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LAKE ST. JOHN POWER AND PAPER COMPANY LIMITED.

DOLBEAU, P.Q.

CANADA.

LABOUR AGREEMENT :

MAY 1, 1951.

2/35

Continuation of and Amendments to the Collective Bargaining Agreement dated July 7, 1941, between Lake St. John Power and Paper Company, Limited Dolbeau, Quebec, International Brotherhood of Paper Makers, Lake St. John Local No. 252, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Lake St. John Local No. 85.

The parties signatory hereto having met at Montreal, P.Q., May 2 and 3, 1951, to consider revisions to and the continuation of the Agreement between the said parties dated July 7, 1941, do hereby agree that said Agreement dated July, 7, 1941, shall be and is hereby amended and revised; and continued and extended from the 1st day of May, 1951, to and including the 30th day of April 1952, and from year to year thereafter except as hereinafter stated.

SECTION 1.

GENERAL PURPOSE OF AGREEMENT:

a) The parties to this agreement agree to agree to abide by all Provincial and Federal Laws, insofar as those laws may apply to the term of said agreement.

b) This agreement is entered into in the mutual interest of employer and employee to provide for the operation of the plant under methods which will further to the greatest possible extent the safety and welfare of the employee and which will also bring about economy of operation, maximum quality and quantity of output, cleanliness of plant, and protection of property. It is recognized by this agreement that it is the duty of the Company and of the employees to co-operate in every way for the advancement of said conditions.

SECTION 2.

RECOGNITION:

a) In order to ensure the carrying out of the purpose of this agreement, the Company recognizes the International Brotherhood of Paper Makers and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers as the sole agencies representing all their employees who are eligible for Union membership in the signatory Union for the purpose of collective bargaining. Any employee who is now a member, or who after this date becomes a member, or who is reinstated as a member of any one of the signatory Unions, shall, as a condition of continued employment, maintain such membership in good standing.

b) When engaging men the Management will give preference to Union members if such are available, and are capable of doing the work efficiently. No application for employment shall become effective unless and until approved by the Resident, Manager. A new employee who is not a member of one of the signatory Unions shall join such Union within fifteen (15) days, unless temporarily employed. However, as soon as a temporary employee is classed as a regular employee, he will become and remain a member in good standing of such Union.

c) If employees are to be promoted, demoted, or laid off, the Management will take into consideration ability and length of service; provided, however, that if the signatory party concerned be dissatisfied with any such promotion, demotion or layoff, it may make representation to the Company as provided for in Section 3 of this Agreement.

d) It is recognized by the signatory parties to this Agreement that Superintendents, Department Heads, Office Force, Stores, Engineering and Technical Service Department Employees, and Watchmen, are part of the plant management.

SECTION 3.

TERM OF AGREEMENT:

a) This agreement shall be in effect from May 1, 1951, to April 30, 1952, and from year to year thereafter, unless notice is given in writing, by any of the signatory parties hereto, at least thirty days prior to May 1st in any year, of a desire to change or to cancel said agreement.

b) There shall be no suspension or stoppage of work at the plant because of the termination of this Agreement or failure of renewal, except with approval of the International Officers of the signatory Unions.

c) It is understood that the Company will not be asked to act upon any question regarding jurisdiction which may arise between the signatory Unions. All such questions will be decided by the Unions themselves.

SECTION 4.

A) The wage scale for the term of this agreement shall be as per the attached schedule, which incorporates all revisions mutually agreed upon at the above-mentioned 1951 conference.

B) A shift premium of two cents per hour on the 4-12 shift and of three cents per hour on the 12-8 shift will be paid to those employees who qualify for it, subject to the following conditions:

i- The shift premium will not apply (1) on hours worked between 12 midnight Saturday and 12 midnight Sunday or at any other time when an overtime premium is being paid; (2) in calculating vacation pay or pay for recognized paid holidays.

ii- Whenever it is necessary to operate any Department on a two-shift per day basis, a premium of two cents per hour will be paid for the time worked between 4 p.m. and 12 midnight, and a premium of three cents per hour for the time worked between 12 midnight, and 8 a.m. The shift premium will not be paid to employees of the day-shift whose normal day extends beyond 4 p.m.

c) Paper Makers' rates as shown are in accordance with the rates established by mutual agreement November 4, 1950, plus 12½ per cent. It is expressly agreed that these rates are applicable to either six or eight hour shifts, and that upward or downward adjustments will be made only after new machine speeds have been established as averaged over a two-week period.

d) In accepting the wage scale set forth in the attached schedule, the Unions agree as follows.

i- To co-operate with Management in every reasonable way for the purpose of increasing production.

ii- To assist Management in reducing absenteeism.

iii- To request adjustments in scheduled rates only where gross inequalities exist, or in cases where, in the judgment of Management, changes in duties or increased responsibilities make them necessary.

SECTION 5.

PAID HOLIDAYS:

a) The Company will pay to each regular hourly-paid employee a day's pay at the employee's regular rate, for each of the four mill holidays, as set forth below, which holidays must be taken.

To qualify for pay for a recognized paid holiday a new employee is required to have had one month's service with the Company immediately prior to the holiday in question.

Employees required to work on any recognized paid holiday will be paid at overtime rates for the hours worked, but must take the paid holiday as soon thereafter as can be arranged.

Employees who are absent without permission on the full regular working day immediately preceding or immediately following a recognized paid holiday will automatically forfeit any claim to pay for the holiday in question.

b) Recognized Paid Holidays are as follows:

New Year's Day,
St. John Baptists Day, (or Dominion Da, as arranged)
Labour Day,
Christmas Day.

SECTION 6.

SIX-DAY LEAVE PLAN:

The Company agrees to pay six (6) days per calendar year at the equivalent of group insurance benefits less normal income tax deductions providing the employee can furnish proper evidence that he has been sick or has suffered from a non-occupational accident for a period of not less than twelve (12) consecutive working days. This applies only to employees with one or more years of continuous service.

SECTION: 7.

INTERRUPTION OF WORK:

a) It is agreed that there shall be no strikes, walkouts, lockouts, or other similar interruptions of work during the period, of this agreement.

b) While the foregoing general provision is intended to prevent interruption of work from any and all such causes, the following enumeration is made specifically to cover causes that may occur, but this enumeration shall not be deemed to exclude causes not enumerated:

i. Work shall not be interrupted because of any disputes or disagreements between any two of the signatory parties or between any one of them and any third party.

ii. Work shall not be interrupted because of any disputes or disagreements between persons, corporations, unions or associations which are not signatory to this agreement.

SECTION 8.

ADJUSTMENT OF COMPLAINTS:

a) Complaints of any nature arising in any department of the plant shall be reported to the Superintendent in charge by the Local Committee of the Union whose member is the complainant, X but failing such adjustment within forty-eight hours the question may be referred to the Général Superintendent, who will meet with the Committee and the Superintendent, If the General Superintendent likewise fails to adjust the complaint in a satisfactory manner, within five days, the Committee may refer the matter to the Resident Manager. Should the Resident Manager render no decision within ten days, or a decision not acceptable to the Local Committee, the complaint may then be referred by said Local's officials directly to the international President of the Union whose member is involved. The International President may, either personally or through his representative, refer the matter in dispute to the General Manager of the Company, If these parties are unable to reach an agreement on the question, the matter shall be referred to a Board of Arbitration. The Company shall have the right to select one member, and the Union one member, and the two arbitrators thus named shall choose the third arbitrator, who will act as chairman. After the Board of Arbitration has thus been chosen, it shall meet and hear evidence on both sides and render a decision within fifteen (15) days, which decision shall be final and binding upon all parties to this agreement,

b) If a discharged employee claims that an injustice has been done him, an appeal shall be made by the Union to the Management in writing within forty-eight hours. Upon failure to agree, such case shall go to arbitration as provided for in this section. Should it be proven by the methods incorporated herein that an employee has been unjustly discharged, he shall be reinstated and shall receive pay for lost time.

X The Superintendent will endeavor to adjust the complaint immediately.

SECTION 9.

VACATION WITH PAY:

a) All hourly-paid employees of the Company who have completed one year of continuous employment in the Company's service, will be eligible for a paid vacation, in accordance with the conditions laid down hereunder.

b) Periods of disability because of sickness or accident and temporary lay-offs resulting from curtailment of operations of other causes beyond the control of the employee shall not invalidate an employee's claim to a paid vacation, except as follows.

i- Vacation pay will not be paid for the period in excess of one month of temporary lay-off due to curtailment of operations.

ii- Continuity of service will not be broken unless such temporary lay-off exceeds one year.

c) The vacation period to which each employee is entitled shall be determined as follows:

i- Each hourly-paid employee who on any date has completed one year or more, but less than five years of continuous employment in the Company's service, shall be eligible to receive a paid vacation of six consecutive working days during the year following said term of employment.

ii- Each hourly-paid employee who on any date has completed five years or more, but less than fifteen years of continuous employment in the Company's service, shall be eligible to receive a paid vacation of twelve consecutive working days during the year following said term of employment.

iii- Each hourly-paid employee who on any date has completed fifteen years of continuous employment in the Company's service in then, and each year thereafter, eligible to receive a paid vacation of eighteen working days during the year following said term of employment, provided however that said eighteen days will be continuous only between September 16th in any year and May 15th in the following year, or, if desired during the summer months, only at the option of the option of the Company.

d) The amount of vacation pay to which employees are entitled shall be calculated and paid as follows:

i- Vacation pay shall be calculated on the basis of eight (8) hours per day of vacation due, at the employee's regular rate.

ii- Vacation pay may be drawn at the beginning of the vacation period if desired.

iii- Vacation pay will not be allowed for vacations not taken. In such cases any unused vacation privileges shall be allowed to accumulate until conditions permit them to be exercised.

iv. If an employee leaves the service of the Company for any reason whatsoever, at a time when an unused period of paid vacation stands to his credit, he shall be paid the amount due him in lieu of vacation pay calculated to the date of his leaving such service,

e) General conditions governing paid vacations are as follows:

1- Vacation privileges are not transferable.

ii- In accepting vacations with vacation pay, each employee agrees that during the vacation period he will not engage in any gainful occupation.

iii- It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations.

iv- The Company reserves the right to schedule the vacation period for each employee as well as to administer the vacation plan generally in accordance with the above provisions.

SECTION 10.

CONCLUSION:

It is understood and agreed that all rules, regulations and instructions of the Company, as published under the title of "Mill Rules, Safety Rules, Instructions in Case of Fire", which do not conflict with the provisions of this Agreement, or with the Provincial or Federal Laws, are affirmed and will continue in force and effect during the life of this agreement or any extension thereof.

SIGNED AT DOLBEAU, P.Q. THIS 21st DAY OF JUNE 1951.

LAKE ST JOHN POWER AND PAPER CO., LTD.,

BY: S. WILLIAMS
General Manager.

INTERNATIONAL BROTHERHOOD OF PAPERMAKERS

BY: J.A. D'AOUST
Vice-President.

INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE
& PAPER MILL WORKERS.

BY: JOHN C. BURKE
President- Secretary.

PER: L.P. LACROIX

LAKE ST JOHN LOCAL NO. 252, INTERNATIONAL
BROTHERHOOD OF PAPERMAKERS.

BY: ALCIDE HUARD

LAKE ST. JOHN LOCAL NO. 85, INTERNATIONAL
BROTHERHOOD OF PULP, SULPHITE &
PAPER MILL WORKERS.

BY: MICHEL TESSIER.

WAGE SCALEMAY I. 1951.

