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THURSO, October 15th 1954.

THIS is to certify that The Singer Manufacturing Company, having a place of business in the Village of Thurso, and The Singer Manufacturing Company Employees' Federal Union, represented by a Shop Committee duly elected by the Union have, this date, agreed as follows:

THAT the Collective Agreement described as "Union Contract", dated November twenty-fourth, Nineteen Fifty-Two, will remain in effect until October Thirty-first, Nineteen Fifty-Five.

THE Company will grant and the Union hereby accepts an additional one week's vacation with pay to employees having fifteen years service, the last year of which service must be consecutive. This additional week shall however be subject to Clause "d" under the heading "Annual Vacation" of the Contract.

THE Company recognizes that the contract clause dealing with legal holidays is interpreted by the Company and the Union to mean that employees are entitled to seven (7) paid legal holidays, as mentioned in this clause, whether or not such legal holidays fall on a Saturday or Sunday.

PAY for legal holidays shall be calculated by multiplying the number of hours in the week, exclusive of overtime hours, existing at the time of the holidays, by the employees earnings for the first four of the six preceding completed payrolls.

AND we have signed:

The Singer Manufacturing Company,
Thurso, Quebec

(S) P. BOURGET

WITNESS: M. BELLEFLEUR

The Singer Manufacturing Co. Employees
Federal Union Local 152, Trades and
Congress of Canada

(S) G. MALETTE PRESIDENT
EULIDE PARENT SECRETARY

19/54

(S) DENIS PARIEN
Witness

Trades and Labor Congress of Canada

(S) R. BOURGET
Witness

(S) RHEAL BASTIEN

C O P Y

THURSO, September 29th, 1953.

THIS is to certify that the Singer Manufacturing Company, having a place of business in the Village of Thurso, and the Singer Manufacturing Company Employees' Federal Union, represented by a Shop Committee duly elected by the Union have, this date, agreed as follows:

THAT the Collective Agreement described as "UNION Contract, dated November Twenty-Fourth, Nineteen Fifty Four.

THE Company will grant and the Union hereby accepts an additional one week's vacation with pay to employees having twenty years service, the last year of which service must be consecutive. This additional week shall however be subject to Clause "d" under the heading "Annual Vacation" of the Contract.

AND we have signed:-

THE SINGER MANUFACTURING COMPANY,
THURSO, QUEBEC.

THE SINGER MANUFACTURING CO.
EMPLOYEES' FEDERAL UNION
LOCAL 152, TRADES AND LABOR
CONGRESS OF CANADA.

Paul B. Bourget
Witness:-

Geoffry Malette
President

M. Bellefeuille

Euclide Parent
Secretary

Denis Parisien
Witness

TRADES AND LABOR CONGRESS
OF CANADA

L.E. HIRD
Witness

RHEAL BASTIEN

I hereby certify that the above is a true copy of the original on our files and I have signed at Thurso, P.Q. this 9th day of November, 1953.

Signature illisible

19/3273 A

UNION CONTRACT.

The Singer Manufacturing Company - Employees Federal Union,
Local 152, Trades and Labour Congress of Canada.

A G R E E M E N T

AGREEMENT entered into this Twenty fourth day of November 1952, between The Singer Manufacturing Company, having a place of business in the Village of Thurso, Quebec, (hereinafter called the "Company"), Party of the First Part, and The Singer Manufacturing Company Employees' Federal Union, Local 152, Trades and Labour Congress of Canada (Hereinafter called the "Union") Party of the Second Part, represented by a Shop Committee duly elected by the members of the Union.-

RECOGNITION.

On the twenty seventh day of April 1944, the Labour Relations Board of the Province of Quebec, certified the Union as the Collective Representative of all the employees in the Company's establishment at Thurso, P.Q., exclusive of office employees, employees of the Logging Department, employees working on the farm and on milk distribution for the Company in Thurso.-

DISCRIMINATION.

The Company will not interfere with the right of any employee to become a member of the Union. There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any employee because of membership in a Union.-

The Union agrees that no intimidation or coercion shall be practised among the Company's employees in recruiting membership of the Union or for other purpose and that there shall be no soliciting of membership distribution of propaganda or transaction of any business of the Union on the Company's property or on Company time save such as is authorized by this Agreement.

The foregoing shall not be held to restrict or interfere with the right of individual employees to converse freely with each other upon any matters of interest to them during rest periods, lunch hour and like interludes.-

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CHECK-OFF.

During the term of this Agreement, The Company agrees to deduct and remit the Union dues of One Dollar (\$1.00) per month from the earnings of each employee who so authorizes it in writing upon a form to be supplied by the Company. Such authorization for payroll deduction shall be voluntary on the part of the employee and shall be for the life of the Agreement. Such deduction shall be made from the last pay of each month.

SENIORITY.

The Company shall maintain as an office record a list showing the name of each employee, his job and the date he began to work for the Company. The said list will be accessible to the Secretary of the Union during usual business hours on reasonable notice.

In the case of lay-off and of re-hiring after lay-off, seniority applied among employees performing the same class of work shall ordinarily be the controlling factor, provided, however, that there is reserved to the Company in all cases the right to retain, lay off or hire on the basis of -

- (a) Ability and fitness to perform the work in question.
- (b) Value to the Company because of special training or qualifications.
- (c) Family status.

Length of service shall be determined by the total time, whether or not consecutive, an employee shall have worked for the Company. An employee shall not be entitled to consideration because of length of service until he shall have continue in the Company's employ for six consecutive months and shall cease to be entitled to consideration for length of service if:

- (1) He quits voluntarily;
- (2) He is dismissed for cause;
- (3) He is absent for five days without permission;
- (4) He does not return to work within five days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail;-
- (5) A period of six months elapses after his name has been removed from the payroll (except where the cause of removal is

(SENIORITY Cont'd.)

(5) is sickness of the employee of temporary lay-off for a period of six months or longer.)

In accordance with the provisions of Chapter 31 of the Statutes of Canada, 6-7 Geo VI, service in the armed forces of His Majesty shall not affect the seniority status of the employee concerned.

Employees may be transferred to other departments or occupational groups at the discretion of the Company and shall suffer no change in seniority thereby.-

In the promotions to higher paid jobs or when new departments are to be opened, in such cases preference shall be given as much as possible to the regular employees of the plant.

MEDICAL EXAMINATION.

Due to the nature of all the operations of the Company in Thurso, the long established practice of compulsory annual medical examination of all the employees of the Company at the request and expense of the Company will be continued as in the past.

LEAVE OF ABSENCE.

Employees elected or appointed as delegates of the Union, not exceeding three (3) in number at any one time, shall be given reasonable leave of absence without pay to enable them to perform the duties of such office, provided that their request for such leave of absence is transmitted to the Management of the Company at least three days before the first day of the period for which the leave of absence is requested.-

Any employee elected as a full time Union official shall, during his term of office but for not longer than one year, be given leave of absence without pay and without loss of his seniority rights.

LEGAL HOLIDAYS.

The Company recognizes the following holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Dominion Day	Christmas Day
All Saints Day	

Whenever any such day falls on Sunday and the following Monday is observed in the Province of Quebec, as a holiday, then, for the purpose of this Agreement, such Monday will be recognized or treated as a holiday within the meaning of this Agreement.-

Legal holidays Cont'd.

Any Employee, whether a piece of day worker, who has been in the Company's employ continuously for six months or more immediately preceding such holiday, and has not been absent from his work without permission on any one of the five full working days immediately preceding such holiday or upon any one of the working days in the calendar week in which such holiday occurs, shall receive pay for such holidays as heretofore, and not otherwise,

ANNUAL VACATION.

- (a) An Annual vacation with pay to be given all employees in accordance with ordinances of the Minimum Wage Commission of the Province of Quebec.-
- (b) An additional week's vacation with pay will be given to all employees who, on April 30th in the year for which the vacation is scheduled, having completed five years service with the Company the last one year of which service must be consecutive.
- (c) On termination of an employee's service with the Company, he shall receive separation pay in accordance with the Ordinance of the Minimum Wage Commission of the Province of Quebec, However, if an employee is eligible for the additional week's vacation and he is laid off for lack of work or is forced to resign because of illness, he will be given separation pay in accordance with the provisions of the above mentioned ordinances, except it shall be calculated at 4% instead. of 2%
- (d) Annual vacation and computed vacation wages do not include any overtime performed during the period on which vacation is based.-

WAGES AND OVERTIME.

