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(Messina)

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COLLECTIVE LABOUR AGREEMENT

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BY AND BETWEEN :

DOMINION TEXTILE COMPANY LIMITED, a body corporate having its head office in the City of Montreal, Québec, hereinafter called the Company with respect to its Merchants Branch hereinafter called the Plant,

PARTY OF THE FIRST PART:

AND:

LOCAL 102 - UNITED TEXTILES WORKERS OF AMERICA, at Montreal, Quebec, hereinafter called the Union,

PARTY OF THE SECOND PART:

WITNESSETH:

That the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows:

ARTICLE 1

RECOGNITION

The Union, having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees of the Merchants Branch of the Company in matters pertaining to rates of pay, hours of work and working conditions.

ARTICLE 2

Term "Employee"

The term "employee" whenever found in this present agreement, includes all employees of the Plant except overseers, second hands, watchmen, surety personnel, office employees, mill clerks, sizers, testers, laboratory personnel, time study men and all other members of the administrative staff of the Plant.

ARTICLE 3

Grievance Procedure

(a) The Union shall designate from amongst the employees of each department a representative for that department to be known as a "shop committee man". The shop committee men shall constitute and be the "Plant Shop Committee".

The Union shall designate five shop committee men which five shall constitute and be the "Grievance Committee". The Grievance Committee shall appoint one of their members to be "Grievance Committee Chairman".

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The Union shall submit in writing to the Company the names of every shop committee man and of every member of the Grievance Committee.

(b) In order to establish an orderly procedure for the handling of grievances both parties agree that grievances arising out of the operation or the interpretation of this contract shall be settled in the following manner:

(i) Any employee feeling he has such a grievance and who wishes the grievance to be settled must first discuss his grievance with his own departmental overseer, without or, if the employee desires, with the presence of his own departmental shop committee man. The overseer shall give his decision within three working days from the date the grievance was so submitted to him.

(ii) Should there be dissatisfaction with the decision of the overseer the employee, either with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to the plant superintendent, and the plant superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.

(iii) Should there then be dissatisfaction with the decision of the plant superintendent, the alleged grievance shall be reduced to writing and signed by the employee concerned, and shall be submitted by the employee either with or without his own departmental shop committee man, or represented by his own departmental shop committee man for consideration at the next meeting between the plant superintendent and his assistants and the Grievance Committee. Should the grievance not be so submitted to the plant superintendent and the Grievance Committee within three working days after the superintendent's decision, the grievance shall be deemed satisfactorily and finally settled.

The Plant Superintendent and the Grievance Committee shall meet at least once a month, and may meet more often if the superintendent and the Grievance Committee are agreeable to so doing.

(iv) All decisions reached by agreement between the plant superintendent and the Grievance Committee shall be final and binding on the Company, the Union and the employees.

(v) In the event that the alleged grievance is not settled between the Grievance Committee and the plant superintendent, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.

(vi) It is agreed that, at meetings between the Grievance Committee and the Plant superintendent and his assistants, the Union may have the assistance of the Business Agent of the Union and/or other designated representatives of the Union, and that such person or persons may attend the said meetings.

ARTICLE 4.

Arbitration

(a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made, the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do, such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec. Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refers to tasks or work loads or wage rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec, must be a competent textile engineer chosen from any of the following firms:

J.D. Woods & Gordon Ltd.,  
15 Wellington W., Toronto.

Bigelow, Kent, Willard & Co.,  
560 Fifth Ave., New York.

Ralph E. Loper Co.,  
Fall River, Mass.

Moore, Thies & Morgan,  
Charlotte, North Carolina.

J.E. Serrine Co.,  
Greenville, South Carolina.

American Association of Textile  
Consultants,  
New York.

and from such other firms which the parties may mutually agree upon from time to time.

(b) An Arbitration Board shall render its decision in writing and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto, and all employees concerned.

(c) No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this Agreement, or to consider any matters except those which arise from it, or to give any decision inconsistent with the provisions, save insofar as the determination of wage rates under the procedure indicated in Article 5 of this Agreement is concerned.

ARTICLE 5.

Productivity

(a) It is recognised and agreed that it is the right of the Company to fix and institute changes in tasks or work assignments or wage rates. Due notification of at least twelve (12) working days will be given in advance by the Company to the Union of any impending fundamental changes and at such time all necessary information to fully explain such change will also be furnished to the Union.

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial period which may be less but in no case shall exceed thirty (30) working days will be instituted in order to give a fair trial to the said wage rates and/or tasks or work assignments. During this period employees will be paid according to the wage rates pertaining to the new task, but in any event during such period their average hourly earnings, except learners, will not be lower than ninety percent (90%) of the objective rate for their occupation as established by Article 15 of this contract.

(c) If following the trial period there is no agreement between the parties, the Union, within twelve (12) working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay, the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration, the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

(e) There is nothing in this article which precludes the Union from pointing out to or discussing with management an error in either the rate or task at any time during the trial period. If management concurs, an immediate change will be made to correct any such error.

(f) During any trial period the Company, on request, will grant the Union permission to delegate a representative, the whole without cost to the Company;

(i) To observe the effects of any changes in tasks undergoing such trial period; and

(ii) To observe the chronometrical tests which are being made to establish or modify the tasks or piece work rates undergoing such trial period; and

(iii) To carry out chronometrical tests himself for purposes of verification of the tasks or changes undergoing such trial period, provided such representative does not hinder the proper functioning of the department.

#### ARTICLE 6.

##### Weekly Pay

Payment of wages earned will be made on a weekly basis and the pay day shall be Friday unless Friday is a holiday, in which case the pay day shall be the preceding day.

ARTICLE 7

(a) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be performed on the following days, and employees shall be paid at their regular rates of pay for observance of these days:

New Year's Day  
Good Friday  
St. Jean-Baptiste Day  
Dominion Day  
Labour Day  
Christmas Day

the whole provided they have worked the declared working day previous to and the declared working day following each of the said holidays.

(b) On Epiphany Day, Ascension Day, All Saints Day and Immaculate Conception Day, no work shall be performed between the hours of 7 a.m. and 9 a.m.

(c) Any employee required to work on Sunday or on New Year's Day, Good Friday, St. Jean-Baptiste Day, Dominion Day, Labour Day, or Christmas Day shall receive his regular rate of pay plus a premium of fifty (50) per cent except personnel employed in the development and transmission of motive power and heat.

ARTICLE 8

SENIORITY

In questions involving layoffs, rehiring, promotions and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find these factors equal as between individual employees seniority will be the guiding factor. The Company agrees to discuss with the Union any alleged injustice arising out of a seniority question.

ARTICLE 9

Bulletin Boards

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notices that may be of a special nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10

WORKING HOURS

(a) Subject to the requirements of production and the availability of manpower as determined by the Company, the mill or any department or section thereof may be operated according to any one, any two or all three of the following shifts:

First Shift: Monday through Friday inclusive:  
7 a.m. until 3.30 p.m. with a non-paid  
half-hour interruption for the midday  
meal:

**Second Shift:** Monday through Friday inclusive;  
3.30 p.m. until 12 midnight with a  
non-paid half-hour interruption for the  
evening meal.

**Third shift:** Monday through Saturday inclusive;  
12 midnight until 7 a.m.

- (b) (1) The first and second shifts as set forth shall be day shifts;
- (2) The third shift as set forth above shall be a night shift, and will be composed entirely of male personnel. The employees forming the third shift will receive a premium of \$0.10 in lieu of any or all other night bonuses.
- (3) Nothing hereinabove recited shall preclude the Company's right to have shifts work longer than those hereinabove specified provided that the stipulations of paragraph (c) of this article 10 covering overtime rates of pay are observed.
- (4) The only bonuses or premiums which shall be in effect are those provided by this Article 10 and Article 7.

(c) All employees covered by the terms of this Agreement except personnel employed in the development and transmission of motive power and heat shall be entitled for all hours worked in excess of forty hours in any one week to a premium of 50% of either their regular hourly rate or their average hourly piecework earnings during that week, as the case may be.

ARTICLE 11.

ANNUAL VACATION WITH PAY

(a) The Company agrees to grant one (1) week's vacation to each employee in its service at the commencement of such vacation. The mill shall not operate during that week, and it shall be known as the "General Vacation Week".

(b) The Company may, at its option, grant a second week's vacation to any or all employees.

(c) All vacation periods must be taken by employees at such times as may be specified by the Company.

(d) The total amount of vacation pay due each employee shall be based on his length of continuous service with the Company and shall be computed in accordance with the "Computation of Vacation Pay Table" set out below:-

COMPUTATION OF VACATION PAY TABLE

Length of Employee's continuous service with the Company computed as of June 30th, 1949.

Rate of Vacation Pay

Less than one (1) year

2% of the employee's total earnings for work performed for the Company during the 12 months preceding the last pay period but three prior to the commencement of the "General Vacation Week" referred to in paragraph (a) of this Article.

One (1) year or over but less than two (2) years -

2.4%

ditto

(COMPUTATION OF VACATION PAY TABLE Continued)

Two (2) years or over but less than three (3) years -		2.8% of the employee's total earnings for work performed for the Company during the 12 months' preceding the last pay period but three prior to the commencement of the "General Vacation Week" referred to in paragraph (a) of this Article.
Three (3) years or over but less than four (4) years -	3.2%	ditto
Four (4) years or over but less than five (5) years -	3.6%	ditto
Five (5) years or over -	4%	ditto

(e) Vacation pay due to each employee in accordance with the Computation of Vacation Pay Table shall be paid as follows:-

- (i) 2% at the commencement of the employee's first week's vacation,
- (ii) Any vacation pay in excess of 2% due to an employee shall be paid,
  - (1) At the commencement of the employee's second week's vacation if and when such vacation is granted by the Company; or
  - (2) On the last pay day prior to December 25th, 1949, if a second week's vacation is not granted to the employee by the Company.

(f) The number of years of continuous service used in reckoning the rate of vacation pay to which an employee is entitled shall be computed as of June 30th, 1949.

ARTICLE 12

Discipline

(a) To effect maintenance of discipline and good order, the Company and the Union agree upon the adoption of the following methods and procedure:

- (i) Personal reprimand by the superintendent, assistant-superintendent, the overseer or the second-hand where the situation so warrants;
- (ii) Suspension from work without pay for a period of from one to three days in the case of a second offence;
- (iii) Dismissal from the employ of the Company for a third offence;
- (iv) In a case which, in the opinion of the Company, is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal.

- (v) Within one week from the date of any reprimand, suspension or dismissal set forth in paragraphs (a) (i) to (iv) of this Article, the Company shall forward written notification thereof to the Union. Should an employee of the Company be dismissed and feel that his dismissal is unjustified, the said dismissal may within a period of six working days from the date of the dismissal become a discussable grievance in accordance with the Grievance Procedure Article set out in this Agreement.

#### ARTICLE 13

##### No Stoppage of Work

(a) The Union agrees that should any disagreement or grievance arise between the parties hereto, the Union or its members shall not cause, aid or abet, or take part in any strike, slowdown of production, stoppage of work, or picketing even peaceful for any cause whatsoever during the lifetime of this contract. Such disagreement or grievance shall be settled in accordance with the steps provided in the grievances and arbitration sections of this contract.

(b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(c) No employee, whether a Union member or not, shall cause or take part in a strike, slow-down of production, stoppage of work or picketing, for any cause whatsoever. Should an employee do so, he shall be deemed to have broken this Agreement and shall be dismissed from the Company, and such employee will lose by any such act all privileges of reinstatement.

#### ARTICLE 14

The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications and to decide in which one of the said occupational classifications each and every employee belongs.

#### ARTICLE 15

It is agreed and understood that the rates of pay to be paid to the employees shall be established in accordance with the Job Evaluation plan submitted by the Company. The said rates of pay shall be those resulting from a wage curve passing through a minimum occupation rate of sixty-five (65) cents and one dollar (\$1.00) for loom fixers. These rates shall be in effect throughout the term of the present Agreement save insofar as otherwise provided by Article .5.

However, it is also understood and agreed that any standard hourly rate of pay which is higher than the standard hourly rate of pay established by Job Evaluation will remain in force and be paid by the Company only as long as the employees now having such occupations continue to be employed at these same occupations.

Any piece rate employee, except learners having less than twelve weeks' service with the Company, will receive a guaranteed minimum of sixty-five (65) cents per hour for each hour which he works.

ARTICLE 16

Learners

Notwithstanding the dispositions of Article 15 above, it is understood and agreed that the Company has the right to engage new employees and to pay them, at its option, at rates less than standard but not less than fifty (50) cents per hour provided that in not more than a period of four weeks a minimum rate of fifty-five (55) cents per hour will be paid and that in not more than a period of eight weeks a minimum rate of sixty (60) cents per hour will be paid and that in not more than a period of twelve (12) weeks a minimum rate of sixty-five (65) cents per hour will be paid.

ARTICLE 17

Voluntary Irrevocable Check-Off

(a) The Company will, during the term of this Agreement, honour an authorization by an employee for the deduction and remittance of his Union dues as set out in Schedule "A" hereto. Such an authorization shall be irrevocable for the term of the present Agreement.

(b) Such an authorization will only be revocable by the employee by notice as set out in Schedule "B". Such notice must be signed in duplicate and remitted to the Company within 30 days prior to the termination date of this Agreement. Revocation shall take effect only at the date of expiration of said Agreement.

When the Company remits dues to the Union Treasurer it shall name the employees from whose pay dues were deducted. The Company shall also advise the Union in writing of the names of the employees who have revoked their orders for check-off of Union dues, not later than ten (10) days after the revocation takes effect.