<u>DEPARTEMENT.</u>	<u>OCCUPATION.</u>	<u>RATE.</u>
<u>Wood Rooms:</u>	Foremen	\$ 1.52
	Drum Men	1.34
	Axe Men	1.27
	Chipper Men	1.27
	Conveyor Men	1.27
	Cleaner	1.25
	Millwright Foreman	1.58
	Millwrights	1.52
	Welder	1.60
<u>Wood Yard:</u>	Foremen	1.53
	Hoist Operators	1.34
	Wood Handlers	1.27
	Transfer men	1.27
	Millwright	1.42
<u>Steam Plant:</u>	Foreman	1.83
	Shift Engineers	1.72
	Water Tenders & Elec. Boiler Operators	1.52
	Coal Boiler Firemen	1.45
	Refuse Boiler Firemen	1.32
	Cleaner & Labourer	1.25
<u>Grinder Room:</u>	Foremen	1.79
	Stone Sharpeners	1.45
	Grindermen	1.37
	Grinder Loaders	1.27
	Millwright	1.79
	Millwright Helper	1.37
<u>Screen Room:</u>	Foremen	1.67
	Screenmen	1.37
	Coarse Screenmen	1.27
	Oiler & Cleaner	1.27
	Millwright	1.63
<u>Acid Plant:</u>	Acid Makers	1.63
	Sulphur Man	1.25
	Tower Men	1.27

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<u>DEPARTMENT:</u>	<u>OCCUPATION</u>	<u>RATE:</u>
Digger House	Head Cook	\$1.92
	Cooks	1.79
	Cooks Helpers	1.43
	Blowpit Men	1.27
	Blowpit Helpers	1.25
	Millwright	1.79
	Millwright Helper	1.37
<u>Sulphite Lapping Machine:</u>	Operators	1.58
	Weighers	1.43
	Balers	1.43
	Sheet Handlers	1.36
	Loaders	1.32
	Flatscreenmen	1.34
Machine Room <u>1250 - 1300 f.p.m.</u>	Boss Machine Tenders	2.97
	Machine Tenders	2.75
	Back Tenders	2.52
	Third Hands	2.08
	Fourth Hands	1.64
	Fifth Hands	1.53
	Sixth Hands	1.34
	Broke Hustlers	1.29
	Roll Pusher	1.27
	Mixer Operator	2.08
	Beater Men	1.27
	Millwright	1.79
	Clothing Man	2.08
	Crane Man	1.51
	First Spare Hand	1.37
	Second Spare Hand	1.31
	Cleaner	1.27
	Rewinder Operator	1.60
	Rewinder Helper	1.32
	Drive Operators	1.53
Oilers Machine Room	1.44	
Oiler Basement	1.37	
<u>Finishing Room:</u>	Head Finisher	1.55
	Finishers	1.32
	Scale Men	1.52
	Header Men	1.32
	Roll Marker	1.32
	Labourers	1.25
	Wrapper Cutter	1.25
	Core Maker	1.32
	Core Maker Helper	1.25

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<u>DEPARTMENT:</u>	<u>OCCUPATION:</u>	<u>RATE</u>
<u>Shipping</u>	Checker	\$ 1.50
	Truckers	1.37
	Car Preparers	1.34
<u>Technical:</u>	Paper Inspector	1.79
	Paper Testers	1.99
	Pulp Tester (days)	1.37
	Pulp Tester (nights)	1.34
	Laboratory Asst.	1.62
	Laboratory Helper	1.32
<u>Watchmen:</u>	Head Watchman	1.37
	Watchmen	1.25
	Office Sanitor	1.25
<u>Mill Stores:</u>	Day Clerk	1.50
	Asst. Day Clerk	1.37
	Night Clerks	1.32
	Helper & Trucker	1.27
	Store Helper	1.25
	Helper	1.25
	Receiving Clerk	1.50
<u>Electrical Dept.</u>	Substation Operators	1.58
	Maintenance Men	1.72
	Armature Winder	1.76
	Electrician	1.72
	"	1.64
	"	1.37
<u>Mechanical:</u>	Electrician Helpers	1.37
	Machinists	1.79
	"	1.63
	"	1.52
	"	1.45
	"	1.46
	Machinist Helper	1.37
	Roll Grinder Man	1.79
	Roll Grinder Helper	1.63
	Blacksmith	1.58
	Boiler Maker	1.78
	Boiler Maker Helper	1.37
	Tinsmith	1.55
	Tinsmith Helpers	1.37
	Cement Finisher	1.63
	Cement Finisher Helper	1.37
	Carpenter Foreman	1.80
	Carpenter	1.55
	"	1.46
	Carpenter Helpers	1.37

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<u>DEPARTMENT:</u>	<u>OCCUPATION</u>	<u>RATE</u>	
<u>Mechanical (Cont'd)</u>	Pipefitters	\$ 1.68	
	"	1.45	
	Pipefitter Helpers	1.37	
	Painter	1.80	
	Painter	1.53	
	Painter Helpers	1.37	
	Millwrights	1.79	
	"	1.62	
	Head Oiler	1.62	
	Tool Room (days)	1.43	
	Cleaner	1.25	
	Welders	1.79	
	Welders	1.60	
	Tractor Driver	1.50	
	<u>Mill Yard:</u>	Foreman	1.40
		Track Repair Man	1.28
Truck Driver		1.28	
Farm Tractor Driver		1.28	
Labourers		1.25	
<u>Log Haul:</u>	Foreman	1.53	
	Boom Men	1.25	
	Conveyor Men	1.27	
	Conveyor Men	1.27	
	Drum Men	1.25	
	Transfer Men	1.27	
	Transfer Men	1.25	
	Cleaners	1.25	
	Bark Pre ss	1.25	
	Transfer Men	1.25	
Spares	1.25		
Transfer Men (#6)	1.27		
<u>Wood Loading:</u>	Crane Man	1.32	
	Loaders	1.25	

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LAKE ST JOHN POWER AND PAPER COMPANY, LTD

Dolbeau, P.Q.

Canada

LABOUR

AGREEMENT

19/2400

Continuation of and Amendments to the Collective Bargaining Agreement dated July 7, 1941, between Lake St. John Power and Paper Company, Limited, Quebec, International Brotherhood of Paper Makers, Lake St. John Local No. 252, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Lake St. John Local No. 85.

The parties signatory hereto having met at Montreal, P.Q., May 23rd, 1950, and at Dolbeau, P.Q. May 29, 1950 and June 5th, 1950, to consider revisions to and the continuation of the Agreement between the said parties dated July 7, 1941, do hereby agree that said Agreement dated July 7, 1941, shall be and is hereby amended and revised; and continued and extended from the first day of May, 1950, to and including the 30th day of April 1951, and from year to year thereafter, except as hereunder stated.

SECTION 1. - GENERAL PURPOSE OF AGREEMENT

(a) The parties to this agreement agree to abide by all Provincial and Federal Laws, insofar as those laws ~~and Federal Laws, insofar as those laws~~ may apply to the terms of said agreement.

(b) This agreement is entered into in the mutual interest of employer and employee to provide for the operation of the plant under methods which will further to the greatest possible extent the safety and welfare of the employee and which will also bring about economy of operation, maximum quality and quantity of output, cleanliness of plant, and protection of property, It is recognized by this agreement that it is the duty of the Company and of the employees to co-operate in every way for the advancement of said conditions.

SECTION 2. - RECOGNITION

(a) In order to insure the carrying out of the purpose of this agreement, the Company recognizes the International Brotherhood of Paper Makers and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers as the sole agencies representing all their employees who are eligible for union membership in the signatory Unions for the purpose of collective bargaining. Any employee who is now a member, or who after this date becomes a member, or who is reinstated as a member of any one of the signatory Unions, shall, as a condition of continued employment, maintain such membership in good standing.

(b) When engaging men the Management will give preference to union members if such are available, and are capable of doing the work efficiently. No application for employment shall become effective unless and until approved by the Resident Manager. A new employee who is not a member of one of the signatory Unions shall join such Union within fifteen (15) days, unless temporarily employed. However, as soon as a temporary employee is classed, as a regular employee, he will become and remain a member in good standing of such Union.

(c) If employees are to be promoted, demoted, or laid off, the Management will take into consideration ability and length of service; provided, however, that if the signatory party concerned be dissatisfied with any such promotion, demotion or layoff, it may make representation to the Company as provided for in Section 8 of this agreement.

(d) It is recognized by the signatory parties to this agreement that Superintendents, Department Heads, Office Force, Stores, Engineering and Technical Service Department employees, and Watchmen, are part of the plant management.

SECTION 3. TERM OF AGREEMENT.

(a) This agreement shall be in effect from May 1, 1950, to April, 30, 1951, and from year to year thereafter, unless notice is given in writing, by any of the signatory parties hereto, at least thirty days prior to May 1st in any year, of a desire to change or to cancel said agreement.

(b) There shall be no suspension or stoppage of work at the plant because of the termination of this agreement or failure of renewal, except with approval of the International Officers of the signatory unions.

(c) It is understood that the Company will not be asked to act upon any question regarding jurisdiction which may arise between the signatory unions. All such questions will be decided by the unions themselves.

SECTION 4. WAGES

(a) The wage scale for the term of this agreement shall be as per the attached schedule, which incorporates all revisions mutually agreed upon at the above-mentioned 1950 conference.

(b) A shift premium of two cents per hour on the 4-12 shift and of three cents per hour on the 12-8 shift will be paid to those employees who qualify for it, subject to the following conditions:-

i- The shift premium will not apply (1) on hours worked between 12 midnight Saturday and 12 midnight Sunday or at any other time when an overtime premium is being paid; (2) in calculating vacation pay or pay for recognized paid holidays.

ii- Whenever it is necessary to operate any Department on a two-shift per day basis, a premium of two cents per hour will be paid for the time worked between 4 p.m. and 12 midnight, and a premium of three cents per hour for the time worked between 12 midnight and 8 a.m. The shift premium will not be paid to employees of the day-shift whose normal day extends beyond 4 p.m.

(c) Paper Makers' rates as shown are in accordance with the 1946 Paper Makers' Minimum Standard Wage Schedule for Newsprint Machines, revised as of May 1, 1949, on a base rate of \$1.05 per hour. It is expressly agreed that these rates are applicable to either six or eight hour shifts, that no change will be made in the schedule above-mentioned except by mutual consent, and that upward or downward adjustments will be made only after new machine speeds have been established as averaged over a two-week period.

(d) In accepting the wage scale set forth in the attached schedule, the Unions agree as follows:-

i- To co-operate with Management in every reasonable way for the purpose of increasing production.

ii- To assist Management in reducing absenteeism.

iii- To request adjustments in scheduled rates only where gross inequalities exist, or in cases where, in the judgement of Management, changes in duties or increased responsibilities make them necessary.

SECTION 5. - PAID HOLIDAYS

(a) The Company will pay to each regular hourly-paid employee a day's pay at the employee's regular rate, for each of the four mill holidays, as set forth below, which holidays must be taken.

To qualify for pay for a recognized paid holiday a new employee is required to have had one month's service with the Company immediately prior to the holiday in question.

Employees required to work on any recognized paid holiday will be paid at overtime rates for the hours worked, but must take the paid holiday as soon thereafter as can be arranged.

Employees who are absent without permission on the full regular working day immediately preceding or immediately following a recognized paid holiday will automatically forfeit any claim to pay for the holiday in question.

(b) Recognized Paid Holidays are as follows:-

New Year's Day
St. Jean-Baptiste Day, (or Dominion Day, as arranged)

Labour Day
Christmas Day

SECTION 6. - SIX-DAY SICK LEAVE PLAN

The Company agrees to pay six (6) days per calendar year at the equivalent of group insurance benefits less normal income tax deductions providing the employee can furnish proper evidence that he has been sick or has suffered from a non-occupational accident for a period of not less than twelve (12) consecutive working days. This applies only to employees with one or more years of continuous service.