- (a) It is agreed that a scale of wages rates and job classifications will form part of this Agreement and will be referred to as Appendices "A" "B" and "C"
- (b) All work performed in excess of nine (9) hours per day or on Saturdays (except where an employee has been absent within the week without permission) or on Sundays, will be paid at time and one half, except as noted in paragraph (c) below.

Wages and Overtime Cont'd.

(c) POWER-HOUSE operating employees will be paid time and one half only after forty eight (48) hours in any one schedule work week regardless of Saturday or Sunday work.

GRIEVANCES.

Grievances may be presented to the Company by any employee through a Grievance Committee composed of not more than three Representatives elected by the members of the Union. Grievances may also be presented to the Company by any individual employee.

Any grievance shall first be presented to the Foreman of the employee or employees concerned. Failing satisfactory adjustment by him it may then be presented to the Department Superintendent, then to the General Superintendent and then to the Works Manager. Such successive step to be invoked only in case of failure of the preceding step to secure satisfactory adjustment. All such grievance shall be handled with reasonable promptness. On request any grievance or the disposition thereof shall be reduced to writing.

Upon request the Union shall have the right to review on the Company's premises the records of piece work timings and application of the piece work method of payment which may be the cause of a specific grievance.

GRIEVANCE COMMITTEE.

The Company will afford reasonable opportunity to any member of the Grievance Committee to conduct any business authorized by this Agreement and, if for such purposes it is necessary for such member to absent himself temporarily from his work, he will be granted permission to do so upon application to his Foreman to whom he shall report upon his return to duty.

The Company agrees to hold one monthly meeting with the Grievance Committee at a time convenient for its Representative to hold such meeting.

ARBITRATION.

ARBITRATION.

Any dispute involving the interpretation of any article in this Agreement, which may arise during the life of his Agreement and which the Union and the Company shall fail to adjust satisfactorily in accordance with the provisions of the preceding section dealing with grievances, shall be promptly submitted to arbitration. The Board of Arbitration shall be appointed and the conduct of the said arbitration shall be governed in accordance with the provisions of the Quebec Trade Disputes Act. Revised Statutes of Quebec, 1941 Chap 187 The decision of the Arbitration Board shall be made with reasonable promptness and shall be final and binding upon the parties and shall be within the scope of this Agreement.

LIFE OF THE AGREEMENT.

The present Agreement shall take effect from the first day of November, 1952 and shall be in force until the thirty first (31st) day of October 1953 to continue thereafter from year to year unless one of the parties to the said Agreement gives a written notice to the other party within a delay of not more than sixty (60) days and not less than thirty (30) days prior to the expiration of the date of the expiry of the said Agreement.

DATED at Thurso Quebec, this twenty fourth day of November 1952.

IN TESTIMONY WHEREOF we have affixed our signatures and seals in good faith.

THE SINGER MANUFACTURING COMPANY
THURSO, QUEBEC,

J.E . Aird.

Witness.

unreadable signature

WitnessesL unreadable.

THE SINGER MANUFACTURING COMPANY
EMPLOYEES' FEDERAL UNION, LOCAL
152 TRADES AND LABOUR CONGRESS
OF CANADA.

Gerard Dumouchel.
President.

Roger Rousselle.
Secretary

TRADES AND LABOUR CONGRESS OF
CANADA

Victor Trudeau.

DAY WORK LABOUR GRADES - APPLICABLE RATES.

APPENDIX "A"

Labour Grade.	Points.	Adults.				Minors.			
		Male		Female.		Male		Female.	
J	275 - 290	\$ 1.35	1.55	\$1.15	1.35	\$ 1.20	1.40	\$ 1.05	1.25
I	255 - 270	1.30	1.45	1.10	1.25	1.15	1.30	1.00	1.15
H	235 - 250	1.25	1.40	1.05	1.20	1.10	1.25	.95	1.10
G	215 - 230	1.20	1.35	1.00	1.15	1.05	1.20	.90	1.05
F	200 - 210	1.15	1.30	.95	1.10	1.00	1.15	.85	1.00
E	185 - 195	1.05	1.20	.85	1.00	.90	1.05	.75	.90
D	170 - 180	1.00	1.15	.80	.95	.85	1.00	.70	.85
C	155 - 165	.95	1.10	.75	.90	.80	.95	.65	.80
B	140 - 150	.95	1.05	.70	.85	.75	.90	.60	.75
A	125 - 135	.90	1.00	.65	.80	.70	.85	.55	.70

- (1) Minors Employees not having attained their 18th Birth day.
- (2) All Employees excepting Watchmen, Power house employees, and Repairmen, on night shifts will be paid five cents (5¢) per hour over the above mentioned rates.-
- (3) Starting rates will be 10% less than minimum for all classes of labour for a period of three (3) months but not lower than the minimum rate shown for Class "A"

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PIECE WORK LABOUR GRADES APPLICABLE RATES.

Male.

APPENDIX "B"

<u>Labour Grade.</u>	<u>Points.</u>		<u>Male.</u>		<u>Females.</u>
			<u>Adults</u>	<u>Minors</u>	
J	275	290	\$ 1.20	\$1.05	\$ 1.05
I	255	270	1.16	1.01	1.01
H	235	250	1.11	.97	.97
G	215	230	1.07	.93	.93
F	200	210	1.04	.89	.88
E	185	195	.98	.85	.84
D	170	180	.94	.81	.80
C	155	165	.90	.77	.75
B	140	150	.85	.73	.71
A	125	135	.81	.69	.67

- (1) Miners - Employees not having attained their 18th birthday.
- (2) All employees excepting Watchmen, Power-house employees, and Repairmen, on night shifts will be paid five cents (5¢) per hour over the above mentioned rates.
- (3) Pieceworkers will be paid the base rate (less 10% applicable to new employees only, but not lower than rate shown for Class "A") of the Labour Grade of their jobs for the probationary period not exceeding three (3) months. After the probationary period has been completed, Pieceworkers will be paid for actual parts or units produced at the pice work rates that apply.

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RATES TO BE APPLIED TO APPRENTICES.

- X Electricians
- X Stationary Engine Men
- Machinists
- Mechanics
- Carpenters
- Plumbers
- Millwrights
- Masons & Bricklayers
- Tinsmiths
- Steamfitters
- Toolmakers
- Blacksmiths
- Welders

1st 6 months 50% of Minimum Rate of Applicable Labor Grade.

2nd	"	"	55%	"	"	"	"	"	"
3rd	"	"	60%	"	"	"	"	"	"
4th	"	"	65%	"	"	"	"	"	"
5th	"	"	70%	"	"	"	"	"	"
6th	"	"	75%	"	"	"	"	"	"
7th	"	"	80%	"	"	"	"	"	"
8th	"	"	85%	"	"	"	"	"	"

X In order to benefit by the full Labor Grade Minimum rate, Apprentice Electricians and Apprentice Stationary Engine men must obtain a recognized certificate of qualification.

UNION CONTRACT

The Singer Manufacturing Company- Employees Federal Unions Local 152, Trades and Labour Congress of Canada.

AGREEMENT

AGREEMENT entered into this Twentieth day of November, 1951, between The Singer Manufacturing Company, having a place of business in the Village of Thurso, Quebec, (hereinafter called the "Company"), Party of the First Part, and the Singer Manufacturing Company Employees' Federal Union, Local 152, Trades and Labour Congress of Canada (hereinafter called the "Union"), Party of the Second Part, represented by a Shop Committee duly elected by the members of the Union.

RECOGNITION

On the twenty-seventh day of April, 1944, the Labour Relations Board of the Province of Quebec certified the Union as the Collective Representative of all the employees in the Company's establishment at Thurso, P.Q; exclusive of office employees, employees of the Logging Department, employees working on the farm and on milk distribution for the Company in Thurso.

DISCRIMINATION

The Company will not interfere with the right of any employee to become a member of the Union. There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any employee because of membership in a union.

The Union agrees that no intimidation or coercion shall be practised among the Company's employees in recruiting membership of the Union or for other purposes and that shall be no soliciting of membership, distribution of propaganda or transaction of any business of the Union on the Company's property or on Company time save such as is authorized by this Agreement.

