66	$6.74	$7.09	$7.29*
b) Compagnon junior/*(b) Junior journeyman*	5.56	5.71	6.21	—	6.56	6.76*
2. Frigoriste/*Refrigeration specialist*	5.91	6.16	6.66	6.74	7.09	7.29*
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	5.80	6.05	6.55	6.60	6.95	7.15*
Grutier B/*Crane operator, class B*	5.70	5.91	6.41	—	6.76	6.96*
Grutier C/*Crane operator, class C*	5.36	—	5.86	—	6.21	6.41*
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	5.70	5.95	6.45	6.60	6.95	7.15*
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.60	5.85	6.35	6.41	6.76	6.96*
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.68	—	6.18	—	6.53	6.73*
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.58	—	6.08	—	6.43	6.63*
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	5.15	—	5.65	—	6.00	6.20*
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.60	5.68	6.18	—	6.53	6.73*
7. Charpentier-menuisier/*Carpenter-joiner*	5.65	5.80	6.30	—	6.65	6.85*
8. Poseur de lattis/*Lather*	5.90	6.02	6.52	—	6.87	7.07*
9. Poseur de pilotis/*Pile setter*	5.36	—	5.86	—	6.21	6.41*
10. Chaudronnier/*Boilermaker*	5.91	6.16	6.66	6.74	7.09	7.29*
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29*
12. Serrurier de bâtiment/*Ornamental iron maker*	5.55	5.64	6.14	—	6.49	6.69*

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
13. Ferrailleur / *Reinforcing steel erector*	5.55	—	6.05	—	6.40	6.60•
14. Ferblantier / *Tinsmith*	5.65	5.90	6.40	6.51	6.86	7.06•
15. Couvreur / *Roofer*	5.55	—	6.05	—	6.40	6.60•
16. Monteur mécanicien (vitrier) / *Erector-mechanic (glazier)*	5.50	5.58	6.08	—	6.43	6.63•
17. Vitrier (monteur de verre) / *Glazier (glass setter)*	5.15	—	5.65	—	6.00	6.20•
18. Peintre - Tireur de joints / *Painter - Joint jointer*	5.55	5.68	6.18	—	6.53	6.73•
19. Poseur de revêtements souples / *Resilient flooring layer*	5.36	—	5.86	—	6.21	6.41•
20. Calorifugeur / *Insulator*	5.90	6.13	6.63	—	6.98	7.18•
21. Plâtrier / *Plasterer*	5.85	6.02	6.52	—	6.87	7.07•
22. Cimentier-applicateur / *Cement-finisher*	5.55	—	6.05	—	6.40	6.60•
23. Briqueteur-maçon / *Bricklayer-mason*	5.85	6.02	6.52	—	6.87	7.07•
24. Carreleur / *Tile setter*	5.65	5.90	6.40	6.52	6.87	7.07•
25. Polisseur / *Polisher*	5.50	5.75	6.25	6.50	6.85	7.05
26. Électricien / *Electrician*						
Compagnon senior / *Senior journeyman*	5.91	6.16	6.66	6.74	7.09	7.29•
Compagnon junior / *Junior journeyman*	5.56	5.71	6.21	—	6.56	6.76•
27. Mécanicien de chantier / *Millwright*	5.81	6.06	6.56	6.58	6.93	7.13•
28. Mécanicien d'ascenseur / *Elevator mechanic*	6.66	6.68	7.18	—	7.53	7.73•
29. Aide mécanicien d'ascenseur / *Elevator mechanic's helper*	5.06	5.10	5.60	—	5.95	6.15•
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes) / *Steam-boiler fireman (other classes)*	5.46	—	5.96	—	6.31	6.51•
a) Chauffeur classe IV / *(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40•
2. Opérateur de génératrice / *Generator operator*	5.55	—	6.05	—	6.40	6.60•
3. Boutefeu / *Shot firer*	5.15	—	5.65	—	6.00	6.20•
4. Gardien / *Watchman*	15.340	—	173.40	—	187.40	195.40•
5. Plongeur / *Diver*	7.16	—	7.66	—	8.01	8.21•
6. Magasinier / *Storeman*	148.40	—	168.40	—	182.40	190.40•
7. Commis / *Clerk*	138.40	—	158.40	—	172.40	180.40•
8. Manoeuvre (journalier) / *Labourer (day labourer)*	4.89	—	5.39	—	5.74	5.94•
9. Manoeuvre spécialisé / *General helper*	5.15	—	5.65	—	6.00	6.20•
10. Opérateur d'appareil de levage / *Hoisting equipment operator*						
Opérateur d'appareil de levage A / *Hoisting equipment operator, class A*	5.68	—	6.18	—	6.53	6.73•
Opérateur d'appareil de levage B / *Hoisting equipment operator, class B*	5.36	—	5.86	—	6.21	6.41•
11. Conducteur de camion / *Truckdriver*						
Conducteur de camion A / *Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20•
Conducteur de camion B / *Truckdriver, class B*	5.05	5.07	5.57	—	5.92	6.12•
Conducteur de camion C / *Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00•
12. Opérateur de pompe et compresseur / *Pump and compressor operator*	5.48	—	5.98	—	6.33	6.53•
13. Opérateur d'usine fixe ou mobile / *Stationary or portable plant operator*	5.48	—	5.98	—	6.33	6.53•
14. Soudeur en tuyauterie / *Pipe welder*	5.91	6.16	6.66	6.74	7.09	7.29•
15. Soudeur / *Welder*	5.91	6.01	6.51	—	6.86	7.06•

ANNEXE D-5 — APPENDIX D-5

Région de salaires de Trois-Rivières — *Trois-Rivières wage region*

La région de Trois-Rivières moins les districts de Drummond, Yamaska, Nicolet et Arthabaska, Mégantic et Lotbinière

The Trois-Rivières region, minus the electoral districts of Drummond, Yamaska, Nicolet, Arthabaska, Mégantic and Lotbinière

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste / *Pipefitter not including the refrigeration specialist*						
a) Compagnon senior / *(a) Senior journeyman*	5.79	6.04	6.54	6.74	7.09	7.29•
b) Compagnon junior / *(b) Junior journeyman*	5.52	5.71	6.21	—	6.56	6.76•
2. Frigoriste / *Refrigeration specialist*	5.79	6.04	6.54	6.74	7.09	7.29•
3. Grutier / *Crane operator*						
Grutier A / *Crane operator, class A*	5.88	6.10	6.60	—	6.95	7.15•
Grutier B / *Crane operator, class B*	5.78	5.91	6.41	—	6.76	6.96•
Grutier C / *Crane operator, class C*	5.36	—	5.86	—	6.21	6.41•
4. Opérateur de pelle mécanique / *Shovel operator*						
Opérateur de pelle mécanique A / *Shovel operator, class A*	5.78	6.03	6.53	6.60	6.95	7.15•
Opérateur de pelle mécanique B / *Shovel operator, class B*	5.68	5.91	6.41	—	6.76	6.96•
5. Opérateur d'équipement lourd / *Heavy equipment operator*						
Opérateur d'équipement lourd A / *Heavy equipment operator, class A*	5.68	—	6.18	—	6.53	6.73•
Opérateur d'équipement lourd B / *Heavy equipment operator, class B*	5.58	—	6.08	—	6.43	6.63•
Opérateur d'équipement lourd C / *Heavy equipment operator, class C*	5.18	—	5.68	—	6.03	6.23
6. Mécanicien de machines lourdes / *Heavy equipment mechanic*	5.62	5.68	6.18	—	6.53	6.73•
7. Charpentier-menuisier / *Carpenter-joiner*	5.74	5.80	6.30	—	6.65	6.85•
a) Aplanisseur de planchers / *Floor sander*	5.41	5.66	6.16	6.30	6.65	6.85•
8. Poseur de lattis / *Lather*	5.57	5.82	6.32	6.52	6.87	7.07•
9. Poseur de pilotis / *Pile setter*	5.36	—	5.86	—	6.21	6.41•
10. Chaudronnier / *Boilermaker*	5.62	5.87	6.37	6.62	6.97	7.17
11. Monteur d'acier de structure / *Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29•
12. Serrurier de bâtiment / *Ornamental iron maker*	5.64	—	6.14	—	6.49	6.69•
13. Ferrailleur / *Reinforcing steel erector*	5.52	5.55	6.05	—	6.40	6.60•
14. Ferblantier / *Tinsmith*	5.79	6.01	6.51	—	6.86	7.06•
15. Couvreur / *Roofer*	5.55	—	6.05	—	6.40	6.60•
16. Monteur mécanicien (vitrier) / *Erector-mechanic (glazier)*	5.58	—	6.08	—	6.43	6.63•
17. Vitrier (monteur de verre) / *Glazier (glass setter)*	5.15	—	5.65	—	6.00	6.20•
18. Peintre - Tireur de joints, peintre (acier de structure) / *Painter, joint pointer, structural steel painter*	5.62	5.68	6.18	—	6.53	6.73•
19. Poseur de revêtements souples / *Resilient flooring layer*	5.36	—	5.86	—	6.21	6.41•
20. Calorifugeur / *Insulator*	5.66	5.91	6.41	6.63	6.98	7.18•
21. Plâtrier / *Plasterer*	5.95	6.02	6.52	—	6.87	7.07•
22. Cimentier-applicateur / *Cement-finisher*	5.55	—	6.05	—	6.40	6.60•
23. Briqueteur-maçon / *Bricklayer-mason*	5.95	6.02	6.52	—	6.87	7.07•
24. Carreleur - Marbrier / *Tile setter - Marble setter*	5.74	5.99	6.49	6.52	6.87	7.07•
25. Polisseur / *Polisher*	5.57	5.82	6.32	6.52	6.87	7.07•
26. Électricien / *Electrician*						
Compagnon senior / *Senior journeyman*	5.79	6.04	6.54	6.74	7.09	7.29•
Compagnon junior / *Junior journeyman*	5.41	5.66	6.16	6.21	6.56	6.76•
27. Mécanicien de chantier / *Millwright*	5.70	5.95	6.45	6.58	6.93	7.13•
28. Mécanicien d'ascenseur / *Elevator mechanic*	6.68	—	7.18	—	7.53	7.73•
29. Aide mécanicien d'ascenseur / *Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15•
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes) / *Steam-boiler fireman (other classes)*	5.46	—	5.96	—	6.31	6.51•
a) Chauffeur classe IV / *(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40•
2. Opérateur de génératrice / *Generator operator*	5.55	—	6.05	—	6.40	6.60•
3. Boutefeu / *Shot firer*	5.15	—	5.65	—	6.00	6.20•
4. Gardien / *Watchman*	153.40	—	173.40	—	187.40	195.40•
5. Plongeur / *Diver*	7.16	—	7.66	—	8.01	8.21•
6. Magasinier / *Storeman*	148.40	—	168.40	—	182.40	190.40•
7. Commis / *Clerk*	138.40	—	158.40	—	172.40	180.40•
8. Manoeuvre (journalier) / *Labourer (day labourer)*	4.89	—	5.39	—	5.74	5.94•
9. Manoeuvre spécialisé / *General helper*	5.15	—	5.65	—	6.00	6.20•
10. Opérateur d'appareil de levage / *Hoisting equipment operator*						
Opérateur d'appareil de levage A / *Hoisting equipment operator, class A*	5.62	5.68	6.18	—	6.53	6.73
Opérateur d'appareil de levage B / *Hoisting equipment operator, class B*	5.36	—	5.86	—	6.21	6.41•
11. Conducteur de camion / *Truckdriver*						
Conducteur de camion A / *Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20•
Conducteur de camion B / *Truckdriver, class B*	5.07	—	5.57	—	5.92	6.12•
Conducteur de camion C / *Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00•
12. Opérateur de pompe et compresseur / *Pump and compressor operator*	5.48	—	5.98	—	6.33	6.53•
13. Opérateur d'usine fixe ou mobile / *Stationary or portable plant operator*	5.40	5.48	5.98	—	6.33	6.53•
14. Soudeur en tuyauterie / *Pipe welder*	5.79	6.04	6.54	6.74	7.09	7.29•
15. Soudeur / *Welder*	5.56	5.91	6.41	6.51	6.86	7.06•

	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
13. Opérateur d'usine fixe ou mobile / *Stationary or portable plant operator*	5.31	5.48	5.98	—	6.33	6.53•
14. Soudeur en tuyauterie / *Pipe welder*	5.79	6.04	6.54	6.74	7.09	7.29•
15. Soudeur / *Welder*	5.66	5.91	6.41	6.51	6.86	7.06•

ANNEXE D-6 — APPENDIX D-6

Région de salaires des Bois-Francs — *Bois-Francs wage region*

Les districts électoraux de Drummond, Yamaska, Nicolet et Arthabaska

The electoral districts of Drummond, Yamaska, Nicolet and Arthabaska

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste / *Pipefitter not including the refrigeration specialist*						
a) Compagnon senior / *(a) Senior journeyman*	$5.79	$6.04	$6.54	$6.74	$7.09	$7.29•
b) Compagnon junior / *(b) Junior journeyman*	5.52	5.71	6.21	—	6.56	6.76•
2. Frigoriste / *Refrigeration specialist*	5.79	6.04	6.54	6.74	7.09	7.29•
3. Grutier / *Crane operator*						
Grutier A / *Crane operator, class A*	5.88	6.10	6.60	—	6.95	7.15•
Grutier B / *Crane operator, class B*	5.78	5.91	6.41	—	6.76	6.96•
Grutier C / *Crane operator, class C*	5.36	—	5.86	—	6.21	6.41•
4. Opérateur de pelle mécanique / *Shovel operator*						
Opérateur de pelle mécanique A / *Shovel operator, class A*	5.78	6.03	6.53	6.60	6.95	7.15•
Opérateur de pelle mécanique B / *Shovel operator, class B*	5.68	5.91	6.41	—	6.76	6.96•
5. Opérateur d'équipement lourd / *Heavy equipment operator*						
Opérateur d'équipement lourd A / *Heavy equipment operator, class A*	5.68	—	6.18	—	6.53	6.73•
Opérateur d'équipement lourd B / *Heavy equipment operator, class B*	5.58	—	6.08	—	6.43	6.63•
Opérateur d'équipement lourd C / *Heavy equipment operator, class C*	5.15	—	5.65	—	6.00	6.20•
6. Mécanicien de machines lourdes / *Heavy equipment mechanic*	5.62	5.68	6.18	—	6.53	6.73•
7. Charpentier-menuisier - Aplanisseur de parquets / *Carpenter-joiner - Floor sander*	5.74	5.80	6.30	—	6.65	6.85•
8. Poseur de lattis / *Lather*	5.57	5.82	6.32	6.52	6.87	7.07•
9. Poseur de pilotis / *Pile setter*	5.36	—	5.86	—	6.21	6.41•
10. Chaudronnier / *Boilermaker*	5.62	5.87	6.37	6.62	6.97	7.17•
11. Monteur d'acier de structure / *Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29•
12. Serrurier de bâtiment / *Ornamental iron maker*	5.64	—	6.14	—	6.49	6.69•
13. Ferrailleur / *Reinforcing steel erector*	5.52	5.55	6.05	—	6.40	6.60
14. Ferblantier / *Tinsmith*	5.79	6.01	6.51	—	6.86	7.06•
15. Couvreur / *Roofer*	5.55	—	6.05	—	6.40	6.60•
16. Monteur mécanicien (vitrier) / *Erector-mechanic (glazier)*	5.58	—	6.08	—	6.43	6.63•
17. Vitrier (monteur de verre) / *Glazier (glass setter)*	5.15	—	5.65	—	6.00	6.20•
18. Peintre - Peintre (acier de structure) / *Painter (structural steel painter*	5.62	5.68	6.18	—	6.53	6.73•
19. Poseur de revêtements souples / *Resilient flooring layer*	5.36	—	5.86	—	6.21	6.41•
20. Calorifugeur / *Insulator*	5.66	5.91	6.41	6.63	6.98	7.18•
21. Plâtrier / *Plasterer*	5.95	6.02	6.52	—	6.87	7.07•
22. Cimentier-applicateur / *Cement-finisher*	5.55	—	6.05	—	6.40	6.60•
23. Briqueteur-maçon / *Bricklayer-mason*	5.95	6.02	6.52	—	6.87	7.07•
24. Carreleur / *Tile setter*	5.74	5.99	6.49	6.52	6.87	7.07•
25. Polisseur / *Polisher*	5.57	5.82	6.32	6.52	6.87	7.07•
26. Électricien / *Electrician*						
Compagnon senior / *Senior journeyman*	5.79	6.04	6.54	6.74	7.09	7.29•
Compagnon junior / *Junior journeyman*	5.44	5.69	6.19	6.21	6.56	6.76•
27. Mécanicien de chantier / *Millwright*	5.70	5.95	6.45	6.58	6.93	7.13•
28. Mécanicien d'ascenseur / *Elevator mechanic*	6.68	—	7.18	—	7.53	7.73•
29. Aide mécanicien d'ascenseur / *Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15•
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes) / *Steam-boiler fireman (other classes)*	5.46	—	5.96	—	6.31	6.51•
a) Chauffeur classe IV / *(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40
2. Opérateur de génératrice / *Generator operator*	4.31	—	4.81	—	5.16	5.36
3. Boutefeu / *Shot firer*	5.55	—	6.05	—	6.40	6.60•
4. Gardien / *Watchman*	5.15	—	5.65	—	6.00	6.20•
5. Plongeur / *Diver*	153.40	—	173.40	—	187.40	195.40•
6. Magasinier / *Storeman*	7.16	—	7.66	—	8.01	8.21•
7. Commis / *Clerk*	148.40	—	168.40	—	182.40	190.40•
8. Manoeuvre (journalier) / *Labourer (day labourer)*	138.40	—	158.40	—	172.40	180.40•
9. Manoeuvre spécialisé / *General helper*	4.89	—	5.39	—	5.74	5.94•
10. Opérateur d'appareil de levage / *Hoisting equipment operator*	5.15	—	5.65	—	6.00	6.20•
Opérateur d'appareil de levage A / *Hoisting equipment operator, class A*	5.62	5.68	6.18	—	6.53	6.73
Opérateur d'appareil de levage B / *Hoisting equipment operator, class B*	5.36	—	5.86	—	6.21	6.41•
11. Conducteur de camion / *Truckdriver*						
Conducteur de camion A / *Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20•
Conducteur de camion B / *Truckdriver, class B*	5.07	—	5.57	—	5.92	6.12•
Conducteur de camion C / *Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00•
12. Opérateur de pompe et compresseur / *Pump and compressor operator*	5.48	—	5.98	—	6.33	6.53•
13. Opérateur d'usine fixe ou mobile / *Stationary or portable plant operator*	5.40	5.48	5.98	—	6.33	6.53•
14. Soudeur en tuyauterie / *Pipe welder*	5.79	6.04	6.54	6.74	7.09	7.29•
15. Soudeur / *Welder*	5.56	5.91	6.41	6.51	6.86	7.06•