(c) The Union agrees to notify the Company at least seven (7) days in advance of the rate set for Union dues and of any change thereto during the term of the present Agreement.

(d) The Company and the Union agree that they will not at any time coerce or intimidate any employee to induce him either to accept or refuse to accept the check-off.

SCHEDULE "A"

\_\_\_\_\_  
Date

I hereby authorize Dominion Textile Company Limited to deduct from my pay once each calendar month, such sum as may be set as monthly Union dues by Local 102 - United Textile Workers of America, and to remit same to the Treasurer of said Union.

This authorization shall take effect on the sixth day after it has been received by the Company.

I recognize that the present authorization may be revoked by me only in accordance with the terms of the Collective Agreement in force between said Company and said Union at such time as I may desire to make a revocation.

I hereby renounce in advance to any recourse in damages or otherwise against Dominion Textile Company Limited for making the above deductions during such period as this authorization may be in force.

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Employee



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COLLECTIVE LABOUR AGREEMENT

BY AND BETWEEN

DOMINION TEXTILE COMPANY LIMITED, a body corporate having its head office in the City of Montreal, Quebec, hereinafter called the Company with respect to its Merchants Branch hereinafter called the Plant,

PARTY OF THE FIRST PART:

AND

LOCAL 102- UNITED TEXTILE WORKERS OF AMERICA- at Montreal, Quebec, hereinafter called the Union,

PARTY OF THE SECOND PART:

WITNESSETH:

That the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows:

ARTICLE I

Recognition

The Union having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees of the Merchants Branch of the Company in matters pertaining to rates of pay, hours of work and working conditions.

ARTICLE 2

Term "Employee"

The term "employee" whenever found in this present agreement includes all employees of the Plant except overseers, second hands, watchmen, surety personnel, office employees, mill clerks, sizers, testers, laboratory personnel time study men and all other members of the administrative staff of the Plant.

ARTICLE 3

Grievance Procedure

(a) The Union shall designate from amongst the employees of each department a representative for that department to be known as a "shop committee man". The shop committee men shall constitute and be the "Plant Shop Committee".

The Union shall designate five shop committee men which five shall constitute and be the "Grievance Committee". The Grievance Committee shall appoint one of their members to be "Grievance Committee Chairman".

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The Union shall submit in writing to the Company the names of every shop committee man and of every member of the Grievance Committee.

b) In order to establish an orderly procedure for the handling of grievance both parties agree that grievances arising out of the operation or the interpretation of this contract shall be settled in the following manner:

(i) Any employee feeling he has such a grievance and who wishes the grievance to be settled must first discuss his grievance with his own departmental overseer, without or, if the employee desires, with the presence of his own departmental shop committee man. The overseer shall give his decision within three working days from the date the grievance was so submitted to him.

(ii) Should there be dissatisfaction with the decision of the overseer the employee, either with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to the plant superintendent, and the plant superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.

(iii) Should there then be dissatisfaction with the decision of the plant superintendent, the alleged grievance shall be reduced to writing and signed by the employee concerned, and shall be submitted by the employee either with or without his own departmental shop committee man, or represented by his own departmental shop committee man for consideration at the next meeting between the plant superintendent and his assistants and the Grievance Committee. Should the grievance not be so submitted to the plant superintendent and the Grievance Committee within three working days after the superintendent's decision the grievance shall be deemed satisfactorily and finally settled.

The plant Superintendent and the Grievance Committee shall meet at least once a month, and may meet more often if the superintendent and the Grievance Committee are agreeable to so doing.

(iv) All decisions reached by agreement between the plant superintendent and the Grievance Committee shall be final and binding on the Company, the Union and the employees.

(v) In the event that the alleged grievance is not settled between the Grievance Committee and the plant superintendent, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.

(vi) It is agreed that, at meetings between the Grievance Committee and the Plant Superintendent and his assistants, the Union may have the assistance of the Business Agent of the Union and / or other designated representatives of the Union, and that such person or persons may attend the said meetings.

ARTICLE 4Arbitration

(a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made, the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do, such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec. Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refersto tasks or work loads or wage rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec must be a competent textile engineer chosen from any of the following firms.

J.D.Woods & Gordon Ltd.,  
15 Wellington W. Toronto.

Bigelow Kent, Willard & Co.  
580 Fifth Ave. New York.

Ralph E.Loper Co.  
Fall River. Mass.

Moore, Thies & Morgan,  
Charlotte, North Carolina.

J.E. Serrine Co.,  
Greenville, South Carolina.

American Association of Textile  
Consultants,  
New York.

and from such other firms which the parties may mutually agree upon from time to time.

(b) An Arbitration Board shall render its decision in writing and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto, and all employees concerned.

(c) No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this agreement, or to consider any matters except those which arise from it, or to give any decision inconsistent with the provisions, save insofar as the determination of wage rates under the procedure indicated in Article 5 of this Agreement is concerned.

ARTICLE 5Productivity

(a) It is recognized and agreed that it is the right of the Company to fix and institute changes in tasks or work assignments or wage rates. Due notification of at least twelve (12) working days will be given in advance by the Company to the Union of any impending fundamental changes and at such time all necessary information to fully explain such change will also be furnished to the Union.

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial period which may be less but in no case shall exceed thirty (30) working days will be instituted in order to give a fair trial to the said wage rates and/or tasks or work assignments. During this period employees will be paid according to the wage rates pertaining to the new task, but in any event during such period their average hourly earnings, except learners, will not be lower than ninety percent (90%) of the objective rate for their occupation as established by Article 15 of this contract.

(c) If following the trial period there is no agreement between the parties, the Union, within twelve (12) working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay, the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration, the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

(e) There is nothing in this article which precludes the Union from pointing out to or discussing with management an error in either the rate or task at any time during the trial period. If management concurs, an immediate change will be made to correct any such error.

(f) During any trial period the Company, on request, will grant the Union permission to delegate a representative, the whole without cost to the Company;

- (i) To observe the effects of any changes in tasks undergoing such trial period, and
- (ii) To observe the chronometrical tests which are being made to establish or modify the tasks or piece work rates undergoing such trial period; and
- (iii) To carry out chronometrical tests himself for purposes of verification of the tasks or changes undergoing such trial period, provided such representative does not hinder the proper functioning of the department.

#### ARTICLE 6

##### Weekly Pay

Payment of wages earned will be made on a weekly basis and the pay day shall be Friday unless Friday is a holiday in which case the pay day shall be the preceding day.

ARTICLE 7

(a) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be performed on the following days and employees shall be paid at their regular rates of pay for observance of these days:

New Year's Day  
 Good Friday  
 St Jean Baptiste Day  
 Dominion Day  
 Labour Day  
 Christmas Day

the whole provided they have worked the declared working day previous to and the declared working day following each of the said holidays.

(b) On Epiphany Day, Ascension Day, All Saints Day and Immaculate Conception Day, no work shall be performed between the hours of 7 a.m. and 9 a.m.

(c) Any employee required to work on Sunday or on New Year's Day, Good Friday, St Jean Baptiste Day, Dominion Day, Labour Day, or Christmas Day shall receive his regular rate of pay plus a premium of fifty (50) per cent except personnel employed in the development and transmission of motive power and heat.

ARTICLE 8  
Seniority

In questions involving layoffs, rehiring, promotions and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find these factors equal as between individual employees seniority will be the guiding factor. The Company agrees to discuss with the Union any alleged injustice arising out of a seniority question. An employee shall not have his seniority broken through approved absence for reasons acceptable to the Company at its entire discretion. However time lost during such an absence will not be counted in computing that employee's total seniority.

ARTICLE 9Bulletin Boards

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notices that may be of a special nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10Working Hours

(a) Subject to the requirements of production and the availability of manpower as determined by the Company, the mill or any department or section thereof may be operated according to any one, any two or all three of the following shifts:

First shift: Monday through Friday inclusive;  
 7. a.m. until 3.30 p.m. with a non-paid  
 half-hour interruption for the midday meal;

**Second shift:** Monday through Friday inclusive;  
3.30 p.m. until 12 midnight with a  
non-paid half-hour interruption for  
the evening meal.

**Third shift:** Monday through Saturday inclusive;  
12 midnight until 7 a.m.

- (b) (1) The first and second shifts as set forth shall be day shifts.
- (2) The employees forming the second shift as set forth above will receive a premium of \$0.03 per hour.
- (3) The third shift as set forth above shall be a night shift and will be composed entirely of male personnel. The employees forming the third shift will receive a premium of \$0.10 in lieu of any or all other night bonuses.
- (4) Nothing hereinabove recited shall preclude the Company's right to have shifts work longer than those hereinabove specified provided that the stipulations of paragraph (c) of this article 10 covering overtime rates of pay are observed.
- (5) The only bonuses or premiums which shall be in effect are those provided by this Article 10 and Article 7.

(c) All employees covered by the terms of this Agreement except personnel employed in the development and transmission of motive power and heat shall be entitled for all hours worked in excess of forty hours in any one week to a premium of 50% of either their regular hourly rate or their average hourly piecework earnings during the week, as the case may be.

Personnel employed in the development and transmission of motive power and heat shall be entitled for all hours worked in excess of forty-eight hours in any one week to a premium of 50% of their regular hourly rate.

## ARTICLE II

### Annual Vacation with Pay

- (a) The Company agrees to grant one (1) week's vacation to each employee in its service at the commencement of such vacation. The mill shall not operate during that week, and it shall be known as the "General Vacation Week".
- (b) The Company, may at its option, grant second week's vacation to any or all employees.
- (c) All vacation periods must be taken by employees at such times as may be specified by the Company.
- (d) The total amount of vacation pay due each employee shall be based on his length of continuous service with the Company and shall be computed in accordance with the "Computation of Vacation Pay Table" set out below:"

COMPUTATION OF VACATION PAY TABLE

Length of Employee's continuous service with the Company computed as of June 30th, 1951

Rate of Vacation Pay

Less than one (1) year

2% of the employee's total earnings for work performed for the Company during the 12 months preceding the last pay period but three prior to the commencement of the "General Vacation Week", referred to in paragraph (a) of this Article.

One (1) year or over but less than two (2) years.

2.4% ditto

Two (2) years or over but less than three (3) years.

2.8% ditto

Three (3) years or over but less than four (4) years.

3.2% ditto

Four (4) years or over but less than five (5) years.

3.6% ditto

Five (5) years or over but less than fifteen (15) years

4% ditto

Fifteen (15) years or over but less than twenty-five (25) years.

5% ditto

Twenty-five (25) years or over.

6% ditto

(e) Vacation pay due to each employee in accordance with the Computation of Vacation Pay Table shall be paid as follows:

- (i) 2% at the commencement of the employee's first week's vacation.
- (ii) Any vacation pay in excess of 2% due to an employee shall be paid,
  - (1) At the commencement of the employee's second week's vacation if and when such vacation is granted by the Company;
  - or
  - (2) On the last pay day prior to December 25th, 1951, if a second week's vacation is not granted to the employee by the Company.

(f) The number of years of continuous service used in reckoning the rate of vacation pay to which an employee is entitled shall be computed as of June 30th, 1951.

ARTICLE 12Discipline

(a) To effect maintenance of discipline and good order the Company and the Union agree upon the adoption of the following methods and procedure:

- (i) Personal reprimand by the superintendent, assistant-superintendent, the overseer or the second-hand where the situation so warrants;
- (ii) Suspension from work without pay for a period of from one to three days in the case of a second offence;
- (iii) Dismissal from the employ of the Company for a third offence;
- (iv) In a case which, in the opinion of the Company, is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal.
- (v) Within one week from the date of any reprimand, suspension or dismissal set forth in paragraphs (a) (i) to (iv) of this Article, the Company shall forward written notification thereof to the Union. Should an employee of the Company be dismissed and feel that his dismissal<sup>x</sup> may within a period of <sup>x</sup> is unjustified, the said dismissal six working days from the date of <sup>mal</sup> the dismissal become a discussable grievance in accordance with the Grievance Procedure Article set out in this Agreement.

ARTICLE 13No Stoppage of Work

(a) The Union agrees that should any disagreement or grievance arise between the parties hereto, the Union or its members shall not cause, aid or abet, or take part in any strike, slowdown of production, stoppage of work, or picketing even peaceful for any cause whatsoever during the lifetime of this contract, Such disagreement or grievance shall be settled in accordance with the steps provided in the grievances and arbitration sections of this contract.

(b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(c) No employee, whether a Union member or not, shall cause or take part in a strike, slow-down, of production, stoppage of work or picketing, for any cause whatsoever, Should an employee do so, he shall be deemed to have broken this Agreement and shall be dismissed from the Company, and such employee will lose by any such act all privileges of reinstatement.

ARTICLE 14

(a) The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications and to decide in which one of the said occupational classifications each and every employee belongs.

(b) In the event of an employee being required to stand by any reason, within the control of the Company, such employee shall notify his Second Hand or Overseer and shall be paid his regular hourly rate of pay or his average hourly earnings for the current pay period, if on piece-work, provided that if requested by the Company, the employee shall perform such available work as the x set to compensate for regular stoppages of work, which normally occur, and this provision will not apply in such cases.

ARTICLE 15

It is understood and agreed that the rates of pay to be paid to employees shall be established in accordance with the Job Evaluation Plan submitted by the Company. The said rates of pay are those resulting from a wage curve passing through a minimum occupation rate of seventy-four cents (.74¢) and one dollar and nine cents (\$1.09) for loom fixers. The parties acknowledge that the said rates are as set forth in the Schedule of Rates attached to this Agreement and the said rates shall be in effect throughout the term of the present agreement save insofar as otherwise provided by Article 5.