The foregoing shall not be held to restrict or interfere with the right of individual employees to converse freely with each other upon any matters of interest to them during rest periods, lunch hour and like interludes.

CHECK-OFF

During the term of this Agreement, The Company agrees to deduct and remit the Union dues of One dollar (\$1.00) per month from the earnings of each employee who so authorizes it in writing upon a form to be supplied by the Company. Such authorization for payroll deduction shall be voluntary on the part of the employee and shall be for the life of the Agreement. Such deduction shall be made from the last pay of each month.

SENIORITY

The Company shall maintain as an office record a list showing the name of each employee, his job and the date he began to work for the Company. The said list will be accessible to the Secretary of the Union during usual business hours on reasonable notice.

In the case of lay-off and re-hiring after lay-off, seniority applied among employees performing the same class of work shall ordinarily be the controlling factor, provided, however, that there is reserved to the Company in all cases the right to retain, lay off or hire on the basis of-

- (a) Ability and fitness to perform the work in question.
- (b) Value to the Company because of special training or qualifications.
- (c) Family status.

Length of service shall be determined by the total time, whether or not consecutive, an employee shall have worked for the Company. An employee shall not be entitled to consideration because of length of service until he shall have continued in the Company's employ for six consecutive months and shall cease to be entitled to consideration for length of service if-

- (1) He quits voluntarily;
- (2) He is dismissed for cause;
- (3) He is absent for five days without permission;
- (4) He does not return to work within five days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail;
- (5) A period of six months elapse after his name has been removed from the payroll (except where the cause of removal is

Seniority Cont'd

(50 sickness of the employee or temporary lay-off for a period of six months or longer)

In accordance with the provisions of Chapter 31 of the Statutes of Canada, 6-7 Geo. VI, service in the armed forces of His Majesty shall not affect the seniority status of the employee concerned.

Employees may be transferred to other departments or occupational groups at the discretion of the Company and shall suffer no change in seniority thereby.

In the promotions to higher paid jobs or when new departments are to be opened, in such cases preference shall be given as much as possible to the regular employees of the plant.

MEDICAL EXAMINATION

Due to the nature of all the operations of the Company in Thurso, the long established practice of compulsory annual medical examination of all the employees of the Company at the request and expense of the Company will be continued as in the past.

LEAVE OF ABSENCE

Employees elected or appointed as delegates of the Union, not exceeding three (3) in number at any one time, shall be given reasonable leave of absence without pay to enable them to perform the duties of such office, provided that their request for such leave of absence is transmitted to the Management of the Company at least three days before the first day of the period for which the leave of absence is requested.

Any employee elected as a full time Union official shall, during his term of office but not longer than one year, be given leave of absence without pay and without loss of his seniority rights.

LEGAL HOLIDAYS

The Company recognizes the following holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Dominion Day	Christmas Day

All Saints Day

Whenever any such day falls on Sunday and the following Monday is observed in the Province of Quebec as a holiday, then, for the purposes of this Agreement, such Monday will be recognized or treated as a holiday within the meaning of this Agreement.

Legal Holidays Cont'd

Any Employee, whether a piece or day worker, who has been in the Company's employ continuously for six months or more immediately preceding such holiday, and has not been absent from his work without permission on any one of the five full working days immediately preceding such holiday or upon any one of the working days in the calendar week in which such holiday occurs, shall receive pay for such holiday as heretofore, and not otherwise.

ANNUAL VACATION

(a) An annual vacation with pay to be given all employees in accordance with ordinance of the Minimum Wage Commission of the Province of Quebec.

(b) An additional week's vacation with pay will be given to all employees, who on April 30 in the year for which the vacation is scheduled, having five years service with the Company- the last one year of which service must be consecutive.

(c) On termination of an employee's service with the Company, he shall receive separation pay in accordance with the ordinances of the Minimum Wage Commission of the Province of Quebec. However, if an employee is eligible for the additional week's vacation and he is laid off for lack of work or is forced to resign because of illness, he will be given separation pay in accordance with the provisions of the above mentioned ordinance, except it shall be calculated at 4% instead of 2%.

(d) Annual vacation and computed vacation wages do not include any overtime performed during the period on which vacation is based.

WAGES AND OVERTIME

(a) It is agreed that a scale of wage rates and job classifications will form part of this Agreement and will be referred to as Appendices "A", "B" and "C".

(b) All work performed in excess of nine (9) hours per day or on Saturdays (except where an employee has been absent within the week without permission) on on Sundays, will be paid at time and one half, except as noted in paragraph (c) below.

(c)

Wages and Overtime Cont'd

(e) Power-House operating employees will be paid time and one half only after forty-eight (48) hours in any one schedule work week regardless of Saturday or Sunday work.

GRIEVANCES

Grievances may be presented to the Company by any employee through a Grievance Committee composed of not more than three Representatives elected by the members of the Union. Grievances may also be presented to the Company by any individual employee.

Any grievance shall first be presented to the Foreman of the employee or employees concerned. Failing satisfactory adjustment by him it may then be presented to the Department Superintendent, then to the General Superintendent and then to the Works Manager. Each successive step to be invoked only in case of failure of the preceding step to secure satisfactory adjustment. All such grievances shall be handled with reasonable promptness. On request, any grievance or the disposition thereof shall be reduced to writing.

Upon request, the Union shall have the right to review on the Company's premises the records of piece-work timings and application of the piece-work method of payment which may be the cause of a specific grievance.

GRIEVANCE COMMITTEE

The Company will afford reasonable opportunity to any member of the Grievance Committee to conduct any business authorized by this Agreement and, if for such purposes it is necessary for such member to absent himself temporarily from his work, he will be granted permission to do so upon application to his Foreman to whom he shall report upon his return to duty.

The Company agrees to hold one monthly meeting with the Grievance Committee at a time convenient for its Representative to hold such meeting.

ARBITRATION

ARBITRATION

Any dispute involving the interpretation of any article in this Agreement, which may arise during the life of this Agreement and which the Union and the Company shall fail to adjust satisfactorily in accordance with the provisions of the preceding section dealing with grievances, shall be promptly submitted to arbitration. The Board of Arbitration shall be appointed and the conduct of the said arbitration shall be governed in accordance with the provisions of the Quebec Trade Disputes Act, Revised Statutes of Quebec, 1941, Chap. 167. The decision of the Arbitration Board shall be made with reasonable promptness and shall be final and binding upon the parties and shall be within the scope of this Agreement.

LIFE OF THE AGREEMENT

The present Agreement shall take effect from the first day of November, 1951, and shall be in force until the thirty-first (31st) day of October, 1952, to continue thereafter from year to year unless one of the parties to the said Agreement gives a written notice to the other party within a delay of not more than sixty (60) days and not less than thirty (30) days prior to the expiration of the date of the expiry of the said Agreement.

DATED at Thurso, Quebec, this Twentieth day of November, 1951.

IN TESTIMONY WHEREOF we have affixed our signatures and seals in good faith.

THE SINGER MANUFACTURING COMPANY
THURSO, QUEBEC.

P. Bourget

Witness

L. E. Hind

Witness

THE SINGER MANUFACTURING
COMPANY EMPLOYEES' FEDERAL
UNION, LOCAL 152, TRADES
AND LABOUR CONGRESS OF CANADA.

Robert Maris
President

Roger Rousselle

Secretary

TRADES AND LABOUR CONGRESS OF
CANADA.

Victor Trudeau

DAY WORK LABOUR GRADES-APPLICABLE RATES

APPENDIX "A"

<u>Labour Grade</u>	<u>Points</u>	<u>Adults</u>		<u>Minors</u>	
		<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
J	275-290	\$1.30-1.50	\$1.10-1.30	\$1.15-1.35	\$1.00-1.20
I	255-270	1.25-1.40	1.05-1.20	1.10-1.25	.95-1.10
H	235-250	1.20-1.35	1.00-1.15	1.05-1.20	.90-1.05
G	215-230	1.15-1.30	.95-1.10	1.00-1.15	.85-1.00
F	200-210	1.10-1.25	.90-1.05	.95-1.10	.80-.95
E	185-195	1.00-1.15	.80-.95	.85-1.00	.70-.85
D	170-180	.95-1.10	.75-.90	.80-.95	.65-.80
C	155-165	.90-1.05	.70-.85	.75-.90	.60-.75
B	140-150	.90-1.00	.65-.80	.70-.85	.55-.70
A	125-135	.85-.95	.60-.75	.65-.80	.50-.65

- (1) Minors- Employees not having attained their 18th Birthday.
- (2) All Employees excepting Watchmen, Power-house employees, and Repairmen, on night shifts will be paid five cents (5¢) per hour over the above mentioned rates.
- (3) Starting rates will be 10% less than minimum for all classes of labour for a period of three (3) months, but not lower than the minimum rate shown for Class "A".