ANNEXE D-7 — APPENDIX D-7

Région de salaires des Cantons de l'Est — *Eastern Townships wage region*

La région des Cantons de l'Est — *The Eastern Townships region*

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste / *Pipefitter not including the refrigeration specialist*						
a) Compagnon senior / *(a) Senior journeyman*	$5.79	$6.04	$6.54	$6.74	$7.09	$7.29•
b) Compagnon junior / *(b) Junior journeyman*	5.52	5.71	6.21	—	6.56	6.76•
2. Frigoriste / *Refrigeration specialist*	5.79	6.04	6.54	6.74	7.09	7.29•
3. Grutier / *Crane operator*						
Grutier A / *Crane operator, class A*	5.88	6.10	6.60	—	6.95	7.15•
Grutier B / *Crane operator, class B*	5.78	5.91	6.41	—	6.76	6.96•
Grutier C / *Crane operator, class C*	5.36	—	5.86	—	6.21	6.41•
4. Opérateur de pelle mécanique / *Shovel operator*						
Opérateur de pelle mécanique A / *Shovel operator, class A*	5.78	6.03	6.53	6.60	6.95	7.15•
Opérateur de pelle mécanique B / *Shovel operator, class B*	5.68	5.91	6.41	—	6.76	6.96•
5. Opérateur d'équipement lourd / *Heavy equipment operator*						
Opérateur d'équipement lourd A / *Heavy equipment operator, class A*	5.68	—	6.18	—	6.53	6.73•
Opérateur d'équipement lourd B / *Heavy equipment operator, class B*	5.58	—	6.08	—	6.43	6.63•
Opérateur d'équipement lourd C / *Heavy equipment operator, class C*	5.15	—	5.65	—	6.00	6.20•
6. Mécanicien de machines lourdes / *Heavy equipment mechanic*	5.62	5.68	6.18	—	6.53	6.73•
7. Charpentier-menuisier / *Carpenter-joiner*	5.74	5.80	6.30	—	6.65	6.85•
8. Poseur de lattis / *Lather*	5.57	5.82	6.32	6.52	6.87	7.07•
9. Poseur de pilotis / *Pile setter*	5.36	—	5.86	—	6.21	6.41•
10. Chaudronnier / *Boilermaker*	5.66	5.91	6.41	6.66	7.01	7.21
11. Monteur d'acier de structure / *Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29•
12. Serrurier de bâtiment / *Ornamental iron maker*	5.64	—	6.14	—	6.49	6.69•

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
13. Ferrailleur/*Reinforcing steel erector*	5.52	5.55	6.05	—	6.40	6.60*
14. Ferblantier/*Tinsmith*	5.79	6.01	6.51	—	6.86	7.06*
15. Couvreur/*Roofer*	5.55	—	6.05	—	6.40	6.60*
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	5.58	—	6.08	—	6.43	6.63*
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	5.15	—	5.65	—	6.00	6.20*
18. Peintre/*Painter*	5.62	5.68	6.18	—	6.53	6.73*
19. Poseur de revêtements souples/*Resilient flooring layer*	5.36	—	5.86	—	6.21	6.41*
20. Calorifugeur/*Insulator*	5.66	5.91	6.41	6.63	6.98	7.18*
21. Plâtrier/*Plasterer*	5.95	6.02	6.52	—	6.87	7.07*
22. Cimentier-applicateur/*Cement-finisher*	5.55	—	6.05	—	6.40	6.60*
23. Briqueteur-maçon/*Bricklayer-mason*	5.95	6.02	6.52	—	6.87	7.07*
24. Carreleur/*Tile setter*	5.74	5.99	6.49	6.52	6.87	7.07*
25. Polisseur (à sec)/*Polisher (dry)*	5.57	5.82	6.32	6.52	6.87	7.07*
26. Électricien/*Electrician*						
Compagnons senior et junior/*Senior and junior journeymen*	5.79	6.04	6.54	6.74	7.09	7.29*
27. Mécanicien de chantier/*Millwright*	5.70	5.95	6.45	6.58	6.93	7.13*
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.68	—	7.18	—	7.53	7.73*
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15*
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.46	—	5.96	—	6.31	6.51*
a) Chauffeur classe IV/*(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40*
2. Opérateur de génératrice/*Generator operator*	5.55	—	6.05	—	6.40	6.60*
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20*
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40*
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21*
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40*
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40*
8. Manoeuvre (journalier) - Porteur d'eau/*Labourer (day labourer) - Water boy*	4.89	—	5.39	—	5.74	5.94*
9. Manoeuvre spécialisé - Foreur de rock, râteleur d'asphalte/*General helper - Rock driller, asphalt raker*	5.15	—	5.65	—	6.00	6.20*
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.62	5.68	6.18	—	6.53	6.73*
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.36	—	5.86	—	6.21	6.41*
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20*
Conducteur de camion B/*Truckdriver, class B*	5.07	—	5.57	—	5.92	6.12*
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00*
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	5.48	—	5.98	—	6.33	6.53*
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.40	5.48	5.98	—	6.33	6.53*
14. Soudeur en tuyauterie/*Pipe welder*	5.79	6.04	6.54	6.74	7.09	7.29*
15. Soudeur/*Welder*	5.66	5.91	6.41	6.51	6.86	7.06*

ANNEXE D-8 — APPENDIX D-8

Région de salaires de Montréal-Sud — *Montréal-South wage region*

La région de Montréal-Sud moins les portions de ce territoire comprises dans la région de salaires de Montréal-Métropolitain et moins la sous-région de Richelieu

The Montréal-South region, minus parts of this territory comprised in the Greater Montréal wage region and minus the subregion of Richelieu

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste/*Pipe fitter not including specialist*						
Compagnons senior et junior/*Senior and junior journeymen*	$6.15	$6.24	6.74	—	$7.09	$7.29*
2. Frigoriste/*Refrigeration specialist*	6.15	6.24	6.74	—	7.09	7.29*
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	6.10	—	6.60	—	6.95	7.15*
Grutier B/*Crane operator, class B*	5.91	—	6.41	—	6.76	6.96*
Grutier C/*Crane operator, class C*	5.36	—	5.86	—	6.21	6.41*
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	6.08	6.10	6.60	—	6.95	7.15*
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.91	—	6.41	—	6.76	6.96*
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.68	—	6.18	—	6.53	6.73*
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.58	—	6.08	—	6.43	6.63*
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	5.15	—	5.65	—	6.00	6.20*
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.68	—	6.18	—	6.53	6.73*
7. Charpentier-menuisier/*Carpenter-joiner*	5.80	—	6.30	—	6.65	6.85*
8. Poseur de lattis/*Lather*	5.86	6.02	6.52	—	6.87	7.07*
9. Poseur de pilotis/*Pile setter*	5.36	—	5.86	—	6.21	6.41*
10. Chaudronnier/*Boilermaker*	5.86	6.11	6.61	6.74	7.09	7.29*
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29*
12. Serrurier de bâtiment/*Ornamental iron maker*	5.60	5.64	6.14	—	6.49	6.69*
13. Ferrailleur/*Reinforcing steel erector*	5.55	—	6.05	—	6.40	6.60*
14. Ferblantier/*Tinsmith*	5.93	6.01	6.51	—	6.86	7.06*
15. Couvreur/*Roofer*	5.55	—	6.05	—	6.40	6.60*
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	5.58	—	6.08	—	6.43	6.63*
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	5.15	—	5.65	—	6.00	6.20*
18. Peintre - Tireur de joints/*Painter, joint pointer*	5.68	—	6.18	—	6.53	6.73*
19. Poseur de revêtements souples/*Resilient flooring layer*	5.36	—	5.86	—	6.21	6.41*
20. Calorifugeur/*Insulator*	5.75	6.00	6.50	6.63	6.98	7.18*
21. Plâtrier/*Plasterer*	6.02	—	6.52	—	6.87	7.07*
22. Cimentier-applicateur/*Cement-finisher*	5.55	—	6.05	—	6.40	6.60*
23. Briqueteur-maçon/*Bricklayer-mason*	6.02	—	6.52	—	6.87	7.07*
24. Carreleur/*Tile setter*	6.02	—	6.52	—	6.87	7.07*
25. Polisseur (à sec)/*Polisher (dry)*	6.02	—	6.52	—	6.87	7.07*
26. Électricien/*Electrician*						
Compagnons senior et junior/*Senior and junior journeymen*	6.15	6.24	6.74	—	7.09	7.29*
27. Mécanicien de chantier/*Millwright*	6.08	—	6.58	—	6.93	7.13*
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.68	—	7.18	—	7.53	7.73*
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15*
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.46	—	5.96	—	6.31	6.51*
a) Chauffeur classe IV/*(a) Fireman class IV*	4.12	—	4.62	—	4.97	5.17
2. Opérateur de génératrice/*Generator operator*	5.55	—	6.05	—	6.40	6.60*
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20*
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40*
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21*
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40*
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40*
8. Manoeuvre (journalier)/*Labourer (day labourer)*	4.89	—	5.39	—	5.74	5.94*
9. Manoeuvre spécialisé/*General helper*	5.15	—	5.65	—	6.00	6.20*
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.50	5.68	6.18	—	6.53	6.73*
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.36	—	5.86	—	6.21	6.41*
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20*
Conducteur de camion B/*Truckdriver, class B*	5.07	—	5.57	—	5.92	6.12*
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00*
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	5.48	—	5.98	—	6.33	6.53*
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.48	—	5.98	—	6.33	6.53*
14. Soudeur en tuyauterie/*Pipe welder*	6.15	6.24	6.74	—	7.09	7.29*
15. Soudeur/*Welder*	6.07	—	6.57	—	6.92	7.12

ANNEXE D-9 — APPENDIX D-9

Région de salaires de Richelieu — *Richelieu wage region*

La sous-région de Richelieu — *The subregion of Richelieu*

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$6.15	$6.24	$6.74	—	$7.09	$7.29*
b) Compagnon junior/*(b) Junior journeyman*	5.55	5.71	6.21	—	6.56	6.76*
2. Frigoriste/*Refrigeration specialist*	6.15	6.24	6.74	—	7.09	7.29*
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	6.10	—	6.60	—	6.95	7.15*
Grutier B/*Crane operator, class B*	5.91	—	6.41	—	6.76	6.96*
Grutier C/*Crane operator, class C*	5.46	—	5.96	—	6.31	6.51
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	6.08	6.10	6.60	—	6.95	7.15*
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.91	—	6.41	—	6.76	6.96*
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.68	—	6.18	—	6.53	6.73*
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.58	—	6.08	—	6.43	6.63*
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	5.15	—	5.65	—	6.00	6.20*
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.68	—	6.18	—	6.53	6.73*
7. Charpentier-menuisier/*Carpenter-joiner*	5.80	—	6.30	—	6.65	6.85*
8. Poseur de lattis/*Lather*	5.88	6.02	6.52	—	6.87	7.07*
9. Poseur de pilotis/*Pile setter*	5.36	—	5.86	—	6.21	6.41*
10. Chaudronnier/*Boilermaker*	5.86	6.11	6.61	6.74	7.09	7.29*
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29*
12. Serrurier de bâtiment/*Ornamental iron maker*	5.60	5.64	6.14	—	6.49	6.69*
13. Ferrailleur/*Reinforcing steel erector*	5.55	—	6.05	—	6.40	6.60*
14. Ferblantier/*Tinsmith*	5.93	6.01	6.51	—	6.86	7.06*
15. Couvreur/*Roofer*	5.55	—	6.05	—	6.40	6.60*
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	5.58	—	6.08	—	6.43	6.63*
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	5.15	—	5.65	—	6.00	6.20*
18. Peintre - Tireur de joints/*Painter - Joint pointer*	5.68	—	6.18	—	6.53	6.73*
19. Poseur de revêtements souples/*Resilient flooring layer*	5.36	—	5.86	—	6.21	6.41*
a) Poseur de revêtements (tuiles/*Tile flooring layer*	5.38	—	5.88	—	6.23	6.43*
20. Calorifugeur/*Insulator*	5.75	6.00	6.50	6.63	6.98	7.18*
21. Plâtrier/*Plasterer*	6.02	—	6.52	—	6.87	7.07*
22. Cimentier-applicateur/*Cement-finisher*	5.55	—	6.05	—	6.40	6.60*
23. Briqueteur-maçon/*Bricklayer-mason*	6.02	—	6.52	—	6.87	7.07*
24. Carreleur/*Tile setter*	6.02	—	6.52	—	6.87	7.07*
25. Polisseur/*Polisher*	6.02	—	6.52	—	6.87	7.07*
26. Électricien/*Electrician*						
Compagnon senior/*Senior journeyman*	6.18	6.24	6.74	—	7.09	7.29*
Compagnon junior/*Junior journeyman*	5.68	5.71	6.21	—	6.56	6.76*
27. Mécanicien de chantier/*Millwright*	6.08	—	6.58	—	6.93	7.13*
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.68	—	7.18	—	7.53	7.73*
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15*
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.46	—	5.96	—	6.31	6.51*
a) Chauffeur classe IV/*(a) Fireman class IV*	4.12	—	4.62	—	4.97	5.17
2. Opérateur de génératrice/*Generator operator*	5.55	—	6.05	—	6.40	6.60*
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20*
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40*
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21*
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40*
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40*
a) Pointeau/*Timekeeper*	5.10	—	5.60	—	5.95	6.15
8. Manoeuvre (journalier - Manutentionnaire de ciment en vrac ou en sac/*Laboureur (day labourer) Bulk or bagged ciment handler*	4.89	—	5.39	—	5.74	5.94*
9. Manoeuvre spécialisé - Foreur/*General helper - Driller*	5.15	—	5.65	—	6.00	6.20*
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.50	5.68	6.18	—	6.53	6.73*
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.36	—	5.86	—	6.21	6.41*
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20*
Conducteur de camion B/*Truckdriver, class B*	5.07	—	5.57	—	5.92	6.12*
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00*
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	5.48	—	5.98	—	6.33	6.53*
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.48	—	5.98	—	6.33	6.53*
14. Soudeur en tuyauterie/*Pipe welder*	6.15	6.24	6.74	—	7.09	7.29*
15. Soudeur/*Welder*	6.07	—	6.57	—	6.92	7.12

* NOTE. Pour les travaux de construction comportant une dépense de plus de $125,000.00, les taux de salaires établis de la région de salaires de Montréal-Métropolitain s'appliquent à la sous-région de Richelieu.

NOTE. In the case of industrial construction work whose expenditure exceeds $125,000.00, wage rates established for the Greater Montreal wage region shall apply to the subregion of Richelieu.

ANNEXE D-10 — APPENDIX D-10

Région de salaires de Montréal-Métropolitain — *Greater Montréal wage region*

La région de Montréal-Métropolitain, les cités, villes ou municipalités suivantes: Huntingdon, Châteauguay, Châteauguay-Centre, Léry, Mercier, Beauharnois, Maple Grove, Salaberry-de-Valleyfield, Dorion, Vaudreuil, Ormstown, Melocheville, Saint-Timothée, Terrasse Vaudreuil, Deux-Montagnes, Oka sur le Lac, Saint-Eustache et Oka et le territoire de l'aéroport de Sainte-Scholastique borné par mais non compris dans le territoire de la municipalité de Sainte-Scholastique.

The Greater Montréal region, the following cities, towns or municipalities: Huntingdon, Châteauguay, Châteauguay-Centre, Léry, Mercier, Beauharnois, Maple Grove, Salaberry de Valleyfield, Dorion, Vaudreuil, Ormstown, Melocheville, St. Timothée, Terrasse Vaudreuil, Deux-Montagnes, Oka sur le Lac, St. Eustache and Oka and the territory of Ste. Scholastique airport bordered by, but not comprised in the territory of the municipality of Ste. Scholastique.