SECTION 7. - INTERRUPTION OF WORK

(a) It is agreed that there shall be no strikes, walkouts, lockouts, or other similar interruptions of work during the period of this agreement.

(b) While the foregoing general provision is intended to prevent interruption of work from any and all such causes, the following enumeration is made specifically to cover causes that may occur, but this enumeration shall not be deemed to exclude causes not enumerated:

i- Work shall not be interrupted because of any disputes or disagreements between any two of the signatory parties or between any one of them and any third party.

ii- Work shall not be interrupted because of any disputes or disagreements between persons, corporations, unions or associations which are not signatory to this agreement.

Section 8. - ADJUSTMENT OF COMPLAINTS

(a) Complaints of any nature arising in any department of the plant shall be reported to the Superintendent in charge by the Local Committee of the union whose member is the complainant. The Superintendent will endeavor to adjust the complaint immediately, but failing such adjustment within forty-eight hours the question may be referred to the General Superintendent, who will meet with the Committee and the Superintendent. If the General Superintendent, likewise fails to adjust the complaint in a satisfactory manner, within five days, the Committee may refer the matter to the Resident Manager. Should the Resident Manager render no decision within ten days, or a decision not acceptable to the Local Committee, the complaint may then be referred by said Local's officials directly to the International President of the Union whose member is involved. The International President may, either personally or through his representative, refer the matter in dispute to the General Manager of the Company. If these parties are unable to reach an agreement on the question, the matter shall be referred to a Board of Arbitration. The Company shall have the right to select one member, and the Union one member, and the two arbitrators thus named shall choose the third arbitrator, who will act as chairman. After the Board of Arbitration has thus been chosen, it shall meet and hear evidence on both sides and render a decision within fifteen (15) days, which decision shall be final and binding upon all parties to this agreement.

(b) If a discharged employee claims that an injustice has been done him, an appeal shall be made by the Union to the Management in writing within forty-eight hours. Upon failure to agree, such case shall go to arbitration as provided for in this section. Should it be proven by the methods incorporated herein that an employee has been unjustly discharged, he shall be reinstated and shall receive pay for lost time.

SECTION 9. - VACATION WITH PAY

(a) All hourly-paid employees of the Company who have completed one year of continuous employment in the Company's service, will be eligible for a paid vacation, in accordance with the conditions laid down hereunder.

(b) Employment broken by unauthorized absenteeism, discharge for cause, or voluntary resignation or separation of any kind, invalidates any claim to a paid vacation.

(c) Periods of disability because of sickness or accident and temporary lay-offs resulting from curtailment of operations or other causes beyond the control of the employee shall not invalidate an employee's claim to a paid vacation, except as follows:-

i- Vacation pay will not be paid for the period in excess of one month of temporary lay-off due to curtailment of operations.

ii - Continuity of service will not be broken unless such temporary lay-off exceeds one year.

(d) The vacation year shall be from May 1st in any year to May 1st in the following year.

(e) The vacation period to which each employee is entitled shall be determined as follows:-

i- Each hourly-paid employee who on May 1st in any year has completed one year or more, but less than five years of continuous employment in the Company's service, shall be eligible to receive a paid vacation of six consecutive working days during the following year.

ii- Each hourly-paid employee who on May 1st of any year has completed five years or more, but less than fifteen years of continuous employment in the Company's service, shall be eligible to receive a paid vacation of twelve consecutive working days during the following year.

iii- Each hourly-paid employee who on May 1st of any year has completed over fifteen years of continuous employment in the Company's service, shall be eligible to receive a paid vacation of eighteen working days, provided however, that said eighteen days will be continuous only between September 16th in any year and May 15th in the following year, or, if desired during the summer months, only at the option of the Company.

iv- Each hourly-paid employee entering the Company's service after May 1, 1949, who on May 1st of any subsequent year has not completed one year of continuous employment, but who shall have completed one year of continuous employment on the last day of any month of the following vacation year, shall be entitled, after his first completed vacation year of employment, to a paid vacation of six consecutive working days, plus one-half day for each full month of service prior to the commencement of the above-mentioned vacation year.

(f) The amount of vacation pay to which employees are entitled shall be calculated and paid as follows:-

i- Vacation pay shall be calculated on the basis of eight (8) hours per day of vacation due, at the employee's regular rate.

ii - Vacation pay may be drawn at the beginning of the vacation period if desired.

iii- Vacation pay will not be allowed for vacations not taken. In such cases any unused vacation privileges shall be allowed to accumulate until conditions permit them to be exercised.

iv- If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of paid vacation stands to his credit, he shall be paid the amount due him in lieu of vacation pay calculated to the date of his leaving such service.

v- If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.

(g) General conditions governing paid vacations are as follows:-

i- Vacation privileges are not transferable.

ii- In accepting vacations with vacation pay, each employee agrees that during the vacation period he will not engage in any gainful occupation.

iii- It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations.

iv- The Company reserves the right to schedule the vacation period for each employee as well as to administer the vacation plan generally in accordance with the above provisions.

SECTION IO. - CONCLUSION

It is understood and agreed that all rules, regulations and instructions of the Company, as published under the title of "Mill Rules, Safety Rules, Instructions in Case of Fire", which do not conflict with the provisions of this agreement, or with the Provincial or Federal Laws, are affirmed and will continue in force and effect during the life of this agreement or any extension thereof.

SIGNED AT Dolbeau, P.Q., THIS 12th DAY OF JUNE 1950.

LAKE ST. JOHN POWER AND PAPER CO., LTD.,

BY A.GEO. JACQUES
General Manager

INTERNATIONAL BROTHERHOOD OF PAPERMAKERS

BY J.A. DAoust
Vice-President

INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE,
& PAPER MILL WORKERS

BY JOHN.P. BURKE
President-Secretary

PER L.P. LACROIX

LAKE ST JOHN LOCAL NO.252, INTERNATIONAL
BROTHERHOOD OF PAPERMAKERS

BY T. BEAULIEU PRES

LAKE ST JOHN LOCAL NO. 85, INTERNATIONAL
BROTHERHOOD OF PULP, SULPHITE &
PAPER MILL WORKERS

BY MICHEL TESSIER

WAGE SCALEMAY 1ST 1950

<u>DEPARTMENT</u>	<u>OCCUPATION</u>	<u>RATE</u>
<u>Wood Room</u>	Foreman	\$1.27
	Drum Men	1.12
	Axe Men	1.07
	Chipper Men	1.07
	Conveyor Men	1.07
	Cleaner	1.05
	Millwright Foreman	1.32
	Millwrights	1.27
	Welder	1.27
<u>Wood Yard</u>	Foremen	1.28
	Hoist Operators	1.10
	Wood Handlers	1.07
	Transfer Men	1.07
	Millwright	1.15
<u>Steam Plant</u>	Foreman	1.54
	Shift Engineers	1.44
	Water Tenders & Elec. Boiler Operators	1.27
	Coal Boiler Firemen	1.22
	Refuse Boiler Firemen	1.10
	Cleaner & Laborer	1.05
<u>Grinder Room</u>	Foremen	1.50
	Stone Sharpeners	1.22
	Grindermen	1.15
	Grinder Loaders	1.07
	Millwright	1.50
	Millwright Helper	1.10
<u>Screen Room</u>	Foremen	1.40
	Screenmen	1.15
	Coarse Screenmen	1.07
	Oiler & Cleaner	1.07
	Millwright	1.37
	Millwright Helper	1.10
<u>Acid Plant</u>	Acid Makers	1.37
	Sulphur Man	1.05
	Tower Men	1.07

<u>DEPARTMENT</u>	<u>OCCUPATION</u>	<u>RATE</u>
<u>Digester House</u>	Head Cook	1.61
	Cooks	1.50
	Cooks Helpers	1.20
	Blowpit Men	1.07
	Blowpit Helpers	1.05
	Millwright	1.50
	Millwright Helper	1.10
<u>Sulphite Lapping Machine</u>	Operators	1.32
	Weighers	1.20
	Balers	1.20
	Sheet Handlers	1.14
	Loaders	1.10
	Flatscreenmen	1.12
<u>Machine Room 1200 - 1250 f.p.m.</u>	Boss Machine Tenders	2.55
	Machine Tenders	2.35
	Back Tenders	2.15
	Third Hands	1.77
	Fourth Hands	1.39
	Fifth Hands	1.29
	Sixth Hands	1.13
	Broke Hustlers	1.09
	Roll Pusher	1.07
	Mixer Operator	1.77
	Beater Men	1.07
	Millwright	1.50
	Clothing Man	1.77
	Crane Man	1.26
	First Spare Hand	1.15
	Second Spare Hand	1.09
	Cleaner	1.07
	Rewinder Operator	1.34
	Rewinder Helper	1.10
	Drive Operators	1.29
Oilers Machine Room	1.21	
Oiler Basement	1.15	
<u>Finishing Room</u>	Head Finisher	1.30
	Finishers	1.10
	Scale Man	1.27
	Header Men	1.10
	Roll Marker	1.10
	Laborers	1.05
	Wrapper Cutter	1.05
	Core Maker	1.10
Core Maker Helper	1.05	

<u>DEPARTMENT</u>	<u>OCCUPATION</u>	<u>RATE</u>
<u>Shipping</u>	Checker	\$1.25
	Truckers	1.15
	Car Preparers	1.12
<u>Technical</u>	Paper Inspector	1.50
	Paper Testers	1.33
	Pulp Tester (days)	1.15
	Pulp Tester (nights)	1.12
	Laboratory Asst.	1.36
	Laboratory Helper	1.10
<u>Watchmen</u>	Head Watchman	1.15
	Watchmen	1.05
	Office Janitor	1.05
<u>Mill Stores</u>	Day Clerk	1.25
	Asst. Day Clerk	1.15
	Night Clerks	1.10
	Helper & Trucker	1.07
	Store Helper	1.05
	Helper	1.05
	Receiving Clerk	1.25
<u>Electrical Dept.</u>	Substation Operators	1.32
	Maintenance Men	1.44
	Armature Winder	1.47
	Electrician	1.44
	"	1.38
	"	1.30
	Electrician Helper	1.13
	Electrician Helper	1.10
	Apprentice	1.05
	Apprentice	0.95
<u>Mechanical</u>	Machinists	1.50
	"	1.37
	"	1.27
	"	1.23
	"	1.22
	Machinist Helpers	1.10
	Roll Grinder Man	1.50
	Roll Grinder Helper	1.37
	Blacksmith	1.32
	Boiler Maker	1.49
	Boiler Maker Helper	1.10
	Tinsmith	1.30
	Tinsmith Helpers	1.10
	Cement Finisher	1.37
	Cement Finisher Helper	1.10
	Carpenter Foreman	1.56
	Carpenter	1.30
	"	1.15
	Carpenter Helpers	1.10

<u>DEPARTMENT</u>	<u>OCCUPATION</u>	<u>RATE</u>	
<u>Mechanical (Cont'd)</u>	Pipefitters	\$1.37	
	"	1.22	
	Pipefitter Helpers	1.10	
	Painter	1.48	
	Painter	1.28	
	Painter Helpers	1.10	
	Millwrights	1.50	
	"	1.40	
	Head Oiler	1.35	
	Tool Room (days)	1.20	
	Cleaner	1.05	
	Welders	1.50	
	Welders	1.34	
	Tractor Driver	1.25	
	<u>Mill Yard</u>	Foreman	1.17
		Track Repair Man	1.08
		Truck Driver	1.08
Farm Tractor Driver		1.08	
Laborers		1.05	
<u>Log Haul</u>	Foreman	1.28	
	Boom Men	1.05	
	Conveyor Men	1.07	
	Conveyor Men	1.07	
	Transfer Men	1.07	
	Transfer Men	1.05	
	Cleaners	1.05	
	Bark Press	1.05	
	Transfer	1.05	
	Spares	1.05	
Transfer Men (#6)	1.07		
<u>Wood Loading</u>	Hoist Operators	1.10	
	Loaders	1.05	

Certified true copy of
original
J.P. Nicol Director
International Brotherhood
Pulp Sulphite & Paper
Mill Workers.-

CONTINUATION OF AND AMENDMENTS TO THE COLLECTIVE
BARGAINING AGREEMENT DATED JULY 7, 1941 BETWEEN LAKE ST JOHN
POWER AND PAPER COMPANY, LIMITED, Dolbeau, Quebec, INTERNATIONAL
BROTHERHOOD OF PAPER MAKERS, DOLBEAU LOCAL No. 252, AND INTERNATIONAL
BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, DOLBEAU LOCAL
No. 85.-

The parties signatory hereto having met in Quebec, P.Q.,
July 25, 1949 and at Dolbeau, P.Q., July 30th and August 5th, 1949
to consider revisions to and the continuance of the Agreement between
the said parties dated July 7, 1941 do hereby agree that said Agree-
ment dated July 7, 1941, shall be and is hereby amended and revised;
and continued and extended from the 1st day of May, 1949, to and
including the 30th day of April 1950, and from year to year there-
after, except as hereinafter stated.-

19/1505^h

SECTION 1.- GENERAL PURPOSE OF AGREEMENT.