For any occupation that is on piece-work or that may be placed on piece-work there shall be a guaranteed rate for those employees who have one year or more continuous service with the Company on said occupation (two year(s) continuous service in the case of weavers). This guaranteed rate shall be nine cents (9¢) less than the rate for such occupation that appears in the above mentioned Schedule of Rates and during any one week the average hourly earnings of such an employee will be adjusted to the said guaranteed rate for his occupation.

ARTICLE 16Learners

Notwithstanding the dispositions of Article 15 above, it is understood and agreed that the Company has the right to engage new employees and to pay them at its option, at rates less than standard but not less than fifty-nine (59) cents per hour provided that in not more than a period of four weeks a minimum rate of sixty-four (64) cents per hour will be paid and that in not more than a period of eight weeks a minimum rate of sixty-nine (69) cents per hour will be paid and that in no more than a period of twelve (12) weeks a minimum rate of seventy-four (74) cents per hour will be paid.

x Company may assign. It is understood that all piece work rates are

ARTICLE 17Voluntary Irrevocable Check-Off

(a) The Company will, during the term of this Agreement, honour an authorization by an employee for the deduction and remittance of his Union dues as set out in Schedule "A" hereto. Such an authorization shall be irrevocable for the term of the present Agreement.

(b) Such an authorization will only be revocable by the employee by notice as set out in Schedule "B". Such notice must be signed in duplicate and remitted to the Company within 30 days prior to the termination date of this Agreement. Revocation shall take effect only at the date of expiration of said Agreement.

When the Company remits dues to the Union Treasurer, it shall name the employees from whose pay dues were deducted. The Company shall also advise the Union in writing of the names of the employees who have revoked their orders for check-off of Union dues, not later than ten (10) days after the revocation takes effect.

(c) The Union agrees to notify the Company at least seven (7) days in advance of the rate set for Union dues and of any change thereto during the term of the present Agreement.

(d) The Company and the Union agree that they will not at any time coerce or intimidate any employee to induce him either to accept or refuse to accept the check-off.

SCHEDULE "A"

\_\_\_\_\_  
Date

I hereby authorize Dominion Textile Company Limited to deduct from my pay once each calendar month, such sum as may be set as monthly Union dues by Local 102- United Textile Workers of America, and to remit same to the Treasurer of said Union.

This authorization shall take effect on the sixth day after it has been received by the Company.

I recognize that the present authorization may be revoked by me only in accordance with the terms of the Collective Agreement in force between said Company and said Union at such time as I may desire to make a revocation.

I hereby renounce in advance to any recourse in damages or otherwise against Dominion Textile Company Limited for making the above deductions during such period as this authorization may be in force.

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Employee

SCHEDULE "B"

\_\_\_\_\_  
Date

I hereby revoke any authorization given by me to Dominion Textile Company Limited previous to this date to deduct my Union dues and remit same to the Treasurer of Local 102- United Textile Workers of America, and request that no further deductions be made for Union dues from my pay.

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Employee

ARTICLE 18Minimum Call Pay

Any employee who reports for work at the usual time without previously having been notified that his services are not required, can be assigned to do four work by the Company, at his habitual rate of pay. If no work is assigned to him the said employee will receive four hours pay at his habitual rate of pay. This, however, does not apply in cases of force majeure.

ARTICLE 19Insurance

(a) The Company agrees to continue to insure the employees in accordance with the general plan that has been in force in its Montreal Mills since November 1st, 1949 and which is being administered by recognized insurance companies and /or association. Each employee will receive a copy of the plan. The following new schedule of insurance will be provided said schedule to become effective on November 2nd, 1950;

## (i) Life Insurance

Female	\$500.00
Male	500.00

## (ii) Weekly Sickness and Accident Benefit

Female	\$15.00
Male	15.00

(This increased benefit to apply only where the absence due to sickness or accident commences on or after November 2nd, 1950.)

## (iii) Daily Hospital Benefit

Female	\$3.50
Male	3.50

## (iv) Special Hospital Services

Female and Male

As per the schedule of payments up to a maximum of \$25.00 for specified items as set forth in the schedule presently in force under the Quebec Hospital Service Association Standard Ward Service Plan.

(v) Surgical Benefits

Female and Male.

As per the schedule of payments up to a maximum of \$134.00 for specified items as set forth in the schedule presently in force under the Quebec Hospital Service Association By-Law No. 9, - \$134.00 Maximum Surgical Benefit Manl

(b) An employee shall not be entitled to the benefits of the above Plan unless he has six (6) months' continuous service with the Company.

Benefits (iii) (iv) and (v) above will apply in respect to dependents of all eligible employees. The term "dependent" includes only (1) the employee's wife (2) the unmarried children over

fourteen (14) days and under nineteen (19) years of age of male employee or of a widowed female employee. However, any such person who is an employee of the Company, or who reside outside the Province of Quebec, is not included in the term "dependent".

ARTICLE 20

The present agreement shall be in force for the period commencing on the 2nd day of November, 1950 and terminating on the 5th day of September 1951. It shall be automatically renewed for a period of one year as and from the 6th day of September, 1951 unless one of the parties hereto gives a written notice of termination to the other party hereto not more than sixty days nor less than thirty days prior to the 5th day of September 1951, and thereafter this agreement shall be automatically renewed for a similar period of one year, and so on, upon failure by one of the parties to give a written notice to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF the parties hereto have executed an original and seven copies hereof at Montreal, Quebec as of the 2nd day of November 1950.

DOMINION TEXTILE COMPANY LIMITED

Unreadable  
General Superintendent

LOCAL 102- UNITED TEXTILE WORKERS  
OF AMERICA.

Philémon Fontaine  
Vice-Président

Joseph Grenier  
Vice-President

G. Payette  
Vice-Président

Clément Lessard  
Secretary-Treasurer

Frank. F. Cobbau  
Trustee

Madeleine Parent  
Organizer- U.T.W.A.

R. Kent Rowley  
Pres. Can. Dist. Council.

DOMINION TEXTILE COMPANY LIMITED

MERCHANTS BRANCH

MECHANICAL DEPARTMENT

November 2, 1950

REPAIRS AND MAINTENANCE

<u>Occupation</u>		<u>Rates of Pay</u>
Mechanists	"B"	\$ 1.17
"	"C"	1.07
Welders	"A"	1.17
"	"B"	1.11
"	"C"	1.07
Fitters' Helpers	1st year	.82
" "	2nd year	.87
" "	3rd year	.92
Steamfitter	"A"	1.17
"	"B"	1.15
"	"C"	1.06
Blacksmith	"B"	1.14
"	"C"	1.05
Welder	"A"	1.15
Shop Helper		.83
Carpenters	"A"	1.16
"	"B"	1.08
"	"C"	1.00
Millwright	"A"	1.17
<u>POWER ETC.</u>		
Engineman- 2nd class		1.18
" 3rd class		1.09
" 4th Class		.98
Boiler Cleaner		.90
Electricians	"B"	1.17
	"C"	1.10
	"D"	1.04
Motor Blower		.85
Electricians Apprentices- 1st year		.77
" " 2nd year		.83
" " 3rd year		.89
" " 4th years		.97

Occupation	<u>MERCHANTS BRANCH</u> <u>Rates of Pay</u>
<u>YARD AND STORE</u>	
Warehouse Foreman	\$ .94
Yard and Warehouse Labourers	.86
Waste Control Man	.92
Waste Baler	.84
Hoop Man	.78
Willow Tender	.86
Waste Baler Helper	.79
<u>GENERAL</u>	
Painter "A"	1.05
" " "B"	1.00
Head Drosophore Man	.95
Belt and Rope Splicer	1.03
" " " " " Assistant	.87
" " " " " Helper	.83
Drosophore Man	.88
Bridge Trucker	.85
Elevator Men	.83
Elevator Trucker	.83
Shaft Oilers	.89
Bricklayer	1.24
Shop Labourer	.80
<u>NO. 1 AND 2 PICKER ROOM</u>	
Boss Picker Man	1.03
Picker Tenders	.89
Opener Tenders	.85
<u>NO. 1 AND 2 CARD ROOM</u>	
Card Clothier	1.12
Head Grinder	1.10
Card Grinders	1.02
Roving Waste & Thread Extractor Man	.86
Card Strippers	.86
Card Tenders	.90
Lap Carriers	.86
Stationary Card Flat Machine Operator	1.02
Scrubber	.80

<u>Occupation</u>	<u>NO. 1 AND 2 FLY FRAMES</u>	<u>MERCHANTS BRANCH</u> <u>Rates of Pay</u>
Fixers		1.04
Roving Men		.83
	<u>NO. 3. PICKER ROOM</u>	
Boss Picker Men		1.03
Picker Tender		.89
Opener Tender		.85
Bag Picker Boys		.77
	<u>NO. 3 CARD ROOM</u>	
Card Grinder		1.02
" " Helper		.85
Card Stripper		.86
Card Tenders		.90
Lap Carriers		.86
Oiler		.87
Sweeper		.77
Scrubber		.80
	<u>NO. 31 FLY FRAMES</u>	
FIXER		1.04
Roving Man		.83
Roving Waste Machine Operator		.77
	<u>NO. 1 2- 3- CARD ROOMS</u>	
Head Scourer		.91
Scourer		.79
	<u>DRAWING &amp; ROVING - No. 1. 2.-3 MILLS</u>	
Drawing Tenders and Cleaners		.86
Slibber Tenders, Doffers and Cleaners		.92
Intermediate Tenders		.80
Intermediate Doffers and Cleaners		.84
Speeder Tenders		.90
Speeder Doffers and Cleaners		.84
	<u>NO. 1 - 2 SPINNING DEPARTMENT- WARP &amp; WEFT</u>	
Spindle Setter		.97
Oiler		.87
Bobbin Cleaning Mach. Operator		.75
Scrubber		.80
Fixer		1.04

OccupationMERCHANTS BRANCHNO. 1. SPINNING DEPARTMENT- WARP & WEFT (Cont'd)Rates of Pay

Roving Men	\$ .82
Bander	.84
Bobbin and Truck Boy	.78
Sweepers	.77

NO. 1 WARP SPINNING

Fixer	1.04
Roving Man	.82
Bander	.84
Bobbin and Truck Boy	.78
Sweepers	.77

NO. 1 WEFT SPINNING

Fixer	1.04
Oiler	.87
Roving Man	.82
Banders	.84
Trucker	.80
Filling Packers	.81
Sweepers	.77
Truck and Yarn Boys	.75

NO. 2. WEFT SPINNING

Fixer	1.04
Bobbin and Truck Boys	.78
Sweepers	.77

NO. 3 WARP SPINNING

Fixer	1.04
production Checker	.82
Roving Man	.82
Bander	.84
Oiler and Waste Picker	.82
Bobbin Cleaning Mach. Operator	.76
Sweepers	.77
Scrubbers	.80

NO. 3. WEFT SPINNING

Spindle Setter	.97
Filling Packer and Trucker	.80
Sweeper	.77

MERCHANTS BRANCH

5.

Occupation

Rates of Pay

NO. 1 - 2- 3 WARP & WEFT SPINNING

Head Scourer	\$ .91
Scourers	.79
Frame Cleaners	.78
Greasers and Traveler Changers	.76
Spinners	.89
Doffers	.91

BARBER-COLMAN SPOOLERS & WARPERS- NO 1 & 3 MILL

Fixer	1.09
Yarn Distributor	.82
Tailing Machine Girl	.78
Bobbin and Truck Boy	.76
Sweeper	.76
Beam Doffer	.83
Spooler Tenders- B.C.	.86
Warper Tenders. B.C .	.91

OLD TYPE SPOOLERS- NO. 1 MILL

Spooler Tenders	.82
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OLD TYPE SPOOLERS-NO. 3 MILL

Yarn Distributors	.82
Spooler Tenders	.82

DRESSING ROOM

Slasher Tenders	.97
Size Mixer	.89
Slasher Tender Helper	.82
Head Slasher Tender	1.06

DRAWING IN AND WARP TYING

Warp Tying Mach. Operator	1.00
" " " " " Helper	.84
Harness and Reed Repair Man	.87
Drawing-in Hands	.88
Warp Trucker	.84
Drawing In and Repair Hand	.89

MERCHANTS BRANCHOccupationRates of PayTWISTING NO. 3 MILL

Brownell Twister Tender	.84
" " " " Helper	.76
Twister Tenders	.86
Twister Doffers and Creelers	.80
Beam Man	.86

CONE WINDING & PACKING NO. 3 MILL

Fixer	1.04
Head Packer	.96
Checker and Inspector	.87
Yarn Distributor	.82
Yarn Packer	.80
Bobbin and Truck Boy	.76
Winder Tenders	.83

WEAVE ROOMS-NO. 1-2 3 MILLS

Head Fixer	1.12
Loom Supply Man	.81
Filling and Box Man	.86
Scrubbers	.80
Loom Fixers	1.09
Warp Hangers	.98
Smash Piecers	.90
Cloth Doffers	.89
Loom Cleaners and Oilers	.88
Filling Men	.86
Bobbin Trucker Boy	.80
Conditioning Room Men	.83
Bobbin Cleaning Machine Boys	.75
Weavers	.97
Battery Hands	.81

CLOTH DEPARTMENT

Bale Sheet Man & Cloth Weigher	.91
Folder Tenders	.84
Brush and Shearer Men	.86
Press Men	.83
Cloth Sorter	.80
Tackers	.77

MERCHANTS BRANCHRates of PayOccupationCLOTH DEPARTMENT (Cont'd)

Stenciller	\$ .80
Roll Carriers	.81
Brush and Shearer Man's Helper	.75
Cloth Distributors	.82
Winder and Roller	.79
Head Packer	.96
Table Cutters and Inspectors	.85
Cloth Inspectors	.84

Madeleine Parent

D. Piché

Local 102- UTWA.