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$6.24	—	$6.74	—	$7.09	$7.29
b) Compagnon junior/*(b) Junior journeyman*	5.71	—	6.21	—	6.56	6.76
2. Frigoriste/*Refrigeration specialist*	6.24	—	6.74	—	7.09	7.29
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	6.10	—	6.60	—	6.95	7.15
Grutier B/*Crane operator, class B*	5.91	—	6.41	—	6.76	6.96
Grutier C/*Crane operator, class C*	5.36	—	5.86	—	6.21	6.41
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	6.10	—	6.60	—	6.95	7.15
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.91	—	6.41	—	6.76	6.96
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.68	—	6.18	—	6.53	6.73

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.58	—	6.08	—	6.43	6.63
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	5.15	—	5.65	—	6.00	6.20
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.68	—	6.18	—	6.53	6.73
7. Charpentier-menuisier/*Carpenter-joiner*	5.80	—	6.30	—	6.65	6.85
8. Poseur de lattis/*Lather*	6.02	—	6.52	—	6.87	7.07
9. Poseur de pilotis/*Pile setter*	5.36	—	5.86	—	6.21	6.41
10. Chaudronnier/*Boilermaker*	6.24	—	6.74	—	7.09	7.29
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29
12. Serrurier de bâtiment/*Ornamental iron maker*	5.64	—	6.14	—	6.49	6.69
13. Ferrailleur/*Reinforcing steel erector*	5.55	—	6.05	—	6.40	6.60
14. Ferblantier/*Tinsmith*	6.01	—	6.51	—	6.86	7.06
15. Couvreur/*Roofer*	5.55	—	6.05	—	6.40	6.60
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	5.58	—	6.08	—	6.43	6.63
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	5.15	—	5.65	—	6.00	6.20
18. Peintre/*Painter*						
a) Tireur de joints/*Joint pointer*	5.68	—	6.18	—	6.53	6.73
19. Poseur de revêtements souples/*Resilient flooring layer*	5.91	—	6.41	—	6.76	6.96
20. Calorifugeur/*Insulator*	5.36	—	5.86	—	6.21	6.41
21. Plâtrier/*Plasterer*	6.13	—	6.63	—	6.98	7.18
22. Cimentier-applicateur/*Cement-finisher*	6.02	—	6.52	—	6.87	7.07
23. Briqueteur-maçon/*Bricklayer-mason*	5.55	—	6.05	—	6.40	6.60
24. Carreleur/*Tile setter*	6.02	—	6.52	—	6.87	7.07
25. Polisseur (à sec)/*Polisher (dry)*	6.02	—	6.52	—	6.87	7.07
a) Polisseur (humide et à la main/*Polisher (wet process and hand)*	6.02	—	6.52	—	6.87	7.07
26. Électricien/*Electrician*						
Compagnon senior/*Senior journeyman*	6.24	—	6.74	—	7.09	7.29
Compagnon junior/*Junior journeyman*	5.71	—	6.21	—	6.56	6.76
27. Mécanicien de chantier/*Millwright*	6.08	—	6.58	—	6.93	7.13
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.68	—	7.18	—	7.53	7.73
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.46	—	5.96	—	6.31	6.51
a) Chauffeur classe IV/*(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40
2. Opérateur de génératrice/*Generator operator*	5.55	—	6.05	—	6.40	6.60
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40
8. Manoeuvre (journalier)/*Labourer (day labourer)*	4.89	—	5.39	—	5.74	5.94
9. Manoeuvre spécialisé/*General helper*	5.15	—	5.65	—	6.00	6.20
a) Manoeuvre spécialisé (carreleur-granitiste)/*General helper (tile setter - terrazzo layer)*	5.28	—	5.78	—	6.13	6.33
b) Foreur (chariot de forage automoteur sur rail)/*Driller (self-propelled wagon drills on rails)*	5.36	—	5.86	—	6.21	6.41
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.68	—	6.18	—	6.53	6.73
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.36	—	5.86	—	6.21	6.41
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20
Conducteur de camion B/*Truckdriver, class B*	5.07	—	5.57	—	5.92	6.12
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	5.48	—	5.98	—	6.33	6.53
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.48	—	5.98	—	6.33	6.53
14. Soudeur en tuyauterie/*Pipe welder*	6.24	—	6.74	—	7.09	7.29
15. Soudeur/*Welder*	6.01	—	6.51	—	6.86	7.06

ANNEXE D-11 — APPENDIX D-11

Région de salaires de Montréal-Nord — *Montréal-North wage region*

La région de Montréal-Nord moins les portions de ce territoire comprises dans la région de Montréal-Métropolitain et moins la sous-région de Joliette

The Montréal-North region, minus parts of this territory comprised in the Greater Montréal wage region and minus the subregion of Joliette

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$5.75	$6.00	$6.50	$6.74	$7.09	$7.29*
b) Compagnon junior/*(b) Junior journeyman*	5.31	5.56	6.06	6.21	6.56	6.76*
2. Frigoriste/*Refrigeration specialist*	5.75	6.00	6.50	6.74	7.09	7.29*
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	5.60	5.85	6.35	6.60	6.95	7.15*
Grutier B/*Crane operator, class B*	5.50	5.75	6.25	6.41	6.76	6.96*
Grutier C/*Crane operator, class C*	5.36	5.86	—	6.21	—	6.41*
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	5.50	5.75	6.25	6.50	6.85	7.05
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.40	5.65	6.15	6.40	6.75	6.95
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.10	5.35	5.85	6.10	6.45	6.65
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.00	5.25	5.75	6.00	6.35	6.55
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	4.90	5.15	5.65	—	6.00	6.20*
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.35	5.60	6.10	6.18	6.53	6.73*
7. Charpentier-menuisier/*Carpenter-joiner*	5.75	5.80	6.30	—	6.65	6.85*
8. Poseur de lattis/*Lather*	5.35	5.60	6.10	6.35	6.70	6.90
9. Poseur de pilotis/*Pile setter*	5.35	5.36	5.86	—	6.21	6.41*
10. Chaudronnier/*Boilermaker*	5.35	5.60	6.10	6.35	6.70	6.90
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29*
12. Serrurier de bâtiment/*Ornamental iron maker*	5.10	5.35	5.85	6.10	6.45	6.65
13. Ferrailleur/*Reinforcing steel erector*	5.55	—	6.05	—	6.40	6.60*
14. Ferblantier/*Tinsmith*	5.75	6.00	6.50	6.51	6.86	7.06*
15. Couvreur/*Roofer*	5.55	—	6.05	—	6.40	6.60*
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	5.25	5.50	6.00	6.08	6.43	6.63*
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	5.00	5.15	5.65	—	6.00	6.20*
18. Peintre/*Painter*	5.60	5.68	6.18	—	6.53	6.73*
19. Poseur de revêtements souples/*Resilient flooring layer*	5.35	5.36	5.86	—	6.21	6.41*
20. Calorifugeur/*Insulator*	5.32	5.57	6.07	6.32	6.67	6.87
21. Plâtrier/*Plasterer*	5.60	5.85	6.35	6.52	6.87	7.07*
22. Cimentier-applicateur/*Cement-finisher*	5.35	5.55	6.05	—	6.40	6.60*
23. Briqueteur-maçon/*Bricklayer-mason*	5.75	6.00	6.50	6.52	6.87	7.07*
24. Carreleur/*Tile setter*	5.40	5.65	6.15	6.40	6.75	6.95
25. Polisseur (à sec) - Polisseur (humide et à la main)/*Polisher (dry) - Polisher wet process and hand*	5.40	5.65	6.15	6.40	6.75	6.95
26. Électricien/*Electrician*						
Compagnons senior et junior/*Senior and junior journeymen*	5.80	6.05	6.55	6.74	7.09	7.29*
27. Mécanicien de chantier/*Millwright*	5.67	5.92	6.42	6.58	6.93	7.13*
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.68	—	7.18	—	7.53	7.73*
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15*
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.10	5.35	5.85	5.96	6.31	6.51*
a) Chauffeur classe IV/*(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40*
2. Opérateur de génératrice/*Generator operator*	5.35	5.55	6.05	—	6.40	6.60*
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20*
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40*
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21*
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40*
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40*
8. Manoeuvre (journalier)/*Labourer (day labourer)*	4.89	—	5.39	—	5.74	5.94*
9. Manoeuvre spécialisé/*General helper*	5.15	—	5.65	—	6.00	6.20*
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.30	5.55	6.05	6.18	6.53	6.73*
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.20	5.36	5.86	—	6.21	6.41*
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20*
Conducteur de camion B/*Truckdriver, class B*	5.00	5.07	5.57	—	5.92	6.12*
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00*
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	4.95	5.20	5.70	5.95	6.30	6.50
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.37	5.48	5.98	—	6.33	6.53*
14. Soudeur en tuyauterie/*Pipe welder*	5.75	6.00	6.50	6.74	7.09	7.29*
15. Soudeur/*Welder*	5.75	6.00	6.50	6.51	6.86	7.06*

ANNEXE D-12 — APPENDIX D-12

Région de salaires de Joliette — *Joliette wage region*

La sous-région de Joliette

The Joliette subregion

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$5.75	$6.00	$6.50	$6.74	$7.09	$7.29*
b) Compagnon junior/*(b) Junior journeyman*	5.35	5.60	6.10	6.21	6.56	6.76*
2. Frigoriste/*Refrigeration specialist*	5.75	6.00	6.50	6.74	7.09	7.29*
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	5.60	5.85	6.35	6.60	6.95	7.15*
Grutier B/*Crane operator, class B*	5.50	5.75	6.25	6.41	6.76	6.96*
Grutier C/*Crane operator, class C*	5.36	—	5.86	—	6.21	6.41*
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	5.50	5.75	6.25	6.50	6.85	7.05
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.40	5.65	6.15	6.40	6.75	6.95
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.10	5.35	5.85	6.10	6.45	6.65
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.00	5.25	5.75	6.00	6.35	6.55
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	4.90	5.15	5.65	—	6.00	6.20*
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.35	5.60	6.10	6.18	6.53	6.73*
7. Charpentier-menuisier - Aplanisseur de parquets/*Carpenter-joiner - Floor sander*	5.75	5.80	6.30	—	6.65	6.85
8. Poseur de lattis/*Lather*	5.35	5.60	6.10	6.35	6.70	6.90
9. Poseur de pilotis/*Pile setter*	5.35	5.36	5.86	—	6.21	6.41*
10. Chaudronnier/*Boilermaker*	5.35	5.60	6.10	6.35	6.70	6.90
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29*
12. Serrurier de bâtiment/*Ornamental iron maker*	5.10	5.35	5.85	6.10	6.45	6.65
13. Ferrailleur/*Reinforcing steel erector*	5.55	—	6.05	—	6.40	6.60
14. Ferblantier/*Tinsmith*	5.75	6.00	6.50	6.51	6.86	7.06*
15. Couvreur/*Roofer*	5.55	—	6.05	—	6.40	6.60*
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	5.25	5.50	6.00	6.05	6.40	6.60*
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	5.00	5.15	5.65	—	6.00	6.20*
18. Peintre/*Painter*	5.50	5.68	6.18	—	6.53	6.73*
19. Poseur de revêtements souples/*Resilient flooring layer*	5.35	5.36	5.86	—	6.21	6.41*
20. Calorifugeur/*Insulator*	5.32	5.57	6.07	6.32	6.67	6.87
21. Plâtrier/*Plasterer*	5.60	5.85	6.35	6.52	6.87	7.07*
22. Cimentier-applicateur/*Cement-finisher*	5.35	5.55	6.05	—	6.40	6.60*
23. Briqueteur-maçon/*Bricklayer-mason*	5.75	6.00	6.50	6.52	6.87	7.07*
24. Carreleur/*Tile setter*	5.40	5.65	6.15	6.40	6.75	6.95
25. Polisseur/*Polisher*	5.40	5.65	6.15	6.40	6.75	6.95
26. Électricien/*Electrician*						
Compagnons senior et junior/*Senior and junior journeymen*	5.80	6.05	6.55	6.74	7.09	7.29*
27. Mécanicien de chantier/*Millwright*	5.67	5.92	6.42	6.58	6.93	7.13*
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.68	—	7.18	—	7.53	7.73*
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15*
OCCUPATIONS						
1. Chauffeur de chaudières à vapeur (autres classes/*Steam Boiler fireman (other classes)*	5.10	5.35	5.85	5.96	6.31	6.51*
1. a) Chauffeur classe IV/*Fireman class IV*	158.40	—	178.40	—	192.40	200.40*
1. b) Chauffeur classe IV et gardien/*(b) Fireman class IV and watchman*	4.85	—	5.35	—	5.70	5.90
2. Opérateur de génératrice/*Generator operator*	5.35	5.55	6.05	—	6.40	6.60*
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20*
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40*
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21*
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40*
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40*
8. Manoeuvre (journalier)/*Labourer (day labourer)*	4.89	—	5.39	—	5.74	5.94*
9. Manoeuvre spécialisé/*General helper*	5.15	—	5.65	—	6.00	6.20*
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.30	5.55	6.05	6.18	6.53	6.73*
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.20	5.36	5.86	—	6.21	6.41*
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20*
Conducteur de camion B/*Truckdriver, class B*	5.00	5.07	5.57	—	5.92	6.12*
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00*
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	4.95	5.20	5.70	5.95	6.30	6.50
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.37	5.48	5.98	—	6.33	6.53*
14. Soudeur en tuyauterie/*Pipe welder*	5.75	6.00	6.50	6.74	7.09	7.29*
15. Soudeur/*Welder*	5.75	6.00	6.50	6.51	6.86	7.06*

ANNEXE D-13 — APPENDIX D-13

Région de salaires d'Outaouais — *Ottawa Valley wage region*

La région d'Outaouais

The Ottawa Valley

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$6.00	$6.24	$6.74	—	$7.09	$7.29*
b) Compagnon junior/*(b) Junior journeyman*	5.55	5.71	6.21	—	6.56	6.76*
2. Frigoriste/*Refrigeration specialist*	6.00	6.24	6.74	—	7.09	7.29*

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	6.10	—	6.60	—	6.95	7.15•
Grutier B/*Crane operator, class B*	5.91	—	6.41	—	6.76	6.96•
Grutier C/*Crane operator, class C*	5.60	—	6.10	—	6.45	6.65
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	6.10	—	6.60	—	6.95	7.15•
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.91	—	6.41	—	6.76	6.96•
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.65	5.68	6.18	—	6.53	6.73•
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.55	5.58	6.08	—	6.43	6.63•
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	5.15	—	5.65	—	6.00	6.20•
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.65	5.68	6.18	—	6.53	6.73•
7. Charpentier-menuisier/*Carpenter-joiner*	5.80	—	6.30	—	6.65	6.85•
8. Poseur de lattis/*Lather*	5.95	6.02	6.52	—	6.87	7.07•
9. Poseur de pilotis/*Pile setter*	5.00	5.25	5.75	5.86	6.21	6.41•
10. Chaudronnier/*Boilermaker*	6.00	6.24	6.74	—	7.09	7.29•
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29•
12. Serrurier de bâtiment/*Ornamental iron maker*	5.64	—	6.14	—	6.49	6.69•
13. Ferrailleur/*Reinforcing steel erector*	5.31	5.55	6.05	—	6.40	6.60•
14. Ferblantier/*Tinsmith*	5.80	6.01	6.51	—	6.86	7.06•
15. Couvreur/*Roofer*	5.55	—	6.05	—	6.40	6.60•
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	5.00	5.25	5.75	6.00	6.35	6.55
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	5.75	6.00	6.50	5.65	6.00	6.20•
18. Peintre - Peintre d'enseignes, tireur de joints/*Painter - Signs painter, joint pointer*	5.40	5.65	6.15	6.18	6.53	6.73•
19. Poseur de revêtements souples/*Resilient flooring layer*	5.36	—	5.86	—	6.21	6.41•
20. Calorifugeur/*Insulator*	5.89	6.13	6.63	—	6.98	7.18•
21. Plâtrier/*Plasterer*	5.85	6.02	6.52	—	6.87	7.07•
22. Cimentier-applicateur/*Cement-finisher*	5.55	—	6.05	—	6.40	6.60•
23. Briqueteur-maçon/*Bricklayer-mason*	6.02	—	6.52	—	6.87	7.07•
24. Carreleur/*Tile setter*	5.90	6.02	6.52	—	6.87	7.07•
25. Polisseur (à sec)/*Polisher (dry)*	5.20	5.45	5.95	6.20	6.55	6.75
26. Électricien/*Electrician*						
Compagnon senior/*Senior journeyman*	6.00	6.24	6.74	—	7.09	7.29•
Compagnon junior/*Junior journeyman*	5.55	5.71	6.21	—	6.56	6.76•
27. Mécanicien de chantier/*Millwright*	6.08	—	6.58	—	6.93	7.13•
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.68	—	7.18	—	7.53	7.73•
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15•
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.46	—	5.96	—	6.31	6.51•
a) Chauffeur classe IV/*(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40•
2. Opérateur de génératrice/*Generator operator*	5.55	—	6.05	—	6.40	6.60•
3. Boutefeu/*Shot firer*	5.15	—	5.65	—	6.00	6.20•
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40•
5. Plongeur/*Diver*	7.45	—	7.95	—	8.30	8.50
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40•
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40•
a) Pointeau et réceptionnaire/*Timekeeper and receiving clerk*	150.40	—	170.40	—	184.40	192.40
8. Manoeuvre (journalier) - Huileur/*Laboureur (day labourer) - Oiler*	4.89	—	5.39	—	5.74	5.94•
9. Manoeuvre spécialisé - Râteleur d'asphalte/*General helper - Asphalt raker*	5.00	5.15	5.65	—	6.00	6.20•
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.68	—	6.18	—	6.53	6.73•
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.36	—	5.86	—	6.21	6.41•
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20•
Conducteur de camion B/*Truckdriver, class B*	5.05	5.07	5.57	—	5.92	6.12•
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00•
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	5.25	5.48	5.98	—	6.33	6.53•
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.25	5.48	5.98	—	6.33	6.53•
14. Soudeur en tuyauterie/*Pipe welder*	5.00	5.25	5.75	6.00	6.35	6.55
15. Soudeur/*Welder*	5.80	6.01	6.51	—	6.86	7.06•

N.B.: Pour les travaux de construction industrielle comportant une dépense de $1,000,000.00 et plus, les taux de salaires de la région de salaires de Montréal-Métropolitain s'appliquent au district électoral de Hull et aux territoires compris dans un rayon de dix (10) milles de ses limites. N'est pas considérée comme construction industrielle, toute construction domiciliaire, commerciale, scolaire, hospitalière ou à caractère artisanal.

N.B.: In the case of industrial construction work involving an expenditure of $1,000,000.00 or more, the wage rates of the Greater Montreal wage region shall apply to the electoral district of Hull and to the territories comprised in a ten (10) mile radius from its limits. Is not considered as industrial construction any domiciliary, commercial, school, hospital or handicraft type construction.