(a) The parties to this agreement agree to abide by all provincial and Federal Laws, insofar as those laws may apply to the terms of said agreement.-

(b) This agreement is entered into in the mutual interest of employer and employee to provide for the operation of the plant under methods which will further to the greatest possible extent the safety and welfare of the employee and which will also bring about economy of operation, maximum quality and quantity of output, cleanliness of plant, and protection of property. It is recognized by this agreement that it is the duty of the Company and of the employees to co-operate in every way for the advancement of said conditions.

SECTION 2. RECOGNITION.

(a) In order to ensure the carrying out of the purpose of this agreement, the company recognizes the International Brotherhood of Paper Makers and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers as the sole agencies representing all their employees who are eligible for union membership in the signatory Unions for the purpose of collective bargaining. Any employee who is now a member, or who after this date becomes a member, or who is reinstated as a member of any one of the signatory Unions, shall, as a condition of continued employment, maintain such membership in good standing.

(b) When engaging men the Management will give preference to union members if such are available and are capable of doing the work efficiently. No application for employment shall become effective unless and until approved by the Resident Manager. A new employee who is not a member of one of the signatory Unions shall join such Union within fifteen (15) days, unless temporarily employed. However, as soon as a temporary employee is classed as a regular employee, he will become and remain a member in good standing of such Union.-

(c) If employees are to be promoted, demoted, or laid off, the Management will take into consideration ability and length of service, provided, however, that if the signatory party concerned be dissatisfied with any such promotion, demotion or layoff, it may make representation to the Company as provided for in Section 8 of this agreement.-

(d) It is recognized by the signatory parties to this agreement that Superintendents, Department Heads, Office Force, and Stores, Engineering and Technical Service Department employees are part of the plant management.-

SECTION 3. TERM OF AGREEMENT.

(a) This agreement shall be in effect from May 1, 1949 to April 30, 1950 and from year to year thereafter, unless notice is given in writing by any of the signatory parties hereto, at least thirty days prior to May 1st in any year, of a desire to change or to cancel said agreement.-

(b) There shall be no suspension or stoppage of work at the plant because of the termination of this agreement or failure of renewal, except with approval of the International Officers of the signatory Unions.

(c) It is understood that the Company will not be asked to act upon any question regarding jurisdiction which may arise between the signatory unions. All such questions will be decided by the Union themselves.

SECTION 4. WAGES.

(a) The wage scale for the term of this agreement shall be as per the attached schedule, which incorporates all revisions mutually agreed upon at the above mentioned 1949 conferences.-

(b) Paper Makers' rates as shown are in accordance with the 1946 Paper Maker's Minimum Standard Wage schedule for Newsprint Machines revised as of May 1, 1949 on a base rate of \$1.00 per hour. It is expressly agreed that these rates are applicable to either six or eight hour shifts, that no change will be made in the schedule above mentioned except by mutual consent, and that upward or downward adjustment will be made only after new machine speed have been established as averaged over a two-week period.-

(c) In accepting the wage scale set forth in the attached schedule, the Unions agree as follows:

I.- To co-operate with Management in every reasonable way for the purpose of increasing production.-

II.- To assist Management in reducing absenteeism.

III. To request adjustments in scheduled rates only where gross inequalities exist, or in cases where in the judgement of Management changes in duties or increased responsibilities make them necessary.-

SECTION 5. PAID HOLIDAYS.

(a) The Company will pay to each regular hourly-paid employee a day's pay at the employee's regular rate, for each of the four mill holidays, as set forth below, which holidays, must be taken. Employees required to work on mill holidays will receive pay at time and one-half, but must take the paid holiday as soon thereafter as can be arranged.

(b) Recognized paid Holidays are as follows:

New Year's Day

St. Jean Baptiste Day (or Dominion Day as arranged.)

Labour Day

Christmas.-

SECTION 6. SIX DAY SICK LEAVE PLANT.

The Company agrees to pay six (6) days per calendar year at the equivalent of group insurance benefits less normal income tax deductions providing the employee can furnish proper evidence that he has been sick or has suffered from a non-occupational accident for a period of not less than twelve (12) consecutive working days. This applies only to employees with one or more years of continuous service.-

SECTION 7. INTERRUPTION OF WORK.

(a) It is agreed that there shall be no strikes, walkouts, lockouts or other similar interruptions of work during the period of this agreement.

(b) While the foregoing general provision is intended to prevent interruption of work from any and all such causes, the following enumeration is made specifically to cover causes that may occur, but this enumeration shall not be deemed to exclude causes not enumerated:

1.- Work shall not be interrupted because of any disputes or disagreements between any of the signatory parties or between any one of them and any third party.-

11.- Work shall not be interrupted because of any disputes or disagreements between persons, corporations, unions, or associations which are not signatory to this unions, or associations which are not signatory to this agreement.-

SECTION 8.- ADJUSTMENT OF COMPLAINTS.

(a) Complaints of any nature arising in any department of the plant shall be reported to the Superintendent in charge by the local committee of the union whose member is the complainant. The Superintendent will endeavor to adjust, the complaint immediately but failing such adjustment within forty-eight hours the question may be referred to the General Superintendent, who will meet with the Committee and the Superintendent. If the General Superintendent likewise fails to adjust the complaint in a satisfactory manner, within five days, the local union has the right to appeal to the President of the union whose member is involved, and the President of the union may either personally, or through his representatives refer the#parties are unable to reach an agreement on the question the matter shall be referred to a Board of Arbitration. The Company shall have the right to select one member, and the Union one member, and the two arbitrators thus named shall choose the third arbitrator, who will act as chairman. After the Board of Arbitration has thus been chosen, it shall meet and hear evidence on both sides and render a decision within fifteen (15) days, which decision shall be final and binding upon all parties to this agreement.-

(b) If a discharged employee claims that an injustice has been done him, an appeal shall be made by the Union to the Management in writing within forty-eight hours. Upon failure to agree such case shall go to arbitration as provided for in this section. Should it be proven by the methods incorporated herein that an employee has been unjustly discharged, he shall be reinstated and shall receive pay for lost time.-

SECTION 9.- VACATION WITH PAY.

(a) All hourly paid employees of the Company who have completed one year of continuous employment in the Company's service will be granted a paid vacation.-

matter in dispute to the General Manager of the Company, If these

(b) Employment broken by unauthorized absenteeism, discharge for cause, or voluntary resignation or separation of any kind invalidates any claim to a paid vacation.

(c) Periods of disability because of sickness or accident and temporary lay-offs resulting from curtailment of operations or other causes beyond the control of the employee shall not invalidate an employee's claim to a paid vacation.-

(d) The vacation year shall be from May 1st in any year to May 1st in the following year.-

(e) The vacation period to which each employee is entitled shall be determined as follows:-

I.- Each hourly paid employee who on May 1st in any year has completed one year or more, but less than five years of continuous employment in the Company's service, shall be eligible to receive a vacation, with vacation pay of six consecutive working days during the following year.-

II.- Each hourly paid employee who on May 1st of any year has completed five years or more, but less than twenty-year of continuous employment in the Company's service shall be eligible to receive a vacation, with vacation pay, of twelve consecutive working days, during the following year.-

III.- Each hourly-paid employee who on May 1st of any year has completed over twenty years of continuous employment in the Company's service, shall be eligible to receive a vacation, with vacation pay, of eighteen working days, provided however, that said eighteen days will be continuous only between September 16th, in any year and May 15th in the following year, or, if desired during the summer months, only at the option of the Company.-

IV.- Each hourly paid employee who on May 1st of any year has not completed one year of continuous employment in the Company's service but who on the last day of any month during the following vacation Year shall have completed one year of continuous employment, shall be entitled after his first completed ~~completed~~ vacation year of employment, to a vacation with vacation pay of six consecutive working days, plus one half day for each month of service prior to the commencement of the above-mentioned vacation year.-

V.- Each hourly paid employee who has not benefitted under "IV" above and who on May 1st of any year has not completed five years of continuous employment in the Company's Service, but who on the last day of any month during the following Vacation Year shall have completed five years of continuous employment, shall be entitled, after his fifth completed vacation Year of employment, to a vacation with vacation pay of twelve consecutive working days, plus one-half day for each month of service prior to the commencement of the above-mentioned vacation Year.

(f) The amount of vacation pay to which employees are entitled shall be calculated and paid as follows:-

- I.- Vacation pay shall be calculated on the basis of eight (8) hours per day of vacation due, at the employee's regular rate.
- II.- Vacation pay may be drawn at the beginning of the vacation period if desired.-
- III. Vacation pay will not be allowed for vacation not taken. In such cases any unused vacation privileges shall be allowed to accumulate until conditions permit them to be exercised.-
- IV.- If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.-
- V.- If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.-
- (g) General conditions governing paid vacations are as follows:
- II.- Vacation privileges are not transferable.
- III.- In accepting vacations with vacation pay, each employee agree that during the vacation period he will not engage in any gainful occupation.-
- III.- It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations.-
- IV.- The Company reserves the right to schedule the vacation period for each employee as well as to administer the vacation plan generally in accordance with the above provisions.-

SECTION 10. CONCLUSION.

It is understood and agreed that all rules, regulations and instructions of the Company as published under the titled of "Mill Rules Safety Rules " Instructions in Case of Fire, which do not conflict with the provisions of this Agreement, or with the Provincial or Federal Laws are affirmed and will continue in force and effect during the life of this agreement or any extension thereof.

SIGNED AT Dolbeau, P.Q. This 5th day of August 1949

LAKE ST JOHN POWER AND PAPER CO. LIMITED.

By W.S. Cramp.
Resident Manager.

INTERNATIONAL BROTHERHOOD OF PAPERMAKERS.

By J.A. D'Aoust.
Vice-President.

INTERNATIONAL BROTHERHOOD OF PULP,
SULPHITE & PAPER MILL WORKERS.

BY John P. Burke.
President-Secretary.-

Per Armand Harnois.

DOLBEAU LOCAL NO. 252 INTERNATIONAL
BROTHERHOOD OF PAPERMAKERS.