PIECE WORK LABOUR GRADES-APPLICABLE RATES

<u>Labour Grade</u>	<u>Points</u>	<u>Adults</u>				<u>Minors</u>	
		<u>Male</u>		<u>Female</u>		<u>Male</u>	
		<u>(a)</u>	<u>(b)</u>	<u>(a)</u>	<u>(b)</u>	<u>(a)</u>	<u>(b)</u>
J	275-290	\$1.17-	1.46	\$1.02-	1.28	\$1.02-	1.28
I	255-270	1.13-	1.41	.98-	1.23	.98-	1.23
H	235-250	1.08-	1.35	.94-	1.18	.94-	1.18
G	215-230	1.04-	1.30	.90-	1.13	.90-	1.13
F	200-210	1.00-	1.25	.85-	1.06	.86-	1.06
E	185-195	.96-	1.20	.81-	1.01	.82-	1.03
D	170-180	.91-	1.24	.77-	.96	.78-	.98
C	155-165	.87-	1.09	.72-	.90	.74-	.93
B	140-150	.82-	1.03	.68-	.85	.70-	.88
A	125-135	.78-	.98	.64-	.80	.66-	.83

(a) Base Rate

(b) Incentive Expectancy

(1) Minors- Employees not having attained their 18th birthday

(2) All Employees excepting Watchmen, Power-house employees, and Repairmen, on night shifts will be paid five cents (5¢) per hour over the above mentioned rates.

(3) Pieceworkers will be paid the baserate (less 10% applicable to new employees only, but not lower than rate shown for Class "A") of the Labour Grade of their jobs for the probationary period not exceeding three (3) months. After the probationary period has been completed, Pieceworkers will be paid for actual parts or units produced at the piece work rates that apply.

APPENDIX "C"

RATES TO BE APPLIED TO APPRENTICES

- X Electricians
- X Stationary Engine Men
- Machinists
- Mechanics
- Carpenters
- Plumbers
- Millwrights
- Masons & Bricklayers
- Tinsmiths
- Steamfitters
- Toolmakers
- Blacksmiths
- Welders

1st	6 months	50%	of	Minimum	Rate	of	Applicable	Labor	Grade
2nd	"	55%	"	"	"	"	"	"	"
3rd	"	60%	"	"	"	"	"	"	"
4th	"	65%	"	"	"	"	"	"	"
5th	"	70%	"	"	"	"	"	"	"
6th	"	75%	"	"	"	"	"	"	"
7th	"	80%	"	"	"	"	"	"	"
8th	"	85%	"	"	"	"	"	"	"

X In order to benefit by the full Labor Grade minimum rate,
 Apprentice Electricians and Apprentice Stationary Engine men
 must obtain a recognized certificate of qualification.

UNION CONTRACT.

The Singer Manufacturing Company- Employees Federal Union,
Local 152 Trades and Labour Congress of Canada.

AGREEMENT.

AGREEMENT entered into this 20th day of
October, 1950 between The Singer Manufacturing Company
having a place of business in the Village of Thurso, Quebec, (hereinafter
called the "Company", Party of the First Part, and The Singer
Manufacturing Company Employees' Federal Union, Local 152 Trades and
Labour Congress of Canada (hereinafter called the "Union"), Party of
the Second Part, represented by a Shop Committee duly elected by the
members of the Union.-

RECOGNITION.

On the twenty-seventh day of April, 1944 the Labour Relations
Board of the Province of Quebec certified the Union as the Collec-
tive Representative of all the employees in the Company's establishment
at Thurso P.Q. exclusive of office employees, employees
of the Logging Department, employees working on the farm and on milk
distribution for the Company in Thurso.

DISCRIMINATION.

The Company will not interfere with the right of any
employee to become a member of the Union. There shall be no discrimination,
interference restraint or coercion by the Company or any of its agents
against any employee because of membership in a union.

The Union agrees that no intimidation or coercion shall be
practised among the Company's employees in recruiting membership of the
Union or for other purposes and that there shall be no soliciting of
membership, distribution of propaganda or transaction of any business
of the Union on the Company's property or on Company time save such as
is authorized by this Agreement.-

The foregoing shall not be held to restrict or interfere
with the right of individual employees to converse freely with each
other upon any matters of interest to them during rest periods, lunch
hours and like interludes.-

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CHECK-OFF.

During the term of this Agreement. The Company agrees to deduct and remit the Union dues of One dollar \$1.00 per month from the earnings of each employee who so authorizes it in writing upon a form to be supplied by the Company. Such authorisation for payroll deduction shall be voluntary on the part of the employee and shall be for the life of the Agreement. Such deduction shall be made from the last pay of each month.-

SENIORITY.

The Company shall maintain as an office record a list showing the name of each employee, his job and the date he began to work for the Company. The said list will be accessible to the Secretary of the Union during usual business hours on reasonable notice.

In the case of lay-off and of re-hiring after lay-off, seniority applied among employees performing the same class of work shall ordinarily be the controlling factor, provided, however, that there is reserved to the Company in all cases the right to retain, lay off or hire on the basis of -

- (a) Ability and fitness to perform the work in question.
- (b) Value to the Company because of special training or qualifications.-
- (c) Family status.

Length of service shall be determined by the total time, whether or not consecutive, an employee shall have worked for the Company. An employee shall not be entitled to consideration because of length of service until he shall have continued in the Company's employ for six consecutive months and shall cease to be entitled to consideration for length of service if-

- (1) He quits voluntarily;
- (2) He is dismissed for cause;
- (3) He is absent for five days without permission:-
- (4) He does not return to work within five days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail.
- (5) A period of six months elapses after his name has been removed from the payroll (except where the cause of removal is sickness of the employee or temporary lay-off for a period of six months or longer) in accordance -

In accordance with the provisions of Chapter 31 of the Statutes of Canada, 6-7 Geo VI. service in the armed forces of His Majesty shall not affect the seniority status of the employee concerned.-

Employees may be transferred to other departments or occupational groups at the discretion of the Company and shall suffer no change in seniority thereby.

In the promotions to higher paid jobs or when new departments are to be opened, in such cases preference shall be given as much as possible to the regular employees of the plant.

MEDICAL EXAMINATION.

Due to the nature of all the operations of the Company in Thurso, the long established practice of compulsory annual medical examination of all the employees of the Company at the request and expense of the Company will be continued as in the past.-

LEAVE OF ABSENCE.

Employees elected or appointed as delegates of the Union, not exceeding three (3) in number at any one time, shall be given reasonable leave of absence without pay to enable them to perform the duties of such office, provided that their request for such leave of absence is transmitted to the Management of the Company at least three days before the first day of the period for which the leave of absence is requested.

Any employee elected as a full time Union official shall, during his term of office but for not longer than one year, be given leave of absence without pay and without loss of his seniority rights.

LEGAL HOLIDAYS.

The Company recognizes the following holidays:-

New Year's Day
Good Friday
Dominion Day

Labour Day
Thanksgiving Day
Christmas Day

All Saints Day

Whenever any such day falls on Sunday and the following Monday is observed in the Province of Quebec as a holiday, then for the purposes of this Agreement, such Monday will be recognized or treated as a holiday within the meaning of this Agreement.-

Legal Holidays Cont'd.

Any employee, whether a piece of day worker, who has been in the Company's employ continuously for six months or more immediately preceding such holiday, and has not been absent from his work without permission on any one of the five full working days immediately preceding such holiday or upon any one of the working days in the calendar week in which holiday occurs, shall receive pay for such holiday as heretofore, and not otherwise.