194

COLLECTIVE LABOUR AGREEMENT.

BY AND BETWEEN:

DOMINION TEXTILE COMPANY LIMITED, a body corporate having its head office in the City of Montreal, Quebec, hereinafter called the Company with respect to its Merchants Branch hereinafter called the Plant.

PARTY OF THE FIRST PART:

AND:

LOCAL 102- UNITED TEXTILE WORKERS OF AMERICA, - at Montreal Quebec, hereinafter called the Union.

PARTY OF THE SECOND PART:

WITNESSETH:

That the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows:

ARTICLE 1.

RECOGNITION.

The Union, having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees of the Merchants Branch of the Company in matters pertaining to rates of pay, hours of work and working conditions.

ARTICLE 2.

Term " Employee"

The term " employee" whenever found in this present agreement, includes all employees of the Plant except overseers, second hands, watchmen, surety personnel, office employees, mill clerks, sizers, testers, laboratory personnel, time study men and all other members of the administrative staff of the Plant.

ARTICLE 3.

GRIEVANCE PROCEDURE .

(a) The Union shall designate from amongst the employees of each department a representative for that department to be known as a " shop committee man". The shop committee men shall constitute and be the " Plant Shop Committee".-

The Union shall designate five shop committee men which five shall constitute and be the " Grievance Committee". The Grievance Committee shall appoint one of their member to be " Grievance Committee Chairman."

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The Union shall submit in writing to the Company the names of every shop committee man and of every member of the Grievance Committee.

(b) In order to establish an orderly procedure for the handling of grievances both parties agree that grievances arising out of the operation or the interpretation of this contract shall be settled in the following manner:

(i) Any employee feeling he has such a grievance and who wishes the grievance to be settled must first discuss his grievance with his own departmental overseer, without or, if the employee desires, with the presence of his own departmental shop committee man. The overseer shall give his decision within three working days from the date the grievance was so submitted to him.

(ii) Should there be dissatisfaction with the decision of the overseer the employee, either with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to the Plant superintendent, and the plant superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.

(iii) Should there then be dissatisfaction with the decision of the plant superintendent, the alleged grievance shall be reduced to writing and signed by the employee concerned, and shall be submitted by the employee either with or without his own departmental shop committee man, or represented by his own departmental shop committee man for consideration at the next meeting between the plant superintendent and his assistants and the Grievance Committee. Should the grievance not be so submitted to the plant superintendent and the Grievance Committee within three working days after the superintendent's decision, the grievance shall be deemed satisfactorily and finally settled.

The Plant Superintendent and the Grievance Committee shall meet at least once a month and may meet more often if the superintendent and the Grievance Committee are agreeable to so doing.

(iv) All decisions reached by agreement between the plant superintendent and the Grievance Committee shall be final and binding on the Company, the Union and the employees.

(v) In the event that the alleged grievance is not settled between the Grievance Committee and the plant superintendent, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.

(vi) It is agreed that, at meetings between the Grievance Committee and the Plant superintendent and his assistants, the Union may have the assistance of the Business Agent of the Union and/or other designated representatives of the Union, and that such person or persons may attend the said meetings.

ARTICLE 4.

Arbitration.

(a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made, the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do, such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec. Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refers to tasks or work loads or wage rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec must be a competent textile engineer chosen from any of the following firms.

J.D. Woods & Gordon Ltd.,  
15 Wellington W., Toronto

Bigelow, Kent Willard & Co.,  
580 Fifth Ave., New York.

Ralph E. Loper Co.,  
Fall River, Mass.

Moore Thies & Morgan  
Charlotte, North Carolina.

J.E. Surrine Co.,  
Greenville, South Carolina.

American Association of Textile  
Consultants.  
New York.

and from such other firms which the parties may mutually agree upon from time to time,-

(b) An Arbitration Board shall render its decision in writing and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto, and all employees concerned.

(c) No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this Agreement or to consider any matters except those which arise from it, or to give any decision inconsistent with the provisions save insofar as the determination of wage rates under the procedure indicated in Article 5 of this Agreement is concerned.

ARTICLE 5.

Productivity.

(a) It is recognized and agreed that it is the right of the Company to fix and institute changes in tasks or work assignments or wage rates. Due notification of at least twelve (12) working days will be given in advance by the Company to the Union of any impending fundamental changes and at such time all necessary information to fully explain such change will also be furnished to the Union.-

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial period which may be less but in no case shall exceed thirty (30) working days will be instituted in order to give a fair trial to the said wage rate and/ or tasks or work assignments. During this period employees will be paid according to the wage rates pertaining to the new task, but in any event during such period their average hourly earnings, except learners, will not be lower than ninety percent (90%) of the objective rate for their occupation as established by Article 15 of this contract.

(c) If following the trial period there is no agreement between the parties, the Union, within twelve (12) working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay, the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration, the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any shall be determined by the Arbitration Board and shall be granted.

(e) There is nothing in this article which precludes the Union from pointing out to or discussing with management an error in either the rate or task at any time during the trial period. If management concurs, an immediate change will be made to correct any such error.

(f) During any trial period the Company on request, will grant the Union permission to delegate a representative, the whole without cost to the Company:

- (i) To observe the effects of any changes in tasks undergoing such trial period; and
- (ii) To observe the chronometrical tests which are being made to establish or modify the tasks or piece work rates undergoing such trial period; and
- (iii) To carry out chronometrical tests himself for purposes of verification of the tasks or changes undergoing such trial period, provided such representative does not hinder the proper functioning of the department.

ARTICLE 6.

WEEKLY PAY.

Payment of wages earned will be made on a weekly basis and the pay day shall be Friday unless Friday is a holiday, in which case the pay shall be the preceding day.

(a) ARTICLE 7.

Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be performed on the following days and employees shall be paid at their regular rates of pay for observance of these days:

New Year's Day  
Good Friday  
St. Jean Baptiste Day  
Dominion Day  
Labour Day  
Christmas Day

the whole provided they have worked the declared working day previous to and the declared working day following each of the said holidays.

(b) On Epiphany Day, Ascension Day, All Saints Day and Immaculate Conception Day, no work shall be performed between the hours of 7 a.m. and 9 a.m.

(c) Any employee required to work on Sunday or on New Year's Day, Good Friday, St. Jean Baptiste Day, Dominion Day, Labour Day, or Christmas Day shall receive his regular rate of pay plus a premium of fifty (50) per cent except personnel employed in the development and transmission of motive power and heat.

ARTICLE 8.

Seniority.

In questions involving layoffs, rehiring, promotions and demotions, the Company will give consideration to skill, competence ability and assiduity. Should it find these factors equal as between individual employees seniority will be the guiding factor. The Company agrees to discuss with the Union any alleged injustice arising out of a seniority question. An employee shall not have his seniority broken through approved absence for reasons acceptable to the Company at its entire discretion. However time lost during such an absence will not be counted in computing that employees total seniority.

ARTICLE 9.

Bulletin Boards.

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notice that may be of a special nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10.

Working Hours.

(a) Subject to the requirements of production and the availability of manpower as determined by the Company, the mill or any department or section thereof may be operated according to any one, any two or all three of the following shifts:

First Shift: Monday through Friday inclusive:  
7 a.m. until 3.30 p.m. with a non-paid  
half-hour interruption for the midday-meal.

Second Shift: Monday through Friday inclusive: 3.30 p.m. until 12 midnight with a non-paid half hour interruption for the evening meal.

Third Shift. Monday through Saturday Inclusive: 12 midnight until 7 a.m.

- (b)
- (1) The first and second shifts as set forth shall be day shifts.
  - (2) The third shift as set forth above shall be a night shift and will be composed entirely of male personnel. The employees forming the third shift will receive a premium of \$0.10 in lieu of any or all other night bonuses.
  - (3) Nothing hereinabove recited shall preclude the Company(s) right to have shifts work longer than those hereinabove specified provided that the stipulations of paragraph (c) of this article 10 covering overtime rates of pay are observed.
  - (4) The only bonuses or premiums which shall be in effect are those provided by this Article 10 and Article 7.

(c) ALL employees covered by the terms of this Agreement except personnel employed in the development and transmission of motive power and heat shall be entitled for all hours worked in excess of forty hours in any one week to a premium of 50% of either their regular hourly rate or their average hourly piecework earnings during that week, as the case may be.-

Personnel employed in the development and transmission of motive power and heat shall be entitled for all hours worked in excess of forty-eight hours in any one week to a premium of 50% of their regular hourly rate.

#### ARTICLE 11.

##### Annual Vacation with Pay.

- (a) The Company agrees to grant one (1) week's vacation to each employee in its service at the commencement of such vacation. The mill shall not operate during that week, and it shall be known as the "General Vacation Week."
- (b) The Company may, at its option, grant a second week's vacation to any or all employees.
- (c) All vacation periods must be taken by employees at such times as may be specified by the Company.
- (d) The total amount of vacation pay due each employee shall be based on his length of continuous service with the Company and shall be computed in accordance with the "Computation of Vacation Pay Table" set out below:-

##### COMPUTATION OF VACATION PAY TABLE.-

Length of Employee's continuous service with the Company computed as of June 30th, 1950.

Less than one (1) year.

##### Rate of Vacation PAY.

2% of the employee's total earnings for work performed for the Company during the 12 months preceding the last pay period but three prior to the commencement of the "General Vacation Week" referred to in paragraph (a) of this article.

COMPUTATION OF VACATION PAY TABLE. continued

One (1) year or over but less than two (2) years.-	2.4%	of the employee's total earnings for work performed for the Company during the 12 months preceding the last pay period but three prior to the commencement of the "General Vacation Week" referred to in paragraph (a) of this Article.
Two (2) years or over but less than three (3) years.-	2.8%	ditto
Three (3) years or over but less than four (4) years	3.2%	ditto
Four (4) years or over but less than five (5) years.-	3.6%	ditto
Five (5) years or over but less than twenty five (25) years	4%	ditto
Twenty-five (25) years or over	6%	ditto

(e) Vacation pay due to each employee in accordance with the Computation of Vacation Pay Table shall be paid as follows:-

- (i) 2% at the commencement of the employee's first week's vacation.
- (ii) Any vacation pay in excess of 2% due to an employee shall be paid.
  - (1) At the commencement of the employee's second week's vacation if and when such vacation is granted by the Company:  
or
  - (2) On the last pay day prior to December 25th, 1950 if a second week's vacation is not granted to the employee by the Company.

(f) The number of years of continuous service used in reckoning the rate of vacation pay to which an employee is entitled shall be computed as of June 30th, 1950.

ARTICLE 12.

Discipline.

(a) To effect maintenance or discipline and good order, the Company and the Union agree upon the adoption of the

ARTICLE 12 cont'd

following methods and procedure:

- (i) Personal reprimand by the superintendent, assistant superintendent, the overseer of the second-hand where the situation so warrants;
- (ii) Suspension from work without pay for a period of from one to three days in the case of a second offence;
- (iii) Dismissal from the employ of the Company for a third offence;
- (iv) In a case which, in the opinion of the Company, is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal.
- (v) Within one week from the date of any reprimand suspension or dismissal set forth in paragraphs (a) (i) to (iv) of this Article, the Company shall forward written notification thereof to the Union. Should an employee of the Company be dismissed and feel that his dismissal is unjustified, the said dismissal may within a period of six working days from the date of the dismissal become a discussable grievance in accordance with the Grievance Procedure Article set out in this Agreement.

ARTICLE 13.

No Stoppage of work.

(a) The Union agrees that should any disagreement or grievance arise between the parties hereto, the Union or its members shall not cause, aid or abet, or take part in any strike, slowdown of production, stoppage of work, or picketing even peacefully for any cause whatsoever during the lifetime of this contract. Such disagreement or grievance shall be settled in accordance with the steps provided in the grievances and arbitration section of this contract.-

(b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(c) No employee, whether a Union member or not, shall cause or take part in a strike, slow-down of production, stoppage of work or picketing for any cause whatsoever. Should an employee do so, he shall be deemed to have broken this agreement and shall be dismissed from the Company, and such employee will lose by any such act all privileges of reinstatement.

ARTICLE 14.

(a) The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications and to decide in which one of the said occupational classifications each and every employee belongs.-

ARTICLE 14. cont'd

(b) In the event of an employee being required to stand by for any reason, within the control of the Company, such employee shall notify his Second Hand or Overseer and shall be paid his regular hourly rate of pay or his average hourly earnings for the current pay period, if on piece-work, provided that if requested by the Company, the employee shall perform such available work as the Company may assign. It is understood that all piece work rates are set to compensate for regular stoppages of work, which normally occur, and this provision will not apply in such cases.

ARTICLE 15.

It is agreed and understood that the rates of pay to be paid to the employees shall be established in accordance with the Job Evaluation plan submitted by the Company. The said rates of pay shall be those resulting from a wage curve passing through a minimum occupation rate of sixty-five (65) cents and one dollar (\$1.00) for loom fixers. These rates shall be in effect throughout the term of the present Agreement save insofar as otherwise provided by Article 5.