BY Alcide Huard.-

DOLBEAU LOCAL No. 85 INTERNATIONAL
BROTHERHOOD OF PULP, SULPHITE &
PAPER MILL WORKERS.

BY L.A. Quenard.-

WAGE SCALE.

MAY 1st 1949

<u>DEPARTMENT.</u>	<u>OCCUPATION</u>	<u>RATE.</u>
<u>Wood Room.</u>	Foreman	1.19
	Drum Men	1.04
	Axe Men	1.01
	Chipper Men	1.01
	Conveyor Men	1.01
	Cleaner	1.00
	Millwright Foreman	1.23
	Millwrights	1.18
	Welder	1.18
<u>Wood Yard.</u>	Foremen	1.22
	Hoist Operators	1.04
	Wood Handlers	1.01
	Transfer Men	1.01
	Millwright	1.28
	<u>Steam Plant.</u>	Foreman
Shift Engineers		1.36
Water Tenders & Elec. Boiler Operators		1.19
Coal Boiler Firemen		1.14
Refuse Boiler Firemen		1.02
Cleaner & Laborer		1.00
<u>Grinder Room.</u>	Foremen	1.42
	Stone Sharpeners	1.14
	Grindermen	1.07
	Grinder Loaders	1.01
	Millwright	1.40
	Millwright Helper	1.04
	<u>Screen Room.</u>	Foremen
Screenmen		1.07
Coarse Screenmen		1.01
Oiler & Cleaner		1.01
Millwright		1.28
Millwright Helper		1.04
<u>Acid Plant.</u>		Acid Makers
	Sulphur Man	1.00
	Tower Men	1.01
<u>Digester House.</u>	Head Cook	1.53
	Cooks	1.42
	Cooks Helpers	1.12
	Blowpit Men	1.01
	Blowpit Helpers	1.00
	Millwright	1.40
	Millwright Helper	1.04

<u>DEPARTMENT.</u>	<u>OCCUPATION.</u>	<u>RATE.</u>
<u>Sulphite Lapping Machine.</u>	Operators	1.24
	Weighers	1.12
	Balers	1.12
	Sheet Handlers	1.06
	Loaders	1.02
	Flatscreenmen	1.04
Machine Room. 1200 - 1250 f P.M.	Boss Machine Tenders	2.50
	Machine Tenders	2.30
	Back Tenders	2.10
	Third Hands	1.72
	Fourth Hands	1.34
	Fifth Hands	1.24
	Sixth Hands	1.08
	Broke Hustlers	1.01
	Roll Pusher	1.01
	Mixer Operator	1.72
	Beater Men	1.01
	Millwright	1.40
	Clothing Man	1.72
	Crane Man	1.18
	First Spare Hands	1.08
	Second Spare Hand	1.01
	Cleaner	1.01
	Rewinder Operator	1.26
	Rewinder Helper	1.02
	Drive Operators	1.01
Oilers Machine Room	1.13	
Oiler Basement	1.07	
<u>Finishing Room.</u>	Head Finisher	1.22
	Finishers	1.02
	Scale Man	1.19
	Header Men	1.02
	Roll Marker	1.02
	Laborers	1.00
	Wrapper Cutter	1.00
	Core Maker	1.04
	Core Maker Helper	1.00
	<u>Shipping</u>	Checker
Truckers		1.07
Car Preparers		1.04
<u>Technical</u>	Paper Inspector	1.42
	Paper Testers	1.25
	Pulp Tester (days)	1.07
	Pulp Tester (nights)	1.04
	Laboratory Asst.	1.28
	Laboratory Helper	1.05
<u>Watchmen.</u>	Head Watchman	1.07
	Watchmen	1.00
	Office Janitor	1.00

<u>DEPARTMENT.</u>	<u>OCCUPATION.</u>	<u>RATE.</u>	
<u>Mill Stores.</u>	Day Clerk	1.17	
	Asst. Day Clerk	1.07	
	Night Clerks	1.02	
	Helper & Trucker	1.01	
	Store Helper	1.00	
	Office Helper	1.00	
	Helper	1.00	
<u>Electrical Department</u>	Substation Operators	1.24	
	Maintenance Men	1.34	
	Armature Winder	1.37	
	Electrician	1.34	
	X Electrician \$1.25	X "	1.30
		Electrician Helper	1.07
		" "	1.04
Mechanical	Machinists	1.40	
	"	1.28	
	"	1.18	
	"	1.14	
	"	1.13	
	Machinist Helpers	1.04	
	Roll Grinder Man	1.40	
	Roll Grinder Helper	1.28	
	Blacksmith	1.23	
	Boiler Maker	1.39	
	Boiler Maker Helper	1.04	
	Tinsmith	1.21	
	Tinsmith Helpers	1.04	
	Cement Finisher	1.28	
	Cement Finisher Helper	1.04	
	Carpenter Foreman	1.46	
	Carpenter	1.28	
	"	1.25	
	"	1.21	
	Carpenter Helpers	1.04	
	Pipefitters	1.28	
	"	1.18	
	Pipefitter Helpers	1.04	
	Painters	1.38	
	Painter Helpers	1.04	
	Millwrights	1.40	
	"	1.28	
	Head Oiler	1.28	
	Tool Room (days)	1.11	
	Tool Room (nights)	1.06	
	Cleaner	1.00	
	Welders	1.40	
	Welders	1.25	
	Steel Riggers	1.38	
	Tractor Driver	1.16	

<u>DEPARTMENT</u>	<u>OCCUPATION.</u>	<u>RATE.</u>
<u>Mill Yard.</u>	Foreman	1.09
	Track Repair Man	1.03
	Laborers	1.00
<u>Log Haul.</u>	Foreman	1.22
	Boom Men	1.00
	Conveyor Men	1.02
	Conveyor Men	1.01
	Transfer Men	1.01
	Transfer Men	1.00
	Cleaners Men	1.00
	Bark Press	1.00
	Transfer	1.00
	Spares	1.00
Transfer Men (no. 6)	1.01	
<u>Wood Loading.</u>	Hoist Operators	1.05
	Loaders	1.00

LAKE ST JOHN POWER & PAPER COMPANY LTD.

DOLBEAU, QUEBEC

CANADA

AMENDMENTS TO LABOUR AGREEMENT

AUGUST 26th 1948

19/1505 a

Further Amendments to the Labour Agreement dated July 7, 1941 between Lake St John Power & Paper Company Ltd. International Brotherhood of Paper Makers Local 252, and International Brotherhood of Pulp, Sulphite, and Paper Mill Workers, Local 85, agreed upon by the parties signatory hereto, in conference at Quebec, May 22, 1948, and at Dolbeau, July 29, 1948, and now incorporated in the above Agreement:

(1) To adopt the 1946 Paper Makers' Minimum Standard Wage Schedule on a base rate of \$1.00 per hour subject to the following conditions

- (a) That the adopted schedule will establish the rates for all jobs covered thereby:
 - (b) That the adopted schedule is applicable to either six or eight hour shifts.
 - (c) That the adopted schedule be considered permanent and that no future alterations may be made in the schedule except by mutual consent.
 - (d) That a machine must maintain a new speed for a period of two weeks, averaged daily before rates are adjusted either upward or downward as required by the schedule.
-

(2)

(2) To increase the rates for maintenance employees,
as set forth hereunder, by 14 cents per hour:

Machinist.
Millwrights
Carpenters
Tinsmiths
Pipefitters
Welders
Electricians
Cement Finishers
Lead Burners
Plumbers
Motor Mechanics
Instrument Repair Men
Riggers
Blacksmiths
Tool Keepers
Crane Men (Shop)
Boiler Makers
Riveters
Patternmakers
Pump Men
Roll Grinder Men
Brick Masons
Compressor Men
Painters
Mold Coverers.

(3) To increase all other rates as follows:

87	cent rate to be	\$1.00
88	" "	1.01
89	" "	1.01
90	" "	1.02
91	" "	1.02
92	" "	1.03
93	" "	1.04
94	" "	1.04
95	" "	1.05
96 cent rate & up by 10%		
96	cent rate & up by 10%	
97		

In the case of percentage increases, adjustments will be to the nearest cent.

(4) To make adjustments as set out in 1) 2) and 3) above effective as from May 1 1948, all rates to be shown in the attached schedule.-

(5) To consider "Labour Day" a paid holiday on the same basis as New Year's Day, St Jean Baptiste Day, (or Dominion Day, and Christmas Day.

(6) To adopt the " Six Day Sick Leave Plan " as set forth below:

"The Company agrees to pay six (6) days per calendar year at the equivalent of group insurance benefits less normal income tax deductions providing the employee can furnish proper evidence that he has been sick or has suffered from a non-occupational accident for a period of not less than twelve (12) consecutive working days. This applies only to employees with one or more years of continuous service.

(7) To continue the understanding presently in effect with regard to the six hour day.

8.

To add to Mill Rule #16 Holidays:

"Part of the shut-down time stipulated above for any one holiday may be transferred to one of the other holidays by mutual agreement, providing total shut-down time for these holidays in any year, remains as at present."

LAKE ST JOHN POWER & PAPER CO. LTD.

By W.-S. Craud
Resident Manager.

INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

By J.-J. Arseneau.

INTERNATIONAL BROTHERHOOD OF PULP
SULPHITE & PAPER MILL WORKERS.

By John P. Burke L. Ph.-

DOLBEAU LOCAL No. 252 - PAPER MAKERS

By Celestin Boivin.

DOLBEAU LOCAL No. 85 Pulp Sulphite
and Paper Mill Workers.

By Michel Tessier.

(5)

WAGE SCALE

May 1, 1948

<u>DEPT.</u>	<u>OCCUPATION.</u>	<u>RATE.</u>
<u>Wood Room.</u>	Foremen	1.17
	Drum Men	1.04
	Axe Men	1.01
	Chipper Men	1.01
	Conveyor Men	1.01
	Cleaner	1.00
	Millwright F	1.20
	Millwrights	1.15
	Welder	1.15
<u>Wood Yard:</u>	Foreman	1.22
	Hoist Operators	1.04
	Wood Handlers	1.01
	Millwright	1.25
<u>Wood Loading:</u>	Hoist Operators	1.05
	Loaders	1.00
<u>Steam Plant:</u>	Foreman	1.45
	Shift Engineers	1.35
	Water Tenders	1.17
	Refuse Boiler Firemen	1.02
	Electric Boiler Operators	1.17
<u>Grinder Room:</u>	Foremen	1.42
	Stone Sharpeners	1.11
	Grindermen	1.04
	Grinder Loaders	1.01
	Millwright	1.37
	Millwright Helper	1.03

(6)

<u>DEPT .</u>	<u>OCCUPATION.</u>	<u>RATE.</u>
<u>Screen Room:</u>	Foremen	1.31
	Screenmen	1.04
	Coarse Screenmen	1.01
	Oiler & Cleaner	1.01
	Millwright	1.25
	Millwright Helper	1.03
<u>Acid Plant:</u>	Acid Makers	1.28
	Sulphur Man	1.00
	Tower Men	1.01
<u>Digester House.</u>	Head Cook	1.53
	Cooks	1.42
	" Helpers	1.09
	Blowpit Men	1.01
	" Helpers	1.00
	Millwright	1.37
	" Helpers	1.03
<u>Sulphite Lapping Machine:</u>	Machine Operators	1.22
	Weighers	1.09
	Balers	1.09
	Sheet Handlers	1.04
	Loaders	1.02
	Flat Screenmen	1.02
<u>Machine Room.</u>	Boss Machine Tenders	2.47
	Machine Tenders	2.27
(1150-1200 FPM)	Back Tenders	2.07
	Third Hands	1.70
	Fourth Hands	1.33
	Fifth Hands	1.23
	Sixth Hands	1.07
	Broke Hustlers	1.01
	Roll Pusher	1.01
	Mixer Operator	1.70
	Beater Men	1.01
	Millwright	1.37
	Clothing Man	1.70
	Crane Man	1.17
	First Spare Hand.	1.08
	Second " " (Continued)	1.01