ANNEXE D-14 — APPENDIX D-14

Région de salaires de Nord-Ouest — *Northwestern Québec wage region*

La région de Nord-Ouest
The Northwestern Québec region

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$5.60	$5.85	$6.35	$6.60	$6.95	$7.15
b) Compagnon junior/*(b) Junior journeyman*	5.30	5.55	6.05	6.21	6.56	6.76•
2. Frigoriste/*Refrigeration specialist*	5.60	5.85	6.35	6.60	6.95	7.15
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	6.00	6.10	6.60	—	6.95	7.15
Grutier B/*Crane operator, class B*	5.90	5.91	6.41	—	6.76	6.96•
Grutier C/*Crane operator, class C*	5.36	—	5.86	—	6.21	6.41•
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	5.05	5.30	5.80	6.05	6.40	6.60
Opérateur de pelle mécanique B/*Shovel operator, class B*	4.95	5.20	5.70	5.95	6.30	6.50
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.10	5.35	5.85	6.10	6.45	6.65
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.00	5.25	5.75	6.00	6.35	6.55
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	4.90	5.15	5.65	—	6.00	6.20•
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.25	5.50	6.00	6.18	6.53	6.73•
7. Charpentier-menuisier/*Carpenter-joiner*	5.15	5.40	5.90	6.15	6.50	6.70
8. Poseur de lattis/*Lather*	5.30	5.55	6.05	6.30	6.65	6.85
9. Poseur de pilotis/*Pile setter*	5.05	5.30	5.80	5.86	6.21	6.41•
10. Chaudronnier/*Boilermaker*	5.60	5.85	6.35	6.60	6.95	7.15
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29•
12. Serrurier de bâtiment/*Ornamental iron maker*	5.10	5.35	5.85	6.10	6.45	6.65
13. Ferrailleur/*Reinforcing steel erector*	4.85	5.10	5.60	5.85	6.20	6.40
14. Ferblantier/*Tinsmith*	5.60	5.85	6.35	6.51	6.86	7.06•
15. Couvreur/*Roofer*	4.95	5.20	5.70	5.95	6.30	6.50
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	4.85	5.10	5.60	5.85	6.20	6.40
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	4.60	4.85	5.35	5.60	5.95	6.15
18. Peintre - Tireur de joints/*Painter - Joint pointer*	4.95	5.20	5.70	5.95	6.30	6.50
19. Poseur de revêtements souples/*Resilient flooring layer*	5.10	5.35	5.85	5.86	6.21	6.41•
20. Calorifugeur/*Insulator*	4.85	5.10	5.60	5.85	6.20	6.40
21. Plâtrier/*Plasterer*	5.60	5.85	6.35	6.52	6.87	7.07•
22. Cimentier-applicateur/*Cement-finisher*	5.05	5.30	5.80	6.05	6.40	6.60•
23. Briqueteur-maçon/*Bricklayer-mason*	5.35	5.60	6.10	6.35	6.70	6.90
24. Carreleur/*Tile setter*	5.25	5.50	6.00	6.25	6.60	6.80
25. Polisseur/*Polisher*	5.05	5.30	5.80	6.05	6.40	6.60
26. Électricien/*Electrician*						
Compagnon senior/*Senior journeyman*	5.60	5.85	6.35	6.60	6.95	7.15
Compagnon junior/*Junior journeyman*	5.23	5.48	5.98	6.21	6.56	6.76•
27. Mécanicien de chantier - Machiniste/*Millwright, machinist*	5.05	5.30	5.80	6.05	6.40	6.60
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.68	—	7.18	—	7.53	7.73•
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.10	—	5.60	—	5.95	6.15•
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.10	5.35	5.85	5.96	6.31	6.51•
a) Chauffeur classe IV/*(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40•
2. Opérateur de génératrice/*Generator operator*	5.05	5.30	5.80	6.05	6.40	6.60•
3. Boutefeu/*Shot firer*	4.85	5.10	5.60	5.65	6.00	6.20•
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40•
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21•
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40•
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40•
a) Réceptionnaire et pointeau/*Receiving clerk and timekeeper*	161.70	—	181.70	—	195.70	203.70
8. Manoeuvre (journalier) - Graisseur/*Labourer (day labourer) - Oiler*	4.55	4.80	5.30	5.39	5.74	5.94•
9. Manoeuvre spécialisé - Chauffeur de fondoir, râteleur d'asphalte/*General helper - Kettleman, asphalt raker*	4.75	5.00	5.50	5.65	6.00	6.20•
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	4.95	5.20	5.70	5.95	6.30	6.50
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	4.85	5.10	5.60	5.85	6.20	6.40
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	4.80	5.05	5.55	5.65	6.00	6.20•
Conducteur de camion B/*Truckdriver, class B*	4.70	4.95	5.45	5.57	5.92	6.12•
Conducteur de camion C/*Truckdriver, class C*	4.60	4.85	5.35	5.45	5.80	6.00•
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	4.85	5.10	5.60	5.85	6.20	6.40
a) Opérateur de pompe à béton/*Concrete pump operator*	5.05	—	5.55	—	5.90	6.10
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.05	5.30	5.80	5.98	6.33	6.53•
14. Soudeur en tuyauterie/*Pipe welder*	5.60	5.85	6.35	6.60	6.95	7.15
15. Soudeur/*Welder*	5.10	5.35	5.85	6.10	6.45	6.65

ANNEXE D-15 — APPENDIX D-15

Région de salaires de la Côte-Nord — *North Shore wage region*

La région de la Côte-Nord
The North Shore region

MÉTIERS — *TRADES*	Taux de salaires — *Wage rates* 1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Tuyauteur moins le frigoriste/*Pipefitter not including the refrigeration specialist*						
a) Compagnon senior/*(a) Senior journeyman*	$5.71	$5.96	$6.46	$6.71	$7.06	$7.26
b) Compagnon junior/*(b) Junior journeyman*	5.29	5.54	6.04	6.21	6.56	6.76•
2. Frigoriste/*Refrigeration specialist*	5.71	5.96	6.46	6.71	7.06	7.26
3. Grutier/*Crane operator*						
Grutier A/*Crane operator, class A*	5.91	6.10	6.60	—	6.95	7.15•
Grutier B/*Crane operator, class B*	5.81	5.91	6.41	—	6.76	6.96•
Grutier C/*Crane operator, class C*	5.36	—	5.86	—	6.21	6.41•
4. Opérateur de pelle mécanique/*Shovel operator*						
Opérateur de pelle mécanique A/*Shovel operator, class A*	5.96	6.10	6.60	—	6.95	7.15•
Opérateur de pelle mécanique B/*Shovel operator, class B*	5.76	5.91	6.41	—	6.76	6.96•
5. Opérateur d'équipement lourd/*Heavy equipment operator*						
Opérateur d'équipement lourd A/*Heavy equipment operator, class A*	5.56	5.68	6.18	—	6.53	6.73•
Opérateur d'équipement lourd B/*Heavy equipment operator, class B*	5.46	5.58	6.08	—	6.43	6.63•
Opérateur d'équipement lourd C/*Heavy equipment operator, class C*	5.15	—	5.65	—	6.00	6.20•
6. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.68	—	6.18	—	6.53	6.73•
7. Charpentier-menuisier/*Carpenter-joiner*	5.46	5.71	6.21	6.30	6.65	6.85•
8. Poseur de lattis/*Lather*	5.31	5.56	6.06	6.31	6.66	6.86
9. Poseur de pilotis/*Pile setter*	5.36	—	5.86	—	6.21	6.41•
10. Chaudronnier/*Boilermaker*	5.76	6.01	6.51	6.74	7.09	7.29•
11. Monteur d'acier de structure/*Structural steel erector*	6.09	6.24	6.74	—	7.09	7.29•
12. Serrurier de bâtiment/*Ornamental iron maker*	5.36	5.61	6.11	6.14	6.49	6.69•
13. Ferrailleur/*Reinforcing steel erector*	5.46	5.55	6.05	—	6.40	6.60•
14. Ferblantier/*Tinsmith*	5.56	5.81	6.31	6.51	6.86	7.06•
15. Couvreur/*Roofer*	5.36	5.55	6.05	—	6.40	6.60•
16. Monteur mécanicien (vitrier)/*Erector-mechanic (glazier)*	5.21	5.46	5.96	6.08	6.43	6.63•
17. Vitrier (monteur de verre)/*Glazier (glass setter)*	4.96	5.15	5.65	—	6.00	6.20•
18. Peintre/*Painter*	5.36	5.61	6.11	6.18	6.53	6.73•
19. Poseur de revêtements souples/*Resilient flooring layer*	5.26	5.51	6.01	6.26	6.61	6.81
20. Calorifugeur/*Insulator*	5.31	5.56	6.06	6.31	6.66	6.86
21. Plâtrier/*Plasterer*	5.76	6.01	6.51	6.52	6.87	7.07•
22. Cimentier-applicateur/*Cement-finisher*	5.46	5.55	6.05	—	6.40	6.60•
23. Briqueteur-maçon/*Bricklayer-mason*	5.76	6.01	6.51	6.52	6.87	7.07•
24. Carreleur/*Tile setter*	5.46	5.71	6.21	6.46	6.81	7.01
25. Polisseur/*Polisher*	5.46	5.71	6.21	6.46	6.81	7.01
26. Électricien/*Electrician*						
Compagnon senior/*Senior journeyman*	5.86	6.11	6.61	6.74	7.09	7.29•
Compagnon junior/*Junior journeyman*	5.42	5.67	6.17	6.21	6.56	6.76•
27. Mécanicien de chantier/*Millwright*	5.61	5.86	6.36	6.58	6.93	7.13•
28. Mécanicien d'ascenseur/*Elevator mechanic*	6.66	6.68	7.18	—	7.53	7.73•
29. Aide mécanicien d'ascenseur/*Elevator mechanic's helper*	5.06	5.10	5.60	—	5.95	6.15•
OCCUPATIONS						
1. Chauffeur de chaudière à vapeur (autres classes)/*Steam-boiler fireman (other classes)*	5.46	—	5.96	—	6.31	6.51•
a) Chauffeur classe IV/*(a) Fireman class IV*	158.40	—	178.40	—	192.40	200.40•
2. Opérateur de génératrice/*Generator operator*	5.55	—	6.05	—	6.40	6.60•
3. Boutefeu/*Shot firer*	5.07	5.15	5.65	—	6.00	6.20•
4. Gardien/*Watchman*	153.40	—	173.40	—	187.40	195.40•
5. Plongeur/*Diver*	7.16	—	7.66	—	8.01	8.21•
6. Magasinier/*Storeman*	148.40	—	168.40	—	182.40	190.40•
7. Commis/*Clerk*	138.40	—	158.40	—	172.40	180.40•
8. Manoeuvre (journalier) - Écailleur/*Labourer (day labourer) - Scraper*	4.89	—	5.39	—	5.74	5.94•
9. Manoeuvre spécialisé - Chargeur et déchargeur de ciment en vrac, râtelier d'asphalte, foreur/*General helper - Bulk cement loader and unloader, asphalt raker driller*	5.15	—	5.65	—	6.00	6.20•
10. Opérateur d'appareil de levage/*Hoisting equipment operator*						
Opérateur d'appareil de levage A/*Hoisting equipment operator, class A*	5.31	5.56	6.06	6.18	6.53	6.73•
Opérateur d'appareil de levage B/*Hoisting equipment operator, class B*	5.21	5.36	5.86	—	6.21	6.41•
11. Conducteur de camion/*Truckdriver*						
Conducteur de camion A/*Truckdriver, class A*	5.15	—	5.65	—	6.00	6.20•
Conducteur de camion B/*Truckdriver, class B*	5.07	—	5.57	—	5.92	6.12•
Conducteur de camion C/*Truckdriver, class C*	4.95	—	5.45	—	5.80	6.00•

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er janvier 1974 *January 1st*	1er mai 1974 *May 1st*	1er janvier 1975 *January 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	
12. Opérateur de pompe et compresseur/*Pump and compressor operator*	5.36	5.48	5.98	—	6.33	6.53•	
13. Opérateur d'usine fixe ou mobile/*Stationary or portable plant operator*	5.12	5.37	5.87	5.98	6.33	6.53•	
14. Soudeur en tuyauterie et à haute pression/*Pipe welder and high pressure*	6.06	6.24	6.74	—	7.09	7.29•	
15. Soudeur/*Welder*	5.76	6.01	6.51	—	6.86	7.06•	

N.B. Dans les cas des salariés affectés aux travaux relatifs à la construction des barrages sur les rivières Manicouagan et des Outardes et aux travaux connexes y compris la construction des routes d'accès à ces chantiers, les heures de travail et les taux de salaires prévus à la convention collective régissant les salariés de construction affectés aux travaux du complexe Manicouagan-Outardes, à l'emploi de l'Hydro-Québec s'appliquent. Toutefois, le salarié n'a pas droit à un taux de salaire plus élevé que le taux de salaire prévu à l'annexe "D-10", pour un métier ou une occupation identique.

N.B. Hours of work and wage rates stipulated in the collective agreement covering construction industry employees in the service of Hydro-Québec and engaged in work FOR THE Manicouagan-Outardes complex apply to employees working at he c nstruction of dams on the Manicouagan and Outardes Rivers and engaged in related work, including the building of access roads of the aforementioned job-sites. However, no employee is entitled to a wage rate higher than the one provided for in Appendix "D-10" for an identical trade or occupation.

ANNEXE "E"

TABLEAU DES NORMES
(Cédule des Justes Salaires)

Régions de salaires et Taux de salaires

E-1. Région de salaires du Bas Saint-Laurent-Gaspésie: La région du Bas Saint-Laurent - Gaspésie moins les sous-régions des Îles-de-la-Madeleine et de Rivière-du-Loup

E-2. Région de salaires des Îles-de-la-Madeleine: La sous-région des Îles-de-la-Madeleine.

E-3. Région de salaires de Saguenay - Lac Saint-Jean: La région de Saguenay - Lac Saint-Jean

E-4. Région de salaires de Québec: La région de Québec et la sous-région de Rivière-du-Loup et les districts électoraux de Mégantic et Lotbinière

E-5. Région de salaires de Trois-Rivières: La région de Trois-Rivières moins les districts électoraux de Drummond, Yamaska, Nicolet et Arthabaska, Mégantic et Lotbinière

E-6. Région de salaires des Bois-Francs: Les districts électoraux de Drummond, Yamaska, Nicolet et Arthabaska

E-7. Région de salaires des Cantons de l'Est: La région des Cantons de l'Est

E-8. Région de salaires de Montréal-Sud: La région de Montréal-Sud moins les portions de ce territoire comprises dans la région de salaires de Montréal-Métropolitain et moins la sous-région de Richelieu

E-9. Région de salaires de Richelieu: La sous-région de Richelieu

E-10. Région de salaires de Montréal-Métropolitain: La région de Montréal-Métropolitain, les cités, villes ou municipalités suivantes: Huntingdon, Châteauguay, Châteauguay-Centre, Léry, Mercier, Beauharnois, Maple Grove, Salaberry de Valleyfield, Dorion, Vaudreuil, Ormstown, Melocheville, St-Timothée, Terrasse Vaudreuil, Deux-Montagnes, Oka sur le Lac, St-Eustache et Oka et le territoire de l'aéroport de Ste-Scholastique, borné par mais non compris dans le territoire de la municipalité de Ste-Scholastique, moins l'Île de Montréal.

E-11. Région de salaires de Montréal-Nord: La région de Montréal-Nord moins les portions de ce territoire comprises dans la région de salaires de Montréal-Métropolitain et moins la sous-région de Joliette.

E-12. Région de salaires de Joliette: La sous-région de Joliette

E-13. Région de salaires d'Outaouais: La région d'Outaouais

E-14. Région de salaires de Nord-Ouest: La région de Nord-Ouest

E-15. Région de salaires de Côte-Nord: La région de la Côte-Nord

*Si, dans le découpage des régions, une cité, une ville ou une municipalité apparaît dans deux régions de salaires, les taux de salaires les plus avantageux au salarié.

APPENDIX "E"

FAIR WAGES SCHEDULE

Wage regions and Wage rates

E-1. Lower St. Lawrence and Gaspé area wage region: The Lower St. Lawrence and Gaspé region minus the subregions of Îles-de-la-Madeleine and Rivière-du-Loup

E-2. Îles-de-la-Madeleine wage region: The subregion of Îles-de-la-Madeleine.

E-3. Saguenay-Lac Saint-Jean wage region: The Saguenay-Lac Saint-Jean region.

E-4. Québec wage region: The Québec region and the subregion of Rivière-du-Loup plus the electoral districts of Mégantic and Lotbinière.

E-5. Trois-Rivières wage region: The region of Trois-Rivières minus the electoral districts of Drummond, Yamaska, Nicolet, Arthabaska, Megantic and Lotbinière.

E-6. Bois-Francs wage region: The electoral districts of Drummond, Yamaska, Nicolet and Arthabaska.

E-7. Eastern Townships wage region: The Eastern Townships region.

E-8. Montreal-South wage region: The Montreal-South region minus parts of this territory comprised in the Greater Montreal wage region and minus the subregion of Richelieu.

E-9. Richelieu wage region: The subregion of Richelieu.

E-10. Greater Montreal wage region: The Greater Montreal region, the following cities, towns or municipalities: Huntingdon, Châteauguay, Châteauguay-Centre, Léry, Mercier, Beauharnois, Maple Grove, Salaberry de Valleyfield, Dorion, Vaudreuil, Ormstown, Melocheville, St. Timothée, Terrasse Vaudreuil, Deux-Montagnes, Oka sur le Lac, St. Eustache and Oka and the territory of the Ste. Scholastique airport bordered by but not comprised in the territory of the municipality of Ste. Scholastique, minus the Island of Montreal.

E-11. Montreal-North wage region: The Montreal-North region minus parts of this territory comprised in the Greater Montreal wage region and minus the subregion of Joliette.

E-12. Joliette wage region: The subregion of Joliette.

E-13. Ottawa Valley wage region: Ottawa Valley.

E-14. Northwestern Québec wage region: The Northwestern Québec region.

E-15. North Shore wage region: The North Shore region.

*If, in the description of regions, a city, a town or a municipality appears in two regions, the more advantageous wage rate applies to the employee.