However, it is also understood and agreed that any standard hourly rate of pay which is higher than the standard hourly rate of pay established by Job Evaluation will remain in force and be paid by the Company only as long as the employees now having such occupations continue to be employed at these same occupations.

Any piece rate employee, except learners having less than twelve weeks' service with the Company, will receive a guaranteed minimum of sixty-five (65) cents per hour for each hour which he works.

ARTICLE 16.

Learners.

Notwithstanding the dispositions of Article 15 above, it is understood and agreed that the Company has the right to engage new employees and to pay them, at its option, at rates less than standard but not less than fifty (50) cents per hour provided that in not more than a period of four weeks a minimum rate of fifty-five (55) cents per hour will be paid and that in not more than a period of eight weeks a minimum rate of sixty (60) cents per hour will be paid and that in not more than a period of twelve (12) weeks a minimum rate of sixty-five (65) cents per hour will be paid.

ARTICLE 17.

Voluntary Irrevocable Check-off.

(a) The Company will, during the term of this Agreement honour an authorization by an employee for the deduction and remittance of his Union dues as set out in Schedule "A" hereto. Such an authorization shall be irrevocable for the term of the present Agreement.

(b) Such an authorization will only be revocable by the employee by notice as set out in Schedule "B". Such notice must be signed in duplicate and remitted to the Company within 30 days prior to the termination date of this Agreement. Revocation shall take effect only at the date of expiration of said Agreement.

When the Company remits dues to the Union Treasurer it shall name the employees from whose pay dues were deducted. The Company shall also advise the Union in writing of the names of the employees who have revoked their orders for check-off of Union dues, not later than ten (10) days after the revocation takes effect.

(c) The Union agrees to notify the Company.-

ARTICLE 17. cont'd

at least seven (7) days in advance of the rate set for Union dues and of any change thereto during the term of the present Agreement.

(d) The Company and the Union agree that they will not at any time coerce or intimidate any employee to induce him either to accept or refuse to accept the check-off.

SCHEDULE "A"

\_\_\_\_\_ date.

I hereby authorize Dominion Textile Company Limited to deduct from my pay once each calendar month, such sum as may be set as monthly Union dues by Local 102 - United Textile Workers of America, and to remit same to the Treasurer of Said Union.

This authorization shall take effect on the sixth day after it has been received by the Company.

I recognize that the present authorization may be revoked by me only in accordance with the terms of the Collective Agreement in force between said Company and said Union at such time as I may desire to make a revocation.

I hereby renounce in advance to any recourse in damages or otherwise against Dominion Textile Company Limited for making the above deduction during such period as this authorization may be in force.

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Employee.

SCHEDULE "B"

\_\_\_\_\_ Date.

I hereby revoke any authorization given by me to Dominion Textile Company Limited, previous to this date to deduct my Union dues and remit same to the Treasurer of Local 102- United Textile Workers of America, and request that no further deduction be made for Union dues from my pay.

\_\_\_\_\_  
Witness.

\_\_\_\_\_  
Employee.

ARTICLE 18.

Minimum Call Pay.

Any employee who reports for work at the usual time without previously having been notified that his service are not required, can be assigned to do four hours work by the Company, at his habitual rate of pay. If no work is assigned to him the said employee will receive four hours pay at his habitual rate of pay. This, however, does not apply in cases of force majeure.

ARTICLE 19.-

Insurance.

(a) The Company agrees to insure the employees in accordance with the plan discussed and agreed to with the Union. This Plan will be administered by a recognized insurance company and/ or association. Each employee will receive a copy of the Plan. The following schedule of insurance will be provided:-

(i) Life Insurance.

Female	\$500.00
Male	500.00

(ii) Weekly Sickness and Accident Benefit.

Female	8.00
Male	12.00

(iii) Daily Hospital Benefit.

Female	3.50
Male	3.50

(iv) Special Hospital Services.

Female and Male -

As per the schedule of payments up to a maximum of \$25.00 for specified items as set forth in the schedule presently in force under the Quebec Hospital Service Association Standard Ward Service Plan.-

(b) An employee shall not be entitled to the benefits of the above Plan unless he has six (6) months' continuous service with the Company.-

Benefits (iii) and (iv) above will apply in respect to dependents of all eligible employees. The term "dependent" includes only (1) the employee's wife (2) the unmarried children over fourteen (14) days and under nineteen (19) years of age of a male employee or of a widowed female employee. However, any such person who is an employee of the Company, or who resides outside the Province of Quebec, is not included in the term "dependent."

ARTICLE 20.

The present agreement shall be in force for a period of one year commencing on the 6th day of September, 1949 and terminating on the 5th day of September, 1950 It shall be automatically renewed for a further period of one year as and from the 6th of September, 1950 unless one of the parties hereto gives a written notice of termination to the other party hereto not more than sixty days nor less than thirty days prior to the 5th day of September, 1950 and thereafter this Agreement shall be automatically renewed for a similar period of one year, and so on, upon failure by one of the parties to give a written notice to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF THE parties hereto have executed an original and seven copies hereof at Montreal Quebec, as of the 2nd day of September 1949.-

DOMINION TEXTILE COMPANY LIMITED.

D. Pechie

General Superintendent.

LOCAL 102 - UNITED TEXTILE WORKERS  
OF AMERICA.

Eugène Plante. \_\_\_\_\_  
President.

Gérard Blair. \_\_\_\_\_  
Secretary  
Azelus Beaucage. \_\_\_\_\_  
Business Agent.-

Alfred Legros

Chairman, Shop Committee  
Merchants Branch.-

Madeleine Parent.  
ORGANIZER U.T.W.A.

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COLLECTIVE LABOUR AGREEMENT

BY AND BETWEEN :

DOMINION TEXTILE COMPANY LIMITED, a body corporate having its head office in the City of Montreal, Québec, hereinafter called the Company with respect to its Merchants Branch hereinafter called the Plant,

PARTY OF THE FIRST PART:

AND:

LOCAL 102 - UNITED TEXTILES WORKERS OF AMERICA, at Montreal, Québec, hereinafter called the Union,

PARTY OF THE SECOND PART:

WITNESSETH:

That the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows:

ARTICLE 1

RECOGNITION

The Union, having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees of the Merchants Branch of the Company in matters pertaining to rates of pay, hours of work and working conditions.

ARTICLE 2

Term "Employee"

The term "employee" whenever found in this present agreement, includes all employees of the Plant except overseers, second hands, watchmen, surety personnel, office employees, mill clerks, sizers, testers, laboratory personnel, time study men and all other members of the administrative staff of the Plant.

ARTICLE 3

Grievance Procedure

(a) The Union shall designate from amongst the employees of each department a representative for that department to be known as a "shop committee man". The shop committee men shall constitute and be the "Plant Shop Committee".

The Union shall designate five shop committee men which five shall constitute and be the "Grievance Committee". The Grievance Committee shall appoint one of their members to be "Grievance Committee Chairman".

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The Union shall submit in writing to the Company the names of every shop committee man and of every member of the Grievance Committee.

(b) In order to establish an orderly procedure for the handling of grievances both parties agree that grievances arising out of the operation or the interpretation of this contract shall be settled in the following manner:

(i) Any employee feeling he has such a grievance and who wishes the grievance to be settled must first discuss his grievance with his own departmental overseer, without or, if the employee desires, with the presence of his own departmental shop committee man. The overseer shall give his decision within three working days from the date the grievance was so submitted to him.

(ii) Should there be dissatisfaction with the decision of the overseer the employee, either with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to the plant superintendent, and the plant superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.

(iii) Should there then be dissatisfaction with the decision of the plant superintendent, the alleged grievance shall be reduced to writing and signed by the employee concerned, and shall be submitted by the employee either with or without his own departmental shop committee man, or represented by his own departmental shop committee man for consideration at the next meeting between the plant superintendent and his assistants and the Grievance Committee. Should the grievance not be so submitted to the plant superintendent and the Grievance Committee within three working days after the superintendent's decision, the grievance shall be deemed satisfactorily and finally settled.

The Plant Superintendent and the Grievance Committee shall meet at least once a month, and may meet more often if the superintendent and the Grievance Committee are agreeable to so doing.

(iv) All decisions reached by agreement between the plant superintendent and the Grievance Committee shall be final and binding on the Company, the Union and the employees.

(v) In the event that the alleged grievance is not settled between the Grievance Committee and the plant superintendent, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.

(vi) It is agreed that, at meetings between the Grievance Committee and the Plant superintendent and his assistants, the Union may have the assistance of the Business Agent of the Union and/or other designated representatives of the Union, and that such person or persons may attend the said meetings.

ARTICLE 4.

Arbitration

(a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made, the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do, such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec. Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refers to tasks or work loads or wage rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec, must be a competent textile engineer chosen from any of the following firms:

J.D. Woods & Gordon Ltd.,  
15 Wellington W., Toronto.

Bigelow, Kent, Willard & Co.,  
540 Fifth Ave., New York.

Ralph E. Loper Co.,  
Fall River, Mass.

Moore, Thies & Morgan,  
Charlotte, North Carolina.

J.E. Sirmine Co.,  
Greenville, South Carolina.

American Association of Textile  
Consultants,  
New York.

and from such other firms which the parties may mutually agree upon from time to time.

(b) An Arbitration Board shall render its decision in writing and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto, and all employees concerned.

(c) No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this Agreement, or to consider any matters except those which arise from it, or to give any decision inconsistent with the provisions, save insofar as the determination of wage rates under the procedure indicated in Article 5 of this Agreement is concerned.

ARTICLE 5.

Productivity

(a) It is recognised and agreed that it is the right of the Company to fix and institute changes in tasks or work assignments or wage rates. Due notification of at least twelve (12) working days will be given in advance by the Company to the Union of any impending fundamental changes and at such time all necessary information to fully explain such change will also be furnished to the Union.

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial period which may be less but in no case shall exceed thirty (30) working days will be instituted in order to give a fair trial to the said wage rates and/or tasks or work assignments. During this period employees will be paid according to the wage rates pertaining to the new task, but in any event during such period their average hourly earnings, except learners, will not be lower than ninety percent (90%) of the objective rate for their occupation as established by Article 15 of this contract.

(c) If following the trial period there is no agreement between the parties, the Union, within twelve (12) working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay, the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration, the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

(e) There is nothing in this article which precludes the Union from pointing out to or discussing with management an error in either the rate or task at any time during the trial period. If management concurs, an immediate change will be made to correct any such error.

(f) During any trial period the Company, on request, will grant the Union permission to delegate a representative, the whole without cost to the Company;

- (1) To observe the effects of any changes in tasks undergoing such trial period; and
- (11) To observe the chronometrical tests which are being made to establish or modify the tasks or piece work rates undergoing such trial period; and
- (111) To carry out chronometrical tests himself for purposes of verification of the tasks or changes undergoing such trial period, provided such representative does not hinder the proper functioning of the department.

#### ARTICLE 6.

##### Weekly Pay

Payment of wages earned will be made on a weekly basis and the pay day shall be Friday unless Friday is a holiday, in which case the pay day shall be the preceding day.

ARTICLE 7

(a) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be performed on the following days, and employees shall be paid at their regular rates of pay for observance of these days:

New Year's Day  
Good Friday  
St. Jean-Baptiste Day  
Dominion Day  
Labour Day  
Christmas Day

the whole provided they have worked the declared working day previous to and the declared working day following each of the said holidays.

(b) On Epiphany Day, Ascension Day, All Saints Day and Immaculate Conception Day, no work shall be performed between the hours of 7 a.m. and 9 a.m.

(c) Any employee required to work on Sunday or on New Year's Day, Good Friday, St. Jean-Baptiste Day, Dominion Day, Labour Day, or Christmas Day shall receive his regular rate of pay plus a premium of fifty (50) per cent except personnel employed in the development and transmission of motive power and heat.

ARTICLE 8

SENIORITY

In questions involving layoffs, rehiring, promotions and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find these factors equal as between individual employees seniority will be the guiding factor. The Company agrees to discuss with the Union any alleged injustice arising out of a seniority question.

ARTICLE 9

Bulletin Boards

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notices that may be of a special nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10

WORKING HOURS

(a) Subject to the requirements of production and the availability of manpower as determined by the Company, the mill or any department or section thereof may be operated according to any one, any two or all three of the following shifts:

First Shift: Monday through Friday inclusive:  
7 a.m. until 3.30 p.m. with a non-paid  
half-hour interruption for the midday  
meal:

**Second Shift:** Monday through Friday inclusive;  
3.30 p.m. until 12 midnight with a  
non-paid half-hour interruption for the  
evening meal.

**Third shift:** Monday through Saturday inclusive;  
12 midnight until 7 a.m.

- (b) (1) The first and second shifts as set forth shall be day shifts;
- (2) The third shift as set forth above shall be a night shift, and will be composed entirely of male personnel. The employees forming the third shift will receive a premium of \$0.10 in lieu of any or all other night bonuses.
- (3) Nothing hereinabove recited shall preclude the Company's right to have shifts work longer than those hereinabove specified provided that the stipulations of paragraph (c) of this article 10 covering overtime rates of pay are observed.
- (4) The only bonuses or premiums which shall be in effect are those provided by this Article 10 and Article 7.

(c) All employees covered by the terms of this Agreement except personnel employed in the development and transmission of motive power and heat shall be entitled for all hours worked in excess of forty hours in any one week to a premium of 50% of either their regular hourly rate or their average hourly piecework earnings during that week, as the case may be.

ARTICLE 11.