ANNUAL VACATION.

(a) An annual vacation with pay to be given all employees in accordance with ordinances of the Minimum Wage Commission of the Province of Quebec.

(b) An additional week's vacation with pay will be given to all employees who, on April 30 in the year for which the vacation is scheduled, having completed five years service with the Company - the last one year of which service must be consecutive.

(c) On termination of an employee's service with the Company, he shall receive separation pay in accordance with the ordinances of the Minimum Wage Commission of the Province of Quebec. However, if an employee is eligible for the additional week's vacation and he is laid off for lack of work or is forced to resign because of illness, he will be given separation pay in accordance with the provisions of the above mentioned ordinances, except it shall be calculated at 4% instead of 2%

(d) Annual vacation and computed vacation wages do not include any overtime performed during the period on which vacation is based.-

WAGES AND OVERTIME.

(a) It is agreed that a scale of wage rates and job classifications will form part of this Agreement and will be referred to as Appendices "A" "B" "C" and "D"

(b) All work performed in excess of nine (9) hours per day or on Saturdays (except where an employee has been absent within the week without permission) or on Sundays will be paid at time and one half, except as noted in paragraph (c) below.-

(c)

Wages and Overtime Cont'd.

(c) Power-House operating employees will be paid time and one half only after forty-eight (48) hours in any one Schedule work week regardless of Saturday or Sunday work.

GRIEVANCES.

Grievances may be presented to the Company by any employee through a Grievance Committee composed of not more than three Representatives elected by the members of the Union. Grievance may also be presented to the Company by any individual employee.

Any grievance shall first be presented to the Foreman of the employee or employees concerned. Failing satisfactory adjustment by him it may then be presented to the Department Superintendent, then to the General Superintendent and then to the Works Manager. Each successive step to be invoked only in case of failure of preceding step to secure satisfactory adjustment. All such grievances shall be handled with reasonable promptness. On request, any grievance or the disposition thereof shall be reduced to writing.-

Upon request, the Union shall have the right to review on the Company's premises the records of piece-work timings and application of the piece work method of payment which may be the cause of a specific grievance.-

GRIEVANCE COMMITTEE.

The Company will afford reasonable opportunity to any member of the Grievance Committee to conduct any business authorized by this Agreement and, if for such purposes it is necessary for such member to absent himself temporarily from his work, he will be granted permission to do so upon application to his Foreman to whom he shall report upon his return to duty.

The Company agrees to hold one monthly meeting with the Grievance Committee at a time convenient for its Representative to hold such meeting.-

ARBITRATION.-

ARBITRATION.

Any dispute involving the interpretation of any article in this Agreement, which may arise during the life of this Agreement and which the Union and the Company shall fail to adjust satisfactorily in accordance with the provisions of the preceding section dealing with grievance, shall be promptly submitted to arbitration. The Board of Arbitration shall be appointed and the conduct of the said arbitration shall be governed in accordance with the provisions of the Quebec Trade Disputes Act, Revised Statutes of Quebec 1941 Chap 167. The decision of the Arbitration Board shall be made with reasonable promptness and shall be final and binding upon the parties and shall be within the scope of this Agreement.-

LIFE OF THE AGREEMENT.

The present Agreement shall take effect from the first day of November 1950 and shall be in force until the thirty first (31st) day of October 1951, to continue thereafter from year to year unless one of the parties to the said Agreement gives a written notice to the other party within a delay of not more than sixty (6) days and not less than thirty (30) days prior to the expiration of the date of the expiry of the said Agreement.-

DATED at Thurso, Quebec this 20th day of
October 1950.

IN TESTIMONY WHEREOF we have affixed our signatures and seals in good faith.

THE SINGER MANUFACTURING COMPANY.

SINGER MANUFACTURING COMPANY
EMPLOYEES' FEDERAL UNION, LOCAL
152 Trades and Labo^{ur} Congress
Of Canada.

Ray. Bourget.

Ernest Savoyard.
President.

WITNESSES:

Art. Charland

Marcel Dubé.
Secrétaire

Dalmer Cloutier.

TRADES AND LABOUR CONGRESS OF
CANADA.

V. Trudeau.-

APPENDIX "A" DAY WORK LABOUR GRADES - APPLICABLE RATES.

<u>Labour Grade.</u>	<u>Points.</u>	<u>Adults.</u>		<u>Minors.</u>			
		<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female.</u>		
J	275 - 290	1.01	1.11	.87	.97	.73	.83
I	255 - 270	.97	1.07	.83	.93	.69	.79
H	235 - 250	.92	1.02	.79	.89	.65	.75
G	215 - 230	.88	.98	.75	.85	.61	.71
F	200 - 210	.84	.94	.72	.82	.56	.66
E	185 - 195	.79	.89	.68	.78	.52	.62
D	170 - 180	.75	.85	.64	.74	.48	.58
C	155 - 185	.70	.80	.59	.70	.44	.54
B	140 - 150	.66	.76	.55	.65	.40	.50
A	125 - 135	.62	.72	.51	.61	.40	.48

- (1) An hourly increase of 7½ (percent), calculated to the nearest even cent, will be added to the above Day Work Labour Grades - Applicable Rates retroactive to September 25, 1950 (See Appendix "D".)
- (2) Starting rates will be 10% less than minimum for all classes of labour for a period of three (3) months, but not lower than the minimum rate shown for Class "A"
- (3) Minors Employees not having attained their 18th birthday.
- (4) All employees excepting Watchmen, Power-house employees, and repairmen, on night ^{shift} will be paid five cents (5¢) per hour over the above mentioned rates.-

APPENDIX #B#

PIECE WORK LABOUR GRADES APPLICABLE RATES.

Labour Grade.	Points.		Base.				Incentive Expectancy.			
			Male		Female		Male		Female.	
J	275	290	1.01	1.06	.86	.91	1.26	1.30	1.08	1.13
I	255	270	.97	1.01	.82	.96	1.21	1.25	1.05	1.07
H	235	250	.92	.97	.78	.82	1.15	1.20	.98	1.02
G	215	230	.88	.92	.74	.78	1.10	1.15	.93	.97
F	200	210	.84	.88	.69	.74	1.05	1.10	.86	.91
E	185	195	.79	.84	.65	.69	.99	1.05	.81	.85
D	170	180	.75	.79	.61	.65	.94	.98	.76	.80
C	155	165	.70	.75	.56	.61	.88	.93	.70	.75
B	140	150	.66	.70	.52	.56	.83	.87	.65	.69
A	125	135	.62	.66	.48	.52	.78	.82	.60	.64

- (1) An hourly increase of 7½% (percent) calculated to the nearest even cent, will be added to the above Piece Work Labour Grades, Applicable Base Rates, retroactive to September 25th 1950 (Appendix "D").
- (2) Pieceworkers will be paid the base rate (less 10% applicable to new employees only, but not lower than rate shown for Class "A") of the Labour Grade of their jobs for the probationary period not exceeding three (3) months. After the probationary period has been completed, Pieceworkers will be paid for actual parts or units produced at the piece work rates that apply.-
- (3) On operations classified for Minors only the base of Day work Labour Rates for Minors (Appendix "A" will apply for respective labour grades.-
- (4) All employees excepting Watchmen, Power-house employees and Repairmen, on night shifts will be paid five cents (5¢) per hour over the above mentioned rates.-

APPENDIX "C"

RATES TO BE APPLIED TO APPRENTICES.

- X Electricians.
- X Stationary Engine Men
- Machinists
- Mechanics
- Carpenters
- Plumbers
- Millwrights
- Masons & Bricklayers
- Tinsmiths
- Steamfitters
- Toolmakers
- Blacksmiths
- Welders.

1st 6 months		50%	of	Minimum	Rate	of	Applicable	Labor	Grade.
2nd "	"	55%	"	"	"	"	"	"	"
3rd "	"	60%	"	"	"	"	"	"	"
4th "	"	65%	"	"	"	"	"	"	"
5th "	"	70%	"	"	"	"	"	"	"
6th "	"	75%	"	"	"	"	"	"	"
7th "	"	80%	"	"	"	"	"	"	"
8th "	"	85%	"	"	"	"	"	"	"

X In order to benefit by the full Labor Grade minimum rate,
 Apprentice Electricians and Apprentice Stationary Engine men
 must obtain a recognized certificate of qualification.