ANNEXE E-1 — APPENDIX E-1

Région de salaires du Bas Saint-Laurent — *Lower St. Lawrence and Gaspé area wage region*

La région du Bas Saint-Laurent-Gaspésie moins les sous-régions des Îles-de-la-Madeleine et de Rivière-du-Loup
The Lower St. Lawrence and Gaspé region minus the subregions of Îles-de-la-Madeleine and Rivière-du-Loup

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$177.10	$189.60	$198.56	$211.06	$222.55	$235.05	$310.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.58	4.83	5.11	5.36	5.69	5.94	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.58	4.83	5.11	5.36	5.69	5.94	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.55	4.80	5.08	5.33	5.67	5.92	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.73	4.98	5.28	5.53	5.87	6.12	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	4.87	5.12	5.43	5.68	6.04	6.29	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.58	4.83	5.11	5.36	5.69	5.94	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.54	4.79	5.07	5.32	5.65	5.90	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	4.76	5.01	5.31	5.56	5.91	6.16	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.61	4.86	5.15	5.40	5.74	5.99	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.61	4.86	5.15	5.40	5.74	5.99	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	4.82	5.07	5.38	5.63	5.98	6.23	6.73
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.43	4.68	4.95	5.20	5.52	5.77	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	179.30	191.80	201.57	214.07	225.63	238.13	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	183.70	196.20	206.36	218.86	231.07	243.57	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.65	4.90	5.19	5.44	5.78	6.03	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.72	4.97	5.27	5.52	5.86	6.11	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.55	4.80	5.08	5.33	5.66	5.91	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	710.60	750.60	793.41	833.41	884.42	924.42	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	645.70	685.70	723.41	763.41	808.12	848.12	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	4.81	5.06	5.37	5.62	5.97	6.22	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.70	4.95	5.25	5.50	5.84	6.09	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.84	5.09	5.40	5.65	6.01	6.26	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.54	4.79	5.07	5.32	5.65	5.90	6.12
27. Foreur (o-9)/*Driller*	4.59	4.84	5.12	5.37	5.71	5.96	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.35	4.60	4.86	5.11	5.42	5.67	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	4.85	5.10	5.41	5.66	6.02	6.27	6.73
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	202.40	214.90	226.74	239.24	253.27	265.77	269.20
33. Manoeuvre (o-8)/*Labour man*	4.35	4.60	4.86	5.11	5.42	5.67	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	4.96	5.21	5.53	5.78	6.15	6.40	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.72	4.97	5.29	5.54	5.88	6.13	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	4.92	5.17	5.49	5.74	6.10	6.35	6.95
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	209.00	221.50	233.93	246.43	261.11	273.61	278.00
38. Soudeur (o-15)/*Welder*	4.87	5.12	5.43	5.68	6.04	6.29	6.79
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.26	4.51	4.76	5.01	5.31	5.56	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	4.85	5.10	5.41	5.66	6.02	6.27	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	200.20	212.70	224.34	236.84	250.65	263.15	269.20

ANNEXE E-2 — APPENDIX E-2

Région de salaires des Îles-de-la-Madeleine — *Îles-de-la-Madeleine wage region*

La sous-région des Îles-de-la-Madeleine
The subregion of Îles-de-la-Madeleine

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$177.10	$189.60	$199.16	$211.66	$223.21	$235.71	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.59	4.84	5.12	5.37	5.71	5.96	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.58	4.83	5.11	5.36	5.70	5.95	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.55	4.80	5.08	5.33	5.66	5.91	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.73	4.98	5.28	5.53	5.87	6.12	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	4.87	5.12	5.43	5.68	6.04	6.29	6.53
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.58	4.83	5.11	5.36	5.70	5.95	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.54	4.79	5.07	5.32	5.65	5.90	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	4.76	5.01	5.31	5.56	5.91	6.16	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.61	4.86	5.15	5.40	5.74	5.99	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.61	4.86	5.15	5.40	5.74	5.99	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	4.82	5.07	5.38	5.63	5.98	6.23	6.73
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.43	4.68	4.95	5.20	5.52	5.77	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	179.30	191.80	201.56	214.06	225.83	238.33	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	183.70	196.20	206.36	218.86	231.06	243.56	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.65	4.90	5.19	5.44	5.78	6.03	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.72	4.97	5.27	5.52	5.86	6.11	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.55	4.80	5.08	5.33	5.66	5.91	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	710.60	750.60	793.41	833.41	884.42	924.42	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	645.70	685.70	723.41	763.41	808.12	848.12	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	4.81	5.06	5.37	5.62	5.97	6.22	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.70	4.95	5.25	5.50	5.84	6.09	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.84	5.09	5.40	5.65	6.01	6.26	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.54	4.79	5.07	5.32	5.65	5.90	6.12
27. Foreur (o-9)/*Driller*	4.59	4.84	5.12	5.37	5.71	5.96	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.35	4.60	4.86	5.11	5.42	5.67	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	4.85	5.10	5.41	5.66	6.02	6.27	6.73
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	202.40	214.90	226.74	239.24	253.27	265.77	269.20
33. Manoeuvre (o-8)/*Labour man*	4.35	4.60	4.86	5.11	5.42	5.67	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	4.96	5.21	5.53	5.78	6.15	6.40	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.72	4.97	5.29	5.54	5.88	6.13	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	4.92	5.17	5.49	5.74	6.10	6.35	6.95
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	209.00	221.50	233.93	246.43	261.11	273.61	278.00
38. Soudeur (o-15)/*Welder*	4.87	5.12	5.43	5.68	6.04	6.29	6.79
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.26	4.51	4.76	5.01	5.31	5.56	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	4.85	5.10	5.41	5.66	6.02	6.27	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	200.20	212.70	224.34	236.84	250.65	263.15	269.20

ANNEXE E-3 — APPENDIX E-3

Région de salaires de Saguenay-Lac Saint-Jean — *Saguenay-Lac Saint-Jean wage region*

La région de Saguenay-Lac Saint-Jean
The Saguenay-Lac Saint-Jean region

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$180.40	$192.90	$202.76	$215.26	$227.14	$239.64	$286.40
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.69	4.94	5.23	5.48	5.83	6.08	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.71	4.96	5.26	5.51	5.85	6.10	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.64	4.89	5.18	5.43	5.77	6.02	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.93	5.18	5.50	5.75	6.12	6.37	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	5.10	5.35	5.69	5.94	6.32	6.57	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.71	4.96	5.26	5.51	5.85	6.10	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.62	4.87	5.16	5.41	5.75	6.00	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	5.02	5.27	5.60	5.85	6.23	6.48	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.75	5.00	5.30	5.55	5.90	6.15	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.75	5.00	5.30	5.55	5.90	6.15	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.71	4.96	5.26	5.51	5.85	6.10	6.53
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.08	5.33	5.66	5.91	6.29	6.54	6.85
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.44	4.69	4.94	5.19	5.51	5.76	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.60	4.85	5.14	5.39	5.73	5.98	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	180.40	192.90	202.76	215.26	227.14	239.64	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	182.60	195.10	205.16	217.66	229.75	242.25	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.64	4.87	5.16	5.41	5.76	6.01	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.88	5.13	5.44	5.69	6.05	6.30	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.69	4.94	5.23	5.48	5.83	6.08	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	723.80	763.80	808.54	848.54	900.90	940.90	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	685.30	725.30	766.58	806.58	855.18	895.18	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	5.06	5.31	5.64	5.89	6.27	6.52	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.58	4.83	5.11	5.36	5.70	5.95	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.93	5.18	5.50	5.75	6.12	6.37	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.55	4.80	5.08	5.33	5.66	5.91	6.12
27. Foreur (o-9)/*Driller*	4.66	4.91	5.20	5.45	5.80	6.05	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.38	4.63	4.89	5.14	5.45	5.70	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	5.13	5.38	5.72	5.99	6.38	6.63	6.73
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	213.40	225.90	238.73	251.23	266.34	269.20	—
33. Manoeuvre (o-8)/*Labour man*	4.38	4.63	4.89	5.14	5.45	5.70	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.08	5.33	5.66	5.91	6.29	6.54	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.83	5.08	5.39	5.64	5.99	6.24	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.06	5.31	5.64	5.89	6.27	6.52	7.15
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	215.60	228.10	241.13	253.63	268.96	281.46	286.00
38. Soudeur (o-15)/*Welder*	5.08	5.33	5.66	5.91	6.29	6.54	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.22	4.47	4.73	4.98	5.28	5.53	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	5.06	5.31	5.64	5.89	6.27	6.52	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	211.20	223.70	236.33	248.83	263.72	269.20	—

ANNEXE E-4 — APPENDIX E-4

Région de salaires de Québec — *Québec wage region*

La région de Québec et la sous-région de Rivière-du-Loup et les districts électoraux de Mégantic et Lotbinière
The Québec region and the subregion of Rivière du-Loup plus the electoral districts of Mégantic and Lotbinière

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$176.00	$188.50	$197.96	$210.46	$221.91	$234.41	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.55	4.80	5.08	5.33	5.66	5.91	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.92	5.17	5.49	5.74	6.10	6.35	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.49	4.74	5.01	5.26	5.59	5.84	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.96	5.21	5.53	5.78	6.15	6.40	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	5.09	5.34	5.67	5.92	6.30	6.55	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.85	5.10	5.41	5.66	6.02	6.27	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.51	4.76	5.04	5.29	5.62	5.87	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	5.09	5.34	5.67	5.92	6.30	6.55	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	5.03	5.28	5.61	5.86	6.24	6.49	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.98	5.23	5.55	5.80	6.17	6.42	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.69	4.94	5.23	5.48	5.83	6.08	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.19	5.44	5.78	6.03	6.42	6.67	6.85
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.53	4.78	5.06	5.31	5.64	5.89	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.73	4.98	5.28	5.53	5.87	6.12	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	183.70	196.20	206.36	218.86	231.06	243.56	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	188.10	200.60	211.16	223.66	236.29	248.00	—
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.75	5.00	5.30	5.55	5.90	6.15	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.92	5.17	5.49	5.74	6.10	6.35	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.94	5.19	5.51	5.76	6.13	6.38	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	706.20	746.20	789.36	829.36	880.01	920.01	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	630.30	670.30	706.63	746.63	789.82	829.82	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	5.14	5.39	5.73	5.98	6.37	6.62	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.60	4.85	5.14	5.39	5.73	5.98	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.88	5.13	5.44	5.69	6.05	6.30	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.64	4.89	5.18	5.43	5.77	6.02	6.12
27. Foreur (o-9)/*Driller*	4.58	4.83	5.11	5.36	5.70	5.95	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.31	4.56	4.82	5.07	5.38	5.63	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	5.16	5.41	5.75	6.00	6.39	6.64	6.73
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	214.50	227.00	239.93	252.43	267.65	269.20	—
33. Manoeuvre (o-8)/*Labour man*	4.31	4.56	4.82	5.07	5.38	5.63	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.07	5.32	5.65	5.90	6.28	6.53	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.87	5.12	5.43	5.68	6.04	6.29	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.16	5.41	5.75	6.00	6.39	6.64	7.15
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	217.80	230.30	243.53	256.03	271.57	284.07	286.00
38. Soudeur (o-15)/*Welder*	5.39	5.64	5.99	6.24	6.65	6.90	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.18	4.43	4.68	4.93	5.22	5.47	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	5.14	5.39	5.73	5.98	6.37	6.62	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	212.30	224.80	237.53	250.03	265.03	269.20	—

ANNEXE E-5 — APPENDIX E-5

Région de salaires de Trois-Rivières — *Trois-Rivières wage region*

La région de Trois-Rivières moins les districts électoraux de Drummond, Yamaska, Nicolet et Arthabaska, Mégantic et Lotbinière
The region of Trois-Rivières minus the electoral districts of Drummond, Yamaska, Nicolet, Arthabaska, Megantic and Lotbinière

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$177.10	$189.60	$199.16	$211.66	$223.21	$235.71	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.54	4.79	5.07	5.32	5.65	5.90	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.84	5.09	5.40	5.65	6.01	6.26	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.33	4.58	4.84	5.09	5.40	5.65	6.23
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.77	5.02	5.32	5.57	5.92	6.17	6.73
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	4.95	5.20	5.52	5.77	6.14	6.39	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.82	5.07	5.38	5.63	5.98	6.23	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.50	4.75	5.03	5.28	5.61	5.86	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	4.99	5.24	5.56	5.81	6.18	6.43	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.86	5.11	5.42	5.67	6.03	6.28	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.86	5.11	5.42	5.67	6.03	6.28	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.28	5.53	5.87	6.12	6.52	6.77	6.85
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.28	4.53	4.78	5.03	5.33	5.58	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.44	4.69	4.94	5.19	5.51	5.76	6.23
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	171.60	184.10	193.17	205.67	216.56	229.06	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	177.10	189.60	199.16	211.66	223.21	235.71	249.20
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.47	4.72	4.99	5.24	5.56	5.81	6.23
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.93	5.18	5.50	5.75	6.12	6.37	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.82	5.07	5.38	5.63	5.98	6.23	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	710.60	750.60	793.41	833.41	884.42	924.42	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	623.70	663.70	699.43	739.43	781.98	821.98	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	5.06	5.31	5.64	5.89	6.27	6.52	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.58	4.83	5.11	5.36	5.70	5.95	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.99	5.24	5.56	5.81	6.18	6.43	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.39	4.64	4.90	5.15	5.47	5.72	6.12
27. Foreur (o-9)/*Driller*	4.59	4.84	5.12	5.37	5.71	5.96	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	5.02	5.27	5.60	5.85	6.23	6.48	6.73
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	5.02	5.27	5.60	5.85	6.23	6.48	6.73
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	214.50	227.00	239.93	252.43	267.45	269.20	—
33. Manoeuvre (o-8)/*Labour man*	4.16	4.41	4.66	4.91	5.20	5.45	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.08	5.33	5.66	5.91	6.29	6.54	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.83	5.08	5.39	5.64	5.99	6.24	6.39

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.08	5.33	5.66	5.91	6.29	6.54	7.15
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	221.10	233.60	247.12	259.62	275.48	286.00	—
38. Soudeur (o-15)/*Welder*	5.18	5.43	5.77	6.02	6.41	6.66	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.13	4.38	4.63	4.88	5.17	5.42	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	4.99	5.24	5.56	5.81	6.18	6.43	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	216.70	229.20	242.33	254.83	269.20	—	—

ANNEXE E-6 — APPENDIX E-6

Région de salaires des Bois-Francs — *Bois-Francs wage region*

Les districts électoraux de Drummond, Yamaska, Nicolet et Arthabaska
The electoral districts of Drummond, Yamaska, Nicolet and Arthabaska

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	191.40	$203.90	$214.75	$227.25	$240.21	$248.00	—
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.93	5.18	5.50	5.75	6.12	6.20	—
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	5.03	5.28	5.61	5.86	6.24	6.49	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.84	5.09	5.40	5.65	6.01	6.20	—
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	5.31	5.56	5.91	6.16	6.57	6.73	—
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	5.42	5.67	6.03	6.28	6.70	6.73	—
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	5.03	5.28	5.61	5.86	6.24	6.49	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.91	5.16	5.48	5.73	6.09	6.20	—
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	5.40	5.65	6.01	6.26	6.68	6.73	—
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	5.07	5.32	5.65	5.90	6.28	6.53	—
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	5.07	5.32	5.65	5.90	6.28	6.53	—
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.95	5.20	5.52	5.77	6.14	6.20	—
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.40	5.65	6.01	6.26	6.68	6.85	—
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.66	4.91	5.20	5.45	5.80	6.05	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.88	5.13	5.44	5.69	6.05	6.20	—
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	189.20	201.70	212.29	224.79	237.52	244.80	—
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	193.60	206.10	217.15	229.65	242.82	248.00	—
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.91	5.16	5.48	5.73	6.09	6.20	—
19. Conducteur de compresseur (o-12)/*Compressor operator*	5.29	5.54	5.88	6.13	6.53		—
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	5.01	5.26	5.59	5.84	6.21	6.46	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	770.00	810.00	858.90	898.90	955.80	992.00	—
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	676.50	716.50	756.98	796.98	844.71	884.71	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	5.45	5.70	6.06	6.31	6.73	—	—
24. Boutefeu (o-3)/*Shot-firer*	4.82	5.07	5.38	5.63	5.98	6.20	—
25. Ferrailleur (m-13)/*Reinforcing steel erector*	5.18	5.43	5.77	6.02	6.41	6.60	—
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.82	5.07	5.38	5.63	5.98	6.12	—
27. Foreur (o-9)/*Driller*	4.95	5.20	5.52	5.77	6.14	6.20	—
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.51	4.76	5.04	5.29	5.62	5.87	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	5.38	5.63	5.98	6.23	6.64	6.73	—
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	226.60	239.10	253.12	265.62	269.20	—	—
33. Manoeuvre (o-8)/*Labour man*	4.47	4.72	4.99	5.24	5.56	5.81	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.34	5.59	5.94	6.19	6.60	6.73	—
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	5.07	5.32	5.65	5.90	6.28	6.39	—
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.45	5.70	6.06	6.31	6.73	6.98	7.15
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	229.90	242.40	256.72	269.22	285.95	290.00	—
38. Soudeur (o-15)/*Welder*	5.47	5.72	6.08	6.33	6.75	7.00	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.44	4.69	4.94	5.19	5.51	5.76	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	5.34	5.59	5.94	6.19	6.60	6.73	—
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	226.60	239.10	253.12	265.62	269.20	—	—

ANNEXE E-7 — APPENDIX E-7

Région de salaires des Cantons de l'Est — *Eastern Townships wage region*

La région des Cantons de l'Est
The Eastern Townships region

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$187.00	$199.50	$209.95	$222.45	$234.98	$247.48	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.91	5.16	5.48	5.73	6.09	6.20	—
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	5.03	5.28	5.61	5.86	6.24	6.49	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.71	4.96	5.26	5.51	5.85	6.10	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	5.14	5.39	5.73	5.98	6.37	6.62	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	5.09	5.34	5.67	5.92	6.30	6.55	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.98	5.23	5.55	5.80	6.17	6.42	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.73	4.98	5.28	5.53	5.87	6.12	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	5.05	5.30	5.63	5.88	6.26	6.51	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	5.14	5.39	5.73	5.98	6.37	6.53	—
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	5.14	5.39	5.73	5.98	6.37	6.53	—
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.88	5.13	5.44	5.69	6.05	6.20	—
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.38	5.63	5.98	6.23	6.64	6.85	—
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.58	4.83	5.11	5.36	5.70	5.95	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.73	4.98	5.28	5.53	5.87	6.12	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	182.60	195.10	205.16	217.66	229.75	242.25	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	187.00	199.50	210.08	222.58	235.11	247.61	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.75	5.00	5.30	5.55	5.90	6.15	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	5.09	5.34	5.67	5.92	6.30	6.53	—
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	5.01	5.26	5.59	5.84	6.21	6.46	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	748.00	788.00	834.92	874.92	929.66	969.66	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	658.90	698.90	737.80	777.80	823.80	863.80	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	5.18	5.43	5.77	6.02	6.41	6.66	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.66	4.91	5.20	5.45	5.80	6.05	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	5.14	5.39	5.73	5.98	6.37	6.60	—
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.66	4.91	5.20	5.45	5.80	6.05	6.12
27. Foreur (o-9)/*Driller*	4.82	5.07	5.38	5.63	5.98	6.20	—
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.49	4.74	5.01	5.26	5.59	5.84	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	5.20	5.45	5.80	6.05	6.45	6.70	6.73
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	216.70	229.20	242.33	254.83	269.20	—	—
33. Manoeuvre (o-8)/*Labour man*	4.49	4.74	5.01	5.26	5.59	5.84	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.20	5.45	5.80	6.05	6.45	6.70	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.94	5.19	5.51	5.76	6.13	6.38	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.47	5.72	6.08	6.33	6.75	7.00	7.15
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	227.70	240.20	254.32	266.82	283.33	286.00	—
38. Soudeur (o-15)/*Welder*	5.31	5.56	5.91	6.16	6.57	6.82	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.38	4.63	4.89	5.14	5.45	5.70	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	5.18	5.43	5.77	6.02	6.41	6.66	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	214.50	227.00	239.93	252.43	267.65	269.20	—