ANNUAL VACATION WITH PAY

(a) The Company agrees to grant one (1) week's vacation to each employee in its service at the commencement of such vacation. The mill shall not operate during that week, and it shall be known as the "General Vacation Week".

(b) The Company may, at its option, grant a second week's vacation to any or all employees.

(c) All vacation periods must be taken by employees at such times as may be specified by the Company.

(d) The total amount of vacation pay due each employee shall be based on his length of continuous service with the Company and shall be computed in accordance with the "Computation of Vacation Pay Table" set out below:-

COMPUTATION OF VACATION PAY TABLE

Length of Employee's continuous service with the Company computed as of June 30th, 1949.

Rate of Vacation Pay

Less than one (1) year

2% of the employee's total earnings for work performed for the Company during the 12 months preceding the last pay period but three prior to the commencement of the "General Vacation Week" referred to in paragraph (a) of this Article.

One (1) year or over but less than two (2) years -

2.4% ditto

(COMPUTATION OF VACATION PAY TABLE Continued)

Two (2) years or over but less than three (3) years -

2.8% of the employee's total earnings for work performed for the Company during the 12 months' preceding the last pay period but three prior to the commencement of the "General Vacation Week" referred to in paragraph (a) of this Article.

Three (3) years or over but less than four (4) years -

3.2% ditto

Four (4) years or over but less than five (5) years -

3.6% ditto

Five (5) years or over -

4% ditto

(e) Vacation pay due to each employee in accordance with the Computation of Vacation Pay Table shall be paid as follows:-

- (i) 2% at the commencement of the employee's first week's vacation,
- (ii) Any vacation pay in excess of 2% due to an employee shall be paid,
  - (1) At the commencement of the employee's second week's vacation if and when such vacation is granted by the Company; or
  - (2) On the last pay day prior to December 25th, 1949, if a second week's vacation is not granted to the employee by the Company.

(f) The number of years of continuous service used in reckoning the rate of vacation pay to which an employee is entitled shall be computed as of June 30th, 1949.

ARTICLE 12

Discipline

(a) To effect maintenance of discipline and good order, the Company and the Union agree upon the adoption of the following methods and procedure:

- (i) Personal reprimand by the superintendent, assistant-superintendent, the overseer or the second-hand where the situation so warrants;
- (ii) Suspension from work without pay for a period of from one to three days in the case of a second offence;
- (iii) Dismissal from the employ of the Company for a third offence;
- (iv) In a case which, in the opinion of the Company, is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal.

- (v) Within one week from the date of any reprimand, suspension or dismissal set forth in paragraphs (a) (i) to (iv) of this Article, the Company shall forward written notification thereof to the Union. Should an employee of the Company be dismissed and feel that his dismissal is unjustified, the said dismissal may within a period of six working days from the date of the dismissal become a discussable grievance in accordance with the Grievance Procedure Article set out in this Agreement.

### ARTICLE 13

#### No Stoppage of Work

(a) The Union agrees that should any disagreement or grievance arise between the parties hereto, the Union or its members shall not cause, aid or abet, or take part in any strike, slowdown of production, stoppage of work, or picketing even peaceful for any cause whatsoever during the lifetime of this contract. Such disagreement or grievance shall be settled in accordance with the steps provided in the grievances and arbitration sections of this contract.

(b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(c) No employee, whether a Union member or not, shall cause or take part in a strike, slow-down of production, stoppage of work or picketing, for any cause whatsoever. Should an employee do so, he shall be deemed to have broken this Agreement and shall be dismissed from the Company, and such employee will lose by any such act all privileges of reinstatement.

### ARTICLE 14

The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications and to decide in which one of the said occupational classifications each and every employee belongs.

### ARTICLE 15

It is agreed and understood that the rates of pay to be paid to the employees shall be established in accordance with the Job Evaluation plan submitted by the Company. The said rates of pay shall be those resulting from a wage curve passing through a minimum occupation rate of sixty-five (65) cents and one dollar (\$1.00) for loom fixers. These rates shall be in effect throughout the term of the present Agreement save insofar as otherwise provided by Article .5.

However, it is also understood and agreed that any standard hourly rate of pay which is higher than the standard hourly rate of pay established by Job Evaluation will remain in force and be paid by the Company only as long as the employees now having such occupations continue to be employed at these same occupations.

Any piece rate employee, except learners having less than twelve weeks' service with the Company, will receive a guaranteed minimum of sixty-five (65) cents per hour for each hour which he works.

ARTICLE 16

Learners

Notwithstanding the dispositions of Article 15 above, it is understood and agreed that the Company has the right to engage new employees and to pay them, at its option, at rates less than standard but not less than fifty (50) cents per hour provided that in not more than a period of four weeks a minimum rate of fifty-five (55) cents per hour will be paid and that in not more than a period of eight weeks a minimum rate of sixty (60) cents per hour will be paid and that in not more than a period of twelve (12) weeks a minimum rate of sixty-five (65) cents per hour will be paid.

ARTICLE 17

Voluntary Irrevocable Check-Off

(a) The Company will, during the term of this Agreement, honour an authorization by an employee for the deduction and remittance of his Union dues as set out in Schedule "A" hereto. Such an authorization shall be irrevocable for the term of the present Agreement.

(b) Such an authorization will only be revocable by the employee by notice as set out in Schedule "B". Such notice must be signed in duplicate and remitted to the Company within 30 days prior to the termination date of this Agreement. Revocation shall take effect only at the date of expiration of said Agreement.

When the Company remits dues to the Union Treasurer it shall name the employees from whose pay dues were deducted. The Company shall also advise the Union in writing of the names of the employees who have revoked their orders for check-off of Union dues, not later than ten (10) days after the revocation takes effect.

(c) The Union agrees to notify the Company at least seven (7) days in advance of the rate set for Union dues and of any change thereto during the term of the present Agreement.

(d) The Company and the Union agree that they will not at any time coerce or intimidate any employee to induce him either to accept or refuse to accept the check-off.

SCHEDULE "A"

\_\_\_\_\_  
Date

I hereby authorize Dominion Textile Company Limited to deduct from my pay once each calendar month, such sum as may be set as monthly Union dues by Local 102 - United Textile Workers of America, and to remit same to the Treasurer of said Union.

This authorization shall take effect on the sixth day after it has been received by the Company.

I recognize that the present authorization may be revoked by me only in accordance with the terms of the Collective Agreement in force between said Company and said Union at such time as I may desire to make a revocation.

I hereby renounce in advance to any recourse in damages or otherwise against Dominion Textile Company Limited for making the above deductions during such period as this authorization may be in force.

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Employee

SCHEDULE "B"

\_\_\_\_\_  
Date

I hereby revoke any authorization given by me to Dominion Textile Company Limited previous to this date to deduct my Union dues and remit same to the Treasurer of Local 102 - United Textile Workers of America, and request that no further deductions be made for Union dues from my pay.

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Employee

ARTICLE 18

MINIMUM CALL PAY

Any employee who reports for work at the usual time without previously having been notified that his services are not required, can be assigned to do four hours work by the Company, at his habitual rate of pay. If no work is assigned to him the said employee will receive four hours' pay at his habitual rate of pay. This, however, does not apply in cases of force majeure.

ARTICLE 19

The present Agreement shall be in force for a period of one year commencing on the 6th day of September, 1948 and terminating on the 5th day of September, 1948. It shall be automatically renewed for a further period of one year as and from the 6th day of September, 1949 unless one of the parties hereto gives a written notice of termination to the other party hereto not more than sixty days nor less than thirty days prior to the 5th day of September, 1949, and thereafter this Agreement shall be automatically renewed for a similar period of one year, and so on, upon failure by one of the parties to give a written notice to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF the parties hereto have executed an original and seven copies hereof at Montreal, Quebec, as of the 2nd day of September, 1948.

DOMINION TEXTILE COMPANY LIMITED

P. Daniel  
General Manufacturing Manager

D. Piché  
General Superintendent

LOCAL 102 - UNITED TEXTILE WORKERS OF AMERICA

Eugène Plante  
Président

Marcelle Dubé (Mme)  
Secretary

Agelus Beaucauge  
Business Agent

Alfred Leiris  
Chairman, Shop Committee  
Merchants Branch

Madeleine Parent  
ORGANIZER - U.T.W.A.

46.47  
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COLLECTIVE LABOUR AGREEMENT

BY AND BETWEEN :

DOMINION TEXTILE COMPANY LIMITED, a body corporate having its head office in the City of Montreal, Quebec, hereinafter called the Company, with respect to its Merchant 's Branch hereinafter called the Plant.

PARTY OF THE FIRST PART.

AND

THE UNITED TEXTILE WORKERS OF AMERICA, chartered by the American Federation of Labour, having its head office in the City of Washington, District of Columbia, and its local Union No. 102 of the United Textile Workers of America at Montreal, Quebec, hereinafter called the Union.

PARTY OF THE SECOND PART.

WITNESSETH:

That the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows ;

ARTICLE 1

Recognition

The Union, having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees of the Merchant's Branch of the Company in matters pertaining to rates of pay, hours of work and working conditions.

No-1539

ARTICLE 2

Term " Employee "

The term " employee " whenever found in this present agreement, includes all employees of the Plant except Overseers, Second hands, watchman, surety, personnel, office employees, mill clerks , sizers, testers, laboratory personnel, time study men and all other members of the administrative staff of the Plant.

ARTICLE 3

Grievance Procedure

(a) The Union shall designate from amongst the employees of each department a representative for that department to be known as a " shop committee man " . The Shop Committee men shall constitute and be the " Plant Shop Committee " .

The Union shall designate five shop committee men which five shall constitute and be the "Grievance Committee " .The Grievance Committee shall appoint one of their members to be "Grievance Committee Chairman " .

The Union shall submit in writing to the Company the names of every shop committee man and of every member of the Grievance Committee.

(b) In order to establish an orderly procedure for the handling of grievances both parties agree that grievances arising out of the operation or the interpretation of this contract shall be settled in the following manner ;

(1) Any employee feeling he has such a grievance and who wishes the grievance to be

settled must first discuss his grievance with his own departmental overseer, without or, if the employee desires, with the presence of his own departmental shop committee men. The overseer shall give his decision within three working days from the date the grievance was so submitted to him.

(ii) Should there be dissatisfaction with the decision of the overseer the employee, with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to the plant superintendent, and the plant superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.

(iii) Should there then be dissatisfaction with the decision of the plant superintendent the alleged grievance shall be reduced to writing and signed by the employee concerned and shall be submitted by the employee with or without his own departmental shop committee man, or represented by his own departmental shop committee man for consideration at the next meeting between the plant superintendent and his assistants and the Grievance Committee. Should the grievance not be so submitted to the plant superintendent and the Grievance Committee within three working days after the superintendent's decision the grievance shall be deemed satisfactorily and finally settled.

The plant Superintendent and the Grievance Committee shall meet at least once a month, and may meet more often if the superintendent and the Grievance Committee are agreeable to so doing.

(iv) All decisions reached by agreement between the plant superintendent and the Grievance Committee shall be final and binding on the Company, the Union and the employees.

(v) In the event that the alleged grievance is not settled between the Grievance Committee and the plant superintendent, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.

(vi) It is agreed that at meetings between the Grievance Committee and the Plant Superintendent and his assistants that the Union may have the assistance of the Business Agent of the Union and/ or other designated representatives of the Union, and that such person or persons may attend the said meetings.

#### ARTICLE 4

##### Arbitration

(a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be

appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refers to tasks or work loads or wage rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec must be a competent textile engineer chosen from any of the following firms ;

J.D.Woods & Gordon Ltd.  
15 Wellington W.Toronto.

Bigelow, Kent, Willard & Co.  
580 Fifth Ave. New-York.

Ralp.E.Loper Co.  
Fall River Mass.

Moore, Thies & Morgan,  
Charlotte North Carolina.

J.E.Sirrine Co.  
Greenville, South Carolina.

American Association of Textile Consultants,  
New-York.

and from such other firms which the parties may mutually agree upon from time to time.

(b) An arbitration Board shall render its decision in writing and the majority decision of an Arbitration Board shall be final and binding upon the

parties hereto, and all employees concerned.

(c) No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this Agreement, or to consider any matters except those which arise from it, or to give any decision inconsistent with the provisions, save insofar as the determination of wage rates under this procedure indicated in Article 5 of this Agreement is concerned.

#### ARTICLE 5

##### PRODUCTIVITY

(a) It is recognized and agreed that it is the right of the Company to fix and institute changes in tasks or work assignments or wage rates. Due notification of at least twelve (12) working days will be given in advance by the Company to the Union of any impending fundamental changes.

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial period which may be less but in no case shall exceed thirty (30) working days will be instituted in order to give a fair trial to the said wage rates and / or tasks or work assignments. During this period employees will be paid according to the wage rates pertaining to the new task.

(c) If following the trial period there is no agreement between the parties, the Union, within twelve (12) working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay.

the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration, the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

(e) There is nothing in this Article which precludes the Union from pointing out to or discussing with management an error in either the rate or task at any time during the trial period. If management concurs, an immediate change will be made to correct any such error.

#### ARTICLE 6

##### Weekly Pay

Payment of wages earned will be made by cheque on a weekly basis and the pay day shall be Thursday unless Thursday is a holiday, in which case the pay day shall be the succeeding day.