Appendix "D"

DAY WORK LABOUR GRADES APPLICABLE RATES.

Labour Grade.	Points.		Adult.				Minors.			
			Male		Female		Male		Female.	
J	275	290	\$1.09	1.19	\$.92	1.05	\$.94	1.04	\$.78	.89
I	255	270	1.04	1.15	.88	.99	.89	1.00	.74	.85
H	235	250	.99	1.10	.84	.95	.85	.96	.70	.81
G	215	250	.95	1.05	.80	.80	.81	.91	.68	.76
F	200	210	.90	1.01	.74	.85	.77	.88	.60	.71
E	185	195	.85	.96	.70	.81	.75	.84	.56	.67
D	170	160	.81	.91	.66	.76	.69	.80	.52	.62
C	155	165	.75	.86	.60	.71	.63	.75	.47	.58
B	140	150	.71	.82	.56	.87	.59	.70	.43	.54
A	125	135	.67	.77	.52	.62	.55	.66	.43	.52

PIECE WORK LABOUR GRADES APPLICABLE RATES.

Labour Grade	Points.		Base			
			Male		Female	
J	275	290	\$1.09	1.14	\$.92	.98
I	255	270	1.04	1.09	.88	.92
H	235	250	.99	1.04	.84	.88
G	215	230	.95	.99	.80	.84
F	200	210	.90	.95	.74	.80
E	185	195	.85	.90	.70	.74
D	170	180	.81	.85	.66	.70
C	155	165	.75	.81	.60	.66
B	140	150	.71	.75	.56	.60
A	125	135	.67	.71	.52	.56

The above rates include the 7½% increase over rates shown in Appendices "A" and "B" of contract.
 On operations classified for Minors only, the base of Day Work Labor Rates for Minors will apply for respective labour grades.-

AGREEMENT entered into this first day of November, 1948, between the Singer Manufacturing Company, having a place of business in the Village of Thurso, Quebec, (hereinafter called the " Company ") Party of the First Part, and the Singer Manufacturing Company Employees' Federal Union, Local 152, Trades and Labour Congress of Canada (hereinafter called the "Union") Party of the Second Part, represented by a Shop Committee duly elected by the members of the Union.

RECOGNITION

On the twenty-seventh day of April, 1944, the Labour Relations Board of the Province of Quebec certified the Union as the collective Representative of all the employees in the Company's establishment at Thurso, P.Q., exclusive of office employees, employees of the Logging Department, employees working on the farm and on milk distribution for the Company in Thurso.

DISCRIMINATION

The Company will not interfere with the right of any employee to become a member of the Union. There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any employee because of membership in a union.

The Union agrees that no intimidation or coercion shall be practised among the Company's employees in recruiting membership of the Union or for other purposes and that there shall be no soliciting of membership, distribution of propaganda or transaction or any business of the Union on the Company's property or on
Company

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Company time save such as is authorized by this Agreement.

The foregoing shall not be held to restrict or interfere with the right of individual employees to converse freely with each other upon any matters of interest to them during rest periods, lunch hour and like interludes.

CHECK-OFF

During the term of this Agreement, the Company agrees to deduct and remit the union dues of One dollar (\$1.00) per month from the earnings of each employee who so authorizes it in writing upon a form to be supplied by the Company. Such authorization for payroll deduction shall be voluntary on the part of the employee and shall be for the life of the Agreement. Such deduction shall be made from the last pay of each month.

SENIORITY

The Company shall maintain as an office record a list showing the name of each employee, his job and the date he began to work for the Company. The said list will be accessible to the Secretary of the Union during usual business hours on reasonable notice.

In the case of lay-off and of re-hiring after lay-off, seniority applied among employees performing the same class of work shall ordinarily be the controlling factor, provided, however, that there is reserved to the Company in all cases the right to retain, lay off or hire on the basis of :

(a)

- (a) Ability and fitness to perform the work in question.
- (b) Value to the Company because of special training or qualifications.
- (c) Family status.

Length of service shall be determined by the total time whether or not consecutive, an employee shall have worked for the Company. An employee shall not be entitled to consideration because of length of service until he shall have continued in the Company's employ for six consecutive months and shall cease to be entitled to consideration for length of service if :-

- (1) He quits voluntarily ;
- (2) He is dismissed for cause ;
- (3) He is absent for five days without permission ;
- (4) He does not return to work within five days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail ;
- (5) A period of six months elapses after his name has been removed from the payroll (except where the cause of removal is sickness of the employee or temporary lay-off for a period of six months or longer).

In accordance with the provisions of Chapter 31 of the Statutes of Canada, 6-7 Geo.VI, service in the armed forces of His Majesty shall not affect the seniority status of the employee concerned.

Employees may be transferred to other departments or occupational groups at the discretion of the Company and shall suffer no change in seniority thereby.

In the promotions to higher paid jobs or when

new

new departments are to be opened, in such cases preference shall be given as much as possible to the regular employees of the plant.

MEDICAL EXAMINATION

Due to the nature of all the operations of the company in Thurso, the long established practice of compulsory annual medical examination of all the employees of the Company at the request and expense of the Company will be continued as in the past.

LEAVE OF ABSENCE

Employees elected or appointed as delegates of the Union, not exceeding three (3) in number at any one time, shall be given reasonable leave of absence without pay to enable them to perform the duties of such office, provided that their request for such leave of absence is transmitted to the Management of the Company at least three days before the first day of the period for which the leave of absence is requested.

Any employee elected as a full time Union official shall, during his term of office but for not longer than one year, be given leave of absence without pay and without loss of his seniority rights.

LEGAL HOLIDAYS

The Company recognizes the following holidays :

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Dominion Day	Christmas Day
All Saints' Day	

Whenever

Whenever any such day falls on Sunday and the following Monday is observed in the Province of Quebec as a holiday, then, for the purposes of this Agreement, such Monday will be recognized or treated as a holiday within the meaning of this Agreement.

Any employee, whether a piece or day worker, who has been in the Company's employ continuously for six months or more immediately preceding such holiday, and has not been absent from his work without permission of any one of the five full working days immediately preceding such holiday or upon any one of the working days in the calendar week in which such holiday occurs, shall receive pay for such holiday as heretofore, and not otherwise.

ANNUAL VACATION

(a) An annual vacation with pay to be given all employees in accordance with ordinances of the Minimum Wage Commission of the Province of Quebec.

(b) An additional week's vacation with pay will be given to all employees who, on April 30 in the year for which the vacation is scheduled, have completed five years service with the Company- the last one year of which service must be consecutive.

(c) Vacation pay for the employees eligible for the additional week's vacation shall be computed at 4% of the wages earned during the period extending May 1 to April 30 next.

(d) On termination of an employee's service with the Company, he shall receive separation pay in accordance with the ordinances of the Minimum Wage Commission
of

of the Province of Quebec. However, if an employee is eligible for the additional week's vacation and he is laid off for lack of work or is forced to resign because of illness, he will be given separation pay in accordance with the provisions of the above mentioned ordinances, except it shall be calculated at 4% instead of 2%.

WAGES AND OVERTIME

(a) It is agreed that a scale of wage rates and job classifications will form part of this Agreement and will be referred to as Appendices A, B, C, and D,

(b) All work performed in excess of ten (10) hours per day or fifty (50) hours in any one week or on Saturdays (except where an employee has been absent within the week without permission) or on Sundays, will be paid at time and one half, except as noted in paragraph (c) below.

(c) Power House operating employees will be paid time and one half only after forty-eight (48) hours in any one schedule work week regardless of Saturday or Sunday work.

GRIEVANCES

Grievances may be presented to the Company by any employee through a Grievance Committee composed of not more than three representatives elected by the members of the Union. Grievances may also be presented to the Company by any individual employee.

Any grievance shall first be presented to

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the foreman of the employee or employees concerned. Failing satisfactory adjustment by him it may then be presented to the department superintendent, then to the general superintendent and then to the works manager. Each successive step to be invoked only in case of failure of the preceding step to secure satisfactory adjustment. All such grievances shall be handled with reasonable promptness. On request, any grievance or the disposition thereof shall be reduced to writing.