ANNEXE E-8 — APPENDIX E-8

Région de salaires de Montréal-Sud — *Montreal-South wage region*

La région de Montréal-Sud moins les portions de ce territoire comprises dans la région de salaires de Montréal-Métropolitain et moins la sous-région de Richelieu
The Montreal-South region minus parts of this territory comprised in the Greater Montreal wage region and minus the sub-region of Richelieu

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$178.20	$190.70	$200.49	$212.99	$224.66	$237.16	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.65	4.90	5.19	5.44	5.78	6.03	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.86	5.11	5.42	5.67	6.03	6.28	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.59	4.84	5.12	5.37	5.71	5.96	6.73
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	5.06	5.31	5.64	5.89	6.27	6.52	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	5.15	5.40	5.74	5.99	6.38	6.63	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.86	5.11	5.42	5.67	6.03	6.28	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.61	4.86	5.15	5.40	5.74	5.99	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	5.15	5.40	5.74	5.99	6.38	6.63	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.91	5.16	5.48	5.73	6.09	6.34	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.91	5.16	5.48	5.73	6.09	6.34	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.68	4.93	5.22	5.47	5.82	6.07	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.39	5.64	5.99	6.24	6.65	6.85	—
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	5.17
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.54	4.79	5.07	5.32	5.65	5.90	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	180.40	192.90	202.76	215.26	227.14	239.64	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	182.60	195.10	205.16	217.66	229.75	242.25	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.65	4.90	5.19	5.44	5.78	6.03	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.99	5.24	5.56	5.81	6.18	6.43	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.93	5.18	5.50	5.75	6.12	6.37	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	721.60	761.60	806.14	846.14	898.29	938.29	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	634.70	674.70	711.42	751.42	795.05	835.05	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	5.17	5.42	5.76	6.01	6.40	6.65	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.94	5.19	5.51	5.76	6.13	6.38	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.59	4.84	5.12	5.37	5.71	5.96	6.12
27. Foreur (o-9)/*Driller*	4.65	4.90	5.19	5.44	5.78	6.03	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.32	4.57	4.83	5.08	5.39	5.64	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	5.21	5.46	5.81	6.06	6.46	6.73	—
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	202.40	214.90	226.74	239.24	253.27	265.77	269.20
33. Manoeuvre (o-8)/*Labour man*	4.32	4.57	4.83	5.08	5.39	5.64	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.19	5.44	5.78	6.03	6.42	6.67	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.93	5.18	5.50	5.75	6.12	6.37	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.61	5.86	6.24	6.49	6.93	7.15	—
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	236.50	249.00	263.91	276.41	286.00	—	—
38. Soudeur (o-15)/*Welder*	5.62	5.87	6.25	6.50	6.94	7.12	—
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.19	4.44	4.69	4.94	5.23	5.48	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	5.19	5.44	5.78	6.03	6.42	6.67	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	214.50	227.00	239.93	252.43	267.65	269.20	—

ANNEXE E-9 — APPENDIX E-9

Région de salaires de Richelieu — *Richelieu wage region*

La sous-région de Richelieu
The subregion of Richelieu

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$180.40	$192.90	$202.76	$215.26	$227.14	$239.64	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.65	4.90	5.19	5.44	5.78	6.03	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	5.19	5.44	5.78	6.03	6.42	6.53	—
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	5.01	5.26	5.59	5.84	6.21	6.46	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	5.07	5.32	5.65	5.90	6.28	6.53	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.91	5.16	5.48	5.73	6.09	6.34	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.61	4.86	5.25	5.50	5.84	6.09	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	5.03	5.28	5.61	5.86	6.24	6.49	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.95	5.20	5.52	5.77	6.14	6.39	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.95	5.20	5.52	5.77	6.14	6.39	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.70	4.95	5.25	5.50	5.84	6.09	6.41
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.61	5.86	6.24	6.49	6.85	—	—
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.02	5.17
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.61	4.86	5.25	5.50	5.84	6.09	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	180.40	192.90	202.76	215.26	227.14	239.64	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	184.80	197.30	207.56	220.06	232.37	244.87	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.70	4.95	5.25	5.50	5.84	6.09	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.99	5.24	5.56	5.81	6.18	6.43	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.93	5.18	5.50	5.75	6.12	6.37	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	721.60	761.60	806.54	846.54	898.72	938.72	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	645.70	685.70	723.81	763.81	808.55	848.55	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	5.03	5.28	5.61	5.86	6.24	6.49	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.70	4.95	5.25	5.50	5.84	6.09	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.96	5.21	5.53	5.78	6.15	6.40	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.59	4.84	5.12	5.37	5.71	5.96	6.12
27. Foreur (o-9)/*Driller*	4.65	4.90	5.19	5.44	5.78	6.03	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.46	4.71	4.98	5.23	5.55	5.80	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	5.14	5.39	5.73	5.98	6.37	6.62	6.73
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	212.30	224.80	237.53	250.03	265.03	269.20	—
33. Manoeuvre (o-8)/*Labour man*	4.43	4.68	4.95	5.20	5.52	5.77	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.08	5.33	5.66	5.91	6.29	6.54	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.83	5.68	6.04	5.64	5.99	6.24	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.43	5.68	6.04	6.29	6.71	6.96	7.15
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	225.50	238.00	252.04	264.54	280.84	286.00	—
38. Soudeur (o-15)/*Welder*	5.71	5.96	6.33	6.58	7.03	7.12	—
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.30	4.55	4.81	5.06	5.36	5.61	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	5.01	5.26	5.59	5.84	6.21	6.46	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	210.10	222.60	235.13	247.63	262.41	274.91	269.20

ANNEXE E-10 — APPENDIX E-10

Région de salaires de Montréal-Métropolitain — *Greater Montreal wage region*

La région de Montréal-Métropolitain, les cités et villes ou municipalités suivantes: Huntingdon, Châteauguay, Châteauguay-Centre, Léry, Mercier, Beauharnois, Maple Grove, Salaberry de Valleyfield, Dorion, Vaudreuil, Ormstown, Melocheville, St-Timothée, Terrasse Vaudreuil, Deux-Montagnes, Oka sur le Lac, St-Eustache et Oka et le territoire de l'aéroport de Ste-Scolastique, borné par mais non compris dans le territoire de la municipalité de Ste-Scholastique.
The Greater Montreal region, the following cities, towns or municipalities: Huntingdon, Châteauguay, Châteauguay-Centre, Léry, Mercier, Beauharnois, Maple Grove, Salaberry de Valleyfield, Dorion, Vaudreuil, Ormstown, Melocheville, St-Timothée, Terrasse Vaudreuil, Deux-Montagnes, Oka sur le Lac, St. Eustache and Oka and the territory of the Ste. Scholastique airport bordered by but not comprised in the territory of the municipality of Ste. Scholastique.

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$161.70	$174.20	$182.38	$194.88	$204.92	$217.42	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.51	4.76	5.04	5.29	5.62	5.87	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.48	4.73	5.00	5.25	5.58	5.83	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.51	4.76	5.04	5.29	5.62	5.87	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.72	4.97	5.27	5.52	5.86	6.11	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	4.70	4.95	5.25	5.50	5.84	6.09	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.48	4.73	5.00	5.25	5.58	5.83	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.35	4.60	4.86	5.11	5.42	5.67	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	4.76	5.01	5.31	5.56	5.91	6.16	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.67	4.92	5.21	5.46	5.81	6.06	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.67	4.92	5.21	5.46	5.81	6.06	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.51	4.76	5.04	5.29	5.62	5.87	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.23	5.48	5.83	6.08	6.48	6.73	6.85
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.91	4.16	4.39	4.64	4.90	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.42	4.67	4.95	5.20	5.52	5.77	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.54	4.79	5.07	5.32	5.65	5.90	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	167.20	179.70	188.37	200.87	211.45	223.95	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	168.30	180.80	189.57	202.07	212.76	225.26	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.44	4.69	4.94	5.19	5.51	5.76	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.74	4.99	5.29	5.54	5.88	6.13	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.54	4.79	5.07	5.32	5.65	5.90	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	638.00	678.00	714.34	754.34	798.23	838.23	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	546.70	586.70	615.50	655.50	690.49	730.49	950.00
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	4.90	5.15	5.47	5.72	6.08	6.33	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.48	4.73	5.00	5.25	5.58	5.83	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.69	4.84	5.12	5.37	5.71	5.96	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.26	4.51	4.76	5.01	5.31	5.56	6.12
27. Foreur (o-9)/*Driller*	4.41	4.66	4.93	5.18	5.50	5.75	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	3.03	3.28	3.42	3.67	3.85	4.10	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.22	4.47	4.73	4.98	5.28	5.53	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	4.83	5.08	5.39	5.64	5.99	6.24	6.73
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	194.70	207.20	218.35	230.85	244.13	256.63	269.20
33. Manoeuvre (o-8)/*Labour man*	4.22	4.47	4.73	4.98	5.28	5.53	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	4.66	4.91	5.20	5.45	5.80	6.05	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.43	4.68	4.95	5.20	5.52	5.77	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.36	5.61	5.96	6.21	6.62	6.87	7.15
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	203.50	216.00	227.94	240.44	254.58	267.08	286.00
38. Soudeur (o-15)/*Welder*	5.29	5.54	5.88	6.13	6.53	6.78	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	3.71	3.96	4.17	4.42	4.67	4.92	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	4.83	5.08	5.39	5.64	5.99	6.24	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	191.40	203.90	214.75	227.25	240.21	248.00	269.20

ANNEXE E-11 — APPENDIX E-11

Région de salaires de Montréal-Nord — *Montreal-North wage region*

La région de Montréal-Nord moins les portions de ce territoire comprises dans la région de salaires de Montréal-Métropolitain et moins la sous-région de Joliette.
The Montreal-North region minus parts of this territory comprised in the Greater Montreal wage region and minus the subregion of Joliette.

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$193.60	$206.10	$217.15	$229.65	$242.82	$248.00	—
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.96	5.21	5.53	5.78	6.15	6.20	—
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	5.12	5.37	5.71	5.96	6.35	6.53	—
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.77	5.02	5.32	5.57	5.92	6.17	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.80	5.05	5.36	5.61	5.96	6.21	6.65
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	4.84	5.09	5.40	5.65	6.01	6.26	6.65
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	5.12	5.37	5.71	5.96	6.35	6.53	—
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.96	5.21	5.53	5.78	6.15	6.20	—
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	4.82	5.07	5.38	5.63	5.98	6.23	6.65
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	5.12	5.37	5.71	5.96	6.35	6.53	—
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	5.12	5.37	5.71	5.96	6.35	6.53	—
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	5.01	5.26	5.59	5.84	6.20	—	—

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.73	5.75	6.12	6.30	6.72	6.85	—
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.75	5.00	5.30	5.55	5.90	6.12	—
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.98	5.15	5.47	5.65	6.02	6.20	—
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	191.40	203.90	214.75	227.25	240.21	244.80	—
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	198.00	206.00	217.04	226.00	238.84	248.00	—
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	5.01	5.15	5.47	5.65	6.01	6.20	—
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.74	4.95	5.25	5.50	5.84	6.09	6.50
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	5.09	5.34	5.67	5.92	6.30	6.53	—
21. Cuisinier au mois (o-9)/*Cook, monthly*	776.60	816.60	866.09	904.00	961.36	992.00	—
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	691.90	731.90	773.77	813.77	843.01	883.01	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	4.86	5.10	5.41	5.66	6.02	6.27	6.65
24. Boutefeu (o-3)/*Shot-firer*	4.92	5.15	5.47	5.65	6.01	6.20	—
25. Ferrailleur (m-13)/*Reinforcing steel erector*	5.20	5.45	5.80	6.05	6.45	6.60	—
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.84	5.00	5.30	5.55	5.80	6.05	6.12
27. Foreur (o-9)/*Driller*	5.01	5.15	5.47	5.65	6.01	6.20	—
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.60	4.85	5.14	5.39	5.73	5.94	—
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	4.82	5.07	5.38	5.63	5.98	6.23	6.65
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	201.30	204.00	214.86	227.36	240.33	252.83	266.00
33. Manoeuvre (o-8)/*Labour man*	4.59	4.84	5.12	5.37	5.71	5.94	—
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.16	5.35	5.69	5.94	6.32	6.57	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.91	5.08	5.39	5.64	5.99	6.20	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.32	5.50	5.84	6.09	6.49	6.74	7.05
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	218.90	220.00	232.30	244.80	259.33	271.83	282.00
38. Soudeur (o-15)/*Welder*	5.56	5.75	6.12	6.37	6.80	7.05	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.54	4.79	5.07	5.32	5.65	5.90	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	4.84	5.09	5.40	5.65	6.01	6.26	6.65
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	201.30	204.00	214.86	227.36	240.33	252.83	266.00

ANNEXE E-12 — APPENDIX E-12

Région de salaires de Joliette — *Joliette wage region*

La région de Joliette
The subregion of Joliette

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$182.60	$195.10	$205.16	$217.66	$229.75	$242.25	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.70	4.95	5.25	5.50	5.84	6.09	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.92	5.17	5.49	5.74	6.10	6.35	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.49	4.74	5.01	5.26	5.59	5.84	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.60	4.85	5.14	5.39	5.73	5.98	6.55
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	4.69	4.94	5.23	5.48	5.83	6.08	6.65
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.90	5.15	5.47	5.72	6.08	6.33	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.65	4.90	5.19	5.44	5.78	6.03	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	4.73	4.98	5.28	5.53	5.87	6.12	6.65
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.94	5.19	5.51	5.76	6.13	6.38	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.94	5.19	5.51	5.76	6.13	6.38	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.79	5.04	5.34	5.59	5.94	6.19	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.37	5.62	5.97	6.22	6.63	6.85	—
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.58	4.83	5.11	5.36	5.70	5.95	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.90	5.15	5.47	5.72	6.08	6.20	—
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	184.80	197.30	207.56	220.06	232.07	244.57	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	191.40	203.90	214.75	227.25	240.21	248.00	—
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.87	5.02	5.32	5.57	5.92	6.17	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.79	5.04	5.34	5.59	5.94	6.19	6.50
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.90	5.15	5.47	5.72	6.08	6.33	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	734.80	774.80	820.53	860.53	913.97	953.97	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	641.30	681.30	719.02	759.02	803.33	843.33	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	4.80	5.05	5.36	5.61	5.96	6.21	6.65
24. Boutefeu (o-3)/*Shot-firer*	4.76	5.01	5.31	5.56	5.91	6.16	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	5.05	5.30	5.63	5.88	6.26	6.51	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.71	4.96	5.26	5.51	5.85	6.10	6.12
27. Foreur (o-9)/*Driller*	4.74	4.99	5.29	5.54	5.88	6.13	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.28	4.53	4.78	5.03	5.33	5.58	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	4.75	5.00	5.30	5.55	5.90	6.15	6.65
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	201.30	213.80	225.54	238.04	251.96	264.46	266.00
33. Manoeuvre (o-8)/*Labour man*	4.28	4.53	4.78	5.03	5.33	5.58	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	3.93	4.18	4.41	4.66	4.93	5.18	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.77	5.02	5.32	5.57	5.92	6.17	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.02	5.27	5.60	5.85	6.23	6.48	7.05
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	217.80	230.30	243.53	256.03	271.69	282.00	—
38. Soudeur (o-15)/*Welder*	5.36	5.61	5.96	6.21	6.62	6.87	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.24	4.49	4.75	5.00	5.30	5.55	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	4.62	4.87	5.16	5.41	5.75	6.00	6.65
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	200.20	212.70	224.34	236.84	250.65	363.15	366.00

ANNEXE E-13 — APPENDIX E-13

Région de salaires d'Outaouais — *Ottawa Valley wage region*

La région d'Outaouais
Ottawa Valley

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$178.20	$190.70	$200.49	$212.99	$224.66	$237.16	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.58	4.83	5.11	5.36	5.70	5.95	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.74	4.99	5.29	5.54	5.88	6.13	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.54	4.79	5.07	5.32	5.65	5.90	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.98	5.23	5.55	5.80	6.17	6.52	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	5.07	5.32	5.65	5.90	6.28	6.53	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.74	4.99	5.29	5.54	5.88	6.13	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.58	4.83	5.11	5.36	5.70	5.95	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	5.05	5.30	5.63	5.88	6.26	6.51	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.79	5.04	5.34	5.59	5.94	6.19	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.79	5.04	5.34	5.59	5.94	6.19	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.62	4.87	5.16	5.41	5.75	6.00	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.37	5.62	5.97	6.22	6.63	6.85	—
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.57	4.82	5.10	5.35	5.69	5.94	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.74	4.99	5.29	5.54	5.88	6.13	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	182.60	195.10	205.16	217.66	229.75	242.25	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	187.00	199.50	209.95	222.45	234.98	247.48	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.76	5.01	5.31	5.56	5.91	6.16	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.81	5.06	5.37	5.62	5.97	6.22	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.72	4.97	5.27	5.52	5.86	6.11	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	715.00	755.00	798.95	838.95	890.46	930.46	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	656.70	696.70	735.40	775.40	821.19	861.19	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	5.09	5.34	5.67	5.92	6.30	6.55	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.65	4.90	5.19	5.44	5.78	6.03	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.86	5.11	5.42	5.67	6.03	6.28	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.65	4.90	5.19	5.44	5.78	6.03	6.12
27. Foreur (o-9)/*Driller*	4.63	4.88	5.17	5.42	5.76	6.01	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.37	4.62	4.88	5.13	5.44	5.69	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	5.05	5.30	5.63	5.88	6.26	6.51	6.73
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	215.60	228.10	241.13	253.63	268.93	269.20	—
33. Manoeuvre (o-8)/*Labour man*	4.38	4.63	4.89	5.14	5.45	5.70	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.07	5.32	5.65	5.90	6.28	6.53	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.82	5.07	5.27	5.52	5.86	6.11	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.41	5.66	6.27	6.52	6.96	7.15	—
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	226.60	239.10	253.12	265.62	282.02	286.00	—
38. Soudeur (o-15)/*Welder*	5.28	5.53	5.87	6.12	6.52	6.77	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.32	4.57	4.83	5.08	5.39	5.64	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	5.07	5.32	5.65	5.90	6.28	6.53	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	213.40	225.90	238.73	251.23	266.34	269.20	—