<u>DEPT.</u>	<u>OCCUPATION.</u>	<u>RATE.</u>
Machine Room (Cont'd)	Cleaner	1.01
	Rewinder Operator	1.24
	" Helper	1.02
	Drive Operators	1.19
	Oilers Machine Room	1.10
	" Basement	1.04
Finishing Room: Room :	Head Finisher	1.20
	Finishers	1.02
	Scale Man	1.17
	Header Man	1.02
	Roll Marker	1.02
	Labourers	1.00
	Wrapper Cutter	1.00
	Core Maker	1.04
" " Helper	1.00	
Shipping <u>Shed:</u>	Checker	1.14
	Truckers	1.04
	Car preparers	1.02
<u>Technical Service:</u>	Paper Inspector	1.42
	Paper Testers	1.23
	Pulp Tester (day)	1.04
	Pulp Testers	1.02
	Laboratory Assistant	1.27
	" Helper	1.05
<u>Watching Service:</u>	Head Watchman	1.04
	Watchmen	1.00
	Office Janitor	1.00
<u>Mill Stores:</u>	Day Clerk	1.24
	Ass't Day Clerk	1.04
	Night Clerks	1.02
	Helper & Trucker	1.01
	Store Helper	1.00
	Office Helper	1.00
	Helper	1.00
<u>Electrical Department:</u>	Substation Operators	1.22
	Maintenance Men	1.31
	Armature Winder	1.34
	Electrician	1.31
	"	1.27
	"	1.22
	" Helper	1.06
	" Apprentice	.95
	" "	.70

<u>DEPT.</u>	<u>OCCUPATION.</u>	<u>RATE.</u>	
<u>Mechanical Department:</u>	Machinists	1.37	
	"	1.25	
	"	1.15	
	"	1.11	
	"	1.10	
	" Helpers	1.03	
	Roll Grinder Man	1.37	
	" " Helper	1.25	
	Blacksmith	1.20	
	Boiler Maker	1.36	
	" Helper	1.03	
	Tinsmith	1.18	
	" Helpers	1.03	
	Cement Finisher	1.25	
	" Helper	1.03	
	Carpenter Foreman	1.43	
	Carpenter	1.25	
	"	1.22	
	"	1.18	
	" Helper	1.03	
	Pipefitters	1.25	
	"	1.15	
	" Helpers	1.03	
	Painters	1.35	
	" Helpers	1.03	
	Millwrights	1.37	
	"	1.25	
	Head Oiler	1.27	
	Tool Room (Day)	1.08	
	" (Night)	1.06	
	Cleaner	1.00	
	Welders	1.30	
	"	1.22	
	Steel Riggers	1.35	
	Tractor Driver	1.13	
	<u>Mill Yard:</u>	Foreman	1.06
		Labourers	1.00
	<u>Log Haul:</u>	Foremen	1.22
		Boom Men	1.00
		Conveyor Men	1.02
"		1.01	
Transfer Men		1.01	
"		1.00	
Cleaners		1.00	
Bark Press		1.00	
Transfer		1.00	
Spares		1.00	
Transfer Men # 6 Cont.)		1.01	

Q. A. 321

LAKE ST. JOHN POWER & PAPER CO. LIMITED

Dolbeau, p.Q.

LABOUR AGREEMENT.

May 1st, 1947.

No - 1505

LAKE ST. JOHN POWER & PAPER CO. LIMITED

Dolbeau, P.Q.

Canada.

LABOUR AGREEMENT

Continuation of and amendments to the Collective Bargaining Agreement, dated July 7th, 1941, between Lake St. John Power & Paper Co. Ltd., International Brotherhood of Paper Makers Local No. 252 and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local No. 85.

The parties hereto having met in Montreal on April 28 and 29, 1947, to consider revisions to and the continuance of the Agreement between the said parties dated July 7, 1941, do hereby agree that the said agreement dated July 7, 1941, shall be and is hereby continued, revised and extended from the first day of May 1947, to and including the 30th day of April 1948, and from year to year thereafter. Either party to this agreement desiring a change in or cancellation of this agreement must give thirty days' notice in writing prior to May 1st in any year.

Section 1.

GENERAL PURPOSE OF AGREEMENT.

The parties to this agreement agree to abide by all Provincial and Federal Laws, insofar as they apply to this agreement.

This agreement is entered into in the mutual interest of employer and employee to provide for the operation of the plant under methods which will further to the fullest extent possible the safety and welfare of the employee and also to bring about economy of operations, maximum quality and quantity of out-put, cleanliness of plant and protection of property. It is recognized by this agreement that it is the duty of the Company and the employees to co-operate in every way for the advancement of said conditions.

Section 2.

RECOGNITION.

In order to ensure the carrying out of the purpose of this Agreement, the Company recognizes the International Brotherhood of Paper Makers and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers as the agencies representing all their employees who are eligible for union membership in the signatory Unions for the purpose of collective bargaining.

Any employee who is now a member or who after this date becomes a member or is reinstated as a member of any one of the signatory Unions, shall, as a condition of continued employment, maintain such membership in good standing.

When engaging men the management will give preference to union members if such are available and are capable of doing the work efficiently. No application for employment shall become effective unless and until approved by the Mill Manager. A new employee who is not a member of one of the signatory Unions shall join such Union within thirty (30) days, unless temporarily employed. However, as soon as a temporary employee is classed as a permanent employee, he will become and remain a member in good standing of such Union.

If employees are to be promoted, demoted, or laid off, the Management will take into consideration ability and length of service; provided, however, that if the signatory party concerned be dissatisfied with any such promotion, demotion or layoff, it may make representation to the Company as provided for in Section 6 of this Agreement.

It is recognized by the signatory parties to this agreement that Superintendents, Department Heads, Office Force, Store, Engineering and Technical Control employees and Watchmen are part of the plant management.

Section 3

TERM OF AGREEMENT

(a) There will be no suspension or stoppage of work at the plant because of the termination of this agreement or failure of renewal except with the approval of the International Officers of the signatory Unions.

(b) It is understood that the Company will not be asked to act upon any question regarding jurisdiction which may arise between the signatory unions. All such questions will be decided by the unions themselves.

Section 4

WAGES

(a) i. Existing wage rates other than mechanic helpers' rates are increased as follows:-

- 3¢ on rates of 70¢ - 71¢
- 2¢ on rates of 72¢ - 73¢
- 1¢ on rates of 74¢ - 75¢

ii. Rates for maintenance mechanics and their helpers for all occupations shown on the attached Schedule "A" are increased 2¢ per hour.

iii. An additional increase of 14¢ per hour to be added to all rates excepting those covered by the Paper Makers Minimum Standard Wage Schedule.

(b) The Paper Makers Minimum Standard Wage Schedule of 1946 is to be paid on the basis of a base rate of 87¢ per hour subject to the following conditions:-

i. That the accepted schedule is applicable to either eight (8) or six (6) hour shifts.

ii. That the accepted schedule be considered permanent and that no future alterations may be made in the schedule except by collective bargaining.

iii. A machine must maintain a new speed for a minimum period of two (2) weeks before rates are adjusted either upward or downward as required by the schedule.

(c) Local management of mills will receive suggestions and recommendations from local union committees with respect to pension plans.

(d) The foregoing agreement is subject to the Union's acceptance of the following:-

i. That the above wage rates are accepted as a settlement by all the International Unions representing the workers in the Quebec mills participating in this conference.

ii. That the unions undertake to co-operate in every reasonable way to increase production.

iii. That the unions undertake to co-operate with management in reducing absenteeism.

iv. That the wage adjustments be confined to gross inequalities or cases where changes in duties or increased responsibilities make them necessary in the judgement of management.

v. That the principle is recognized that only such matters as concern the entire group of mills should be subjects for area wide collective bargaining.

(e) The wage scale for the term of this agreement will be as per schedule attached.

(f) The Company will pay its hourly paid employees for three statutory holidays in each contract year. The days for which such pay shall be granted are -- Christmas Day, New Year's Day and either Dominion Day or St. Jean Baptiste Day.

(g) Schedule "A" (as referred to in (a) ii)

(This is part of, and should be attached to memorandum of Terms of Agreement in Renewing Collective Labor Agreements in Quebec Mills - Contract Year 1947-1948).

This group of occupations includes all maintenance mechanics and electricians and helpers, but does not include operating jobs.

OCCUPATIONS.

Mechanics:	Blacksmith
Machinist	Tool keeper
Millwright	Crane Man (Maintenance)
Carpenter	Boiler Maker or
Tinsmith	Rivet Gang Leader
Pipefitter	Riveter
Welder	Rivet Heater
Electrician	Rivet Bucker-Up
Painter	Rivet Reamer
Lead Burner	Patternmaker
Plumber	Pump Man (Repair Man)
Cement Finisher	Belt Man (Repair Man)
Motor Mechanic	Pipe Coverer
Instrument repair man	Roll Grinder
Rigger	Brick Mason.

Section 5.INTERRUPTION OF WORK

It is agreed that there shall be no strikes, walkouts, lockouts, or other similar interruption of work during the period of this agreement.

While the foregoing general provision is intended to prevent interruption of work from any and all causes, the following enumeration is made to specifically cover causes that may occur, but this enumeration shall not be deemed to exclude causes not enumerated.

- (a) Work shall not be interrupted because of disputes or disagreements between any two of the signatory parties or between any one of them and any third party.
- (b) Work shall not be interrupted because of any disputes or disagreements between persons, corporations, unions or associations which are not signatory to this agreement.

Section 6.ADJUSTMENT OF COMPLAINTS.

Complaints of any nature arising in any department of the plant shall be reported to the Superintendent in charge of that department by the local committee of the union whose member is the complainant. The superintendent will endeavour to adjust the complaint immediately but, failing such adjustment within forty-eight hours, the question shall be referred to the General Superintendent and/or the Resident Manager, who will meet with the Committee and the Superintendent. If the General Superintendent and/or the Resident Manager likewise fail to adjust the complaint in a satisfactory manner within five days, the local union has the right to appeal to the President of the Union whose member is involved and the President of the Union may either personally, or through his representative, refer the matter in dispute to the General Manager of the Company. If these men are unable to reach an agreement on the question the matter shall be referred to a board of arbitration.

The Company shall have the right to select one member, the Union one member, and the two arbitrators thus named shall choose the third arbitrator, who will act as Chairman. After the board of Arbitration has thus been chosen, it shall meet and hear evidence on both sides and render a decision within fifteen (15) days which shall be final and binding upon all parties to this agreement.

If a discharged employee claims that injustice has been done him, an appeal shall be made by the Union to the Management in writing within forty-eight hours. Upon failure to agree, such case shall go to arbitration as provided in this section.

Should it be proven by the methods incorporated herein that an employee has been unjustly discharged he shall be reinstated and shall receive pay for lost time.

Section 7.VACATION WITH PAY

All hourly paid employees of Lake St. John Power & Paper Company Limited who meet the following requirements will be granted a vacation with vacation pay.

I. ELIGIBILITY.

To be eligible for a vacation with vacation pay an employee shall have completed one year of continuous employment in the Company's service.

II. CONTINUOUS EMPLOYMENT.

(a) Continuous employment is broken by unauthorized absenteeism, discharge for cause, voluntary resignation or any other voluntary separation.

(b) Periods of disability because of sickness or accident and temporary lay-offs resulting from curtailment of operations or other causes beyond the control of the employees shall not break continuous employment.