GRIEVANCE COMMITTEE

The Company will afford reasonable opportunity to any member of the Grievance Committee to conduct any business authorized by this Agreement and, if for such purposes it is necessary for such member to absent himself temporarily from his work, he will be granted permission to do so upon application to his foreman to whom he shall report upon his return to duty.

The Company agrees to hold one monthly meeting with the Grievance Committee at a time convenient for its representative to hold such meeting.

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Any dispute involving the interpretation of any article in this Agreement, which may arise during the life of this Agreement and which the Union and the Company shall fail to adjust satisfactorily in accordance with the provisions of the preceding section dealing with grievances, shall be promptly submitted to arbitration. The Board of Arbitration shall be appointed and the conduct of the said arbitration shall

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be governed in accordance with the provisions of the Quebec Trade Disputes Act, Revised Statutes of Quebec, 1941, Chap. 167. The decision of the Arbitration Board shall be made with reasonable promptness and shall be final and binding upon the parties and shall be within the scope of this Agreement.

LIFE OF THE AGREEMENT

The present Agreement shall take effect from the first day of November 1948, and shall be in force until the first day of November 1949, to continue thereafter from year to year unless one of the parties to the said Agreement gives a written notice to the other party within a delay of not more than sixty (60) days and not less than thirty (30) days prior to the expiration of the date of the expiry of the said Agreement.

DATED AT Thurso, Quebec, this ninth day of December, 1948.

IN TESTIMONY WHEREOF we have affixed our signatures and seals in good faith.

THE SINGER MANUFACTURING
COMPANY
THURSO QUEBEC

P.F.Z. Bourget

WITNESSES

Marcel Dubé

L.E. Hird

THE SINGER MANUFACTURING
COMPANY EMPLOYEES' FEDERAL
UNION, Local 152,
TRADES AND LABOUR CONGRESS
OF CANADA.

Ernest Savoyaud
President

Gilles Cooke
Secretary

TRADES AND LABOUR CONGRESS
OF CANADA.

Paul Emelien Dalpé

AGREEMENT entered into this -----1st----- day of December, 1947, between The Singer Manufacturing Company, having a place of business in the Village of Thurso, Quebec, (hereinafter called the "Company"), Party of the First Part, and The Singer Manufacturing Company Employees' Federal Union, Local 152, Trades and Labour Congress of Canada, (hereinafter called the "Union"), Party of the Second Part, represented by a Shop Committee duly elected by the members of the Union.

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business of the Union on the Company's property or on Company time save such as is authorized by this Agreement.

The foregoing shall not be held to restrict or interfere with the right of individual employees to converse freely with each other upon any matters of interest to them during rest periods, lunch hour and like interludes.

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the Company in all cases the right to retain, lay off or hire on the basis of.-

- (a) Ability and fitness to perform the work in question.
- (b) Value to the Company because of special training or qualifications .
- (c) Family status .

Length of service shall be determined by the total time, whether or not consecutive, an employee shall have worked for the Company. An employee shall not be entitled to consideration because of length of service until he shall have continued in the Company's employ for six consecutive months and shall cease to be entitled to consideration for length of service if.

- (1) He quits voluntarily;
- (2) He is dismissed for cause;
- (3) He is absent for five days without permission;
- (4) He does not return to work within five days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail;
- (5) A period of six months elapses after his name has been removed from the payroll (except where the cause of removal is sickness of the employee or temporary lay-off for a period of six months or longer.

In accordance with the provisions of Chapter 31. of the Statutes of Canada, 67 Geo, VI, service in the armed forces of His Majesty shall not affect the seniority status of the employee concerned.

Employees may be transferred to other departments.

ments or occupational groups at the discretion of the Company and shall suffer no change in seniority thereby.

In the promotions to higher paid jobs or when new departments are to be opened, in such cases preference shall be given as much as possible to the regular employees of the plant.

MEDICAL EXAMINATION.

Due to the nature of all the operations of the Company in Thurso, the long established practice of compulsory annual medical examination of all the employees of the company at the request and expense of the Company will be continued as in the past.

LEAVE OF ABSENCE.

Employees elected or appointed as delegates of the Union, not exceeding three (3) in number at any one time, shall be given reasonable leave of absence without pay to enable them to perform the duties of such office, provided that their request for such leave of absence is transmitted to the Management of the Company at least three days before the first day of the period for which the leave of absence is requested.

Any employee elected as a full time Union official shall, during his term of office but for not longer than one year, be given leave of absence without pay and without loss of his seniority rights.

LEGAL HOLIDAYS.

LEGAL HOLIDAYS.

The Company recognized the following holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Dominion Day	Christmas Day

All Saints' Day

Whenever any such day falls on Sundays and the following Monday is observed in the Province of Quebec as a holiday, then, for the purposes of this Agreement, such Monday will be recognized or treated as a holiday within the meaning of this Agreement.

Any employee, whether a piece or day worker, who has been in the Company's employ continuously for six months or more immediately preceding such holiday, and has not been absent from his work without permission on any one of the five full working days immediately preceding such holiday or upon any one of the working days in the calendar week in which such holiday occurs, shall receive pay for such holiday as heretofore, and not otherwise.

ANNUAL VACATION.

The vacation plan and the system for payment for such vacation, stipulated in the Ordinance of the Minimum Wage Commission of the Province of Quebec, governing such matters, will apply to the employees of the Company.

OVERTIME.

Overtime at the rate of time and one half will

will be paid after fifty (50) hours of work in any week in accordance with the present practice.

WAGES

It is agreed that the results of the job classifications and the scale of wages prepared as a result thereof will form part of this Agreement; the whole as shown in Appendix "A" signed by the parties as forming part of this Agreement.

GRIEVANCES.

Grievances may be presented to the Company by any employee through a Grievance Committee composed of not more than three representatives elected by the members of the Union. Grievances may also be presented to the Company by any individual employee.

Any grievance shall first be presented to the foreman of the employee or employees concerned. Failing satisfactory adjustment by him it may then be presented to the department superintendent, then to the general superintendent and then to the works manager. Each successive step to be invoked only in case of failure of the preceding step to secure satisfactory adjustment. All such grievances shall be handled with reasonable promptness. On request, any grievance or the disposition thereof shall be reduced to writing.

GRIEVANCE COMMITTEE.

The Company will afford reasonable opportunity to any member of the Grievance Committee to conduct any business authorized by this Agreement and, if for such purposes it is necessary for such member to absent himself temporarily.

temporarily from his work, he will be granted permission to do so upon application to his foreman to whom he shall report upon his return to duty.

ARBITRATION.-

Any dispute involving the interpretation of any article in this Agreement, which may arise during the life of this Agreement and which the Union and the Company shall fail to adjust satisfactorily in accordance with the provisions of the preceding section dealing with grievances, shall be promptly submitted to arbitration. The Board of Arbitration shall be appointed and the conduct of the said arbitration shall be governed in accordance with the provisions of the Quebec Trade Disputes Act, Revised Statutes of Quebec, 1941, Chap. 167- The decision of the Arbitration Board shall be made with reasonable promptness and shall be final and binding upon the parties and shall be within the scope of this Agreement.

LIFE OF THE AGREEMENT.

The present Agreement shall take effect from the ----- 3rd -----day of----- November, 1947 and shall be in force until the ----- 1st ----- day of ----- November, 1948 to continue thereafter from year to year unless one of the parties to the said Agreement gives a written notice to the other party within a delay of not more than sixty (60) days and not

not less than thirty (30) days prior to the expiration of the date of the expiry of the said Agreement.

DATED at Thurso, Quebec, this ----1st----day of December, 1947.

IN TESTIMONY WHEREOF we have affixed our signatures and seals in good faith.

THE SINGER MANUFACTURING
COMPANY
THURSO, QUEBEC

THE SINGER MANUFACTURING
COMPANY EMPLOYEES' FEDERAL
UNION, LOCAL 152,
TRADES AND LABOUR CONGRESS
OF CANADA.

^{T.}
P. Bourget

Real Labelle.

President.

WM Boulrice

D.E. Hird.