#### ARTICLE 7

a) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be performed on the following days, and employees shall be paid

at their regular rates of pay for observances of these days ;

New Year's Day.	Dominion Day
Good Friday	Labour Day,
St-Jean Baptiste Day	Christmas Day.

the whole provided they have worked the declared working day previous to and the declared working day following each of the said holidays.

b) On Epiphany Day, Ascension Day, All Saints Day and Immaculate Conception Day, no work shall be performed between the hours of 7.a.m. and 9. a.m.

e) Any employee required to work on Sunday or on New Year's Day, Good Friday, St-Jean Baptiste Day, Dominion Day, Labour Day, or Christmas Day shall receive his regular rate of pay plus a premium of fifty (50) per cent except personnel employed in the development and transmission of motive power and heat.

#### ARTICLE 8

##### Seniority

In questions involving layoffs, re-hirings, promotions and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find these factors equal as between individual employees seniority will be the guiding factor.

#### ARTICLE 9

##### Bulletin Boards

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated

and all notices that may be of a special nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10

Working hours

(a) Subject to the requirements of production and the availability of manpower as determined by the Company, the mill or any department or section thereof may be operated according to any one, any two or all three of the following shifts ;

First shift ; Monday through Friday inclusive  
7. a.m. until 3.00 p.m. with a  
non-paid half-hour interruption  
for the midday meal ;

Second shift ; Monday through Friday inclusive ;  
3.30 p.m. until 12 midnight with  
a non-paid half-hour interruption  
for the evening meal ;

Third shift ; Monday through Saturday inclusive ;  
12 midnight until 7. a.m.

(b) (1) The first and second shifts as set forth shall be day shifts.

(2) The third shift as set forth above shall be a night shift and will be composed entirely of male personnel. The employees forming the third shift will receive a premium of \$0.05 in lieu of any or all other night bonuses.

(3) Nothing hereinabove recited shall preclude the " Company 's right to have shifts work longer hours than those hereinabove specified provided

that the stipulations of paragraph  
(c) of this Article 10 covering  
overtime rates of pay are observed.

(4) The only bonuses or premiums which  
shall be in effect are those provided  
by this Article 10 and Article 7.

(c) All employees covered by the terms of  
this Agreement except personnel employed in the development  
and transmission of motive power and heat shall be entitled  
for all hours worked in excess of forty hours in any one  
week to a premium of 50% of either their regular hourly  
rate or their average hourly piecework earnings during that  
week, as the case may be.

#### ARTICLE 11

##### Annual Holidays with pay.

The Company reaffirms its policy to grant  
one week's holidays to employees in its employ at the time  
of the holidays, with pay at the rate of 2% of the gross  
earnings of the employee during the twelve months preceding  
the last pay period but one prior to the holiday or since  
the date of employment, should the period of employment  
be less than twelve months.

#### ARTICLE 12

##### Discipline

(a) To effect maintenance of discipline  
and good order, the Company and the Union agree upon the  
adoption of the following methods and procedure ;

(1) Personal reprimand by the super-  
intendent, assistant- superintendent,  
the overseer or the second-hand,  
where the situation so warrants ;

- (ii) Suspension from work without pay for a period of from one to three days in the case of a second offence.
- (iii) Dismissal from the employ of the Company for a third offence.
- (iv) In a case which, in the opinion of the Company, is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employees dealt with summarily by the Company, including dismissal.
- (v) Should an employee of the Company be dismissed and feel that his dismissal is unjustified the said dismissal may within a period of six working days from the date of the dismissal become a discussable grievance in accordance with the Grievance Procedure article set out in this Agreement.

ARTICLE 13

No stoppage of Work

- (a) The Union agrees that should any disagreement or grievance arise between the parties hereto, the Union or its members shall not cause, aid or abet, or take part in any strike, slow down of production, stoppage of work, or picketing, even peaceful, for any cause

whatsoever during the lifetime of this contract. Such disagreement or grievance shall be settled in accordance with the steps provided in the grievances and arbitration sections of this contract.

(b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(c) No employee, whether a Union member or not, shall cause or take part in a strike, slow-down of production, stoppage of work or picketing, for any cause whatsoever. Should an employee do so, he shall be deemed to have broken this Agreement and shall be dismissed from the Company, and such employee will lose by any such act all privileges of reinstatement.

#### ARTICLE 14

The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications and to decide in which one of the said occupational classifications each and every employee belongs.

#### ARTICLE 15

It is agreed and understood that the rates of pay to be paid to the employees shall be established in accordance with the Job Evaluation plan submitted by the Company. The said rates of pay shall be those resulting from a wage curve passing through a minimum occupation rate of fifty (50) cents and eighty-five (85) cents for loom fixers. These rates shall be

in effect throughout the term of the present Agreement save insofar as otherwise provided by Article 5.

However, it is also understood and agreed that any standard hourly rate of pay which is higher than the standard hourly rate of pay established by Job Evaluation will remain in force and be paid by the Company only as long as the employees now having such occupations continue to be employed at these same occupations.

ARTICLE 16

Notwithstanding the dispositions of Article 15 above, it is understood and agreed that the Company has the right to engage new employees and to pay less than forty-five (45) cents per hour provided that in not more than a period of four (4) weeks the minimum rate of fifty (50) cents will be paid.

ARTICLE 17

Voluntary Irrevocable Check-Off

(a) The Company will, during the term of this agreement, honour an order by an employee for the deduction and remittance of his Union dues as set out in Schedule "A" hereto. Such an order shall be irrevocable for the term of the present Agreement.

SCHEDULE "A"

\_\_\_\_\_  
Date

I hereby authorize Dominion Textile Company Limited, to deduct from my first pay cheque each calendar month, such sum as may be set as monthly Union

dues by United Textile Workers of America, Local 102, and to remit the same to the Treasurer of said Union.

The present authorization will take effect on the seventh day after it has been received by the Company and shall be irrevocably in force from the date thereof until the date of the termination of the agreement for the year 1947-48 between Dominion Textile Company Limited and United Textile Workers of America, Local 102, unless I should in the meantime leave the employ of the said Company, in which event this authorisation shall be automatically revoked as of the date I leave.

I hereby renounce in advance to any recourse in damages or otherwise against Dominion Textile Company Limited for making the above deductions during the entire term of the said labour agreement, even in the case I would withdraw from the said Union. However, I reserve myself the right and privilege of revoking the present authorization within thirty (30) days from the termination of the said agreement, such revocation to take effect only at the date of expiration of said agreement.

---

Employee.

WITNESS ;

---

(b) The Union agrees to notify the Company at least seven (7) days in advance of the rate set for Union dues and of any change thereto during the term of the present agreement.

(c) The Company and the Union agree that they will not in any time coerce or intimidate any employee to induce him either to accept or to refuse to accept the check-off.

ARTICLE 18

The present agreement shall be in force for a period of one year commencing on the 2nd day of September 1947 and terminating on the 1st, day of September 1948. It shall be automatically renewed for a further period of one year as and from the 2nd, day of September 1948 unless one of the parties hereto gives a written notice of termination to the other party hereto not more than sixty days nor less than thirty days prior to the 1st day of September 1948, and thereafter this agreement shall be automatically renewed for a similar period of one year, and so on, upon failure by one of the parties to give a written notice to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF the parties hereto have executed an original and seven copies hereof at Montreal, Quebec, this 15th day of August 1947.

Alfred Legros  
Chairman Shop Committee  
Merchants Branch

DOMINION TEXTILE COMPANY LIMITED  
P. Daniel  
General Manufacturing Manager

Signature illisible  
General Superintendent

UNITED TEXTILE WORKERS OF AMERICA  
Lloyd Klenert  
International Secretary- Treasurer

LOCAL 102 UNITED TEXTILE WORKERS OF AMERICA  
Alfred Legros  
President

Mme Marcella Dubé  
Secretary

Azéus Beaussé  
Business Agent, Local 102

COLLECTIVE LABOUR AGREEMENT

BY AND BETWEEN:

DOMINION TEXTILE COMPANY LIMITED,  
a body corporate having its head office  
in the City of Montreal, Quebec, hereinafter  
called the Company with respect to its  
Merchants Branch hereinafter called the Plant

AND

PARTY OF THE FIRST PART

The United Textile Workers of America,  
chartered by the American Federation of  
Labour, having its head office in The City  
of Washington, District of Columbia, and  
its Local Union No. 102 of the United  
Textile Workers of America at Montreal,  
Quebec, hereinafter called the Union.

PARTY OF THE SECOND PART

WITNESSETH

That the parties in consideration of the  
mutual covenants and undertakings hereinafter contained have agreed  
as follows:

RECOGNITION

ARTICLE 1:

The Union, having been duly certified under the Quebec Labour  
relations Act is recognized by the Company as the collective representati-  
ve for the employees of the Merchants Branch of the Company in matters  
pertaining to rates of pay, hours of work and working conditions.

ARTICLE 2:

TERM "EMPLOYEE"

The term "employee" whenever found in this present agreement,  
includes all employees of the Plant except overseers, second hands,  
watchmen, surety personnel, office employees, mill clerks, sizers, testers,  
laboratory personnel, time study men and all other members of the  
administrative staff of the Plant.

ARTICLE 3:

GRIEVANCE PROCEDURE

(a) The Union shall designate from amongst the employees of  
each department a representative for that department to be known as a  
"shop committee man". The shop committee men shall constitute and be the  
"Plant Shop Committee".

The Union shall designate <sup>shop</sup> five committee men which five  
shall constitute and be the "Grievance Committee". The Grievance  
Committee shall appoint one of their members to be "Grievance Committee  
Chairman".

The Union shall submit <sup>in</sup> writing to the Company the names of  
every shop committee man and of every member of the Grievance Committee.

(b) In order to establish an orderly procedure for the  
handling of grievances both parties agree that grievances arising out  
of the operation or the interpretation of this contract shall be settled  
in the following manner:

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- (i) Any employee feeling he has such a grievance and who wishes the grievance to be settled must first discuss his grievance with his own departmental overseer, without or, if the employee desires, with the presence of his own departmental shop committee man. The Overseer shall give his decision within three working days from the date the grievance was so submitted to him.
- (ii) Should there be dissatisfaction with the decision of the overseer the employee, either with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to the plant superintendent, and the plant superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.
- (iii) Should there then be dissatisfaction with the decision of the plant superintendent the alleged grievance shall be reduced to writing and signed by the employee concerned and shall be submitted by the employee either with or without his own departmental shop committee man, or represented by his own departmental shop committee man for consideration at the next meeting between the plant superintendent and his assistants and the grievance committee. Should the grievance not be so submitted to the plant superintendent and the Grievance Committee within three working days after the superintendent's decision the grievance shall be deemed satisfactorily and finally settled.
- The Plant Superintendent and the Grievance Committee shall meet at least once a month, and may meet more often if the Superintendent and the Grievance Committee are agreeable to so doing.
- (iv) All decision reached by agreement between the plant superintendent and the Grievance Committee shall be final and binding on the Company, the Union and the employees.
- (v) In the event that the alleged grievance is not settled between the Grievance Committee and the plant superintendent, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.
- (vi) It is agreed that at meetings between the Grievance Committee and the Plant Superintendent and his assistants that the Union may have the assistance of the Business Agent of the Union and/or other designated representatives of the Union, and that such person or persons may attend the said meetings.

ARTICLE 4:

ARBITRATION

(a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec. Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refers to tasks or work loads or wage rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec must be a competent textile engineer chosen from any of the following firms:

J.D. Woods & Gordon Ltd,  
15 Wellington W; Toronto.

Bigelow, Kent, Willard & Co;  
530 Fifth Ave; New Ygrk

Ralph E. Loper Co;  
Fall River, Mass.

Moore, Thies & Morgan,  
Charlotte, North Carolina

J.E. Serrine Co;  
Greenville, South Carolina.

American Association of Textile Consultants,  
Ney York

and from such other firms which the parties may mutually agree upon from time to time.

(b) An Arbitration Board shall render its decision in writing and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto, and all employees concerned.

(c) No Arbitration Board, formed under this Agreement shall have the power to amend, alter or modify this Agreement, or to consider any matters except those which arise from it, or to give any decision inconsistent with the provisions, save insofar as the determination of wage rates under the procedure indicated in Article 5 of this Agreement is concerned.

ARTICLE 5:

PRODUCTIVITY

(a) It is recognized and agreed that it is the right of the Company to fix and institute changes in tasks or works assignments or wage rates. Due notification of

at least twelve working days will be given in advance by the Company to the Union of any impending fundamental changes.

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial period of sixty working days will be instituted in order to give a fair trial to the said wage rates and/or tasks or work assignments. During this period employees will be paid according to the wage rates pertaining to the new task.

(c) If following the trial period there is no agreement between the parties, the Union, within twelve working days following the end of the trial period may take the ~~question~~ up according to the Grievance Procedure. If no grievance is instituted within this delay the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

ARTICLE 6:

WEEKLY PAY

Payment of wages earned will be made by cheque on a weekly basis and the pay day shall be Thursday unless Thursday is a holiday, in which case the pay day shall be the succeeding day.

ARTICLE 7:

(a) Except in the cases mentioned in Paragraph (b) of this Article 7, no work shall be done on the following holidays:

New Year's Day  
Good Friday  
St. Jean Baptiste Day  
Dominion Day  
Labour Day  
Christmas Day

and between the hours of 7 a.m. and 9 a.m. on All Saints Day and Immaculate Conception Day.

(b) Any employees required to work on Sunday or on New Year's Day, Good Friday, St. Jean Baptiste Day, Dominion Day, Labour Day or Christmas Day shall receive his regular rate of pay plus a premium of 50% except personnel employed in the development and transmissions of motive power and heat.