III. VACATION PERIOD.

The vacation period to which each employee shall be entitled shall be determined as follows:-

(a) Each hourly paid employee who on December 31st in any year has completed one year or more, but less than five years of continuous employment in the Company's service, shall be eligible to receive a vacation with vacation pay of six working days which shall be consecutive, during the following year.

(b) Each hourly paid employee who on December 31st of any year has completed five years or more of continuous employment in the Company's service shall be eligible to receive a vacation with vacation pay, of twelve working days which shall be consecutive, provided, however, that the vacation period may be divided into two periods of six consecutive working days to meet mill operating requirements.

(c) Each hourly paid employee who on December 31st, of any year, had NOT completed one year of continuous employment in the Company's service, but who on the last day of any month during the following year shall have completed one year of continuous employment, such employee shall then be eligible to receive a vacation of six consecutive working days with vacation pay during the next succeeding twelve months.

(d) Each hourly paid employee who on December 31st, of any year had NOT completed five years of continuous employment in the Company's service, but who on the last day of any month during the following year shall have completed five years of continuous employment such employee shall then be eligible to receive a vacation of twelve consecutive working days with vacation pay during the next succeeding twelve months, subject, however, to Section III (b) above.

IV. VACATION PAY.

(a) The amount of vacation pay for each employee shall be calculated on the basis of eight (8) hours per day of vacation due, at the employee's current basic rate at the time the vacation is taken.

(b) An employee may draw his vacation pay at the beginning of his vacation period if desired.

(c) Vacation pay will not be allowed for vacations not taken. In such cases any unused vacation privileges shall be allowed to accumulate until conditions permit them to be exercised.

(d) If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due in lieu of vacation calculated to the date of his leaving such service.

(e) If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.

V. GENERAL.

(a) Vacation privileges are not transferable.

(b) In accepting vacations with vacation pay each employee agrees that during the vacation period he will not engage in any gainful occupation.

(c) It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations.

(d) The company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with the above provisions.

Section 8. CONCLUSION

It is further understood and agreed that all rules, regulations and instructions of the Company, copy attached, which do not conflict with the provisions of

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this agreement, or with the Provincial or Federal Laws, are affirmed and will continue in force and effect during the life of this agreement, or any extension thereof.

Signed at Montreal, P.Q. this 13th day of August 1947.

LAKE ST. JOHN POWER & PAPER CO. LIMITED

By A. Geo. Jacques
Ass't General Manager.

INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

By J. S. Lambert.
General Representative

INTERNATIONAL BROTHERHOOD OF PULP,
SULPHITE AND PAPER MILL WORKERS

By John P. Burke
Pres-Secy.

Per L.P. Lacroix
Vice-President.

LAKE ST? JOHN LOCAL NO. 252 PAPER MAKERS

By W.G. King, Pres.

LAKE ST. JOHN LOCAL NO. 85 PULP,
SULPHITE AND PAPER MILL WORKERS

By Michel Tessier

MILL RULES

1.- Schedule of Operation:

The normal operating period of Pulp & Paper Mills will be six (6) days per week, with a twenty-four (24) hour shutdown on Sunday. When necessary, Pulp Mills may be operated for a longer period.

2.- Hours for Day Workers:

(a) The regular hours of employment for day workers shall be eight (8) hours per day, between 8 a.m. and 5 p.m.

(b) Whenever it is necessary to maintain a permanent crew outside of the established hours, men so employed will be rated as day workers.

(c) Only necessary work is to be performed on Sundays.

3.- Starting and Stopping Time of Day Workers:

(a) Day workers shall be started promptly, and shall not be stopped until three (3) minutes before the designated stopping time.

4.- Overtime for Day Workers:

(a) Day workers will be allowed time and one-half for all continuous working time in excess of eight hours, or for time worked before or after their regular eight working hours, with the following exception:

Wood Preparing Department - straight time.

(b) Shift workers, who are working temporarily with day workers or as day workers, are entitled to the same conditions of time and one-half, as day workers; time and one half, where due, is to be based on the day work only; any shift work, either before or after such day work, is not to be considered when calculating time and one-half.

(c) All day workers will be allowed time and one-half for all time worked during the regular shutdown periods on Sundays and designated Mill holidays. (See rule 16).

(d) Day workers, if called at night, will be allowed time and one-half for the period worked, and in no case are they to be allowed less than four (4) hours' time.

(e) Day workers required to work on Sunday, may take a day off during the week -- said day to be arranged for with the Department Head. If an employee is called in on his regular day of rest, he shall be paid at the rate of time and one-half.

5.- Hours for Shift Workers:

Shift workers shall be organized into three shifts, and shall work eight (8) consecutive hours upon each shift, as follows:

Shift A. - 12.00 Midnight to 8.00 a.m.

Shift B. - 8 a.m. to 4.00 p.m.

Shift C. - 4 p.m. to 12.00 Midnight.

Shifts shall rotate in sequence weekly.

6.- Starting and Stopping Time of Shift Workers:

(a) When a shift begins, each shift worker is required to be in his place.

(b) At the end of a shift, no shift worker shall leave his place to wash and dress until his mate has changed his clothes and reported to take over the responsibilities of the position.

(c) If a shift worker does not report for his regular shift, his mate shall notify the Department Superintendent or Foreman. He shall then remain at his post until a substitute is secured, and if necessary, he shall work an extra shift.

(d) It is the duty of a shift worker to report for his regular shift unless he has previously arranged a leave-of-absence. If unavoidably prevented from reporting for work, he shall give the Superintendent, Foreman or Time-Keeper, AT LEAST TWO HOURS' NOTICE before his shift goes on duty.

7.- Overtime for Shift Workers:

(a) Shift workers will receive time and one-half for all time worked during the regular shutdown periods on Sundays and designated Mill holidays (See Rule 16)

(b) Employees called into the Mill to assist in putting on wires shall be paid for six hours' time. This means a call-in when mill is in operation and under this condition of the crew called in is called upon to change wires on more than one machine, six hours will be paid for each wire changed. The foregoing does not apply to scheduled wire changes on shutdown days, when men will be paid for time worked, but in no case less than six hours. When it is necessary to start putting on a wire more than one hour before the change of tour, the employees who remain over their tour to complete putting on a wire shall be allowed pay for the period worked plus an extra hours' time. The foregoing rules shall also apply to day workers assisting in putting on wires, except that the words "Change of tour" shall mean end of regular work day."

8.- Returning to Work after Absence:

When a day worker or a shift worker who has been absent due to sickness or accident, or without permission, is ready to return to work, he must first report to the First Aid Department, and then to his Superintendent, in order that arrangements may be made for him to resume his regular place.

9.- False Call-Ins:

If a day worker or a shift worker is called in, but due to a change in the schedule of operations there is no work available, he will receive pay at his regular rate for two hours.

10.- Change of Rate:

(a) Excess pay slips will be made for employees temporarily employed in positions calling for higher rates of pay.

(b) Transfer cards will be made for all employees whose regular positions have been changed, necessitating a change in rate of pay.

11.- Time Recording:

- (a) Every employee reporting for duty or leaving the mill for meals or after completing his day's work must record the time of entering or leaving by registering said time on his time-card.
- (b) No employee, under any circumstances, may punch another employee's time-card.
- (c) "Double-punching" at meal times is not permitted. At least thirty (30) minutes must elapse between "out" and "in" records.
- (d) An employee "punching in" more than one minute late, will be penalized by the loss of one-half hour's pay.
- (e) Where an employee neglects to punch his time card he will lose one-half hour unless investigation shows a reasonable explanation, in which case full time may be allowed.
- (f) Any employee desirous of visiting the plant during "off" hours, must secure a pass for that purpose.

12.- Causes for Discharge:

The causes for immediate discharge are:

- (a) Neglect of duty.
- (b) Bringing intoxicants into the Mill.
- (c) Punching another employee's card.
- (d) Smoking upon the Company's premises, except in designated places.
- (e) Giving or taking a bribe of any nature as an inducement to obtaining work or retaining a position.
- (f) Destruction or removal of the Company's property.
- (g) Dishonesty.
- (h) Reporting for duty under the influence of liquor.
- (i) Refusal or failure to comply with the Company's rules.
- (j) Disorderly conduct.
- (k) Disobedience.
- (l) Deliberate sleeping on duty.
- (m) Reading books, papers or magazines while on duty.
- (n) Failure to report for duty without good reason.
- (o) Poor workmanship.
- (p) Indictment under the Criminal Code.

Nothing contained in these rules shall be deemed to restrain or limit the Company's right to discharge employees for just cause.

13.- Discipline of Mill Employees.

A Company employee who violates a Mill Rule or A Safety Rule, or who has been guilty of any conduct detrimental to good order, the safety of himself or others, or who contravenes the law of the land, may be subjected to discipline as follows:-

- (a) Personal reprimand by the Resident Manager - to be applied in cases of minor offences when the Resident Manager is satisfied by the offending employee that the offence will not be repeated.
- (b) Suspension from work without pay for periods of from one (1) to fifteen (15) days according to the gravity of the offence and the previous record of the employee concerned - to be applied in cases of a first serious offence or continued or repeated minor ones, when in the judgment of the Resident Manager proper conduct and discipline on the part of such employee can be secured without resorting to the penalty of dismissal.
- (c) Extreme penalty of dismissal from service - to be applied in all cases of flagrant or willful violation of the rules of the Company or of the law of the land, where a thorough investigation proves the employee concerned to be guilty, and the Resident Manager is convinced that dismissal is the only method by which discipline can be maintained. It may also be necessary to inflict this penalty in the case of an employee who persists in continued and repeated minor violations of the Company's rules as shown by the discipline record of this employee.

14.- Application of discipline.

- (a) Each Department Superintendent or Foreman shall have the authority to remove temporarily from service any workman under his supervision who violates the rules of the Company or the law of the land while such workman is on duty on the Company's premises.
- (b) Whenever a Department Superintendent or Foreman exercises such authority, he shall furnish to the Resident Manager a report stating his reasons, including such recommendations as he considers the circumstances warrant. He shall inform the employee concerned of the reasons for such suspension, and explain to him his right to appeal to the Resident Manager.

(c) The Resident Manager shall notify the employee concerned to present himself at the Mill Office at a stated time in order that the cause of his suspension may be investigated and properly disposed of so far as the discipline to be administered is concerned. The Resident Manager shall decide on the discipline to be inflicted after he has made a full investigation of all the circumstances connected with each case.

(d) If on investigation it be found that an employee has been unjustly suspended or discharged, he shall be reinstated without loss of pay, subject to the provisions of Section 6 of the Labour Agreement.

15.- Record of Discipline:

A complete record of each case of discipline administered, including suspensions and dismissals from the Service, shall be kept on a special form in separate file at the plant. This record shall consist of the Offence Charged, Department Superintendent's or Foreman's report of same, Resident Manager's notice to employee to report for disposition of the case, and final disposition of the case. Where the employee concerned has previous records of discipline entered against him, the date of such record shall be included on the special report form.

16.- Holidays:

Mill holidays will be as follows:

Dominion Day or St. Jean-Baptiste Day (by mutual arrangement) 24 hours, except when observed on Monday, 31 hours.

Labour Day - 31 hours.

Christmans Day - 40 hours, except when observed on Monday, 31 hours.

New Year's day - 24 hours.

17.- Meals for Shift Workers:

When a shift worker is obliged, without notice, to work an extra shift, the Department Superintendent or Foreman, will send another employee for the detained worker's meal.

18.- Parcels:

Parcels, packages or lunch baskets may be opened for inspection by watchman on duty, before they may be removed from mill premises.

19.- Parking:

No parking of automobiles, motorcycles or bicycles will be allowed on mill property except in approved areas, or with special permission of the Management.