Joseph Lalonde.
-----Secretary

WITNESSES

TRADES AND LABOUR CONGRESS
OF CANADA

APPENDIX " A "

<u>CLASS</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>
<u>POINTS</u>	<u>125-135</u>	<u>140-150</u>	<u>155-165</u>	<u>170-180</u>	<u>185-195</u>	<u>200-210</u>	<u>215-230</u>	<u>235-250</u>	<u>255-270</u>	<u>275-290</u>
Male	56	60	64	68	72	76	80	84	88	92
Female	43	47	51	55	59	63	67	71	75	79
MINORS										
Male										
15-16	35	35	39	43	47	51	55	59		
16-17	40	40	44	48	52	56	60	64		
17-18	50	50	54	58	62	64	68	72		
18-21	55	55	59	63	67	71	75	79		
Female										
16-17	30	30	34	38	42	46	50			
17-18	35	35	39	43	47	51	55			
18-21	40	40	44	48	52	56	60			

Starting rates will be 10% less for all classes of labour for a period of three months, but not lower than the rates shown for Class "A"

P. T. Bourget

Real Labelle
Joseph Lalonde

WITNESS
D.-E. Hird
Wm. Boulrice.

<u>Job</u>	<u>Points</u>	<u>Present Rate</u>	<u>Proposed Rate</u>	<u>Increase</u>
<u>SAWMILL</u>				
Log Pond Labour	155	.55	.64	.09
Unloading Logs	190	.58	.72	.14
Log Deck	145	.55	.60	.05
Dog Setter	210	.72	.76	.04
Tail Sawyer	190	.61	.72	.11
Vertical Resaw Operator	200	.67	.76	.09
Vertical Resaw Offbearer	170	.55	.68	.13
Edger No. 1	175	.60	.68	.08
Edger No. 1 Offbearer	150	.55	.60	.05
Timber Butt Off	160	.55	.64	.09
Horizontal Resaw Operator	215	.67	.80	.13
Horizontal Resaw Feeder	185	.59	.72	.13
Horizontal Resaw Helper	165	.59	.64	.05
Horizontal Resaw Offbearer	165	.59	.64	.05
Picking up Scrap (Resaw)	160	.59	.64	.05
Edger No. 2	200	.79	.76	.03
Edger No. 2 Jacker	160	.55	.64	.09
Trimmerman	170	.64	.68	.04
Trimmerman Helper	165	.55	.64	.09
Feeding Slashers	170	.55	.68	.13
Picking out crapwood	155	.55	.64	.09
Hog Operator	165	.55	.64	.09
Spare Man & Cleaner	190	.59	.72	.13
Oiler & Clean Up Man	160	.59	.64	.05
Sawmill Mechanic	210	.71	.76	.05
Filing Room Helper	155	.61	.64	.03
Cleaners	145	.55	.60	.05

LUMBER YARD:

Sorters	165	.57	.64	.07
Ross Carrier Operator	170	.66	.68	.02
Head Piler	180	.64	.68	.04
Ross Piler (Tractor Piler)	155	.63	.64	.01
Shipper and Piler	165	.60	.64	.04
Teamster	165	.55	.64	.09
Yard Tractor Operator	175	.59	.68	.09
Planer and Band Saw Operator	205	.60	.76	.16
Yard Labourer	155	.55	.64	.09
Yard Engine Operator	180	.61	.68	.07
Stickers (Boys)	130	.44	.50 (17-18)	.06

<u>Job.</u>	<u>Points.</u>	<u>Present Rate.</u>	<u>Proposed Rate.</u>	<u>Increase</u>
<u>ENGINEERING DEPARTMENT</u>				
Machinist A (Group Leader)	250	.80	.84	.04
Machinist B	210	.72	.76	.04
Machinist Helper	175	.61	.68	.07
Blacksmith	185	.70	.72	.02
Blacksmith Helper	140	.59	.60	.01
Labourer A	150	.55	.60	.05
Labourer B	135	.55	.56	.01
Car Shop Welder	180	.65	.68	.03
Car Shop Mechanic	195	.67	.72	.05
Car Shop Carpenter	170	.65	.68	.03
Car Shop Labourer	140	.55	.60	.05
Garage Mechanic	210	.71	.76	.05
Garage Mechanic Helper	185	.60	.72	.12
Plant Maintenance Mechanic A	270	.79	.88	.09
Plant Maintenance Man B	195	.66	.72	.06
Plant Maintenance Painter	180	.70	.68	.02
Plant Maintenance Pipefitter	180	.66	.68	.02
Plant Maintenance Helper	155	.55	.64	.09
Electrical Maintenance B	190	.67	.72	.05
Electrical Maintenance Helper A	170	.60	.68	.08
Electrical Maintenance Helper B	135	.55	.56	.01
Engineman (2nd Class)	240	.70	.84	.14
Fireman	195	.65	.72	.07
Fireman Helper	160	.58	.64	.06
Truck Driver	180	.57	.68	.11

<u>Job.</u>	<u>Points</u>	<u>Present Rate.</u>	<u>Proposed Rate</u>	<u>Increase</u>
<u>VENEER DEPARTMENT</u>				
Loader Operator	210	.70	.76	.06
Sawyer	190	.61	.72	.11
Sawing & Loading Bolts Helper	165	.55	.64	.09
Barking Bolts	165	.61	.64	.03
Lathe Operator	210	.72	.76	.04
Tong Hooker	155	.55	.64	.09
Green Clipper Operator	160	.61	.64	.03
Dry Clipper Operator	160	.61	.64	.03
Cut Off Saw	160	.55	.64	.09
Nailing Machine Operator	165	.64	.64	.00
Group Tender A	195	.61	.72	.11
Group Tender B	195		.72	
Hog Operator	170	.67	.68	.01
Cleaner	130	.55	.56	.01
Mechanic	230	.72	.80	.08
Mechanic's Helper	185	.55	.67 (18- 21)	.12
(Female)				
Catching & Booking	135	.47	.43	- .04
Green Clipper Feeder	125	.42	.43	.01
Green Clipper Operator Helper	145	.42	.47	.05
Sorting Green Veneer	125	.42	.43	.10
Dryad Feeder	140	.49	.47	.02
Dryad Catching	125	.49	.43	.06
Nichols Dryer	155	.49	.51	.02
Jointer Operator	155	.50	.51	.01
Jointer Helper	135	.44	.43	.01
Slicer Operator	140	.49	.47	.02
Slicer Helper	130	.42	.43	.01
Cut Off Saw Helper	130	.42	.43	.01
Inspecting & Matching	135	.47	.43	.04

<u>Job</u>	<u>Points.</u>	<u>Present Rate.</u>	<u>Proposed Rate.</u>	<u>Increase.</u>
<u>MACHINERY DEPARTMENT.</u>				
(Male)				
Swing Saw Group Tender	200	.72	.76	.04
Swing Saw Operator	180	.58	.68	.10
Rip Saw Operator	180	.55	.68	.13
Rip Saw Group Tender	210	.60	.76	.16
Gang Saw Operator	165	.55	.64	.09
Planer Operator	190	.55	.72	.17
Glue Clamp Operator	145	.55	.60	.05
Hog Operator	175	.55	.68	.13
Cleaner	135	.55	.56	.01
(Female)				
Swing Saw Helper	145	.47	.47	.00
Rip Saw Helper	145	.47	.47	.00
Head Inspector	165	.50	.51	.01
Inspection	130	.42	.43	.01
<u>GLUE ROOM</u>				
(Male)				
Mixing Glue	175	.55	.68	.13
Glue Press Operator	165	.55	.64	.09
Glue Press Helper	145	.55	.60	.05
Removing Clamps & Separating Veneer	135	.55	.56	.01
(Female)				
Feeding Glueing Machines	125	.42	.43	.01
Laying Veneer	125	.45	.43	.02

The starting rate for new employees shall be 10% less than the established class rate for a period of three months, except that in no case will the starting rate be less than that for Class "A". All employees on the payroll November first shall be considered as having completed the three month period.

Apprentice rates for various occupations shall be as follows:-

Machinists	1st	6 months	35¢
"	2nd	"	40¢
Mechanics	3rd	"	45¢
"	4th	"	50¢
Electricians	5th	"	55¢
"	6th	"	60¢
Engine Men	7th	"	65¢
"	8th	"	70¢

P.T. Bourget

Réal Labelle.

WITNESS.

Joseph Lalonde.

D.-E. Hird.

Wm. Boulrice.