ARTICLE 8:

SENIORITY

In questions involving layoffs, rehiring, promotions and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find these factors equal as between individual employees seniority will be the guiding factor.

ARTICLE 9:

BULLETIN BOARDS

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notices that may be of a period special nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10:

WORKING HOURS

(a) The working hours in any one working day for all occupations set forth in the list entitled "Schedule of Wages" attached to this contract shall be eight hours of continuous operation subject to the requirements determined by the Company. The mill or any Department or Section thereof may be operated at the Company's discretion according to any one, any two, or all three of the following shifts:

- (i) From 7 a.m. until 3 p.m. which shall be the first shift.
- (ii) From 3 p.m. until 11 p.m. which shall be the second shift.
- (iii) From 11 p.m. of the day previous until 7 a.m. which shall be the third shift.

The third shift shall commence operations each week at 12.01 a.m. on Monday.

However, it is agreed by the parties that when the plant operates on Saturdays the first shift shall on that day work from 7 a.m. until 12 noon and the second shift shall on that day work from 12 noon until 5 p.m.; and the third shift shall on that day work from 11 p.m. Friday until 7 a.m. Saturday morning.

- (b) (i) The first and second shifts as set forth above shall be day shifts.
  - (ii) The third shift as set forth above shall be a night shift and employees working on that shift shall receive a premium of 5 cents per hour in lieu of any and all other night bonuses.
  - (iii) Nothing hereinabove recited shall preclude the Company's right to have certain shifts working longer hours than those hereinabove specified, provided that the stipulations of paragraph (3) of this Article 10 covering overtime rates of pay are observed.
  - (iv) All bonuses or premiums in effect before the effective date of this contract are hereby discontinued, save insofar as provided by this Article 10 and Article 7.
- (c) All employees covered by the terms of this Agreement except personnel employed in the development.

and transmission of motive power and heat shall be entitled for all hours worked in excess of forty hours in any one week to a premium of 50% of either their regular hourly rate or their average hourly piecework earnings during that week, as the case may be.

ARTICLE 11:

ANNUAL HOLIDAYS WITH PAY

The Company reaffirms its policy to grant one week's holidays to employees in its employ at the time of the holidays, with pay at the rate of 2% of the gross earnings of the employee during the twelve months preceding the last pay period but one prior to the holiday or since the date of employment, should the period of employment be less than twelve months.

ARTICLE 12:

DISCIPLINE

(a) To effect maintenance of discipline and good order, the Company and the Union agree upon <sup>the</sup> adoption of the following methods and procedure:

- (i) Personnel reprimand by the superintendent, assistant-superintendent, the overseer or the second-hand where the situation so warrants;
- (ii) Suspension from work without pay for a period of from one to three days in the case of a second offense.
- (iii) Dismissal from the employ of the Company for a third offense.
- (iv) In a case which, in the opinion of the Company, is a serious offense or a matter seriously effecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal.
- (v) Should an employee of the Company be dismissed and feel that his dismissal is unjustified, the said dismissal may within a period of six working days from the date of the dismissal become a discussable grievance in accordance with the Grievance Procedure article set out in this Agreement.

ARTICLE 13:

NO STOPPAGE OF WORK

(a) The Union agrees that should any disagreement or grievance arise between the parties hereto, the Union or its members shall <sup>not</sup> cause, aid or abet, or take part in any strike, slow down of production, stoppage or work, or picketing, even peaceful, ~~for~~ any cause whatsoever during the lifetime of this contract. Such disagreement or grievance shall be settled in accordance with the steps provided in the grievance and arbitration sections of this contract.

(b) The Company agrees not to engage in any lockout, and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(c) No employee, whether a union member or not, shall cause or take part in a ~~strike~~, slow-down of production, stoppage of work or picketing, for any cause whatsoever. Should an employee do so, he shall be deemed to have broken this Agreement and shall be dismissed from the Company, and such employee will lose by any such act all privileges of reinstatement.

ARTICLE 14: The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications contained in the list attached to this contract entitled "Schedule of Wages" and to decide in which one of the said occupational classifications each and every employee belongs.

ARTICLE 15: The rates of pay as set forth under the heading entitled "Proposed Wages Cents per Hour" in the list attached to this contract entitled "Schedule of Wages" shall be in effect throughout the term of this contract, save insofar as otherwise provided by Article 5.

ARTICLE 16: VOLUNTARY REVOCABLE CHECKOFF

(a) The Company will, during the term of this Agreement honour an order by an employee for the deduction and remittance of his union dues as set out in Schedule A Hereto. Such an order shall be revocable at any time by notice to the Company set out in Schedule B. duplicate by the employee concerned.

When the Company remits dues to the Union Treasurer it shall name the employees from whose pay dues were deducted, and it shall name the employees who have revoked their orders since the last remittance was made.

SCHEDULE A

.....  
Date

I hereby order Dominion Textile Co Limited to deduct the sum of \$1.00 from my first pay cheque each calender month, and to remit the same to the Treasurer of Local 102 of the United Textile Workers of America.

.....  
Employees

Witness:

L.K.  
P.D.  
H.G. ....  
    Paymaster

SCHEDULE B

.....  
Date

I hereby revoke the order given by me to Dominion Textile Company Limited on.....to deduct my union dues and remit the same to the Treasurer of Local 102 United Textile Workers of America, and request that no further deductions be made for union dues from my pay cheque.

.....  
EMPLOYEE

WITNESS:

P.D. L.K.....  
~~MANAGER~~

(b) The Company and the Union agree that they will not at any time coerce or intimidate any employee to induce him either to accept or to refuse to accept the checkoff. They agree further that they will not coerce or intimidate or discriminate against any employee because he accepts, cancels, or refuses to accept or cancel his checkoff order.

ARTICLE 17:

The present Agreement shall be in force for a period of one year commencing on the 29th day of July 1946, and terminating on the 28th day of July 1947. It shall be automatically renewed for a farther period of one year as and from the 29th day of July 1947 unless one of the parties hereto gives a written notice of termination to the other party hereto not more than sixty days nor less than thirty days prior to the 28th day of July 1947, and thereafter this Agreement shall be automatically renewed for a similar period of one year, and so on, upon failure by one of the parties to give a written notice to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF the parties hereto have executed an original and seven copies hereof at Montreal, Quebec, this 25th day of July, 1946.

DOMINION TEXTILE COMPANY LIMITED

P. Daniels  
GENERAL MANUFACTURING MANAGER

Bertrand G. Boissonnault  
INDUSTRIAL RELATIONS MANAGER

UNITED TEXTILE WORKERS OF AMERICA

Lloyd Klenert  
INTERNATIONAL SECRETARY-TREASURER

LOCAL 102 UNITED TEXTILE WORKERS OF  
AMERICA

Victor Tremblay  
PRESIDENT

Henri Gauthier  
SECRETARY

Approved and Countersigned:

CO-ORDINATING COMMITTEE ON INDUSTRIAL DISPUTES OF THE QUEBEC  
PROVINCIAL FEDERATION OF LABOUR

Elphège Beaudoin  
CHAIRMAN

M. Sverdlov  
MEMBER

Ph. Gutler  
MEMBER



<u>Ed Room (Cont'd)</u>	<u>Wages in force May 29th, 1946 In cents per hour</u>	<u>Proposed Wages In cents per hour</u>
Rubber-----	.4400	.5100
yer Balancer-----	.6000	.6700
ationary Card Flat Mach. Oper-----	.6200	.5500
" " " " " " Helper--	.4800	.5500
mber Tender-----	.4800	.5500
 <u>Inning Room</u>		
xer-----	.6200	.6900
indle Setter-----	.6000	.6700
ad Scourer-----	.5100	.5800
ourer-----	.3500	.4500
ler-----	.4800	.5500
ving Man-----	.4800	.5500
ander-----	.4600	.5300
ame Cleaner-----	.3800	.4500
rubber-----	.4400	.5100
eeper-----	.3500	.4500
rn Carrier & Truck-----	.4400	.5100
lling Packer-----	.4400	.5100
bbin Cleaning Mach. Oper-----	.3800	.4500
bbin & Truck Boy-----	.3500	.4500
rucker-----	.4400	.5100
obbin Tester-----	.3800	.4500
ruck & Yarn Boy-----	.3500	.4500
nste Picker-----	.3500	.4500
reasers & Traveller Changers-----	.3500	.4500
 <u>pooling, Warping, Dressing &amp; Drawing-In</u>		
eam Doffer-----	.4800	.5500
pool Boy-----	.3500	.4500
arn Distributor-----	.4800	.5500
lasher Tender-----	.6500	.7200
ize Mixer-----	.5100	.5800
lasher Tender Helper-----	.4800	.5500
arp Tying Mach. Oper-----	.6500	.7200
" " " " " Helper-----	.4800	.5600
arness & Reed Repair Man-----	.5100	.5800
arp Trucker-----	.4800	.5500
obbin & Truck Boy-----	.3500	.4500
ailing Mach. Girl-----	.3800	.4500
eeper-----	.3500	.4500
ixing Bad Spools-----	.4400	.5100
eam Packer-----	.3500	.4500
courer & Oiler-----	.3500	.4500
arp Weigher & Clerk-----	.5100	.5800
 <u>save Room</u>		
oom Fixer-----	.7000	.7700
oom Supply Man-----	.4800	.5500
Conditioning Room Man (Mach)-----	.4600	.5400
Bobbin Cleaning Mach Boy-----	.3500	.4500
Warp Hanger-----	.6000	.6700
Smash Piecer-----	.5100	.5800
Cloth Doffer-----	.4800	.5500
Filling Man-----	.4800	.5500
Loom Cleaner-----	.4800	.5500
Sweeper-----	.3500	.4500
Bobbin Truck Boy-----	.3800	.4500
Conditioning Room Man Helper-----	.3800	.4500
Scrubber-----	.4400	.5100
Pick-Out Girls-----	.3500	.4500
Cloth & Box Man-----	.4600	.5300

	Wages in force May 29th, 1946 <u>In cents per hour</u>	<u>Proposed Wages</u> in cents <u>per hour</u>
<u>Cloth Room</u>		
Bale Sheet Man-----	.5600	.6300
Table Cutters & Inspectors-----	.4600	.5400
Brush & Shearer Man-----	.4800	.5500
Press Man-----	.4800	.5500
Folder Tender-----	.4600	.5400
Cloth Distributor-----	.4600	.5400
Cloth Inspector-----	.4400	.5100
Stencillers-----	.3800	.4500
Brush & Shearer Man's Helper-----	.4400	.5100
Head Table Cutter-----	.5100	.5800
Cloth Weigher-----	.4600	.5400
Cloth Sorter-----	.4600	.5400
Tacker-----	.3500	.4500
Roll Carrier-----	.4600	.5400
Winder & Roller-----	.3800	.4500
Scrubber-----	.4400	.5100
Head Packer-----	.6200	.6900
<u>Yarn Finishing</u>		
Yarn Distributor-----	.4800	.5500
Checker & Inspector-----	.4600	.5300
Section Hand-----	.5300	.6000
Packer & Inspector-----	.4800	.5500
Yarn Packer-----	.4400	.5100
Conditioning Boy-----	.3500	.4500
<u>Twisting Dept</u>		
Brownell Twister Tender Helper-----	.3500	.4500
Spool Packers-----	.3800	.4500
<u>Narrow Fabric &amp; Lug Strap</u>		
Narrow Fabric Fixer-----	.6500	.7200
Warp Tender & Inspector-----	.4400	.5100
Doffer-----	.3500	.4500
Lug Strap Maker-----	.4800	.5500

M.S. P.D. L.K. B.B. H.G. V.T. E.B. PH. C.

PIECE WORKERS

MERCHANTS

	Objective in cents per hour	In force May 29, 1946 % incen- tive	Objective In cents per hour	Proposed % incen- tive
<u>Card Room</u>				
Drawing Tenders & Cleaners 48 deliveries-----	.4500	6.66%	.4700	17.02
Slubber Tenders, Doffers, & Cleaners-----	.5000	6.00	.5000	20.00
Intermediate Tenders-----	.4800	6.25	.4800	20.83
Intermediate Doffers, & Cleaners	.3400	11.76	.3500	28.57
Speeder Doffers & Cleaners-----	.3400	11.76	.3500	28.57
Speeder Tenders-----	.4800	6.25	.4800	20.83
<u>Spinning Room</u>				
Spinnders, Warp, Weft-----	.4500	6.66%	.4700	17.02
Doffers, Warp, Weft-----	.4500	17.77	.5000	20.00
<u>Spooling, Warping, Dressing &amp; Drawing-In</u>				
Spooler, Tenders, Manual-----	.4100	7.32	.4200	21.43
Warper Tenders-----	.4500	6.66	.4700	17.02
Spooler Tenders, B.C.-----	.4300	6.98	.4400	20.45
Drawing-In Hands-----	.4100	7.32	.4200	21.43
<u>Weave Room</u>				
Weavers-----	.5300	5.66	.5300	18.87
Battery Hands-----	.4100	7.32	.4200	21.43
<u>Yarn Finishing Dept</u>				
Winder Tenders, Cone and Tube-	.4100	7.32	.4700	14.89
Quiller & Reeler Tenders-----	.4100	7.32	.4700	14.89
<u>Twisting Dept</u>				
Twister Tenders-----	.4500	6.66%	.4700	17.02
Twister Doffers & Creelers-----	.4100	7.32	.4200	21.43
<u>Narrow Fabric</u>				
Weavers-----	.4800	6.25	.4800	20.83

Ph. C. M.S. L.K. Bo.B. H.G. U.T. E.B.