20.- Copy of Agreement.

Each employee shall be furnished with a copy of the Labor Agreement for which he shall sign a receipt.

S A F E T Y R U L E S

1.- All accidents occurring on Mill property must be reported immediately, by the employee concerned, if able to do so, to the Mill First Aid Room, and by all witnesses, to the Foreman or Superintendent of the employee affected.

If an injured employee, after having received treatment at the Mill First Aid Room, is instructed to return for further treatment or to report to the Doctor, such instructions must be followed, otherwise the employee concerned may be disciplined for "Disobedience". (See Mill Rule 12 (k).

Accidents are defined as follows:-

- (a) Any cut, bruise, abrasion, or puncture which causes bleeding.
- (b) Foreign matter entering the eye or penetrating the skin.
- (c) Any shock, twist, sprain or compression which causes pain.
- (d) Any burn, scald, or exposure to gas.
- (e) Any sickness or similar condition incapacitating a man while at work.

2.- Employees must use the Safety Appliances provided when employed in hazardous occupations, and each Foreman must see that men under his direct supervision are properly equipped. When operating grinding wheels, goggles must be work or safety guard properly adjusted; coloured goggles must be used when welding or working in the welding shop or close to welding operations.

Safety appliances are available as follows:-

Goggles: - Wood Preparing Department
Sulphite Department
Mechanical Department.

Gas Masks: Sulphite Department
Pump House
Paper Machine Room.

Safety Harness - Sulphite Department
 Mechanical Department
 Electrical Department

Rubber Gloves - Electrical Department.

3.- (a) Safeguards must not be removed except by order of Foreman, Superintendent or Manager.

(b) If safeguards be removed they must be replaced immediately or reason for not replacing them reported to the Manager, Superintendent, Foreman or the man in charge of the Department where the guard is located.

(c) Cleaners, Oilers or Repairmen must always replace guards removed for the purpose of facilitating their work.

(d) Employees must leave their places of work orderly and clean, in the interest of safety.

4.- Safety tags must be attached to starting equipment of any machine shut down for cleaning, repairs or alterations, or to any valve controlling liquid, compressed air or steam supply, to any stock chest, boiler, receiver, pipe line, or similar apparatus on which work is to be performed, by the employee responsible for such work.

Should more than one department or group be employed simultaneously on the same equipment, the employee responsible for each group must attach a safety tag for his group, removing his own tag on completion of his portion of the work.

Should an employee responsible for such repair work be relieved before such work is completed, he will remove his own Safety Tag only AFTER the Safety Tag of the employee who is relieving him has been attached.

Safety Tags will be attached to, or removed from Paper Machine Control Panels by the Drive Operator on duty, when requested to do so by the properly authorized employee.

5.- During normal paper machine operation, when one or more sections of the drive may be shut down for clothing, changes, cleaning, etc., the Boss Machine Tender on duty will be the sole employee who will issue instructions to the Drive Operator regarding the stopping or starting of those sections.

6.- Before starting Paper Machine dryer sections six (6) short blasts on the air whistle of the machine will be sounded. A full minute must then elapse before closing starting switch.

- 7.- When Safety Tags are placed on the control knobs of electrically operated switches, safety or disconnecting switches must also be opened.
- 8.- All 2200 Volt Safety or disconnecting switches must be operated by authorized electricians only.
- 9.- Starting Compensators must be operated with the left hand, so that the operator's face and body will be well clear and to the right of the compensator.
- 10.- Any Safety mechanisms on elevators or elsewhere, must not be tampered with, and if found to be out of order, reported immediately to the Departmental Superintendent who must take prompt action to have the defect remedied.
- 11.- No unsafe clothing may be worn in the Mill, and all employees must wear boots or shoes while at work.
- 12.- Compressed air must not be used to clean clothing or to blow dust from employees' persons.
- 13.- No tools or loose articles of any kind may be left on stairways, walkways, or in any overhead location. All tools must be kept in first class condition and those becoming defective in any way must be repaired or replaced immediately.
- 14.- Drilling in walls or floors is absolutely prohibited until a clearance has been obtained from the Plant Engineer or the Electrical Superintendent.
- 15.- Smoking in the Mill is allowed only in places especially designated for it.
- 16.- "Horse-play" or conduct endangering the safety of any employee, is prohibited.
- 17.- Watchmen must prevent any employee from entering Mill premises if said employee be suspected of being under the influence of liquor.
- 19.- No employee may operate any piece of machinery or equipment, unless competent and authorized to do so by his Departmental Superintendent.

x
 (Paragraph 18)
 (No alcoholic
 beverage of any
 kind will be per-
 mitted on Mill
 Property.)

20.- Electric Truck Operators must not back truck through car doors.

21.- All gasoline containers throughout the Mill must be painted bright red, and must be used for no other purpose.

22.- Fire. See special instructions on following pages.

INSTRUCTIONS IN CASE OF FIRE.

1.- In case of fire, notify Watchman or Steam Plant Foreman on duty immediately. Telephone 130 or 161-1.

2.- Special Fire Alarm by Electric Siren:

A continuous blast from the electric siren indicates in Wood Yard or Wood Storage Pile.

3.- Fire Alarms by Mill Whistle or Electric Siren:

(a) One long blast followed by one short blast, repeatedly: indicates fire in Wood Yard or Pile

(b) One long blast followed by two short blasts: indicates fire inside Mill Fence.

(c) One long blast followed by three short blasts: indicates fire in Company Townsite.

(d) A succession of short blasts: summons Mill Fire Brigade to assist Town Fire Brigade - Mill Firemen to report to Town Fire Station.

(e) One long blast: "All out" Signal.

4.- Fire Alarm by Bell:

If at any time there is neither steam for the Mill Whistle nor power for the siren, the bell suspended from Sprinkler Tank Structure will be rung continuously, and as rapidly as possible, until arrival of Fire Brigade at fire.

5.- Mill Fire Brigade:

Notices are posted throughout the Mill and at the Town Fire Station, listing personnel of Mill Fire Brigade.

6.- Dry Valve Protection:

In the event of Dry Valves located in Shipping Shed, Wood Room, or Slasher Mill, tripping and sounding alarm in Boiler House (or Watchman's Office), location being shown on Indicator, Boiler House Foreman (or Watchman) shall notify immediately any one of the following:-

Any Pipefitter, if during working hours.

Maintenance Man on duty in Machine Shop.

Fire Alarm (whistle, bell or siren) will not be sounded immediately following the tripping of a Dry Valve, but only after cause of trouble has been definitely ascertained.

7.- General Instructions:

(a) In the event of fire, the Oiler on duty will immediately proceed to the Pump House and stand by for instructions.

(b) Fire Protection Equipment is to be used only in case of fire, such use to be reported with the least possible delay to the Mill Fire Department.

(c) In case of fire, any employee may be called upon, and will be expected to act as a fireman, should regular firemen be insufficient to cope with such an emergency.

(d) This notice supersedes all previous Fire Notices.

LABOUR STANDARD.

<u>WOOD ROOM</u>	Foremen	1.06
	Drum men	.94
	Axe Men	.88
	Chipper Men	.88
(Conveyor Man .88)	Cleaner	.87
	Millwright F	1.06
	Millwrights	1.01
	Welder	1.01
<u>WOOD YARD.</u>	Foremen	1.06
	Hoist Operators	.94
	Wood Handlers (Con. #14)	.88
	Millwright	1.11
<u>STEAM PLANT.</u>	Foremen	1.32
	Shift Engineers	1.23
	Water Tenders	1.06
	Refuse Boiler Firemen	.90
	Cleaner	.87
	Electric Boiler Operators	1.06
STEAM PLANT (Coal and Electric Boilers - November to June)		
	Foremen	1.32
	Shift Engineers	1.23
	Water Tenders	1.06
	Cleaner	.87
	Electric Boiler Operators	1.06
<u>GRINDER ROOM.</u>	Foremen	1.29
	Stone sharpeners	1.01
	Grindermen	.94
	Grinder loaders	.88
	Millwright	1.21
	Millwright Helper	.92
<u>SCREEN ROOM.</u>	Foremen	1.89
	Screenmen	.94
	Coarse Screenmen	.88
	Oiler & Cleaner	.88
	Millwright	1.11
(Millwright Helper .88)		
<u>ACID PLANT.</u>	Acid Makers	1.16
	Sulphur Men	.87
	Tower Men	.88

DIGESTER HOUSE

Head Cook	1.39
Cooks	1.29
Cooks' Helpers	.99
Blowpit Men	.88
Blowpit Helpers	.87
Millwright	1.21
Millwright Helpers	.92

SULPHITE LAPING MACHINE

Machine Operators	1.11
Weighers	.99
Balers	.99
Sheet Handlers	.93
Loaders	.90
Flat Screenmen	.91

MACHINE ROOM.

Boss Machine Tenders	2.34
Machine Tenders	2.14
Back Tenders	1.94
Third Hands	.157
Fourth Hands	1.20
Fifth Hands	1.10
Sixth Hands	.94
Broke Hustlers	.89
Roll Pusher	.88
Mixer Operators	1.57
Beater Men	.88
Millwright	1.23
Clothing man	1.57
Crane Man	1.06
First Spare Hand	.95
Second Spare Hand	.89
Cleaner	.88
Rewinder Operator	1.13
Rewinder Helper	.90
Drive Operators	1.08
Oilers Machine Room	1.00
Oilers Basement	.94

FINISHING ROOM.

Head Finisher	1.09
Finishers	.90
Scale Man	1.06
Header Man	.90
Roll Marker	.90
Labourers	.87
Wrapper Cutter	.87
Core Maker	.90
Core Maker Helper	.87

SHIPPING SHED.

Checker	1.04
Truckers	.94
Car Preparers	.91

TECHNICAL SERVICE.

Paper Inspector	1.29
Paper Testers	1.12
Pulp Tester - day	.94
Pulp Testers	.91
Laboratory Assistant	1.15
Laboratory Helper	.87

WATCHING SERVICE.

Head Watchman	.94
Watchmen	.87
Office Janitor	.87

MILL STORES.

Day Clerk	1.04
Ass't Day Clerk	.94
Night Clerks	.90
Helper & Trucker	.88
Store Helper	.87
Office Helper	.87
Helper	.87

ELECTRICAL DEPARTMENT.

Sub-Station Operators	1.11
Maintenance Men	1.17
Armature Winder	1.17
Electricians	1.17
"	1.13
"	1.07
Electrician Helpers	.96
Electrician Apprentice	.75

MILL YARD

Foremen	.96
Labourers	.87

LOG HAUL UP.

Foremen	1.06
Boom men	.87
Conveyormen	.90
"	.88
Transfermen	.88
"	.87
Cleaners	.87
Bark Press	.87
Transfer	.87
Spares	.87
Transfermen (Conv. No. 6)	.88

MECHANICAL DEPARTMENT.

Machinists	1.23
Machinist Helpers	1.11
	1.01
	.96
	.92
Roll Grinder Man	1.23
" " Helper	1.11
Blacksmith	1.06
Boiler Maker	1.22
" helper	.92
Tinsmith	1.04
" helpers	.92
Cement Finishers	1.11
" helper	.92
Carpenter Foreman	1.29
Carpenters	1.11
	1.08
	1.04
" helper	.92
Pipefitters	1.11
	1.01
	.92
" apprentice	.70
Painters	1.21
" helpers	.92
Millwrights	1.23
"	1.11
Head Oiler	1.15
Tool Room (day)	.94
" (night)	.92
Cleaner	.87
Welders	1.16
"	1.08
Steel Riggers	1.21
Tractor Driver	.99
Tractor Repairman.	1.11