ANNEXE E-14 — APPENDIX E-14

Région de salaires de Nord-Ouest — *Northwestern Québec wage region*

La région de Nord-Ouest
The Northwestern Québec region

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	171.60	$184.10	$193.17	$205.67	$216.56	$229.06	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.41	4.66	4.93	5.18	5.50	5.75	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.61	4.86	5.15	5.40	5.74	5.99	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.55	4.80	5.08	5.33	5.66	5.91	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.62	4.87	5.16	5.41	5.75	6.00	6.55
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	4.51	4.76	5.04	5.29	5.62	5.87	6.65
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.59	4.84	5.12	5.37	5.71	5.96	6.53

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.41	4.66	4.93	5.18	5.50	5.75	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	4.64	4.89	5.18	5.43	5.77	6.02	6.65
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.65	4.90	5.19	5.44	5.78	6.03	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.63	4.88	5.17	5.42	5.76	6.01	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.50	4.75	5.03	5.28	5.61	5.86	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	4.74	4.99	5.29	5.54	5.88	6.13	6.70
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.25	4.50	4.75	5.00	5.30	5.50	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.42	4.79	5.07	5.32	5.65	5.90	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	171.60	184.10	193.17	205.67	216.56	229.06	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	176.00	188.50	197.96	210.46	221.91	234.41	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.44	4.69	4.94	5.19	5.51	5.76	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.59	4.84	5.12	5.37	5.71	5.96	6.40
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.59	4.84	5.12	5.37	5.71	5.96	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	688.60	728.60	770.17	810.17	859.09	899.09	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	620.40	660.40	696.24	736.24	778.50	818.50	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	4.69	4.94	5.23	5.48	5.83	6.08	6.65
24. Boutefeu (o-3)/*Shot-firer*	4.52	4.77	5.05	5.30	5.63	5.88	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.57	4.82	5.20	5.50	5.84	6.09	6.40
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.38	4.63	4.89	5.14	5.45	5.70	6.12
27. Foreur (o-9)/*Driller*	4.46	4.71	4.98	5.23	5.55	5.80	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.10	4.35	4.60	4.85	5.14	5.39	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	4.60	4.85	5.14	5.39	5.73	5.98	6.65
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	198.00	210.50	221.94	234.44	248.04	260.54	266.00
33. Manoeuvre (o-8)/*Labour man*	4.10	4.35	4.60	4.85	5.14	5.39	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	4.85	5.10	5.41	5.66	6.02	6.27	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.61	4.86	5.15	5.40	5.74	5.99	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	4.63	4.88	5.17	5.42	5.76	6.01	6.60
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	200.20	212.70	224.34	236.84	250.65	263.15	264.00
38. Soudeur (o-15)/*Welder*	4.69	4.94	5.23	5.48	5.83	6.08	6.65
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.10	4.35	4.60	4.85	5.14	5.39	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	4.60	4.85	5.14	5.39	5.73	5.98	6.65
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	195.80	208.30	219.55	232.05	245.44	257.94	266.00

ANNEXE E-15 — APPENDIX E-15

Région de salaires de Côte-Nord — *North Shore wage region*

La région de la Côte-Nord
The North Shore region

Titres occupationnels — *Occupational titles*	Taux de salaire — *Wage rates*						
	1er mai 1973 *May 1st*	1er octobre 1973 *October 1st*	1er mai 1974 *May 1st*	1er octobre 1974 *October 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Basculeur - semaine (o-9)/*Scaleman - weekly*	$180.40	$192.90	$202.76	$215.26	$227.14	$239.64	$248.00
2. Râteleur d'asphalte (o-9)/*Asphalt raker*	4.71	4.96	5.26	5.51	5.85	6.10	6.20
3. Conducteur d'usine d'asphalte (o-13)/*Asphalt plant operator*	4.46	4.71	4.98	5.23	5.55	5.80	6.53
4. Conducteur de rouleau d'asphalte/*Asphalt roller operator*							
de 2 à 5 tonnes (m-5c)/*from 2 to 5 tons*	4.60	4.85	5.14	5.39	5.73	5.98	6.20
de 6 à 12 tonnes (m-5b)/*from 6 to 12 tons*	4.90	5.15	5.47	5.72	6.08	6.33	6.63
5. Conducteur de profileuse pour épandeur d'asphalte (m-5a)/*Asphalt spreader operator*	5.03	5.28	5.61	5.86	6.24	6.49	6.73
6. Conducteur de malaxeur à l'usine d'asphalte (o-13)/*Asphalt plant mixer operator*	4.46	4.71	4.98	5.23	5.86	6.11	6.53
7. Chauffeur d'usine d'asphalte (o-9)/*Asphalt plant fireman*	4.64	4.89	5.18	5.43	5.77	6.02	6.20
8. Conducteur d'épandeur d'asphalte à pression (m-5a)/*Asphalt sprayer (distributor) operator*	4.94	5.19	5.51	5.76	6.13	6.38	6.73
9. Conducteur de bétonnière malaxeur (voirie) (o-13)/*Self propelled concrete mixer operator*	4.50	4.75	5.03	5.28	5.61	5.86	6.53
10. Conducteur de bétonnière malaxeur fixe (voirie) (o-13)/*Concrete mixer operator (stationary)*	4.50	4.75	5.03	5.28	5.61	5.86	6.53
11. Vibro-lisseuse (o-9)/*Self propelled concrete road spreader*	4.73	4.98	5.28	5.53	5.87	6.12	6.20
12. Charpentier-menuisier (m-7)/*Carpenter-joiner*	5.05	5.30	5.63	5.88	6.26	6.51	6.85
13. Chauffeur de chaudière 4e classe (o-1a)/*Boiler fireman (4th class cert.)*	3.80	4.05	4.27	4.52	4.77	5.01	—
14. Conducteur de camion à l'heure (o-11b)/*Truckdriver, per hour*	4.31	4.56	4.82	5.07	5.38	5.63	6.12
15. Conducteur de camion tous terrains (o-11a)/*Driver, operator of heavy vehicles (off highways)*	4.47	4.72	4.99	5.24	5.56	5.81	6.20
16. Conducteur de camion à la semaine (o-11b) *Truckdriver, per week*	173.80	186.30	195.57	208.07	219.30	231.80	244.80
17. Conducteur de camion fardier à la semaine (o-11a)/*Float driver, per week*	178.20	190.70	200.36	212.86	224.52	237.02	248.00
18. Conducteur de fardier-citerne à l'heure (o-11a)/*Tank truck and float driver, per hour*	4.49	4.74	5.01	5.26	5.59	5.84	6.20
19. Conducteur de compresseur (o-12)/*Compressor operator*	4.92	5.17	5.49	5.74	6.10	6.35	6.53
20. Conducteur de concasseur pierre et gravier (o-13/*Crushing machine operator (gravel plant)*	4.43	4.68	4.95	5.20	5.52	5.77	6.53
21. Cuisinier au mois (o-9)/*Cook, monthly*	728.20	768.20	813.34	853.34	906.14	946.14	992.00
22. Aide-cuisinier au mois (o-8)/*Cook's helper, monthly*	643.50	683.50	721.01	761.01	805.50	845.50	950.40
23. Conducteur de décapeuse (m-5a)/*Scraper operator*	4.98	5.23	5.55	5.80	6.17	6.42	6.73
24. Boutefeu (o-3)/*Shot-firer*	4.49	4.74	5.01	5.26	5.59	5.84	6.20
25. Ferrailleur (m-13)/*Reinforcing steel erector*	4.96	5.21	5.53	5.78	6.15	6.40	6.60
26. Conducteur-épandeur de pierre (o-11b)/*Stone spreader operator*	4.42	4.67	4.94	5.19	5.51	5.76	6.12
27. Foreur (o-9)/*Driller*	4.69	4.94	5.23	5.48	5.83	6.08	6.20
28. Gardien à l'heure (o-4)/*Watchman, per hour*	2.75	3.00	3.12	3.37	3.53	3.78	4.88
29. Gardien à la semaine (o-4)/*Watchman, per week*	139.70	152.20	158.40	170.90	178.78	191.28	195.40
30. Graisseur-huileur (o-8)/*Oiler*	4.40	4.65	4.92	5.17	5.49	5.74	5.94
31. Conducteur de niveleuse automotrice (m-5a)/*Power grader operator*	5.05	5.30	5.63	5.88	6.26	6.51	6.86
32. Conducteur de niveleuse automotrice à la semaine (m-5a)/*Power grader operator, per week*	209.00	221.50	233.93	246.43	261.11	269.20	—
33. Manoeuvre (o-8)/*Labour man*	4.40	4.65	4.92	5.17	5.49	5.74	5.94
34. Mécanicien 1ère classe (m-6)/*Mechanic, 1st class*	5.09	5.34	5.67	5.92	6.30	6.55	6.73
35. Mécanicien 2e classe (m-6, 95%)/*Mechanic, 2nd class*	4.84	5.09	5.40	5.65	6.01	6.26	6.39
36. Conducteur de pelles mécaniques (m-4a)/*Mechanical shovel operator*	5.25	5.50	5.84	6.09	6.49	6.74	7.15
37. Conducteur de pelles mécaniques à la semaine (m-4a)/*Mechanical shovel operator, per week*	209.00	221.50	233.93	246.43	261.11	273.61	286.00
38. Soudeur (o-15)/*Welder*	5.16	5.41	5.75	6.00	6.39	6.64	7.06
39. Signaleur de trafic (o-8)/*Traffic signaller*	4.25	4.50	4.75	5.00	5.30	5.55	5.94
40. Conducteur de boutoir avec équipement (m-5a)/*Bulldozer with all attachments (driver)*	4.98	5.23	5.55	5.80	6.17	6.42	6.73
41. Conducteur de boutoir à la semaine (m-5a) *Bulldozer driver, per week*	209.00	221.50	233.93	246.43	261.11	269.20	269.20

ANNEXE F-1 — APPENDIX F-1

Lignes de transport d'énergie électrique et postes de transformation
Electric power transmission lines and transformer stations

TOUTES LES RÉGIONS — *ALL REGIONS* Métiers ou occupations — *Trades or occupations*	Taux de salaires — *Wage rates*				
	1er mai 1973 *May 1st*	1er mai 1974 *May 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Monteur "A"/*Lineman, Class A*	$5.81	$6.42	$6.88	$7.08	$7.19
2. Monteur "B"/*Lineman, Class B*	5.51	6.01	6.36	6.56	—
3. Monteur "C"/*Lineman, Class C*	5.16	5.66	6.01	6.21	—
4. Apprenti-monteur/*Apprentice lineman*	5.01	5.51	5.86	6.06	—
5. Aide-monteur/*Groundman*	5.01	5.51	5.86	6.06	—
6. Aide (manoeuvre)/*Helper (labourer)*	4.56	5.06	5.41	5.61	—
7. Mécanicien de machines lourdes/*Heavy equipment mechanic*	5.51	6.01	6.36	6.56	—
8. Charpentier-menuisier/*Carpenter-joiner*	5.65	6.15	6.50	6.70	—
9. Conducteur d'engin très lourd/*Extra heavy equipment mechanic*	5.70	6.20	6.55	6.75	—
10. Conducteur d'engin lourd/*Heavy equipment operator*	5.51	6.01	6.36	6.56	—
11. Conducteur d'engin moyen/*Medium heavy equipment operator*	4.91	5.41	5.76	5.96	—
12. Conducteur d'engin léger/*Light equipment operator*	4.91	5.41	5.76	5.96	—
13. Foreur de roc (manoeuvre spécialisé)/*Rock driller (general helper)*	4.71	5.21	5.56	5.76	—
14. Soudeur/*Welder*	5.51	6.01	6.36	6.56	—
15. Boutefeu/*Shot firer*	5.01	5.51	5.86	6.06	—
16. Gardien/*Watchman*	153.40	173.40	187.40	195.40	—

ANNEXE F-2 — APPENDIX F-2

Lignes de distribution d'énergie électrique
Electric power distribution lines

TOUTES LES RÉGIONS — *ALL REGIONS* Métiers ou occupations — *Trades or occupations*	Taux de salaires — *Wage rates*				
	1er mai 1973 *May 1st*	1er mai 1974 *May 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*	1er janvier 1976 *January 1st*
1. Chef d'équipe de lignes/*Group leader*	$5.12	$5.62	$5.97	$6.17	—
2. Monteur de lignes "A"/*Lineman, Class A*	5.91	6.52	6.98	7.18	$7.29
3. Monteur de lignes "B"/*Lineman, Class B*	5.66	6.16	6.51	6.71	—
4. Monteur de lignes "C"/*Lineman, Class C*	4.41	4.91	5.26	5.46	—
5. Aide-monteur à terre et apprenti-monteur/*Groundman and apprentice lineman*	5.06	5.56	5.91	6.11	—
6. Aide (manoeuvre)/*Helper (labourer)*	4.56	5.06	5.41	5.61	—
7. Conducteur de camion de lignes/*Line-truck driver*	5.11	5.61	5.96	6.16	—
8. Opérateur de machines lourdes/*Heavy equipment operator*	5.11	5.61	5.96	6.16	—
9. Émondeur/*Trimmer*	5.41	5.91	6.26	6.46	—
10. Chef d'équipe de creusage et mise en place des poteaux/*Crew leader for digging and sinking of posts*	5.66	6.16	6.51	6.71	—
11. Boutefeu/*Shotfirer*	5.06	5.56	5.91	6.11	—
12. Opérateur de compresseur/*Compressor operator*	5.06	5.56	5.91	6.11	—

ANNEXE F-3 — APPENDIX F-3

Réseaux de communication
Communication networks

TOUTES LES RÉGIONS — *ALL REGIONS* Câble aérien et enfoui — *Overhead or buried cables*	Taux de salaires — *Wage rates*			
	1er mai 1973 *May 1st*	1er mai 1974 *May 1st*	1er mai 1975 *May 1st*	1er octobre 1975 *October 1st*
1. Monteur "T"/*"T" Lineman*	$5.51	$6.01	$6.36	$6.56
2. Aide-monteur, apprenti-monteur/*Groundman, apprentice-lineman*	5.01	5.51	5.86	6.06
3. Aide (manoeuvre)/*Helper (labourer)*	4.56	5.06	5.41	5.61
4. Foreur de roc, opérateur de compresseur/*Rock driller, compressor operator*	4.71	5.21	5.56	5.76
5. Boutefeu/*Shotfirer*	5.01	5.51	5.86	6.06
6. Conducteur de camion/*Truck driver*	5.95	6.45	6.80	7.00
7. Conducteur de camion (creusage)/*Truck driver (digging)*	5.07	5.57	5.92	6.12
8. Opérateur d'équipement (trancheuse, pépine)/*Trenching machine operator (pépine)*	5.16	5.66	6.01	6.21
9. Gardien/*Watchman*	153.40	173.40	187.40	195.40

ANNEXE "G" — APPENDIX "G"

LISTE DES ARBITRES
LIST OF ARBITRATORS

RÉGION No. 1 — Bas Saint-Laurent-Gaspésie — *Lower St. Lawrence-Gaspé area*

CASGRAIN, André-P.
184, rue de la Cathédrale
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2, de l'Évêché est
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Palais de Justice
Rivière-du-Loup, Qué.
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(418) 862-2802 (rés.) (res.)
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Avocat — Lawyer

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Arvida, Qué.
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(418) 548-8164 (rés.) (res.
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RÉGION No. 3 — Québec

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VERGE, Pierre
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Professeur — Professor

REGION No. 4 — Trois-Rivières

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RÉGION No. 6 — Montréal-Sud — Montreal South

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DESCOTEAUX, Gaston
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Avocat — Lawyer

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Avocat — Lawyer

À compter de la publication du présent avis, toutes les clauses de la convention collective concernant la classification des emplois, la rémunération, le bulletin de paie, la durée du travail, les heures supplémentaires, les jours fériés, les congés payés, le délai-congé, les majorations de salaire, les primes, les indemnités et allocations diverses et le régime complémentaire de sécurité sociale ont tous les effets d'un décret jusqu'à la publication du décret suivant l'article 19 de la Loi sur les relations du travail dans l'industrie de la construction (L.Q. 1968 et am).

La publication du présent avis ne rend cependant pas obligatoires les autres dispositions qui y sont contenues. Seul un arrêté en conseil peut rendre obligatoires ces dernières dispositions, avec ou sans amendement. L'arrêté en conseil relativement à ces dernières dispositions ne peut entrer en vigueur avant la date de sa publication dans la *Gazette officielle du Québec*.

Durant les trente jours à compter de la date de publication de cet avis dans la *Gazette officielle du Québec*, le ministre du travail et de la main-d'oeuvre recevra les objections que les intéressés pourront désirer formuler à l'encontre des dispositions rendues obligatoires ou à l'encontre de toute autre disposition du présent avis.

Le sous-ministre,
Réal Mireault, C.R.I.

Ministère du travail et
de la main-d'oeuvre

Following publication of the present notice, the clauses of the collective agreement concerning job classification, remuneration, pay statement, hours of work, overtime hours, holidays, paid vacations, vacation notice, salary increases, premiums, various indemnities and allowances and the complementary social security plan all have the force of a decree until the publication of the decree to follow section 19 of the Construction Industry Labour Relations Act (Q.S. 1968 and am.).

Publication of the present notice does not, however, render obligatory the other provisions contained therein. Only an Order in Council may render obligatory such provisions, with or without amendment. The Order in Council relative to such provisions may not come into force before the date of its publication in the ***Québec Official Gazette.***

During the thirty days following the publication of this notice in the ***Québec Official Gazette***, the Minister of Labour and Manpower will receive any objections which interested parties may wish to put forward against the provisions rendered obligatory or against any other provision of the present notice.

Deputy Minister,
Réal Mireault C.I.R.

Department oflabour and Manpower

Gouvernement du Québec

Canadian beef boycott was a non-event

By JEAN SHARP
CP Women's Editor

The beef boycott in Canada appears to have been a non-event. Not many people were ever involved in it, and the few who were say it had little lasting effect except, perhaps, to heighten people's awareness of rising food prices.

In a Cross-Canada Survey by The Canadian Press, people who led the boycott two months ago said they hoped the awareness might translate into public pressure that would have an effect on food prices, but they weren't optimistic.

Peter Warren, a Winnipeg broadcaster who was among the first off the mark in organizing a boycott, says it was a failure.

He says he went to Ottawa afterwards to present a petition with 30,000 signatures asking for government price controls on meat. He says he met with New Democrat and Progressive Conservative leaders but was turned down by the Liberals.

Mr. Warren says what other boycott leaders maintain, that the Price Review Board is ineffective because it has no power.

SEEK NEW BOARD

Blanche Jullinot of La Ligue des Femmes de Quebec in Montreal agrees. She says her group wants a new board with representation from consumers, farmers and processors to reflect general opinions.

The group sent a delegation to Ottawa to lobby for a new board and is planning to circulate a petition this summer.

Kathy Olinyk says petitions are still "floating around" in Vancouver and will be sent to Ottawa to protest meat prices.

She was one of the organizers of People Against Soaring Prices, which she says never really caught on.

Margaret Rouble of the Toronto-based Women Against Soaring Prices says she believes the boycott helped by alerting consumers to rising prices, but she says she isn't interested in starting another.

Neither is Joanne Fisher of Courtright, Ont. She now says education is needed to teach homemakers about buying and preparing food.

Bob Roberts, an Ottawa broadcaster, says he doesn't believe another boycott is possible.

"I think you would have to find some entirely different method. I don't think people would support it."

CONTROLS LACKING

Janet Murray of Halifax says, the boycott "failed because it couldn't succeed."

"It's difficult to bring prices down for any length of time, considering the lack of controls available to aid consumers," said Mrs. Murray, president of the Halifax County branch of the Consumers' Association of Canada.

The CAC's national president, Maryon Brechin of Toronto, recently reiterated the group's stand that boycotts are little use and may even serve to drive prices up.

It is the opinion expressed by some government officials, by people who sell meat and even by some protesters.

Diana Haverstock, chairman of Edmonton's Protest Outrageous Rising Costs, says her group sent a petition to the Alberta consumer affairs minister.

She says she finds the price of meat "ridiculous", and buys little, but she did not think a boycott would accomplish anything.

"It would have stopped production of beef at the farmgate level. Then when people did go back to buying beef, prices would have gone higher."

BUTCHERS UNAFFECTED

Three independent butchers in St. John's all say their sales volume hasn't changed, in spite of complaints about prices. They have regular customers who continue to buy about what they have always bought.

There were no boycott organizers in Newfoundland or P.E.I.

B.C. Agriculture Minister Dave Stupich says he was pleased that Canadian consumers largely ignored the boycott. He says prices might be briefly reduced by a boycott, but in the long run would go higher.

His opinion was shared by an official at Swift's Meat Packing, in Montreal who preferred to remain anonymous. He said with less demand, the farmer would produce less, and prices would rise.

There seem to have been a few side-effects from the boycott. Both horse meat and the new part-soybean hamburger were given a good deal of publicity, and may have attracted some customers.

And several of the boycotters said people learned to use cheaper cuts of meat, to eat more fish, to experiment with some meatless dishes.

Teens Love Totem Burgers



Totem Burgers Anyone? *They'll keep your wild Indians happy with hearty summer eating.*

Have you heard about the latest styles in hamburgers? Big, juicy, beefy burgers now come in new fashions to suit young appetites. Oldsters will want to join the youth movement when they see (and smell) these grilled "greats" cooking!

Totem Burgers are literally the tops! They're grilled cheeseburgers topped with a slice of tomato, onion, pickle relish, and a sassy olive. Colorful, fascinating, and first aid for the famished.

To make the burger a wow for flavor, mix Ac'cent right in with the meat. It brings out the hearty beefiness, that robust, deep-down-goodness everybody likes best in a burger. With meat at such high prices, this natural product is an ally in making precious meat flavor come through.

Two other terrific new ideas for outdoor grilling are Swedish-style burgers and a jumbo type burger to serve in wedges.

TOTEM BURGERS

1 pound ground beef
1/2 teaspoon Ac'cent
3/4 teaspoon salt
1/4 teaspoon pepper
4 slices American cheese
4 hamburger buns
Lettuce leaves
4 tomato slices
4 onion slices
1/4 cup pickle relish
4 stuffed olives

In mixing bowl combine beef, Ac'cent, salt, and pepper; mix lightly. Shape into 4 patties. Cook to desired degree of doneness; top with cheese. Place lettuce leaf on hamburger bun; add burger and layer remaining ingredients on top of each hamburger.
YIELD: 4 servings.

BURGERS A LA LINDSTROM

1 pound ground beef
1/2 cup chopped drained pickled beets
2 tablespoons finely chopped onion
1/2 teaspoon salt
1/2 teaspoon Ac'cent
1/8 teaspoon pepper

In large bowl lightly mix ground beef with remaining ingredients. Shape into 4 oval patties. Place on grill set 4 inches from coals that have reached the light gray ash stage. Cook 5 minutes, turn and cook 3 minutes or until done.
YIELD: 4 servings.

JUMBO BURGER

3 pounds ground beef
1 1/2 teaspoons Ac'cent
1 1/2 teaspoons salt
3 tablespoons prepared mustard
1/8 teaspoon cayenne
1 1/2 teaspoons paprika
1 lemon
1/2 cup pickle relish

In mixing bowl, break up ground beef with fork. Sprinkle Ac'cent and salt over meat; mix lightly.

Shape into large patty about 2 inches thick. Pan-broil in skillet or cook on grill about 15 minutes on each side, or to desired degree of doneness. To turn, place baking sheet over skillet; turn skillet over so that burger is inverted on sheet. Then slide into skillet, cooked side up. On grill, use baking sheet as "giant turner." To serve, slide burger out onto baking sheet, then slide onto platter.

Combine mustard and cayenne; spread over burger. Sprinkle with paprika. Make several short gashes into burger with knife. Squeeze juice of lemon over surface. Make ring of pickle relish near outside edge of burger. Cut in 8 wedges to serve.
YIELD: 8 servings.

News briefs

PLAN GREEK ELECTIONS

KHANIA, Crete (AP) — Deputy Premier Stylianos Patakos said Sunday he will propose to the cabinet that municipal and communal elections be held in Greece next April. The local balloting is expected to set the stage for parliamentary elections the same year, the first since February, 1964. The army seized power in April, 1967.

STANDS COLLAPSE

DOBOJ, Yugoslavia (AP) — A child was killed and at least 30 persons were injured, 10 seriously, at a weekend soccer match here when improvised stands at the local stadium collapsed.

PICKS CABINET

GEORGETOWN, Guyana (AP) — Prime Minister Forbes Burnham, returned to power for the third time, appointed his new cabinet during the weekend along with the party representatives to sit in parliament. Burnham's National Congress party last week won 37 of the 53 seats in Parliament, defeating the Marxist-oriented People's Progressive party led by Cheddi Jagan.

CANNERY STRIKE ENDS

SAN FRANCISCO (AP) — About 65,000 cannery workers began returning to work Sunday, ending a three-day-old harvest strike that paralysed 84 northern California plants and left fruit rotting on the ground. Negotiators for the striking Teamsters Union and cannery employers announced agreement on a three-year contract Sunday morning in Washington. The contract provides overtime pay beyond 40 hours, a 5.5-percent annual wage increase and other benefits.



FATHER AND DAUGHTER — Mayor Moore and daughter Teddi play father and daughter in a CBC-TV comedy, The Mariposa Bank Mystery, for telecast on the network Thursday, July 26, at 9:30 p.m. The half-hour play in the series To See Ourselves is based on one of the stories in Stephen Leacock's famous Sunshine Sketches of a Little Town. The comedy was well-received when first telecast in the series two years ago.



By Ann Landers

Alcoholism not hereditary but family environment is

Dear Ann Landers: I'm so mortified I can't show my face. Last night was our 15th wedding anniversary. We had fifteen couples in for dinner. My husband got so cockeyed drunk that when the guests began to leave he walked into the front closet, put on his coat and hat and started to walk out the front door with his mother and dad.

I asked him where he was going. He replied, "Home."

I said, "John, you **are** home."

He mumbled, "That's good. This is no night to go anyplace." Everyone roared. I wanted to sink through the floor.

My husband is not much of a drinker. In fact, this is the only time I have ever seen him so boiled.

John's mother phoned this morning to ask how much he has been drinking of late. She is afraid he might become alcoholic. (Her brother had the problem.) Now I am concerned. Please tell me if alcoholism runs in families.---**Washington, D.C.**

Dear Wash.: From the sound of your letter I don't think you have anything to worry about. I'll bet John won't touch a drop for a long time.

Alcoholism is not hereditary, but the cultural and environmental patterns that encourage it can tend to repeat themselves in the same family.

Dear Ann Landers: This morning, when I turned the pockets of my husband's work pants inside out before putting them into the washing machine, I found a bank deposit slip. It was from a local bank on the other side of town. The account is under his nickname. The amount of the deposit was only $20 but it disturbed me that he would have a secret account.

I am mystified and hurt. We've been married two years and I always thought we had very good communication. We both work and have always shared everything — or so I believed.

Should I come right out and tell him I found the deposit slip and ask him to explain why he needs a secret bank account? Or would it be best to remain silent and hope one day soon he will tell me of his own volition?---**Southern Cal**

Dear S.C.: Hand your husband the deposit slip and tell him you think it's sweet that he wanted to surprise you by building up a secret nest-egg. A wife who assumes the best instead of the worst has a chance of getting it.

Dear Ann Landers: Why, after a date, would a fellow say, "I had a groovy time. You're terrific. I'll call you soon"? The girl waits for the call because she believes he meant it. Weeks pass. He doesn't call and she feels like a darned fool.

I'm not saying that every dude who takes a girl out has got to invite her for a second date. But why can't he be honest and keep quiet if the evening was a bomb? Why does he lie and say he'll call her soon? What's wrong with just saying, "Good-night"?

Please print this. Maybe it will reach the right eyes.---**Still Waiting**

Dear S.W.: How would you like if if a guy said, "I had a rotten time. You're a dog. You'll never hear from me again"?

Most fellows try to be polite at the end of an evening, so treat those aromatic farewells like perfume. They were meant to be inhaled — not swallowed.

Confidential to Fact or Fiction: It's a fact. The first-born tend to be achievers. Example: Of the first 23 astronauts to go on U.S. space missions, 21 were the eldest or only children.

Dear Ann Landers: I am in love with Todd and he is in love with me. He's a beautiful person and I know we could have a wonderful life together. My parents hate this man because he is several years my senior and has been divorced three times. I admit his past is nothing to brag about, but his previous wives were selfish and stupid. No woman has ever loved him or understood him as I do.

Next to Todd, the boys at school seem like infants. They bore me silly. I am willing to face the wrath of my family and go away with this man. Please tell me this marriage has a chance.---**Different Drummer**

Dear Different: You don't want advice. You want approval, and I'm not about to give it.

Often I learn more by the facts omitted from a letter than the facts stated. You avoided telling me Todd's age, or yours. This leads me to believe you are at least a generation apart. You failed to mention whether Todd has children. I'll bet he has several living souvenirs from his previous marriages. And I'll bet, too, if you run off with this aging Lothario, within two years you'll be looking for a lawyer and he'll be looking for his fifth.

Dear Ann Landers: Every now and then you print a letter about problems that come up because people didn't make the proper plans in regard to their burial. Here is what happened in our family and I hope somebody will learn from it.

Our beloved mother passed on in 1957. Dad married again in 1961. His second wife started in with that double plot talk immediately after they were married. She nagged him incessantly. Dad agreed to a double plot for him and his seond wife so he could get a night's sleep.

Last year our beloved dad suffered a stroke. He died two weeks later. His wife was married within five months. Yesterday we learned from a reliable source that now she is nagging her new husband for a double plot. Our beloved dad is alone in **his** half of a double plot and Mom is alone in **her** half of a double plot. They are on opposite sides of the cemetery and for us children it is the longest walk in the world.

What should we do?---**Grieving In El Paso**

Dear E.P.: Have your father or your mother moved so they are side by side.

Dear Ann Landers: Please tell me what to do with our 16-year-old daughter. Sally is very pretty, has a darling figure, nice personality and a flair for clothes. I am so tired of her continual fishing for compliments that it's getting on my nerves.

Sally asks ten times a day if I think she is pretty, or if her hair looks right. Now she wants to know if I think she is too fat or too thin, or if she should cut her hair or put a blonde streak in it. I try to be honest without giving her a swelled head.

Last night my husband got mad at me. He said, "That kid is too stuck on herself. Why don't you chop her down a little instead of giving her so much praise?"

Is he right? I'd like your views.---**Lexington Mom**

Dear Lex: Sally wouldn't be begging for compliments if she weren't so hungry for reassurance.

Why not compliment her without being asked? Such praise is more meaningful. And it will reduce the fishing.

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Are you, or someone you care about, messing around with drugs---or considering it? Are all drugs bad? What about pot---in moderation? Ann Landers' new booklet, "Straight Dope On Drugs," separates the facts from the fiction. For each booklet ordered send a dollar bill, plus a long, self-addressed, stamped envelope (16 cents postage) to Ann Landers, Box 3346, Chicago, Ill. 60654.

LOVE MIGHT, THOUGH

Ridicule won't help cure stuttering

By Lawrence E. Lamb, M.D.

Dear Dr. Lamb—My daughter was a stutterer, and it is such a difficult problem that I wanted to write and tell other people how I cured her. I cut out her tongue. You say that is cruel, inhuman treatment.



Dr. Lamb

Well, it is no more cruel and inhuman than growling at a child to stop stuttering, refusing to look at a child who is stuttering or, while looking at a child, letting him see all the frustration, pain, agony, disgust, contempt and hatred for the child that stutters.

No, I really did not cut out her tongue. I cured her with massive doses of cuddling all day and all evening, coupled with kind, sweet, loving words of approval, endearment and encouragement and making my husband do the same, since my cuddling alone did not work.

I did not make the child repeat any words after me. This is the worst thing to do because a child fails, and repeated failure causes more stuttering. Instead, I repeated after the child every word she said, and the ones she stuttered on, if I did not understand her, I kept guessing until I did get the right word. Then I repeated the message she wished to tell me.

The stuttering started before her third birthday. Prior to that she had been talking well, not a lot, but adequately for nearly a year. She had started to Sunday School and was exposed for the first time to other children and I think the stress of this triggered the problem.

In less than a week the stuttering had progressed to the point that the child could hardly talk. My husband wouldn't let me take her to a doctor and said she would outgrow the problem.

I did the worst things possible. I could not bear to bring myself to look at the child while she was stuttering and was harsh, short, and impatient with her as her stuttering was like someone scratching his nails on a blackboard. It made me want to scream and tear my hair.

About this time an article appeared in the paper by a doctor stating that parents cause the child to stutter. It took me awhile to accept the fact that I was responsible. But once I got my silly pride out of the way I went to work following the advice of the article. The main point was that stuttering is caused by fear and insecurity and that the child needs love and the full and special attention of the parents to overcome it. In doing this I learned rather quickly that it was necessary to provide massive doses of cuddling and sweet talk at night before the child goes to sleep.

From then on everytime my child tried to talk I would put my arm around her and guessed what she was trying to say until I got it right. This requires a lot of patience. If the parent is impatient, the child stutters more.

Then one day she did not stutter on every word and got a couple out perfectly. I spontaneously hugged her and said that's a good girl and gave her a kiss. I wanted to say "You didn't stutter as much" but I refrained from this stupidity. This was how I learned the value of cuddling. My husband was reluctant but I finally got him to give her some more attention and when she was stuttering to take her on his lap and to kiss her and tell her she was a good girl. I had to get him to shut off the damn TV and pay some attention to his child, and I supposed I was somewhat of a nag in the process.

After he learned to do this, the stuttering noticeably improved. After both of us started giving her large amounts of cuddling, in less than five days her stuttering stopped completely. She only stuttered three or four more times that we were aware of in the following months.

My daughter had never asked to be held so we took for granted that she didn't need anything she didn't ask for. We were wrong. I learned the hard way that cuddling is important, and it is the best medicine you can give a child.

I know we saved my daughter and ourselves a lot of agony because we refused to believe she could outgrow it and acknowledged the error of our ways. Today our daughter is ten and a pleasure to have in our home. She talks fluently and well. She is an A and B student in school. She could have been a frustration and embarrassment if we had failed to follow the dictates of our conscience.

The Private Life

Dear Reader — Thank you for a marvelous letter. In the case of your daughter you certainly did the right thing. Most authorities would agree that a major factor in stuttering is emotional security. Not all authorities would agree, but the majority of opinion is that people who stutter often have parents who are severe, demanding and rejecting in their own personalities. In short, they've never learned to love their child or, if they did, they never knew how to communicate their love. The classic example that often is cited is the demanding parent that insists that a left-handed child write with the right hand. The demanding nature of the parent leads to frustration in the child, a feeling of rejection, and sets the stage for stuttering. The same principle applies to any type of severe demand which is difficult for the child to achieve. This can even be the demand that the child not stutter. It is possible to teach most children skills, traits, or knowledge without inducing emotional stress if it is done gently with encouragement and affection as opposed to the harsh, demanding disciplinary approach.

Speech patterns are often learned. They become automatic to the point that they are not under the direct conscious control of the speaker. They become as automatic to the speaker as playing a familiar piece on the piano becomes to a concert pianist.

Stuttering for short periods of time is not uncommon between ages of 3 and 5 but it's usually a short-lived experience.

Some investigators believe that hereditary factors might be important, but the evidence on this is controversial. Why one person stutters and another one does not still has not been fully defined but, regardless of the ideology, the emotional factors and parental attitudes appear to be of great importance.

I've included your letter because I think it expresses so eloquently the importance of the parents' relationship to the child who stutters.

Handling, touching, or cuddling are all ways of communicating one's love to another person. Physical touch is an important method of communication, not only between parent and child, but between other human beings. A hand on the shoulder or a gentle pat often says more than 30 minutes of conversation. When a child is insecure and needs the reassurance of his parents' love it is one of the most powerful means of communicating this expression and should be used freely as you have done. In general I agree with your remarks and hope that they will be helpful to other readers who might be faced with this problem in their family life.

(NEWSPAPER ENTERPRISE ASSN.)